

Definitions

MARGINS

Operating margin Operating income as a percentage of revenue.

Profit margin Income for the year as a percentage of revenue, which for 2004 and subsequently is the net income for the year attributable to Parent company's shareholders.

PROFITABILITY

Return on capital employed Operating income plus financial income as a percentage of average capital employed.

Return on equity Net income for the year excluding the minority's part of the income for the year as a percentage of average shareholders' equity.

CAPITAL STRUCTURE

Operating capital Total assets reduced by non-interest-bearing debt, including deferred tax liability, as well as cash and bank balances, short-term investments, and other interest-bearing receivables.

Working capital Non interest-bearing operating assets excluding accrued interest income and tax receivables, reduced by non interest-bearing operating liabilities, excluding tax liabilities.

Capital employed Total assets reduced by non interest-bearing debt, including deferred tax liability. Average capital employed is calculated as opening plus closing capital employed divided by two.

Shareholders' equity Shareholders' equity at year-end excluding minority interest up to and including 2003. As of 2004 the minority interest is included in shareholders' equity in accordance with IFRS. Average shareholders' equity has been calculated as opening plus closing shareholders' equity divided by two, without taking the new issue into account.

Interest-bearing net debt Interest-bearing debt reduced by liquid funds.

Asset turnover ratio Revenue divided by average capital employed.

Net debt / equity ratio Interest-bearing net debt divided by shareholders' equity.

Equity / assets ratio Shareholders' equity including minority interest as a percentage of total assets.

CASH FLOW AND LIQUIDITY

Liquid funds Cash and bank balances as well as short-term investments.

Cash flow before investments Cash flow from operating activities.

Cash flow after investments Cash flow from operating activities reduced by fixed asset investments.

Degree of self-financing Cash flow before investments divided by investments.

INVESTMENTS

Investments in fixed assets Investments in fixed assets after divestments, if applicable.

PERSONNEL

Average number of employees Average number of employees for the year, based on measurements at the beginning of the year and at the end of each quarter.

Value added per employee Operating income plus personnel costs divided by average number of employees.