

# DESTIA'S FINANCIAL STATEMENTS BULLETIN

## 2015



**DESTIA**  
BUILDING THE BIGGER PICTURE

*Destia Group Plc is Destia Ltd's parent company, which was established in connection with the ownership arrangement of Destia and which owns 100% of Destia Ltd's shares.*

*The financial statements bulletin reports on the financial development of Destia Group Plc from 1 January 2015 to 31 December 2015. The comparative figures for the reporting period are figures from the Destia subgroup in 2014 excluding balance sheet. Comparative figures for Destia Group Plc exist only from the third and fourth quarters of the year, 1 July–31 December 2014.*

*The Destia Group = Destia, Destia Group, group*

*The Destia subgroup (former Destia Group) = subgroup*

## Destia's financial statements bulletin 2015

### DESTIA'S REVENUE AND ORDER BOOK INCREASE, OPERATING PROFIT FALLS SLIGHTLY SHORT OF THE PREVIOUS YEAR

- Revenue increased by 7.2% to MEUR 462.8 (431.5).
- The operating profit was MEUR 12.9 (15.1).
- The development of working capital was good in the last quarter of the year, which positively affected the development of cash flow.
- The order book at the end of the year was strong at 14.2% higher than the previous year, standing at MEUR 717.4 (628.2). The return on investment was 9.4% (9.2%) while the equity ratio stood at 31.2% (29.4%).
- Occupational safety was at the best level ever. The new year-level record low for accident frequency, i.e. the number of accidents resulting in absence, was 7.6 (9.3) accidents per one million working hours.
- The sales of Destia's measuring, drilling and laboratory services to Mitta Oy was concluded on 31 December 2015.
- The MEUR 65 bond released to institutional investors by Destia Group Plc on 19 June 2014 was listed on the Helsinki Stock Exchange maintained by Nasdaq Helsinki Oy on 17 June 2015.
- Destia's revenue for 2016 is expected to grow, and operating profit is expected to fall short of the previous year.

Group	Destia Group	Destia Group	Destia Group	Destia Group	Destia subgroup
Key figures (IFRS), MEUR	10-12/2015	10-12/2014	1-12/2015	7-12/2014	1-12/2014
Revenue	130.9	125.5	462.8	261.8	431.5
Operating profit	5.0	3.1	12.9	12.5	15.1
% of revenue	3.8	2.5	2.8	4.8	3.5
Result for the period	3.1	2.1	6.7	5.5	10.5
% of revenue	2.4	1.7	1.5	2.1	2.4
Return on investment, %			9.4	9.2	20.9
Earnings per share, EUR			56.14	53.77	
Equity ratio, %			31.2	29.4	34.3
Net gearing, %			32.6	42.4	-41.2
Average personnel			1 505	1 502	1 502
Occupational accidents resulting in absence from work*)			7.6	9.3	9.3
Order book at the end of review period			717.4	628.2	628.2

\*) Occupational accidents per one million working hours

The financial statements bulletin is based on the audited financial statements for 2015.

## **President & CEO Hannu Leinonen comments on the financial year:**

“There was moderate success for Destia in 2015 despite a tough operating environment. As a result of the poor Finnish economy, demand in the infrastructure sector remained on rather a low level, which was evident in the fierce competition for projects. In spite of the challenging market situation, our revenue and order book increased. Our operating profit fell slightly short of the previous year. During the early part of the year, individual unsuccessful projects weakened our result in comparison with the previous year.

In the final quarter of the year, we concluded a transaction by which we divested our measurement, drilling and laboratory services in order to clarify our business portfolio. The sale of these businesses strengthened our balance sheet and created better conditions for developing and growing our core operations.

In order to achieve our strategic objectives, during the year we continued to invest strongly in personnel development. Particularly we focused on expertise, customer work and occupational safety. I am happy that our accident frequency is at a record low: 7.6 occupational accidents per one million working hours. The improvement of occupational safety has also been evident in good feedback that we have received from customers and industrial safety authorities.

In the year just ended, we signed a significant agreement on the apron expansion contract at Helsinki Airport. For us the project is the first to be completed under the alliance model. The project is carried out in an especially demanding work environment, allowing us to make extensive use of our infrastructure expertise. The focal areas of our growth strategy are railway construction and maintenance as well as rock and energy-infrastructure construction, which are areas where we succeeded in strengthening our position during the year. In the railway business, we have achieved a major intermediate goal, as half of Finland's railway network maintenance contracts are carried out by Destia.

In recent years, we have strongly invested in the development and digitalisation of our operations. In 2015, we initiated and advanced several development projects through which we are creating a base for our profitable growth. One of our most significant development projects is the Voima project, by which we are boosting our operations and improving our competitiveness by streamlining, digitalising and automating our processes. In 2016, we will proceed to the commissioning of a data system that supports operations.

The year gone by was the first whole year under private ownership. Our owner has supported us strongly in the implementation of our strategy and in the forward development of the company. Our single-minded work for the benefit of profitable growth continues.”

## **Operating environment**

The Finnish economy, which continued to weaken, affected the infrastructure sector in the operating environment of the whole construction sector during 2015. The challenging market situation was evident not only in the fierce competition for projects but also the exceptionally low level of prices quoted. There were also fewer major projects than before put out to tender.

Infrastructure demand was, however, moderate, and during the year several projects in both the public and private sectors were started or put out to tender. Despite the decline in the total market, basic demand in the infrastructure field is created by the large projects planned for the next few years in the public-sector project programme.

According to an October forecast by the Confederation of Finnish Construction Industries (RT), the volume of construction will decline by 1% in 2015. RT predicts that in the near future the situation in the infrastructure construction will remain somewhat uncertain; several large projects are ending and there are no major projects on the horizon to compensate for the decline. Furthermore, the state is transferring its infrastructure funding from investments to fundamental road maintenance and reducing the repair backlog. RT predicts moderate growth of about 2% for 2016.

According to the construction confidence indicators published by the Confederation of Finnish Industries EK, construction business confidence weakened slightly in December but were still on a reasonably good level and clearly better than at the beginning of the year. The order book can be described as being slightly weaker than normal. In November, the Finnish construction confidence indicator was somewhat better than the average for EU countries.

According to Statistics Finland, the costs of the civil engineering industry fell by 1.7% from December 2014 to December 2015. The annual change in costs varied by sub-index from -12.4% in surfacing to 1.7% in concrete structures. The decrease in the total index was particularly affected by the lowered prices of bitumen, fuels and energy in December last year. The fall in costs was mitigated by a rise in labour costs.

## IFRS financial statements

The consolidated financial statements, interim reports and related comparative data were prepared in accordance with the International Financial Reporting Standards (IFRS).

The consolidated financial statements and interim reports were prepared in accordance with the International Financial Reporting Standards (IFRS). In June 2015, Destia Group Plc listed on the main list of Nasdaq Helsinki Oy a MEUR 65 bond targeted at institutional investors. Therefore, the Group has adopted IFRS 8 Operating Segments compliant reporting.

Destia's business operations comprise services covering the entire life cycle of the road and track network and other infrastructure projects from design through implementation to maintenance. Destia's business structure is based on consistent business processes. Due to the nature and administrative structure of the company's business, the operating segment reported is the entire Group.

## Order book and new orders

Destia's operations in customer and sales work developed positively during the year. Our share of private-sector customers increased both in terms of numbers and revenue. The order book at the end of last year was clearly bigger than at the end of the previous year and is spread over more years than previously.

The order book at the end of December was MEUR 717.4 (628.2). In comparison with the end of 2014, the order book increased by 14.2%.

### The most significant new contracts valued at no less than one million euros and signed during the fourth quarter:

- Construction of the Harjunpäänjoki bridge in Kokemäki, to be completed in November 2016
- Palontie interchanges at Ilmajoki on the Huissi–Honkakylä section of Main Road 701, to be completed in September 2017
- Quarrying and crushing contracts in the metropolitan region, 2016-2018
- Construction of a bale warehouse in Kotka, will be completed in April 2016
- Construction contract for a dumping basin at Sampaalanlahti in Rauma, will be completed in April 2016
- Bridge maintenance and repair contract in Uusimaa, 2016-2017
- Excavation and dredging contract at factory area in Äänekoski, will be completed in January 2016
- Outdoor lighting maintenance contract in the area of the city of Turku, will begin in July 2016 and end in May 2019
- Bridge maintenance contracts for the City of Vantaa, 2016-2018
- Preliminary earthworks at the nuclear power plant area in Pyhäjoki, will be completed in July 2017

Destia was chosen to carry out stage 3 of the National Road 14 project in central Savonlinna, the Laitaatsalmi deep-water channel. The tender decision was appealed and the appeal procedure is ongoing.

## Revenue development

In the fourth quarter, Destia's revenue was MEUR 130.9 (125.5), and in the financial year it was MEUR 462.8 (Destia subgroup 2014: 431.5).

In the financial year, Destia Group's other operating income amounted to MEUR 8.1 (3.3). In addition to a business transaction, this mainly includes sales income from fixed assets and sales and rental profit from property.

## Result development

Destia's operating profit for the financial period was MEUR 12.9 (15.1), and in the fourth quarter it was MEUR 5.0 (3.1). The Group's result for the financial period was MEUR 6.7 (10.5), and in the fourth quarter it was MEUR 3.1 (2.1).

Operating profit for the financial period includes a total of MEUR 5.1 in sales profits from business and property transactions. The operating profit for the reference year was encumbered by MEUR 2.2 of costs, and the result for the reference year was encumbered by MEUR 4.7 of costs, which relate to the acquisition and financial arrangements of Destia's shares.

Destia Group's income taxes in the financial year totalled MEUR 1.9 (2.8).

## Balance sheet, cash flow and financing

Total assets on Destia's balance sheet were MEUR 266.3 (264.6) at the end of the reporting period. Return on investments (ROI) was 9.4% (9.2), equity ratio was 31.2% (29.4), and gearing was 32.6% (42.4).

As a result of seasonality and successful working capital management, operating cash flow developed well at the end of 2015. Owing to the seasonality of construction, the demand for working capital is at its greatest in the second and third quarters. In the fourth quarter, cash flow again turned positive. The cash flow of the financial year comprised operating cash flow of MEUR +10.8, investment cash flow of MEUR -2.1 and financial cash flow of MEUR -3.5. Financial cash flow includes the amortisation by MEUR 2.0 of hybrid loans in accordance with the decision made at the Annual General Meeting and interest payments of about MEUR 1.5.

The financial position of the Group remained moderate. The financial assets on the balance sheet were MEUR 42.9 at the end of the financial year (37,7). The amount of interest-bearing liabilities remained at the same level as at the end of 2014, and was MEUR 66.8. Of all loans, 0.3% was short-term and 99.7% long-term. Interest-bearing net liabilities were MEUR 23.9 (29.1).

Destia subgroup's Commercial Paper programme of MEUR 150 was not used in the financial period, nor was it used in the reference period. For the needs of financing working capital, the company also has at its disposal an unsecured short-term financing limit of MEUR 10.0, which was unused at the end of the financial year.

The MEUR 65 bond released to institutional investors by Destia Group Plc on 19 June 2014 was listed on the Helsinki Stock Exchange maintained by Nasdaq Helsinki Oy in June. On 17 June 2015, the Financial Supervisory Authority approved the bond's prospectus. This bond is unsecured and will mature in full in June 2019. The loan coupon has a variable interest rate based on the three-month Euribor rate, and the loan margin is 4.5%. It is hedged in the Group by means of an interest rate swap up to the time of its maturity.

Consolidated shareholders' equity includes equity hybrid loans from Ahlström Capital Group 27 million euros and interest rate on loans is 10%.

## Shares, share capital and equity

The registered share capital of Destia Group Plc is EUR 80,000 and its total number of shares is 80,000. The company is 100% owned by AC Infra Oy, which is part of the Ahlström Capital Group.

Destia Group's equity also includes an invested unrestricted equity fund of MEUR 38.0 and hybrid loans totalling MEUR 27.0 from Ahlström Capital and AC Infra Oy.

Destia Group Plc's group contribution to Ahlström Capital in the 2015 financial year was MEUR 2.3.

## Investments and divestments

In the financial year, Destia Group's gross investments were MEUR 9.2 (72.5), which amounted to 2.0% (27.7%) of revenue. The investments were mainly fleet investments and the acquisition of the share capital of Destia Ltd in the reference year.

On 23 November 2015, Destia concluded the sales of its measuring, drilling and laboratory services to Mitta Oy. The sale of these businesses clarified Destia's business portfolio, strengthened the balance sheet and created better conditions for developing and growing of core operations. The transaction was concluded on 31 December 2015.

## Personnel

Destia's number of personnel during the financial year was 1,505 (1,502). At the end of December, the number of personnel was 1,492 (1,429), of whom 1,403 (1,354) were permanent and 89 (75) temporary employees. Due to the seasonality of the business, the number of personnel varies during the year, peaking in the summer. As a result of the transaction concluded with Mitta Oy, 98 people working in measuring, drilling and laboratory services were transferred to the service of Mitta Oy on 1 January 2016 as old employees.

New collective agreements for infrastructure industry employees and salaried personnel were signed on 27 February 2014. Both agreements are valid from 1 April 2014, and the contractual period for both agreements consists of two contractual periods: 1 April 2014–31 January 2016 and 1 February 2016–31 January 2017.

On 30 September 2015, Destia's Board of Directors decided on the structure and principle of a bonus scheme for 2016 covering all personnel. The numerical objectives of the bonus scheme were confirmed on 16 December 2015. The bonus scheme forms part of the overall personnel reward scheme. The bonus scheme brings a supportive, in-house co-operation- and strategy-enhancing control and reward element to compensation. The scheme will support the development of the company's profitability and operating conditions. The target group for the new bonus scheme is comprised of five different personnel groups: 1) personnel working on Destia projects; 2) work supervisors; 3) support function personnel and business unit support personnel; 4) business unit managers, and 5) Executive Vice Presidents.

On 30 October 2014, Destia Group Plc's Board of Directors decided to adopt a new long-term management incentive scheme for 2014–2018. The purpose of the scheme is to commit certain key persons to the company and offer them a competitive bonus system. The Board of Directors decides on the long-term incentive scheme and the persons covered by it. The scheme covers some 75 persons. The earnings period is 2014–2018, and the earnings criterion is the value increase of the company. The criteria for the long-term incentive scheme are the same for all people belonging to the scheme. These criteria apply to the whole Group and differ from the bonus scheme criteria. Remuneration accumulated in the earnings period will be paid in cash no later than in 2019. Based on the scheme, a cost of MEUR 1.6 was entered for 2015, after which the balance sheet includes a total liability of MEUR 2.7 in relation to the incentive scheme.

In 2015, personnel costs were somewhat higher than the previous year at MEUR 88.2 (86.9), or 19.1% (20.1) of revenue. The costs include MEUR 5.3 (6.0) in performance and incentive bonuses for all personnel.

In the financial year, the annual personnel survey was carried out by an external organisation for which the response rate was 76% (78%). The results of the survey continued to show positive development and are on a good level. The overall average of the survey of 3.81 (3.79) was up from the previous year and was higher than the average for similar companies. The results were processed together with the personnel and, based on them, development measures were prepared for each unit.

Human resources development in the year gone by remained Destia's strategic area of focus. Goal-oriented customer work was promoted by means of the annual Tositoimi training. Investments in occupational safety were continued and Destia achieved a new record in occupational safety for the third consecutive time. Our accident frequency was 7.6 occupational accidents per one million working hours. In projects, the improvement of occupational safety has also been evident as an increase in the number of safety observations made and in good feedback received from customers and industrial safety authorities. Safety observations have significantly helped in the prevention of accidents.

In 2015, we initiated and advanced several internal development projects aimed at digitalising functions. One of our greatest efforts has been the Voima project, in which we are harmonising our operating practices and building tools to support our business. In 2016, the Voima development project will proceed to commissioning.

## **Organisational structure and management**

In 2015, Destia's operations were divided into four regional business units: Southern Finland, Western Finland, Eastern Finland and Northern Finland, as well as the national Consulting Services business unit.

The business of the regional business units includes the construction and maintenance of traffic routes, industrial and traffic environments and the complete living environment, as well as the services of the winter maintenance management centre, Kelikeskus. The Rock Construction, Railway Construction and Maintenance, Aggregates and Fleet business units are part of the regional business units.

The national business unit, Consulting Services, took care of design, surveying and international consultancy.

In 2015, the following support functions supported the business units: Economics & Financing, Legal Services, Human Resources (Personnel), Large Project Sales and Development, Business Development and Operational Excellence.

In 2015, Destia's Management Team comprised President & CEO Hannu Leinonen, CFO Pirkko Salminen, Director Jouni Karjalainen, and Executive Vice Presidents Minna Heinonen, Pasi Kailasalo, Jukka Raudasoja, Marko Vasenius and Seppo Ylitapio, and personnel representative Jouko Korhonen.

In December 2015, the decision was made to reorganise the organisation from 1 January 2016. In 2016, Destia's organisation will still comprise four regional business units, Southern Finland, Western Finland, Eastern Finland and Northern Finland, as well as the national Consulting Services and support functions.

From the beginning of the year, Heidi Erha was appointed Executive Vice President of the Consulting Services business unit and a member of the Management Team. Erha will also continue to be responsible for Business Development and Operational Excellence. On 1 January 2016, Jukka Raudasoja was transferred to special management functions.

In 2016, five support functions serve as support for business: Economics & Financing, Human Resources (Personnel), Legal Services, Corporate Planning and Business Development and Operational Excellence.

At the beginning of 2016, the functions of Large Project Sales and Development were transferred to the newly-established Corporate Development unit. From the beginning of the year, Timo Vikström was appointed Executive Vice President of the Corporate Planning unit and a member of the Management Team. Jouni Karjalainen will continue in his present role, reporting to Timo Vikström.

As of 1 January 2016, Destia's Management Team comprises President & CEO Hannu Leinonen who will serve as Chairman, with the members being HR Director Laura Ahokas, Legal Affairs Manager Aki Markkola, CFO Pirkko Salminen, Director Jouni Karjalainen, and Executive Vice Presidents Timo Vikström, Heidi Erha, Minna Heinonen, Pasi Kailasalo, Marko Vasenius and Seppo Ylitapio, and personnel representative Kimmo Laaksola.

## **Decisions of the Annual General Meeting**

Destia Group's Annual General Meeting held on 17 March 2015 confirmed the company's financial statements for 2014 and discharged the members of the Board of Directors and the President & CEO from liability for the accounting period 1 January–31 December 2014. The Annual General Meeting decided, as proposed by the Board of Directors, that no dividends or capital repayment be paid for the accounting period ending 31 December 2014, but that MEUR 2 be paid to amortise the hybrid loans, and that MEUR 1.5 of accrued interest on the hybrid loans also be paid.

The meeting decided that the number of board members would be six and elected Arto Rätty as Chairman of the Board. Jacob af Forselles, Matti Mantere, Panu Routila and Solveig Törnroos-Huhtamäki were re-elected as the other members of the Board of Directors. Marcus Ahlström was elected as a new member of the board.

The Board of Directors elected Panu Routila as Vice Chairman at its organising meeting. Two permanent committees were appointed to support the work of the Board of Directors: a Human Resources Committee and an Audit Committee. Arto Rätty was elected Chairman and Jacob af Forselles and Matti Mantere as the members of the Human Resources Committee. Solveig Törnroos-Huhtamäki was elected as Chairperson of the Audit Committee, and Marcus

Ahlström and Jacob af Forselles as members. The Board of Directors also established an assisting committee, which assists the Board and management in certain business projects. Of the members of the Board of Directors, Matti Mantere and Arto Rätty are members of the assisting committee.

The Annual General Meeting decided to keep the compensations of the Board members unchanged, with the exception of the compensation paid to the Chairperson of the Audit Committee, which was raised to the same level as that paid to the Vice-Chairperson. However, remuneration will not be paid to the representatives of the company's shareholders serving as members of the Board of Directors.

By a unanimous decision of Destia Group Plc's shareholders, Tero Telaranta was appointed a new board member as of 30 September 2015. Telaranta serves as Investment Director at Ahlström Capital Oy. Destia's board elected Telaranta as a member of the HR Committee.

All Board members are independent of the company and in relation to the owner with the following exceptions: Jacob af Forselles and Tero Telaranta are not independent in relation to the company's shareholder, Arto Rätty is not independent in relation to the company and to the company's shareholder as of 18 May 2015, and Panu Routila has been independent in relation to the company's shareholders since 1 November 2015.

KPMG Oy Ab served as Destia Group Plc's auditor in the 2015 financial year. Virpi Halonen (Authorized Public Accountant) served as the auditor with principal responsibility.

## **Litigation and disputes**

On 20 August 2015, the Court of Appeal decided to uphold the verdict of the district court concerning the sale of surplus materials. In November 2012, Destia submitted to the authorities an investigation request regarding the sale of surplus and demolition material for personal benefit at one of its railway sites. In August 2014, Helsinki District Court sentenced three persons to imprisonment which was suspended and one person to a fine. The court ruled that the value of the property misappropriated from Destia and the Finnish Transport Agency, totalling €163,500, must be repaid as requested. Two of the convicted appealed the verdict of the district court at the Court of Appeal. None of the convicted people works for Destia anymore.

In December 2015, criminal charges were brought against three Destia employees over environmental offences. The proceedings are based on the view that the employees are guilty of environmental offences at the Harjula soil area in Mäntsälä between autumn 2010 and summer 2012. In addition, the prosecutor requests that Destia Ltd be set a corporate fine of at least 50 thousand euro and be ordered to lose the financial proceeds of crime, some 580 thousand euro. Destia denies the claims made. In summer 2012, on its own initiative the company informed the environmental authority that soil had by mistake been taken from outside the extraction area covered by the valid permit, but from property owned by the company. The environmental authority was notified immediately when the mistake had been detected. The environmental authority filed a request for investigation in January 2013.

On 16 December 2015, the Market Court gave its decision in the case concerning the unsuitable actions in business of Suomen Maastorakentajat Oy when it utilised tender documents produced by Destia in its own commercial tendering. The decision of the Market Court forbids Suomen Maastorakentajat from continuing with or repeating such actions, on pain of a €100,000 fine. The temporary injunction issued by the Market Court on 25 February 2015 concerning the same case has now been repealed. Suomen Maastorakentajat is obliged to pay to Destia slightly over €40,000 plus interest in court costs arising from the case. The decision is not yet legally binding.

In the Metro construction projects, Destia has disputes about contract payments with Länsimetro Oy. At the end of 2015, Destia initiated a lawsuit against Länsimetro at Espoo District Court and Länsimetro responded with a countersuit.

## **Short-term risks and uncertainties**

Destia classifies risks as market and operating environment risks, operational risks, financial risks and damage risks.

Concerning the market and operating environment risks, fluctuation in the economy and uncertainty in the market situation are particularly causing a significant risk for Destia's business. Both public and private sector investments in



infrastructure construction are decreasing, which is reflected in the competitive situation in the industry. The competitive situation in Destia's core business areas continues to be fierce. Success in tendering for regional main road maintenance contracts as well as large contracts is of paramount importance. New forms of tendering have emerged in the tendering for major public projects, which require a new kind of expertise.

The fluctuation in the price of oil-based commodities causes uncertainty with regard to the profitability of the company. The risk is being prevented by monitoring and assessing the commodity price development, by ensuring key procurements economically from a project perspective, and by hedging the price risks using derivative instruments.

In the management of risks caused by the operating environment, it is essential to focus on the selected business areas, and to ensure the operational cost-efficiency, solidity, as well as readiness to react in varying situations.

The most significant operational risks concern project management and profitability. Uncertainty is being created by the potential fluctuation of input prices and the ability to manage project risks. The key factors in project management are an efficient process from tender calculation to implementation, cost monitoring, ensuring resources and developing project management expertise.

Destia has invested in the reliable financial reporting, which is a requirement for the identification and assessment of financial risks. The reliability of financial reports is ensured through monitoring and by developing control methods. Risks are also associated with the updating of the Group's ERP system, on part of which the company is carrying out separate risk assessment and monitoring.

The Destia subgroup's freedom from net liabilities has significantly reduced financial risks. Financial risks related to the financing of the parent company, Destia Group Plc, are managed in accordance with the treasury policy.

In Destia's damage risk management, the key factors are proactive project management procedures, investments in occupational safety and ensuring adequate insurance cover.

## **Corporate responsibility**

Destia's vision is to be the number one choice for its customers and the number one in infrastructure in Finland, which requires responsible operations, both from the company and from those who work with it. Destia divides its corporate responsibility into financial, social and environmental responsibility. These fields are further split into materiality aspects which, in addition to the ethical guidelines, also control the implementation of responsibility in the daily work of the Group.

In corporate responsibility reporting, Destia follows the reporting guidelines of Global Reporting Initiative (GRI) and its G4 version at the core level. As part of its corporate responsibility, Destia issues an annual report, which also contains a GRI compilation.

## **Environmental issues**

Destia holds the international combined ISO 9001 and 14001 quality and environmental certificate concerning all contracting services, or services for infrastructure construction and maintenance consulting, aggregates, and railways. In the financial year, operational focus was placed on eco-efficiency, use of natural resources and materials, consumption of fuels and energy, operational environmental safety, and consideration for the areas near locations where Destia operates. Destia's environmental issues are reported more closely in the annual report.

## **Research and development**

Destia divides its product development into three areas: model-based production, production mobile information collection and production-oriented method and technology development. During the financial year, Destia proceeded with the development of methods and equipment that improve productivity and safety, and it had ongoing more than 50 model-based construction projects.

R&D costs totalled MEUR 0.9 (0.9). Also ongoing were several significant development projects aimed at digitalising the company's operations. The most significant of these was an enterprise resource planning (ERP) system development project. The development costs of these activities were MEUR 1.5 (1.4).

Destia's research and development activity is reported more closely in the company's annual report.

## Corporate Governance Statement

Destia Group Plc's Corporate Governance Statement will be published in the company's 2015 annual report on Destia's website at [www.destia.fi](http://www.destia.fi).

## Events following the reporting period

No events.

## Growth strategy and financial objectives

The Board of Directors has ratified Destia's strategy for 2014–2022 and the financial objectives for the 2014–2016 business planning period. The key focus of the strategy is to grow profitably on the infrastructure market through good customer work, by making good use of in-house expertise and by developing it.

Based on this, the Board confirmed the following financial objectives for the 2014–2016 business planning period:

- Average growth in revenue of 5% per year
- Operating profit of 4% by the end of 2016
- Return on investment of 15% by the end of 2016
- Equity ratio of 40% by the end of 2016

In autumn 2016, the financial targets will be updated for the business planning period 2017-2019. Based on the information available currently, it seems likely that the financial objectives will not be reached in 2016.

Large road projects requiring special expertise and infrastructure maintenance constitute Destia's core business. In accordance with its strategy, in the financial year just concluded the company succeeded in increasing the volume of private sector orders in its order book, which shows that the development of customer and sales work has been fruitful. In the year just ended, Destia concluded a contract for the first project to be carried out based on the alliance model, the apron expansion contract at Helsinki Airport. In this project, which will be implemented in a particularly demanding working environment, Destia will utilise its diverse infrastructure expertise. In the railway business, Destia has achieved a significant intermediate target, now that half of the maintenance contracts on Finland's railway network are taken care of by the company.

## Outlook for 2016

The operating environment for the infrastructure field and the whole construction sector remains challenging and competition for projects continues to be tough. Demand for projects, however, will remain moderate owing to several large private sector projects and to extra funding announced by the State for infrastructure projects, fundamental road maintenance and a reduction in the repair backlog.

Together with the development of customer and sales work, the order book provides a good basis for 2016. At the beginning of the year, the margin content of the order book did not contain contract-related compensation opportunities, for which reason the order book margin is lower than the previous year. The order book coupled with the measures that have been taken towards improving customer work and project management provide a solid foundation for maintaining good profitability and cash flow.

## Market guidance for 2016

Destia's revenue for 2016 is expected to grow, and operating profit is expected to fall short of the previous year.

## Proposal by the Board on the use of distributable assets

Destia Group Plc's FAS-compliant profit for the financial year was EUR 3,051,660.32, which is proposed to be recorded on the profits and losses account. Destia Group Plc's distributable assets total EUR 35,884,803.10, including the EUR 38,000,000 in the invested unrestricted equity fund.

Destia Group Plc's Board of Directors proposes to the Annual General Meeting that no dividend or repayment of capital be paid for the financial period that ended on 31 December 2015.

Vantaa, 11 February 2016

Destia Group Plc

Board of Directors

### More information

Destia's President and CEO Hannu Leinonen, tel. +358 20 444 4000 and CFO Pirkko Salminen, tel. +358 50 302 2485

### Financial reporting 2016

3 March 2016	Annual report 2015, including the financial statements and a report on corporate governance
25 April 2016	Interim Report 1–3/2016
9 August 2016	Interim Report 1–6/2016
26 October 2016	Interim Report 1–9/2016

All figures have been rounded up or down, so the sums of individual figures may differ from the sums shown.

## CONSOLIDATED INCOME STATEMENT AND CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

IFRS	Destia Group	Destia Group	Destia Group	Destia Group	Destia subgroup
MEUR	10-12/2015	10-12/2014	1-12/2015	7-12/2014	1-12/2014
<b>Revenue</b>	<b>130.9</b>	<b>125.5</b>	<b>462.8</b>	<b>261.8</b>	<b>431.5</b>
Other operating income	5.1	1.0	8.1	1.7	3.3
Materials and services	91.2	83.3	324.7	176.7	284.2
Employee benefit expenses	26.2	25.3	88.2	46.9	86.9
Depreciations	2.5	2.2	9.1	4.7	10.0
Other operating expenses	11.0	12.5	36.1	22.7	38.5
<b>Operating profit</b>	<b>5.0</b>	<b>3.1</b>	<b>12.9</b>	<b>12.5</b>	<b>15.1</b>
Financial income	-0.1	0.0	0.1	0.0	0.2
Financial expenses	1.1	1.4	4.3	5.1	2.0
<b>Result before taxes</b>	<b>3.8</b>	<b>1.8</b>	<b>8.7</b>	<b>7.4</b>	<b>13.3</b>
Income taxes	0.7	-0.3	1.9	1.9	2.8
<b>Result for the period</b>	<b>3.1</b>	<b>2.1</b>	<b>6.7</b>	<b>5.5</b>	<b>10.5</b>
<b>Other comprehensive items:</b>					
<b>Items that will not be reclassified to profit and loss</b>					
Items resulting from redefinition of the benefits-based net liability (or asset item)	2.0	-1.5	2.0	-1.5	-1.5
		-1.5	2.0	-1.5	-1.5
<b>Items that may be classified through profit and loss later if certain criteria are met</b>					
Cash flow hedges	-0.2	-0.2	-0.2	-0.9	0.3
	-0.2	-0.2	-0.2	-0.9	0.3
Other comprehensive income items, net	<b>-0.2</b>	<b>-1.7</b>	<b>1.8</b>	<b>-2.4</b>	<b>-1.2</b>
<b>Comprehensive profit and loss for the period, total</b>	<b>2.9</b>	<b>0.4</b>	<b>8.5</b>	<b>3.1</b>	<b>9.3</b>

Result for the period and comprehensive income for the period belong to parent company shareholders.

## CONSOLIDATED BALANCE SHEET

IFRS

MEUR

ASSETS	Destia Group 31.12.2015	Destia Group 31.12.2014
<b>Non-current assets</b>		
Tangible assets	54.6	56.8
Goodwill	82.8	83.2
Other intangible assets	2.2	1.7
Available-for-sale financial assets	2.1	2.1
Deferred tax assets	2.8	3.7
<b>Non-current assets, total</b>	<b>144.5</b>	<b>147.5</b>
<b>Current assets</b>		
Inventories	17.5	19.9
Accounts and other receivables	61.3	59.6
Cash and cash equivalents	42.9	37.7
<b>Current assets, total</b>	<b>121.7</b>	<b>117.1</b>
<b>Assets, total</b>	<b>266.3</b>	<b>264.6</b>
<b>EQUITY AND LIABILITIES</b>		
<b>Equity belonging to parent company shareholders, total</b>		
Share capital	0.1	0.1
Invested unrestricted equity fund	38.0	38.0
Hybrid loans	27.0	29.0
Other items	-1.1	-0.9
Retained earnings	9.3	2.5
<b>Equity belonging to parent company shareholders, total</b>	<b>73.3</b>	<b>68.7</b>
<b>Non-current liabilities</b>		
Deferred tax liabilities	1.5	1.0
Pension liabilities	0.2	2.8
Provisions	13.2	13.8
Financial liabilities	64.9	64.4
Other liabilities	2.7	1.1
<b>Non-current liabilities, total</b>	<b>82.5</b>	<b>83.0</b>
<b>Current liabilities</b>		
Accounts payable and other liabilities	73.3	75.3
Provisions	5.5	5.9
Financial liabilities	0.4	0.5
Advances received	31.3	31.2
<b>Current liabilities, total</b>	<b>110.4</b>	<b>112.9</b>
<b>Equity and liabilities, total</b>	<b>266.3</b>	<b>264.6</b>

## CONSOLIDATED CASH FLOW STATEMENT

IFRS

MEUR	Destia Group 10-12/2015	Destia Group 10-12/2014	Destia Group 1-12/2015	Destia Group 7-12/2014	Destia subgroup 1-12/2014
<b>OPERATING CASH FLOWS</b>					
Cash receipts from customers	174.9	140.7	465.8	262.6	438.4
Expenses paid to suppliers and personnel	-139.8	-122.4	-450.2	-239.7	-410.5
Interests paid	-0.8	-0.9	-3.4	-1.7	-0.2
Dividends received	0.0		0.0	0.0	0.0
Interests received	0.0	0.0	0.1	0.0	0.1
Other financial items	-0.1	0.0	-0.4	-1.0	-1.3
Tax paid	0.0	-1.1	-1.1	-2.3	-3.5
<b>Net operating cash flow</b>	<b>34.1</b>	<b>16.3</b>	<b>10.8</b>	<b>18.0</b>	<b>23.0</b>
<b>INVESTMENT CASH FLOW</b>					
Investments in intangible and tangible assets	-3.3	-2.5	-8.8	-4.9	-6.8
Sale of intangible and tangible assets	4.3	1.4	6.8	2.2	3.0
Subsidiary shares acquired				-87.5	
Investments in other investments			-0.4		
Proceeds from disposal of other investments			0.4		
<b>Net investment cash flow</b>	<b>1.0</b>	<b>-1.0</b>	<b>-2.1</b>	<b>-90.2</b>	<b>-3.7</b>
<b>FINANCIAL CASH FLOWS</b>					
Rights issue				0.1	
Investment in Invested unrestricted equity fund				38.0	
Increase in non-current debt (+)				65.0	
Increase in non-current equity instruments (+)				17.0	
Decrease in non-current debt (-)			-2.0		-10.0
Increase in short-term financing (-)				9.0	15.8
Decrease in short-term financing (-)		-9.0		-15.8	-15.8
Capital repayment to the State of Finland					-42.0
Interests and other financial items paid			-1.5	-3.4	
<b>Net financial cash flow</b>	<b>0.0</b>	<b>-9.0</b>	<b>-3.5</b>	<b>109.9</b>	<b>-52.0</b>
<b>Change in cash and cash equivalents</b>	<b>35.2</b>	<b>6.2</b>	<b>5.2</b>	<b>37.7</b>	<b>-32.8</b>
Cash and cash equivalents at beginning of financial period	7.7	31.4	37.7	0.0	54.5
<b>Cash and cash equivalents at end of financial period</b>	<b>42.9</b>	<b>37.7</b>	<b>42.9</b>	<b>37.7</b>	<b>21.7</b>

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

IFRS

MEUR

Destia Group	Equity attributable to shareholders of the parent company						
	Share capital	Hedge instrument fund	Invested unrestricted equity fund	Hybrid loans	Translation differences	Retained earnings	Total
<b>Equity 1 Jul 2014</b>							
<b>Comprehensive profit and loss</b>							
Profit for the period						5.5	5.5
Other comprehensive income items:							
Translation differences					0.0		0.0
Cash flow hedges		-0.9					-0.9
Items resulting from redefinition of the benefits-based net liability (or asset item)						-1.5	-1.5
<b>Comprehensive profit and loss for financial period, total</b>		<b>-0.9</b>			<b>0.0</b>	<b>4.0</b>	<b>3.1</b>
<b>Transactions with owner</b>							
New issue	0.1						0.1
Investment in Invested unrestricted equity fund			38.0				38.0
Hybrid loans				29.0			29.0
Interest on hybrid loans						-1.5	-1.5
<b>Equity total 31 Dec 2014</b>	<b>0.1</b>	<b>-0.9</b>	<b>38.0</b>	<b>29.0</b>	<b>0.0</b>	<b>2.5</b>	<b>68.7</b>

Destia Group	Equity attributable to shareholders of the parent company						
	Share capital	Hedge instrument fund	Invested unrestricted equity fund	Hybrid loans	Translation differences	Retained earnings	Total
<b>Equity 1 Jan 2015</b>	0.1	-0.9	38.0	29.0	0.0	2.5	68.7
<b>Comprehensive profit and loss</b>							
Profit for the financial period						6.7	6.7
Other comprehensive income items:							
Translation differences					0.0		0.0
Cash flow hedges		-0.2					-0.2
Items resulting from redefinition of the benefits-based net liability (or asset item)						2.0	2.0
<b>Comprehensive profit and loss for financial period, total</b>		<b>-0.2</b>			<b>0.0</b>	<b>8.7</b>	<b>8.5</b>
<b>Transactions with owner</b>							
Amortisations of hybrid loans				-2.0			-2.0
Group contribution						-2.3	-2.3
Other changes						0.4	0.4
<b>Equity total 31 Dec 2015</b>	<b>0.1</b>	<b>-1.1</b>	<b>38.0</b>	<b>27.0</b>	<b>0.0</b>	<b>9.3</b>	<b>73.3</b>

## Notes

This Financial Statements Bulletin has been prepared in accordance with the IFRS accounting and valuation principles and it is in line with the IAS 34 standard. The new standards and interpretations adopted on 1 January 2015 have not affected the figures presented for the reporting period.

Destia Group Plc listed on the main list of Nasdaq Helsinki Oy a MEUR 65 bond targeted at institutional investors. Therefore, the Group has adopted IFRS 8 Operating Segments compliant reporting.

The highest operative decision-maker, Destia's Board of Directors, makes all major operative decisions. The HR Committee, the Audit Committee and the Board's Advisor Committee, as well as the Chairperson of the Board together with the President and CEO, prepare and present the decision proposals to the Board.

Destia's business operations comprise services covering the entire life cycle of the road and track network and other infrastructure projects from design through implementation to maintenance. Destia's business structure is based on consistent business processes. Due to the nature and administrative structure of the company's business, the operating segment reported is the entire Group. Operating segment reporting related to the financial statements are reported as part of the largest customer groups whose income is at least 10% of the Group's total revenues. The remainder of the segment reporting will not affect the presentation of the financial statements.

Segment reporting has not influenced the method of presentation for the reporting period.



## CONSOLIDATED INCOME STATEMENT; QUARTERLY FIGURES

IFRS	Destia Group	Destia Group	Destia Group	Destia Group	Destia Group	Destia Group	Destia subgroup	Destia subgroup
MEUR	10-12/2015	7-9/2015	4-6/2015	1-3/2015	10-12/2014	7-9/2014	4-6/2014	1-3/2014
<b>Revenue</b>	130.9	152.2	105.3	74.3	125.5	136.3	102.0	67.7
<b>Other operating income</b>	5.1	2.0	0.6	0.4	1.0	0.7	0.8	0.4
Materials and services	91.2	110.4	71.3	51.8	83.3	93.4	64.1	43.3
Employee benefit expenses	26.2	21.7	22.3	17.9	25.3	21.6	22.0	18.3
Depreciations	2.5	2.2	2.2	2.2	2.2	2.5	2.6	2.7
Other operating expenses	11.0	8.5	9.0	7.6	12.5	10.2	10.1	7.7
<b>Operating result</b>	5.0	11.5	1.1	-4.8	3.1	9.3	4.0	-3.9
Financial income	-0.1	-0.1	0.1	0.2	0.0	0.0	0.1	0.1
Financial expenses	1.1	1.1	1.1	1.0	1.4	3.7	0.4	0.2
<b>Result before taxes</b>	3.8	10.4	0.1	-5.7	1.8	5.7	3.6	-4.0
Income taxes	0.7	2.1	0.3	-1.1	-0.3	2.3	0.7	-0.8
<b>Result for the quarter</b>	3.1	8.3	-0.1	-4.5	2.1	3.4	2.9	-3.2

## CONSOLIDATED BALANCE SHEET; QUARTERLY FIGURES

### IFRS

MEUR	Destia Group	Destia Group	Destia Group	Destia Group	Destia Group	Destia Group	Destia subgroup	Destia subgroup
	31.12.2015	30.9.2015	31.3.2015	31.3. 2015	31.12.2014	30.9.2014	30.6.2014	31.3.2014
<b>ASSETS</b>								
<b>Non-current assets</b>								
Tangible assets	54.6	54.1	55.5	55.1	56.8	53.6	54.1	55.5
Goodwill	82.8	83.2	83.2	83.2	83.2	83.2	17.0	17.0
Other intangible assets	2.2	1.7	1.7	1.6	1.7	1.9	2.0	2.2
Available-for-sale financial assets	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
Deferred tax assets	2.8	3.6	3.6	3.6	3.7	1.9	1.8	1.9
<b>Non-current assets, total</b>	<b>144.5</b>	<b>144.7</b>	<b>146.1</b>	<b>145.6</b>	<b>147.5</b>	<b>142.6</b>	<b>77.1</b>	<b>78.7</b>
<b>Current assets</b>								
Inventories	17.5	18.2	17.8	19.9	19.9	23.5	22.2	21.2
Accounts and other receivables	61.3	92.2	72.5	46.8	59.6	66.2	59.4	42.5
Cash and cash equivalents	42.9	7.7	5.7	14.6	37.7	31.4	50.5	54.1
<b>Current assets, total</b>	<b>121.7</b>	<b>118.0</b>	<b>96.0</b>	<b>81.3</b>	<b>117.1</b>	<b>121.2</b>	<b>132.1</b>	<b>117.7</b>
<b>Assets, total</b>	<b>266.3</b>	<b>262.7</b>	<b>242.0</b>	<b>226.9</b>	<b>264.6</b>	<b>263.8</b>	<b>209.1</b>	<b>196.4</b>

### EQUITY AND LIABILITIES

#### Equity belonging to the shareholders of the parent company

Share capital	0.1	0.1	0.1	0.1	0.1	0.1	17.0	17.0
Invested unrestricted equity fund	38.0	38.0	38.0	38.0	38.0	38.0	56.4	56.4
Hybrid loans	27.0	27.0	27.0	27.0	29.0	29.0		
Other items	-1.1	-0.9	-0.7	-1.0	-0.9	-0.7	0.0	-0.2
Retained earnings	9.3	4.3	-3.3	-2.5	2.5	2.7	10.4	7.5
<b>Equity belonging to the shareholders of the parent company</b>	<b>73.3</b>	<b>68.5</b>	<b>61.1</b>	<b>61.6</b>	<b>68.7</b>	<b>69.0</b>	<b>83.8</b>	<b>80.7</b>

#### Non-current liabilities

Deferred tax liabilities	1.5	1.1	0.9	0.8	1.0	0.5	0.6	0.6
Pension liabilities	0.2	2.8	2.8	2.8	2.8	0.8	0.8	0.8
Provisions	13.2	13.1	13.6	13.7	13.8	11.1	11.6	11.7
Financial liabilities	64.9	64.6	64.2	64.6	64.4	64.0	0.5	10.8
Other liabilities	2.7	1.1	1.1	1.1	1.1			
<b>Non-current liabilities, total</b>	<b>82.5</b>	<b>82.6</b>	<b>82.6</b>	<b>83.0</b>	<b>83.0</b>	<b>76.5</b>	<b>13.5</b>	<b>23.9</b>

#### Current liabilities

Accounts payable and other liabilities	73.3	84.8	66.6	50.3	75.3	77.1	65.1	50.6
Provisions	5.5	5.5	5.9	5.3	5.9	5.6	5.8	6.2
Financial liabilities	0.4	0.3	0.2	0.3	0.5	9.2	7.0	0.3
Advances received	31.3	20.9	25.6	26.5	31.2	26.3	33.8	34.8
<b>Current liabilities, total</b>	<b>110.5</b>	<b>111.6</b>	<b>98.3</b>	<b>82.4</b>	<b>112.9</b>	<b>118.2</b>	<b>111.8</b>	<b>91.8</b>

<b>Equity and liabilities, total</b>	<b>266.3</b>	<b>262.7</b>	<b>242.0</b>	<b>226.9</b>	<b>264.6</b>	<b>263.8</b>	<b>209.1</b>	<b>196.4</b>
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## CONSOLIDATED CASH FLOW STATEMENT; QUARTERLY FIGURES

IFRS

MEUR	Destia Group 10-12/2015	Destia Group 7-9/2015	Destia Group 4-6/2015	Destia Group 1-3/2015	Destia Group 10-12/2014	Destia Group 7-9/2014	Destia subgroup 4-6/2014	Destia subgroup 1-3/2014
<b>OPERATING CASH FLOWS</b>								
Cash receipts from customers	174.9	125.9	80.3	84.8	140.7	121.9	81.8	93.9
Expenses paid to suppliers and personnel	-139.8	-124.8	-85.2	-100.3	-122.4	-117.3	-80.6	-93.1
Interests paid	-0.8	-0.8	-0.9	-0.8	-0.9	-0.8	-0.2	0.0
Dividends received	0.0	0.0	0.0				0.0	
Interests received	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Other financial items	-0.1	-0.1	-0.1	-0.1	0.0	-0.9	-0.4	0.0
Tax paid	0.0	0.7	-0.8	-0.9	-1.1	-1.1	-1.2	0.0
<b>Net operating cash flow</b>	<b>34.1</b>	<b>0.8</b>	<b>-6.8</b>	<b>-17.3</b>	<b>16.3</b>	<b>1.7</b>	<b>-0.5</b>	<b>0.8</b>
<b>INVESTMENT CASH FLOW</b>								
Investments in intangible and tangible assets	-3.3	-0.7	-2.5	-2.4	-2.5	-2.4	-0.5	-1.4
Sale of intangible and tangible assets	4.3	2.1	0.3	0.1	1.4	0.8	0.5	0.3
Subsidiary shares acquired						-87.5		
Investments in other investments		-0.4						
Proceeds from disposal of other investments		0.4						
<b>Net investment cash flow</b>	<b>1.0</b>	<b>1.3</b>	<b>-2.1</b>	<b>-2.3</b>	<b>-1.0</b>	<b>-89.1</b>	<b>0.1</b>	<b>-1.1</b>
<b>FINANCIAL CASH FLOWS</b>								
Rights issue						0.1		
Investment in Invested unrestricted equity fund						38.0		
Increase in non-current debt (+)						65.0		
Increase in non-current equity instruments (+)						17.0		
Decrease in non-current equity instruments (-)					-2.0			
Decrease in non-current debt (-)							-10.0	
Increase in short-term financing (-)						9.0	6.8	
Decrease in short-term financing (-)					-9.0	-6.8		
Interests and other financial items paid		0.0	0.0	-1.5		-3.4		
<b>Net financial cash flow</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-3.5</b>	<b>-9.0</b>	<b>118.9</b>	<b>-3.2</b>	<b>0.0</b>
<b>Change in cash and cash equivalents</b>	<b>35.2</b>	<b>2.1</b>	<b>-8.9</b>	<b>-23.1</b>	<b>6.2</b>	<b>31.4</b>	<b>-3.6</b>	<b>-0.3</b>
Cash and cash equivalents at beginning of quarter	7.7	5.7	14.6	37.7	31.4	0.0	54.1	54.5
Cash and cash equivalents at end of quarter	42.9	7.7	5.7	14.6	37.7	31.4	50.5	54.1

**GROUP'S KEY FIGURES**
**IFRS**

	Destia Group	Destia Group	Destia Group	Destia subgroup ****)	Destia Group	Destia subgroup
	10-12/2015	10-12/2014	1-12/2015	1-12/2015	7-12/2014	1-12/2014
Revenue	130.9	125.5	462.8	462.8	261.8	431.5
Change from previous year, % *)	4.4		7.2	7.2		-11.9
Operating profit	5.0	3.1	12.9	0.9	12.5	15.1
% of revenue	3.8	2.5	2.8	0.2	4.8	3.5
Result for the review period	3.1	2.1	6.7	-0.0	5.5	10.5
% of revenue	2.4	1.7	1.5	-0.0	2.1	2.4
EBITDA 1)	7.5	5.4	22.0	10.0	19.1	25.1
% of revenue	5.8	4.3	4.7	2.2	7.3	5.8
Gross investments			9.2	9.2	72.5	8.0
% of revenue			2.0	2.0	27.7	1.9
Balance sheet total			266.3	199.2	264.6	180.5
Equity			73.3	53.1	68.7	51.1
Equity ratio, % 2)			31.2	31.6	29.4	34.3
Net gearing, % 3)			32.6	-63.3	42.4	-41.2
Interest-bearing liabilities			66.8	9.1	66.8	0.6
Current Ratio 4)			1.1	0.9	1.0	0.8
Quick Ratio 5)			1.2	1.0	1.0	0.9
Return on equity, % 6)			9.5	0.0	8.0	15.5
Return on investment, % 7)			9.4	1.9	9.2	20.9
Earnings per share, EUR**) )			56.14		53.77	
Equity per share, EUR**) )			916.21	78.11	858.32	75.20
Average personnel			1 505	1 501	1 502	1 502
Occupational accidents resulting in absence from work ***) )			7.6	7.6	9.3	9.3
Order book			717.4	717.4	628.2	628.2
Research and development expenses			0.9	0.9	0.5	0.9
% of other operating expenses			2.6	1.9	2.1	2.4

\*) The comparative figures are figures from the Destia subgroup in 2014, excluding the last quarter

\*\*) The profit for the financial period belonging to the shareholders of the parent company of Destia Group Plc, deducted by the interest on the hybrid loan adjusted for tax, divided based on the weighted average of the shares. Destia Group Plc has 80,000 shares.

\*\*\*) Occupational accidents per one million working hours

\*\*\*\*) Destia subgroup's key figures 2015 include MEUR 13 in group contributions given to the parent company and interest-bearing liabilities of MEUR 8.6

**Formulae:**

1) Operating profit + depreciation, amortisation and impairment losses. EBITDA in 2014 adjusted by non-recurring items related to a corporate acquisition

2)  $(\text{Equity} / (\text{balance sheet total} - \text{advances received})) * 100$

3)  $((\text{Interest-bearing liabilities} - \text{cash and cash equivalents and held-to-maturity investments} / \text{equity}) * 100$

4)  $(\text{Inventories} + \text{liquid assets}) / \text{current liabilities}$

5)  $(\text{Financial assets without receivables from uncompleted contracts} / \text{current liabilities without advance payments}) * 100$

6)  $(\text{Profit for the financial period} / (\text{average equity}) * 100$

(opening and closing balance)

7)  $(\text{Result before taxes} + \text{interest costs and other financial expenses} / (\text{invested capital average}) * 100$

(balance sheet total - non-interest-bearing liabilities - provisions, opening and closing balance)

Under points 6 and 7 the result has been converted into a yearly result (12 months back) from the reporting on 30 September 2015 on

Under points 6 and 7, equity and balance sheet values on 31 December 2014 have been used as the balance sheet values of Destia Group Plc in the 2014 financial statements

**GROUP'S GUARANTEES AND CONTINGENT LIABILITIES**

	Destia Group	Destia Group
IFRS		
MEUR	31.12.2015	31.12.2014
Business mortgage		39.0
Bank guarantees	94.8	79.3
Leasing liabilities		
Within one year	3.0	3.3
Within more than one year and less than five years	5.4	2.6
Within more than five years	0.9	0.0
Total	9.4	5.9
Interest liabilities accrued from equity hybrid loans	2.8	

**GROUP'S CARRYING AMOUNTS OF FINANCIAL ASSETS AND LIABILITIES**

	Destia Group	Destia Group
IFRS		
MEUR	31.12.2015	31.12.2014
<b>Financial assets</b>		
Available-for-sale financial assets		
Available-for-sale financial assets (level 3)	2.1	2.1
Financial assets recorded at fair value		
Current		
Accounts and other receivables (level 2)	48.6	42.1
Cash and cash equivalents (level 2)	42.9	37.7
<b>Financial liabilities</b>		
Financial liabilities recorded at fair value		
Interest rate swaps, in hedge accounting (level 2)	1.3	1.1
Other derivatives, not in hedge accounting (level 2)	0.2	0.3
Financial liabilities valued at amortized acquisition cost		
Non-current		
Bonds, interest-bearing (level 2)	63.3	62.9
Financial leasing liability, interest-bearing (level 2)	0.3	0.4
Current		
Loans from financial institutions, interest-bearing (level 2)		
Financial leasing liability, interest-bearing (level 2)	0.2	0.2
Accounts payable and other liabilities (level 2)	75.2	77.4

The carrying value equals the fair value. The levels adopted in fair value calculation:

Level 1: Fair values recorded on the markets.

Level 2: Fair values determined through observable parameters.

Level 3: Fair values determined through non-observable input parameters.

## DESTIA GROUP PLC, SHARES AND SHAREHOLDERS SINCE 1 JULY 2014

<b>Owner</b>	<b>Number of shares</b>	<b>%</b>	<b>Voting right</b>	<b>Share capital EUR</b>
AC Infra Oy (Ahlström Capital)	80,000	100.0	1 vote/share	80,000

## DESTIA LTD, SHARES AND SHAREHOLDERS SINCE 1 JULY 2014

<b>Owner</b>	<b>Number of shares</b>	<b>%</b>	<b>Voting right</b>	<b>Share capital EUR</b>
Destia Group Plc	680,000	100.0	1 vote/share	17,000,000