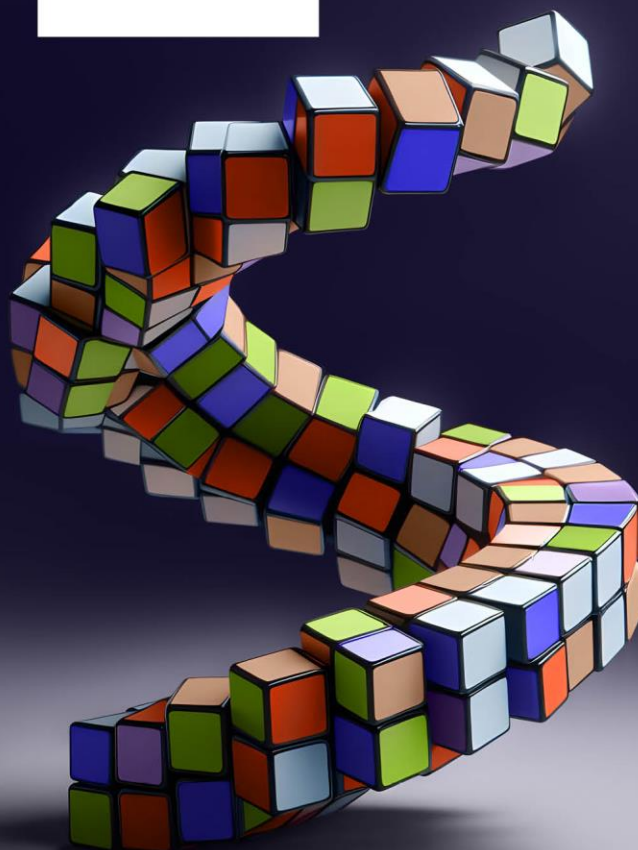


HALF YEAR FINANCIAL REVIEW
JANUARY-JUNE

2025/
Q2



Etteplan Q2 2025: Strategy implementation progressing despite the difficult market situation

KEY POINTS APRIL-JUNE 2025

- The Group's revenue decreased by 1.3 percent and was EUR 91.4 million (4-6/2024: EUR 92.6 million). At comparable exchange rates, revenue decreased by 1.9 percent.
- Operating profit (EBITA) decreased by 12.1 percent and was EUR 6.0 (6.8) million, or 6.6 (7.4) percent of revenue.
- Operating profit (EBIT) decreased by 17.8 percent and was EUR 4.4 (5.3) million, or 4.8 (5.8) percent of revenue.
- The combined effect of non-recurring items on operating profit (EBITA) and operating profit (EBIT) in April-June was EUR -0.9 (-0.4) million.
- Operating cash flow declined and was EUR 6.9 (9.0) million.
- Basic earnings per share was EUR 0.10 (0.13).
- At the end of June, the share of revenue represented by AI-driven service solutions developed by Etteplan rose to 4 percent.
- Etteplan issued a profit warning on July 28, 2025, and lowered its previous estimate of revenue and operating profit (EBIT) for 2025 due to uncertainty in market demand and weaker-than-expected business development. According to the new estimate, revenue is estimated to be EUR 365-385 (2024: 361.0) million, and operating profit (EBIT) will be EUR 19-24 (2024: 18.4). In connection with the profit warning, Etteplan provided preliminary information on its revenue and operating profit (EBIT) for the second quarter.

KEY POINTS JANUARY-JUNE 2025

- The Group's revenue decreased by 1.8 percent and was EUR 186.3 million (1-6/2024: EUR 189.7 million). At comparable exchange rates, revenue decreased by 2.3 percent.
- Operating profit (EBITA) decreased by 21.5 percent and was EUR 11.8 (15.0) million, or 6.3 (7.9) percent of revenue.
- Operating profit (EBIT) decreased by 29.0 percent and was EUR 8.5 (12.0) million, or 4.6 (6.3) percent of revenue.
- The combined effect of non-recurring items on operating profit (EBITA) and operating profit (EBIT) in January-June was EUR -2.3 (-0.7) million.
- Operating cash flow declined and was EUR 12.0 (17.0) million.
- Basic earnings per share was EUR 0.19 (0.29).

Etteplan also monitors non-IFRS performance measures because they provide additional information on Etteplan's development. More information on performance measures is provided at the end of the release.

KEY FIGURES

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Revenue	91,430	92,623	186,298	189,741	361,020
Operating profit (EBITA)	6,002	6,826	11,781	15,012	24,373
EBITA, %	6.6	7.4	6.3	7.9	6.8
Operating profit (EBIT)	4,388	5,335	8,543	12,031	18,410
EBIT, %	4.8	5.8	4.6	6.3	5.1
Basic earnings per share, EUR	0.10	0.13	0.19	0.29	0.41
Equity ratio, %	38.4	38.2	38.4	38.2	40.5
Operating cash flow	6,946	8,973	11,959	17,028	30,961
ROCE, %	8.3	10.8	8.2	12.0	9.4
Personnel at end of the period	3,870	3,900	3,870	3,900	3,803

PRESIDENT AND CEO JUHA NÄKKI:

The second quarter of the year was short and still a difficult period for us. The escalation of the trade war further slowed down our customers' decision-making on new investments, and even some projects that had already been agreed upon were postponed or canceled. Only the demand from the defense industry and the energy industry remained at the previous level. As a result, the demand situation weakened further, contrary to our expectations, and we had to issue a profit warning and adjust our financial guidance downwards.

We again implemented new adaptation measures during the review period, which caused significant non-recurring costs and weakened our profitability. We have now adapted our organizational structure to a level that enables us to operate even in the prevailing uncertain and unpredictable market environment. We will continue to look after our operational efficiency, but we expect non-recurring costs to drop to a clearly lower level in the second half of the year.

We continued to invest in the development of our service offering and the implementation of our strategy. New service solutions improve our competitiveness and deliver significant benefits to our customers. Investments in artificial intelligence delivered results in particular, and we succeeded in doubling the share of revenue derived from AI-driven service solutions to four percent. We saw positive development in the Technical Communication and Data Solutions service area in particular. The result is encouraging and creates a foundation for growth and improving profitability in the future.

We enter the second half of the year in a highly uncertain situation. The emerging trade agreement between the EU and the United States may improve the situation, but its impact on the current year is very difficult to assess at this point. Nevertheless, we will continue the implementation of our strategy with determination, and we expect our business to develop positively as the implementation of the strategy progresses.

MARKET OUTLOOK 2025

The most important factor affecting Etteplan's business is the global development of the machinery and metal industry. Due to geopolitical tensions and the trade war, market uncertainty increased further. The increased uncertainty has further slowed down customers' investment decisions, and even projects that have already started are being suspended, postponed or even canceled. This weakens our demand situation and makes it very challenging to predict the market situation. Investments in the defense industry continue to increase, and investments in the energy industry are at a moderate level. In our other customer industries, investments are at a low level and the demand situation is difficult at present.

FINANCIAL GUIDANCE 2025

Etteplan issued a profit warning on July 28, 2025, and lowered its previous estimate of revenue and operating profit (EBIT) for 2025.

Current financial guidance for 2025:

Etteplan issues guidance for revenue and operating profit (EBIT) as a numerical range and issues the following estimate:

Revenue in 2025 is estimated to be EUR 365-385 (2024: EUR 361.0) million, and

operating profit (EBIT) in 2025 is estimated to be EUR 19-24 (2024: 18.4) million.

Previous financial guidance for 2025 (May 5, 2025):

Etteplan specifies its financial guidance for revenue and operating profit (EBIT) within the previously communicated range and issues the following estimate:

Revenue in 2025 is estimated to be EUR 365-395 (2024: 361.0) million, and

operating profit (EBIT) in 2025 is estimated to be EUR 23-28 (2024: 18.4).

OPERATING ENVIRONMENT

The increased uncertainty has further slowed down customers' investment decisions, and even projects that have already started are being suspended, postponed or even canceled. This weakens our demand situation and makes it very challenging to predict the market situation. Investments in the defense industry continue to increase, and investments in the energy industry are at a moderate level. In our other customer industries, investments are at a low level and the demand situation is difficult at present. The decisions made primarily concerned investments that are related to direct cost savings. As the significance of cost competitiveness increases in global competition, there was continued demand for our offshoring and nearshoring solutions.

The majority of Etteplan's customers are industrial companies with several global megatrends influencing the development of their operating environment. For example, structural changes in the global economy, urbanization, climate change and sustainability are all influencing companies, national economies and people's lives. In addition to these megatrends, the engineering industry is influenced primarily by three trends: digitalization, accelerating technological development and the growing need for highly competent employees. In particular, the utilization of artificial intelligence in various applications is accelerating. These trends are creating a need for intelligent and energy-efficient solutions in all industrial sectors.

The trend of centralizing service purchasing continues as customer demand becomes increasingly international, presenting growth opportunities for global engineering companies. The continued trend of service outsourcing has a positive effect on the industry's development and it supports Etteplan's growth. The competition for employees has eased in the prevailing market situation, but there is continued competition for specialized experts in certain areas.

DEVELOPMENT OF DEMAND BY CUSTOMER INDUSTRY

Geopolitical tensions and the escalation of the trade war affect demand in all customer industries. Demand in the Defense industry was at a good level, and demand in the Energy industry was at a moderate level. Demand in the Forest industry and demand in the Metal and Mining industry were at a weak level. Demand in the ICT and Electronics industry remained at a weak level. Demand in the Automotive industry weakened. Demand in the Chemical industry remained at a weak level.

DEVELOPMENT OF DEMAND IN ETTEPLAN'S OPERATING COUNTRIES

Increased market uncertainty weakened our demand outlook in all of our operating countries in Europe. There was significant variation in customer-specific demand. The escalation of the trade war also increased uncertainty in China. However, in China's internal market, the demand for technology services remained strong, as demand is influenced by the strengthening of the trend of companies purchasing services instead of hiring employees of their own.

REVENUE

The weakening of demand due to market uncertainty, the challenges in the operating environment and customers' slow decision-making affected the accrual of revenue during the review period. The timing of Easter and other public holidays affected the number of working days in the quarter, making the quarter very short. Acquisitions increased revenue.

The weak demand situation continued in April-June, and Etteplan's revenue decreased by 1.3 percent in April-June to EUR 91.4 million (4-6/2024: EUR 92.6 million). Revenue decreased by 1.9 percent at comparable exchange rates. Organic revenue decreased by 6.2 percent. At comparable exchange rates, organic revenue decreased by 6.8 percent. Revenue from key accounts decreased by 1.6 percent in April-June.

In January-June, Etteplan's revenue decreased by 1.8 percent and amounted to EUR 186.3 million (1-6/2024: EUR 189.7 million). Revenue decreased by 2.3 percent at comparable exchange rates. Organic revenue decreased by 7.0 percent. At comparable exchange rates, organic revenue decreased by 7.5 percent. Revenue from key accounts decreased in January-June by 2.7 percent.

Etteplan's business is subject to periodic fluctuation due to the number of working days, holiday seasons and the timing of product development and investment projects in customer companies, which mainly take place in the spring and the latter part of the year.

The revenue of acquired companies is not included in organic revenue growth for 12 months following their acquisition. STRONGIT ApS is included in Etteplan's figures starting from January 1, 2024, AFFRA AB from June, 1, 2024, and Novacon Powertrain GmbH from January 1, 2025.

RESULT

The result for the review period was negatively affected by the weakening of demand due to market uncertainty, the challenges in the operating environment and the customers' slow decision-making, as well as significant non-recurring items.

Operating profit (EBITA) decreased by 12.1 percent in April-June and was EUR 6.0 (6.8) million, or 6.6 (7.4) percent of revenue.

In January-June, operating profit (EBITA) decreased by 21.5 percent and was EUR 11.8 (15.0) million, or 6.3 (7.9) percent of revenue.

Operating profit (EBIT) decreased by 17.8 percent in April-June and was EUR 4.4 (5.3) million, or 4.8 (5.8) percent of revenue.

In January-June, operating profit (EBIT) decreased by 29.0 percent and was EUR 8.5 (12.0) million, or 4.6 (6.3) percent of revenue.

The combined effect of non-recurring items on operating profit (EBITA) and operating profit (EBIT) was EUR -0.9 (-0.4) million in April-June and EUR -2.3 (-0.7) million in January-June. The non-recurring items in the second quarter consisted of expenses related to organizational restructuring and adaptation measures. Without the non-recurring items, the operating profit (EBITA) would have been 7.6 percent of revenue in April-June and 7.5 percent of revenue in January-June.

The net amount of financial income and financial expenses came to EUR -2.3 (-2.3) million in January-June.

Profit before taxes for January-June was EUR 6.2 (9.7) million. Taxes in the income statement corresponded to 24.0 (24.6) percent of the result before taxes. The amount of taxes was EUR 1.5 (2.4) million.

The profit for January-June was EUR 4.7 (7.3) million.

Basic earnings per share was EUR 0.10 (0.13) in April-June and EUR 0.19 (0.29) in January-June. Equity per share was EUR 4.67 (4.55) at the end of June. Return on capital employed (ROCE) before taxes was 8.3 (10.8) percent in April-June and 8.2 (12.0) percent in January-June.

CASH FLOW AND FINANCIAL POSITION

Operating cash flow was EUR 6.9 (9.0) million in April-June. Cash flow after investments was EUR 7.1 (-0.1) million in April-June.

In January-June, operating cash flow was EUR 12.0 (17.0) million. Cash flow after investments was EUR 0.5 (-3.4) million in January-June. Operating cash flow accrues unevenly over the four quarters of the year due to periodic fluctuation in business.

The Group's cash and cash equivalents stood at EUR 22.9 (23.5) million at the end of June.

The Group's interest-bearing debt amounted to EUR 108.3 (103.3) million at the end of June. The amount of interest-bearing liabilities was affected by acquisitions made by the Group. Lease liabilities represented EUR 22.1 (21.8) million of interest-bearing liabilities.

The total of unused short-term credit facilities stood at EUR 15.8 (14.3) million.

Total assets on June 30, 2025, were EUR 311.1 (306.6) million. Goodwill on the balance sheet was EUR 126.6 (117.5) million.

At the end of June, the equity ratio was 38.4 (38.2) percent.

CAPITAL EXPENDITURE

The Group's gross investments in January-June were EUR 23.2 (24.0) million. The gross investments mainly consisted of acquisitions, increases in lease liabilities and equipment purchases.

PERSONNEL

The number of personnel stood at 3,870 (3,900) employees at the end of June 2025. The number of personnel decreased by 0.8 percent when compared to the end of June 2024. In response to the market situation, we have slowed down recruitment and implemented temporary layoffs in Finland during the review period. A total of 121 (111) employees were temporarily laid off at the end of June 2025.

The Group employed 3,879 (3,868) people on average in January-June 2025.

The number of people employed by the Group outside of Finland increased by 3.3 percent from the comparison period and stood at 2,027 (1,963) at the end of June. The share of the Group's personnel employed outside of Finland increased and represented 52 (50) percent of the total number of employees.

BUSINESS REVIEW

Due to geopolitical tensions and the escalation of the trade war, market uncertainty increased further. The increased uncertainty has further slowed down customers' investment decisions, and even projects that have already started are being suspended, postponed or even canceled. Etteplan's revenue decreased by 1.3 percent in April-June and by 1.8 percent in January-June. Organic revenue decreased by 6.2 percent in April-June and by 7.0 percent in January-June. We have shifted our sales focus to customer industries in which demand is higher. Revenue from key accounts decreased by 1.6 percent in April-June and by 2.7 percent in January-June. In Europe, we had to implement adaptation measures to improve operational efficiency in almost all of our operating countries. The escalation of the trade war also increased uncertainty in China. However, in China's internal market, the demand for technology services remained strong, as demand is influenced by the strengthening of the trend of companies purchasing services instead of hiring employees of their own. Going forward, we will focus even more heavily on serving the internal market in China. The number of hours sold in the Chinese market increased by 2.8 percent in April-June and by 11.5 percent in January-June. As the significance of cost competitiveness increases in global competition, there was continued demand for our offshoring and nearshoring solutions.

Despite the uncertain market situation, we continued the implementation of our strategy and investments to develop our business. We continued to develop our service offering, especially in relation to artificial intelligence, and continued the implementation of several customer projects that make use of AI. The market around us is changing, and the significance of AI, in particular, continues to grow strongly. With this in mind, utilizing AI plays a very central role in our new strategy period that started at the beginning of 2025. We also continued to implement our growth strategy by acquiring the German company Novacon Powertrain GmbH in January. The integration of the company into Etteplan was successfully completed during the second quarter. Novacon Powertrain's figures are included in Etteplan's income statement and balance sheet starting from January 1, 2025.

Etteplan's new strategy period began on January 1, 2025

In December 2024, Etteplan's Board of Directors approved the company's renewed strategy and updated financial targets for the years 2025-2027. The strategy and targets came into effect on January 1, 2025. Digitalization, the growing importance of artificial intelligence (AI) and data, sustainability and the growing need for experts are key trends that affect the operations of both Etteplan and its customers. The main goal of the strategy update is to generate even more value for our customers and accelerate the transformation and development of customers' and Etteplan's business.

The strategy period 2025-2027 is called "*Transformation with AI*" and its three cornerstones are *Trusted Partner*, *AI and Technology-Empowered Service Solutions* and *Success with People*. Etteplan's AI-powered service solutions are at the core of the updated strategy, and the company's target is to increase the share of revenue derived from AI-driven service solutions developed by Etteplan to 35 percent by the end of 2027. AI and technologies, efficient processes, versatile know-how and world-

class engineering methods are integrated into the service solutions. Based on a deep understanding of our customers' needs, we offer scalable solutions that bring people and technology together and create tangible business value for our customers. We also develop services related to data management and data maintenance that enable the efficient use of AI. At the end of June 2025, the share of revenue represented by AI-driven service solutions developed by Etteplan increased and was 4 percent. The growth has been the fastest in the Technical Communication and Data Solutions service area, where we have won several AI-driven outsourcing contracts related to technical communication. We have also been successful in increasingly leveraging AI in existing customer accounts in the area of technical communication.

Etteplan's target is still to increase the share of revenue represented by Managed Services to 75 percent. The development of revenue from AI-driven service solutions supports this target. The share of Managed Services was 65 (64) percent in April-June and 66 (65) percent in January-June.

We seek growth both organically and through acquisitions. The sources of organic growth include new service solutions that utilize AI and technologies that produce new added value for our customers. Current service solutions are also enhanced with the help of AI. We develop new data-related service solutions that enable the efficient use of AI for industrial product companies and companies in process industries, and support their data management and maintenance. The sources of organic growth also include our global delivery model and the utilization of nearshoring and offshoring solutions to ensure competitiveness in the growing global competition.

Inorganic growth is created through acquisitions. Our goal is to offer services from all three of our service areas in all of our operating countries. We aim to grow in our current operating countries through acquisitions that strengthen our expertise, expand our service offering and improve our market position in selected markets and/or customer segments. In April-June, revenue accumulated outside Finland amounted to EUR 49.6 (48.4) million, or 54 (52) percent of the Group's total revenue. In January-June, revenue accumulated outside Finland amounted to EUR 101.3 (99.2) million, or 54 (52) percent of the Group's total revenue.

Etteplan's financial and strategic targets from January 1, 2025:

- Utilization of AI: The share of revenue derived from AI-driven service solutions developed by Etteplan will be 35 percent by the end of 2027
- Managed Services: 75 percent of revenue from managed services (Managed Services Index, MSI) by the end of 2027
- Growth: Revenue over EUR 500 million in 2027
- Profitability: Operating profit (EBITA) over 10 percent of revenue

ACQUISITIONS IN 2024-2025

On January 16, 2025, Etteplan announced it is strengthening its position in Central Europe by acquiring all shares in the German product engineering services company Novacon Powertrain GmbH, which focuses on electrification in the automotive industry and the development of engine technology. The acquisition brings Etteplan a new product development unit with strong expertise in the electrification of motoring and rail traffic as well as in the development of advanced powertrains. The revenue of the company, which employs about 180 professionals, was approximately EUR 18 million in 2023. Novacon Powertrain's figures are included in Etteplan's income statement and balance sheet starting from January 1, 2025.

Acquisitions in 2024:

- On May 27, 2024, Etteplan acquired AFFRA AB, a Swedish consulting company specializing in testing. Based in Gothenburg, AFFRA is a consulting company that specializes in software testing and, in particular, Hardware in the Loop (HIL) testing for the automotive and transport industry. All 23 of AFFRA's professionals in testing, software development and embedded solutions were immediately transferred to Etteplan.
- On January 8, 2024, Etteplan acquired STRONGIT ApS, a Danish technology service company that focuses on product development solutions. STRONGIT delivers its services with a team of 13 highly qualified engineering professionals and a network of around 70 freelancers in Copenhagen, Århus, and Gråsten in Denmark.

- In addition, in June 2024, Etteplan acquired a minority stake of 19.99 percent in BJIT, a globally operating IT consulting enterprise that is the largest in its industry in Bangladesh. The acquisition will strengthen our cost competitiveness in the future.

DEVELOPMENT OF THE SERVICE AREAS

ENGINEERING SOLUTIONS

We innovate and engineer machinery, equipment and plants for customers. Our customer base typically uses our services for product development projects for a new product, plant engineering projects or Engineering-to-Order projects, involving the customization of the product in accordance with end customer standards and legislation in the market area.

EUR 1,000	4-6/2025	4-6/2024	Change	1-6/2025	1-6/2024	Change	1-12/2024
Revenue	51,574	49,629	3.9%	104,442	101,930	2.5%	192,796
Operating profit (EBITA)	3,905	3,916	-0.3%	7,364	8,613	-14.5%	13,421
EBITA, %	7.6	7.9		7.1	8.5		7.0
Managed Services index	65	65		65	65		65
Personnel at end of the period	2,212	2,164	2.2%	2,212	2,164	2.2%	2,114

The figures for Novacon Powertrain GmbH, acquired in January 2025, are included in the service area's figures starting from January 1, 2025.

The share of Etteplan's revenue represented by the Engineering Solutions service area was 56 (54) percent in April-June and 56 (54) percent in January-June.

The service area's revenue grew by 3.9 percent in April-June and was EUR 51.6 (49.6) million. In January-June, revenue increased by 2.5 percent and was EUR 104.4 (101.9) million. Revenue was increased by the Novacon acquisition.

The operating profit (EBITA) of Engineering Solutions decreased by 0.3 percent in April-June and amounted to EUR 3.9 (3.9) million, or 7.6 (7.9) percent of revenue. In January-June, operating profit (EBITA) was EUR 7.4 (8.6) million, or 7.1 (8.5) percent of revenue. The service area's result was negatively affected by significant non-recurring items, which amounted to EUR -0.5 million in April-June and EUR -1.3 million in January-June. The non-recurring items in the second quarter consisted of organizational restructuring expenses and adaptation measures. Without the non-recurring items, the service area's profitability (EBITA, %) for April-June would have been 8.5 percent, and profitability (EBITA, %) for January-June would have been 8.3 percent.

In general, the demand situation in the service area weakened due to the escalation of the trade war, which had an impact on operational efficiency. Our customers' decision-making on new investments is slow, and the future outlook is murky. In order to improve operational efficiency, we had to continue to implement adaptation measures in the service area, which caused significant non-recurring costs, and the service area's profitability remained at a modest level.

The integration of Novacon Powertrain, a German company acquired at the start of the year that focuses on electrification in the automotive industry and the development of engine technology, into Etteplan has been successfully completed, and the successful acquisition increased the service area's revenue slightly. The weakened demand situation in the automotive industry has had an impact on Novacon, but the company has managed to maintain good operational performance in spite of the market situation.

The Engineering Solutions service area had 2,212 (2,164) employees at the end of June. The number of personnel was increased by the Novacon acquisition. However, the difficult market situation and prolonged temporary layoffs in Finland have had an impact on employee turnover and, consequently, the number of personnel.

The Managed Services Index (MSI), which reflects the share of revenue represented by Managed Services, was 65 (65) percent in April-June and 65 (65) percent in January-June.

SOFTWARE AND EMBEDDED SOLUTIONS

We provide product development services as well as software and technology solutions that enable the digitalization of our customers' business processes along with the intelligence and connectivity of machinery and equipment. Our customers often have a need to increase the efficiency of business processes or manufacturing, or create entirely new products for the market. Through system integration and the utilization of digitalization, we can ensure better customer service, cost-efficiency, or the creation of new income streams.

EUR 1,000	4-6/2025	4-6/2024	Change	1-6/2025	1-6/2024	Change	1-12/2024
Revenue	21,459	24,937	-13.9%	44,596	51,205	-12.9%	97,356
Operating profit (EBITA)	1,617	1,889	-14.4%	3,467	4,273	-18.9%	7,866
EBITA, %	7.5	7.6		7.8	8.3		8.1
Managed Services index	50	47		51	47		48
Personnel at end of the period	656	720	-8.9%	656	720	-8.9%	689

The figures for STRONGIT ApS, acquired in January 2024, are included starting from January 1, 2024, and the figures for AFFRA AB, acquired in May 2024, are included starting from June 1, 2024.

The share of the Group's total revenue represented by Software and Embedded Solutions was 23 (27) percent in April-June and 24 (27) percent in January-June.

The service area's revenue decreased by 13.9 percent in April-June and was EUR 21.5 (24.9) million. In January-June, revenue decreased by 12.9 percent and amounted to EUR 44.6 (51.2) million.

The Software and Embedded Solutions service area's operating profit (EBITA) decreased by 14.4 percent in April-June and amounted to EUR 1.6 (1.9) million, or 7.5 (7.6) percent of revenue. In January-June, operating profit (EBITA) was EUR 3.5 (4.3) million, or 7.8 (8.3) percent of revenue. The service area's result was negatively affected by non-recurring items, which amounted to EUR -0.1 million in April-June and EUR -0.4 million in January-June. The non-recurring items in the second quarter consisted of organizational restructuring expenses and adaptation measures. Without the non-recurring items, the service area's profitability (EBITA, %) for April-June would have been 8.1 percent, and profitability (EBITA, %) for January-June would have been 8.6 percent.

The market situation in the Software and Embedded Solutions service area weakened due to the escalation of the trade war. Very few new projects were started, and some projects that had already been agreed upon were postponed or canceled. In order to improve operational efficiency, we implemented certain adaptation measures in the service area, which led to non-recurring costs that had a negative effect on the result. The service area's profitability remained at a modest level. On June 23, 2025, Etteplan announced Harri Saikkonen's appointment as the new Senior Vice President, Software and Embedded Solutions and a member of the Management Group as of September 1, 2025. Tero Leppänen, the previous SVP of the service area, will continue his career outside of Etteplan.

The number of personnel in the Software and Embedded Solutions service area decreased by 8.9 percent and stood at 656 (720) at the end of June. However, the difficult market situation and prolonged temporary layoffs in Finland have had an impact on employee turnover and, consequently, the number of personnel. In addition to our own personnel, we had 240 (300) subcontractors and partners at the end of June.

The Managed Services Index (MSI), which reflects the share of revenue represented by Managed Services, was 50 (47) percent in April-June and 51 (47) percent in January-June.

TECHNICAL COMMUNICATION AND DATA SOLUTIONS

We produce user manuals for individual products as well as the documentation of technical attributes and information management for entire production facilities, such as factories. The service includes content creation and distribution in print and digital form. For an industrial customer, good technical documentation can increase the value of their products and ensure their products are used in the right way. Our solutions enable our customers to improve their cost-efficiency, reduce delivery times and decrease their environmental footprint. The name of the service area was changed to Technical Communication and Data Solutions effective from January 1, 2025, to better reflect our renewed strategy and the importance of data as a driver of business.

EUR 1,000	4-6/2025	4-6/2024	Change	1-6/2025	1-6/2024	Change	1-12/2024
Revenue	18,361	17,941	2.3%	37,215	36,413	2.2%	70,492
Operating profit (EBITA)	839	1,244	-32.6%	1,661	2,598	-36.1%	4,296
EBITA, %	4.6	6.9		4.5	7.1		6.1
Managed Services index	86	87		86	88		88
Personnel at end of the period	840	848	-0.9%	840	848	-0.9%	841

The share of the Group's total revenue represented by Technical Communication and Data Solutions was 20 (19) percent in April-June and 20 (19) percent in January-June.

The service area's revenue grew by 2.3 percent in April-June and was EUR 18.4 (17.9) million. In January-June, revenue increased by 2.2 percent and was EUR 37.2 (36.4) million.

The Technical Communication and Data Solutions service area's operating profit (EBITA) decreased by 32.6 percent in April-June and was EUR 0.8 (1.2) million, or 4.6 (6.9) percent of revenue. In January-June, operating profit (EBITA) was EUR 1.7 (2.6) million, or 4.5 (7.1) percent of revenue. The service area's result was negatively affected by non-recurring items, which amounted to EUR -0.1 million in April-June and EUR -0.2 million in January-June. The non-recurring items in the second quarter consisted of organizational restructuring expenses and adaptation measures. Without the non-recurring items, the service area's profitability (EBITA, %) for April-June would have been 5.3 percent, and profitability (EBITA, %) for January-June would have been 5.1 percent.

The Technical Communication and Data Solutions service area has successfully increased its market share by increasingly offering AI-driven service solutions to its customers, which contributed to a slight increase in the service area's revenue during the review period. We have won several outsourcing contracts in the service area, and we have also been successful in increasingly leveraging AI in existing customer accounts. The service area has achieved growth in Sweden and Germany in particular. Nevertheless, our customers' low number of project orders has generally affected the demand situation in the service area. The situation continues to be particularly challenging in the Netherlands, where we have implemented operational changes. Adaptation measures have been implemented in the service area in order to improve operational efficiency but, in spite of those measures, operational efficiency and profitability remained at a weak level during the review period.

The Technical Communication and Data Solutions service area had 840 (848) employees at the end of June.

The Managed Services Index (MSI), which reflects the share of revenue represented by Managed Services, was 86 (87) percent in April-June and 86 (88) percent in January-June.

GOVERNANCE

GENERAL MEETING

The Annual General Meeting of Etteplan Oyj was held on April 8, 2025. The Annual General Meeting approved the financial statements and discharged the members of the Board of Directors and the President and CEO from liability for the financial year 2024.

The Annual General Meeting resolved, in accordance with the proposal of the Board of Directors, to pay a dividend of EUR 0.22 per share for the financial year 2024 and to leave the remaining funds in unrestricted equity. The dividend decided on by the Annual General Meeting was paid to the shareholders registered on the record date in the shareholders' register maintained by Euroclear Finland Ltd. The record date of the payment of dividend was April 10, 2025, and the dividend was paid on April 17, 2025.

In accordance with the proposal of the Nomination and Remuneration Committee of the Board of Directors, the Annual General Meeting resolved that the Board of Directors shall consist of six (6) members. In accordance with the proposal of the Nomination and Remuneration Committee of the Board of Directors, the Annual General Meeting resolved on the annual remuneration of the members of the Board of Directors, the Chairman of the Board and the chairmen and members of the Nomination and Remuneration Committee and the Audit Committee.

In accordance with the proposal of the Nomination and Remuneration Committee of the Board of Directors, the Annual General Meeting re-elected Robert Ingman, Tomi Ristimäki, Sonja Sarasvuo and Mikko Tepponen as members of the Board of Directors. The Annual General Meeting further elected Outi Henriksson and Katri Piirtola as new members of the Board of Directors.

KPMG Oy Ab, Authorized Public Accountants, with Authorized Public Accountant Kim Järvi as the main responsible auditor, was elected as the company's auditor. KPMG Oy Ab was elected as the company's sustainability reporting assurance provider for the financial period 2025.

In its organization meeting subsequent to the Annual General Meeting, the Board of Directors of Etteplan Oyj elected Robert Ingman as Chairman of the Board of Directors. Mikko Tepponen was elected the Chairman and Robert Ingman and Katri Piirtola as members of the Nomination and Remuneration Committee of Etteplan Oyj. Outi Henriksson was elected the Chairman and Sonja Sarasvuo and Tomi Ristimäki as members of the Audit Committee of Etteplan Oyj.

The Annual General Meeting resolved to amend the company's Articles of Association by adding an article on the sustainability reporting assurance provider to the Articles of Association, amending the article concerning the Annual General Meeting, and adding the election of the sustainability reporting assurance provider to the agenda of the Annual General Meeting. In addition, the Annual General Meeting resolved to change the numbering of the Articles of Association to reflect these amendments.

BOARD AUTHORIZATIONS

The Annual General Meeting held on April 8, 2025, authorized the Board of Directors to resolve on the repurchase of the company's own shares in one or more tranches using the company's unrestricted equity. A maximum of 2,000,000 shares in the company may be repurchased. The Company may deviate from the obligation to repurchase shares in proportion to the shareholders' current holdings, i.e. the Board has the right to decide on a directed repurchase of the Company's own shares.

The authorization includes the right for the Board to resolve on the repurchase of the Company's own shares through a tender offer made to all shareholders on equal terms and conditions and at the price determined by the Board, or in public trading organized by the NASDAQ OMX Helsinki Ltd at the market price valid at any given time, so that the Company's total holding of own shares does not exceed ten (10) percent of all the shares in the Company. The minimum price for the shares to be repurchased is the lowest market price quoted for the shares in the company in public trading and, correspondingly, the maximum price is the highest market price quoted for the shares in the company in public trading during the validity of the authorization.

Should the shares in the company be repurchased in public trading, such shares will not be purchased in proportion to the shareholders' current holdings. In that case, there must be a weighty financial reason for the company to repurchase its own shares. The shares may be repurchased in order to be used as consideration in potential acquisitions or in other structural arrangements. The shares may also be used for carrying out the company's incentive schemes for its personnel. The repurchased shares may be retained by the company, invalidated or transferred further. The repurchase of the company's own shares will reduce the non-restricted equity of the company.

The authorization is valid for 18 months from the date of the resolution of the Annual General Meeting starting on April 8, 2025, and ending on October 7, 2026. The authorization replaces the corresponding previous authorization.

The Annual General Meeting of April 8, 2025, decided to authorize the Board of Directors to resolve on the issuance of a maximum of 2,000,000 shares through issuance of shares, option rights or other special rights entitling to shares under Chapter 10, Section 1 of the Finnish Companies Act in one or more issues. The authorization includes the right to decide to issue either new shares or shares held by the company.

The authorization includes the right to deviate from the existing shareholders' pre-emptive subscription right as set forth in Chapter 9, Article 3 of the Companies Act. Therefore, the Board of Directors has the right to direct the share issue, or issuance of the option rights or other special rights conferring entitlement to shares. The authorization also includes the right to decide on all the terms of share issue, option rights or other special rights conferring entitlement to shares. The authorization therefore includes the right to determine share subscription prices, persons entitled to subscribe the shares and other terms and conditions applicable to the subscription. In order to deviate from the shareholders' pre-emptive subscription right, the company must have a weighty financial reason such as financing of a company acquisition, other arrangement in connection with the development of the company's business or equity or an incentive scheme to the personnel. In connection with the share issuance, the Board of Directors is entitled to decide that the shares may be subscribed against contribution in kind or otherwise under special terms and conditions. The authorization includes the right to determine whether the subscription price will be entered into the share capital or into the unrestricted equity fund.

The authorization is valid for eighteen (18) months from the date of the resolution of the Annual General Meeting starting on April 8, 2025, and ending on October 7, 2026. The authorization replaces the corresponding previous authorization.

SHARES

Etteplan's shares are listed in Nasdaq Helsinki Ltd's Mid Cap market capitalization group in the Industrials sector under the ETTE ticker. The company has one series of shares. All shares confer an equal right to a dividend and the company's funds. The company's share capital on June 30, 2025, was EUR 5,000,000.00 and the total number of shares was 25,350,793.

TRADING IN SHARES

The number of Etteplan Oyj shares traded in January-June was 481,688 (1-6/2024: 255,552), for a total value of EUR 5.26 (3.38) million. The share price low was EUR 9.80, the high EUR 12.50, the average EUR 10.92 and the closing price EUR 10.90. Market capitalization on June 30, 2025, was EUR 275.22 (323.20) million. On June 30, 2025, Etteplan had 3,637 (3,533) shareholders.

OWN SHARES

Etteplan did not purchase any of its own shares in January-June 2025. The company held 100,921 of its own shares at the end of June 2025 (June 30, 2024: 100,921), corresponding to 0.40 percent of all shares and voting rights.

FLAGGINGS

Etteplan Oyj received no flagging notices in January-June 2025.

ETTEPLAN OYJ'S INCENTIVE PLAN FOR KEY PERSONNEL 2023-2025

The Board of Directors of Etteplan Oyj decided on April 20, 2023, to establish a new share incentive plan for the Group's key personnel. The aim of the share incentive plan is to combine the objectives of the shareholders and the key personnel in order to increase the value of Etteplan, to commit the key personnel to the company, and to offer them a competitive reward plan based on earning the company shares.

The plan includes one earning period which includes the calendar years 2023-2025. The plan is in line with Etteplan's strategy and supports reaching the company's financial targets.

The earnings criteria are Etteplan Group's revenue increase and earnings per share development. The potential reward will be paid partly in Etteplan's shares and partly in cash after the end of the earning period. The cash portion is intended to cover taxes and tax-related costs arising from the reward to the key personnel.

Approximately 35 people belong to the plan, including the Management Group of Etteplan. The rewards to be paid on the basis of the plan will correspond to the value of a maximum total of 300,000 Etteplan Oyj shares (including also the portion to be paid in cash). The shares to be paid out as potential rewards will be transferred from the shares held by the company or shares acquired from the market, and therefore the incentive plan will have no diluting effect on the share value.

OPERATING RISKS AND UNCERTAINTY FACTORS

Etteplan's financial results are exposed to a number of strategic, operational and financial risks. The uncertainties caused by the general economic development continue to constitute risks for Etteplan's business. The possibility of changes in customers' business operations is a significant risk to Etteplan's operations. The company's operations and competitiveness are based on skilled staff. The recruitment and commitment of competent professionals are important factors for ensuring profitable growth and operations. The availability of personnel, particularly in certain expert disciplines, continues to present a business risk.

Increased geopolitical and trade policy tensions make the future more difficult to predict and increase uncertainty in the markets, which has an impact on our customers' operations and supply chains and, consequently, Etteplan's demand.

Legislation and its changes may have an impact on Etteplan.

Etteplan assesses business risks annually, and more frequently if needed, and actively monitors their development during the year. The focus of the assessment is particularly on monitoring changes in already identified risks, identifying new business risks and developing proactive risk management. The results of the assessment are discussed in more detail in Etteplan's Corporate Governance Statement 2024.

EVENTS AFTER THE REVIEW PERIOD

ON JULY 28, 2025, ETTEPLAN ISSUED A PROFIT WARNING, LOWERED ITS GUIDANCE FOR 2025 AND PROVIDED PRELIMINARY INFORMATION ON ITS SECOND QUARTER FINANCIAL RESULTS

Etteplan lowered its previous estimate of revenue and operating profit for 2025 due to uncertainty in market demand and weaker-than-expected business development. According to the new estimate, revenue is estimated to be EUR 365-385 million and operating profit (EBIT) to be EUR 19-24 million.

Etteplan provided preliminary information on its revenue and operating profit (EBIT) for the second quarter. Revenue was estimated to be approximately EUR 91.4 million and operating profit (EBIT) approximately EUR 4.4 million. The figures are unaudited.

In its interim report published on May 5, 2025, Etteplan estimated its revenue to be EUR 365–395 million (2024: 361.0) and operating profit (EBIT) to be EUR 23–28 million (2024: 18.4).

FINANCIAL DISCLOSURES IN 2025

Interim Report for January–September 2025: Wednesday, October 29, 2025

Espoo, August 6, 2025

Etteplan Oyj

Board of Directors

Additional information:

Juha Näkki, President and CEO, tel. +358 10 307 2077

Outi Torniainen, SVP, Communications and Marketing, tel. +358 10 307 3302

The information presented herein has not been audited.

Releases and other corporate information are available on Etteplan's website at www.etteplan.com.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Revenue	91,430	92,623	186,298	189,741	361,020
Other operating income	250	118	402	236	749
Materials and services	-11,020	-12,847	-22,579	-26,235	-50,582
Employee benefits expenses	-61,975	-59,250	-126,819	-121,062	-233,129
Other operating expenses	-9,655	-10,946	-19,374	-21,416	-41,285
Depreciation and amortization	-4,641	-4,362	-9,385	-9,233	-18,363
Operating profit (EBIT)	4,388	5,335	8,543	12,031	18,410
Financial income	181	321	418	538	1,069
Financial expenses	-1,352	-1,540	-2,731	-2,843	-5,885
Profit before taxes	3,217	4,116	6,230	9,725	13,594
Income taxes	-749	-735	-1,494	-2,394	-3,198
Profit for the review period	2,469	3,382	4,735	7,331	10,396
Other comprehensive income, that may be reclassified to profit or loss					
Currency translation differences	-2,023	630	815	-1,177	-1,318
Other comprehensive income, that will not be reclassified to profit or loss					
Change in fair value of equity investments at fair value through other comprehensive income	5	-2	23	-1	-3
Remeasurement of defined benefit plan	0	0	0	0	60
Other comprehensive income, net of tax	-2,017	628	838	-1,178	-1,261
Total comprehensive income for the review period	451	4,009	5,573	6,153	9,135
Profit for the review period attributable to					
Equity holders of the parent company	2,469	3,382	4,735	7,331	10,396
Total comprehensive income for the review period attributable to					
Equity holders of the parent company	451	4,009	5,573	6,153	9,135
Earnings per share calculated from the profit attributable to equity holders of the parent company					
Basic earnings per share, EUR	0.10	0.13	0.19	0.29	0.41
Diluted earnings per share, EUR	0.10	0.13	0.19	0.29	0.41

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

EUR 1,000	Jun 30, 2025	Jun 30, 2024	Dec 31, 2024
Assets			
Non-current assets			
Goodwill	126,641	117,473	117,436
Intangible assets	31,094	33,100	29,093
Tangible assets	4,240	3,361	4,482
Right-of-use of assets	22,007	21,663	19,110
Investments at fair value through other comprehensive income	9,764	9,342	9,534
Other non-current receivables	942	928	916
Deferred tax assets	262	211	263
Total non-current assets	194,948	186,079	180,834
Current assets			
Inventory	640	834	658
Work in progress	32,248	36,628	28,406
Trade and other receivables	58,854	58,882	61,180
Current tax assets	1,448	600	1,432
Cash and cash equivalents	22,947	23,537	25,241
Total current assets	116,136	120,481	116,917
Total assets	311,085	306,560	297,751
Equity and liabilities			
Equity			
Share capital	5,000	5,000	5,000
Share premium account	6,701	6,701	6,701
Unrestricted equity fund	26,073	26,073	26,073
Own shares	-1,719	-1,719	-1,719
Cumulative translation adjustment	-7,419	-8,092	-8,233
Other reserves	93	72	70
Retained earnings	89,091	86,785	89,910
Total equity	117,821	114,821	117,803
Non-current liabilities			
Deferred tax liabilities	10,441	10,237	9,583
Loans from financial institutions	66,637	50,081	49,473
Lease liabilities	8,353	8,495	8,362
Defined benefit pension liability	4,823	5,023	4,905
Other non-current liabilities	2,565	541	176
Total non-current liabilities	92,819	74,378	72,499
Current liabilities			
Loans from financial institutions	19,502	31,441	27,187
Lease liabilities	13,759	13,260	10,849
Advances received	4,264	6,047	6,660
Trade and other payables	61,341	64,436	60,843
Current income tax liabilities	1,578	2,177	1,910
Total current liabilities	100,444	117,361	107,449
Total liabilities	193,264	191,739	179,948
Total equity and liabilities	311,085	306,560	297,751

CONSOLIDATED STATEMENT OF CASH FLOWS

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Operating cash flow					
Cash receipts from customers	93,623	95,348	187,484	191,073	367,806
Operating expenses paid	-84,159	-83,278	-170,028	-168,717	-326,651
Operating cash flow before financial items and taxes	9,464	12,070	17,456	22,356	41,155
Interests and other payments for financial expenses	-1,884	-2,407	-2,664	-3,040	-5,656
Interest received	108	238	237	400	745
Income taxes paid	-742	-928	-3,071	-2,688	-5,283
Operating cash flow	6,946	8,973	11,959	17,028	30,961
Investing cash flow					
Purchase of tangible and intangible assets	-214	-778	-392	-1,221	-2,437
Acquisition of subsidiaries, net of cash acquired	410	-1,363	-11,105	-12,277	-12,550
Purchase of investments	0	-6,954	0	-6,954	-7,183
Proceeds from sale of tangible and intangible assets	-1	33	22	65	234
Investing cash flow	195	-9,062	-11,476	-20,386	-21,935
Cash flow after investments	7,141	-89	483	-3,358	9,026
Financing cash flow					
Proceeds from loans	312	8,745	33,066	21,054	37,956
Repayments of loans	-3,081	-3,189	-24,609	-4,715	-26,978
Payment of lease liabilities	-2,724	-2,436	-5,423	-5,401	-10,644
Dividend paid	-5,555	-7,530	-5,555	-7,530	-7,530
Financing cash flow	-11,048	-4,410	-2,521	3,408	-7,196
Variation in cash increase (+) / decrease (-)	-3,907	-4,500	-2,038	50	1,830
Assets at the beginning of the period	26,956	28,107	25,241	23,442	23,442
Exchange gains or losses	-102	-70	-255	46	-32
Assets at the end of the period	22,947	23,537	22,947	23,537	25,241

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

EUR 1,000	Share Capital	Share Premium	Unrestricted Equity Fund	Other Reserves	Own Shares	Translation Differences	Retained Earnings	Total
Equity Jan 1, 2025	5,000	6,701	26,073	70	-1,719	-8,233	89,910	117,803
Profit for the review period	0	0	0	0	0	0	4,735	4,735
Change in fair value of equity investments at fair value through other comprehensive income	0	0	0	23	0	0	0	23
Cumulative translation adjustment	0	0	0	0	0	815	0	815
Total comprehensive income for the review period	0	0	0	23	0	815	4,735	5,573
Transactions with owners								
Dividends	0	0	0	0	0	0	-5,555	-5,555
Equity Jun 30, 2025	5,000	6,701	26,073	93	-1,719	-7,419	89,091	117,821

EUR 1,000	Share Capital	Share Premium	Unrestricted Equity Fund	Other Reserves	Own Shares	Translation Differences	Retained Earnings	Total
Equity Jan 1, 2024	5,000	6,701	23,966	73	-1,719	-6,915	86,984	114,091
Profit for the review period	0	0	0	0	0	0	7,331	7,331
Change in fair value of equity investments at fair value through other comprehensive income	0	0	0	-1	0	0	0	-1
Cumulative translation adjustment	0	0	0	0	0	-1,177	0	-1,177
Total comprehensive income for the review period	0	0	0	-1	0	-1,177	7,331	6,153
Transactions with owners								
Dividends	0	0	0	0	0	0	-7,530	-7,530
Acquisition of a subsidiary paid in sh	0	0	2,107	0	0	0	0	2,107
Equity Jun 30, 2024	5,000	6,701	26,073	72	-1,719	-8,092	86,785	114,821

EUR 1,000	Share Capital	Share Premium	Unrestricted Equity Fund	Other Reserves	Own Shares	Translation Differences	Retained Earnings	Total
Equity Jan 1, 2024	5,000	6,701	23,966	73	-1,719	-6,915	86,984	114,091
Profit for the review period	0	0	0	0	0	0	10,396	10,396
Change in fair value of equity investments at fair value through other comprehensive income	0	0	0	-3	0	0	0	-3
Cumulative translation adjustment	0	0	0	0	0	-1,318	0	-1,318
Remeasurement of defined benefit plan	0	0	0	0	0	0	60	60
Total comprehensive income for the review period	0	0	0	-3	0	-1,318	10,456	9,135
Transactions with owners								
Dividends	0	0	0	0	0	0	-7,530	-7,530
Acquisition of a subsidiary paid in shares	0	0	2,107	0	0	0	0	2,107
Equity Dec 31, 2024	5,000	6,701	26,073	70	-1,719	-8,233	89,910	117,803

NOTES

GENERAL

Etteplan provides solutions for software and embedded solutions, industrial equipment and plant engineering and technical communication solutions to the world's leading companies in the manufacturing industry. Our services are geared to improve the competitiveness of our customers' products, services and engineering processes throughout the product life cycle. The results of Etteplan's innovative engineering can be seen in numerous industrial solutions and everyday products.

In 2024, Etteplan had a turnover of EUR 361 million. The company currently has some 4,000 professionals in Finland, Sweden, the Netherlands, Germany, Poland, Denmark and China. Etteplan's shares are listed on Nasdaq Helsinki Ltd under the ETTE ticker.

Etteplan Oyj's Board of Directors has approved this Half-Year Financial Report for publication at its meeting on August 6, 2025.

BASIS FOR PREPARATION

Figures are presented in thousands or millions of euros as described in connection with each figure. The figures presented are rounded from exact figures and consequently, the sum of figures presented individually can deviate from the presented sum figure. Key figures have been calculated using exact figures.

This Half-Year Financial Report has been prepared in accordance with the requirements in IAS 34 (Interim Financial Reporting) standard. The Half-Year Financial Report has been prepared according to the recognition and valuation principles presented in the 2024 Annual Financial Statements.

ACCOUNTING POLICIES REQUIRING MANAGEMENT'S JUDGMENT AND KEY SOURCES OF UNCERTAINTY CONCERNING ESTIMATES

This release includes forward-looking statements, which are based on the current expectations, known factors, decisions and plans of the management. The management believes that the expectations reflected in such forward looking statements are reasonable. However, outcomes could differ materially from those implied in the forward-looking statements as a result of, among other factors, changes in economic, market, and competitive conditions as well as changes in the regulatory environment and fluctuations in exchange rates. The Group's management may also have to make judgment-based decisions relating to the choice and application of accounting policies. This particularly concerns situations, where effective IFRS standards allow alternative valuation, recording and presenting manners.

The key sources of estimation uncertainty, as well as areas requiring judgment-based decisions, were the same as those that applied to the 2024 consolidated financial statements.

Management pays special attention to fair value measurements in connection with acquisitions and revenue recognition for fixed price projects.

KEY FIGURES

EUR 1,000	1-6/2025	1-6/2024	1-12/2024	Change
Revenue	186,298	189,741	361,020	-1.8%
Operating profit (EBITA)	11,781	15,012	24,373	-21.5%
EBITA, %	6.3	7.9	6.8	
Operating profit (EBIT)	8,543	12,031	18,410	-29.0%
EBIT, %	4.6	6.3	5.1	
Profit before taxes	6,230	9,725	13,594	-35.9%
Profit before taxes, %	3.3	5.1	3.8	
Return on equity, %	8.0	12.8	9.0	
ROCE, %	8.2	12.0	9.4	
Equity ratio, %	38.4	38.2	40.5	
Gross interest-bearing debt	108,251	103,278	95,872	4.8%
Net gearing, %	72.4	69.4	60.0	
Balance sheet, total	311,085	306,560	297,751	1.5%
Gross investments	23,244	23,992	29,216	-3.1%
Operating cash flow	11,959	17,028	30,961	-29.8%
Basic earnings per share, EUR	0.19	0.29	0.41	-34.5%
Diluted earnings per share, EUR	0.19	0.29	0.41	-34.5%
Equity per share, EUR	4.67	4.55	4.67	2.6%
Personnel, average	3,879	3,868	3,859	0.3%
Personnel at end of the period	3,870	3,900	3,803	-0.8%

SEGMENT INFORMATION

The Group's business operations are divided in three service areas, each of which forms a reportable segment of its own. The revenue of the reportable segments consist mainly of rendering of services.

EUR 1,000	Engineering Solutions	Software and Embedded Solutions	Technical Communication Solutions	Reportable segments total	Eliminations and other	Total
4-6/2025						
External revenue	51,574	21,459	18,361	91,393	36	91,430
Operating profit (EBITA)	3,905	1,617	839	6,362	-359	6,002
Personnel at end of the period	2,212	656	840	3,708	162	3,870
4-6/2024						
External revenue	49,629	24,937	17,941	92,506	117	92,623
Operating profit (EBITA)	3,916	1,889	1,244	7,050	-224	6,826
Personnel at end of the period	2,164	720	848	3,732	168	3,900
1-6/2025						
External revenue	104,442	44,596	37,215	186,254	44	186,298
Operating profit (EBITA)	7,364	3,467	1,661	12,492	-711	11,781
Personnel at end of the period	2,212	656	840	3,708	162	3,870
1-6/2024						
External revenue	101,930	51,205	36,413	189,547	194	189,741
Operating profit (EBITA)	8,613	4,273	2,598	15,484	-472	15,012
Personnel at end of the period	2,164	720	848	3,732	168	3,900

RECONCILIATION OF OPERATING PROFIT (EBITA) AND PROFIT BEFORE TAXES

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Operating profit (EBITA)	6,002	6,826	11,781	15,012	24,373
Amortization on fair value adjustments at acquisitions	-1,615	-1,491	-3,238	-2,981	-5,963
Operating profit (EBIT)	4,388	5,335	8,543	12,031	18,410
Financial income and expenses	-1,171	-1,219	-2,313	-2,306	-4,816
Profit before taxes	3,217	4,116	6,230	9,725	13,594

SEGMENTS'S NON-CURRENT ASSETS

Segments' non-current assets exclude financial instruments and deferred tax assets. Non-current assets are presented according to the location of the asset, because the Group's chief operating decision-maker follows asset items at country level.

EUR 1,000	Jun 30, 2025	Jun 30, 2024	Dec 31, 2024
Finland	56,900	68,100	55,598
Scandinavia	56,814	55,185	57,009
China	2,098	1,931	2,372
Central Europe	69,111	51,311	56,058
Total	184,923	176,526	171,037

REVENUE

The table below presents the disaggregation of external revenue by geographical area and by timing of revenue recognition. The external revenue of each geographical area is presented according to the location of the seller. The Group's operations in China sell their services both locally and through other Group companies thus this revenue is partly included in the revenue from other areas.

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Primary geographical location					
Finland	41,868	44,241	84,990	90,507	170,666
Scandinavia	24,822	25,959	50,109	53,266	99,858
Central Europe	22,127	19,860	45,776	41,274	79,502
China	2,613	2,562	5,423	4,694	10,994
Total	91,430	92,623	186,298	189,741	361,020
Timing of revenue recognition					
Transferred at a point in time	540	1,178	1,294	2,315	4,248
Transferred over time	90,889	91,446	185,004	187,426	356,772
Total	91,430	92,623	186,298	189,741	361,020

REVENUE AND OPERATING PROFIT (EBIT) BY QUARTER

EUR 1,000	1-3/2025	1-3/2024	4-6/2025	4-6/2024
Revenue	94,868	97,118	91,430	92,623
Operating profit (EBIT)	4,155	6,695	4,388	5,335
EBIT, %	4.4 %	6.9 %	4.8 %	5.8 %

NON-RECURRING ITEMS

Items that are material either because of their size or their nature, and that are non-recurring, are considered as non-recurring items and are presented within the line items to which they best relate. The line items in which they are included in the income statement are specified in the table below.

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Revenue	0	0	0	0	-533
Other operating income	9	0	9	0	0
Employee benefits expenses and other operating expenses	-920	-448	-2,259	-677	-2,461
Operating profit (EBIT)	-911	-448	-2,251	-677	-2,994

BUSINESS COMBINATIONS

Novacon Powertrain GmbH (100%)

Etteplan strengthened its position in Central Europe by acquiring Novacon Powertrain GmbH on January 14, 2025. Novacon Powertrain is a product engineering services company focused on electrification in the automotive industry and the development of engine technology. The acquisition brings Etteplan a new product development unit with strong expertise in the electrification of motoring and rail traffic as well as in the development of advanced powertrains. Novacon Powertrain has grown strongly by providing advanced technology to meet the changing needs of leading car manufacturers in a rapidly evolving industry. The turnover of the company, which employs about 180 professionals, was approximately EUR 18 million in 2023. The provisional goodwill of EUR 8,486 thousand arising from the acquisition is attributable to the technical know-how of the acquiree's personnel, and the expected synergies arising from the acquisition. Costs related to the acquisition, EUR 182 thousand, are included in other operating expenses in the consolidated statement of comprehensive income.

The following table summarizes the provisional values of acquisition considerations, assets acquired and liabilities assumed for the acquisitions in total.

Consideration transferred:	EUR 1,000
Cash payment	13,007
Contingent consideration	2,359
Total consideration transferred	15,366
Assets and liabilities	
Tangible assets	480
Intangible assets	15
Customer base (intangible assets)	5,025
Non-competition agreements (intangible assets)	215
Trade and other receivables	3,648
Cash and cash equivalents	1,901
Total assets	11,285
Other non-current liabilities	248
Current liabilities	2,584
Deferred tax liability	1,572
Total liabilities	4,404
Total identifiable net assets	6,881
Formation of Goodwill:	
Consideration transferred	15,366
Total identifiable net assets	-6,881
Goodwill	8,486

GOODWILL

EUR 1,000	2025	2024
Acquisition cost Jan 1	117,436	109,737
Translation difference	719	-680
Acquisition of subsidiaries	8,486	8,416
Book value Jun 30	126,641	117,473

INTANGIBLE ASSETS

2025 EUR 1,000	Intangible rights	Development expenses	Customer base and non- competition agreements	Advance payments	Total
Acquisition cost Jan 1, 2025	14,002	3,074	65,096	0	82,171
Translation difference	-146	0	213	0	67
Acquisition of subsidiaries	15	0	5,240	0	5,255
Acquisition cost Jun 30, 2025	13,871	3,074	70,549	0	87,493
Cumulative amortization Jan 1, 2025	-13,042	-2,997	-37,039	0	-53,078
Translation difference	146	0	-97	0	49
Amortization for the financial year	-114	-18	-3,238	0	-3,371
Cumulative amortizations Jun 30, 2025	-13,010	-3,015	-40,374	0	-56,399
Book value Jun 30, 2025	860	58	30,175	0	31,094

2024 EUR 1,000	Intangible rights	Development expenses	Customer base and non- competition agreements	Advance payments	Total
Acquisition cost Jan 1, 2024	13,951	3,116	58,953	266	76,285
Translation difference	9	0	-149	0	-140
Acquisition of subsidiaries	0	0	6,325	0	6,325
Additions	23	0	0	522	545
Reclassifications	11	-11	0	-27	-27
Acquisition cost Jun 30, 2024	13,995	3,104	65,130	761	82,989
Cumulative amortization Jan 1, 2024	-12,603	-2,954	-31,165	0	-46,721
Translation difference	-9	0	73	0	64
Amortization for the financial year	-228	-24	-2,981	0	-3,232
Cumulative amortizations Jun 30, 2024	-12,839	-2,977	-34,073	0	-49,889
Book value Jun 30, 2024	1,156	127	31,057	761	33,100

TANGIBLE ASSETS

2025 EUR 1,000	Land and water	Machinery and equipment	Other tangible assets	Total
Acquisition cost Jan 1, 2025	19	19,077	3,814	22,910
Translation difference	0	-66	-5	-71
Acquisition of subsidiaries	0	17	0	17
Additions	0	241	151	392
Disposals	0	-12	-20	-32
Acquisition cost Jun 30, 2025	19	19,257	3,940	23,217
Cumulative depreciation Jan 1, 2025	0	-16,636	-1,792	-18,428
Translation difference	0	83	4	88
Depreciation for the financial year	0	-479	-158	-637
Cumulative depreciation Jun 30, 2025	0	-17,031	-1,946	-18,977
Book value Jun 30, 2025	19	2,226	1,995	4,240

2024 EUR 1,000	Land and water	Machinery and equipment	Other tangible assets	Total
Acquisition cost Jan 1, 2024	19	18,484	1,974	20,478
Translation difference	0	-21	0	-20
Acquisition of subsidiaries	0	0	1	1
Additions	0	583	73	656
Disposals	0	-64	-1	-65
Reclassifications between items	0	72	-25	46
Acquisition cost Jun 30, 2024	19	19,054	2,022	21,095
Cumulative depreciation Jan 1, 2024	0	-15,471	-1,604	-17,075
Translation difference	0	5	0	5
Depreciation for the financial year	0	-597	-66	-663
Cumulative depreciation Jun 30, 2024	0	-16,063	-1,671	-17,734
Book value Jun 30, 2024	19	2,991	351	3,361

RIGHT-OF-USE ASSETS

2025 EUR 1,000	Leased software	Machinery and equipment	Premises	Total
Acquisition cost Jan 1	8,608	33,233	56,442	98,282
Translation difference	12	103	0	115
Acquisition of subsidiaries	0	271	191	463
Additions	182	1,540	6,909	8,631
Disposals	0	-121	-719	-841
Acquisition cost Dec 31	8,802	35,026	62,823	106,651
Cumulative depreciation Jan 1	-8,078	-27,907	-43,188	-79,172
Translation difference	-12	-83	0	-95
Depreciation for the financial year	-213	-1,839	-3,325	-5,377
Cumulative depreciation Dec 31	-8,303	-29,829	-46,513	-84,645
Book value Jun 30, 2025	499	5,198	16,310	22,007

2024 EUR 1,000	Leased software	Machinery and equipment	Premises	Total
Acquisition cost Jan 1	8,229	29,807	51,925	89,961
Translation difference	-10	-78	0	-88
Acquisition of subsidiaries	0	150	184	334
Additions	383	2,030	5,300	7,713
Disposals	0	-500	-1,849	-2,349
Acquisition cost Dec 31	8,602	31,409	55,560	95,571
Cumulative depreciation Jan 1	-7,544	-24,337	-36,759	-68,639
Translation difference	9	59	0	69
Depreciation for the financial year	-320	-1,847	-3,171	-5,338
Cumulative depreciation Dec 31	-7,854	-26,125	-39,930	-73,909
Book value Jun 30, 2024	748	5,285	15,630	21,663

PLEDGES, MORTGAGES AND GUARANTEES

EUR 1,000	Jun 30, 2025	Jun 30, 2024	Dec 31, 2024
Business mortgages	320	320	320
Pledged shares	120	120	120
Other contingencies	844	834	1,007
Total	1,283	1,274	1,447

RELATED PARTY TRANSACTIONS

The Group's related party includes such persons that have control, joint control or significant influence over the Group. Also, the Group's key management personnel is included in the related party. Key management personnel refers to persons having authority and responsibility for planning, directing and controlling the activities of the Group, directly or indirectly, including any director (whether executive or otherwise) of the Group. Key management personnel also include individuals who are part of the management of the Group's ultimate parent company, Ingman Group Oy Ab. Ingman Group Oy Ab is the ultimate controlling party, and it belongs to the Group's related party alongside with its' group companies and associate companies. Spouses, wards and companies in control or joint control of the before mentioned persons are considered as other related parties. Related party transactions are priced according to Group's normal pricing basis and purchase conditions, which are equivalent to those that prevail in arm's length transactions.

The following transactions were carried out with related parties:

EUR 1,000	1-6/2025	1-6/2024	1-12/2024
Sales of services to other related parties	18	0	36
Purchases of services from other related parties	18	19	36

FAIR VALUES OF FINANCIAL INSTRUMENTS

The tables below analyze financial instruments carried at fair value, by valuation method. The different levels are defined as follows:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly as prices or indirectly, derived from prices.

Level 3: Unobservable inputs that are not based on observable market data.

FINANCIAL ASSETS RECOGNIZED AT FAIR VALUE THROUGH OCI

2025 EUR 1,000	Quoted shares (Level 1)	Premises shares (Level 2)	Unquoted shares (Level 3)	Total
Opening balance at Jan 1	205	120	10,125	10,450
Investments in shares ¹⁾	0	0	0	0
Gain/loss recognized in other comprehensive income	29	0	0	29
Translation differences	0	0	226	226
Closing balance Jun 30	234	120	10,351	10,705

2024 EUR 1,000	Quoted shares (Level 1)	Premises shares (Level 2)	Unquoted shares (Level 3)	Total
Opening balance at Jan 1	199	120	3,019	3,339
Investments in shares ¹⁾	0	0	7,007	7,007
Gain/loss recognized in other comprehensive income	9	0	-8	1
Translation differences	0	0	-42	-42
Closing balance Jun 30	208	120	9,977	10,305

¹⁾ Investment in BJIT shares. As the shares are unquoted, their fair value is classified as level 3, based on the acquisition cost as of June 30, 2024.

FINANCIAL LIABILITIES RECOGNIZED AT FAIR VALUE THROUGH PROFIT OR LOSS

Contingent liability in acquisitions (Level 3) EUR 1,000	2025	2024
Opening balance at Jan 1	0	100
Additions	2,524	0
Revaluation	0	150
Closing balance Jun 30	2,524	250

NON-IFRS KEY FIGURES

Etteplan presents non-IFRS key figures to supplement its consolidated financial statements which are prepared in accordance with IFRS. These key figures are designed to measure growth and provide insight into the company's underlying operational performance. This section describes the most important non-IFRS key figures used by the Group. Formulas for key figures (IFRS and Non-IFRS) are presented at the end of this release.

OPERATING PROFIT (EBITA) AND EBITA, %

Operating profit (EBITA) is presented, because it reflects the Group's operational performance better than Operating profit (EBIT). Operating profit (EBITA) does not include amortization of fair value adjustments at acquisitions. EBITA, % presents Operating profit (EBITA) as a percentage share of revenue. The table below shows a reconciliation between Operating profit (EBITA) and Operating profit (EBIT).

EUR 1,000	4-6/2025	4-6/2024	1-6/2025	1-6/2024	1-12/2024
Operating profit (EBIT)	4,388	5,335	8,543	12,031	18,410
Amortization on fair value adjustments at acquisitions	1,615	1,491	3,238	2,981	5,963
Operating profit (EBITA)	6,002	6,826	11,781	15,012	24,373

ORGANIC/INORGANIC GROWTH AND GROWTH IN COMPARABLE CURRENCIES

Organic (revenue) growth is presented in addition to total revenue growth, because it improves the comparability of revenue growth between periods by presenting the revenue growth without the effects of the last 12 months' acquisitions. Organic growth is calculated by comparing revenue between comparison periods excluding revenue from acquisitions that have taken place in the past 12 months. The revenue growth created by the last 12 months' acquisitions is presented as inorganic growth. Revenue growth in comparable currencies is presented, because it improves the comparability of revenue growth between periods by presenting the revenue growth with comparable exchange rates. For the calculation of growth in comparable currencies, revenue for the current period is calculated by using the comparable period's exchange rates. The figure is presented for Group revenue and organic growth.

THE SHARE OF REVENUE PRESENTED BY MANAGED SERVICES

Etteplan measures the share of revenue represented by Managed Services (MSI Index). Managed Services are service solutions, such as projects and continuous services, where the customer pays for results instead of resources. The share of revenue represented by Managed Services is presented, because it describes Etteplan's strategy implementation and explains, in part, the changes in profitability.

FORMULAS FOR KEY FIGURES

IFRS KEY FIGURES

Basic earnings per share =	$\frac{(\text{Profit for the review period attributable to equity holders of the parent company}) \times 100}{\text{Issue adjusted average number of shares during the review period}}$
Diluted earnings per share =	$\frac{(\text{Profit for the review period attributable to equity holders of the parent company adjusted with dilutive effect}) \times 100}{\text{Issue adjusted average number of shares during the review period adjusted with dilutive effect}}$

NON-IFRS KEY FIGURES

Operating profit (EBITA) =	Operating profit (EBIT) + amortization on fair value adjustments in acquisitions
Organic growth =	$\frac{(\text{Revenue current year} - \text{Revenue comparison year} - \text{Revenue from acquirees current year}) \times 100}{\text{Revenue comparison year}}$
Revenue growth from key accounts =	$\frac{(\text{Revenue from key accounts current year} - \text{Revenue from key accounts comparison year}) \times 100}{\text{Revenue from key accounts comparison year}}$
The share of revenue represented by Managed Services =	$\frac{\text{Revenue from Managed Services} \times 100}{\text{Revenue}}$
Return on equity (ROE), % =	$\frac{\text{Profit for the review period} \times 100}{(\text{Equity, total}) \text{ average}}$
Return on capital employed (ROCE), before taxes, % =	$\frac{(\text{Profit before taxes} + \text{Financial expenses}) \times 100}{(\text{Total equity and liabilities} - \text{non-interest bearing liabilities}) \text{ average}}$
Equity ratio, % =	$\frac{\text{Equity, total} \times 100}{\text{Total equity and liabilities} - \text{Advances received}}$
Gross investments =	Total investments made to non-current assets including acquisitions and capitalized development costs
Net gearing, % =	$\frac{(\text{Interest-bearing liabilities} - \text{Cash and cash equivalents}) \times 100}{\text{Equity, total}}$
Equity per share =	$\frac{\text{Equity, total}}{\text{Adjusted number of shares at the end of the review period}}$
Market capitalization =	Number of outstanding shares at the end of the review period x last traded share price of the review period