

Sadi Servizi Industriali*

HOLD (Unchanged)

EQUITY RESEARCH Update

April 1, 2009

Italy: Waste Management

	Sales	EBITDA	EBIT	Net Pr.	EPS adj	Dps	EV/Sales	EV/EBITDA	EV/EBIT	P/E adj.	Yield
	Euro m	Euro m	Euro m	Euro m	Euro	Euro	x	x	x	x	%
2006A	144.3	8.1	4.6	0.5	0.005	0.000	1.7	30.3	53.2	nm	0.0%
2007A	105.6	17.2	13.5	7.9	0.085	0.013	2.3	14.3	18.2	29.3	0.5%
2008A	106.7	13.2	8.9	6.6	0.071	0.020	1.3	10.5	15.5	19.0	1.5%
2009E	110.7	14.9	10.9	6.7	0.072	0.020	0.6	4.2	5.7	8.1	3.4%
2010E	110.7	14.9	10.9	6.7	0.072	0.020	0.5	3.8	5.1	8.1	3.4%

Source: Company data and Banca Aletti & C S.p.A. estimates

Pr. Last 31/03/09 (€):	0.58
Tot Mkt Cap. (€m):	54.2
Tot No. of Shares (m):	92,700
Min-Max pr.(52 wks €):	0.4 - 1.8
Bloomberg/Reuters:	SSI IM/SADI.MI
-3M vol. avg.	185,321
Fair Value (€)	0.9
Price Target (€)	0.6

Perf.:	-3M	-6M	-1Y
Abs.	1%	-50%	-61%
Rel.	16%	-16%	-13%

Major Shareholders:	
Grossi Giuseppe	76.48%
Financiere de Champlain	4.96%
Sopaf	2.73%
Treasury Shares	2.10%
Market	13.73%

Source: Consob

Sadi Ser. Ind. vs.Mibtel (-1Y)



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poor Q4'08, further cut in forecasts, waiting for some delivery

Earnings downgrade. We are reducing once again our 2009e and 2010e EPS on Sadi Servizi Industriali (SSI) by app. 30% to reflect the poor Q4'08 results (see table next page) and lower expectations for 2009e and hence 2010e. Despite having already lowered our expectation for Q4'08 with our comment of November 17 2008, the actual results were largely below expectations at operating level. This was apparently due to a very poor mix with very little site cleansing and higher waste transportation which resulted in a record low EBITDA margin of less than 4%. Some Eur 0.5m of write-offs in the Architecture business further expanded the gap at EBIT level while the cash-in of about Eur 1.7-1.8m of delayed interest payments from Risanamento partly offset the above gap. The cash-in from Risanamento of long outstanding credits for Eur 21-22m, partly explain the much better than expected results at net debt level as we were expecting Eur 15m reimbursement or Eur 39m adj. net debt vs actual Eur 34-35m entailing also Eur 4m of better working capital management. In our new 2009e forecasts, we now assume activity levels in line with the depressed 2008 ones, adding only the expected contribution of La Torrazza waste landfill at 50% of the previous contribution. These is conservative considering the delays on the existing works in progress and the recently awarded Alumix contract in Sardinia.

		New		Old		New		Old	
P&L (Eurm)	2008p	2009e	% Ch.	2009e	% Ch.	2010e	% Ch.	2010e	% Ch.
Environment*	92.7	96.7	4%	105.9	14%	96.7	0%	106.0	0.1%
Architecture*	14.0	14.0	0%	15.0	7%	14.0	0%	15.0	0.0%
Sales	106.7	110.7	4%	120.92	13%	110.7	0%	121.0	0.1%
Ebitda Env.	13.6	14.9	10%	20.1	48%	14.9	0%	20.1	0.1%
% sales	14.7%	15.4%		19.0%		15.4%		19.0%	
EBITDA Arch.	-0.5	0.0	nm	0.0	nm	0.0	nm	0.0	nm
% sales	-3.3%	0.0%		0.0%		0.0%		0.0%	
EBITDA	13.2	14.9	14%	20.1	53%	14.9	0%	20.1	0.1%
% Sales	12.3%	13.5%		16.6%		13.5%		16.6%	
EBIT	8.9	10.9	23%	16.1	81%	10.9	0%	16.1	0.1%
EBIT margin	8.4%	9.9%		13.3%		9.9%		13.3%	
Pre-tax profit	10.4	10.7	3%	15.4	48%	10.7	0%	15.4	0.1%
Taxes	(3.9)	(4.0)		(5.6)		(4.0)		(5.6)	
Tax rate	36.9%	37.0%		36.2%		37.0%		36.2%	

Source: Company Data, Banca Aletti & C. forecasts; *2008 sales are estimates

- New businesses not included. With the 2008 results the company disclosed the award of a Eur 12m construction contract from Sadi SI's holding (Green Holding) and the acquisition trough a 50% controlled company of a potentially waste landfill area in Bari (Pulia, Southern Italy) with potential sales, over several years, of Eur 40m. Both are not included in our forecast as we have not indications on their timing.
- Rating HOLD unchanged PT Eur 0.6 from Eur 1.5. Fair value Eur 0.9. Despite the clear market opportunities and company's potential as a leader in site cleansing and rehabilitation, we are once again forced to reduce out target price to reflect the delays in executing company's backlog and the poor trackrecord on delivering business plans. As such, and despite our DCF with the new forecasts (WACC 9.8%, Itg 2%) pointing to a fair value of Eur 0.9, we are willing to pay only 8x current year forecasts or about the current multiples for Italian illiquid micro caps. Major risks are delays on the execution of the backlog, in the commercial success of La Torrazza landfill, in the lack of new contracts.





Sadi Servizi Industriali: Q4'08 results

P&L (Eurm)	4Q07a	4Q08a	% Ch.	4Q08e	% Ch.	2007°	2008°	% Ch.	2008e	% Ch.
Environment*	23.4	19.3	-18%	23.9	2%	88.7	92.7	5%	97.3	10%
Architecture*	5.9	3.5	-40%	3.5	-40%	16.9	14.0	-17%	14.0	-17%
Sales	29.4	22.9	-22%	27.5	-6%	105.6	106.7	1%	111.3	5%
Ebitda Env.	5.5	1.1	-80%	3.6	-35%	17.0	13.6	-20%	16.1	-6%
% sales	23.7%	5.9%		14.9%		19.2%	14.7%		16.5%	
EBITDA Arch.	-0.4	-0.2	-38%	0.1	-132%	0.2	-0.5	-397%	-0.1	nm
% sales	-6.3%	-6.6%		3.4%		0.9%	-3.3%		-0.7%	
EBITDA	5.2	0.9	-83%	3.7	-28%	17.2	13.2	-23%	16.0	-7%
EBITDA Margin	17.6%	3.9%		13.5%		16.3%	12.3%		14.3%	
EBIT	4.2	(0.5)	-113%	2.7	-35%	13.5	8.9	-34%	12.2	-10%
EBIT margin	14.4%	-2.4%		10.0%		12.8%	8.4%		11.0%	
Pre-tax profit	4.3	1.1	-73%	2.2	-48%	13.3	10.4	-22%	11.5	-14%
Taxes	(1.3)	(0.3)		(0.6)		(1.1)	(3.8)		(4.1)	
Tax rate	30%	24%		27%		8%	37%		36%	
Net profit	2.9	0.8	-72%	1.5	-47%	7.9	6.6	-17%	7.3	-7%
NFP	14.5	13.5		24.4		14.5	13.5		24.4	

Source: Company Data, Banca Aletti & C. forecasts; *Estimates





Sadi Servizi Industriali: Company Profile

Sadi Servizi Industriali (SSI) has been established in January 2007 from the merging of Sadi and Servizi Industriali. SSI is active in two main areas: 1) waste management and remediation sites, and 2) architecture. The **remediation sites** and **waste management** activities are the most important, accounting in 2007 for 84% of sales and being amongst the leading companies in Italy in this field. These activities are divided into 1) remediation and rehabilitation; 2) waste treatment, 3) reclamation from asbestos and mineral wool. The company is active in **remediation and rehabilitation** of industrial sites with a backlog as of end 2006 of about Eur240m. In waste treatment SSI owns the largest platform in Italy for the treatment of hazardous and non hazardous waste (authorized capacity: more than 500.000 tons/year). The platform is located in Orbassano (Torino) and operates on six parallel, independent and polyfunctional lines:

- CFB: chemical, physical and biological treatments for wastewater: 300.000 tons/year
- HS: recovery of non regenerable oil waste: 100.000 tons/year
- •Solids: selection, neutralization, olubilisation, inertization, volumetric reduction and conditioning: 120.000 t/year
- Storage: preliminary deposit of waste destined to third plants (9.240 cumt.)
- Asbestos: uninsulation of industrial and civil structures
- Recovery activities: preliminary storage, to be addressed to third recovery plants: 8.000 t

SSI is also one of the leading companies dealing with **reclamation from asbestos and mineral wools**.

The following companies (SSI group) operate in waste treatment, waste brokering, electricity production from biogas and in environmental engineering fields:

- **Ecoitalia** designs and builds plants for municipal and industrial waste treatment; in addition, it deals with intermediation for waste disposal and environmental remediation.
- **Bioagritalia** is a treatment plant for biological sludges to be utilized in agriculture.
- <u>- Blu Ambiente</u> manages a plant authorized to store hazardous and non hazardous industrial waste, for a total of 950 cumt, in San Giuliano Milanese (Milano)
- **<u>- Cogiri</u>** is specialized in the management of civil and industrial wastewater treatment plants, providing service to dispose various types of industrial waste.
- Barricalla is a formerly ex 2nd class, "C type" landfill and it is the first site in Italy for hazardous special waste.

Competition in the waste management sector is present but we believe fragmented with no players operating in both the waste treatment and rehabilitation and remediation. In the waste treatment and management we can mention Ecodeco (PV), Gruppo Systema (BS), Intergreen (BS) and Hera Group (RA). In the rehabilitation some players are: Unieco (Re), Ecodeco (PV), Gruppo Systema (BS), Riccoboni (PR), Fisia (GE), Teseco (PI), Iacorossi (RM) and Bilfinger Berger Ambiente (BZ).

The **architecture business** (16% 2007 sales) is an inheritance of the SADI part of the merger and consists in the following activities: 1) standard or custom *false ceilings* in metal, gypsum, wood, fibre and other materials; 2) production, development, sales and laying of *raised access floors*, 3) standard, special and safety *sign systems* and 4) *marine outfittings*: these includes false ceilings, decorative elements and other accessories dedicated to the naval sector. Also here, competition is present but we believe extremely fragmented in term of absolute sales.

The investment case. The rational of the merger between Servizi Industriali and Sadi was to create a leading player in the environmental remediation and rehabilitation. This should allow the company to emerge as the preferred partner in what we believe, is an increasingly interesting field in term of volume and profitability. It is difficult to quantify the market size potential but some estimates provided by the Ministry of Environment put at about 2.5bn the cost for the remediation and rehabilitation of the most important sites qualified as of "national interest". In surface terms, the area involved is equivalent to about 2.3% of the Italian surface as a whole which is about 300,000 square kilometers. This compares with an estimated backlog for SSI, as of December 2008, of about Eur 110m of order backlog in this sector. That number does not include the ex-Falck rehabilitation program worth Eur 170m, very likely the largest private deal in the sector involving the regeneration of 4 million of cubic meters of land (on 150Ha). The site is part of one of the most important Italian real estate development and is managed by Risanamento Spa, a real estate company at the moment financially stressed. It also does not include La Torrazza industrial waste landfill which started operating in 2008. The site has a capacity of about 500k tons and should be able to receive 100k tons of waste per year for an estimated compound (2009e-2013e) Eur 40m sales.







Sadi Servizi Industriali: EV CALCULATIONS (EUR m)	2005	2006	2007	2008a	2009e	2010e	CAGR 07/10e
Price of ordinary share	2005 nm	2,40	2.50	2008a 1.35	0.58	0.58	CAGK 07/108
Total Shares outst. (000)	92,700	92,700	92,700	92,700	92,700	92,700	
Market Cap (adj.)	nm	222.5	231.4	124.9	54.2	54.2	
Others	nm	1.0	0.4	-0.3	-0.4	-0.3	
EV (adj.)	nm	245.1	246.3	138.1	62.1	56.3	
PROFIT & LOSS (EUR m)							
Sales	134.4	144.3	105.6	106.7	110.7	110.7	2%
EBITDA	9.8	8.1	17.2	13.2	14.9	14.9	-7%
Depr,Amort, Write Offs & Prov	-3.2	-3.5	-3.7	-4.2	-4.0	-4.0	
EBIT	6.6	4.6	13.5	8.9	10.9	10.9	-10%
Net Financial Interest	-0.4	-0.4	-0.5	1.2	-0.5	-0.5	
Other Financials	0.1	0.2	0.3	0.3	0.3	0.3	
Extraordinary Items	0.0	0.0	0.0	0.0	0.0	0.0	
Earning Before Tax	6.3 -3.8	4.5 -4.0	13.3 -5.4	10.4	10.7 -4.0	10.7	
Tax <i>Tax rate</i>	-3.8 60%	-4.0 89%	-5.4 40%	-3.8 <i>37%</i>	-4.0 <i>37%</i>	-4.0 <i>37%</i>	
Minorities	0.0	0.0	0.0	0.0	0.0	0.0	
Net Profit (reported)	2.5	0.5	7.9	6.6	6.7	6.7	-8%
Net Profit (adj.)	2.5	0.5	7.9	6.6	6.7	6.7	-8%
PER SHARE DATA (EUR)				3.0		J.,	0.0
EPS	0.054	0.005	0.085	0.071	0.072	0.072	-8%
EPS (adj.)	0.054	0.005	0.085	0.071	0.072	0.072	-8%
CFPS	0.122	0.043	0.125	0.117	0.115	0.115	-4%
BVPS	0.630	0.712	0.783	0.818	0.870	0.923	9%
DPS	0.00	0.00	0.01	0.02	0.02	0.02	26%
KEY MARKET RATIOS		. = -				:	
EV/Sales	nm	1.70	2.33	1.29	0.56	0.51	
EV/EBITDA	nm	30.3	14.3	10.5	4.2	3.8	
EV/EBIT	nm	53.2	18.2	15.5	5.7	5.1	
P/E (adj)	0.0	nm	29.3	19.0	8.1	8.1	
P/CF	0.0	55.9	20.0	11.6	5.1	5.1	
P/BV Dividend Yield (Gross)	0.0	3.4 <i>0.0%</i>	3.2 <i>0.5%</i>	1.6 <i>1.5%</i>	0.7 <i>3.4%</i>	0.6 <i>3.4%</i>	
MARGINS AND RATIOS	nm	0.0%	0.5%	1.5%	3. 4 70	<i>3.470</i>	
Sales growth	na	7%	-27%	1%	4%	0%	
EBITDA growth	na	-17%	112%	-23%	14%	0%	
EBIT growth	na	-30%	193%	-34%	23%	0%	
EPS growth	na	-90%	1,495%	-17%	2%	0%	
EBITDA margin	7.3%	5.6%	16.3%	12.3%	13.5%	13.5%	
EBIT margin	4.9%	3.2%	12.8%	8.4%	9.9%	9.9%	
ROCE	3%	1%	9%	6%	7 %	7%	
Debt / Equity	0.20	0.33	0.20	0.18	0.10	0.03	
Interest Cover	25	20	37	n.a.	30	30	
Payout Ratio	0%	0%	15%	28%	28%	28%	
NWC/Sales	8%	19%	20%	18%	18%	18%	
OpFCF/Mkt.Cap CASH FLOW (EUR m)	nm	-6%	5%	3%	13%	14%	
Net Profit (reported)	2.5	0.5	7.9	6.6	6.7	6.7	
Non cash items	2.5 3.2	0.5 3.5	7.9 3.7	4.2	4.0	4.0	
Cash Flow	5. 7	4.0	11.6	10.8	10.7	10.7	
Change in Net Working Capital	-11.3	-16.5	6.4	2.0	-0.7	0.0	
Capex	0.0	0.0	-7.2	-8.6	-3.0	-3.0	
Op. Free Cash Flow (OpFCF)	-5.6	-12.5	10.9	4.2	7.0	7.7	
Acquisitions	0.0	0.0	0.0	0.0	0.0	0.0	
Dividends	0.0	0.0	0.0	-1.2	-1.9	-1.9	
Others	-5.9	2.4	-3.7	-2.1	0.1	0.1	
Free Cash Flow	-11.5	-10.2	7.2	1.0	5.2	5.9	
NOPLAT	2.7	0.5	8.0	5.7	6.9	6.9	
BALANCE SHEET (EUR m)							
Net Tangible Assets	36.0	28.2	42.0	46.4	45.4	44.4	
Net Intangible Assets	18.5	33.3	22.6	22.4	22.4	22.4	
Net Financial Assets & Others	12.8	5.7	6.9	6.3	6.3	6.3	
Total Fixed Assets	67.3	67.2	71.5	75.1	74.1	73.1	
Net Working Capital	11.3	27.8	21.4	19.4	20.1	20.1	
Total Net Assets	78.6	95.1	92.9	94.5	94.2	93.2	
Shareholders Equity	58.4	66.0	72.6	75.8	80.7	85.5	
Minorities equity	-0.1	0.1	0.1	0.2	0.2	0.2	
Net Debt	11.5	21.7	14.5	13.5	8.3	2.3	
Provisions Others liabilities	3.4 5.4	3.3 4.1	2.6 3.1	2.0 3.0	2.1 3.0	2.1 3.0	
Outels liabilities	J.4	4.1	3.1	.j.U	.J.U	.j.U	

Source: Company data and. Banca Aletti & C S.p.A. estimates.







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SADI SERVIZI INDUSTRIALI: RATINGS HISTORY IN THE LAST 12 MONTHS

DATE:	RATING:
16/05/2007	NOT RATED
01/08/2007	BUY-INITIAL COVERAGE
20/03/2008	BUY
11/09/2008	BUY
17/11/2008	HOLD from BUY
01/04/2009	HOLD

STOCK RATINGS

THE RECOMMENDATIONS TO BUY, HOLD AND SELL ARE BASED ON EXPECTED MARKET OUTPERFORMANCE (EXPECTED OUTPERFORMANCE IN THE NEXT 12 MONTHS INCLUSIVE OF THE DIVIDEND PAID OUT BY THE STOCK'S ISSUER).

EXPLANATION OF THE RATING SYSTEM:

BUY: STOCK ESTIMATED TO OUTPERFORM THE MARKET BY MORE THAN 10% OVER A NEXT 12 MONTHS PERIOD

HOLD: STOCK PERFORMANCE ESTIMATED AT BETWEEN -10% AND +10% COMPARED TO THE MARKET OVER A NEXT 12 MONTHS PERIOD.

SELL: STOCK ESTIMATED TO UNDERPERFORM THE MARKET BY HIGHER THAN 10% OVER A 12 MONTHS PERIOD.

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NOT RATED: NO RATING OR TARGET PRICE ASSIGNED ALTHOUGH THE ISSUERS IS OR MAY BE COVERED BY THE EQUITY RESEARCH OFFICE.

SUSPENSION OF COVERAGE: SITUATION WHERE THE COVERAGE IS SOSPENDED INDEFINITELY FOR COMMERCIAL REASONS (EXAMPLES OF THIS MIGHT BE LACK OF INTEREST FROM PROFESSIONAL INVESTORS, LACK OF LIQUIDITY), OR TEMPORARILY TO COMPLY WITH APPLICABLE REGULATIONS AND/OR BANCA ALETTI'S POLICIES IN CERTAIN SITUATION OF CONFLICT OF INTERESTS, INCLUDING WHEN BANCO POPOLARE IS ACTING IN AN ADVISORY CAPACITY OR INVOLVED IN ANY TERM IN STRATEGIC TRANSACTION INVOLVING THE ISSUERS.

RATINGS DISTRIBUTION

BANCA ALETTI & C. S.P.A. EQUITY RESEARCH DEPARTMENT'S DISTRIBUTION OF STOCK RATINGS IS AS OF DECEMBER 31^{ST} 2008 AS FOLLOWS:







	BUY	HOLD	SELL	Not Rated
% ON ALETTI UNIVERSE	32	46	16	5
OF WHICH INV. BANKING CLIENTS	0%	35%	0%	50%

VALUATION METHODOLOGY

THE BANCA ALETTI EQUITY RESEARCH DEPARTMENT OBTAINS A FAIR VALUE FOR THE COMPANIES UNDER COVERAGE USING A RANGE OF VALUATION METHODS, OF WHICH THE MOST PREVALENT ARE THE DISCOUNTED CASH FLOWS METHOD (DCF). DIVIDEND DISCOUNT MODEL (DDM) AND MULTIPLE-BASED MODELS (E.G. EV/SALES, EV/EBITDA, EV/EBIT, P/E, P/BV,). THE ANALYSTS ARE NEVERTHELESS FREE TO USE ALTERNATIVE OFFICIAL VALUATION METHODOLOGIES, WHERE DEEMED NECESSARY.

THE ASSIGNED TARGET PRICE MAY DIFFER FROM THE FAIR VALUE OBTAIED ABOVE, AS IT ALSO TAKES INTO ACCOUNT OVERALL MARKET/SECTOR CONDITIONS (E.G. RISK PREMIUM), CORPORATE/MARKET EVENTS, AND CORPORATE SPECIFICS (I.E. HOLDING DISCOUNTS, LIQUIDITY) REASONABLY CONSIDERED TO BE POSSIBLE DRIVERS OF THE COMPANY'S SHARE PRICE PERFORMANCE. THESE FACTORS MAY ALSO BE ASSESSED USING THE METHODOLOGIES INDICATED ABOVE.

ORGANIZATIONAL AND ADMINISTRATIVE MECHANISMS TO PREVENT CONFLICTS OF INTEREST

THIS RESEARCH HAS BEEN PUBLISHED IN ACCORDANCE WITH OUR CONFLICT MANAGEMENT POLICY. TO ENSURE THE INDEPENDENCE AND THE IMPARTIALITY OF ITS FINANCIAL ANALYSTS' JUDGMENT, EMPLOYED IN THE EQUITY RESEARCH DEPARTMENT (AS FOLLOW DEPARTMENT), INVOLVED WITH THE RESEARCH, ANALYSIS, COMPANIES VALUATION AND\OR FINANCIAL INSTRUMENTS, AND WITH INVESTMENT RECOMMENDATIONS DISTRIBUTED TO PROFESSIONALINVESTORS, BANCA ALETTI HAS ADOPTED THE FOLLOWING ORGANIZATIONAL AND ADMINISTRATIVE MECHANISMS:

- THE DEPARTMENT HIERARCHICALLY RESPONDS TO THE GENERAL MANAGER OF THE BANK AND EXCLUSIVELY AND DIRECTLY RESPONDS TO HIM;
- THE EXISTING HIERARCHICAL RELATIONSHIP BETWEEN GENERAL MANAGER AND THE DEPARTMENT OR EACH ONE OF ITS FINANCIAL ANALYST(S) MEMBERS ARE SUBJECT TO PRINCIPLES OF PROFESSIONALISM AND TRANSPARENCY;
- THE CURRENT GENERAL AND\OR SPECIFIC GUIDANCE GIVEN BY THE GENERAL MANAGER TO THE DEPARTMENT SHOULD NOT RESULT IN CONTRAST WITH THE EXISTING LEGISLATIVE OBJECTIVES OF COMPLETENESS, CLEARNESS AND IMPARTIALITY OF THE PRODUCED STUDIES AND BE INFLUENCED BY THE SPECIFIC INTERESTS OF THE BANK RELATED TO A PARTICULAR SUBJECT OR FINANCIAL INSTRUMENT;
- THE REQUESTS OR THE COMMERCIAL COLLABORATIONS IN FAVOUR OF OTHER STRUCTURES OF THE SAME BANK OR THE GROUP TO WHICH THE BANK IS PERTINENT, WHICH, BY PRINCIPLE, COULD POTENTIALLY RESULT IN A CONFLICT OF INTEREST ACCORDING TO THE EXISTING REGULATIONS, CAN BE ORDERED TO THE DEPARTMENT OR A SINGLE ANALYST ONLY BY THE GENERAL MANAGER;
- IN THE RELATIONS WITH THE OTHER STRUCTURES OF THE BANK OR THE GROUP TO WHICH THE BANK BELONGS TO, THE DEPARTMENT OR EACH COMPONENTS OF THE SAME MUST RETAIN THEMSELVES FROM SEARCHING, RECEIVING OR FURNISH INFORMATION THAT MIGHT INVALIDATE THE INDEPENDENCE AND\OR THE IMPARTIALITY OF JUDGMENT OF THE RESEARCH COMMENT AND\OR RECOMMENDATIONS OF INVESTMENTS OR FAVOUR AN ASYMMETRIC DISTRIBUTION OF THE INFORMATION EITHER INSIDE OR OUTSIDE THE BANK OF OR THE GROUP. THE DEPARTMENT AND EACH COMPONENTS OF THE SAME MUST STICK TO THE PRINCIPLES AND BEHAVIOUR RULES FOR A CORRECT CARRY OUT OF THE FINANCIAL ANALYST ACTIVITIES;
- THE REMUNERATION OF THE FINANCIAL ANALYST(S) AND OF DEPARTMENT EMPLOYEES IS NOT TIED, DIRECTLY OR INDIRECTLY, TO INVESTMENT BANKING TRANSACTIONS AND\OR TO THE BUSINESS RELATIONSHIP DEVELOPMENT WITH ISSUERS UNDER FINANCIAL ANALYSIS.

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