

INTERIM REPORT Q3/2017

RESTAMAX
RESTAURANT COMPANY



RESTAMAX
RESTAURANT COMPANY

RESTAMAX INTERIM REPORT FOR 1 JANUARY – 30 SEPTEMBER 2017

TURNOVER AND PROFITABILITY CONTINUED TO INCREASE IN JANUARY–SEPTEMBER 2017

JULY–SEPTEMBER 2017 IN BRIEF

Entire Group:

The Group's turnover was MEUR 55.9 (MEUR 36.6), growth of 52.9 per cent. EBITDA was MEUR 7.5 (MEUR 6.4), growth of 16.8 per cent. Operating profit was MEUR 4.4 (MEUR 3.8), growth of 17.1 per cent.

Restaurant business:

The turnover of the restaurant business segment was MEUR 33.2 (MEUR 29.4), growth of 12.8 per cent. EBITDA was MEUR 4.9 (MEUR 5.5), decrease of 9.5 per cent. Operating profit was MEUR 2.6 (MEUR 3.1), decrease of 14.7 per cent.

Labour hire business:

The turnover of the labour hire business segment was MEUR 26.1 (MEUR 10.5), growth of 149.5 per cent. EBITDA was MEUR 2.7 (MEUR 1.1), growth of 148.5 per cent. Operating profit was MEUR 1.8 (MEUR 0.7), growth of 147.0 per cent.

JANUARY–SEPTEMBER 2017 IN BRIEF

Entire Group:

The Group's turnover was MEUR 131.5 (MEUR 95.7), growth of 37.3 per cent. EBITDA was MEUR 14.7 (MEUR 13.5), growth of 8.9 per cent. Operating profit was MEUR 6.4 (MEUR 5.5), growth of 17.5 per cent.

Restaurant business:

The turnover of the restaurant business segment was MEUR 87.8 (MEUR 79.1), growth of 11.0 per cent. EBITDA was MEUR 10.4 (MEUR 11.3), decrease of 8.3 per cent. Operating profit was MEUR 3.4 (MEUR 4.4), decrease of 23.7 per cent.

Labour hire business:

The turnover of the labour hire business segment was MEUR 52.2 (MEUR 25.5), growth of 104.7 per cent. EBITDA was MEUR 4.7 (MEUR 2.5), growth of 90.0 per cent. Operating profit was MEUR 3.0 (MEUR 1.1), growth of 189.2 per cent.

Figures in parentheses refer to the same period last year, unless otherwise stated.

PROSPECTS FOR 2017

Profit guidance (as of 8 August 2017):

Restamax expects the Group's turnover to increase by approximately 30 per cent from the previous year to approximately MEUR 170 in the 2017 financial period. Profitability is estimated to remain at a good level in 2017.

The Company's long-term strategic goal is to reach a turnover of MEUR 180 by the end of 2018. The Company will specify its target turnover and publish a new long-term target by the end of 2017.

CEO JUHA HELMINEN

On the road of strong growth despite a challenging summer

Between January and September 2017, the turnover of the entire Group increased by 37.3 per cent, EBITDA by 8.9 per cent and operating profit by 17.5 per cent from last year. For our labour hire operations, the review period ended was a time of strong growth. The rainy and cold summer brought challenges for our restaurant operations and especially terrace and beverage sales in July and August. The share of seasonal restaurants in our restaurant portfolio has increased, which is why the lack of hot days had a major impact on our third quarter, reducing volume and EBITDA margin. In spite of this, we were able to keep the most important key figures for efficiency, such as material margin and personnel costs, at a good level. This year, our Group has in three quarters achieved the turnover level of the entire previous year. Similarly, our earnings per share are increasing: in the third quarter, growth was 10.5 per cent on the previous year.

Usually, the share of the last quarter of the year has been extremely important in our company's restaurant business operations, but also somewhat in the labour hire business operations, totalling up to 30 per cent of the Group's annual EBITDA. The labour hire business customer base, which has increased, and the good cumulative figures, as far as the material margin and personnel costs are concerned, of the restaurant business operations bring trust into our ability to make profit in the remaining part of the year.

Restaurant field troubled by unusual summer weather – outlook still positive

According to the Finnish Meteorological Institute, July was unusually chilly – there has only been one colder summer in the past 20 years, in 2004. Even though the average temperature in August was fairly normal throughout the country, there was twice as much rainfall. This weakened the EBITDA margin.

Although the poor summer weather troubled the entire restaurant field, the rising national economy and consumer confidence have helped the economic situation in the tourism and restaurant industry to recover, with high hopes for the near future. According to the Finnish Hospitality Association MaRa, the turnover of restaurants increased by 4.3 per cent in the third quarter of 2017. From the turn of 2015–2016 on, growth in the field has been at a better than average level. The growth in the gross national product is also a good sign for the increase in the use of restaurant services.

New experience-driven concepts for the market

Restamax is a very strong operator in its both business segments and can stand comparison both domestically and internationally. The foundation of our operations is at a good level – we plan to continue to grow in Finland as well as expand our restaurant business abroad in the near future. As in Finland, the restaurant field is also fragmented abroad, which creates growth opportunities for us beyond Finland.

Since I started as the company's CEO in September, one of the first observations I made was the strong entrepreneur-driven culture. We will also encourage our staff to think in an entrepreneur-driven fashion in future. This will result in us being able to offer our customers new restaurant experiences on a regular basis in the form of unique service and experience. Our choice as the restaurant services provider for the Central Deck and Arena planned for Tampere is yet another indication of our great expertise and a show of confidence in our operations.

In future even more than before, we will invest in local market knowledge and in being able to constantly enrich restaurant culture through high-quality concepts, services and experiences. We will bring to new cities our existing concepts and entirely new ones. In addition, I am of the opinion that my career in the brewery industry and my experience in international business and sales management enhance our chances to do well in competition in Finland and internationally.

The most important season of the year is about to start. Our strong portfolio of various restaurant

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concepts offers a range of possibilities to bring feast amidst everyday life. Our knowledgeable staff, increased service and sales orientation and our strong business knowhow all play a key role in making profit during a crucial season. Furthermore, we will once again create more growth; during the last quarter of the year, we will open over ten new restaurants. We will expand our markets to Vaasa and Rovaniemi, for example, as well as further strengthen our position in Tampere, Helsinki and the northern ski resorts. By the end of the year, we will have approximately 140 restaurants, in contrast to the figure of slightly over 100 at the end of 2016.

Strong growth quarter in labour hire

Our subsidiary Smile Henkilöstöpalvelut had a strong third quarter. Between January and September 2017, its turnover increased by over 100 per cent, EBITDA by 90 per cent and operating profit by almost 190 per cent. The growth was significantly stronger than the general development in the field, and the profitability was exceptional for the field (EBITDA in July–September was 10.3 per cent).

Smile's corporate acquisitions this year have begun to reflect positively on our business operations. We have achieved a new level as a labour hire service provider, and the entry of new companies has improved our position in industry, construction and logistics segments, in particular. In addition to the corporate acquisitions, organic growth has also been strong – the labour needs of our current customers are increasingly comprehensive, and we have been successful in acquiring new customers. We believe that the strong growth will accelerate further and, in the near future, Smile will rise to the ranks of the largest companies in the field.

The cornerstones of Smile's success are expertise of various fields and a diverse growth strategy. The geographical network of service locations of the labour hire segment already covers almost all of Finland, and we employ over 8,000 people per month in a responsible manner. Smile is developing the entire field and does its part to help solve the labour shortage and unemployment. A good example of this is Smile Education Oy, which was established in September. It provides joint and apprenticeship training and collaborates with several educational institutions. Smile Education brings together the needs of our customer companies, training programmes and job-seekers.

Positive winds of change are blowing in the labour hire segment, and the popularity of the field is strongly increasing. The rise of the Finnish economy also promotes the growth of the labour hire field, since labour availability is hard pressed. For example, the country's growth centres are full of large construction sites suffering from a major labour shortage. There is a clear cultural shift discernible in the job market as employees expect employers to be more flexible with their changing work needs. In this, we see a great opportunity for labour hire operators and even a responsibility to adjust to these needs.

Strong strategy creates a foundation for future growth

Now and in the future, we want to ensure controlled business growth and good profitability in Finland and in the international market. We will publish our new strategic long-term objectives before the end of the year.

Juha Helminen, *CEO*

KEY FIGURES

RESTAMAX GROUP IN TOTAL

(EUR thousand)	7-9/2017	7-9/2016	1-9/2017	1-9/2016	1-12/2016
KEY FIGURES, entire Group					
Turnover	55,909	36,559	131,466	95,717	130,072
EBITDA	7,482	6,405	14,656	13,458	19,399
EBITDA, %	13.4%	17.5%	11.1%	14.1%	14.9%
Operating profit	4,448	3,798	6,432	5,476	8,998
Operating profit, %	8.0%	10.4%	4.9%	5.7%	6.9%
Review period result	3,107	2,534	4,009	3,243	5,864
To shareholders of the parent company	2,633	2,378	3,425	3,123	5,608
To minority shareholders	474	156	584	120	256
Earnings per share (euros) to the shareholders of the parent company	0.16	0.15	0.21	0.19	0.35
Interest-bearing net liabilities			45,479	35,256	30,377
Gearing ratio, %			98.4%	91.6%	69.1%
Equity ratio, %			35.6%	41.2%	45.2%
Return on investment, % (p.a.)			9.9%	9.7%	11.9%
Net financial expenses			838	630	953

RESTAURANT BUSINESS

(EUR thousand)	7–9/2017	7–9/2016	1–9/2017	1–9/2016	1–12/2016
Turnover	33,187	29,423	87,796	79,070	107,544
EBITDA	4,944	5,464	10,407	11,344	16,475
EBITDA, %	14.9%	18.6%	11.9%	14.3%	15.3%
Operating profit	2,610	3,059	3,372	4,421	7,401
Operating profit, %	7.9%	10.4%	3.8%	5.6%	6.9%

KEY FIGURES

Material margin, %	73.0%	74.0%	73.4%	73.8%	74.6%
Staff expenses, %	26.2%	25.8%	28.1%	28.2%	28.1%

LABOUR HIRE BUSINESS

(EUR thousand)	7–9/2017	7–9/2016	1–9/2017	1–9/2016	1–12/2016
Turnover	26,108	10,465	52,228	25,516	34,129
EBITDA	2,684	1,080	4,662	2,454	3,441
EBITDA, %	10.3%	10.3%	8.9%	9.6%	10.1%
Operating profit	1,826	739	3,049	1,054	1,597
Operating profit, %	7.0%	7.1%	5.8%	4.1%	4.7%

KEY FIGURES

Staff expenses, %	81.8%	85.3%	83.4%	86.0%	85.5%

ALTERNATIVE PERFORMANCE MEASURES

New guidelines from the European Securities and Markets Authority (ESMA) on alternative performance measures entered into force on 3 July 2016. An alternative performance measure is a financial key figure which is different from those defined or named in the IFRS accounting standards or from an epithet or key figure presented and specified in IFRS financial statements.

Restamax Plc uses alternative performance measures to give a better picture of the operational development of its business and to improve comparability between reporting periods, also taking into account the typical special features of the sector. Alternative performance measures are also often used by analysts, investors and other parties. Alternative performance measures should not be considered replacement indicators for the key figures specified in the IFRS accounting standards. On the basis of ESMA guidelines, no changes have taken place in the key figures of Restamax Plc. The figures and their calculation formulae are presented in the 2016 financial statements and at the end of this interim review.

TURNOVER AND INCOME

THE GROUP'S INCOME FOR THE THIRD QUARTER OF 2017

Entire Group:

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Restaurant business:

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THE GROUP'S INCOME FOR JANUARY–SEPTEMBER 2017

Entire Group:

The Group's turnover was MEUR 131.5 (MEUR 95.7), growth of 37.3 per cent. EBITDA was MEUR 14.7 (MEUR 13.5), growth of 8.9 per cent. Operating profit was MEUR 6.4 (MEUR 5.5), growth of 17.5 per cent.

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SUMMARY

Restamax Plc's income for January–September 2017 was good considering the circumstances. The turnover of the entire Group increased by 37.3 per cent from last year, EBITDA by 8.9 per cent and operating profit by 17.5 per cent.

Abnormally cold and rainy weather in July and August put a strain on the entire tourism and restaurant segment. It also had a negative impact on the Group's restaurant business and its relative profitability.

In labour hire business operations, January–September 2017 was a fairly successful period: the segment's turnover increased by 104.7, EBITDA by 90.0 per cent and operating profit by 189.2 per cent from the previous year.

Since the relative profitability of the labour hire business is lower than that of restaurant business due to the nature of the business, and because labour hire business is growing relatively faster than restaurant business, this naturally reduces the relative profitability of the entire Group.

Especially in the restaurant business, most of the profits are made at the end of the year due to the seasonal nature of the business.

CASH FLOW, INVESTMENTS AND FINANCING

The Group's operating net cash flow in January–September 2017 was MEUR 10.3 (MEUR 7.5).

Growth investments made during the current review period include the opening of Säm Asian Bar & Kitchen and Masu Asian Bistro in Helsinki, opening of restaurant Bella Roma in Lappeenranta, renovation of the Yo-talo building and its Bar Pankki in Tampere as well as the acquisition of Job Services One Oy's business operations by Smile Henkilöstöpalvelut.

The Group's interest-bearing net liabilities at the end of September were MEUR 45.5 (MEUR 35.3). Net financial expenses in January-September were EUR 837,600 (EUR 629,800). The equity ratio was 35.6 per cent (41.2) and gearing 98.4 per cent (91.6).

KEY EVENTS OF THE REVIEW PERIOD

Smile Henkilöstöpalvelut acquired Job Services One Oy

Smile Henkilöstöpalvelut Oy acquired the business operations of Job Services One Oy on 1 July 2017. This strengthens Smile's market position in the regions of Pirkanmaa and Southwest Finland, especially in the fields of industry and construction.

Säm Asian Bar & Kitchen and Masu Asian Bistro, Helsinki

At the turn of July and August 2017 Gastromax, the joint venture of Restamax and restaurateur Hans Välimäki, opened a three-storey restaurant complex for dining and socialising on Eteläesplanadi in Helsinki with a concept that draws heavily from Asian flavours. In addition to Säm and Masu, the premises hold a catering service.

Juha Helminen started as CEO of Restamax Group

On 1 September 2017, Juha Helminen started as Restamax CEO. Helminen has solid experience in the brewery and restaurant fields as well as in business management both in Finland and the international market.

Changes in the Executive Team

As of 1 September 2017, Tero Kaikkonen was appointed as Restamax's Development Director and Board Member. As of 18 September 2017, Tomi Söderström was appointed as Restamax's Operations Manager and Board Member. Kaikkonen has worked as Product Line Director for Restamax's food restaurants since 2013, his area of responsibility focusing on diner restaurant operations and their development. Söderström transferred to Restamax from the HYY Group, where he served as the Director of Hospitality Business. Previously, Söderström held several positions at Tallink Silja Oy.

Yo-talo and Bar Pankki, Tampere

Tampere's iconic culture venue and multi-purpose building Yo-talo and its Bar Pankki were renovated and opened fully refurbished at the beginning of September 2017.

Bella Roma, Lappeenranta

At the end of September 2017, the restaurant selection at Shopping Centre IsoKristiina in Lappeenranta was transformed with the opening of Bella Roma, which specialises in Italian food. A large play area was also built adjacent to the restaurant.

EVENTS AFTER THE REPORTING PERIOD AND NEW PROJECTS

Restamax was selected as the restaurant services provider for the Central Deck and Arena project

On 3 October 2017, SRV announced that it had chosen Restamax to take charge of the restaurant services at the Central Deck and Arena planned for Tampere. The arena's restaurant concepts will be designed for diverse customer segments.

Guru's Kitchen & Bar, Tampere

On 6 October 2017, Guru's Kitchen & Bar was opened in Tampere. The restaurant specialises in Mediterranean and Middle Eastern cuisine and, as its name implies, is a versatile venue offering more than just dining.

Colorado Bar & Grill, Tampere

On 20 October 2017, Colorado Bar & Grill, previously available in Helsinki, Ruka, Levi and Pyhä, opened a branch in Tampere. Colorado's menu is influenced by the food culture of the American South, in particular.

Classic American Diner and Wayne's Coffee, Easton Helsinki

On 26 October 2017, Classic American Diner and franchising café Wayne's Coffee opened their doors at the new shopping centre Easton in Eastern Helsinki.

Stefan's Steakhouse and Teatro, Vaasa

Restamax expanded its market area to Vaasa by opening Stefan's Steakhouse on 26 October 2017 and night club Teatro on 3 November 2017.

Smile Henkilöstöpalvelut acquired the restaurant labour hire operations of Active People

On 25 October 2017, Smile Henkilöstöpalvelut subsidiary Smile Services Oy acquired the restaurant labour hire business operations of Active People Oy. The acquisition increases Smile's foothold in the Helsinki Metropolitan Area and strengthens its expertise in restaurant labour hire. The corporate acquisition entered into force on 1 November 2017.

Hunaja night club, Lappeenranta

The nightlife of Lappeenranta got a new addition when Hunaja night club opened on Snellmaninkatu in late October 2017.

Purpur, Tampere

At the turn of October-November 2017, Restamax's and Ville Haapasalo's joint venture Purmax Oy opened Georgian restaurant Purpur in Tampere. There is already a Purpur restaurant operating in Helsinki.

Stefan's Steakhouse, Levi

On 8 November 2017, the seventh restaurant under the Stefan's Steakhouse concept will open for the winter season in Levi. Known for its quality steaks, the northern restaurant is also influenced by the local ingredients of Lapland.

Villisika, Ruka

In November 2017, Restamax will open a Villisika restaurant at the Ruka ski resort. The first Villisika restaurant has operated in Tampere since 2011.

Colorado Express, Ruka

In December 2017, a Colorado Express restaurant will open at the Ruka ski resort to serve quick but high-quality American meals and snacks.

Brewery restaurant, Tampere

The brewery restaurant to be opened by Restamax and Pyynikin Craft Brewery in Tampere in late 2017 is a modern combination of a brewhouse and a bistro. The restaurant will serve all of the products of Pyynikin Craft Brewery, and the menu will be designed by chef Hans Välimäki.

Classic American Diner, Rovaniemi

Later this year, Restamax will open a new restaurant in Rovaniemi under the Classic American Diner concept. There are eight existing restaurants under this concept in Tampere, Jyväskylä, Helsinki, Vantaa and Seinäjoki.

STAFF

Restaurant business:

In the period 1 January–30 September 2017, the restaurant operations of the Restamax Group employed on average 337 (294) full-time employees and 151 (113) part-time employees converted into full-time employees as well as 277 (296) rented employees converted into full-time employees.

Labour hire business:

In 1 January–30 September 2017, the Restamax Group's labour hire business employed on average 1,666 (763) full-time employees.

Depending on the season, some 2,000 persons converted into full-time employees work at the Group at the same time.

RISKS AND UNCERTAINTY FACTORS

Restamax Group strives to conduct its restaurant and labour hire business in accordance with all legislation and regulations governing the serving of alcohol and food products and labour agreements as well as all other legal provisions. A significant share of Restamax's business operations is subject to licences and closely controlled. Any unexpected changes in regulation may impact the company's operations in a negative fashion.

Despite Restamax's extensive customer base, the general economic situation, uncertainty about the future and changes in the consuming habits of our customers influence our customers' desire to make purchases. In recent years, the economic situation in the tourism and restaurant industry has improved. According to the Finnish Hospitality Association (MaRa), the economic situation and expectations in the field are currently at a good level.

The Finnish Government's decisions concerning alcohol legislation, food legislation and value-added taxation may affect the company's business. The sector's profitability and sales are affected by the financial situation of households and the development of purchasing power and corporate acquisitions. Finnish economic growth is on the rise and relies strongly on construction and services. Taxation and a heavy cost structure present the sector with its own challenges.

Changes in the tourism sector also have an impact on the vitality of the industry. In Finland, the number of tourists, especially those coming from abroad, is rising steeply. According to Statistics Finland, in January–August 2017 the number of overnight stays by foreign tourists in all accommodation establishments increased by 15.2 per cent, and those by Finnish tourists by 1.3 per cent, in comparison with the previous year.

In addition to the prices of alcohol and foodstuffs, Restamax's operations are also significantly affected by the cost of our premises, which make up a substantial portion of Restamax's operating expenses. Restamax's premises are primarily leased, so the general level of rent and development thereof have a major impact on the Company's operations.

A large part of the Group's labour hire business is targeted towards the restaurant and construction business. Therefore, any changes on these markets and in the level of employment in the fields will also affect the Group's labour hire business. The labour hire business may increase credit losses.

Tampere, 7 November 2017

RESTAMAX PLC

Board of Directors

Additional information:
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Jarno Suominen, CFO, tel. +358 40 721 5655

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Restamax Plc *is a Finnish group established in 1996, specialising in restaurant services and labour hire. The company, which was listed on NASDAQ Helsinki in 2013 and became the first Finnish listed restaurant company, has continued to grow strongly throughout its history. The Group companies include more than 130 restaurants, nightclubs and entertainment centres all over Finland. Well-known restaurant concepts of the Group include Stefan's Steakhouse, Viihdemaailma Ilona, Classic American Diner and Colorado Bar & Grill. In 2016, Restamax Plc's turnover was MEUR 130.1 and EBITDA MEUR 19.4. Depending on the season, the Group employs some 2,000 persons, converted into full-time employees. Restamax subsidiary Smile Henkilöstöpalvelut Oy employs approximately 8,000 people on a monthly basis.*

Restamax company website: www.restamax.fi, Restamax consumer website: www.ravintola.fi,
Smile Henkilöstöpalvelut: www.smilepalvelut.fi

INTERIM REPORT 1.1. – 30.9.2017:
TABLE SECTION AND NOTES

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INTERIM REPORT 1.1. – 30.9.2017: TABLE SECTION AND NOTES

THE INFORMATION PRESENTED IN THE INTERIM REPORT HAS NOT BEEN AUDITED

GROUP INCOME STATEMENT (IFRS)

EUR thousand	Note	1 July–30 September 2017	1 July–30 September 2016	1 January–30 September 2017	1 January–30 September 2016	1 January–31 December 2016
Turnover		55,909.3	36,559.1	131,465.6	95,717.1	130,071.9
Other operating income		438.1	468.3	1,235.8	1,848.9	2,533.9
Materials and services		-10,002.9	-8,368.4	-26,205.3	-22,625.6	-30,070.7
Staff expenses		-26,024.0	-12,535.8	-57,750.0	-33,672.1	-45,311.7
Other operating expenses		-12,838.8	-9,718.3	-34,090.1	-27,809.9	-37,824.6
EBITDA		**7,481.8**	**6,404.8**	**14,656.1**	**13,458.3**	**19,398.8**
Depreciations, amortisations and impairment		-3,034.3	-2,606.8	-8,223.6	-7,982.8	-10,400.9
Operating profit		**4,447.6**	**3,798.1**	**6,432.4**	**5,475.5**	**8,997.9**
Share of associate profits		-150.0	-141.9	-80.4	-124.9	-151.2
Financial income		10.6	128.2	34.7	137.5	186.6
Financial expenses		-265.6	-231.4	-872.3	-767.3	-1,139.4
Profit/loss before taxes		**4,042.6**	**3,552.9**	**5,514.4**	**4,720.8**	**7,893.9**
Income taxes		-1,113.4	-792.7	-2,282.5	-1,735.4	-1,933.8
Change in deferred taxes		178.1	-225.9	774.6	257.5	-95.7
Profit for the financial period		**3,107.3**	**2,534.3**	**4,006.5**	**3,242.9**	**5,864.4**
Attributable to:						
Parent company shareholders		2,633.1	2,378.3	3,422.6	3,123.4	5,608.1
Minority shareholders		474.1	156.0	583.9	119.5	256.3
Total		**3,107.3**	**2,534.3**	**4,006.5**	**3,242.9**	**5,864.4**
Earnings per share calculated from the review period profit for parent company shareholders						
Undiluted earnings per share (euros)		0.16	0.15	0.21	0.19	0.35
Diluted earnings per share (euros)		0.16	0.15	0.21	0.19	0.35
Comprehensive consolidated income statement						
Profit for the financial period		**3,107.3**	**2,534.3**	**4,006.5**	**3,242.9**	**5,864.4**
Other comprehensive income items (after taxes):						
Financial assets available for sale		0.0	0.0	2.9	0.0	0.0
Total comprehensive income for the period		**3,107.3**	**2,534.3**	**4,009.4**	**3,242.9**	**5,864.4**
Attributable to:						
Parent company shareholders		2,633.1	2,378.3	3,425.5	3,123.4	5,608.1
Minority shareholders		474.1	156.0	583.9	119.5	256.3
Total		**3,107.3**	**2,534.3**	**4,009.4**	**3,242.9**	**5,864.4**

GROUP BALANCE SHEET (IFRS)

EUR thousand	Note	30/09/2017	30/09/2016	31/12/2016
ASSETS				
Non-current assets				
Intangible assets		65,618.2	44,585.6	47,435.8
Property, plant and equipment		31,071.5	29,138.9	28,834.3
Shares of associates and joint ventures		2,789.3	1,205.1	1,178.8
Financial assets available for sale		620.1	620.1	620.2
Interest-bearing loans receivable		125.3	183.2	168.2
Non-interest-bearing other receivables		756.8	1,033.6	1,030.7
Deferred tax assets		1,045.1	893.9	142.1
Non-current assets total		**102,026.3**	**77,660.4**	**79,410.2**
Current assets				
Inventories		2,339.7	2,007.5	2,317.6
Interest-bearing loans receivable		0.0	30.0	30.0
Sales receivables and other non-interest-bearing receivables		23,527.4	12,177.3	14,037.2
Cash and cash equivalents		2,332.1	1,848.6	1,871.1
Current assets total		**28,199.2**	**16,063.4**	**18,255.9**
Assets in total		**130,225.5**	**93,723.8**	**97,666.0**
EQUITY AND LIABILITIES				
Equity attributable to parent company shareholders				
Share capital		150.0	150.0	150.0
Invested unrestricted equity fund		40,510.2	33,937.3	36,586.1
Fair value fund		-4.5	-13.3	-13.3
Own shares		-191.4	-972.6	-191.4
Retained earnings		3,292.0	4,870.5	6,541.4
Equity loan		220.0	220.0	220.0
Total equity attributable to parent company shareholders		**43,976.3**	**38,191.9**	**43,292.8**
Minority shareholders		2,223.1	301.5	669.0
Equity total		**46,199.4**	**38,493.4**	**43,961.8**
Non-current liabilities				
Deferred tax liabilities		1,359.0	895.6	703.0
Provisions		0.0	0.0	183.2
Financial liabilities		36,408.0	25,857.4	24,369.9
Trade payables and other liabilities		2,844.2	819.5	796.4
Non-current liabilities total		**40,611.3**	**27,572.5**	**26,052.5**
Current liabilities				
Financial liabilities		11,508.6	11,387.1	8,193.0
Trade payables and other liabilities		31,906.2	16,270.8	19,458.8
Current liabilities total		**43,414.8**	**27,657.9**	**27,651.7**
Liabilities total		**84,026.1**	**55,230.4**	**53,704.2**
Equity and liabilities in total		**130,225.5**	**93,723.8**	**97,666.0**

GROUP CASH FLOW STATEMENT (IFRS)

EUR thousand	1 January–30 September 2017	1 January–30 September 2016	1 January–31 December 2016
Operating cash flow			
Profit from review period	4,006.5	3,242.9	5,864.4
Adjustments:			
Non-cash transactions	-70.4	-477.2	-432.9
Depreciations, amortisations and impairment	8,223.6	7,982.8	10,400.9
Financial expenses (net)	837.6	629.8	952.8
Taxes	1,507.9	1,477.9	2,029.5
Share of associate profits	80.4	124.9	151.2
Cash flow before change in working capital	**14,585.6**	**12,981.1**	**18,965.9**
Changes in working capital:			
Increase (-) / deduction (+) in accounts receivable and other receivables	-3,454.3	-901.8	-3,275.1
Increase (-) / deduction (+) in inventories	253.8	70.4	-34.5
Increase (+) / deduction (-) in accounts payable and other liabilities	1,820.9	-1,685.0	1,506.4
Change in working capital	**-1,379.6**	**-2,516.4**	**-1,803.2**
Dividends received	3.4	0.0	0.0
Interest paid and other financial costs	-796.4	-730.6	-1,021.4
Interest received and other financial income	39.1	18.7	67.3
Taxes paid	-2,172.4	-2,297.1	-2,687.0
Operating net cash flow	**10,279.8**	**7,455.7**	**13,521.6**
Investment cash flow			
Sales of available-for-sale financial assets	9.0	0.0	0.0
Investments in tangible and intangible assets	-7,265.7	-7,035.8	-7,193.0
Deduction (+) / increase (-) of non-current loans receivable	114.9	53.8	94.7
Acquisition of subsidiaries with time-of-acquisition liquid assets deducted	-7,285.1	-989.5	-1,364.3
Sales of subsidiaries with time-of-acquisition liquid assets deducted	163.0	0.0	0.0
Business transactions, acquisitions (-)	-2,716.9	-1,207.7	-1,507.7
Business transactions, sales (+)	61.9	104.7	126.8
Acquisition of the shares of minority shareholders (-)	-328.2	-110.0	-110.0
Sales of the shares of minority shareholders (+)	0.0	0.5	0.5
Associate shares purchased	-1,690.8	0.0	0.0
Investment net cash flow	**-18,938.0**	**-9,184.0**	**-9,952.9**
Financial cash flow			
Non-current loans drawn (+)	18,435.0	21,500.0	21,740.0
Non-current loans repaid (-)	-5,172.1	-17,935.0	-19,791.7
Current loans drawn (+) / repaid (-)	1,884.5	2,450.7	-1,207.1
Dividends paid	-6,028.1	-4,573.9	-4,573.9
Finance net cash flow	**9,119.3**	**1,441.8**	**-3,832.7**
Change in liquid assets	**461.0**	**-286.5**	**-264.1**
Liquid assets 1 Jan	**1,871.1**	**2,135.1**	**2,135.1**
Change	**461.0**	**-286.5**	**-264.1**
Liquid assets 30 Sept	**2,332.1**	**1,848.6**	**1,871.1**

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

EUR thousand	Equity attributable to parent company shareholders Share capital	Invested, unre-stricted equity	Fair value fund	Own shares	Retained earnings	Equity loan	Total	Minority shareholders' share	Equity total
Equity 1 January 2017	**150.0**	**36,586.1**	**-13.3**	**-191.4**	**6,541.4**	**220.0**	**43,292.8**	**669.0**	**43,961.8**
Comprehensive income of the review period									
Profit from review period					3,422.6		**3,422.6**	583.9	**4,006.5**
Other comprehensive income items (after taxes)							**0.0**		**0.0**
Financial assets available for sale					2.9		**2.9**		**2.9**
Total comprehensive income for the financial period	**0.0**	**0.0**	**0.0**	**0.0**	**3,425.5**	**0.0**	**3,425.5**	583.9	**4,009.4**
Other changes			8.8				**8.8**		**8.8**
Other changes total	**0.0**	**0.0**	**8.8**	**0.0**	**0.0**	**0.0**	**8.8**		**8.8**
Transactions with shareholders							**0.0**		**0.0**
Equity loans							**0.0**		**0.0**
Dividend distribution					-4,985.9		**-4,985.9**	-491.6	**-5,477.5**
New issue		3,924.0					**3,924.0**	1,088.6	**5,012.7**
Expenses directly from the issue of new shares adjusted with taxes							**0.0**		**0.0**
Acquisition of own shares							**0.0**		**0.0**
Changes in minority shareholders' shares without a change in controlling interest					-1,689.0		**-1,689.0**	398.4	**-1,290.6**
Changes in minority shareholders' shares that led to a change in controlling interest							**0.0**	-25.2	**-25.2**
Transactions with shareholders, total	0.0	3,924.0	0.0	0.0	-6,674.8	0.0	**-2,750.8**	970.2	**-1,780.6**
Equity 30 September 2017	**150.0**	**40,510.2**	**-4.5**	**-191.4**	**3,292.0**	**220.0**	**43,976.3**	**2,223.1**	**46,199.4**

EUR thousand	Equity attributable to parent company shareholders Share capital	Invested, unre-stricted equity	Fair value fund	Own shares	Retained earnings	Equity loan	Total	Minority shareholders' share	Equity total
Equity 1 January 2016	**150.0**	**33,937.3**	**-13.3**	**-972.6**	**6,293.1**	**220.0**	**39,614.5**	**428.9**	**40,043.4**
Comprehensive income of the review period									
Profit from review period					3,123.4		**3,123.4**	119.5	**3,242.9**
Other comprehensive income items (after taxes)							**0.0**		**0.0**
Financial assets available for sale							**0.0**		**0.0**
Total comprehensive income for the financial period	**0.0**	**0.0**	**0.0**	**0.0**	**3,123.4**	**0.0**	**3,123.4**	119.5	**3,242.9**
Transactions with shareholders									
Equity loans							**0.0**		**0.0**
Dividend distribution					-4,356.8		**-4,356.8**	-229.1	**-4,585.8**
New issue							**0.0**		**0.0**
Expenses directly from the issue of new shares adjusted with taxes							**0.0**		**0.0**
Acquisition of own shares							**0.0**		**0.0**
Changes in minority shareholders' shares without a change in controlling interest					-189.3		**-189.3**	-17.9	**-207.1**
Changes in minority shareholders' shares that led to a change in controlling interest							**0.0**		**0.0**
Transactions with shareholders, total	0.0	0.0	0.0	0.0	-4,546.0	0.0	**-4,546.0**	-246.9	**-4,793.0**
Equity 30 September 2016	**150.0**	**33,937.3**	**-13.3**	**-972.6**	**4,870.5**	**220.0**	**38,191.9**	**301.5**	**38,493.4**

INTERIM REPORT NOTES

1. ACCOUNTING PRINCIPLES

This unaudited interim report has been prepared by observing the entry and appreciation principles of the IFRS standards, but not all the requirements of the IAS 34 Interim Financial Reporting standard have been observed in its preparation. The interim report should be read together with the 2016 IFRS consolidated financial statements. The interim report has been prepared by observing the same accounting principles as with the 2016 IFRS consolidated financial statements, with the exception of the new changes to the IFRS standards effective as of 1 January 2017. The changes are described in the 2016 IFRS consolidated financial statements. The changes do not have a significant effect on the interim report.

Preparing the consolidated financial statements in accordance with the IFRS requires the use of the management's evaluations and presumptions, which affects the amounts of assets and liabilities as well as profits and costs on the balance sheet. Although the assessments are based on the management's best perception at the moment, it is possible that realisations may deviate from the original assessments and presumptions.

All figures are presented as thousands of euros and have been rounded to the nearest 0.1 thousand euros, thus the sum of individual figures may deviate from the total sum presented.

2. MANAGEMENT'S PRELIMINARY ESTIMATE ON THE IMPACT OF THE ADOPTION OF THE IFRS 9 STANDARD

The Group's management has prepared a preliminary estimate on the impacts of the IFRS 9 standard. It may be necessary to update the estimate during 2017, as the more detailed analysis will be brought to a conclusion. The management's preliminary view is that the IFRS 9 standard will not have a material impact in the company's restaurant business operations. In labour hire business operations, "the recognition of expected credit losses" of unsecured accounts receivable under the IFRS 9 standard will be defined using a provision matrix. The Group has initiated an impact assessment of the recognitions necessitated by the IFRS 9 standard for the credit loss provision of loans receivable and non-interest bearing other receivables. According to the management's preliminary estimate, the introduction of the standard will not cause a significant non-recurring recognition in the credit loss provision of the labour hire business operations.

3. SEGMENT INFORMATION

The Group's operating segments, which are also reported segments, are the Group's strategic business units: restaurants and labour hire. These business units produce different products and services and they are managed as separate units, since their business requires applying different strategies. The Group's Executive Team has been named as the top operative decision-maker responsible for resource allocation and income estimates. Currently, the Group operates solely on the domestic market.

The restaurants segment operates in all sectors of the restaurant business, offering different types of restaurant experiences to customers' needs; the segment operates on the principle of "from the morning until late at night", offering both restaurants and nightclubs. The segment has more than 70 concepts, approximately half of which are designed for duplication. Well-known restaurant concepts of the Group include Viihdemaailma Ilona, Classic American Diner, Daddy's Diner, Colorado Bar & Grill, Stefan's Steakhouse, Galaxie Center and Space Bowling & Billiards.

The labour hire segment provides staffing services to companies in a variety of fields. The majority of the segments turnover comes from the HoReCa and construction sectors. The earnings from the segment come from labour hire activities.

The segment information presented by the Group is based on the management's internal reporting that is prepared in accordance with the IFRS standards. The pricing between segments is based on a fair market price. The Group's assets and liabilities are not focused or monitored per segment in internal financial reporting.

The Group's evaluation of profitability and decisions concerning the resources to be allocated to a segment are based on the segments' EBITDA. It is the understanding of the management that this is the most suitable benchmark for comparing the profitability of the segments to other companies in their respective fields.

	1 July–30 September 2017				1 July–30 September 2016			
	Restaurants	Labour hire	Eliminations	Group	Restaurants	Labour hire	Eliminations	Group
Turnover	33,186.8	26,107.9	-3,385.3	55,909.3	29,422.5	10,464.9	-3,328.4	36,559.1
Other operating income	510.3	106.9	-179.2	438.1	607.2	15.5	-154.3	468.3
EBITDA	4,944.0	2,684.5	-146.6	7,481.8	5,464.2	1,080.4	-139.7	6,404.8
Depreciations	-2,334.1	-859.0	158.8	-3,034.3	-2,405.2	-341.4	139.7	-2,606.8
Operating profit	2,609.8	1,825.5	12.2	4,447.6	3,059.0	739.1	0.0	3,798.1
Profit/loss before taxes	2,319.2	1,723.4	0.0	4,042.6	2,790.3	762.6	0.0	3,552.9

	1 January–30 September 2017				1 January–30 September 2016				1 January–31 December 2016			
	Restaurants	Labour hire	Eliminations	Group	Restaurants	Labour hire	Eliminations	Group	Restaurants	Labour hire	Eliminations	Group
Turnover	87,796.0	52,228.1	-8,558.4	131,465.6	79,070.5	25,515.8	-8,869.2	95,717.1	107,544.2	34,129.4	-11,601.7	130,071.9
Other operating income	1,574.9	142.5	-481.5	1,235.8	2,212.8	17.0	-380.9	1,848.9	3,036.2	69.2	-571.5	2,533.9
EBITDA	10,406.7	4,662.3	-412.9	14,656.1	11,343.7	2,453.9	-339.3	13,458.3	16,475.1	3,441.5	-517.8	19,398.8
Depreciations	-7,035.2	-1,613.6	425.1	-8,223.6	-6,922.4	-1,399.6	339.3	-7,982.8	-9,074.1	-1,844.6	517.8	-10,400.9
Operating profit	3,371.5	3,048.7	12.2	6,432.4	4,421.2	1,054.3	0.0	5,475.5	7,401.0	1,596.9	0.0	8,997.9
Profit/loss before taxes	2,817.5	2,696.9	0.0	5,514.4	3,799.8	932.8	-11.7	4,720.8	6,547.2	1,358.4	-11.7	7,893.9

In the labour hire segment, an additional non-recurring depreciation of EUR 338,416.67 encumbering operating profit was made in 1 January–30 June 2016. The depreciation resulted from the intangible assets valued earlier in 2014 on acquiring the labour hire business, which now that the Group has bought Namu are Group-internal.

In 1 January–30 September 2017, the labour hire segment includes as a cost non-recurring asset transfer tax in the total amount of EUR 272,191.84 resulting from the subsidiary transactions concluded.

4. GROUP STRUCTURE CHANGES

Acquired subsidiaries and business operations

Restamax Plc purchased 60 per cent of the share capital of a Company called Thai Papaya Oy engaged in the restaurant business, with a deed of sale dated 29 December 2016. The ownership of the shares was transferred to Restamax Plc on 1 January 2017.

With a deed of sale dated 10 February 2017, Restamax Plc's subsidiary engaging in restaurant business purchased the business and equipment of Hullu Poro, Jackie Brown, Jackie Brown Gold, Restaurant von Nottbeck in Näsilinna, summer restaurant Laituri, and the Kirjuri summer restaurant in Pori. The right of ownership and possession of the object of the transaction was transferred to the Group on 1 March 2017.

Restamax Plc's subsidiary engaging in the restaurant business purchased the restaurant business of restaurant Gloria operating in Joensuu with a deed of sale dated 27 January 2017. The right of ownership and management of Gloria was transferred to the Group on 1 March 2017.

With a deed of sale dated 17 February 2017, Restamax Plc bought the business of Yo-talo, which is engaged in the restaurant and event business. The right of ownership and possession of the object of the transaction was transferred to Restamax Plc on 15 March 2017.

Restamax Plc's subsidiary engaging in the restaurant business purchased the restaurant business of restaurant Sinisoihtu with a deed of sale dated 31 March 2017. The right of ownership and possession of the object of the transaction was transferred upon the signing of the deed of sale.

With a deed of sale dated 5 April 2017, Restamax Plc bought the business and equipment of a restaurant on Eerikinkatu in Turku. The right of ownership of the object of the transaction was transferred on 11 April 2017.

With a deed of sale dated 27 January 2017, Restamax Plc bought the business and fixed assets of a restaurant situated at Eteläesplanadi 22 in Helsinki. The right of ownership of the object of the transaction was transferred on 01 April 2017.

With a deed of sale dated 4 April 2017, Restamax Plc's subsidiary engaging in the restaurant business bought a café-restaurant business in the area of Ruovesi Harbour, with all its related buildings and movable property. The right of ownership of the object of the transaction was transferred on 3 May 2017.

Restamax Plc's subsidiary engaging in the restaurant business purchased the business and fixed assets of a restaurant situated in Pori with a deed of sale dated 5 May 2017. The right of ownership of the object of the transaction was transferred on 5 May 2017.

With a deed of sale dated 2 June 2017, Restamax Plc purchased 90% of the shares in Harry's Ravintolat Oy. The right of ownership of the shares was transferred on 2 June 2017.

At the moment of transfer of control, the value of the businesses acquired were as follows:

Intangible assets	500.2
Tangible assets	1,241.7
Inventories	225.8
Current receivables	113.5
Cash and cash equivalents	461.8
Assets in total	**2,543.0**
Deferred tax liabilities	44.6
Financial liabilities	150.4
Other payables	351.9
Liabilities total	**547.0**
Net assets	**1,996.0**

Generation of goodwill through acquisitions:

Total purchase consideration	4,885.9
Minority shareholders' share	-49.9
Net identifiable assets of the acquired entity	1,996.0
Goodwill	**2,939.8**

Restamax Plc's subsidiary engaging in the labour hire business, Smile Henkilöstöpalvelut Oy, bought the entire shareholding of Pasianssi Oy (Smile Banssi Oy) with a deed of sale dated 5 April 2017. The business and right of ownership of the object of the transaction were transferred to the Group on 5 April 2017.

Pasianssi Oy's subsidiaries at the time of purchase were Banssi etelä Oy, Banssi pohjoinen Oy, Banssi häme Oy, Banssi uusimaa Oy, Banssi itä Oy, Banssi länsi Oy, Banssi keski Oy, Banssi kaakko Oy, Banssi lappi Oy, Banssi Helsinki Oy, Banssi Safety Oy, Banssi Hoiva Oy and Talous Bandora Oy.

The sale value of assets regarding the shareholding of Pasianssi Oy (Smile Banssi Oy) has been adjusted in the financial period. The adjustment has been recorded through profit and loss by reducing the sale price by TEUR 75.1.

At the moment of transfer of control, the value of the businesses acquired were as follows:

Intangible assets	2,419.4
Tangible assets	35.1
Inventories	112.4
Investments	0.9
Non-current receivables	1.0
Current receivables	2,552.7
Cash and cash equivalents	970.5
Assets in total	**6,092.0**
Deferred tax liabilities	482.4
Financial liabilities	61.2
Other payables	3,306.3
Liabilities total	**3,849.9**
Net assets	**2,242.1**

Generation of goodwill through acquisitions:

Total purchase consideration	7,609.8
Net identifiable assets of the acquired entity	2,242.1
Goodwill	**5,367.7**

Acquired subsidiaries and business operations, acquisition cost calculation unfinished

With a deed of sale dated 31 March 2017, Restamax Plc's subsidiary engaging in the restaurant business bought 80% of the shares in Tillikka Oy. The right of ownership of the shares was transferred on 01 April 2017.

With a deed of sale dated 1 July 2017, Restamax Plc's subsidiary engaging in the labour hire business purchased 100% of the shares in Job Services One Oy. The right of ownership of the shares was transferred on 01 July 2017. A part of the sale price has been paid with Restamax Plc subsidiary's shares involving a fixed-term repurchase obligation. At the time of the closing of the accounts, the recorded sale price includes a share, which includes an assessment by the management on the future, final sale price to materialise.

At the moment of transfer of control, the value of the businesses acquired were as follows:

Intangible assets	8.0
Tangible assets	52.5
Inventories	53.8
Current receivables	2,639.6
Cash and cash equivalents	963.7
Assets in total	**3,717.5**
Financial liabilities	50.0
Other payables	2,850.0
Liabilities total	**2,900.0**
Net assets	**817.5**

Generation of goodwill through acquisitions:

Total purchase consideration	9,778.2
Minority shareholders' share	-21.9
Net identifiable assets of the acquired entity	817.5
Goodwill	**8,982.5**

Shareholding sold

During the period, the Group has sold its shareholding as follows:

Name	Shareholding sold	Location	Date of control transfer
Max Siivouspalvelut Oy	70%	Tampere	28/02/2017

At the moment of control transfer, the values of the assets sold were in total as follows:

Property, plant and equipment	1.9
Other assets	176.6
Liabilities	-106.6
Net assets, total	**72.0**

Goodwill impairment allocated to sales of shares in Max Siivouspalvelut Oy. The impairment loss is entered in the extensive consolidated income statement in the line "Depreciations, amortisations and impairment" as follows:

Intangible rights, goodwill	100.0

Sales profit of TEUR 95.0 is entered in the extensive consolidated income statement under other operating income.

Events after the review period

With a deed of sale dated 25 October 2017, Restamax Plc's subsidiary engaging in the labour hire business bought the business operations of Active People Oy's restaurant labour hire services. In connection with the transaction, a long customer contract was signed on restaurant labour services with Ravintola Santa Fé Oy.

5. INTANGIBLE AND TANGIBLE ASSETS

Intangible assets and goodwill	30/09/2017	30/09/2016	31/12/2016
Book value 1 Jan	47,435.8	43,801.7	43,801.7
Business acquisitions	20,179.1	2,349.7	5,798.3
Additions	514.3	1,009.5	1,037.9
Depreciations, amortisations and impairment	-2,410.5	-2,166.7	-2,808.4
Deductions	-100.6	-408.6	-393.6
Book value at the end of the review period	**65,618.2**	**44,585.6**	**47,435.8**
Tangible assets	30/09/2017	30/09/2016	31/12/2016
Book value 1 Jan	28,834.3	29,003.3	29,003.3
Business acquisitions	1,329.3	753.5	1,144.9
Additions	6,933.0	5,379.0	6,495.6
Depreciations, amortisations and impairment	-5,813.1	-5,816.1	-7,592.6
Deductions	-212.0	-180.9	-216.9
Book value at the end of the review period	**31,071.5**	**29,138.8**	**28,834.3**

6. ASSOCIATED COMPANY EVENTS

Transactions with associated companies

EUR thousand	Sales	Acquisitions	Receivables	Liabilities
30/09/2017	815.0	3,362.8	539.2	410.1
30/09/2016	551.2	1,785.9	570.3	528.5
31/12/2016	832.1	2,405.4	385.1	161.1

Transactions with associates have been completed applying the same terms as transactions with independent parties.

Changes in Restamax Plc management

On 30 September 2017, Restamax's Executive Team consists of the following members:

Juha Helminen, CEO
Jarno Suominen, CFO
Perttu Pesonen, Development Director
Tero Kaikkonen, Development Director
Tomi Söderström, Operations Manager
Eero Aho, Product Line Director, Food
Tanja Virtanen, Product Line Director, Food
Paul Meli, Product Line Director, Nightclubs and other entertainment
Miko Helander, Product Line Director, Nightclubs and other entertainment

Restamax Plc's CEO Markku Virtanen left Restamax on 30 June 2017.

7. CONDITIONAL LIABILITIES AND ASSETS AND COMMITMENTS

The Group as a lessee

Minimum lease payments to be made based on other rental agreements that cannot be annulled:

EUR thousand	30/09/2017	30/09/2016	31/12/2016
In one year	15,195.7	12,908.5	13,271.1
In over one year and within five years maximum	40,576.2	33,475.4	32,893.9
In over five years	16,241.1	14,522.5	14,016.6
Total	**72,013.0**	**60,906.4**	**60,181.6**

In early 2017, TEUR 11,921.7 (TEUR 10,327.8 in 2016) of rental costs paid based on other rental agreements have been recognised through profit and loss.

The Group as a lessor

Minimum deferred lease payments to be made based on other rental agreements that cannot be annulled:

EUR thousand	30/09/2017	30/09/2016	31/12/2016
In one year	668.6	897.1	990.6
In over one year and within five years maximum	972.2	1,280.4	1,516.7
In over five years	139.3	0.0	38.6
Total	**1,780.2**	**2,177.5**	**2,546.0**

Guarantees and contingent liabilities

EUR thousand	30/09/2017	30/09/2016	31/12/2016
Liabilities with guarantees included on the balance sheet			
Loans from financial institutions, non-current	35,933.0	31,509.9	24,010.5
Loans from financial institutions, current	11,457.2	5,239.3	8,139.8
Total	**47,390.2**	**36,749.1**	**32,150.3**
Guarantees given on behalf of the Group			
Collateral notes secured by a mortgage	54,350.0	34,150.0	34,150.0
Real estate mortgages	4,096.8	4,096.8	4,096.8
Subsidiary shares	37,613.1	31,594.8	31,596.6
Other shares	164.8	164.8	164.8
Bank guarantees	3,348.2	2,586.5	3,717.8
Other guarantees	3,000.0	1,000.0	1,000.0
Total	**102,572.8**	**73,592.9**	**74,725.9**

EUR thousand	30/09/2017	30/09/2016	31/12/2016
Commitments			
Purchase commitment	200.0	200.0	200.0

Restamax Plc is committed to financing the associated company with a subordinated loan of max. EUR 2 million, if necessary.

8. KEY FIGURES

	1 July–30 September 2017	1 July–30 September 2016	1 January–30 September 2017	1 January–30 September 2016	1 January–31 December 2016
Earnings per share, EUR	0.16	0.15	0.21	0.19	0.35
Operating profit %, **entire Group**	8.0%	10.4%	4.9%	5.7%	6.9%
Operating profit %, **restaurant**	7.9%	10.4%	3.8%	5.6%	6.9%
Operating profit %, **labour hire**	7.0%	7.1%	5.8%	4.1%	4.7%
EBITDA %, **entire Group**	13.4%	17.5%	11.1%	14.1%	14.9%
EBITDA %, **restaurant**	14.9%	18.6%	11.9%	14.3%	15.3%
EBITDA %, **labour hire**	10.3%	10.3%	8.9%	9.6%	10.1%
Return on equity, % (p.a.)			11.9%	11.0%	14.0%
Return on investment, % (p.a.)			9.9%	9.7%	11.9%
Equity ratio, %			35.6%	41.2%	45.2%
Gearing ratio, %			98.4%	91.6%	69.1%
Interest-bearing net liabilities			45,479.0	35,255.6	30,377.2
Net financial expenses	255.0	103.2	837.6	629.8	952.8
Material margin %, **restaurant**	73.0%	74.0%	73.4%	73.8%	74.6%
Staff expenses %, **restaurant**	26.2%	25.8%	28.1%	28.2%	28.1%
Staff expenses %, **labour hire**	81.8%	85.3%	83.4%	86.0%	85.5%
Average staff, **restaurant**					
Registered staff					
Full-time staff			337	294	270
Part-time staff translated into full-term staff			151	113	110
Rented workforce, translated into full-term staff			277	296	271
Average staff, **labour hire**					
Registered staff					
Full-time staff			1,666	763	750

KEY FIGURES

Calculation formulas for key figures

Earnings per share

$$\frac{\text{Parent company owners' share of profit from the financial period}}{\text{Average number of shares}}$$

Return on equity %

$$\frac{\text{Profit (profit belonging to owners of parent company + profit belonging to minority shareholders)}}{\text{Equity on average (belonging to owners of parent company and minority shareholders)}} * 100$$

Equity ratio %

$$\frac{\text{Equity (belonging to owners of parent company + belonging to minority shareholders)}}{\text{Total assets – advances received}} * 100$$

Return on investment %

$$\frac{\text{Profit before tax + finance costs}}{\text{Equity (belonging to owners of parent company and minority shareholders) + Interest-bearing financial liabilities on average}} * 100$$

Gearing ratio %

$$\frac{\text{Interest-bearing net financial liabilities}}{\text{Equity (belonging to owners of parent company and minority shareholders)}} * 100$$

Staff expense %

$$\frac{\text{Staff expenses + rented workforce}}{\text{Turnover}} * 100$$

Material margin %

$$\frac{\text{Turnover purchases}}{\text{Turnover}} * 100$$

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