

NORDEA

10/17/2025 10:00 am EEST

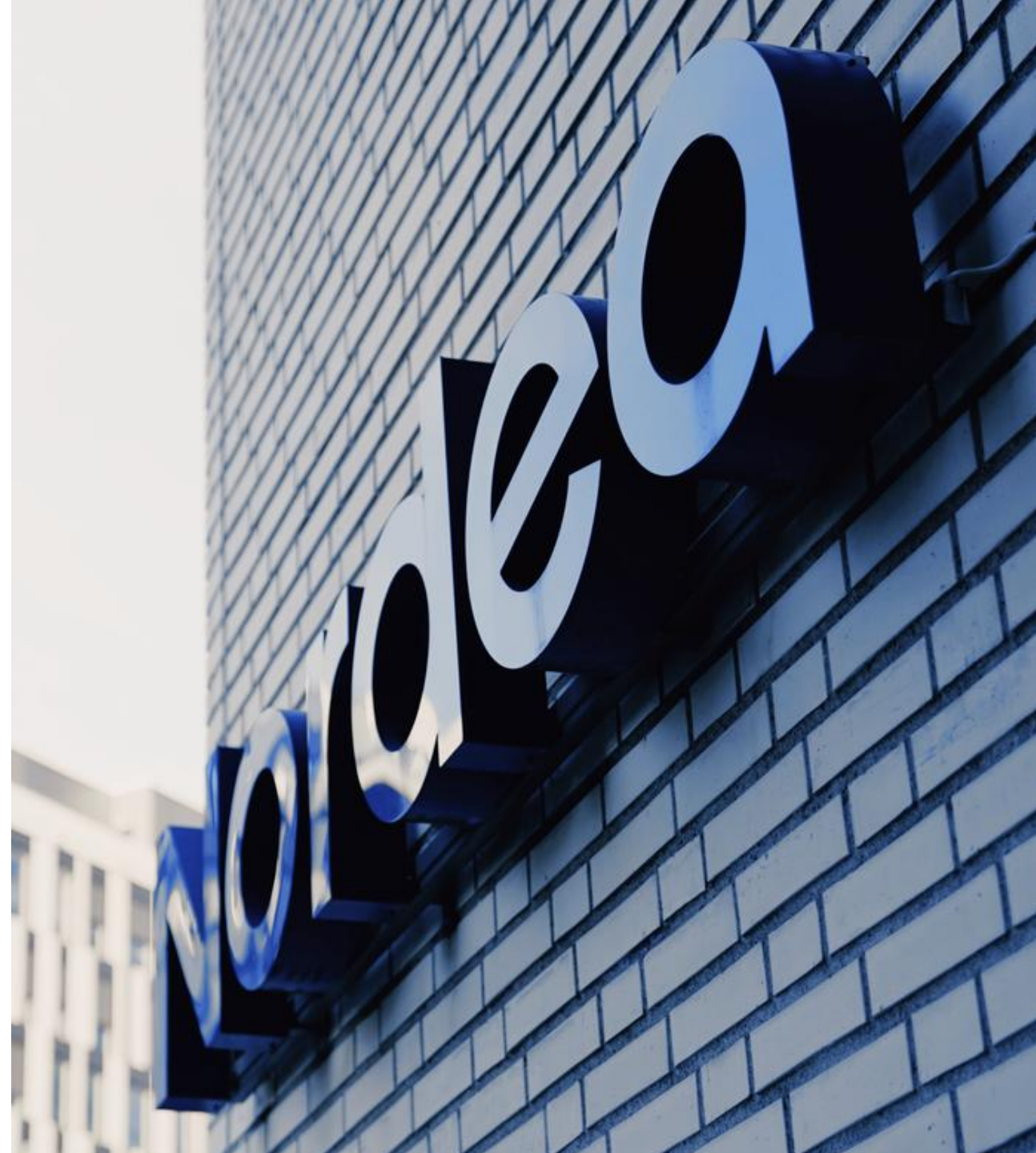
This is a translated version of "Ei uutta auringon alla" report,
published on 10/16/2025



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INDERES CORPORATE CUSTOMER

COMPANY REPORT



Nothing new under the sun

Nordea's Q3 report was slightly better than market expectations, and changes to forecasts remained marginal. The earnings outlook for the coming years is stable and the dividend outlook is abundant. The share's expected return is still sufficient, even though the bar for earnings development is higher than before due to the strong share price increase. We reiterate our EUR 15.0 target price and Accumulate recommendation.

Strong Q3 report

Nordea's operational figures in Q3 were slightly better than market expectations across the board. Credit demand picked up slightly from the previous quarter, and this partially offset the impact of falling interest rates on margins. Regarding fee and commission income, wealth management sales performed well again, and with strong market development, assets under management rose to an all-time high.

Costs were slightly lower than market expectations and the growth rate slowed significantly from the H1 level, as previously communicated. The company also continued to release discretionary loan loss provisions as expected, and the quality of the loan portfolio remained strong. Overall, Nordea's Q3 operating profit was 1,597 MEUR, exceeding our and consensus estimates by some 6%. Earnings per share were EUR 0.36 and return on equity remained strong at 15.8%. The company also announced, as expected, a new 250 MEUR share buyback program.

Only marginal revisions to earnings forecasts

We have made only marginal forecast changes following the Q3 report. We expect Nordea's EBIT to decline moderately in the coming years in line with interest rates. In our forecasts, the bank's return on equity will decrease to roughly 15.5% this year, which is in line with the bank's guidance. From next year onwards, Nordea's return on equity will stabilize in our forecasts at just over 14%, which we consider a sustainable level for

Nordea even in an environment of lower market interest rates. We note that the profitability level according to our forecasts is still excellent for the bank and clearly exceeds its cost of capital. As a result of significant share buybacks, EPS will remain flat in 2026 and begin to grow cautiously in 2027. Profit distribution will otherwise remain abundant, and in addition to a growing ordinary dividend, significant share buybacks are expected in the coming years. Nordea is organizing a Capital Markets Day on November 5, and based on the company's comments, cost efficiency in particular will be one of the cornerstones of the strategy update.

Profitability outlook justifies high valuation

With a slightly brighter economic outlook and stabilizing interest rate forecasts, we believe it is now more reasonable to rely on profitability assumptions that clearly exceed historical levels. In our previous update, we raised our long-term forecasts for Nordea, and with these, our estimate of Nordea's fair value has increased.

Using our valuation methods, we arrive at a fair value for Nordea of EUR 14-16.3 (acceptable P/B 1.5-1.8x). In this context, the current valuation is still not too demanding, although it is worth noting that the rise in the share price has raised the bar for earnings growth, increasing valuation risk. Consequently, the valuation can no longer be justified purely on the basis of profit distribution (~9%), but earnings growth must also gradually support the expected return. However, the economic outlook in key operating countries is decent, and Nordea's own figures support the general assessment of a gradual economic recovery. In addition to volume development, a key forecast risk relates to interest rate developments, which are difficult to predict, as a decline in interest rates would weaken the bank's net interest income. We also consider it possible that earnings growth forecasts will gain more credibility from the CMD in a couple of weeks.

Recommendation

Accumulate

(was Accumulate)

Target price:

15.00 EUR

(was EUR 15.00)

Share price:

14.63 EUR

Business risk



Valuation risk



	2024	2025e	2026e	2027e
Revenue	12084.0	11713.9	11922.6	12233.3
growth-%	3%	-3%	2%	3%
EBIT adj.	6579.5	6312.8	6212.0	6233.1
EBIT-% adj.	54.4 %	53.9 %	52.1 %	51.0 %
Net income	5033.0	4816.5	4770.8	4799.5
EPS (adj.)	1.44	1.39	1.41	1.45
P/E (adj.)	7.3	10.5	10.4	10.1
P/B	1.3	1.6	1.5	1.4
Dividend yield-%	9.0 %	6.6 %	6.8 %	6.9 %
EV/EBIT (adj.)	6.2	8.2	8.0	7.6
EV/EBITDA	6.3	8.2	8.0	7.6
EV/S	3.4	4.4	4.2	3.9

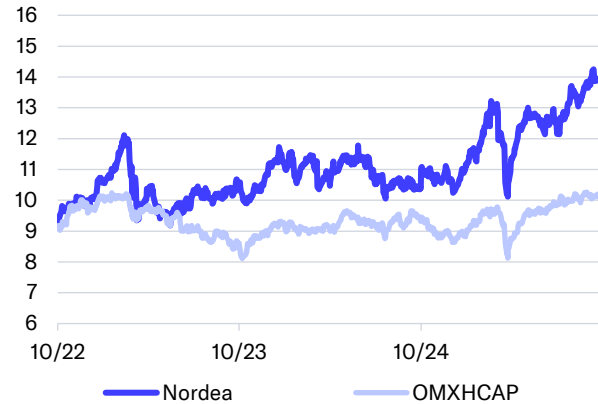
Source: Inderes

Guidance

(Unchanged)

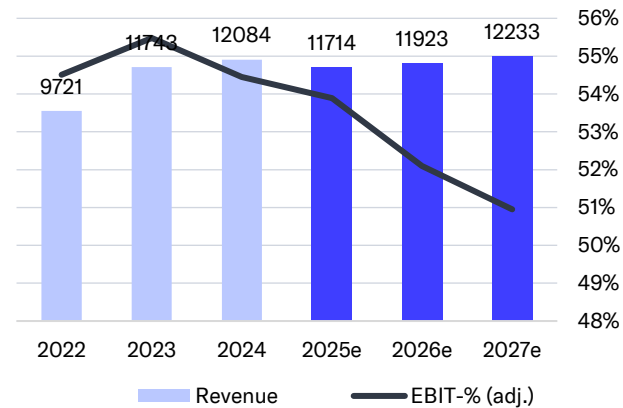
Nordea expects its return on equity to exceed 15 % in 2025.

Share price



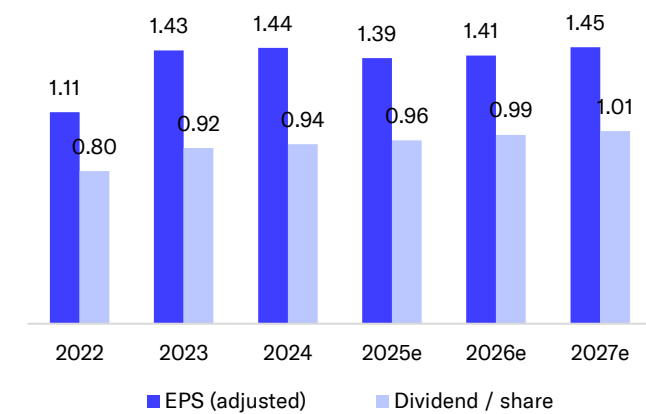
Source: Millistream Market Data AB

Revenue and EBIT-% (adj.)



Source: Inderes

EPS and dividend



Source: Inderes

Value drivers

- Rising interest rates and net interest income
- Winning market share
- Growth in asset management
- Maintaining improved cost efficiency
- Efficient use of capital and generous profit distribution

Risk factors

- Risks related to general economic development in the Nordic region
- Falling interest rates
- Development of housing and real estate markets
- Regulatory risks
- General capital market development

Valuation	2025e	2026e	2027e
Share price	14.6	14.6	14.6
Number of shares, millions	3,461	3,395	3,313
Market cap	50,303	49,025	47,912
P/E (adj.)	10.5	10.4	10.1
P/B	1.6	1.5	1.4
Dividend yield-%	6.6 %	6.8 %	6.9 %

Source: Inderes

Strong Q3 report

Revenue lines developed slightly better than expected

Nordea's net interest income declined in Q3 as expected, in line with interest rate levels. Credit demand continued to pick up, and lending volumes grew by about one percent from the previous quarter. The demand for corporate loans continued to be strong, similar to previous quarters, and demand for housing loans also showed signs of picking up. Overall, Nordea's comments on the economic outlook were cautiously optimistic, which, if realized, would of course be positive for the company.

Fee and commission income also grew slightly more than expected, which was mainly due to stronger-than-expected development in advisory fees. The most important line of fee income, i.e., wealth management income, grew strongly as market values rose. Net subscriptions also continued their positive development, and Q3 net subscriptions were 5.0 BNEUR. Overall, assets under management rose to an all-time high of 456 BNEUR. There were no material

surprises in other income lines, so total income was 2,910 MEUR, which was slightly better than expected.

Stronger than expected result

Nordea's operating expenses were also slightly better than expected, and cost growth stabilised as anticipated. Q3 costs were at the same level as a year ago. The company continued to unwind its discretionary loan loss provisions as expected (Q3'25: 50 MEUR), and as a result, credit losses were again positive. The remaining management judgment buffer is now 291 MEUR, and the company is likely to continue to unwind it in the coming quarters.

However, even adjusted for this, loan losses remained very moderate, so credit risks have remained well under control. There was also no material deterioration in the quality of the credit portfolio during the quarter.

Overall, Nordea's Q3 operating profit was 1,597 MEUR, exceeding our and consensus estimates by some 6%.

Earnings per share were EUR 0.36 and return on equity remained strong at 15.8%.

Guidance unchanged and new share buyback program launched

The guidance, which anticipates a return on equity of over 15%, remained unchanged in the Q3 report, and achieving this at this point in the year is practically certain. Nordea also announced this morning that it will launch a new 250 MEUR share buyback program. This did not come as a surprise to us or the market, and we ourselves had expected a program of exactly 250 MEUR for the rest of the year.

Estimates	Q3'24	Q3'25	Q3'25e	Q3'25e	Consensus		Diff-%	2025e
MEUR / EUR	Comparison	Actualized	Inderes	Consensus	High	Low	Act. vs. Inderes	Inderes
Net interest income	1,882	1,775	1,760	1,765	1,740	– 1,784	1%	7,151
Net commission income	774	811	800	796	762	– 842	1%	3,241
Insurance income	60	66	60	62	55	– 67	10%	1,043
Changes in fair value	284	245	220	252	220	– 267	11%	1,043
Total income	3,014	2,910	2,848	2,894	2,847	– 2,931	2%	11,715
Total expenses	-1,329	-1,332	-1,343	-1,348	-1,329	– -1,366	-1%	-5,428
Credit losses	-51	19	0	35	0	– 63		27
EBIT	1,634	1,597	1,506	1,508	1,454	– 1,571	6%	6,313
EPS	0.36	0.36	0.33	0.33	0.28	– 0.35	8%	1.40
Dividend per share	0.00	-	-	-	-	- -		0.97

Source: Inderes & Bloomberg (consensus)

Should Nordea Buy Nordnet? – Nordea Q3'25



No material changes to estimates, strong momentum continues

Only marginal changes to forecasts

We have made only cosmetic changes to our forecasts with the Q3 report. Overall, we expect Nordea's return on equity to decline to around 15.5% this year, which is in line with the company's guidance. Thereafter, we estimate the return on equity to settle at just over 14%, so we expect the bank's profitability to remain clearly above the cost of equity despite the decline, which can still be considered a strong level in the competitive banking market. However, thanks to share buybacks, EPS remains stable in our forecasts for 2026 and turns to cautious growth from 2027 onwards. We note that the company has an upcoming CMD in early November, where it is expected to elaborate on its plans to grow earnings in the coming years. Based on the company's comments, we consider it likely that the company will aim for even tighter cost control than before, and this is likely to be a key earnings driver.

The company still has substantial credit loss buffers, and we expect it to continue unwinding them in the coming quarters. With underlying loan losses also remaining moderate, the company's earnings will receive clear support from loan losses in the coming quarters, as the company stated it aims to unwind loan loss buffers during 2026.

Profit distribution remains abundant

We continue to forecast generous dividend distributions as in previous years, and we expect Nordea to distribute 65-70% of its profits as dividends in accordance with its dividend policy. We believe that the company is aiming for a steadily increasing dividend, which is also in line with our own forecasts. Dividends are supplemented by regular share buyback programs, as the company did in Q3. In 2026-2028, we expect some 3.0 BNEUR in share buybacks.

Estimate revisions	2025e	2025e	Change	2026e	2026e	Change	2027e	2027e	Change
MEUR / EUR	Old	New	%	Old	New	%	Old	New	%
Net interest income	7,125	7,151	0%	7,104	7,103	0%	7,275	7,273	0%
Net commission income	3,232	3,241	0%	3,418	3,479	2%	3,541	3,604	2%
Changes in fair value	1,018	1,043	2%	1,028	1,053	2%	1,038	1,064	2%
Total income	11,644	11,715	1%	11,829	11,923	1%	12,137	12,233	1%
Total expenses	-5,454	-5,428	0%	-5,577	-5,520	-1%	-5,708	-5,649	-1%
Credit losses	8	27	238%	-188	-191	2%	-346	-351	2%
EBIT	6,198	6,313	2%	6,064	6,212	2%	6,083	6,233	2%
EBIT excluding NRIs	6,198	6,313	2%	6,064	6,212	2%	6,083	6,233	2%
EPS	1.37	1.40	2%	1.37	1.41	2%	1.42	1.45	2%
EPS (adjusted)	1.37	1.40	2%	1.37	1.41	2%	1.42	1.45	2%
Dividend per share	0.95	0.97	2%	0.97	0.99	2%	0.99	1.01	2%

Source: Inderes

Nordea third-quarter results 2025



Profitability outlook justifies high valuation

We expect Nordea's earnings to remain unchanged in 2026 and to turn to cautious growth from 2027 onwards. In light of this, we do not consider the valuation to be overly demanding, and the expected return—consisting of a combination of high profit distribution (9%) and moderate earnings growth—is high enough to justify a positive recommendation.

At the same time, the rise in the share price has raised the bar for earnings development and increased valuation risk, meaning that profit distribution yield alone is no longer sufficient to meet the required return. However, we consider the longer-term earnings growth outlook to be quite decent, and we would not be surprised if the CMD provided further support for earnings growth expectations.

Clear support from peer valuation is no longer evident

Nordea is valued above its peer group of Nordic banks on a price-to-book (P/B) basis. We believe this can be considered justified, given the company's stronger profitability outlook compared to its peers.

However, from the perspective of a regression model that accounts for company-specific profitability differences (the relationship between return on equity and P/B ratio), the valuation gap has, however, closed, as a P/B ratio of 1.6x could be justified for Nordea in light of this market-based model (chart on the right). This roughly corresponds to the current valuation. It is noteworthy that the valuation multiples of the entire peer group have risen over the past six months, which, in our assessment, indicates decreased return requirements in the banking sector. This likely points to an improved economic outlook and stabilized interest rates.

Good profitability outlook justifies high multiples

Nordea's acceptable fundamentals-based P/B valuation can be examined by making assumptions about a sustainable long-term return on equity (ROE), the cost of equity requirement (CoE) and a sustainable growth factor (g).

If we assume that Nordea will sustainably reach a long-term ROE level of about 14–15% (increased) and apply a CoE requirement of 9.25–9.75% and a growth factor of 2.0% (relative to the normalized earnings level), the acceptable P/B ratio would be around 1.5–1.8x. With the current balance sheet equity, the value would be EUR 14.0-16.3 with these multiples (midpoint EUR 15.1). Thus, the share is still not expensive, although it is difficult to see undervaluation in the share anymore.

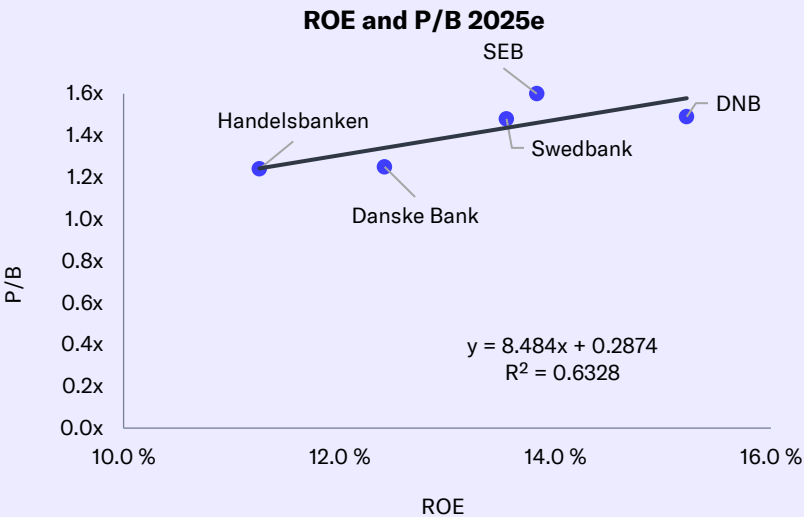
In addition, with our estimates, Nordea's dividend yield will be slightly below 7% in the coming years and the total distributed profits, considering share buybacks, will be approximately 9%. Distributed profits in itself have no impact on the company's value, but we believe that the strong profit distribution in the coming years is a supportive element for the expected return and the share price, which lowers the valuation risk.

EVA model (Economic Value Added)

We have also looked at Nordea's valuation using an Economic Value Added (EVA) model, which gives Nordea a value of slightly over EUR 15 per share (was EUR 14.0). We have applied 2.0% as the growth assumption for the terminal period. The EVA model with its assumptions can be found in the report's appendices.

Valuation	2025e	2026e	2027e
Share price	14.6	14.6	14.6
Number of shares, millions	3,461	3,395	3,313
Market cap	50,303	49,025	47,912
P/E (adj.)	10.5	10.4	10.1
P/B	1.6	1.5	1.4
Dividend yield-%	6.6%	6.8%	6.9%

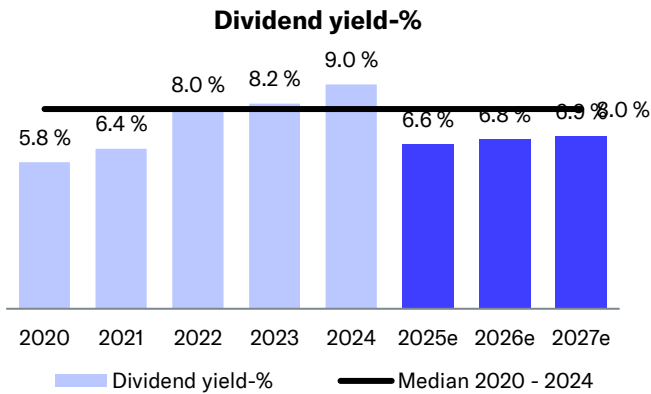
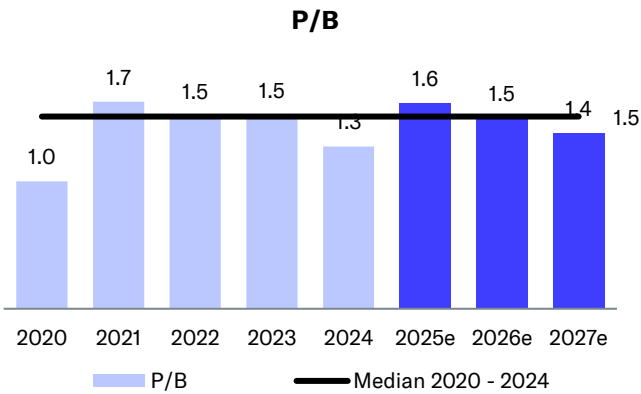
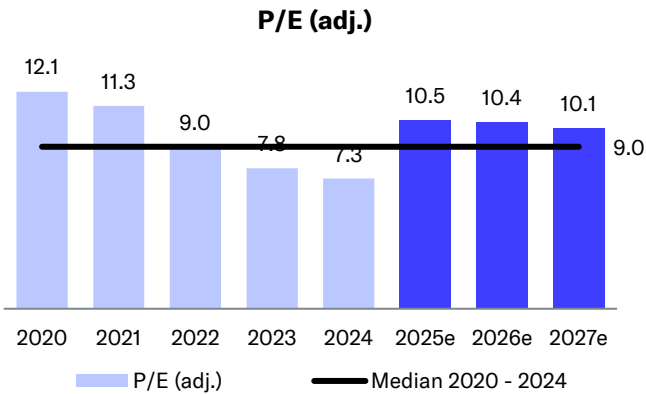
Source: Inderes



Valuation table

Valuation	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Share price	6.67	10.8	10.0	11.2	10.5	14.6	14.6	14.6	14.6
Number of shares, millions	4,118	4,025	3,721	3,579	3,505	3,461	3,395	3,313	3,199
Market cap	27,014	42,793	36,650	39,619	36,782	50,303	49,025	47,912	46,798
P/E (adj.)	12.1	11.3	9.0	7.8	7.3	10.5	10.4	10.1	9.5
P/B	1.0	1.7	1.5	1.5	1.3	1.6	1.5	1.4	1.3
Dividend yield-%	5.8 %	6.4 %	8.0 %	8.2 %	9.0 %	6.6 %	6.8 %	6.9 %	7.0 %

Source: Inderes



The market cap and enterprise value in the table consider the expected change in the number of shares and net debt for the forecast years.

Peer group valuation

Peer group valuation		Market cap		P/E		Dividend yield-%		P/B
Company	MEUR	2025e	2026e	2025e	2026e	2025e	2026e	2025e
Danske Bank	30433	10.1	9.8	7.3	7.7	1.3		
DNB	34636	9.9	10.4	6.3	6.3	1.5		
Handelsbanken	22648	10.7	11.2	9.1	8.0	1.2		
SEB	33544	11.4	10.9	5.1	5.2	1.6		
Swedbank	29610	10.9	11.1	6.6	7.6	1.5		
Nordea (Inderes)	50303	10.5	10.4	6.6	6.8	1.6		
Average		10.6	10.7	6.9	7.0	1.4		
Median		10.7	10.9	6.6	7.6	1.5		
Diff-% to median		-2%	-4%	-1%	-11%	11%		

Source: Refinitiv / Inderes

Income statement

Income statement (MEUR)	2023	Q1'24	Q2'24	Q3'24	Q4'24	2024	Q1'25	Q2'25	Q3'25	Q4'25e	2025e	2026e	2027e	2028e
Net interest income	7,451	1,954	1,904	1,882	1,854	7,594	1,829	1,798	1,775	1,749	7,151	7,103	7,273	7,455
Net fee and commission income	3,021	763	795	774	825	3,157	793	792	811	845	3,241	3,479	3,604	3,739
Net insurance result	217	61	63	60	69	253	54	58	66	60	238	243	248	253
Net result from items at fair value	1,014	291	247	284	201	1,023	289	254	245	255	1,043	1,053	1,064	1,074
Other income	40	16	21	14	6	57	9	9	14	10	42	45	45	45
Total operating income	11,743	3,085	3,030	3,014	2,955	12,084	2,974	2,911	2,910	2,919	11,715	11,923	12,233	12,565
Non-recurring items	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total operating income excl. non-rec. items	11,743	3,085	3,030	3,014	2,955	12,084	2,974	2,911	2,910	2,919	11,715	11,923	12,233	12,565
Staff costs	-2,908	-749	-761	-779	-817	-3,106	-792	-809	-806	-833	-3,240	-3,290	-3,373	-3,458
Other expenses	-1,522	-401	-379	-398	-469	-1,647	-413	-373	-372	-421	-1,579	-1,611	-1,643	-1,676
Depreciation tangible and intangible assets	-808	-139	-138	-152	-148	-577	-149	-151	-154	-155	-609	-619	-633	-646
Total operating expenses	-5,238	-1,289	-1,278	-1,329	-1,434	-5,330	-1,354	-1,333	-1,332	-1,409	-5,428	-5,520	-5,649	-5,780
Non-recurring expenses	-177	0	0	-32	0	-32	0	0	0	0	0	0	0	0
Total operating expenses excl. non-rec. expenses	-5,061	-1,289	-1,278	-1,298	-1,434	-5,299	-1,354	-1,333	-1,332	-1,409	-5,428	-5,520	-5,649	-5,780
Profit before loan losses	6,505	1,796	1,752	1,685	1,521	6,754	1,620	1,578	1,578	1,510	6,287	6,403	6,584	6,785
Net loan losses	-167	-33	-68	-51	-54	-206	-13	21	19	0	27	-191	-351	-360
Operating profit	6,338	1,763	1,684	1,634	1,467	6,548	1,607	1,599	1,597	1,510	6,313	6,212	6,233	6,425
Total non-recurring items	-177	0	0	-32	0	-32	0	0	0	0	0	0	0	0
Operating profit excl. non-rec. items	6,515	1,763	1,684	1,666	1,467	6,580	1,607	1,599	1,597	1,510	6,313	6,212	6,233	6,425
Taxes	-1,404	-402	-381	-368	-338	-1,489	-373	-378	-369	-350	-1,470	-1,441	-1,434	-1,478
Net profit for the period	4,934	1,361	1,303	1,266	1,129	5,059	1,234	1,221	1,228	1,160	4,843	4,771	4,799	4,947
Net profit excl. non-rec. Items	5,072	1,361	1,303	1,290	1,129	5,083	1,234	1,221	1,228	1,160	4,843	4,771	4,799	4,947
EPS (reported)	1.38	0.39	0.37	0.36	0.32	1.44	0.35	0.35	0.36	0.34	1.40	1.41	1.45	1.53
EPS (adj.)	1.42	0.39	0.37	0.37	0.32	1.45	0.35	0.35	0.36	0.34	1.40	1.41	1.45	1.53
Dividend per share	0.92					0.94					0.96	0.99	1.01	1.03

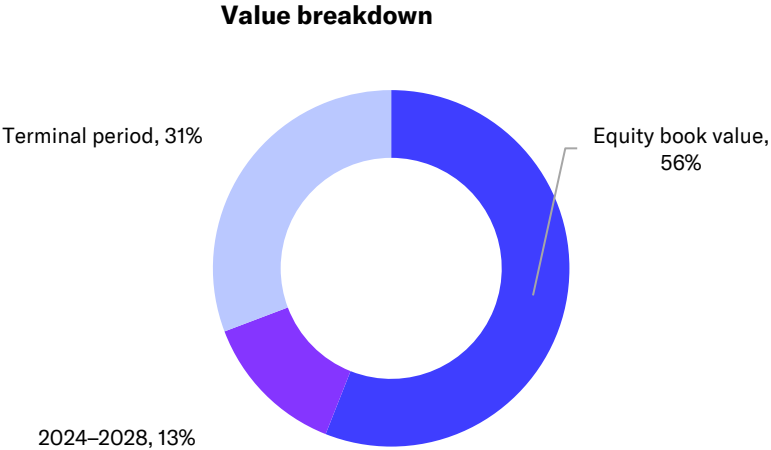
Balance sheet

Balance sheet (BNEUR)	2023	2024	2025e	2026e	2027e	2028e
Cash and central bank receivables	53	51	47	47	48	50
Credit institution receivables	2	3	7	7	7	8
Loans to the public	345	358	377	386	395	405
Intangible assets	4	4	4	4	4	4
Other assets	181	208	224	229	234	240
Total assets	585	623	658	673	690	707
Equity	31	32	32	33	33	34
Liabilities to credit institutions	30	29	36	40	41	42
Deposits and other liabilities to the public	210	232	246	249	255	261
Debt securities issued to the public	183	188	192	196	201	206
Subordinated liabilities	6	7	8	9	9	9
Other liabilities	126	134	143	147	150	154
Total equity and liabilities	585	623	658	673	690	707

Economic Value Added model (EVA)

EVA calculation	2024	2025e	2026e	2027e	2028e	2029e	TERM
Net profit	5033	4817	4771	4799	4947	5046	
Equity	31686	32430	32883	33367	34003	34683	
Return on equity % (ROE)		15.0%	14.6%	14.5%	14.7%	14.7%	
Economic value added (EVA)		1797	1680	1666	1767	1806	24460
Common Equity Tier 1 capital		25343	25456	25839	26291	26817	
RWA		160726	162296	164353	168462	171831	
CET1-%		15.8%	15.7%	15.7%	15.6%	15.6%	
Discounted EVA		1763	1505	1362	1320	1231	16677
Discounted cum. EVA		23859	22096	20591	19228	17908	16677
+ Book value of equity		30367					
- Dividend/returned capital		0					
+/- Other items		0					
Equity value EVA		54226					
Number of shares outstanding (million)		3503					
Equity value EVA per share		15.5					

Cost of capital	
Risk-free interest	2.5%
Beta	1.5x
Market risk premium	4.75%
Liquidity premium	0.0%
Cost of equity	9.5%

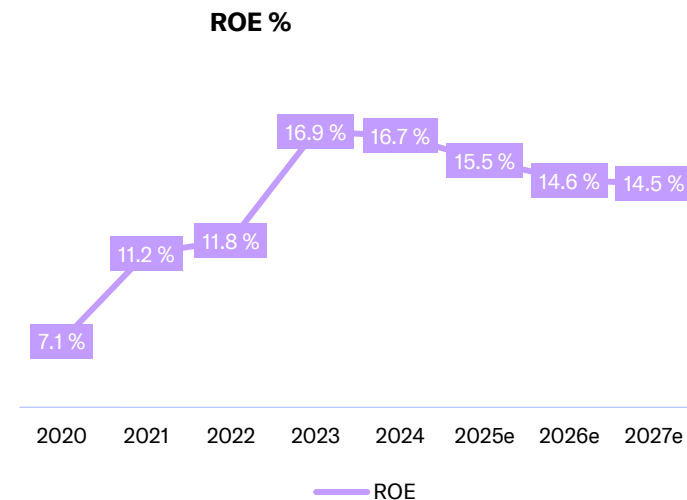
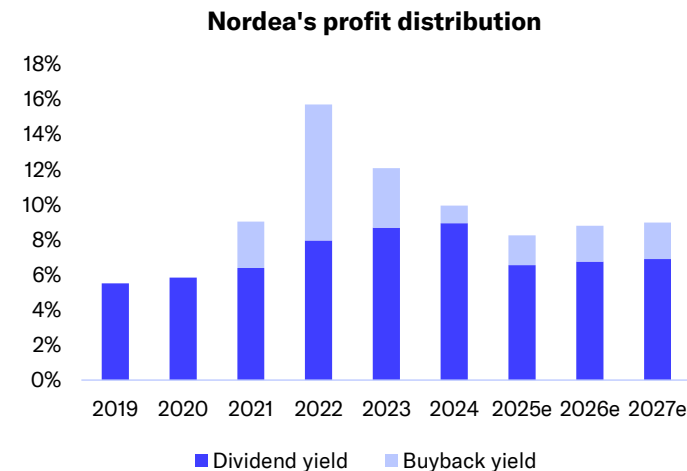


Summary tables 1/2

Income statement (MEUR)	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Net interest income	4,318	4,515	4,925	5,664	7,451	7,594	7,151	7,103	7,273	7,455
Net fee and commission income	3,011	2,959	3,495	3,186	3,021	3,157	3,241	3,479	3,604	3,739
Net result from items at fair value	1,012	900	1,119	623	1,014	1,023	1,043	1,053	1,064	1,074
Other income	282	92	81	248	257	310	280	288	293	298
Total operating income	8,623	8,466	9,620	9,721	11,743	12,084	11,715	11,923	12,233	12,565
Total operating expenses	-5,986	-4,643	-4,649	-4,834	-5,061	-5,299	-5,428	-5,520	-5,649	-5,780
Profit before loan losses	2,637	3,823	4,971	4,887	6,505	6,754	6,287	6,403	6,584	6,785
Net loan losses	-524	-860	-35	-125	-167	-206	27	-191	-351	-360
Operating profit	2,113	2,963	4,936	4,762	6,338	6,548	6,313	6,212	6,233	6,425
Taxes	-571	-698	-1,105	-1,175	-1,404	-1,489	-1,470	-1,441	-1,434	-1,478
Net profit from continuing operations	1,542	2,265	3,831	3,587	4,934	5,059	4,843	4,771	4,799	4,947
Profit from discontinued operations	0	0	0	0	0	0	0	0	0	0
Net profit for the period	1,542	2,265	3,831	3,587	4,934	5,059	4,843	4,771	4,799	4,947

Balance sheet (BNEUR)	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Loans to the public	323	330	345	346	345	358	377	386	395	405
Other assets	232	222	225	249	240	266	281	287	294	302
Total assets	555	552	570	595	585	623	658	673	690	707
Deposits	169	183	206	217	210	232	246	249	255	261
Other liabilities	355	335	331	346	343	358	380	391	401	412
Total equity	32	34	34	31	31	32	32	33	33	34
Total equity and liabilities	555	552	570	595	585	623	658	673	690	707

Solvency	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Risk-weighted assets (BNEUR)	150	155	152	145	139	156	161	162	164	168
CET1 solvency	16.3 %	17.1 %	17.0 %	16.4 %	17.0 %	15.8 %	15.8 %	15.7 %	15.7 %	15.6 %
Tier 1 solvency	18.3 %	18.7 %	19.1 %	18.7 %	19.4 %	18.4 %	18.4 %	17.8 %	17.8 %	17.7 %
Total capital ratio	20.8 %	20.5 %	21.2 %	20.8 %	22.2 %	21.0 %	21.0 %	20.3 %	20.3 %	20.1 %



Summary tables 2/2

Other key ratios	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Income growth-%	-6%	-2%	14%	1%	21%	3%	-3%	2%	3%	3%
Interest income/loan portfolio	1.37%	1.38%	1.46%	1.64%	2.16%	2.16%	1.95%	1.86%	1.86%	1.86%
Loan portfolio growth-%	4.8 %	2.1 %	4.6 %	0.2 %	-0.3 %	3.7 %	5.4 %	2.3 %	2.5 %	2.5 %
Deposit growth -%	2.3 %	8.7 %	12.2 %	5.7 %	-3.4 %	10.7 %	6.0 %	1.0 %	2.5 %	2.5 %
Cost/income ratio excl. non-recurring items	57%	55%	48%	47%	43%	44%	46%	46%	46%	46%
Loan losses/loan portfolio, average	0.17%	0.26%	0.01%	0.04%	0.05%	0.06%	-0.01%	0.05%	0.09%	0.09%
Return on equity (ROE)	5.0 %	7.1 %	11.2 %	11.8 %	16.9 %	16.7 %	15.5 %	14.6 %	14.5 %	14.7 %
Number of employees	29,000	28,051	26,894	28,268	29,153	30,157	29,474	29,769	30,067	30,367
Dividends paid in the review period (MEUR)	2,788	0	3,192	2,655	2,876	3,218	3,268	3,317	3,316	3,312
	0	0	1,136	2,841	1,263	372	856	1,000	1,000	1,000
Share details	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Share price	7.24	6.67	10.79	10.03	10.57	10.50	14.63	14.63	14.63	14.63
Number of shares at the end of the period	4,050	4,050	3,966	3,654	3,528	3,503	3,438	3,351	3,275	3,199
Reported EPS	0.38	0.55	0.95	0.96	1.38	1.44	1.40	1.41	1.45	1.53
EPS excl. non-recurring items	0.61	0.55	0.95	1.11	1.42	1.45	1.40	1.41	1.45	1.53
Dividend per share	0.40	0.39	0.69	0.80	0.92	0.94	0.96	0.99	1.01	1.03
Buybacks per share	0.00	0.00	0.29	0.78	0.36	0.11	0.25	0.30	0.31	0.31
Equity per share	7.80	8.35	8.51	8.62	8.85	9.26	9.43	9.81	10.19	10.63
Dividend payout ratio	105%	71%	73%	83%	67%	65%	69%	70%	70%	67%
Total profit distribution ratio	66%	71%	103%	142%	90%	72%	86%	92%	91%	88%
Valuation	2019	2020	2021	2022	2023	2024	2025e	2026e	2027e	2028e
Market value	29,322	27,014	42,793	36,650	37,291	36,782	50,303	49,025	47,912	46,798
P/E (adjusted)	11.9	12.1	11.4	9.0	7.4	7.2	10.5	10.4	10.1	9.6
P/B	0.9	0.8	1.3	1.2	1.2	1.1	1.6	1.5	1.4	1.4
Dividend yield	5.5 %	5.8 %	6.4 %	8.0 %	8.7 %	9.0 %	6.6 %	6.8 %	6.9 %	7.0 %
Buyback yield	0.0 %	0.0 %	2.7 %	7.8 %	3.4 %	1.0 %	1.7 %	2.0 %	2.1 %	2.1 %
Total profit distribution yield	5.5 %	5.8 %	9.0 %	15.7 %	12.1 %	10.0 %	8.3 %	8.8 %	9.0 %	9.2 %

The market value and enterprise value in the table take into account the projected change in the number of shares and net debt for the forecast years. Key figures per share have been calculated using the number of shares at the end of the year.

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Reduce	The 12-month risk-adjusted expected shareholder return of the share is weak
Sell	The 12-month risk-adjusted expected shareholder return of the share is very weak

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Recommendation history (>12 mo)

Date	Recommendation	Target	Share price
6/9/2023	Buy	12.50 €	9.73 €
7/18/2023	Buy	12.50 €	10.33 €
10/20/2023	Buy	12.50 €	10.42 €
2/7/2024	Buy	12.50 €	10.81 €
4/19/2024	Buy	12.50 €	10.74 €
7/16/2024	Buy	12.50 €	10.57 €
10/18/2024	Buy	12.50 €	11.05 €
11/20/2024	Buy	12.50 €	10.73 €
1/31/2025	Accumulate	12.50 €	11.69 €
4/17/2025	Accumulate	12.00 €	11.36 €
7/18/2025	Accumulate	12.50 €	12.05 €
10/2/2025	Accumulate	15.00 €	13.96 €
10/17/2025	Accumulate	15.00 €	14.63 €



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