CONSTI'S FINANCIAL STATEMENTS BULLETIN JANUARY – DECEMBER 2020

PROFITABILITY CONTINUED TO IMPROVE

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10-12/2020 highlights (comparison figures in parenthesis 10-12/2019):

- Net sales 78.1 (78.3) million euro; change -0.2 %
- EBITDA 3.7 (3.6) million euro and EBITDA margin 4.8 % (4.7%)
- Operating profit/loss (EBIT) 3.0 (2.8) million and operating profit/loss (EBIT) margin 3.8 % (3.6%)
- Order backlog 177.9 (185.8) million euro; change -4.3 %
- Free cash flow 3.6 (5.1) million euro
- Earnings per share 0.27 (0.25) euro

1–12/2020 highlights (comparison figures in parenthesis 1–12/2019):

- Net sales 274.6 (314.8) million euro; change -12.8 %
- EBITDA 11.4 (8.1) million euro and EBITDA margin 4.2 % (2.6%)
- Operating profit/loss (EBIT) 8.2 (4.6) million and operating profit/loss (EBIT) margin 3.0 % (1.5%)
- Free cash flow 18.3 (4.0) million euro
- Earnings per share 0,70 (0.30) euro
- The Board of Directors proposes a dividend of EUR 0.40 per share

Guidance on the Group outlook for 2021:

The Company estimates that its operating result for 2021 will be in the range of EUR 7-11 million. The range for 2021 profit guidance is wide due to the uncertainties related to the Covid-19 pandemic.

KEY FIGURES (EUR 1,000)	10-12/ 2020	10-12/ 2019	Change %	1-12/ 2020	1-12/ 2019	Change %
Net sales	78,098	78,259	-0.2 %	274,646	314,801	-12.8 %
EBITDA	3,729	3,643	2.4 %	11,440	8,137	40.6 %
EBITDA margin, %	4.8 %	4.7 %		4.2 %	2.6 %	
Operating profit/loss (EBIT)	2,954	2,822	4.7 %	8,237	4,632	77.8 %
Operating profit/loss (EBIT) margin, %	3.8 %	3.6 %		3.0 %	1.5 %	
Profit/loss for the period	2,142	1,956	9.5 %	5,675	2,676	112.0 %
Order backlog				177,857	185,820	-4.3 %
Free cash flow	3,641	5,111	-28.8 %	18,334	3,977	360.9 %
Cash conversion, %	97.7 %	140.3 %		160.3 %	48.9 %	
Net interest-bearing debt				4,737	18,880	-74.9 %
Gearing, %				14.1 %	64.4 %	
Return on investment, ROI %				13.6 %	8.9 %	
Number of personnel at period end				927	990	-6.4 %
Earnings per share, undiluted (EUR)	0.27	0.25	8.0 %	0.70	0.30	133.3 %

CEO's Review

"Consti's solid development continued in the last quarter of the year. Our net sales for October-December were 78.1 (78.3) million euro, ending up nearly at last year's level. Our net sales for fiscal year 2020 decreased 12.8 percent and were 274.6 (314.8) million euro.

Our operating result for the accounting period improved each quarter towards the end of the year and was clearly better than during the comparison period. Our operating result for October-December was 3.0 (2.8) million euro, which is 3.8 (3.6) percent of the net sales. Our operating result for fiscal year 2020 was 8.2 (4.6) million euro, which is 3.0 (1.5) percent of our net sales. All of our business areas had profitable operating results for fiscal year 2020. Our performance was supported by the implementation of the new organisation structure and change program that was carried out during the previous year, as well as the flexibility of operating costs in relation to changes in volume.

Due to improved profitability and released working capital, our cash flow in the reporting period improved considerably compared to the previous year. In fiscal year 2020 our free cash flow was 18.3 (4.0) million euro. The positive profitability and cash flow development also continued strengthening our balance sheet and liquidity position.

During the year 2020, our order intake was 214.3 million euro, which is a 0.2 percent decline from the comparison period. Our order backlog at the end of the reporting period was 177.9 (185.8) million euro. Despite the good order intake during the fourth quarter 54.3 (46.8) million euro, our order backlog for the end of the year fell short 4.3 percent from the order backlog at the end of the previous year.

Rising uncertainty owing to the coronavirus pandemic (COVID-19) reflected on the development of both our net sales and order intake. As a result of the corona crisis some planned renovation projects were postponed. In the housing company market, projects were moved to the future due to postponed decision-making. In business premises renovation and alteration projects, demand has decreased particularly in those industries that have suffered most from corona. During the year, Consti had approximately 700 ongoing projects. Despite risen uncertainty in our operating environment, our projects predominantly advanced as planned, and we were able to ensure that work progressed at our work sites without interruptions during the reporting period.

At the end of the reporting period, we started work to renew our strategy. Our new strategy for 2021-2023 is founded on utilising the full potential of our customer focused organisation structure. Our vision is to be "Our customer's number one partner and expert in multiple types of construction". Our strategy is drawn up according to business areas. It emphasises the utilisation of attractive growth opportunities in our existing businesses and increasing the value we create for our customers. In order to answer customer needs more comprehensively, we will also offer selected new construction services in the future. We will continue actions to develop production efficiency, our personnel and management. Corporate social responsibility and sustainable development will rise to a key part in our strategy. We have updated our corporate social responsibility themes and mapped the most important development areas on our journey to become our industry's responsible frontrunner.

The coronavirus pandemic continues to cause uncertainty to the short-term demand outlook of construction and building technology. In 2021, we will focus on ensuring our performance and implementing our new strategy. The visibility for fiscal year 2021 is limited, but we aim to continue solid performance in 2021 as well."

Strategy 2021-2023

Consti's strategy update for 2021-2023 was commenced in the last quarter of 2020. Using scenario planning, strategies were first drawn up for Consti's four business areas. The broad-scale partaking of business areas was central to this work phase. The group-level strategy was then comprised based on these business area strategies.

The new strategy for 2021-2023 is based on utilising the full potential of Consti's customer focused organisation structure. Consti's vision is to be "Our customer's number one partner and expert in multiple types of construction". To realise its vision and goals, Consti has defined strategic focus areas, which are:

- Growth in current businesses: controlled and profitable growth in attractive renovation and building technology segments
- New businesses: comprehensively answering customer needs by growing in attractive new construction projects
- Improving relative profitability by expanding value created for customers and the active management of the business portfolio
- Improving production efficiency: Consti's goal is to have the industry's most efficient production and a steady level of performance in project deliveries
- Personnel and management: supporting profitable growth by investing in the implementation of the Consti Way, expanding competence, adding diversity, and adopting LEAN principles
- Corporate social responsibility and sustainable development as key themes of the strategy: concentrating on updated responsibility themes, which are environmentally friendly business, work safety and well-being at work, supply chain and customer satisfaction

The company's long-term financial goals remain unchanged:

- Growth: net sales growing faster than the market
- Profitability: EBIT margin exceeding 5 percent
- Free cash flow: Cash conversion ratio exceeding 90 percent
- Balance sheet structure: Net debt to adjusted EBITDA ratio of less than 2.5x
- The Company's aim is to distribute as dividends at least 50 percent of the Company's annual net profit

Operating environment

Steady growth is expected to continue in renovations. Although the corona pandemic slowed down renovation growth in 2020, the growth expectations for upcoming years remain positive.

The value of professional renovations in total was nearly 14 billion euro in 2020, with residential building renovations' share amounting to 8.0 billion euro. Most renovations are conducted in apartment buildings and row houses.

Professional renovation has grown nearly continuously in Finland for the past 20 years. In 2020, the renovation market grew about 0.5 percent. It is estimated that the new construction market simultaneously decreased as much as five percent. Renovations' share of all construction was approximately 47 percent in the past year.

Corona postponed decision making in housing companies. The renovation market is need-driven, and the general economic situation has a smaller impact on renovations and building technology services than it has on new construction. In 2020, however, the corona pandemic had a greater impact on renovations than new construction, especially because part of the larger housing companies postponed decision making regarding renovation projects.

Estimations indicate that the demand for business premise renovations has also decreased owing to corona. The predictability of business premise renovation needs after the pandemic has also weakened, due to uncertainty regarding changes in business premise needs. In other premises, renovations are expected to start growing again already in 2021.

At worksites, pandemic restrictions have somewhat affected the mobility of foreign workforce and increased the need for actions to ensure the safety of both personnel and people using the premises. The safety of premise users is especially emphasised in renovations where the buildings are fully or partly in customer use throughout the renovation.

In new construction, the corona pandemic has mainly postponed the start of office and hotel construction projects. The Confederation of Finnish Construction Industries RT estimates that other reasons led to the new construction market decreasing about five percent, while Euroconstruct estimates that the decline was approximately half a percent. The market shift was principally due to the decrease of residential construction, but there was also a decline in the start of new public service facility construction projects, as well as commercial and office construction projects.

The Confederation of Finnish Construction Industries RT estimates that the entire construction market declined a total of 1.1 percent in 2020. RT's assessment of the development of construction in 2020 was divided, with the decline in new construction of residential buildings being 8.0 percent, and business premises 4.0 percent, while building renovation growth was estimated to be 0.5 percent and civil engineering works 5.0 percent from the previous year.

Public service construction, especially schools and hospitals, has grown rapidly in recent years. New construction of schools is estimated to continue active, but on the whole public construction is expected to decline in upcoming years. This will have a considerable impact on the volume development of construction.

The need for facade renovations is growing, mainly due to the age of the building stock in Finland. Residential construction was at its heights in the 1970s and the building technology, facades and structures from that time now require major renovations. However, housing companies from the 1960s have still been renovated most when looking at the value of the renovations in proportion to the net floor area. Housing companies from the 1960s are clearly the largest group especially in building technology renovations.

Building technology renovations are the fastest growing area of renovations, including for example pipeline renovations, heating, ventilation, cooling and electrical renovations. They have made up nearly half of all housing company renovations in recent years. About 70 percent of building technology renovations are pipeline renovations.

Structures and facades are the second largest group, making up nearly 40 percent of all renovations. For financial reasons, facade renovations have had to be postponed in many housing companies to make room for pipeline renovations. According to the Finnish Real Estate Federation’s renovation barometer, there is currently almost the same number of facade and pipeline renovations ongoing in housing companies. The barometer estimates that in upcoming years renovation needs will focus increasingly on facades.

Approximately one fifth of renovations are repair and maintenance renovations.

The demand for renovation is maintained by the large building stock of residential buildings from the 1970s and also renovation needs in commercial and office buildings. In the 1980s commercial and office building construction was especially large-scale in Finland, and in the 1990s and early 2000s more commercial and office buildings were built than residential buildings. Premises from that era do not necessarily meet present-day needs. In addition, the growing amount of remote work and online shopping due to the corona pandemic add new challenges to the efficient use of premises.

Megatrends such as aging population, urbanisation and climate change also add to renovation needs. Like new construction, renovation is also estimated to continue concentrating to growth centres.

Climate change mitigation requires for instance improved energy efficiency in buildings, as stipulated in the EU’s energy efficiency directive. This is fostered for example with building technology and facade renovations. Adaption to weather variations caused by climate change necessitates meticulous maintenance of facades in particular.

The Confederation of Finnish Construction Industries RT and Euroconstruct estimate that renovation markets will grow about one percent in 2021. Euroconstruct estimates that the annual renovation growth will stay at approximately 1.5 percent in 2022 and 2023. It estimates that the whole market for residential construction will decline -4.4 percent in 2021, and according to both the Confederation of Finnish Construction Industries RT and Euroconstruct, the decline in residential new construction will be as much as -12 percent in 2021.

Group structure

Consti is one of Finland’s leading companies focused on renovation contracting and technical building services. Consti offers comprehensive renovation and building technology services and selected new construction services to housing companies, corporations, investors and the public sector in Finland’s growth centres.

Consti has four business areas: Housing Companies, Corporations, Public Sector and Building Technology. All these also contain Servicing and maintenance services which is not reported as its own business area. Consti however reports its Service operations’ sales per financial year. Consti’s Service business includes service contracting as well as technical repair and maintenance services to contract customers.

Business areas are reported in one segment. In addition, Consti reports net sales for each business area.

The Group's parent company is Consti Plc. The business areas operate in two subsidiaries completely owned by the parent company: Consti Korjausrakentaminen Oy (Housing Companies, Corporations and Public Sector) and Consti Talotekniikka Oy (Building Technology).

Sales, result and order backlog

10-12/2020

Consti Group's October-December net sales were 78.1 (78.3) million euro. Net sales decreased 0.2 percent. Housing Companies net sales were 21.1 (24.0), Corporations net sales were 26.6 (31.8) Public Sector net sales were 12.0 (9.8) and Building Technology net sales were 21.5 (16.6) million euro.

Net sales grew in Public Sector and in Building Technology but decreased in Housing Companies and in Corporations. Public Sector business area's net sales grew as expected thanks to strong order backlog. The net sales of Building Technology business area increased especially due to the volume increase in building technology installations business in Greater Helsinki area. Net sales in Housing Companies business area were negatively affected by the postponed decision-making of housing companies due to the corona crisis. The development of net sales in Corporations business area was reflected by the fact that during the reporting period there were fewer ongoing large comprehensive renovation projects than in the comparison period as well as the decreased demand for renovation services in the non-residential sector due to the corona crisis.

Operating profit/loss (EBIT) for October-December was 3.0 (2.8) million euro. Operating profit/loss from net sales was 3.8 (3.6) percent. In October-December profitability developed mainly as expected, and it improved to both the comparison period and the previous quarter. October-December performance was supported by the implementation of the new organisation structure and change program that was carried out during the previous year. The result from October-December was weakened by costs linked to experts and arbitration proceedings relating to the construction project of Hotel St. George. These costs were larger than in the comparison period and previous quarter, and they amounted to 0.6 (0.4) million euro during the reporting period.

The order backlog at the end of the reporting period decreased 4.3 percent and was EUR 177.9 (185.8) million euro. In October-December, the order intake increased by 16.1 percent and was 54.3 (46.8) million euro.

1–12/2020

Consti Group's January-December net sales were 274.6 (314.8) million euro. Net sales decreased 12.8 percent. Housing Companies net sales were 86.1 (110.4), Corporations net sales were 90.6 (119.1), Public Sector net sales were 41.4 (33.9) and Building Technology net sales were 69.3 (69.7) million euro. These figures include Service Business's net sales amounting to 42.7 (42.6) million euro.

Net sales grew in Public Sector but decreased in Housing Companies, Corporations and Building Technology. Public Sector business area's net sales grew as expected thanks to strong order backlog. Net sales in Housing Companies business area were negatively affected by the postponed decision-making of housing companies due to the corona crisis. The development of net sales in Corporations business area was reflected by the fact that during the reporting period there were fewer ongoing large comprehensive renovation projects than in the comparison period as well as the decreased demand for renovation services in the non-residential sector due to the corona crisis. The net sales of Building Technology business area were close to previous year's level with a change of -0.5 percent.

Operating profit/loss (EBIT) for January-December increased from comparison period and was 8.2 (4.6) million euro. Operating profit/loss from net sales was 3.0 (1.5) percent. Profitability developed mainly in line with expectations during the reporting period and all business areas were profitable. Financial year 2020 performance was supported by the implementation of the new organisation structure and change program that was carried out during the previous year, and the flexibility of operating costs in relation to changes in volume. The result from January-December was weakened by costs linked to experts and arbitration proceedings relating to the construction project of Hotel St. George. These costs were larger than in the comparison period, and they amounted to 1.2 (0.7) million euro during the reporting period.

The order backlog at the end of the reporting period decreased 4.3 percent compared to the end of the previous financial year and was 177.9 (185.8) million euro. The order intake value during January-December 214.3 (214.8) million euro were close to previous year's level with a change of -0.2 percent.

Investments and business combinations

Investments into intangible and tangible assets in October-December were 0.3 (0.4) million euro, which is 0.4 (0.5) percent of the company's net sales. Investments into tangible and intangible assets in January-December were 1.2 (0.9) million euro, which is 0.4 (0.3) percent of net sales. The largest investments were made into property, plant and equipment, which primarily include machinery and equipment purchases. Investments into right-of-use assets (IFRS 16) during January-December were EUR 0.9 (1.6) million. The majority of investments into right-of-use assets during the reporting period were related to renewed leasing contracts of vans used in project and service business as well as to the accounting of business premises and warehouses lease agreements that are valid until further notice, in accordance with the IFRS 16 -standard.

Cash flow and financial position

The operating cash flow in October-December before financing items and taxes was 3.9 (5.5) million euro. Free cash flow was 3.6 (5.1) million euro. The cash flow ratio in October-December was 97.7 (140.3) percent. Despite the improvement of operating result, the October-December cash flow was weakened by lesser amount of released working capital during the reporting period in relation to comparison period.

The January-December operating cash flow before financing items and taxes was 19.5 (4.9) million euro. Free cash flow was 18.3 (4.0) million euro. The cash flow ratio in January-December was 160.3 (48.9) percent. The cash flow in January-December was affected by the improvement of operating result and released working capital during the reporting period. Working capital was released as the financial position of project portfolio improved in relation to comparison period.

Consti Group's cash and cash equivalents on 31 December 2020 were 24.3 (10.0) million euro. In addition, the company has undrawn revolving credit facilities and unused credit limits amounting to 8.0 (8.0) million euro in total. The Group's interest bearing debts were 29.0 (28.9) million euro. External loans are subject to two financial covenants based on the ratio of the Group's net debt to adjusted EBITDA and gearing. On the balance sheet date, the interest bearing net debt was 4.7 (18.9) million euro and the gearing ratio 14.1 (64.4) percent. At the balance sheet date, the Group's interest-bearing net debt to adjusted EBITDA ratio was under the covenant's maximum level according to the confirmed calculation principles.

Consti Group's equity includes a hybrid bond of EUR 3.2 million issued in March 2019. The hybrid bond does not have a specified maturity date but the company is entitled to redeem the hybrid bond on the second (2) anniversary of the issue date. The interest paid on the hybrid bond in March 2020, EUR 0.4 million, was in part paid to persons in managerial positions in the company. The interest on the hybrid bond is recognised as deduction from Group's equity. The accrued non-paid interest on the bond was EUR 0.3 million at 31 December 2020.

The balance sheet total on 31 December 2020 was 128.6 (116.6) million euro. At the end of the reporting period tangible assets in the balance sheet were 5.1 (6.3) million euro. Equity ratio was 32.7 (29.8) percent.

Within the framework of the EUR 50 million domestic commercial paper program initiated in October 2019, Consti may issue commercial papers with maturity of under one year. During January-December 2020, Consti issued new commercial papers with maturity of under one year amounting to EUR 20.0 million. During the same period, matured total of EUR 18.0 million earlier issued commercial papers.

MATURITY DISTRIBUTION OF INTEREST-BEARING DEBT (EUR 1,000)*	2021	2022	2023	2024	2025	2026-	Total
Bank loans	1,216	16,609	0	0	0	0	**17,825**
Commercial papers	8,000	0	0	0	0	0	**8,000**
Lease liabilities	1,708	573	182	44	4	0	**2,512**
Other interest-bearing liabilities	510	370	196	45	0	0	**1,121**
Total	**11,434**	**17,552**	**378**	**89**	**4**	**0**	**29,457**

**Including deferred interest expense*

Personnel

Consti Group had 927 (990) employees at the end of the reporting period. The average employee count during January-December was 971 (1,037).

At the end of the reporting period 320 (346) employees worked in Housing Companies, 222 (237) in Corporations, 47 (42) in Public Sector and 328 (356) in the Building Technology business area. The parent company employed 10 (9) people.

PERSONNEL AT PERIOD END	31 Dec 2020	31 Dec 2019	Change %
Housing Companies	320	346	-7.5 %
Corporations	222	237	-6.3 %
Public Sector	47	42	11.9 %
Building Technology	328	356	-7.9 %
Parent company	10	9	11.1 %
Group	**927**	**990**	**-6.4 %**

Management Team

Consti Plc's Management Team at the end of the reporting period consisted of CEO Esa Korkeela and the following persons: Joni Sorsanen, CFO; Risto Kivi, Business Area Director Housing Companies and Public Sector; Jukka Mäkinen, Business Area Director Corporations; Pekka Pöykkö, Business Area Director Building Technology, Markku Kalevo, Bid and Sales Director Housing Companies; Pirkka Lähteinen, Regional Director Corporations, Heikki Untamala, Chief Legal Officer and Turo Turja, HR Director.

Important events during the reporting period

Consti Plc ("Consti") received an announcement from Elementa Management AB ("Elementa") on 29 October 2020, in accordance with the Finnish Securities Market Act Chapter 9, Section 5. According to the announcement, the number of Consti shares and votes owned by Elementa exceeded ten (10) per cent of the share capital of Consti on 29 October 2020.

The Annual General Meeting 2020 and Board authorisations

The Annual General Meeting of Shareholders of Consti Plc held on 6 April 2020 adopted the Financial Statements and discharged the Members of the Board of Directors and the CEO from liability for the financial year 1 January - 31 December 2019. The Annual General Meeting resolved that a dividend of 0.16 euro per share for the financial year 2019 is paid. The record date for dividend payment was 8 April 2020 and the dividend was paid on 17 April 2020.

The Annual General Meeting resolved that the Board of Directors consists of six members. The current members of the Board of Directors, Tapio Hakakari, Erkki Norvio, Petri Rignell, Pekka Salokangas and Anne Westersund were re-elected and Johan Westermarck was elected as a new member to the Board of Directors for the following term of office.

Authorised Public Accounting firm Ernst & Young Ltd was elected as the Auditor of the Company and Toni Halonen, Authorised Public Accountant, will act as the Responsible Auditor.

It was resolved that the annual remuneration of the members of the Board of Directors is paid as follows: The Chairman of the Board of Directors is paid EUR 36,000 and members of the Board of Directors are each paid EUR 24,000. It was also resolved that a EUR 500 fee per member per meeting is paid for Board meetings. It was resolved that the remuneration for the Auditor shall be paid according to the Auditor's reasonable invoice.

The Annual General Meeting resolved to amend 1§ of the Articles of Association as proposed by the Board of Directors to read as follows: 1§ The Company’s business name is Consti Oyj and in English Consti Plc. The Company is domiciled in Helsinki.

The Board of Directors was authorised to resolve on the repurchase of a maximum of 580 000 shares in the Company in one or several tranches by using funds in the unrestricted shareholders' equity. The shares may be repurchased for the price formed at the moment of purchase on public trading or for the price otherwise formed on the markets. The own shares may be purchased by deviating from the shareholders' pre-emptive rights (directed repurchase). The shares may be repurchased in order to, for example, carry out the Company's share-based incentive plan. The Board of Directors is authorized to decide on how repurchase is carried out and on all other matters related to the repurchase of shares.

The Board of Directors was authorised to resolve on the share issue and the issuance of special rights entitling to shares as referred to in Chapter 10 Section 1 of the Companies Act in one or several tranches, either against payment or without payment. The aggregate amount of shares to be issued, including the shares to be received based on special rights, shall not exceed 780,000 shares. The Board of the Directors may resolve to issue either new shares or to transfer treasury shares potentially held by the Company. The Board of Directors is authorized to decide on all other matters related to the issuance of shares and special rights, including on a deviation from the shareholders' pre-emptive rights. The authorization is used, for example, to carry out the Company's share-based incentive plan or for other purposes resolved by the Board of Directors.

These authorizations replace previous authorizations of the Board of Directors and they shall be valid until the closing of the next Annual General Meeting, however, no longer than until 30 June 2021.

Corporate Governance and Auditors

Consti Plc’s Board of Directors on 31 December 2020 included Tapio Hakakari (Chairman), Erkki Norvio, Petri Rignell, Pekka Salokangas, Anne Westersund and Johan Westermarck. The Board of Directors elected by the Annual General Meeting of Shareholders of Consti Plc on 6 April 2020, held its organising meeting and elected Tapio Hakakari as the Chairman of the Board. The Board of Directors appointed Petri Rignell, Erkki Norvio, Tapio Hakakari and Pekka Salokangas as members of the Nomination and Compensation Committee. The Board of Directors has not established other committees.

Esa Korkeela Has acted as CEO of Consti Plc during the financial year 1 January - 31 December 2020.

On 31 December 2020, the Board members and CEO owned personally or through a holding company a total of 675,096 Consti Plc’s shares, which amounts to 8.59 percent of the Company's entire share base and votes.

Authorised Public Accounting firm Ernst & Young Ltd has acted as the Auditor of the Company with Toni Halonen, Authorised Public Accountant as the Principal Auditor.

Consti complies with regulations of The Finnish Corporate Governance Code. In insider issues Consti complies with EU Regulation on Market Abuse ((EU) 596/2014, “MAR”) and 2- and 3-tier regulation supplementing it, the Finnish Securities Markets Act, the insider guidelines of Nasdaq Helsinki Ltd as well as guidance issued by authorities. Consti Plc’s Board of Director’s report on the Company’s corporate governance from 2020 and the remuneration report from 2020 will be published on Consti Plc’s website on week 11.

Shares and share capital

Consti Plc’s share capital on 31 December 2020 was 80,000 euro and the number of shares 7,858,267. Consti Plc held 173,031 of these shares. The Company has a single series of shares, and each share entitles its holder to one vote at the General Meeting of the company and to an equal dividend. Consti Plc’s shares are added into the Book-Entry Securities System.

Share based bonus schemes

Consti Plc's Board decided on 28 February 2020 to continue the key employee share-based incentive plan launched in 2016. The plan offers the key employees that belong to the target group of the plan an opportunity to earn the Company’s shares as reward by converting half or all of their performance-based bonuses to be earned on the basis of the Company’s bonus scheme in 2020 into shares. Before the reward payment, the performance-based bonuses that have been converted into shares will be multiplied by a reward multiplier determined by the Board. The potential reward from the performance period 2020 will be paid to participants partly in shares and partly in cash after a two-year vesting period in 2023. During the performance period 2020, a maximum of approximately 70 key employees will belong to the target group of the plan, including the members of the Management Team. The rewards to be paid for the performance period 2020 will amount up to a maximum total of approximately 305,000 Consti Plc shares at the prevailing share price level, including also the cash portion, providing that all of the key employees that belong to the target group of the plan decide to participate and convert their performance-based bonuses entirely into shares.

The Board of Directors of Consti Plc decided on 17 June 2020 to launch a new key employee stock option plan. There is a weighty financial reason for the Company to issue stock options 2020 since the stock options are intended to form part of the key employee incentive and commitment program of Consti Plc and its subsidiaries. The purpose of the stock options is to encourage the key employees to work on a long-term basis to increase shareholder value. The purpose of the stock options is also to commit the key employees to the employer. The maximum total number of stock options 2020 issued is 245,000 and they entitle their owners to subscribe for a maximum total of 245,000 new shares in the Company or existing shares held by the Company. The stock options are issued gratuitously. The number of shares subscribed by exercising stock options now issued corresponds to a maximum total of 3 per cent of the shares and votes in the Company, if new shares are issued in the share subscription. The share subscription price for stock options 2020 is 6.65 euros per share, which is the trade volume weighted average quotation of the Consti Plc share on Nasdaq Helsinki Ltd during 1 May—31 May 2020. The share subscription price is deducted by the amount of dividends and/or distribution of assets to be decided before share subscription. The share subscription period for stock options 2020 is 1 July 2023—30 June 2024. The Board of Directors decided on the new stock option plan by virtue of the authorization given by the Company’s Annual General Meeting of Shareholders on 6 April 2020. Stock options 2020 are distributed to approximately 20 Management Team members and other key employees determined by the Board of Directors.

Trade at Nasdaq Helsinki

Consti Plc has been listed in the Helsinki Stock Exchange main list since 15 December 2015. The trade symbol is CONSTI. On the Nordic list Consti Plc is classified a small cap company within the Industrials sector. During 1 January – 31 December 2020 Consti Plc’s lowest share price was EUR 6.00 (4.76) and the highest EUR 10.50 (6.60). The share’s trade volume weighted average price was EUR 8.04 (5.41). At the close of the stock day on the last trading day of the reporting period 30 December 2020 the share value was EUR 10.05 (6.40) and the Company’s market value was EUR 79.0 (50.3) million.

Related-party transactions

There were no significant related-party transactions during the reporting period.

Outlook for 2021

The coronavirus pandemic continues to cause uncertainty to Consti’s operating environment. Although market research institutes expect the renovation market to grow in 2021, new waves of the pandemic and lockdowns remain possible. The most significant short-term impacts of the corona crisis have to do with both the company’s ability to carry out existing projects and also short-term demand outlook. Uncertainty pertaining to handling existing projects relate to workforce availability, possible illnesses, material availability and official regulations. The short-term demand outlook is still uncertain due to some projects currently in the negotiation stage that may possibly be postponed, as well as delayed decision making. In 2021 Consti will concentrate on ensuring the performance of its business and implementing its new strategy. The company estimates that it has good opportunities for continuing solid performance in 2021 as well.

The Company estimates that its operating result for 2021 will be in the range of EUR 7-11 million. The range for 2021 profit guidance is wide due to the uncertainties related to the Covid-19 pandemic.

Significant risks and risk management

Consti divides risks into strategic and operative risks, financing risks and risks of injury or damage.

Risks pertain to defining and carrying out strategy. The main goal of Consti's strategy is to utilise the full potential of its customer focused organisation structure. Consti aspires to achieve controlled and profitable growth in attractive renovation and building technology segments. In order to answer more comprehensively to customer needs the company will also offer selected new construction services. Consti's strategy includes both organic growth and acquisitions. Risks related to acquisitions are managed with careful deal preparation and integration monitoring. Market risks are controlled by actively following the market and adjusting operations as necessary.

Operative risks relate to clients and project operations, personnel, subcontractors, suppliers, legislation and legal claims. In addition the coronavirus pandemic causes uncertainty to Consti's operating environment. The risks arising from coronavirus pandemic are described above in Outlook for 2021 -section. Consti has a wide customer base that consists of housing companies, municipalities and other public-sector operators, real estate investors as well as corporations and industrial players. Our broad customer base decreases risks related to both individual projects and the market environment. A substantial part of Consti Group's business comes from tendered projects and services. The Company and its business areas have procedures that determine which tenders Consti participates in and what the decision making processes regarding these projects are. Consti's jointly agreed upon procedures for internal tender calculation and authorisation for decision making are also central to tender processes.

Our success depends to a large extent on how well we are able to acquire, motivate and retain professional personnel and upkeep our employees' competence. Personnel turnover risk will be kept at minimum with for example continuous training and by supporting voluntary training. Personnel risks also include possible human errors and misconducts. These risks are managed with careful recruiting, orientation, work supervision and with ethical guidelines created for supervisors. Subcontractor and supplier risks are managed with meticulously made contracts, long term partnerships and regular assessments of the subcontractor and suppliers' financial position. Changes in building, environmental protection, workforce and work safety legislation as well as taxation and financial re-porting all have an impact on Consti's operating possibilities.

Risks relating to legal proceedings are managed with meticulous contract preparation and monitoring, the highest possible work quality, and liability insurance. The Group has ongoing and pending legal cases relating to normal business. It is difficult to predict the outcome of these proceedings, but provisions based on the best possible estimate have been recorded in those cases where such provisions are estimated necessary.

Risks pertaining to injuries or damage include injuries, environmental risks, and ICT risks. Consti strives to follow all applicable regulation aimed at protecting employees, and occupational safety is emphasized in all our actions. The most significant environmental risks are related to environmentally harmful substances which may be produced for example in deconstruction waste processing, or caused by neglects in end-storage. In addition, operations can cause noise, construction dust and tremor to nearby surroundings. Consti abides by legislation, regulation, permit procedures and authority regulations regarding construction, the materials used in building, storage, recycling, waste disposal and other environmental issues. ICT risk are assessed and managed in cooperation between the Group's ICT function and business areas and together with partners.

Consti Group's business has financial risks. Financial risks include interest rate, credit and liquidity risks as well as risk relating to the realisation of payments from long-term contract and service agreements.

The Group’s risks related to market rate fluctuations are due largely to the Group’s long-term variable interest rate loans. Consti monitors the sensitivity of its loans to changes in interest rates and the effect such changes would have on the Group’s results prior to taxes. Consti’s credit risk is related to customers who have unpaid invoices or with whom Consti has long-term contracts as well as counterparties to cash and cash equivalents and derivative agreements. The businesses credit risk is managed for instance with advance payments, front-loaded payment schedules for projects and by examining client backgrounds.

The Group strives to ensure the availability and flexibility of financing with sufficient credit limit reserves and sufficiently long loan periods. The Group’s working capital management makes every effort to ensure that it abides to covenants included in interest bearing loans, which in turn determine the capital structure provisions. Consti. At the balance sheet date, the Group’s interest-bearing net debt to adjusted EBITDA ratio was under the covenant’s maximum level according to the confirmed calculation principles. The financial covenant’s degree is continuously monitored and assessed in relation to net debt and EBIT realisations and predictions.

There is a risk that revenue and results of operations from long-term contracts recognised using the percentage-of-completion method and presented by financial year do not necessarily correspond to an even distribution of the final overall result over the contract period. Calculating the total result of a contract involves estimates of the total cost of completing the contract and the progress of the work to be invoiced. If the estimates of the final result of the contract change, the effect of this is reported in the period when the change first became known and could be estimated.

Goodwill is based on management estimates. Goodwill recognised on Consti’s balance sheet is not amortised, but it is tested for impairment annually or if necessary more often by the Group.

A detailed description of risks related to Consti and its operating environment and business, as well as the Group’s risk management are presented in the Board of Directors’ Report published in Consti’s annual report 2019. Financial risks and their management is described in detail in note 18 to the financial statements “Financial risk management”.

Hotel St. George construction project

Consti Plc's subsidiary Consti Korjausrakentaminen Oy (former Consti Korjausurakointi Oy) has initiated on 17 August 2018 arbitration proceedings in accordance with the Arbitration Rules of the Finland Chamber of Commerce against Kiinteistö Oy Yrjönkatu 13, which relates to the construction project for Hotel St. George. This disagreement has arisen between Consti Korjausrakentaminen Oy and Kiinteistö Oy Yrjönkatu 13 relating to the project management agreement signed on 21 December 2015, which concerns the construction project for Hotel St. George. In addition, the disagreement relates to a so-called rush contract signed on 1 December 2017. The construction project for Hotel St. George has been completed and handed over to the client.

Consti Korjausrakentaminen Oy demands payments from Kiinteistö Oy Yrjönkatu 13 based on the above-mentioned contracts. During the arbitration court process, the amount of capital of Consti's settlement requirement has been specified as approximately 12.7 million euro. Kiinteistö Oy Yrjönkatu 13’s counterclaims have been specified as approximately 10.3 million euro during the arbitration court process. The amounts do not include VAT. In addition, the parties claim interest payments and compensation for legal expenses from each other. Consti Korjausrakentaminen Oy considers the claims of Kiinteistö Oy Yrjönkatu 13 to be unfounded.

On 9 April, 2020, the Arbitration Institute decided to extend the time limit given for the delivery of final arbitral award until 11 June, 2021. To the best of its ability, Consti has taken the disagreement into consideration in its financial reporting. In the future, Consti will disclose information on this matter, on the final claims presented and on the relevance of this matter to the company's financial position as necessary in connection with interim reports and by separate releases, as necessary.

Dividend and dividend policy and the Board’s suggestion for profit distribution

The Annual General Meeting of Shareholders held on 6 April 2020 resolved that dividend of EUR 0.16 per share for the financial year 2019 is paid. No dividend was paid on own shares held by the Company. The record date for dividend distribution was 8 April 2020, and the dividend was paid on 17 April 2020.

According to the Company dividend policy, its goal is to distribute a minimum of 50 percent of the fiscal year's profit as dividend, however taking into consideration the Company's financial position, cash flow and growth opportunities.

Consti Plc's distributable funds on 31 December 2020 were 55,426,383.56 euro, including retained earnings of 27,373,311.13 euro. The Board proposes to the Annual General Meeting that a dividend of 0.40 euro per share be paid for the financial period 1 January – 31 December 2020. The Board of Directors plans to call the Annual General Meeting of shareholders to convene on Wednesday 7 April 2021.

Events after the reporting period

Consti Plc ("Consti") received an announcement from Wipunen varainhallinta Oy on 19 January 2021, in accordance with the Finnish Securities Market Act Chapter 9, Section 5. According to the announcement, the number of Consti shares and votes owned by Wipunen varainhallinta Oy exceeded five (5) per cent of the share capital of Consti on 18 January 2021.

Consti Plc ("Consti") received an announcement from Heikintorppa Oy on 19 January 2021, in accordance with the Finnish Securities Market Act Chapter 9, Section 5. According to the announcement, the number of Consti shares and votes owned by Heikintorppa Oy exceeded five (5) per cent of the share capital of Consti on 18 January 2021.

Consti announced on 28 January 2021, that Jukka Kylliö (born.1967, B.Eng., CPM®) has been appointed as Business Area Director Public Sector and Consti Plc's Management Team member. Jukka Kylliö assumed his position as member of Consti Plc's Management Team on 4 February 2021 and reports to Esa Korkeela, CEO of Consti Plc.

As a result of the changes, Consti Plc's Management Team consists of CEO Esa Korkeela and the following persons: Joni Sorsanen, CFO; Risto Kivi, Business Area Director Housing Companies; Jukka Mäkinen, Business Area Director Corporations; Jukka Kylliö, Business Area Director Public Sector; Pekka Pöykkö, Business Area Director Building Technology, Markku Kalevo, Bid and Sales Director Housing Companies; Pirkka Lähteinen, Regional Director Corporations, Heikki Untamala, Chief Legal Officer and Turo Turja, HR Director.

FINANCIAL STATEMENTS BULLETIN 1.1. - 31.12.2020: FINANCIAL TABLES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME (EUR 1,000)	10-12 / 2020	10-12 / 2019	Change %	1-12 / 2020	1-12 / 2019	Change %
Net sales	**78 098**	**78 259**	**-0,2 %**	**274 646**	**314 801**	**-12,8 %**
Other operating income	122	355	-65,5 %	511	921	-44,5 %
Materials and services	-54 035	-53 478	-1,0 %	-191 711	-229 884	16,6 %
Employee benefit expenses	-15 626	-16 703	6,4 %	-58 108	-61 736	5,9 %
Depreciation	-775	-821	5,6 %	-3 203	-3 505	8,6 %
Other operating expenses	-4 831	-4 790	-0,8 %	-13 899	-15 965	12,9 %
Operating profit/loss (EBIT)	**2 954**	**2 822**	4,7 %	**8 237**	**4 632**	77,8 %
Financial income	2	8	-77,7 %	4	18	-78,2 %
Financial expenses	-230	-316	27,0 %	-1 006	-1 236	18,6 %
Total financial income and expenses	-228	-308	25,7 %	-1 002	-1 218	17,7 %
Profit/loss before taxes (EBT)	**2 725**	**2 514**	8,4 %	**7 235**	**3 414**	111,9 %
Total taxes	-583	-558	-4,5 %	-1 560	-738	-111,4 %
Profit/loss for the period	**2 142**	**1 956**	9,5 %	**5 675**	**2 676**	112,0 %
Comprehensive income for the period 1)	**2 142**	**1 956**	9,5 %	**5 675**	**2 676**	112,0 %
Earnings per share attributable to equity holders of parent company						
Earnings per share, undiluted (EUR)	0,27	0,25	8,0 %	0,70	0,30	133,3 %
Earnings per share, diluted (EUR)	0,26	0,25	4,0 %	0,69	0,30	130,0 %

1) The group has no other comprehensive income items.

CONSOLIDATED BALANCE SHEET (EUR 1,000)	31 Dec 2020	31 Dec 2019	Change %
ASSETS			
Non-current assets			
Property, plant and equipment	5 142	6 338	-18,9 %
Goodwill	48 604	48 604	0,0 %
Other intangible assets	401	437	-8,4 %
Shares and other non-current financial assets	17	17	0,0 %
Deferred tax receivables	278	741	-62,4 %
Total non-current assets	**54 443**	**56 137**	**-3,0 %**
Current assets			
Inventories	656	630	4,2 %
Trade and other receivables	49 239	49 786	-1,1 %
Cash and cash equivalents	24 257	10 032	141,8 %
Total current assets	**74 152**	**60 448**	**22,7 %**
TOTAL ASSETS	**128 595**	**116 585**	**10,3 %**
EQUITY AND LIABILITIES			
Equity attributable to owners of the parent company	30 378	26 137	16,2 %
Hybrid bond	3 200	3 200	0,0 %
Total Equity	**33 578**	**29 337**	**14,5 %**
Non-current liabilities			
Interest-bearing liabilities	17 869	19 675	-9,2 %
Total non-current liabilities	**17 869**	**19 675**	**-9,2 %**
Current liabilities			
Trade and other payables	37 373	37 605	-0,6 %
Advances received	25 980	18 274	42,2 %
Interest-bearing liabilities	11 126	9 238	20,4 %
Provisions	2 670	2 457	8,7 %
Total current liabilities	**77 149**	**67 574**	**14,2 %**
TOTAL EQUITY AND LIABILITIES	**128 595**	**116 585**	**10,3 %**

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY (EUR 1,000)	**Equity attributable to owners of the parent company**						
	Share capital	**Reserve for invested non-restricted equity**	**Treasury shares**	**Retained earnings**	**Total**	**Hybrid bond**	**Total equity**
Equity on 1 January 2020	**80**	**28 252**	**-395**	**-1 800**	**26 057**	**3 200**	**29 337**
Total comprehensive income				5 675	5 675		**5 675**
Hybrid bond				-544	-544		**-544**
Dividend distribution				-1 230	-1 230		**-1 230**
Purchase of own shares			-266		-266		**-266**
Conveyance of own shares			52		52		**52**
Share-based incentive				487	487		**487**
Option scheme				67	67		**67**
Transactions with shareholders, total			*-215*	*-676*	*-891*		***-891***
Equity on 31 December 2020	**80**	**28 252**	**-610**	**2 656**	**30 298**	**3 200**	**33 578**

Equity on 1 January 2019	**80**	**28 252**	**-601**	**-4 313**	**23 338**		**23 418**
Total comprehensive income				2 676	2 676		**2 676**
Hybrid bond				-105	-105	3 200	**3 096**
Purchase of own shares			-69		-69		**-69**
Conveyance of own shares			274		274		**274**
Share-based incentive				-59	-59		**-59**
Transactions with shareholders, total			*205*	*-59*	*147*		***147***
Equity on 31 December 2019	**80**	**28 252**	**-395**	**-1 800**	**26 057**	**3 200**	**29 337**

CONSOLIDATED STATEMENT OF CASH FLOWS (EUR 1,000)	10-12 / 2020	10-12 / 2019	1-12 / 2020	1-12 / 2019
Cash flows from operating activities				
Operating profit/loss	2 954	2 822	8 237	4 632
Adjustments:				
Depreciation	775	821	3 203	3 505
Other adjustments	196	137	422	104
Change in working capital	14	1 686	7 678	-3 341
Operating cash flow before financial and tax items	**3 938**	**5 466**	**19 539**	**4 900**
Financial items, net	-228	-308	-1 002	-1 218
Taxes paid	-426	0	-728	0
Net cash flow from operating activities	**3 284**	**5 159**	**17 810**	**3 682**
Cash flows from investing activities				
Investments in tangible and intangible assets	-297	-355	-1 206	-923
Investments in right-of-use assets (IFRS 16)	-430	-960	-940	-1 611
Proceeds from sale of property, plant and equipment	89	54	359	369
Net cash flow from investing activities	**-638**	**-1 261**	**-1 787**	**-2 165**
Cash flows from financing activities				
Purchase of own shares	0	-51	-266	-69
Dividend distribution	0	0	-1 230	0
Hybrid bond	0	0	-384	3 096
Payments of long-term liabilities	-500	-500	-1 000	-1 000
Change in lease liabilities	-80	471	-1 103	-455
Change in other interest-bearing liabilities	35	1 927	2 185	3 740
Net cash flow from financing activities	**-545**	**1 847**	**-1 798**	**5 312**
Change in cash and cash equivalents	**2 101**	**5 745**	**14 225**	**6 829**
Cash and cash equivalents at period start	22 157	4 288	10 032	3 203
Cash and cash equivalents at period end	**24 257**	**10 032**	**24 257**	**10 032**

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Accounting principles

Consti Plc's financial statements bulletin has been prepared for the accounting period of 1 January – 31 December 2020 according to the IAS 34 Interim Financial reporting principles. Consti has abided by the same accounting principles in its financial statements bulletin as in its IFRS financial statement 2019. Consti's financial statement 2020 has been audited and an auditor's report has been received on 4 February 2021. The information presented in the interim financial reports and financial statements bulletin are not audited. All figures in these accounts have been rounded. Consequently, the sum of individual figures can deviate from the presented sum figure. The preparation of the financial statements in accordance with IFRS requires management to make estimates and assumptions that affect the valuation of the reported assets and liabilities, and the recognition of income and expenses in the statement of income. Although the estimates are based on the management's best knowledge of current events and actions, actual results may differ from the values given in the financial statements bulletin. ESMA (European Securities and Markets Authority) has published guidelines on Alternative Performance Measures (APMs). Consti presents Alternative Performance Measures (APMs) to reflect the underlying business performance and to enhance comparability between financial periods. APMs should not be considered as a substitute for measures of performance in accordance with the IFRS.

Lease agreements

The impact of the leases on Consti's 1 Jan - 31 December 2020 profit or loss and balance sheet is presented in table below:

CLASSIFICATION OF AMOUNTS RECOGNISED IN BALANCE SHEET AND PROFIT OR LOSS ACCORDING TO IFRS 16 (EUR 1,000)	Right-of-use assets				
	Buildings and structures	Machinery and equipment	Other intangible assets	Total	Lease liabilities
31 Dec 2019	**2 165**	**1 201**	**153**	**3 519**	**3 557**
Additions	347	505	88	940	940
Depreciations	-1 314	-638	-100	-2 053	-
Interest expense	-	-	-	-	80
Payments	-	-	-	-	-2 123
31 December 2020	**1 197**	**1 068**	**140**	**2 406**	**2 454**

Business areas

NET SALES BY BUSINESS AREA (EUR 1,000)	10-12 / 2020	10-12 / 2019	Change %	1-12 / 2020	1-12 / 2019	Change %
Housing Companies	21 129	24 037	-12,1 %	86 145	110 371	-21,9 %
Corporations	26 643	31 777	-16,2 %	90 589	119 059	-23,9 %
Public Sector	11 992	9 780	22,6 %	41 431	33 876	22,3 %
Building Technology	21 499	16 596	29,5 %	69 350	69 730	-0,5 %
Parent company and eliminations	-3 165	-3 931	19,5 %	-12 868	-18 234	29,4 %
Total net sales	**78 098**	**78 259**	**-0,2 %**	**274 646**	**314 801**	**-12,8 %**

NET SALES CLASSIFICATION ACCORDING TO IFRS 15 (EUR 1,000)	10-12 / 2020	10-12 / 2019	Change %	1-12 / 2020	1-12 / 2019	Change %
Project deliveries						
Housing Companies	20 264	23 160	-12,5 %	83 806	107 874	-22,3 %
Corporations	23 017	28 242	-18,5 %	77 852	106 354	-26,8 %
Public Sector	11 993	9 756	22,9 %	41 431	33 807	22,5 %
Building Technology	18 566	12 066	53,9 %	60 703	58 649	3,5 %
Parent company and eliminations	-3 165	-3 931	19,5 %	-12 868	-18 234	29,4 %
Total project deliveries	**70 674**	**69 293**	**2,0 %**	**250 923**	**288 450**	**-13,0 %**
Other cost + fee projects and service contracts						
Housing Companies	866	877	-1,3 %	2 339	2 497	-6,3 %
Corporations	3 626	3 536	2,5 %	12 737	12 705	0,3 %
Public Sector	0	24	-100,0 %	0	69	-100,0 %
Building Technology	2 933	4 530	-35,3 %	8 647	11 080	-22,0 %
Parent company and eliminations	0	0		0	0	
Total other cost + fee projects and service contracts	**7 425**	**8 967**	**-17,2 %**	**23 723**	**26 351**	**-10,0 %**
Total net sales	**78 098**	**78 259**	**-0,2 %**	**274 646**	**314 801**	**-12,8 %**

ACCOUNTS RECEIVABLE AND CONTRACT ASSETS AND LIABILITIES (EUR 1,000)	31 Dec 2020	31 Dec 2019	Change %
Trade receivables	39 192	37 742	3,8 %
Receivables from project deliveries and cost + fee accruals	7 694	10 290	-25,2 %
Advances received from project deliveries and cost + fee accruals	25 980	18 274	42,2 %

In the view of the management, the carrying amount of accounts receivable is reasonably close to fair value due to the short maturity of these items.

Group liabilities

GROUP LIABILITIES (EUR 1,000)	31 Dec 2020	31 Dec 2019
Other liabilities		
Leasing and rental liabilities	3 663	3 656

The off-balance sheet leasing and rental liabilities include lease liabilities from short-term leases and lease liabilities from low value items and lease liabilities from new headquarters in Helsinki.

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Key figures

KEY FIGURES	1-12 / 2020	1-12 / 2019
INCOME STATEMENT (EUR 1,000)		
Net sales	274 646	314 801
EBITDA	11 440	8 137
EBITDA margin, %	4,2 %	2,6 %
Operating profit/loss (EBIT)	8 237	4 632
Operating profit/loss margin, %	3,0 %	1,5 %
Profit/loss before taxes (EBT)	7 235	3 414
as % of sales	2,6 %	1,1 %
Profit/loss for the period	5 675	2 676
as % of sales	2,1 %	0,9 %
OTHER KEY FIGURES (EUR 1,000)		
Balance sheet total	128 595	116 585
Net interest-bearing debt	4 737	18 880
Equity ratio, %	32,7 %	29,8 %
Gearing, %	14,1 %	64,4 %
Return on investment, ROI %	13,6 %	8,9 %
Free cash flow	18 334	3 977
Cash conversion, %	160,3 %	48,9 %
Order backlog	177 857	185 820
Order intake	214 281	214 757
Average number of personnel	971	1 037
Number of personnel at period end	927	990
SHARE RELATED KEY FIGURES		
Earnings per share, undiluted (EUR)	0,70	0,30
Earnings per share, diluted (EUR)	0,69	0,30
Shareholders' equity per share (EUR)	3,97	3,40
Number of shares, end of period	7 858 267	7 858 267
Number of outstanding shares, end of period	7 652 123	7 676 942
Average number of outstanding shares	7 668 170	7 679 525

Calculation of key figures

EBITDA =	Operating profit/loss (EBIT) + depreciation, amortisation and impairment	
Net interest-bearing debt =	Interest-bearing liabilities - cash and cash equivalents	
Equity ratio (%) =	Equity Total assets - advances received	X 100
Gearing (%) =	Interest-bearing liabilities - cash and cash equivalents Equity	X 100
Return on investment, ROI (%) =	Profit/loss before taxes + interest and other financial expenses (r12m) Total equity + interest-bearing liabilities (average)	X 100
Average number of personnel =	The average number of personnel at the end of each calendar month during the period	
Number of personnel at period end =	Number of personnel at the end of period	
Free cash flow =	Net cash flow from operating activities before financial and tax items - investments in intangible and tangible assets	
Cash conversion (%) =	Free cash flow EBITDA	X 100
Earnings per share =	Profit/loss attributable to equity holders of the parent company - hybrid bond's transaction costs and accrued unrecognised interests after tax Weighted average number of shares outstanding during the period	X 100
Shareholders' equity per share (EUR) =	Equity attributable to owners of the parent company Number of outstanding shares, end of period	
Order backlog =	At the end of the period the unrecognised amount of construction contracts recognised in accordance with the percentage of completion method, including not started ordered project deliveries, long-term service agreements and the part which has not been invoiced in ordered invoice based projects	
Order intake =	Orders of project deliveries, long-term service agreements and invoice based projects during the period	

Quarterly information

QUARTERLY INFORMATION (EUR 1,000)	Q4/20	Q3/20	Q2/20	Q1/20	Q4/19	Q3/19	Q2/19	Q1/19	Q4/18
Net sales	78 098	68 202	69 306	59 039	78 259	81 837	81 225	73 480	96 779
Other operating income	122	41	232	116	355	200	63	303	372
Materials and services	-54 035	-48 292	-48 561	-40 823	-53 478	-60 125	-60 178	-56 103	-75 290
Employee benefit expenses	-15 626	-13 583	-14 854	-14 045	-16 703	-14 776	-16 023	-14 234	-16 880
Other operating expenses	-4 831	-3 119	-2 942	-3 007	-4 790	-4 157	-4 057	-2 961	-6 729
EBITDA	3 729	3 249	3 181	1 281	3 643	2 979	1 030	486	-1 749
EBITDA margin, %	4,8 %	4,8 %	4,6 %	2,2 %	4,7 %	3,6 %	1,3 %	0,7 %	-1,8 %
Depreciation	-775	-795	-813	-819	-821	-890	-910	-883	-404
Operating profit/loss (EBIT)	2 954	2 454	2 368	462	2 822	2 089	120	-398	-2 153
Operating profit/loss margin, %	3,8 %	3,6 %	3,4 %	0,8 %	3,6 %	2,6 %	0,1 %	-0,5 %	-2,2 %
Financial income	2	1	1	1	8	2	3	5	-20
Financial expenses	-230	-227	-240	-308	-316	-327	-379	-215	-160
Total financial income and expenses	-228	-227	-239	-308	-308	-325	-376	-210	-180
Profit/loss before taxes (EBT)	2 725	2 227	2 129	154	2 514	1 764	-256	-608	-2 333
Total taxes	-583	-533	-418	-26	-558	-352	51	122	406
Profit/loss for the period	2 142	1 694	1 711	128	1 956	1 412	-205	-486	-1 926
Balance sheet total	128 595	127 038	122 930	121 628	116 585	118 023	116 009	115 048	111 041
Net interest-bearing debt	4 737	7 383	11 272	17 760	18 880	22 727	22 007	24 001	19 582
Equity ratio, %	32,7 %	32,6 %	31,0 %	29,9 %	29,8 %	28,2 %	27,2 %	27,7 %	25,4 %
Gearing, %	14,1 %	23,6 %	37,9 %	60,8 %	64,4 %	83,3 %	85,2 %	92,0 %	83,6 %
Return on investment, ROI %	13,6 %	14,1 %	13,7 %	9,5 %	8,9 %	-0,7 %	-7,5 %	-4,5 %	-4,5 %
Order backlog	177 857	189 402	211 838	202 220	185 820	206 406	226 765	237 763	225 082
Order intake	54 322	31 003	66 811	62 146	46 790	37 017	57 437	73 514	27 897
Average number of personnel	938	977	998	971	997	1 052	1 072	1 028	1 075
Number of personnel at period end	927	959	999	973	990	1 024	1 097	1 016	1 046
Earnings per share, undiluted (EUR)	0,27	0,21	0,21	0,01	0,25	0,17	-0,04	-0,08	-0,25
Number of outstanding shares, end of period	7 652 123	7 652 123	7 671 123	7 685 123	7 676 942	7 685 042	7 685 042	7 684 849	7 662 216
Average number of outstanding shares	7 652 123	7 657 699	7 683 872	7 679 279	7 681 422	7 685 042	7 685 023	7 666 737	7 662 216

Largest shareholders

10 LARGEST SHAREHOLDERS 31 December 2020		Number of shares	% of shares and voting rights
1	Lujatalo Oy	790 000	10,05 %
2	Korkeela Esa	434 133	5,52 %
3	Evli Finnish Small Cap Fund	431 370	5,49 %
4	Heikintorppa Oy	385 000	4,90 %
5	Wipunen Varainhallinta Oy	385 000	4,90 %
6	Kivi Risto	379 758	4,83 %
7	Kalevo Markku	299 128	3,81 %
8	Danske Invest Finnish Equity Fund	240 881	3,07 %
9	Fennia Life Insurance Company	227 471	2,89 %
10	Korkeela Antti	196 894	2,51 %
Ten largest owners, total		**3 769 635**	**47,97 %**
Nominee registered		1 213 959	15,45 %
Others		2 874 673	36,58 %
Total		**7 858 267**	**100,00 %**

In Helsinki, 4 February 2021

Consti Plc’s Board of Directors

Press conference

Microsoft Teams meeting for analysts, portfolio managers and media representatives, will take place 5 February 2021, at 10:00 a.m. (EET). The meeting will be hosted by CEO Esa Korkeela and CFO Joni Sorsanen.

Financial reporting in 2021

Consti will publish its Financial Statements, Board of Directors’ Report, Auditors’ Report, and Corporate Governance Statement on the company website during week 11/2021.

Consti Plc's Annual General Meeting for 2021 is scheduled to take place on Wednesday, 7 April 2021 in Helsinki.

Consti Plc shall publish three interim reports during 2021:

- Interim report 1-3/2021 will be published 30 April 2021
- Half-year financial report 1-6/2021 will be published 23 July 2021
- Interim report 1-9/2021 will be published 27 October 2021

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Distribution

Nasdaq Helsinki
Key media
www.consti.fi

This communication includes future-oriented statements that are based on Consti's managements current assumptions and issues it is aware of as well as its existing decisions and plans. Although the management believes that the future expectations are well-founded, there is no certainty that these expectations will prove to be correct. Thus the results may significantly deviate from the assumptions included in the future-oriented statements as a result of issues such as changes in the economy, markets competitive conditions, legislation and regulations.