

## Slightly softer improvement than expected

Etteplan's Q4 results came slightly below expectations, but showed progress from last year. Guidance implies a modest improvement despite the challenging market conditions.

- Net sales in Q4 were EUR 92.9m (Evli est. EUR 94.1m, EUR 91.3m in Q4'24), increasing by 2%. At comparable FX net sales increased by 1%.
- EBITA in Q4 was EUR 6.8m (Evli est. EUR 7.1m).
- EBIT in Q4 amounted to EUR 5.3m (Evli est. EUR 5.5m, EUR 5.0m in Q4'24), at a margin of 5.7% (Evli est. 5.8%).
- The combined effect of NRI's on EBITA and EBIT was EUR -0.3m (Q4'24: EUR -0.9m) for the quarter.
- EPS in Q4 amounted to EUR 0.13 (Evli est. EUR 0.13, EUR 0.12 in Q4'24).
- Net sales in Engineering Solutions in Q4 were EUR 53.0m (Evli est. EUR 55.0m), EBITA in Q4 amounted to EUR 3.8m (Evli est. EUR 4.7m).
- Net sales in Software and Embedded Solutions in Q4 were EUR 20.8m, aligning with our estimate. EBITA amounted to EUR 1.4m (Evli est. EUR 1.1m).
- Net sales in Technical Communication and Data Solutions in Q4 were EUR 19.1m (Evli est. EUR 18.2m), EBITA amounted to EUR 1.7m (Evli est. EUR 1.5m).
- The segments were roughly in line with estimates overall, with Engineering Solutions performing slightly below our expectations and Technical Communication and Data Solutions slightly better than expected. Software and Embedded continued revenue decline as expected, but held profitability decently well.
- Guidance 2026:** Revenue is estimated to be EUR 360–380m (2025: EUR 361.4m) and EBIT to be EUR 19–25m (2025: 17.9m). Our current estimate for 2026 is net sales of EUR 374m and EBIT of EUR 23m, slightly at the higher side of the guidance range.
- The BoD's dividend proposal is EUR 0.22 per share (Evli est. EUR 0.21).
- Market commentary remained the same, with uncertainties from geopolitical tensions keeping demand weak and investments slow and defense and energy as bright spots.

## Rating

 Accumulate

Q4'25	Actual	Evli	Year ago
Net sales	92.9	94.1	91.3
EBITA	6.8	7.1	6.4
Reported EBIT	5.3	5.5	5.0
Reported EPS	0.13	0.13	0.12

Deviation	Actual	Evli	Year ago
Net sales		-1%	2%
EBITA		-4%	6%
Reported EBIT		-4%	6%
EPS		3%	7%

**Share price, EUR** (Last trading day's closing price) **9.10**  
Target price, EUR 10.0

Latest change in recommendation	29-Apr-25
Latest report on company	09-Feb-26
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	230
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	12-Feb-26
Web site	etteplan.com/investors

Analyst Atte Pitkajarvi  
E-mail [atte.pitkajarvi@evli.com](mailto:atte.pitkajarvi@evli.com)  
Telephone +358 440 476 597

 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	362.6	18.1	5.0%	-4.5	0.41	22.1	0.9	17.1	-2.0%	0.21
2026E	374.0	23.1	6.2%	11.8	0.58	15.6	0.8	13.1	5.1%	0.29
2027E	386.8	28.4	7.3%	19.6	0.76	12.0	0.8	10.3	8.5%	0.38
Market cap, EURm	230		Gearing 2025E, %		65.7 %		CAGR EPS 2024–27, %		22.5 %	
Net debt 2025E, EURm	81		Price/book 2025E		1.9		CAGR Sales 2024–27, %		2.3 %	
Enterprise value, EURm	310		Dividend yield 2025E, %		2.3 %		ROE 2025E, %		8.6 %	
Total assets 2025E, EURm	313		Tax rate 2025E, %		22.3 %		ROCE 2025E, %		8.2 %	
Goodwill 2025E, EURm	128		Equity ratio 2025E, %		39.2 %		PEG, P/E 25/CAGR		0.8	

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

## Important Disclosures

Evli Research Partners Plc ("ERP") uses 12-month target prices. Target prices are defined by utilizing analytical techniques based on financial theory including (but not limited to) discounted cash flow analysis and comparative valuation. The selection of valuation methods depends on different circumstances. Target prices may be altered on the basis of new information coming to light in the underlying company or changes in interest rates, changes in foreign exchange rates, other securities prices or market indices or outlook for the aforementioned factors or other factors that may change the conditions of financial markets. The valuation assumptions used are sensitive to changes and can significantly affect fair values. A change of a single percentage point in any used assumption could affect fair values by more than +/-20%. Recommendations and changes by analysts are available at [Analysts' recommendations and ratings revisions](#).

Investment recommendations are defined as follows:

Target price compared to share price

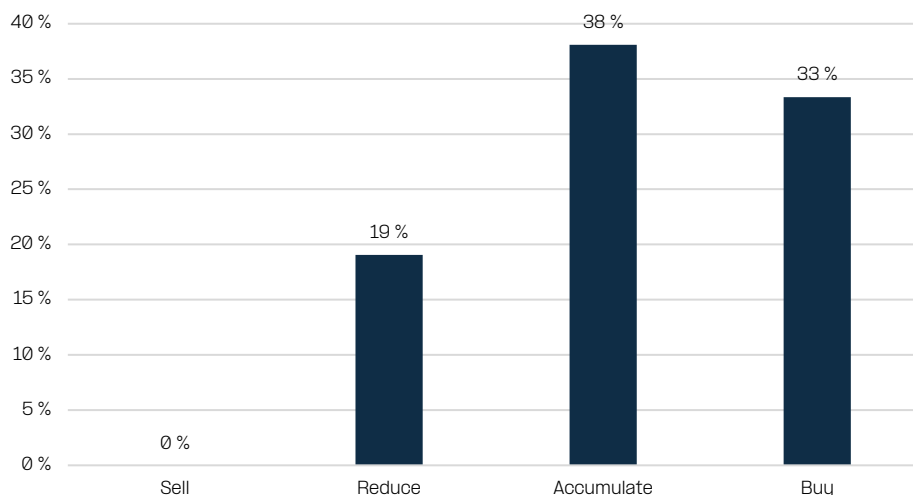
< -10 %  
-10 – 0 %  
0 – (+10) %  
> 10 %

Recommendation

SELL  
REDUCE  
ACCUMULATE  
BUY

ERP may temporarily suspend the rating and, if applicable, the target price to comply with regulations and/or firm policies, in which case a NOT RATED classification is used.

ERP's investment recommendation of the analyzed company is updated at least 2 times per year.



The graph above shows the distribution of ERP's recommendations of companies under coverage on the 16th of May, 2025. If recommendation is not given, it is not mentioned here.

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

This research report has been prepared by Evli Research Partners Plc ("ERP" or "Evli Research"). ERP is a subsidiary of Evli Plc. Production of the investment recommendation has been concluded on 9.2.2026, 9.00. This report has been published on 12.2.2026, 14:00.

None of the analysts contributing to this report, persons under their guardianship or corporations under their control have a position in the shares of the company or related securities.

The date and time for any price of financial instruments mentioned in the recommendation refer to the previous trading day's closing price(s) unless otherwise stated in the report.

Each analyst responsible for the content of this report assures that the expressed views accurately reflect the personal views of each analyst on the covered companies and securities. Each analyst assures that (s)he has not been, nor are or will be, receiving direct or indirect compensation related to the specific recommendations or views contained in this report.

Companies in the Evli Group, affiliates or staff of companies in the Evli Group, may perform services for, solicit business from, hold long or short positions in, or otherwise be interested in the investments (including derivatives) of any company mentioned in the publication or report.

According to ERP's best knowledge, the issuer(s) of the securities does/(do) not hold in excess of 5% of the total issued share capital of the issuer(s).

Neither ERP nor any company within the Evli Group have managed or co-managed a public offering of the company's securities during the last 12 months prior to, received compensation for investment banking services from the company during the last 12 months prior to the publication of the research report.

ERP may pursue an assignment from the issuer(s) of the financial instruments mentioned in the recommendation or this report. These assignments may have a limited economic or financial impact on ERP and/or Evli. Under such assignments ERP may perform services including, but not limited to, arranging investor meetings or –events, investor relations communication advisory and production of research material.

ERP has signed an agreement with the issuer of the financial instruments mentioned in the recommendation, which includes production of research reports. This assignment has a limited economic and financial impact on ERP and/or Evli. Under the assignment ERP performs services including, but not limited to, arranging investor meetings or –events, investor relations communication advisory and production of research material.

ERP or another company within the Evli Group does not have an agreement with the company to perform market making services.

Evli Group's Member of the Board Robert Ingman is a Member of the Board of the company.

For the prevention and avoidance of conflicts of interests with respect to this report, there is an information barrier (Chinese wall) between Investment Research and Corporate Finance units concerning unpublished investment banking services to the company. The remuneration of the analyst(s) is not tied directly or indirectly to investment banking transactions performed by Evli Plc or any company within Evli Group.

This report has not been disclosed to the company prior to its dissemination.

This report is provided and intended for informational purposes only and may not be used or considered under any circumstances as an offer to sell or buy any securities or as advice to trade any securities.

This report is based on sources ERP considers to be correct and reliable. The sources include information providers Reuters and Bloomberg, stock–exchange releases from the companies and other company news, Statistics Finland and articles in newspapers and magazines. However, ERP does not guarantee the materialization, correctness, accuracy or completeness of the information, opinions, estimates or forecasts expressed or implied in the report. In addition, circumstantial changes may have an influence on opinions and estimates presented in this report. The opinions and estimates presented are valid at the moment of their publication and they can be changed without a separate announcement. Neither ERP nor any company within the Evli Group are responsible for amending, correcting or updating any information, opinions or estimates contained in this report. Neither ERP nor any company within the Evli Group will compensate any direct or consequential loss caused by or derived from the use of the information represented in this publication.

All information published in this report is for the original recipient's private and internal use only. ERP reserves all rights to the report. No part of this publication may be reproduced or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, or stored in any retrieval system of any nature, without the written permission of ERP.

This report or its copy may not be published or distributed in Australia, Canada, Hong Kong, Japan, New Zealand, Singapore or South Africa. The publication or distribution of this report in certain other jurisdictions may also be restricted by law. Persons into whose possession this report comes are required to inform themselves about and to observe any such restrictions.

Evli Plc is not registered as a broker–dealer with the U. S. Securities and Exchange Commission ("SEC"), and it and its analysts are not subject to SEC rules on securities analysts' certification as to the currency of their views reflected in the research report. Evli is not a member of the Financial Industry Regulatory Authority ("FINRA"). It and its securities analysts are not subject to FINRA's rules on Communications with the Public and Research Analysts and Research Reports and the attendant requirements for fairness, balance and disclosure of potential conflicts of interest. This research report is only being offered in U.S. by Auerbach Grayson & Company, LLC (Auerbach Grayson) to Major U.S. Institutional Investors and is not available to, and should not be used by, any U.S. person or entity that is not a Major U.S. Institutional Investor. Auerbach Grayson is a broker–dealer registered with the U.S. Securities and Exchange Commission and is a member of the FINRA. U.S. entities seeking more information about any of the issuers or securities discussed in this report should contact Auerbach Grayson. The securities of non–U.S. issuers may not be registered with or subject to SEC reporting and other requirements.

ERP is not a supervised entity but its parent company Evli Plc is supervised by the Finnish Financial Supervision Authority.

**Contact information****SALES, TRADING AND RESEARCH****Equity Sales & Trading**

Joachim Dannberg (head)	+358 9 4766 9123
Aleksi Jalava	+358 9 4766 9123
Pasi Väisänen	+358 9 4766 9123

**Evli Investment Solutions**

Johannes Asuja	+358 9 4766 9205
----------------	------------------

**Equity Research**

Jerker Salokivi (head)	+358 9 4766 9149
Joonas Ilvonen	+358 44 430 9071
Atte Jortikka	+358 40 054 3725
Atte Pitkälampi	+358 44 047 6597

**EVLI**

**EVLI PLC**  
Aleksanterinkatu 19 A  
P.O. Box 1081  
FIN-00101 Helsinki, FINLAND  
Phone +358 9 476 690  
Internet www.evli.com  
E-mail firstname.lastname@evli.com

**EVLI PLC,  
STOCKHOLMSFILIAL**  
Regeringsgatan 67 P.O. Box 16354  
SE-103 26 Stockholm  
Sverige  
stockholm@evli.com  
Tel +46 (0)8 407 8000