#### 29th January 2016

### Alten

TMT

### Price EUR51.28

ITEN.PA ITEN.PA ITEN.PA High / Low (EUR)ITEN.PA S4.6 / 35.9 Market Cap (EURm)ITEN.PA S4.6 / 35.9 ITEN.PA S4.6 / 35.9Market Cap (EURm)1,726 EV (BG Estimates) (EURm)1,726 S000Avg. 6m daily volume (000)43.20 3y EPS CAGR9.6%IM3M6 M31/12/15Absolute perf2.2% 8.7%8.7% 16.1%16.1% 4.0% 2.2%Softw.& Comp3.9% -3.9%-0.3% 2.2%2.2% 4.9%D Stoxx 600-8.1% -10.9%-14.1%-8.5%YEnd Dec. (€m)20142015e20162017eSales1,3731,541 1,6491,729 1,7291,729% change142 163178 190190EBITDA142163 1,7491770 1,800K change26.3% 1,14%14.0% 6.9%3.03Net income89.0 102.0109.0 101.00118.0 10.3Net margin5.8 6.5 6.66.8 6.8 6.8 6.56.6 6.8 6.8 6.8 6.66.8 6.8 6.5ROCE17.1 17.318.3 19.519.5 5Gearing5.6 5.63.03 3.253.49 7.3%% change-14.3% 15.57.3% 14.9ROCE17.1 17.318.3 19.519.5 5Gearing5.6 5.63.03 3.253.49 7.3%% change-14.3% 15.57.3% 14.9ROCE19.4% 16.9%15.8% 14.7%GEN20162016 1.0							
12-month High / Low (EUR) $54.6 / 35.9$ Market Cap (EURm) $1,726$ Ev (BG Estimates) (EURm) $1,690$ Avg. 6m daily volume (000) $43.20$ 3y EPS CAGR $9.6\%$ Absolute perf. $-2.2\%$ $8.7\%$ $16.1\%$ $-4.0\%$ Softw.& Comp. $-3.9\%$ $0.3\%$ $2.2\%$ $-4.9\%$ DJ Stoxx 600 $-8.1\%$ $-10.9\%$ $-14.1\%$ $-8.5\%$ YEnd Dec. (€m)       2014       2015e       2017e         Sales $1,373$ $1,541$ $1,649$ $1,729$ % change $12.2\%$ $7.0\%$ $4.9\%$ EBITDA       142       163 $178$ 190         GENT       118.0       149.0       166.0       177.0         % change $2614$ 2015e       2016e       2017e         Operating margin       9.6       9.8       10.0       10.3         Net margin       5.8       6.5       6.6       6.8         ROE       14.1       15.9       15.5       14.9         ROE       17.1       17.3       18.3       19.5 <tr< td=""><td>Bloomberg</td><td></td><td></td><td></td><td></td></tr<>	Bloomberg						
Market Cap (EURm) Avg. 6m daily volume (000) 3y EPS CAGR1,726 1,690 43.20 9.6%1 M3 M6 M31/12/15 43.20 9.6%Absolute perf. Softw.& Comp. D J Stoxx 600-2.2% -3.9% -0.3% 2.2%6.1% -4.0% 2.2%-4.9% -4.9% 2.2%DJ Stoxx 600-8.1% -10.9%-14.1% -14.1%-8.5% -8.5%Yend Dec. (€m)2014 20142015e 212.2%2017e -8.1%Sales1,373 1,5411,649 1,729 7.0%1,729 4.9% 4.9%EBITDA142 163166.0 177.0 26.3%11.4% 6.6%Kehange Change26.3% 102.011.4% 109.06.6% 137.0Kehange Change2014 2.6.3%2015e 14.9% 2.6.3%2015e 2.63%2016e 2.14% 2.019.0Coperating margin ROCE9.6 17.19.8 10.010.0 10.310.3 19.5Gearing2014 2.63%2015e 2.65 3.032016e 3.252017e 2.14%CF yield (%) Dividends (€)1.00 1.001.00 1.001.00 1.001.00 1.00Dividends (€)1.20% 1.20%2.0% 2.0%2.0% 2.0%2.0% 2.0%							
I,690 Avg. 6m daily volume (000) 3y EPS CAGR1,690 43.20 9.6%Image: 1.6 m daily volume (000) 3y EPS CAGR1 M3 M6 M $31/12/15$ 43.20 9.6%Absolute perf. -2.2%8.7%16.1% 4.0%-4.0% 50ftw.& Comp. -3.9%-0.3% 2.2%2.2% -4.9% -4.9%DJ Stoxx 600-8.1% -10.9%-10.9% -14.1%-14.1% -8.5%YEnd Dec. (€m)20142015e2016e2017eSales1,3731,541 1,6491,729 1,729% change142163178190EBITDA142163178190EBITDA142163178190Ke thange26.3%11.4%6.6%Net income89.0102.0109.0118.0Net margin5.86.56.66.8ROE14.115.915.514.9ROCE17.117.318.319.5Gearing5.63.033.253.49% change-14.3%7.3%7.4%P/E19.4x16.9x15.8x14.7xFOF yield (%)2.4%5.3%6.3%7.1%Dividends (€)1.001.001.001.00Dividends (€)1.20x1.1x1.0x0.9xEV/EBITDA1.20x1.04x9.1x8.1x	-						
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I M         3 M         6 M         31/12/15           Absolute perf. Softw. & Comp.         -2.2%         8.7%         16.1%         -4.0%           Softw. & Comp.         -3.9%         -0.3%         2.2%         -4.9%           DJ Stoxx 600         -8.1%         -10.9%         -14.1%         -8.5%           YEnd Dec. (€m)         2014         2015e         2016e         2017e           Sales         1,373         1,541         1,649         1,729           % change         12.2%         7.0%         4.9%           EBITDA         142         163         178         190           K change         26.3%         11.4%         6.6%         8.3%           K change         26.3%         11.4%         6.6%         8.3%           Net income         89.0         102.0         109.0         118.0           M change         9.8         10.0         10.3         18.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         14.9         15.9           ROE         14.1         15.9         14.9         15.5         14.9           ROE	• • • •						
Absolute perf. Softw.& Comp2.2% -2.2% 3.9% 	SY EPS CAGR				9.0%		
Softw.8. Comp.         -3.9%         -0.3%         2.2%         -4.9%           DJ Stoxx 600         -8.1%         -10.9%         -14.1%         -8.5%           YEnd Dec. (€m)         2014         2015e         2016e         2017e           Sales         1,373         1,541         1,649         1,729           % change         12.2%         7.0%         4.9%           EBITDA         142         163         178         190           EBIT         118.0         149.0         166.0         177.0           % change         26.3%         11.4%         6.6%           Net income         89.0         102.0         109.0         118.0           % change         2014         2015e         2016e         2017e           Dperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           Gearing         -5.0		1 M	3 M	6 M 31	l/12/15		
A1-3.5% $-0.3$ % $2.2$ % $-4.5$ %DJ Stoxx 600-8.1% $-10.9$ % $-14.1$ %-8.5%YEnd Dec. (€m)20142015e2016e2017eSales1,3731,5411,6491,729% change12.2%7.0%4.9%EBITDA142163178190EBIT118.0149.0166.0177.0% change26.3%11.4%6.6%Net income89.0102.0109.0118.0% change20142015e2016e2017eOperating margin9.69.810.010.3Net margin5.86.56.66.8ROCE17.117.318.319.5Gearing-5.0-6.0-14.0-24.0(€)20142015e2016e2017eEPS2.653.033.253.49% change-14.3%7.3%7.4%P/E19.4x16.9x15.8x14.7xFCF yield (%)2.4%5.3%6.3%7.1%Dividends (€)1.001.001.001.00Dividel (%)2.0%2.0%2.0%2.0%EV/Sales1.2x1.1x1.0x0.9xEV/EBITDA12.0x10.4x9.1x8.1x	Absolute perf. Softw.& Comp.	-2.2%	8.7%	16.1%	-4.0%		
YEnd Dec. (€m)         2014         2015e         2016e         2017e           Sales         1,373         1,541         1,649         1,729           % change         12.2%         7.0%         4.9%           EBITDA         142         163         178         190           EBITDA         142         163         178         190           EBIT         118.0         149.0         166.0         177.0           % change         26.3%         11.4%         6.6%           Net income         89.0         102.0         109.0         118.0           % change         2614         2015e         2016e         2017e           Operating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           Goearing         -5.0         -6.0         -14.3         19.5           Gearing         -5.0         -6.0         -14.3         19.5           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         <		-3.9%	-0.3%	2.2%	-4.9%		
Sales         1,373         1,541         1,649         1,729           % change         12.2%         7.0%         4.9%           EBITDA         142         163         178         190           EBITDA         142         163         178         190           K change         26.3%         11.4%         6.6%           K change         26.3%         11.4%         6.6%           Net income         89.0         102.0         109.0         118.0           % change         14.6%         6.9%         8.3%           Deperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           K         15.5         14.9         15.5         14.9           K         16.3         3.25         3.49         -24.0           K         19.4         16.9x         15.8x         14.7x           K </td <td>DJ Stoxx 600</td> <td>-8.1%</td> <td>-10.9%</td> <td>-14.1%</td> <td>-8.5%</td>	DJ Stoxx 600	-8.1%	-10.9%	-14.1%	-8.5%		
% change12.2%7.0%4.9%EBITDA142163178190EBITDA142163178190EBIT118.0149.0166.0177.0% change26.3%11.4%6.6%Net income89.0102.0109.0118.0% change20142015e2016e2017eDperating margin9.69.810.010.3Net margin5.86.56.66.8ROE14.115.915.514.9ROCE17.117.318.319.5Gearing-5.0-6.0-14.0-24.0 $(€)$ 20142015e2016e2017eEPS2.653.033.253.49% change-14.3%7.3%7.4%P/E19.4x16.9x15.8x14.7xFCF yield (%)2.4%5.3%6.3%7.1%Dividends (€)1.001.001.001.00Div yield (%)2.0%2.0%2.0%2.0%EV/Sales1.2x1.1x1.0x0.9x	YEnd Dec. (€m)	2014	2015e	2016e	2017e		
EBITDA         142         163         178         190           EBITDA         142         163         178         190           EBIT         118.0         149.0         166.0         177.0           % change         26.3%         11.4%         6.6%           Net income         89.0         102.0         109.0         118.0           % change         14.6%         6.9%         8.3%           Coperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2.05         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         <	Sales	1,373	1,541	1,649	1,729		
BIT       118.0       149.0       166.0       177.0         % change       26.3%       11.4%       6.6%         Net income       89.0       102.0       109.0       118.0         % change       14.6%       6.9%       8.3%         % change       2014       2015e       2016e       2017e         Dperating margin       9.6       9.8       10.0       10.3         Net margin       5.8       6.5       6.6       6.8         ROE       14.1       15.9       15.5       14.9         ROCE       17.1       17.3       18.3       19.5         Gearing       -5.0       -6.0       -14.0       -24.0         *€)       2015e       2016e       2017e       2017e         Gearing       -5.0       -6.0       -14.0       -24.0         *E)       2.65       3.03       3.25       3.49         % change       14.3%       7.3%       7.4%         P/E       19.4x       16.9x       15.8x       14.7x         FCF yield (%)       2.4%       5.3%       6.3%       7.1%         Dividends (€)       1.00       1.00       1.00       1.00	% change		12.2%	7.0%	4.9%		
Kernange         26.3%         11.4%         6.6%           Net income         89.0         102.0         109.0         118.0           % change         14.6%         6.9%         8.3%           Met income         89.0         102.0         109.0         118.0           % change         14.6%         6.9%         8.3%           Deperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           €)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00	EBITDA	142	163	178	190		
Net income         89.0         102.0         109.0         118.0           % change         14.6%         6.9%         8.3%           Q014         2015e         2016e         2017e           Dperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         20.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%	EBIT	118.0	149.0	166.0	177.0		
% change         14.6%         6.9%         8.3%           2014         2015e         2016e         2017e           Operating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Dividends (€)         2.0%         2.0%         2	% change		26.3%	11.4%	6.6%		
2014         2015e         2016e         2017e           Operating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2.x         1.1.x         1.0.x         0.9x	Net income	89.0	102.0	109.0	118.0		
Deperating margin         9.6         9.8         10.0         10.3           Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -50         -60         -14.0         -24.0           €)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	% change		14.6%	6.9%	8.3%		
Net margin         5.8         6.5         6.6         6.8           ROE         14.1         15.9         15.5         14.9           ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x		2014	2015e	2016e	2017e		
ROE     14.1     15.9     15.5     14.9       ROCE     17.1     17.3     18.3     19.5       Gearing     -5.0     -6.0     -14.0     -24.0       €)     2014     2015e     2016e     2017e       EPS     2.65     3.03     3.25     3.49       % change     -     14.3%     7.3%     7.4%       P/E     19.4x     16.9x     15.8x     14.7x       FCF yield (%)     2.4%     5.3%     6.3%     7.1%       Dividends (€)     1.00     1.00     1.00     1.00       Div yield (%)     2.0%     2.0%     2.0%     2.0%       EV/Sales     1.2x     1.1x     1.0x     0.9x       EV/EBITDA     12.0x     10.4x     9.1x     8.1x	Operating margin	9.6	9.8	10.0	10.3		
ROCE         17.1         17.3         18.3         19.5           Gearing         -5.0         -6.0         -14.0         -24.0           €)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	Net margin	5.8	6.5	6.6	6.8		
Gearing         -5.0         -6.0         -14.0         -24.0           (€)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	ROE	14.1	15.9	15.5	14.9		
(€)         2014         2015e         2016e         2017e           EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	ROCE	17.1	17.3	18.3	19.5		
EPS         2.65         3.03         3.25         3.49           % change         -         14.3%         7.3%         7.4%           P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	Gearing	-5.0	-6.0	-14.0	-24.0		
% change       -       14.3%       7.3%       7.4%         P/E       19.4x       16.9x       15.8x       14.7x         FCF yield (%)       2.4%       5.3%       6.3%       7.1%         Dividends (€)       1.00       1.00       1.00       1.00         Div yield (%)       2.0%       2.0%       2.0%       2.0%         EV/Sales       1.2x       1.1x       1.0x       0.9x         EV/EBITDA       12.0x       10.4x       9.1x       8.1x	(€)	2014	2015e	2016e	2017e		
P/E         19.4x         16.9x         15.8x         14.7x           FCF yield (%)         2.4%         5.3%         6.3%         7.1%           Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	EPS	2.65	3.03	3.25	3.49		
CC         First Pressure         First Pressure <td>% change</td> <td>-</td> <td>14.3%</td> <td>7.3%</td> <td>7.4%</td>	% change	-	14.3%	7.3%	7.4%		
Dividends (€)         1.00         1.00         1.00         1.00           Div yield (%)         2.0%         2.0%         2.0%         2.0%           EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/Sales         12.0x         10.4x         9.1x         8.1x	P/E	19.4x	16.9x	15.8x	14.7x		
Div yield (%)         2.0%	FCF yield (%)	2.4%	5.3%	6.3%	7.1%		
EV/Sales         1.2x         1.1x         1.0x         0.9x           EV/EBITDA         12.0x         10.4x         9.1x         8.1x	Dividends (€)	1.00	1.00	1.00	1.00		
EV/EBITDA 12.0x 10.4x 9.1x 8.1x	Div yield (%)	2.0%	2.0%	2.0%	2.0%		
,	EV/Sales	1.2x	1.1x	1.0x	0.9x		
EV/EBIT 12.9x 11.1x 9.8x 8.7x	EV/EBITDA	12.0x	10.4x	9.1x	8.1x		
		12.04	11 1v	9.87	8 7v		



### Q4 2015 sales: some clouds in the sky hardly justify current valuation

### Fair Value EUR46 vs. EUR48 (-10%)

**SELL vs. NEUTRAL** 

We have downgraded our recommendation from Neutral to Sell and cut our DCF-derived Fair Value from EUR48 to EUR46, after reducing our 2016-18 adj. EPS ests by 2-3% (-EUR1/share) and our mid-term Ifl sales growth assumption from 6% to 5.5% (-EUR1). Yesterday evening Alten reported Q4 2015 sales globally in line with our ests. and we do not consider our FY15 op. margin est. (9.8%) threatened. Negative signals (Oil & Gas, Telecoms) have appeared, and we now expect the 2016 Ifl growth rate to be similar to the 2015 level (+3.4%, < our 4.7% previous est). In our view, the absence of strong upside potential for op. margin (max. 10.5-11% in our view, vs. c. 13% for Altran by 2020) does not justify such high EV/EBIT multiples.

### ANALYSIS

- Q4 2015 Ifl growth 0.9ppt below guidance. Q4 2015 sales rose 12.2% to EUR401.1m (+3.1% Ifl), in line with our est. (EUR399.3m) but slightly below the implied company guidance (+4%, based on a +4% Ifl scenario for H2 2015, while Q3 was up 4% Ifl). 2015 sales rose 12.2% to EUR1,540.9m (+3.4% Ifl). Q4 sales in France rose 1% to EUR205.6m (BG est.: EUR206.6m), with +26% in automotive, -7% in energy, +6% in aerospace, -20% in telecoms, -5% in rail, +20% in life sciences, and +1% in banking. International operations were up 5.5% Ifl to EUR195.5m (BG est.: EUR192.7m), with +4.7% Ifl in Germany, -0.3% Ifl in Scandinavia, -3.5% in North America, +16.9% in the UK, +16.8% in Spain, +8.8% in Italy, -0.5% Ifl in Belgium, -0.8% in the Netherlands, and +12.8% for the Others region. By industry, full-year Ifl sales were up 16% in automotive, 1% in energy & life sciences (energy -3% o/w -1.5% in Oil & Gas, Life Sciences >+20%), +6% in aerospace (% at Airbus at the high-end of expectations), -10% in rail, -10% in telecoms and +5% in banking.
- No change in utilisation rates. The Q4 utilisation rate stood at 92% (-0.4ppt vs. Q3 and +0.2ppt vs. Q4 2014). On 31st December 2015, headcount reached 20,400, o/w 18,000 engineers. Net staff hiring in Q4 amounted to 300, or slightly above the previous quarters (250-270). Feedback from the field has revealed no need to stop hiring at this stage, and managers continue to hire specific profiles ahead of projects.
- Fighting against uncertainty. Alten considers that if the economic environment remains unchanged, it should achieve positive Ifl sales growth in 2016, despite signs of a slowdown in France/Benelux, but acknowledges the lack of visibility. Embedded sales growth for 2016 is at 1.7-1.8% (+1% for France), which is pretty consistent with the level observed one year ago (+1-3%), with no increase in the "bench" and no surge of staff back from projects in January. Management considers it feasible that 2016 Ifl growth comes out similar to the 2015 level (+3.4%). Oil & Gas (c. 10% of sales) was down 5% in Q4, and a 5-10% fall is expected for 2016. Automotive is poised to maintain growth way above 10%, still driven by France. In Aerospace, the same growth level is expected for 2016 (+6%). In Telecoms, Orange and Bouygues account for 3.5% of sales in France.
- Three new acquisitions. The company announced three acquisitions, due to be consolidated from Jan. 2016: 1). One in Sweden specialised in life sciences (150 engineers, sales EUR7m, op. margin 5-7%); 2). One in Switzerland in engineering (50 engineers, sales EUR12m, op. margin >10%); 3). One in Italy (60 engineers, sales EUR8m, op. margin >10%). Several companies are in due diligence, particularly in Germany and the US, and some of them could be acquired before the end of Q1 2016. The acquisition multiples are those used by Alten, i.e. 6-7x EV/EBIT plus an earn-out.

### VALUATION

- Alten's shares are trading at est. 9.8x 2016 and 8.7x 2017 EV/EBIT multiples.
- Net debt on 30th June 2015 was EUR18.1m (net gearing: 3%).

#### NEXT CATALYSTS

FY15 results on 23rd February after markets close.

#### Click here to download document



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### BRYAN, GARNIER & CO

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### Stock rating

BUY	Positive opinion for a stock where we expect a favourable performance in absolute terms over a period of 6 months from the publication of a			
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	elements that could include a SWOT analysis, momentum, technical aspects or the sector backdrop. Every subsequent published update on the stock			
	will feature an introduction outlining the key reasons behind the opinion.			

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- SELL Negative opinion for a stock where we expect an unfavourable performance in absolute terms over a period of 6 months from the publication of a recommendation. This opinion is based not only on the FV (the potential downside based on valuation), but also takes into account a number of elements that could include a SWOT analysis, momentum, technical aspects or the sector backdrop. Every subsequent published update on the stock will feature an introduction outlining the key reasons behind the opinion.

#### Distribution of stock ratings

BUY ratings 60,2%

NEUTRAL ratings 31,6%

SELL ratings 8,3%

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