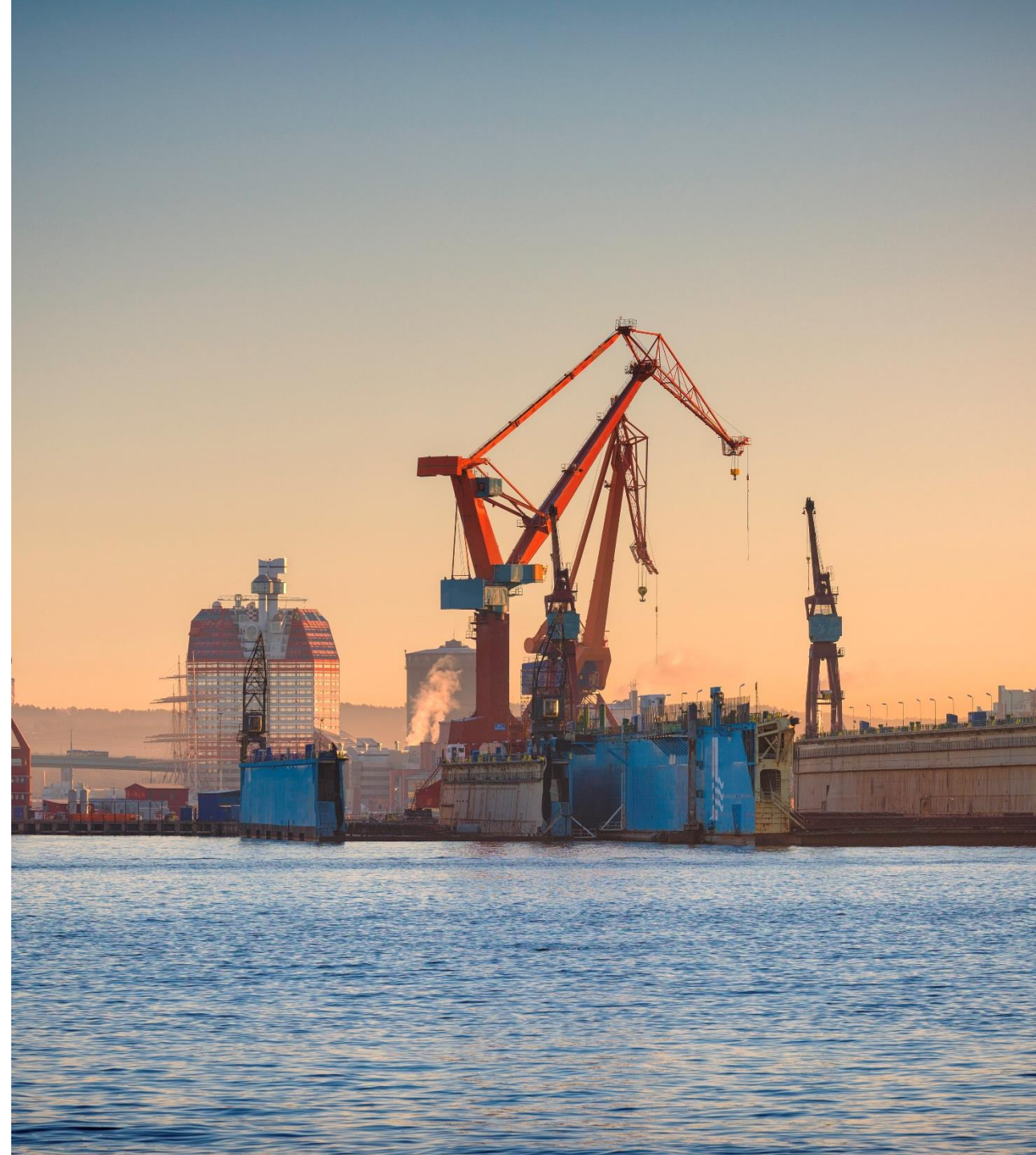


Etteplan 2021: Revenue and operating profit (EBITA) rose to a new level

Juha Näkki
President and CEO
February 10, 2022
Espoo, Finland

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- Financial development Q4/2021
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Highlights 2021

Highlights 2021

- + Revenue >EUR 300 million and operating profit (EBITA) >EUR 30 million for the first time.
 - + Growth 15.6%, organic growth 8.9%.
 - + Growth in Software and Embedded Solutions >25%.
 - + The number of hours sold to the Chinese markets increased by >55%.
 - + We made several investments in organic and unorganic growth in accordance with our strategy.
 - + We were able to maintain EBITA at our target level of 10% for the year.
 - + Technical Documentation Solutions reached an excellent profitability (EBITA) >12% already for the second time during the year.
 - Strong organic growth had a slight effect on profitability and tied capital.
 - The pandemic continued to affect our operations to some extent during the year, and sick leaves increased in the latter part of Q4.
- The Board of Directors' dividend proposal is EUR 0.40 (0.34) per share.

Development of the operating environment in 2021

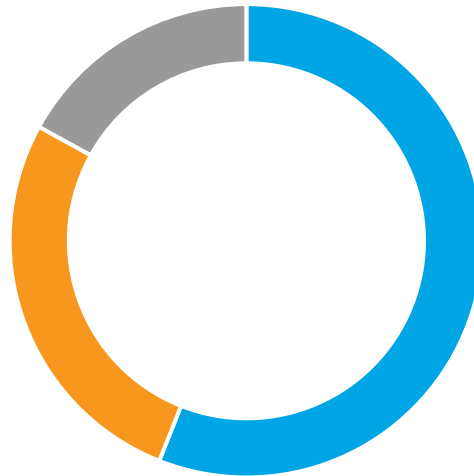
- The demand situation was good almost throughout the year in all our market areas.
 - After a slight downturn in the third quarter, the demand situation again recovered to a good level in the fourth quarter.
- The prolongation of the pandemic continues to have an impact on the market situation and supply chains.
 - Travel restrictions continued.
 - Sick leaves increased in Q4.
- Our customers have adapted to the effects of the pandemic, and their business is currently developing positively.

Market development in Etteplan's main markets in 2021

- The pandemic continued to affect the market situation **in many European countries.**
- In **Finland**, the overall market situation remained fairly good.
- In **Sweden, Denmark, the Netherlands, Germany and Poland** the overall market situation remained fairly good.
- **China:** Demand was at a good level.

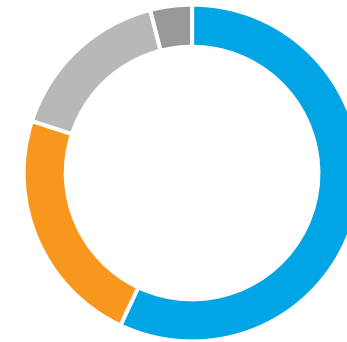
Revenue and personnel 1-12/2021

Revenue by service area



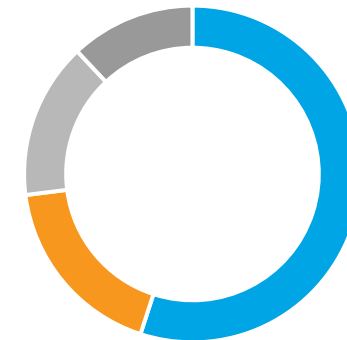
- Engineering Solutions 56% (57%)
- Software and Embedded Solutions 27% (25%)
- Technical Documentation Solutions 17% (18%)

Revenue by geographical area



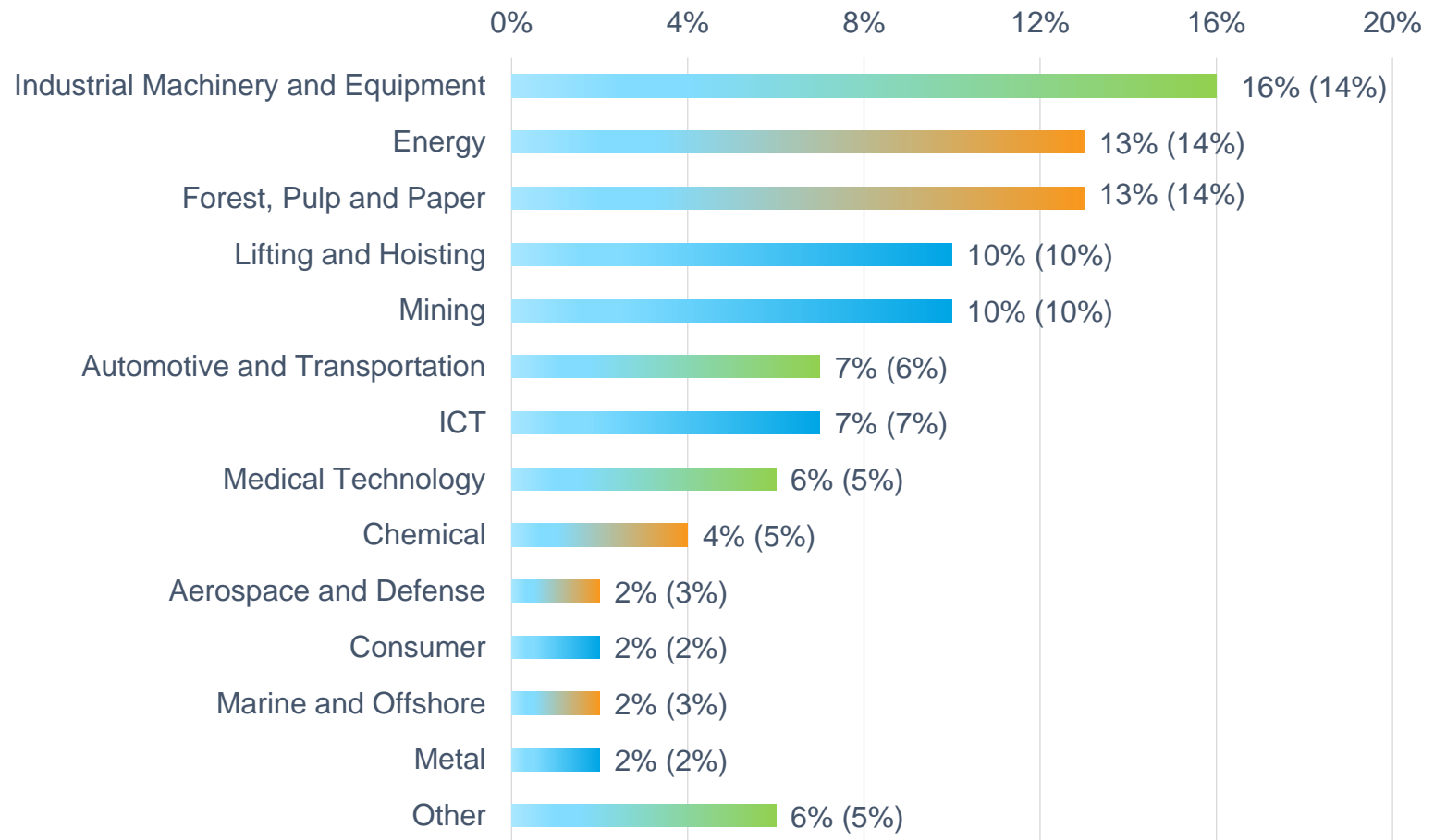
- Finland 57% (61%)
- Scandinavia 23% (22%)
- Central Europe 16% (14%)
- China 4% (3%)

Personnel by geographical area (end of period)



- Finland 55% (59%)
- Scandinavia 18% (18%)
- Central Europe 15% (13%)
- China 12% (10%)

Revenue by customer segment 1-12/2021



Key figures 10-12/2021

EUR 1,000	10-12/2021	10-12/2020	Change %
Revenue	85,258	70,295	21.3
Operating profit (EBITA)	8,965	8,085	10.9
EBITA, %	10.5	11.5	
Operating profit (EBIT)	7,834	7,092	10.5
EBIT, %	9.2	10.1	
Basic earnings per share, EUR	0.26	0.23	13.0
Equity ratio, %	39.7	40.5	
Operating cash flow	13,156	17,512	-24.9
ROCE, %	19.7	20.3	
Managed Services Index	63	61	3.8
Personnel at end of the period	3,629	3,267	11.1

Key figures 1-12/2021

EUR 1,000	1-12/2021	1-12/2020	Change %
Revenue	300,111	259,702	15.6
Operating profit (EBITA)	30,139	26,172	15.2
EBITA, %	10.0	10.1	
Operating profit (EBIT)	25,754	22,380	15.1
EBIT, %	8.6	8.6	
Basic earnings per share, EUR	0.80	0.69	15.9
Equity ratio, %	39.7	40.5	
Operating cash flow	27,093	37,997	
ROCE, %	16.0	16.0	
Managed Services Index	63	61	3.8
Personnel at end of the period	3,629	3,267	11.1

We started the year 2022 with two acquisitions



- **Cognitas GmbH, Germany:** a German technical information lifecycle management company. With the acquisition we became a market leading company in technical documentation in Germany and reinforce our leading position in Europe.
- *Net sales EUR 15 million; 200 professionals in consulting and technical information authoring and management.*



- **Syncore Technologies AB, Sweden:** a technology services company focusing on embedded systems. Through the acquisition, Etteplan will significantly strengthen its ability to deliver embedded solutions and software in Sweden and strengthen its project business expertise in embedded systems.
- Net sales EUR 5 million; 46 embedded systems experts

Financial guidance 2022

Etteplan issues guidance for revenue and operating profit (EBIT) as a numerical range and issues the following estimate:

- Revenue in 2022 is estimated to be EUR 340-370 (2021: 300.1) million, and
- Operating profit (EBIT) in 2022 is estimated to be EUR 28-32 (2021: 25.8) million.

Market outlook 2022

The most important factor affecting Etteplan's business is the global development of the machinery and metal industry. The prolongation of the COVID-19 pandemic continues to have an impact on the market situation and supply chains. Our customers have adapted to the effects of the pandemic, and their business is currently developing positively. The prevailing financial and geopolitical situation may affect the market development. However, we expect the demand situation to remain fairly good throughout 2022.

Financial development Q4/2021

Revenue

10-12/2021: 85.3 M€ (70.3 M€)

Growth 21.3%

With comparable exchange rates 20.6%

Organic growth 15.2%

With comparable exchange rates 14.6%

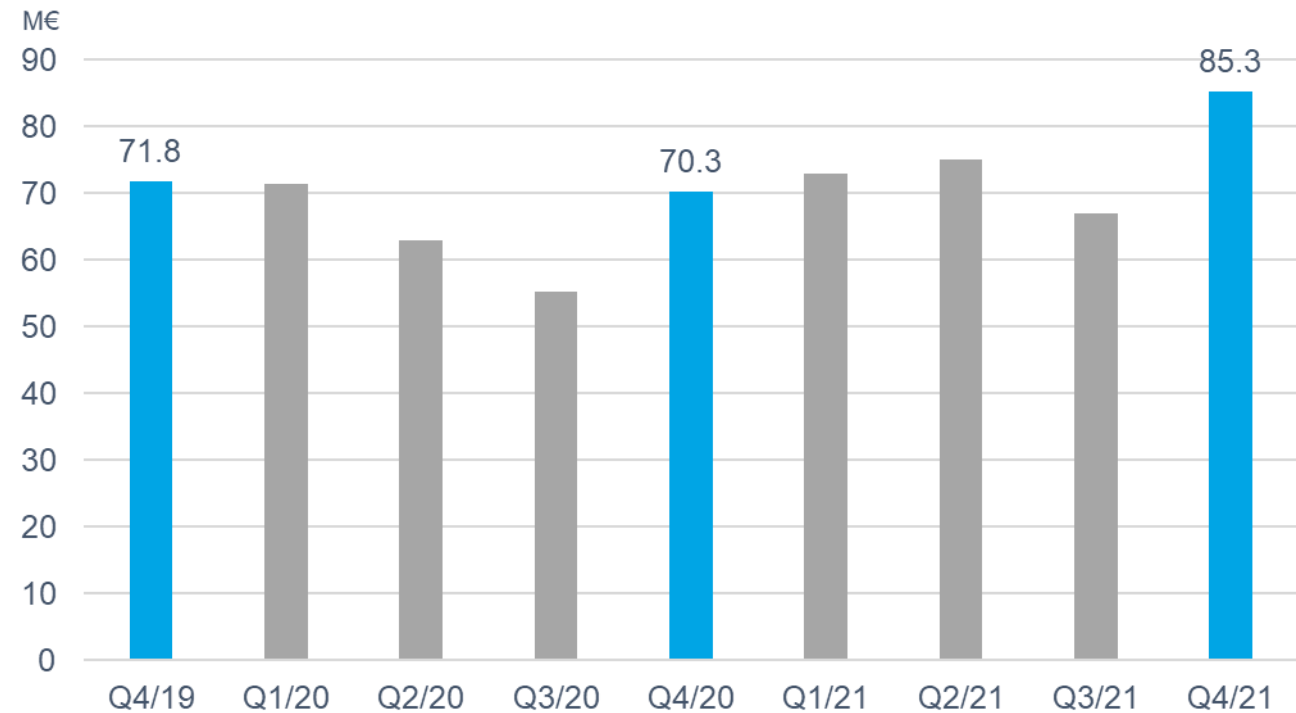
1-12/2021: 300.1 M€ (259.7 M€)

Growth 15.6%

With comparable exchange rates 14.7%

Organic growth 8.9%

With comparable exchange rates 8.0%



- After a slight downturn in Q3, the demand situation recovered to a good level and we made good progress with our projects.
- Holidays and increased sick leaves affected revenue in the latter part of Q4.
- Revenue from key accounts increased by 13.0% in Q4.
- During the year we continued our investments in organic growth by recruiting personnel and establishing new teams.
- Previously completed acquisitions and outsourcing agreements had a positive effect on our development.

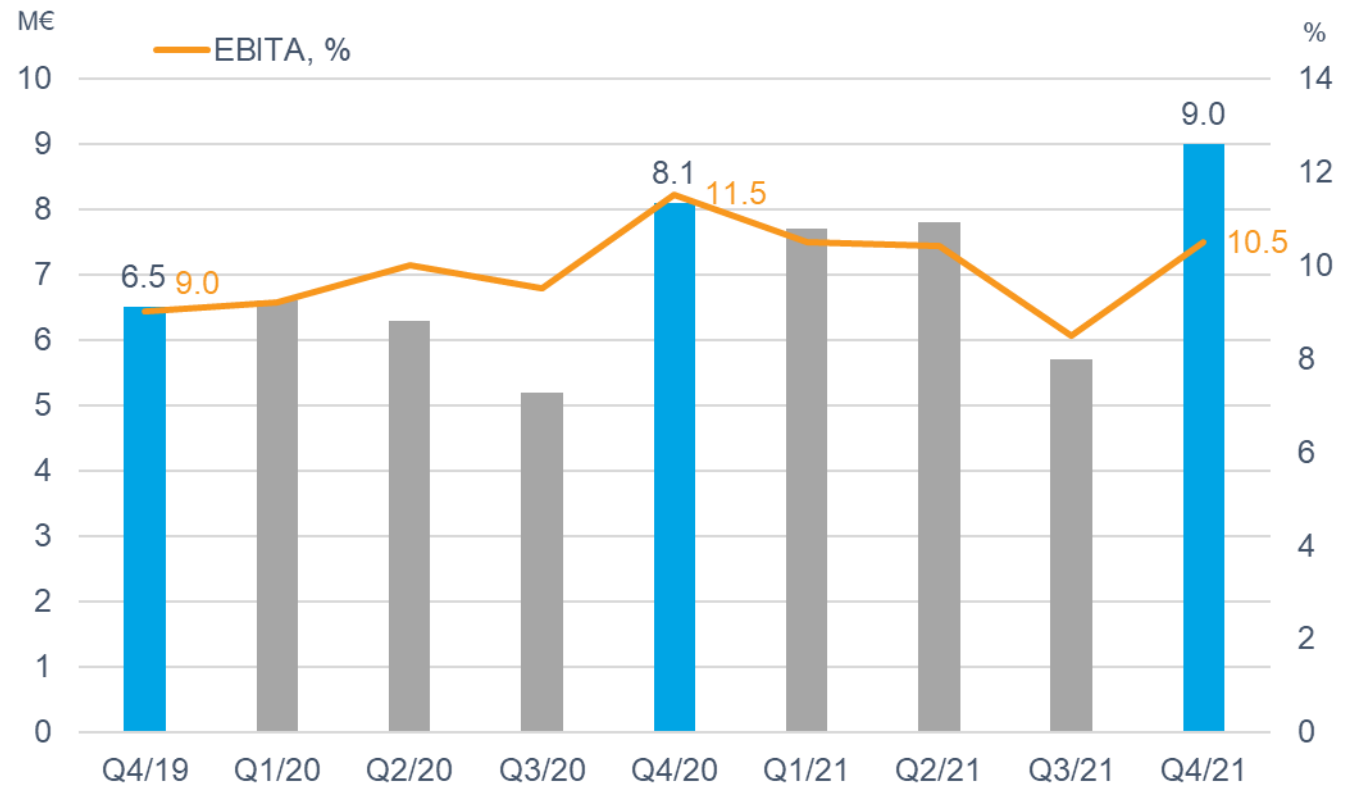
Operating profit (EBITA)

10-12/2021: 9.0 M€, 10.5%
(8.1 M€, 11.5%)

Non-recurring items -0.1 (-0.3) M€

1-12/2021: 30.1 M€, 10.0%
(26.2 M€, 10.1%)

Non-recurring items -0.7 (-0.9) M€



- Profitability for the full year was at a good level, in line with our targets, thanks to good operational efficiency.
- Investments in organic growth had a slight effect on profitability.

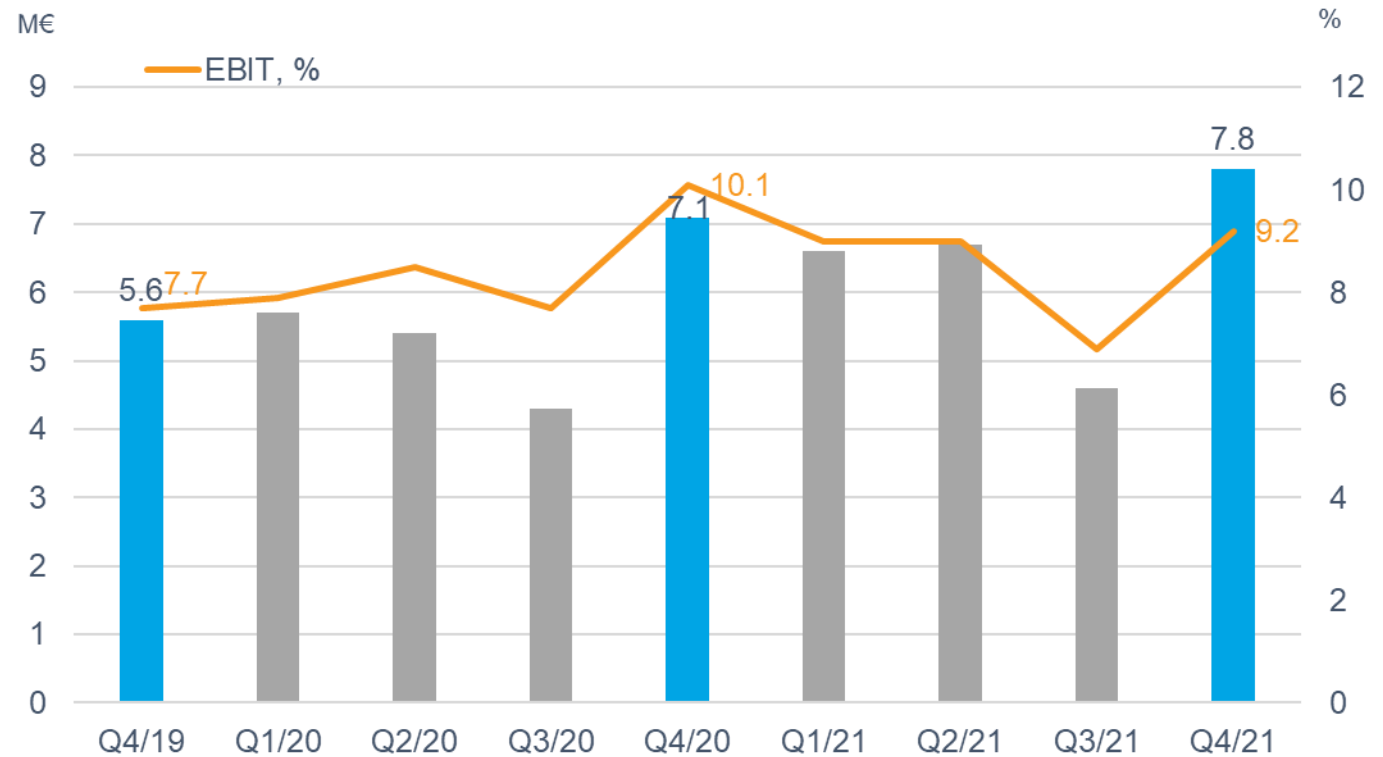
Operating profit (EBIT)

10-12/2021: 7.8 M€, 9.2%
(7.1 M€, 10.1%)

Non-recurring items -0.1 (-0.3) M€

1-12/2021: 25.8 M€, 8.6%
(22.4 M€, 8.6%)

Non-recurring items -0.7 (-0.9) M€



- Amortization related to acquisitions were EUR 1.1 million in 10-12/2021 and EUR 4.4 million in 1-12/2021.

Engineering Solutions

Revenue

10-12/2021: 47.1 M€ (40.6 M€)

Change 16.0%

1-12/2021: 167.4 M€ (148.9 M€)

Change 12.5%

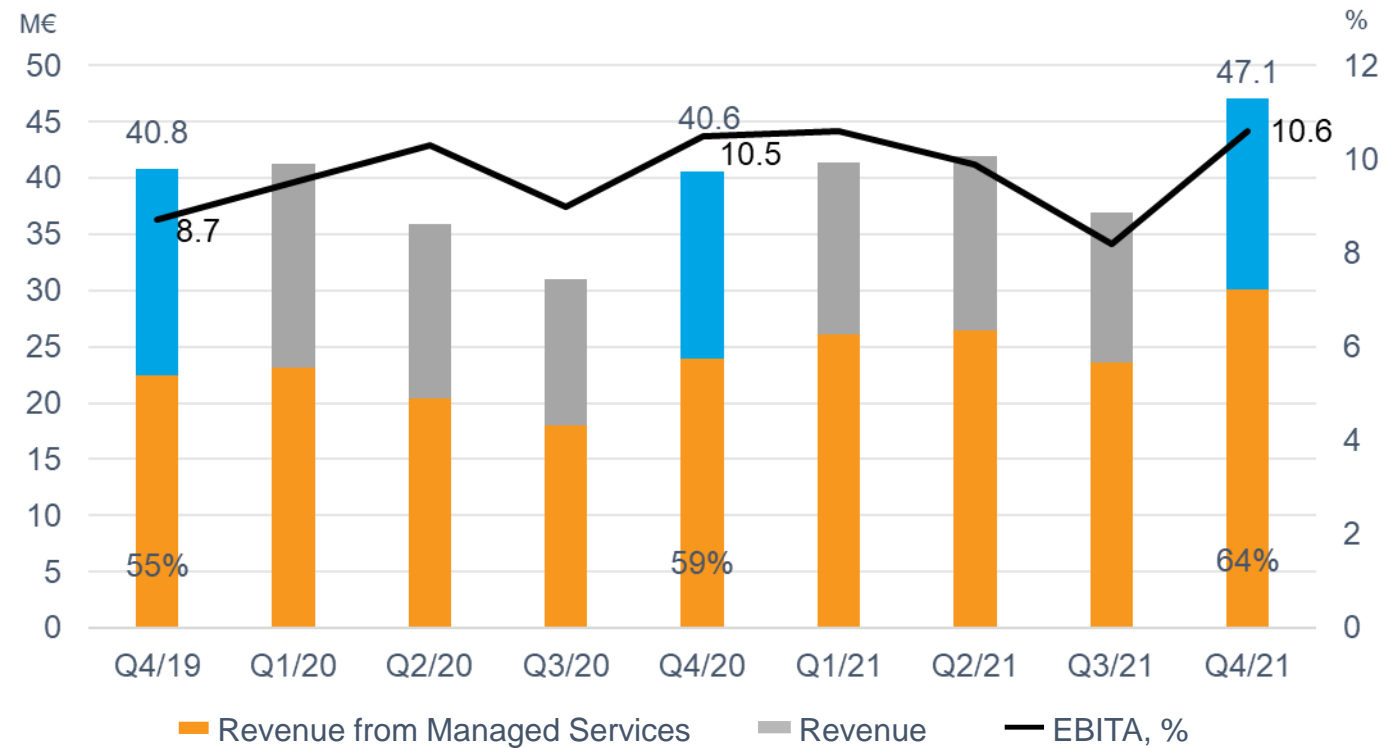
Operating profit (EBITA)

10-12/2021: 5.0 M€, 10.6%
(4.2 M€, 10.5%)

1-12/2021: 16.6 M€, 9.9%
(14.7 M€, 9.9%)

Personnel

Dec 31, 2021: 2,062 (1,922)



- Demand situation was at a good level in all markets and a good number of new projects were started in Q4.
- Our outsourcing business performed well during the year and had a positive impact on our development.
- Profitability was at a good level due to good operational efficiency.

Software and Embedded Solutions

Revenue

10-12/2021: 23.4 M€ (17.7 M€)

Change 32.2%

1-12/2021: 80.1 M€ (63.7 M€)

Change 25.8%

Operating profit (EBITA)

10-12/2021: 2.4 M€, 10.3%

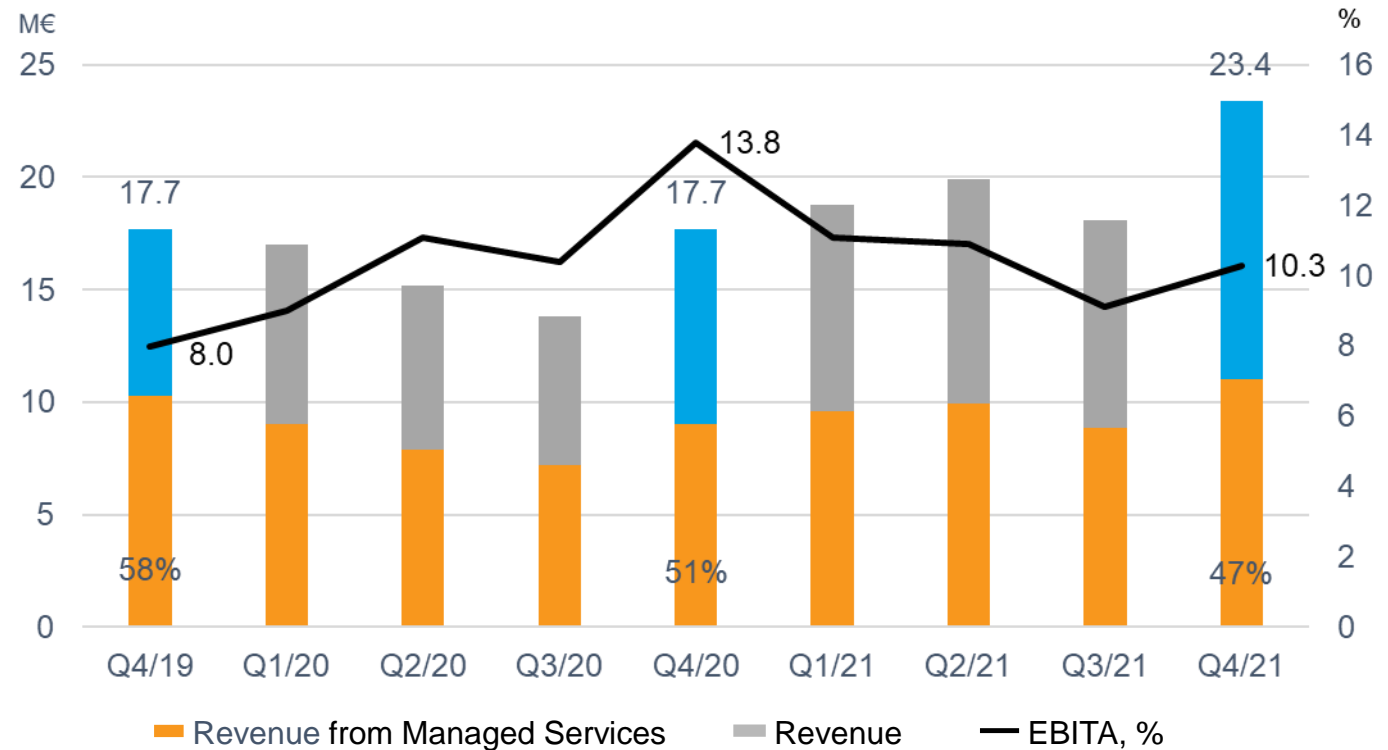
(2.4 M€, 13.8%)

1-12/2021: 8.3 M€, 10.4%

(7.1 M€, 11.1%)

Personnel

Dec 31, 2021: 771 (628)



- The demand situation remained good and strong growth continued in Q4.
- The reduced availability of highly competent professionals affects the business. For this reason, we have continued to increase the use of subcontractors.
- Profitability was affected by our investments in growth, especially in Sweden, and the increased use of subcontracting. Operational efficiency was at a moderate level.

Technical Documentation Solutions

Revenue

10-12/2021: 14.3 M€ (11.9 M€)

Change 20.8%

1-12/2021: 51.6 M€ (46.5 M€)

Change 11.0%

Operating profit (EBITA)

10-12/2021: 1.7 M€, 12.0%

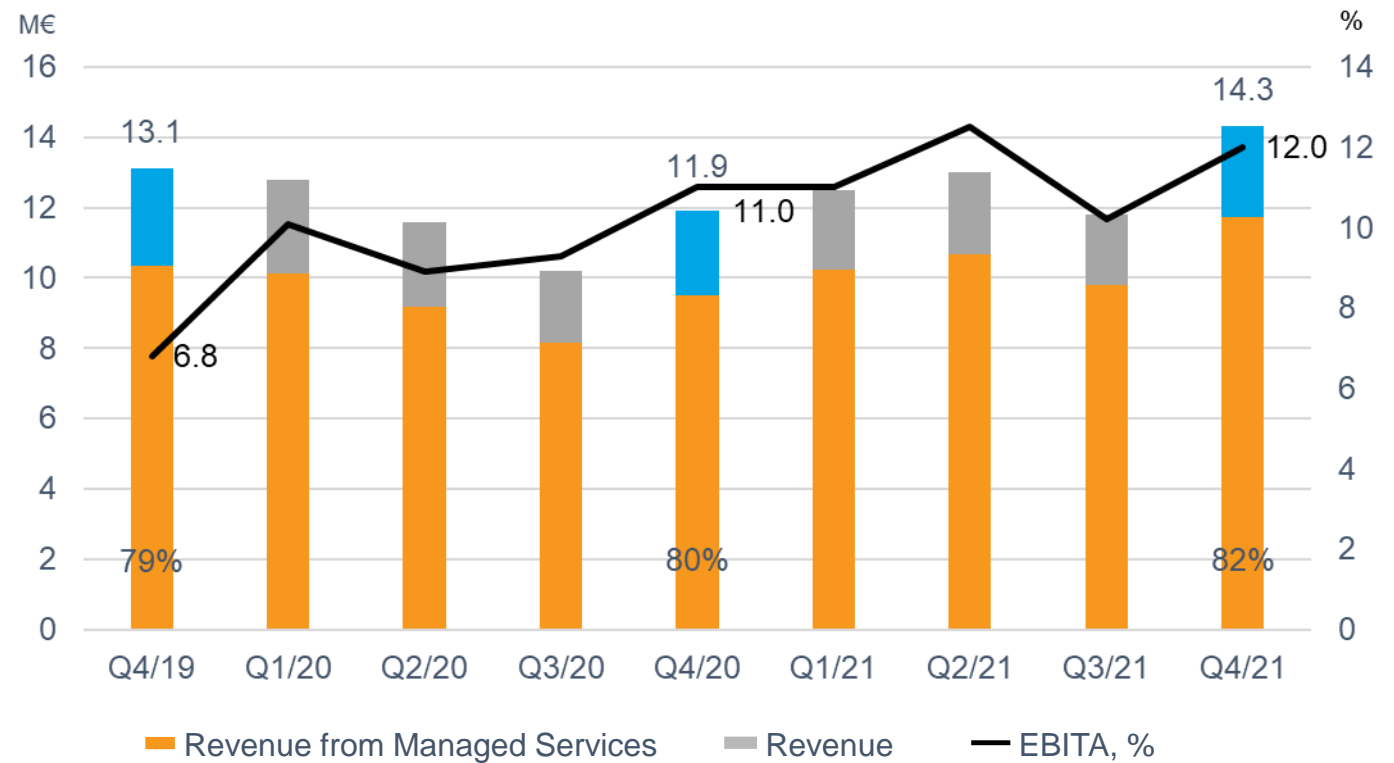
(1.3 M€, 11.0%)

1-12/2021: 5.9 M€, 11.4%

(4.6 M€, 9.8%)

Personnel

Dec 31, 2021: 669 (616)



- Demand situation was good.
- Acquisitions and the success of the outsourcing business contributed to the growth figures.
- Profitability was at a good level thanks to excellent operational efficiency and increased share of revenue represented by Managed Services.

Earnings per share and dividends

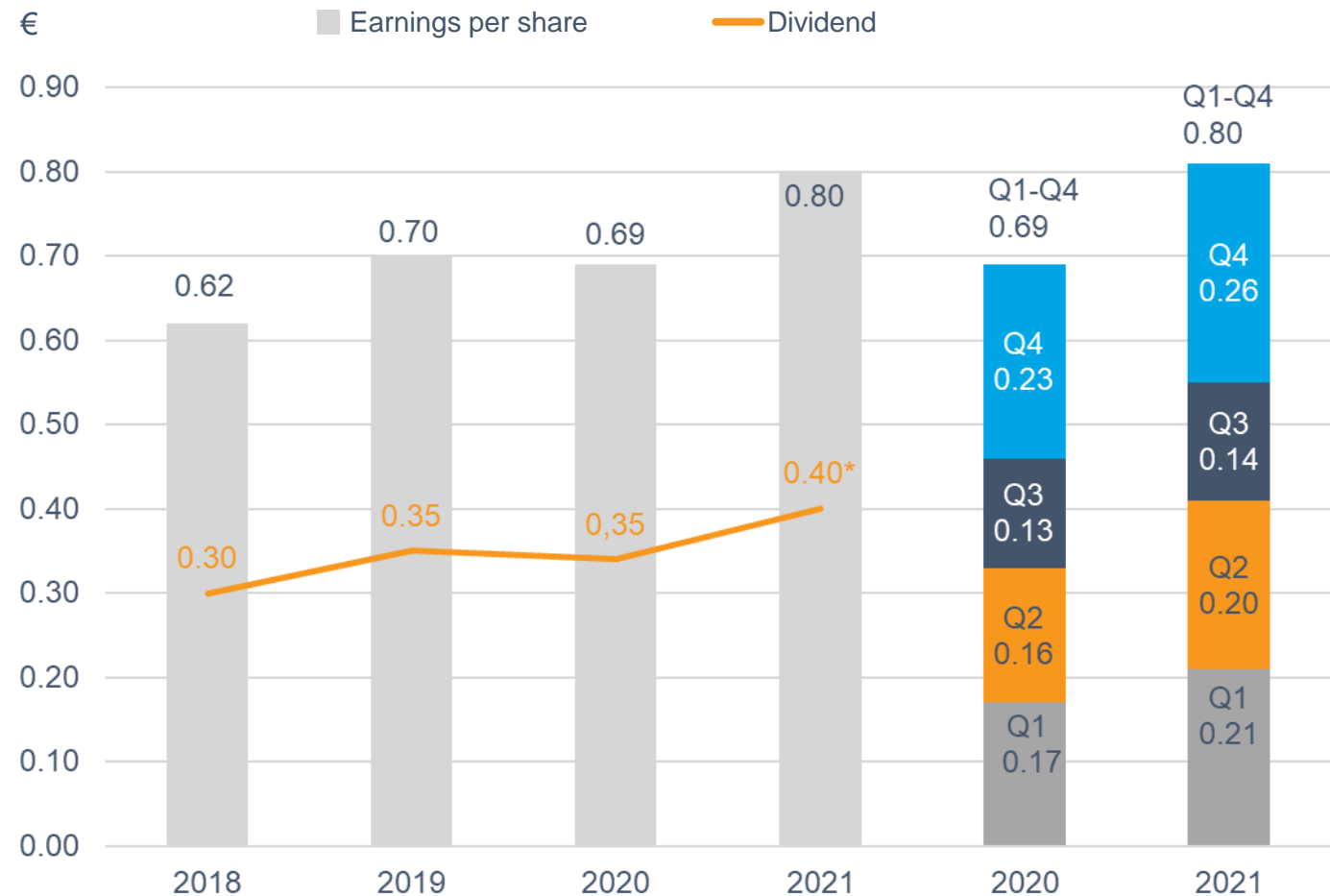
Earnings per share

10-12/2021: 0.26 € (0.23 €)

Change 13.0%

1-12/2021: 0.80 € (0.69 €)

Change 15.9%



*The Board's dividend proposal is 0.40 euro/share.

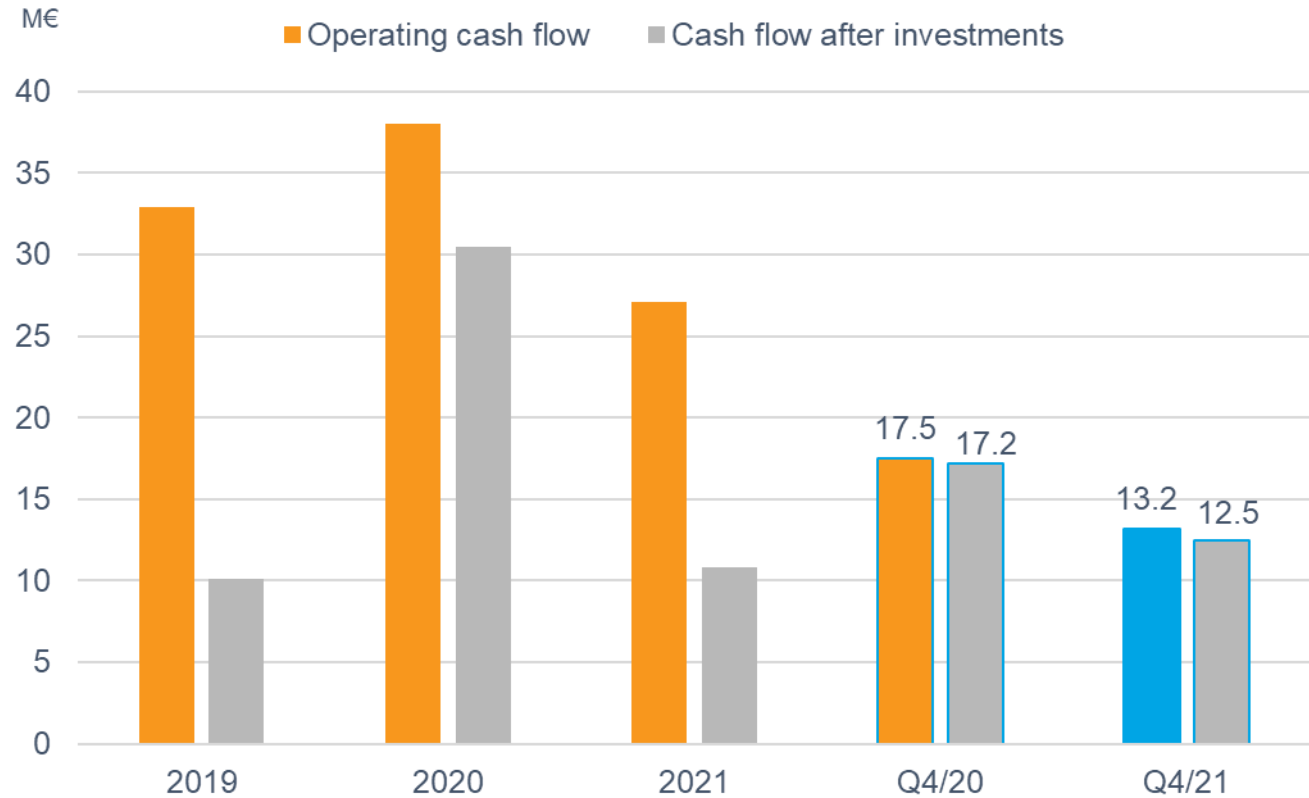
Cash flow

Operating cash flow

10-12/2021: 13.2 M€ (17.5 M€)

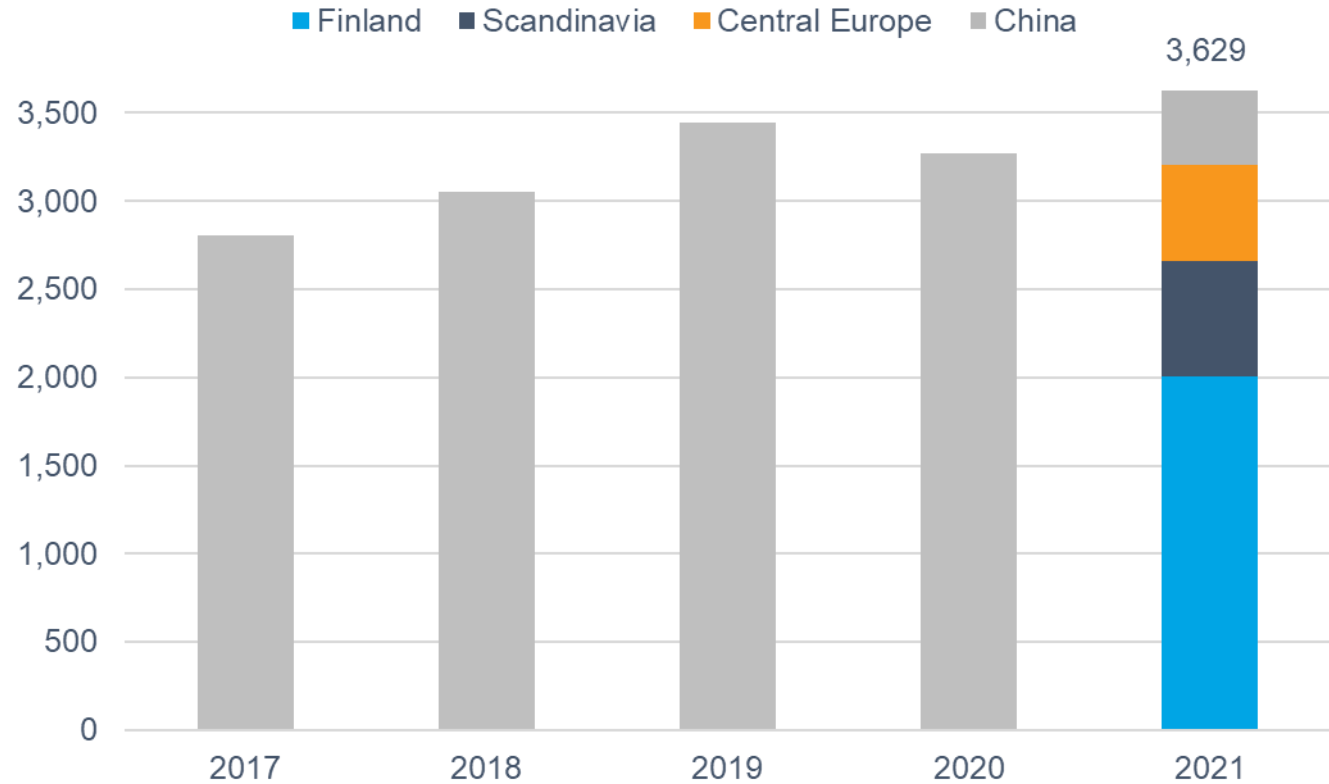
1-12/2021: 27.1 M€ (38.0 M€)

Cash flow accrues unevenly over the four quarters of the year due to periodic fluctuation in business.



- Operating cash flow decreased year-on-year as growth tied up capital and affected the accrual of operating cash flow.

Personnel at the end of the period



- Compared to the end of year 2020, the number of personnel increased by 11.1% and stood at 3,629 employees (Dec 31, 2020: 3,267).
- At the end of the year, 1,624 (Dec 31, 2020: 1,351) people were employed by the Group outside of Finland.

Income statement

MEUR	1-12/2021	1-12/2020	Change %
Revenue	300.1	259.7	15.6
Other operating income	1.3	3.6	
Materials and services	-31.7	-23.3	
Employee benefits expenses	-197.6	-177.3	
Other operating expenses	-28.5	-22.3	
Depreciation and amortization	-17.8	-18.0	
Operating profit (EBIT)	25.8	22.4	15.1
Financial income	0.6	0.4	
Financial expenses	-1.5	-1.7	
Profit before taxes	24.9	21.1	18.0
Income taxes	-4.8	-4.0	
Profit for the review period	20.0	17.1	17.4

Balance sheet

MEUR	Dec 31, 2021	Dec 31, 2020
Goodwill	92.4	83.7
Other non-current assets	54.8	52.6
Non-current assets, total	147.1	136.3
Inventory	0.4	0.3
Trade and other receivables	75.1	56.9
Cash and cash equivalents	30.4	24.4
Current assets, total	105.8	81.6
TOTAL ASSETS	253.0	217.9
Equity, total	98.9	87.1
Non-current liabilities, total	47.4	28.0
Current liabilities, total	106.7	102.8
TOTAL EQUITY AND LIABILITIES	253.0	217.9

Etteplan's targets

Financial targets 2020-2024

Revenue
> EUR 500
million

1-12/2021:
EUR 300 million

50%
Revenue
outside
Finland

1-12/2021: 43%

75%
Managed
Services share
of revenue

1-12/2021: 63%

10%
Operating profit
(EBITA)

1-12/2021: 10.0%

ACTIONS

- Constant development of Service Solutions
- Digitalization
- International growth
- Acquisitions

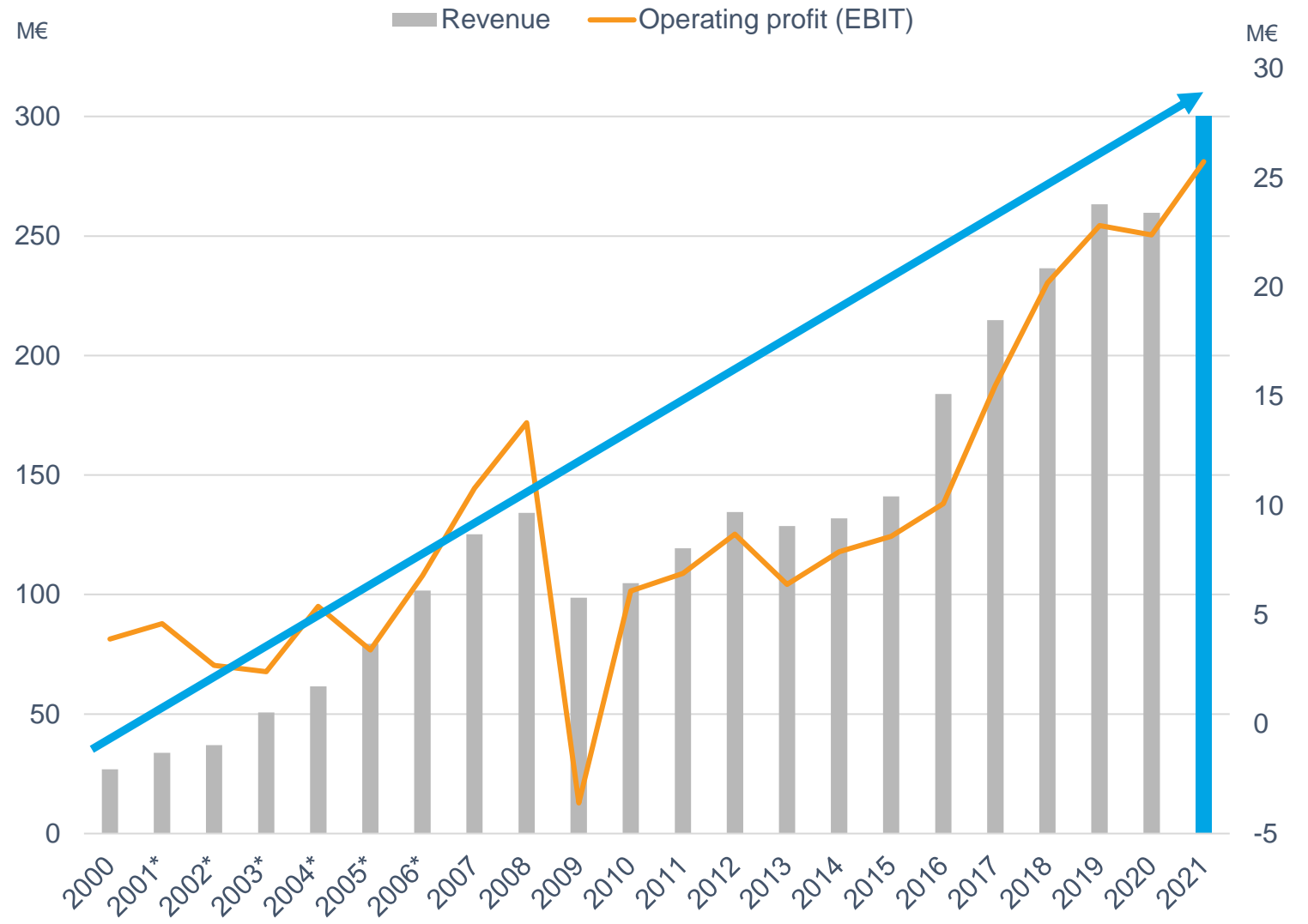
- Expanding our full service offering to all current markets

- Service solutions
- Technology solutions
- Project business

- Change in business model towards Managed services
- Market leadership

Questions?

Revenue and EBIT 2000-2021



*Includes continued and discontinued operations

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