



## PulteGroup Inc.

## 3Q in-line; Margin outlook resilient despite higher rates

Reiterate Rating: BUY | PO: 92.00 USD | Price: 71.65 USD

### Reiterate Buy; 4Q outlook resilient despite slower demand

We reiterate our Buy rating on PulteGroup (PHM) following 3Q earnings and 4Q outlook was that was more resilient than our expectations. Our key takeaways are: 1) orders growth was better than normal seasonality in 3Q, 2) gross margins will be flattish/down slightly QoQ in 4Q despite the recent spike in mortgage rates, and 3) October-to-date absorption pace has slowed but is still trending near pre-COVID levels. Our PO remains \$92 (now 1.7x price-to-book from 1.8x to reflect higher rates). Valuation looks attractive at 1.5x current price-to-book and 12-month forward return-on-equity around 24%.

## 3Q orders beat, Oct absorptions in-line w/ pre-COVID level

PHM orders were 4% above our forecast driven by growth across all segments. Orders increased 44% YoY and declined (11%) QoQ, which is slightly better than normal seasonality. Move-up orders increased at the fastest pace (+56% YoY) followed by 1st time buyers (+53% YoY) and active adult (+15% YoY). Management noted that October orders are trending more in line with pre-COVID 4Q levels (absorption pace of ~2.0 homes sold per month). PHM lowered 4Q23 delivery guidance slightly to reflect an outlook for weaker spec sales due to affordability challenges / higher rates. We expect the active adult segment to hold up better in the current environment, given that 47% of Del Webb homes are sold to cash buyers.

## Gross margin outlook resilient, despite elevated incentives

Gross margin of 29.5% (in line with expectations) was relatively flat QoQ and declined just 60 bps YoY, despite incentives increasing to ~6% of price (\$35K per home) vs. 2.2% in 3Q22. Margin was supported by a 4% increase in move-up prices and 6% increase in active adult prices, partially offset by a 2% decrease in 1<sup>st</sup> time buyer home prices. Management still expects 4Q gross margins at the lower end of its prior 29.0-29.5% forecast (in line with our model) despite the recent run-up in rates.

## 3Q23 ahead as better margins offset deliveries miss

PHM reported 3Q23 EPS of \$2.90, above our \$2.85 forecast and \$2.83 consensus driven by lower SG&A. Home sales revenue grew 1% YoY to \$3.9bn (below our \$4.0bn est). Deliveries were flat YoY (low-end of guidance) and average price increased 1% YoY. GM declined ~60 bps YoY to 29.5% but were in line with our forecast and high-end of guide.

Estimates (Dec) (US\$)	2021A	2022A	2023E	2024E	2025E
EPS	7.35	10.87	11.46	10.19	9.64
GAAPEPS	7.49	11.08	11.67	10.19	9.64
EPS Change (YoY)	52.8%	47.7%	5.4%	-11.0%	-5.4%
Consensus EPS (Bloomberg)			11.65	11.66	12.81
DPS	0.57	0.61	0.65	0.69	0.69
Valuation (Dec)					
P/E	9.7x	6.6x	6.3x	7.0x	7.4x
GAAP P/E	9.6x	6.5x	6.1x	7.0x	7.4x
Dividend Yield	0.8%	0.9%	0%	0%	1.0%
EV/EBITDA*	4.8x	3.7x	3.6x	4.1x	4.5x
Free Cash Flow Yield*	5.5%	3.3%	14.2%	5.4%	7.5%
* For full definitions of <i>IQ</i> method <sup>SM</sup> measures, see page 6.					

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Equity

24 October 2023

**Key Changes** (USS) Previous Current 2024E EPS 10.22 10.19

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#### **Stock Data**

71.65 USD Price Objective 92.00 USD 25-Jul-2023 Date Established Investment Opinion B-1-7 52-Week Range 37.06 USD - 86.16 USD Mrkt Val (mn) / Shares Out 16,926 USD / 236.2 Average Daily Value (mn) 171.12 USD BofA Ticker / Exchange PHM / NYS Bloomberg / Reuters PHM\_US / PHM.N ROE (2023E) 26.2% Net Dbt to Eqty (Dec-2022A) 17.8% ESGMeter™ Medium

ESGMeter is not indicative of a company's future stock price performance and is not an investment recommendation or rating. ESGMeter is independent of BofA Global Research's equity investment rating, volatility risk rating, income rating, and price objective for that company. For full details, refer to

## **iQ**profile<sup>™</sup> PulteGroup Inc.

iQmethod <sup>™</sup> – Bus Performance*					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Return on Capital Employed	20.3%	24.4%	21.3%	16.8%	14.2%
Return on Equity	27.3%	31.5%	26.2%	19.4%	15.9%
Operating Margin	17.9%	21.0%	20.5%	18.4%	16.2%
Free Cash Flow	931	556	2,402	910	1,262
iQmethod <sup>™</sup> – Quality of Earnings*					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Cash Realization Ratio	0.5x	0.3x	1.0x	0.5x	0.7
Asset Replacement Ratio	1.0x	1.6x	0.4x	1.0x	1.0
Tax Rate	23.3%	23.5%	24.4%	25.0%	25.09
Net Debt-to-Equity Ratio	11.8%	17.8%	2.3%	2.3%	-0.49
Interest Cover	NA	NA	NA	NA	N
Income Statement Data (Dec)					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Sales	13,927	16,144	16,235	15,665	16,07
% Change	26.2%	15.9%	0.6%	-3.5%	2.69
Gross Profit	3,951	5,015	4,946	4,462	4,22
% Change	NA	NA	NA	NA	,, N
EBITDA	2,724	3,581	3,602	3,171	2,90
% Change	39.9%	31.5%	0.6%	-12.0%	-8.49
Net Interest & Other Income	(2)	(32)	35	(8)	3)
Net Income (Adjusted)	1,912	2,567	2,538	2,155	1,95
% Change	47.4%	34.3%	-1.1%	-15.1%	-9.59
Free Cash Flow Data (Dec)					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Net Income from Cont Operations (GAAP)	1,912	2,567	2,538	2,155	1,95
Depreciation & Amortization	70	71	82	78	8
Change in Working Capital	(1,168)	(2,236)	(430)	(1,275)	(72
Deferred Taxation Charge	NA	NA	NA	NA	, N
Other Adjustments, Net	190	266	243	32	3
Capital Expenditure	(73)	(113)	(32)	(80)	(79
Free Cash Flow	931	556	2,402	910	1.26
% Change	NA	NA	NA	NA	N
Balance Sheet Data (Dec)					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Cash & Equivalents	1,779	1,053	2,168	2,132	2,45
Trade Receivables	NA	NA	NA	NA	N
Other Current Assets	11,233	13,484	13,743	15,016	15,76
Property, Plant & Equipment	0	0	0	0	
Other Non-Current Assets	286	218	194	194	19
Total Assets	13,298	14,755	16,105	17,341	18,41
Short-Term Debt	0	0	0	0	
Other Current Liabilities	3,042	3,035	2,888	2,884	2,91
Long-Term Debt	2,655	2,632	2,407	2,407	2,40
Other Non-Current Liabilities	166	215	331	331	33
Total Liabilities	5,863	5,882	5,626	5,622	5,65
Total Caultu	7,435	8,873	10,479	11,719	12,76
Total Equity	7,433	0,075			

#### **Company Sector**

Homebuilders

#### **Company Description**

PulteGroup is the third largest public homebuilder in the US and has broad product offering with a diverse mix of homebuyer type, concepts, geographies and price points. PHM builds homes for first-time buyers (Centex), move-up buyers (Pulte) and active adults (Del Webb and DiVosta) with move up being the biggest driver of revenue. PHM offers homes in 40 markets across 24 states with none of its 6 geographical segments making up more than 24% of trailing twelve month deliveries.

#### **Investment Rationale**

We rate PHM shares Buy: (1) PHM is generating a higher ROE than most peers in our coverage, and (2) PHM has a strong history of capital return.

#### **Stock Data**

Average Daily Volume 2,388,330

### **Quarterly Earnings Estimates**

	2022	2023
Q1	1.84A	2.36A
Q2	2.75A	3.01A
Q3	2.70A	2.91A
Q4	3.65A	3.20E

**Exhibit 1: PulteGroup 3Q23 earnings variance compared to BofA estimates** 3Q earnings beat on SG&A and orders

PHM	YoY Change			Variance vs BofAe			
Income Statement	3022	3023	YoY	<b>BofAe</b>	3Q23A	Δ	
Home Sales (\$ in mms)	\$3,840	\$3,887	1.2%	\$3,969	\$3,887	(2%)	
Homebuilding Gross Margin ex-impairments	30.1%	29.5%	-55 bps	29.5%	29.5%	2 bps	
Homebuilding SG&A % of revenue	9.1%	9.1%	-3 bps	9.4%	9.1%	-34 bps	
Homebuilding Operating Margin	20.9%	20.3%	-55 bps	20.0%	20.3%	36 bps	
Pre-tax Margin	20.6%	21.2%	59 bps	20.6%	21.2%	59 bps	
Operating EPS	\$2.70	\$2.90	7%	\$2.85	\$2.90	2%	
GAAP EPS	\$2.70	\$2.90	7%	\$2.85	\$2.90	2%	
Regional Results	<u>3022</u>	<u>3023</u>	<u>YoY</u>	<b>BofAe</b>	3Q23A	Δ	
Deliveries (units)	7,047	7,076	0.4%	7,321	7,076	(3%)	
Average Delivered Price (\$000s)	\$545.0	\$549.0	0.7%	\$542.1	\$549.0	1%	
Total Orders	4,924	7,065	43.5%	6,814	7,065	3.7%	
Average Selling Price (\$000s)	\$570.1	\$541.2	(5.1%)	\$538.6	\$541.2	0.5%	
Northeast orders	237	376	58.6%	344	376	9.3%	
Southeast orders	1,081	1,374	27.1%	1,340	1,374	2.5%	
Florida orders	1,471	1,598	8.6%	1,648	1,598	(3.0%)	
Texas orders	979	1,258	28.5%	1,194	1,258	5.4%	
Midwest orders	655	1,090	66.4%	1,061	1,090	2.7%	
West orders	501	1,369	173.3%	1,227	1,369	11.6%	
Backlog Units	17,053	13,547	(20.6%)	13,051	13,547	3.8%	
Backlog Value (\$ in mms)	\$10,581	\$8,125	(23.2%)	\$7,890	\$8,125	3.0%	
Avg Price in Backlog	\$620.5	\$599.8	(3.3%)	\$604.5	\$599.8	(0.8%)	
Backlog Conversion Ratio	36.7%	52.2%	1544 bps	54.0%	52.2%	(3.3%)	

Source: BofA Global Research, Company Data

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# **Exhibit 2: PulteGroup income statement (\$000s, except per share data)** We expect revenue and EPS to increase in 2023

YE 12/31		2023	BE	[1]	2022	2023E	2024E
(\$ 000s)	3/31/2023	6/30/2023	9/30/2023	12/31/2023	12/31/2022	12/31/2023	12/31/2024
	10	20	30	4QE			
Revenue	_						
Home Sales	\$3,487,637	\$4,058,930	\$3,886,908	\$4,347,125	\$15,689,604	\$15,780,600	\$15,200,282
Land Sales	30,066	37,604	39,905	46,633	143,145	154,208	157,986
Financial Services	57,938	92,219	<u>76,720</u>	<u>73,531</u>	<u>311,716</u>	300,408	<u>306,416</u>
Total Revenue	\$3,575,641	\$4,188,753	\$4,003,533	\$4,467,289	\$16,144,465	\$16,235,216	\$15,664,684
Homebuilding Cost of Goods Sold							
Home Sales	\$2,472,329	\$2,856,361	\$2,739,596	\$3,086,459	\$11,009,364	\$11,154,745	\$11,060,825
Land Sales	24,967	32,494	35,007	41,970	119,908	134,438	142,188
Homebuilding Gross Profit	\$1,015,308	\$1,202,569	\$1,147,312	\$1,260,666	\$4,680,240	\$4,625,855	\$4,139,457
Land Sales	\$5,099	\$5,110	\$4,898	\$4,663	\$23,237	\$19,770	\$15,799
Selling General & Administrative Expenses							
Homebuilding SG&A	\$336,518	\$379,637	\$353,167	\$382,547	\$1,446,304	\$1,451,869	\$1,442,486
Financial Services Expense	44,036	46,778	46,431	33,824	180,696	171,069	138,396
Operating Income							
Homebuilding	\$683,889	\$828,042	\$799,043	\$882,783	\$3,257,173	\$3,193,757	\$2,712,769
Financial Services	13,902	<u>45,441</u>	30,289	<u>39,707</u>	<u>131,020</u>	129,339	168,020
Total Operating Profit	\$697,791	\$873,483	\$829,332	\$922,489	\$3,388,193	\$3,323,095	\$2,880,789
Other Expense (Income)							
Other Expense, net	(1,818)	(13,586)	(17,982)	2,000	31,724	(31,386)	8,000
Net Interest Expense (income)	-	-	-	-	=	-	-
Equity in earnings of unconsolidated entities	(2,513)	(944)			<u> </u>	(3,457)	-
Total Other Expenses	(\$4,331)	(\$14,530)	(\$17,982)	\$2,000	\$31,724	(\$34,843)	\$8,000
Income before provision for income taxes	\$702,122	\$888,013	\$847,314	\$920,489	\$3,356,469	\$3,357,938	\$2,872,789
Provision for Income Taxes	<u>169,863</u>	215,638	208,539	225,520	789,491	<u>819,560</u>	<u>718,197</u>
Net Income (Continuing Operations)	\$532,259	\$672,375	\$638,775	\$694,969	\$2,566,978	\$2,538,378	\$2,154,592
Non-Recurring Items		47,970.00			50,349	47,970	
Net Income (GAAP)	\$532,259	\$720,345	\$638,775	\$694,969	\$2,617,327	\$2,586,348	\$2,154,592
Diluted EPS (Adjusted Shares, Cont. Ops.)	\$2.36	\$3.01	\$2.91	\$3.20	\$10.87	\$11.46	\$10.19
Adjusted Common Shares Outstanding:							
Diluted	225,957	223,392	219,682	217,272	236,228	221,576	211,390
Dividend per share	\$0.16	\$0.16	\$0.16	\$0.17	0.61	0.65	0.69
<u>Margins</u>							
Homebuilding Gross Margin (Excluding Impairments)	29.1%	29.6%	29.5%	29.0%	29.8%	29.3%	27.2%
Land & Lot Sales Gross Margin	17.0%	13.6%	12.3%	10.0%	16.2%	12.8%	10.0%

# **Exhibit 2: PulteGroup income statement (\$000s, except per share data)**We expect revenue and EPS to increase in 2023

YE 12/31		2023E			2022	2023E	2024E
Homebuilding Operating Margin	19.4%	20.2%	20.3%	20.1%	20.6%	20.0%	17.7%
Financial Services Operating Margin	24.0%	49.3%	39.5%	54.0%	42.0%	43.1%	54.8%
Total Operating Margin	19.5%	20.9%	20.7%	20.6%	21.0%	20.5%	18.4%
Pre-tax Margin	19.6%	21.2%	21.2%	20.6%	20.8%	20.7%	18.3%
Net Margin (Cont. Ops)	14.9%	16.1%	16.0%	15.6%	15.9%	15.6%	13.8%
Tax Rate	24.2%	24.3%	24.6%	24.5%	23.5%	24.4%	25.0%
% Sales							
Homebuilding SG&A expenses	9.6%	9.4%	9.1%	8.8%	9.2%	9.2%	9.5%
Financial Services SG&A expenses	76.0%	50.7%	60.5%	46.0%	58.0%	56.9%	45.2%
Total SG&A expenses	10.6%	10.2%	10.0%	9.3%	10.1%	10.0%	10.1%
Depreciation & Amortization	0.5%	0.5%	0.5%	0.5%	0.4%	0.5%	0.5%
Amortization of previously capitalized debt	0.8%	0.8%	0.9%	1.6%	1.0%	1.0%	1.4%
YoY % Change							
Home Sales	15.0%	7.9%	1.2%	(14.0%)	17.3%	0.6%	(3.7%)
Land & Lot Sales	-9.3%	11.2%	30.2%	2.5%	(10.8%)	7.7%	2.5%
Financial Services Sales	-31.1%	11.4%	5.5%	2.0%	(20.0%)	(3.6%)	2.0%
Total Sales	13.5%	8.0%	1.5%	(13.6%)	15.9%	0.6%	(3.5%)
Home Sales Gross Profit	14.2%	2.1%	(0.7%)	(13.5%)	32.4%	(1.2%)	(10.5%)
Land & Lot Sales Gross Profit	340.7%	137.2%	12.8%	(70.1%)	(12.4%)	(14.9%)	(20.1%)
Operating Income	15.9%	0.6%	(0.9%)	(14.7%)	35.8%	(1.9%)	(13.3%)
Net Income (continuing ops)	17.0%	3.1%	1.7%	(16.5%)	34.3%	(1.1%)	(15.1%)
EPS (continuing ops)	27.9%	9.6%	7.6%	(12.3%)	47.7%	5.4%	(11.0%)
YoY BPS Change							
Homebuilding Gross Margin (Excluding Impairments)	-21 bps	-168 bps	-55 bps	15 bps	340 bps	-52 bps	-208 bps
Land & Lot Sales Gross Margin	1347 bps	722 bps	-190 bps	-2423 bps	-29 bps	-341 bps	-282 bps
Homebuilding Operating Margin	113 bps	-162 bps	-55 bps	-65 bps	378 bps	-53 bps	-238 bps
Financial Services Operating Margin	-2432 bps	225 bps	181 bps	2064 bps	-1472 bps	102 bps	1178 bps
Total Operating Margin	40 bps	-152 bps	-49 bps	-27 bps	308 bps	-52 bps	-208 bps
Pre-tax Margin	59 bps	-108 bps	59 bps	-29 bps	290 bps	-11 bps	-234 bps
Net Margin (Cont. Ops)	45 bps	-76 bps	3 bps	-53 bps	217 bps	-27 bps	-188 bps
Tax Rate	-1 bps	-25 bps	201 bps	148 bps	25 bps	89 bps	59 bps

Source: BofA Global Research, Company Data

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## Price objective basis & risk

#### PulteGroup Inc. (PHM)

Our \$92 PO on PHM shares is based on a forward 12 month book value multiple of roughly 1.7x, a slight premium to other builders in our coverage given PHM's higher ROE profile.

Downside risks: (1) worse than expected order growth, (2) failure to execute on PHM's efficiency strategy which could pressure margins and hurt ROE, (3) failure to capture first time buyers, (4) rising interest rates, (5) rising input costs, (6) labor tightness in certain markets, (7) slowing US economic growth

Upside risks: (1) better than expected order growth, (2) ability to execute on PHM's efficiency strategy which could raise margins and ROE, (3) increased traffic from first time buyers, (4) lower interest rates, (5) accommodative interest rates.

## **Analyst Certification**

I, Rafe Jadrosich, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

#### US - Homebuilders and Building Products Coverage Cluster

Investment rating	Company	Bof A Ticker	Bloomberg symbol	Analyst
BUY				
	Armstrong World Industries, Inc.	AWI	AWI US	Rafe Jadrosich
	D.R. Horton, Inc.	DHI	DHI US	Rafe Jadrosich
	Latham Group, Inc.	SWIM	SWIM US	Shaun Calnan, CFA
	NVR, Inc.	NVR	NVR US	Rafe Jadrosich
	Owens Corning	OC	OC US	Rafe Jadrosich
	PulteGroup Inc.	PHM	PHM US	Rafe Jadrosich
	The AZEK Company Inc.	AZEK	AZEK US	Rafe Jadrosich
	Toll Brothers, Inc.	TOL	TOL US	Rafe Jadrosich
	TopBuild Corp	BLD	BLD US	Rafe Jadrosich
	Trex Company, Inc.	TREX	TREX US	Rafe Jadrosich
NEUTRAL				
	Dream Finders Homes, Inc.	DFH	DFH US	Rafe Jadrosich
	KB Home	KBH	KBH US	Rafe Jadrosich
	Lennar Corporation	LEN	LEN US	Rafe Jadrosich
UNDERPERFORM				
	Fortune Brands Innovations Inc	FBIN	FBIN US	Rafe Jadrosich
	Hayward Holdings, Inc.	HAYW	HAYW US	Rafe Jadrosich
	Masco Corp	MAS	MAS US	Rafe Jadrosich
	Mohawk Industries	MHK	MHK US	Rafe Jadrosich
	Patrick Industries, Inc.	PATK	PATK US	Rafe Jadrosich
	Pool Corporation	POOL	POOL US	Shaun Calnan, CFA



## **Q**method <sup>34</sup> Measures Definitions

Business Performance	Numerator	Denominator
		Total Assets – Current Liabilities + ST Debt + Accumulated Goodwill
Return On Capital Employed	NOPAT = (EBIT + Interest Income) × (1 – Tax Rate) + Goodwill Amortization	Amortization
Return On Equity	Net Income	Shareholders' Equity
Operating Margin	Operating Profit	Sales
Earnings Growth	Expected 5 Year CAGR From Latest Actual	N/A
Free Cash Flow	Cash Flow From Operations — Total Capex	N/A
Tiee Casiii low	casiff low from Operations Total capex	IVA
Quality of Earnings	Numerator	Denominator
Cash Realization Ratio	Cash Flow From Operations	Net Income
Asset Replacement Ratio	Capex	Depreciation
Tax Rate	Tax Charge	Pre-Tax Income
Net Debt-To-Equity Ratio	Net Debt = Total Debt - Cash & Equivalents	Total Equity
Interest Cover	EBIT	Interest Expense
Valuation Toolkit	Numerator	Denominator
Price / Earnings Ratio	Current Share Price	Diluted Earnings Per Share (Basis As Specified)
Price / Book Value	Current Share Price	Shareholders' Equity / Current Basic Shares
Dividend Yield	Annualised Declared Cash Dividend	Current Share Price
Free Cash Flow Yield	Cash Flow From Operations - Total Capex	Market Cap = Current Share Price × Current Basic Shares
Enterprise Value / Sales	EV = Current Share Price × Current Shares + Minority Equity + Net Debt + Other LT Liabilities	Sales

EV / EBITDA Enterprise Value Basic EBIT + Depreciation + Amortization

\*\*Remethod 54\* is the set of BofA Global Research standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and validations. The key features of iQmethod are: A consistently structured, detailed, and transparent methodology. Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

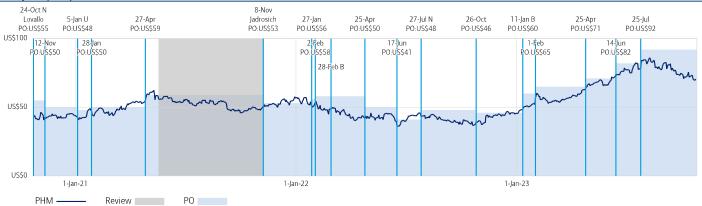
\*\*Redatabase\*\* is our real-time global research database that is sourced directly from our equity analysts' earnings models and includes forecasted as well as historical data for income statements, balance sheets, and cash flow statements for companies covered by BofA Global Research.

IQprofile SM, IQmethod SM are service marks of Bank of America Corporation. IQdatabase \* is a registered service mark of Bank of America Corporation.

## **Disclosures**

## **Important Disclosures**

#### PulteGroup Inc. (PHM) Price Chart



B: Buy, N: Neutral, U: Underperform, PO: Price Objective, NA: No longer valid, NR: No Rating

The Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark grey shading indicates the security is restricted with the opinion suspended. Medium grey shading indicates the security is under review with the opinion withdrawn. Light grey shading indicates the security is not covered. Chart is current as of a date no more than one trading day prior to the date of the report.

#### Equity Investment Rating Distribution: Building Group (as of 30 Sep 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships R1	Count	Percent
Buy	41	47.67%	Buy	23	56.10%
Hold	14	16.28%	Hold	8	57.14%
Sell	31	36.05%	Sell	9	29.03%

#### Equity Investment Rating Distribution: Global Group (as of 30 Sep 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships R1	Count	Percent
Buy	1869	53.48%	Buy	1046	55.97%
Hold	828	23.69%	Hold	461	55.68%
Sell	798	22.83%	Sell	370	46.37%

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# Investment rating Total return expectation (within 12-month period of date of initial rating) Ratings dispersion guidelines for coverage cluster<sup>R2</sup>

Buy	≥ 10%	≤ 70%
Neutral	≥ 0%	≤ 30%
nderperform	N/A	≥ 20%

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