SITOWISE GROUP PLC

Half-year Report
1 Jan – 30 June 2026

Net sales increased slightly, Q2 adjusted EBITA margin was 7.4%

SITOWISE

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The figures in the Half-year report are unaudited. Comparative figures for the corresponding period of the previous year are in brackets. The figures disclosed in the report are rounded so the sum of individual figures can deviate from the reported sum. This report has been published in Finnish and English. If there are any differences between the English translation and the original Finnish version, the Finnish report shall prevail.

Sitowise's Half-year report January-June 2026: Net sales increased slightly, Q2 adjusted EBITA margin was 7.4%

Sitowise Group Plc, Half-year report 1 January – 30 June 2026, 12 August 2026 at 8:30 am EEST

Sitowise Group Plc announced on 9 June 2026 that it had signed an agreement on the sale of its Swedish subsidiary, Sitowise Sverige AB (the Swedish business area). The sale was completed on 31 July 2026. Sitowise presents Sitowise Sverige AB as a discontinued operation starting from the interim report for the second quarter of 2026. The financial information presented in this report relates to continuing operations unless otherwise stated. Comparative figures have been adjusted accordingly, except for the balance sheet, which has not been restated in accordance with IFRS 5. Sitowise published restated financial information for 2025 and for January–March 2026 on 10 August 2026.

April–June 2026 in brief

- Net sales increased by 1.2% to EUR 43.1 (42.6) million.
- Adjusted organic net sales growth was 1.4% (1.5%).
- Adjusted EBITA was EUR 3.2 (3.2) million, or 7.4% (7.4%) of net sales.
- Operating result decreased to EUR 1.2 (2.0) million, or 2.8% (4.7%) of net sales.
- Cash flow from operating activities before financial items and taxes was 1.3 (7.2) million euros.
- Utilization rate totaled 74.2% (74.7%).
- Sitowise announced on 9 June 2026 that it had signed an agreement on the sale of its subsidiary, Sitowise Sverige AB (the Sweden business area). The sale was completed on 31 July 2026.

January–June 2026 in brief

- Net sales increased by 0.8% to EUR 84.4 (83.7) million.
- Adjusted organic net sales growth was 0.8% (0.4%).
- Adjusted EBITA was EUR 5.7 (6.3) million, or 6.8% (7.6%) of net sales.
- Operating result decreased to EUR 2.0 (3.1) million, or 2.4% (3.7%) of net sales.
- Cash flow from operating activities before financial items and taxes was 3.1 (7.7) million euros.
- Utilization rate improved to 73.7% (73.4%).
- Order book increased by 4.9% to 145 (138) million euros.
- Leverage (net debt / EBITDA, adjusted) was 4.2x (4.9x).

Key figures

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
FINANCIAL							
Net sales	43.1	42.6	1.2%	84.4	83.7	0.8%	162.3
Adjusted organic growth, %	1.4%	1.5%		0.8%	0.4%		0.5%
EBITA, adjusted	3.2	3.2	0.8%	5.7	6.3	-9.9%	12.2
% of net sales	7.4%	7.4%		6.8%	7.6%		7.5%
EBITA	2.1	2.9	-29.6%	3.7	4.9	-23.8%	10.4
Operating profit	1.2	2.0	-40.1%	2.0	3.1	-35.5%	6.8
% of net sales	2.8%	4.7%		2.4%	3.7%		4.2%
Result for the period	-0.2	0.4	-145.6%	-0.8	0.1	-684.7%	1.1
Cash flow from operating activities before financial items and taxes	1.3	7.2	-82.6%	3.1	7.7	-59.1%	18.8
Net debt				69,9	81.7	-5.2%	72.6
Net debt / EBITDA, adjusted				4.2x	4.9x		4.3x
Equity ratio, %				33.1%	43.1%		33.4%
Earnings per share (EPS), EUR	-0.01	0.01	-147.4%	-0.02	0.00	-689.1%	0.03

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
OPERATIONAL							
Number of full-time equivalent employees	1,516	1,581	-4.1%	1,498	1,512	-0.9%	1,494
Utilization rate	74.2%	74.7%		73.7%	73.4%		73.8%
Number of working days	60	60		122	122		250
Order book at the end of period	145	138	4.9%	145	138	4.9%	141

Comparison periods balance sheet figures have not been restated with Sweden business area divestment.

Acting CEO Jannis Mikkola: The Sweden divestment enables a stronger focus on profitability improvement, sustainable growth and technology advancement

The most significant event of the second quarter was the sale of Sitowise's Swedish technical consulting business, subsidiary Sitowise Sverige AB, which was announced in June. The transaction was completed after the review period on 31 July 2026. The divestment supports the allocation of capital and resources to businesses where we see the strongest potential for profitable growth and long-term value creation. We will not exit the Swedish market entirely; our Digital Solutions business will continue to operate in Sweden and pursue growth in product business.

For our continuing operations, Sitowise's operating environment remained mixed during the review period. The market for Infra business area continued to be stable, while data center projects supported demand, particularly in the Buildings business area. At the same time, the broader construction market remained weak, and market conditions in Digital Solutions business area continued to be challenging.

The Group's net sales increased by 1.2 per cent to EUR 43.1 million in April–June. Adjusted organic growth was 1.4 per cent. Adjusted EBITA was EUR 3.2 million, in line with the comparison period, resulting in an adjusted EBITA margin of 7.4 per cent. Following the project write-downs recorded in the first quarter, second-quarter performance reflected a stabilization of operational business performance.

The most positive development during the review period related to order intake and the order book. Order intake increased significantly both from the previous quarter and the comparison period, amounting to EUR 50.8 million. At the end of June, the Group's order book stood at EUR 145.3 million, up 4.9 per cent year-on-year. The strengthened order book provides a better foundation for the second half of the year.

Infra continued its strong performance. Net sales increased year-on-year, and profitability remained at a good level. Performance was supported by stable demand, success in project sales, and road and rail projects won during 2025. Infra's strong performance is an important contributor to Sitowise's overall development in the current market environment.

In Buildings, market conditions remained weak overall, which was reflected in lower net sales year-on-year. At the same time, growth in the data center market created new opportunities and supported the development of order intake. We continue our focused efforts to improve project and resource management and to strengthen profitability in the Buildings business.

The operating environment for Digital Solutions remained challenging, and net sales declined slightly year-on-year. During the review period, restructuring measures were implemented to improve efficiency and to adapt operations to prevailing demand levels. At the same time, we continued to develop our product business and strengthen both customer projects and SaaS offerings.

We invested significantly in the execution of the strategic priorities announced in March by launching several key development initiatives. In strategy implementation, the focus was on technology development. Regarding AI, we are currently transitioning towards solutions that deliver measurable customer and business value. To build our organization technology and AI capabilities further, we clarified during the review period Sitowise's AI direction and roadmap, defined clearer responsibilities and operating models for technology and AI activities, and reorganized IT into a broader Technology function. We also renewed the sales organization of the technical consulting business to become more customercentric, intensified measures to improve project profitability, and initiated the preparation of a new sustainability program.

The market outlook remains uncertain. Public sector budget constraints continue to limit investment growth, particularly in infrastructure-related urban development projects and municipal software development and IT projects. However, the long-term urbanization trend supports stable demand in the Infra business. Longer term investment trends continue to support demand in areas such as data centers, energy, security, digitalization, and sustainability and environmental services. The recovery of the broader construction market remains slow and its timing uncertain. Consequently, during the remainder of the year we will focus particularly on improving profitability, strengthening project and resource management, enhancing cost efficiency, and expanding our position in selected growth segments.

Outlook and guidance

Outlook for the year 2026

The long-term growth in the demand for design, consulting, and digital services to create sustainable societies is supported by megatrends such as urbanization, renovation backlog, sustainability, digitalization, and security.

We expect the technical consulting market environment to remain mixed in 2026. Healthy demand for services related to green transition, security, and digitalization will support business performance especially in the Infra business area while demand for municipal infrastructure projects has softened. In the Buildings business area, growth in the data center market is creating new demand, while the broader construction market is expected to remain weak. Historically low residential construction volumes continue to limit demand related to newbuild projects. A modest recovery in renovation construction is expected to generate slight growth compared with the previous year.

After the divestment of the Swedish business area, Sitowise will continue its operations in Sweden within the Digital Solutions business area. The market environment for Digital solutions in Finland and Sweden is expected to remain challenging.

So far, the direct impacts of the war in Iran on our operations and customer demand have been limited. An escalation of the geopolitical situation could slow overall economic growth in our home markets in 2026 and delay the recovery of the construction market. At the same time, the prevailing situation may create new opportunities, particularly in the energy and security sectors.

Artificial intelligence and automation are expected to become increasingly visible across the industry in 2026. Technological developments support improvements in efficiency and quality, while at the same time reshaping ways of working and requiring further development of skills, data management and operating models.

At the end of June, order books were at a good level in the Infra and Digital solutions businesses. In the Buildings business area order book was at a low level. In addition to the market development, cost inflation (e.g., relating to salary increases), and Sitowise's financing expenses are expected to impact the company's financial performance in 2026. In 2026, there will be one working day more than in 2025 (even number of working days in Q1, Q2 and Q3 and +1 day in Q4).

Market outlook and current profitability

	Share of net sales	Market outlook	Current profitability
Infra	47%	Stable	Above target
Buildings	32%	Weak (improving)	Clearly below target
Digital Solutions	21%	Weak	Below target
Period:	Q2 2026	Next 12 months	Q2 2026
Definitions:	% of consolidated net sales	Strong / Stable / Weak	Adj. EBITA-%: Above: >12%; In line: 10-12%; Below: 5-10%; Clearly below: 0-5%; Negative <0%

No guidance issued for 2026

Due to the unpredictable timing of construction market recovery in Finland there is significant uncertainty related to Sitowise's net sales development in 2026. Therefore, Sitowise has decided not to give net sales and profitability guidance for 2026.

The sale of subsidiary Sitowise Sverige AB

On 9 June 2026 Sitowise Group Oyj announced it had signed an agreement to sell the entire shareholding of its Swedish subsidiary Sitowise Sverige AB (the Sweden business area) to Sweco. The divestment allows Sitowise to focus on the highest impact for solid growth and strengthened profitability. The sale was completed on 31 July 2026. As described in Notes to the interim report the assets and liabilities of Sweden business area have been classified as held for sale and presented as a discontinued operation.

The parties have agreed on an enterprise value (EV) of approximately EUR 3.0 million. The parties have also agreed on an earn-out of up to approximately EUR 2.0 million related to long-term lease liabilities, which will be recognized in profit or loss in 2027–2029 if realized. The final consideration will also depend on the customary purchase price adjustments at closing, based on the balance sheet at the time of completion of the transaction. In the third quarter of 2026, Sitowise expects to recognize a loss on the remaining book value of its Sitowise Sverige AB shares in the Group parent company at closing.

Strategy implementation

Sitowise's strategy targets continued sustainable profitable growth and value creation for Sitowise's clients, other stakeholders, and society. In March 2026, Sitowise published revised company purpose and vision, new mid-term strategic focus areas, and updated financial targets for the mid-term. Mid-term refers roughly to next 24 to 36 months, depending also on changes in the market environment and the timing of the underlying construction market recovery.

The updated purpose *"Engineering the foundations of Nordic resilience"* emphasizes Sitowise's core engineering and digital expertise and the impact the company creates by strengthening the resilience of societies, infrastructure, natural assets and critical systems.

The updated vision, to be the *#1 preferred technical consulting and digital partner,* underlines the ambition to build the company's long-term success on strong customer relationships, high-quality engineering and digital capabilities, and the ability to attract, develop, and retain top talent.

In the second quarter, Sitowise continued the execution of its updated medium-term strategy. The strategic focus areas are **Empower people, Grow with customers, Scale digital** and **Work smart.**

Empower people aims to differentiate Sitowise as a leading employer in the industry by investing in employee development opportunities, a strong culture and leadership. The common role structure and job classification framework introduced during the review period clarify roles and responsibilities, support career development, and strengthen the consistency and transparency of remuneration.

Grow with customers focuses on achieving growth above the market by concentrating on high-growth customer segments, such as data centers, energy, industry and security, as well as sustainability services. During the review period, sales in Infra and Buildings businesses were reorganized to strengthen cross-business area collaboration, clarify customer responsibilities and enable Sitowise to offer customers more multidisciplinary solutions.

Scale digital focuses on increasing revenue from digital products and promoting international growth. The related measures are described in more detail in connection with the Digital Solutions business area.

Work smart focuses on simplifying ways of working, improving project profitability, developing new business models, and increasing efficiency through automation and artificial intelligence.

During the review period, Sitowise established common operating practices for the use of AI to support the transition from individual experiments towards solutions that deliver measurable customer and business value. At the same time, the company refined its AI vision and roadmap and clarified AI-related responsibilities, lifecycle management, risk assessment, and benefits tracking.

Sitowise aims to make AI a natural part of expert work, project delivery, services, and customer engagements. The company is building an AI-enabled expert organization where technology, data, and automation scale expertise and generate measurable customer and business value.

To realize this vision, Sitowise is directing its AI investments towards higher-value expert work, project management, digital delivery capabilities, data-driven decision-making, and new AI-enabled services. In the next phase, the company will assess and prioritize use cases based on their value and scalability while strengthening the measurement of realized benefits.

As part of the renewed operating model, Sitowise combined the development services of the Infra and Buildings businesses into a single Technical Consulting Development Services function. The Technical Consulting Development Services works closely with the Group's Technology unit and Digital solutions business area to strengthen the connection between business needs, technology development and AI adoption and to create a unified foundation for developing and scaling technology and AI-enabled ways of working across the core consulting businesses.

In addition, Sitowise reorganized its IT function into a Technology function. The objective of the change is to strengthen the role of technology, data, AI, and automation in business development and improve the organization's ability to respond to business needs. The new structure brings together day-to-day IT services, technology architecture, business platforms, data, cybersecurity, and development support under a single organization. The change clarifies responsibilities and prioritization while strengthening collaboration with business areas and group functions.

Sitowise also launched preparations for a new sustainability program to support its long-term strategic objectives.

Mid-term financial targets

Sitowise's updated mid-term financial targets are the following:

- **Growth:** Adjusted organic annual net sales growth (%) ahead of market growth
- **Profitability:** Adjusted EBITA margin above 10%
- **Leverage:** Net debt / adjusted EBITDA (12-month rolling) multiple below 3x

Sitowise aims to distribute 30–50% of net profit as dividends, taking into account acquisitions, financial position, cash flow, and future growth opportunities.

The Group's order book

Order intake

In April–June, the Group's order intake was up by 34.9% quarter-on-quarter and 52.1% year-on-year and totaled 50.8 (33.4) million euros. This development was supported by the substantial project wins in the Infra business area. Order intake developed favorably also in the Buildings business driven by data center projects. Digital Solutions secured a major order in Sweden in June, but the overall weak market activity in Digital Solutions business area was reflected in the low number of orders received.

Order book

The Group's order book increased by 5.6% quarter-on-quarter. Year-on-year, the Group's order book was up by 4.9% and totaled EUR 145.3 (138.5) million at the end of June. Favorable order book development was reflected by the high level of order intake during the period. The value of the projects put on hold in the order book continued to decline slightly from the previous quarter and totaled 5.1 (12,9) million euros. The significant difference to the comparison period is due to the removal of old suspended projects in the first quarter. Majority of the projects put on hold relate to the Buildings business.

The Group's net sales and profitability

Net sales

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Infra	20.2	19.2	5.4%	39.0	36.9	5.8%	73.2
Buildings	13.8	14.1	-1.8%	27.0	28.2	-4.4%	52.8
Digital Solutions	9.1	9.4	-3.1%	18.4	18.6	-1.4%	36.3
Total	**43.1**	**42.6**	**1.2%**	**84.4**	**83.7**	**0.8%**	**162.3**

Adjusted organic growth

Adjusted organic Growth %	4-6/2026	4-6/2025	1-6/2026	1-6/2025	1-12/2025
Infra	5.5%	7.8%	5.8%	6.1%	6.8%
Buildings	-1.4%	-7.6%	-4.0%	-9.0%	-7.5%
Digi	-1.8%	4.5%	-1.3%	5.8%	1.5%
Total	**1.4%**	**1.5%**	**0.8%**	**0.4%**	**0.5%**

Adjusted organic growth in net sales is calculated by excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact.

Net sales April–June

The Group's net sales increased by 1.2 percent year-on-year and totaled 43.1 (42.6) million euros. Adjusted organic growth was 1.4 (1.5) percent.

Net sales increase was supported by strong adjusted organic growth in the Infra business. Net sales from Digital Solutions and Buildings business areas decreased from the comparison period level, driven by the weak market environments and the lower number of employees in Buildings. The utilization rate declined slightly compared to the comparison period. At the same time, intense price competition slowed net sales growth.

In the second quarter, the number of working days was the same in the comparison period.

Net sales January–June

The Group's net sales increased by 0.8 percent year-on-year and totaled 84.4 (83.7) million euros. Adjusted organic growth was 0.8 (0.4) percent.

Net sales increase was supported by strong adjusted organic growth in the Infra business. Net sales from Digital Solutions and Buildings business areas decreased from the comparison period level. The utilization rate improved slightly compared to the comparison period and, at the same time, intense price competition slowed net sales growth.

In the first half of the year, the number of working days was the same in the comparison period.

Profitability

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
EBITA, adjusted	3.2	3.2	0.8%	5.7	6.3	-9.9%	12.2
% of net sales	7.4%	7.4%		6.8%	7.6%		7.5%
EBITA	2.1	2.9	-29.6%	3.7	4.9	-23.8%	10.4
Operating profit	1.2	2.0	-40.1%	2.0	3.1	-35.5%	6.8
Result for the period	-0.2	0.4	-145.6%	-0.8	0.1	-684.7%	1.1
Earnings per share (EPS), EUR	-0.01	0.01	-152.0%	-0.02	0.00	-689.1%	0.03

Profitability April–June

Adjusted EBITA remained at comparison period level 3.2 (3.2) million euros and similarly the adjusted EBITA margin was 7.4 percent (7.4 percent). Items affecting comparability increased to EUR 1.1 (0.2) million and were mainly related to the divestment of the Swedish operations and restructuring in Digital solutions business area. **EBITA** decreased to 2.1 (2.9) million euros.

Operating result totaled 1.2 (2.0) million euros following mainly clear increase in the items affecting comparability. **The result for the period** was -0.2 (0.4) million euros. Financial expenses remained at the level of the comparison period.

Profitability January–June

Adjusted EBITA decreased by 9.9 percent to 5.7 (6.3) million euros and the adjusted EBITA margin was 6.8 percent (7.6 percent). The decline was mainly due to writing down old projects in Buildings business in the first quarter. The increase in items affecting comparability increased to 2.0 (1.4) million euros and was mainly due to the divestment of the Swedish operations and restructuring in Digital solutions business area and Group functions. **EBITA** totaled 3.7 (4.9) million euros.

Operating result totaled 2.0 (3.1) million euros following mainly the decrease in EBITA and increase in the items affecting comparability. **The result for the period** was -0.8 (0.1) million euros. Financial expenses remained at the level of the comparison period.

Financial performance of discontinued operations

On 9 June 2026 Sitowise Group Oyj announced it had signed an agreement to sell the entire shareholding of its Swedish subsidiary Sitowise Sverige AB (the Sweden business area) to Sweco. The sale was completed on 31 July 2026. During the review period, the Sweden business area is classified as an asset held for sale in accordance with IFRS 5. The assets and liabilities of the divested business are presented separately in the consolidated statement of financial position, and the result of the Sweden business area is presented as discontinued operations. The final purchase price will be determined based on the balance sheet at closing. The second quarter’s net profit or loss of discontinued operations amounted to -1.6 (-0.8) million euros.

Financial position and cashflows

EUR million	30 Jun 2026	30 Jun 2025	Change, %	31 Dec 2025
Cash and cash equivalents	16.3	16.0	1.6%	22.6
Interest bearing debt, total *	86.2	98.9	-12.8%	95.2
Interest bearing debt, current	5.5	9.0	-38.7%	8.5
Interest bearing debt, non-current	80.7	89.9	-10.3%	86.7
Equity ratio, %	33.1%	43.1%	-23.2%	33.4%
Net debt	69.9	81.7	-5.2%	72.6
Net debt / EBITDA, adjusted	4.2x	4.9x		4.3x
Gearing, %	94,9%	72.1%		94.4%

* Incl. IFRS16 lease liabilities

Comparison periods balance sheet figures have not been restated with Sweden business area divestment.

Equity attributable to owners of the parent company totaled EUR 73.7 (114.9) million at the end of June. The year-on-year decline in equity was related to goodwill impairment that was implemented in the fourth-quarter 2025 and which related to Sitowise's Sweden business area. Sitowise's liquidity remained at a good level in the second quarter.

The improvement in the net debt/EBITDA ratio compared to the reference period was driven by the divestment of the Sweden business area, as well as lower net debt and higher EBITDA. Net debt decreased due to both a reduction in debt and an increase in cash and cash equivalent. Net debt includes IFRS16 lease liabilities. The gearing ratio increased mainly due to a decrease in equity and totaled 94.9% (72.1%) at the end of June. The comparative period figures have not been adjusted to exclude the disposed subsidiary and are therefore not directly comparable with the figures for the reporting period.

In the first quarter, Sitowise Group Plc signed an 89 million euros secured financing agreement with its two relationship banks. The agreement includes 36 million euros term loan facility, 33 million euros acquisition loan facility and 20 million euros revolving credit facility. The agreement is valid until June 2028 and replaced the EUR 90 million financing agreement maturing in June 2027. The collateral includes corporate pledges totaling EUR 117 million, subsidiary shares, and intragroup receivables. The company monitors compliance with loan covenant requirements on a regular basis.

Cash flow from operating activities before financial items and taxes was 1.3 (7.2) million euros in April–June and 3.1 (7.7) million euros in January–June, and it was primarily impacted by changes in working capital. Cash flow from investing activities was -0.3 (-0.6) million euros in April–June and -1.1 (-1.7) million euros in January–June. Cash flow from investing activities in the comparative period includes acquisitions of subsidiaries, net of cash and cash equivalents acquired at the time of acquisition. Cash flow from financing activities was -2.0 (-2.2) million euros in April–June and -3.6 (-4.0) million euros in January–June, consisting of lease liability payments and repayment of short-term loans.

The Group's balance sheet total at the end of June was 222.7 (266.8) million euros. Goodwill on the balance sheet totaled 120.6 (159.9) million euros.

Sitowise's business areas

The services of the **Infrastructure business area** (Infra) cover a wide range of urban development needs in diverse areas: infrastructure, transport and mobility, urban development, environment and water, as well as infrastructure project management. Urbanization supports the investment needs of municipalities and cities, and the business area's most significant client segment is the public sector, which accounts for approximately 70 percent of net sales. In the private sector, key clients include construction companies and industrial and energy sector companies.

The **Buildings business area** offers building design, specialist services, and consulting services for residential and commercial properties, as well as for the needs of the public buildings, healthcare sector, data centers, energy, and industry, for example. Sitowise acts as a partner in both new construction and renovation projects as well as in lifecycle maintenance of the buildings. The business area has distinctive design expertise in areas such as structural engineering, building services engineering (HVAC and electric), acoustics design, and fire safety planning as well as construction management services.

The **Digital Solutions business area** (Digi) focuses on smart geospatial solutions for the built environment, mobility, and forest and natural resources sector, as well as consulting services that support these fields. These services cover client-driven information system development, proprietary product solutions, analytics, information management and visualization, and consulting services. The business area also includes digital solutions for infrastructure maintenance planning, reporting, and support for municipalities in Sweden (Sitowise Digital Solutions AB, previously Infracontrol).

Q2 2026 business reviews

The number of working days was the same as in the comparison period in 2025.

Infra

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Number of full-time equivalent employees	665	628	5.8%	644	615	4.7%	615
Net Sales, EUR million	20.2	19.2	5.4%	39.0	36.9	5.8%	73.2
*Adjusted organic growth, %**	5.5%	7.8%		5.8%	6.1%		6.8%

*Adjusted organic growth in net sales is calculated by excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact.

Net sales in **the Infra business area** increased by 5.4 percent year-on-year and amounted to EUR 20.2 (19.2) million. Infra accounted for approximately 47 (45) percent of the Group's consolidated net sales. Overall, the second quarter was strong in Infra, and the business area's profitability remained clearly above Sitowise's medium-term target level.

The net sales growth was organic and broad-based across Infra's business lines. Net sales development was supported particularly by tramway projects won in previous years, as well as by road and rail infrastructure projects and green transition projects secured in early 2026. Infra's utilization rate remained at a good level during the period.

Sitowise sought growth specifically from the private sector, including data center projects, the energy and security sectors, as well as environmental and sustainability services, where it can benefit from high investment activity and gain market share. Recruitments were targeted to strengthen electrical engineering expertise, among others. Increased demand for environmental studies in the data center sector was met through efficient resource allocation of environmental specialists from energy-related projects. Headcount increased across all Infra's business lines, except for street design.

In the public sector, the budgetary deficit and general economic uncertainty were reflected in continued intense price competition. As an example in the municipal sector, the stagnation in residential construction slows urban development, which has been reflected in weaker demand for area development projects. Overall, municipal demand remained at a moderate level. The State investment level continued its gradual recovery, and multiple mid-sized road and rail design projects were tendered during the review period.

During the reporting period, Sitowise's strong role in large alliance-based projects and long-term infrastructure design assignments was highlighted, particularly in the development of urban rail transport and nationally significant rail connections. Sitowise, together with Ramboll, was selected to prepare the railway plan for the Airport Line project. The assignment, won through a competitive tendering process, continues the earlier general planning work for Airport Line carried out by the same consortium. in addition to Airport Line project, Sitowise and Ramboll were selected for the general planning phase of the East Railway (Itärata) project, where they will be responsible for designing the new Airport Line–Porvoo rail section as part of the broader Airport Line–Kouvola connection.

Within the ongoing Infrastructure Programme Helsinki alliance, which brings together Helsinki's light rail projects, the West Tram (Länsiratikat) project moved into the implementation phase as construction of the connection began in May. Sitowise acts as a designer in the alliance. During the period, a contract was also signed for the second partial order of the Vantaa Light Rail project, covering the remaining section of the line as well as related design and implementation tasks under the alliance model. Sitowise also acts as a designer in this project.

Investments in the data center market were positively reflected in a broad range of assignments covering various Infra services. In addition, new orders received included, for example, direct procurements under public sector framework agreements, green transition projects launched by the private sector, and public sector security investments. Infra's order book increased thanks to rail projects won during the review period and was at a good level at the end of June.

Sitowise expects the infrastructure consulting market to remain mixed. Traditional infra business is post-cyclical in nature, which is currently visible in the muted planning activity of new residential areas by municipalities. Due to public sector budget deficits, public investment budgets for 2026 are expected to remain moderate. In addition, no new mega-scale municipal projects are expected to enter the market in the coming years, which will be reflected in the limited number of large public investment projects. Demand for services related to the green transition, environment, and security and national security of supply is expected to remain at a healthy level. Infra's growth is supported by strong market position, broad range of expertise in multidisciplinary projects, and the possibility to create new business and products together with Sitowise's Digital Solutions business area.

Buildings

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Number of full-time equivalent employees	515	549	-6.2%	511	546	-6.4%	529
Net Sales, EUR million	13.8	14.1	-1.8%	27.0	28.2	-4.4%	52.8
*Adjusted organic growth, %**	-1.4%	-7.6%		-4.0%	-9.0%		-7.5%

*Adjusted organic growth in net sales is calculated by excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact.

Net sales from **the Buildings business area** were down by 1.8 percent from the comparison period to 13.8 (14.1) million euros, corresponding to approximately 32 (33) percent of the Group's consolidated net sales.

The market environment of the Buildings business area remained highly polarized, with significant variation between different client segments. Buildings' utilization rate and average hourly rates were at a good level, supported particularly by growing demand for design and project management services related to data center projects, as well as renovation construction activity that was more positive than in the comparison period. Sitowise continued targeted temporary layoffs during the review period, though at a clearly smaller scale than in previous quarters.

The exceptionally challenging situation in the construction market in recent years has been reflected in the Buildings business area through project suspensions, intense price competition and challenges in resource utilization. During the review period, Sitowise continued its systematic project reviews to identify potential project risks related to tight pricing and project discontinuities at an early stage. The Buildings business area's adjusted EBITA was clearly positive and improved significantly from the comparison period.

Data centers were a clear growth segment in the second quarter and represented a significant share of new sales in the Buildings business area. Among other projects won during the review period were construction management, site supervision and coordinator services for the Otakaari 3 project of Aalto University Properties Ltd, as well as renovation design services for the Suomenlinna Primary School. Thanks to datacenter projects, sales in Buildings business increased both year-on-year and quarter-on-quarter. At the end of June, the total order book for Buildings was clearly below the level of the comparison period, but this development was mainly driven by the removal of old suspended projects amounting to EUR 6.9 million from the order book during the first quarter of the year. Buildings order book per full-time equivalent employees increased clearly from the comparison period.

In its March 2026 economic review, the Finnish Construction Industry Association (RT) expects the, the construction market to remain subdued in 2026 and 2027. New housing construction continues to be historically weak, and the low level of new project starts limits demand for technical consulting services, particularly in projects related to new construction. RT expects investments in commercial premises, infrastructure and energy, including projects related to the clean transition and security of supply, and support demand for more complex design and expert services. Renovation construction has turned to cautious growth after a prolonged period of weakness, although overall market uncertainty remains. Geopolitical risks may affect costs and the financing environment and influence demand for construction and related design services more broadly.

During 2026, Buildings business area will focus on developing project execution, improving operational efficiency, and restoring profitable growth. To optimize workload and capacity, Sitowise will continue temporary layoffs as necessary in 2026. At the same time, the company will pursue selective recruitments to strengthen key capabilities in strategic growth areas. The medium- and long-term outlook for the Buildings business remains good supported by the increasing amount of renovation debt in Finland and the sustainability and data related requirements arising from EU regulations and Finland's new Construction Act.

Digital Solutions

EUR million	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Number of full-time equivalent employees	274	289	-5.0%	279	288	-3.2%	287
Net Sales, EUR million	9.1	9.4	-3.1%	18.4	18.6	-1.4%	36.3
*Adjusted organic growth, %**	-1.8%	4.5%		-1.3%	5.8%		1.5%

*Adjusted organic growth in net sales is calculated by excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact.

Net sales from **the Digital Solutions business area** declined from the comparison period and totaled EUR 9.1 (9.4) million, accounting for approximately 21 (22) percent of the Group’s net sales. Annual Recurring Revenue (ARR) increased by 3.9 percent year-on-year, and SaaS products represented approximately one third of Digi’s net sales.

The market environment for Digital Solutions remained very challenging during the review period, with subdued demand for IT services and continued market uncertainty. Net sales were affected by lower project volumes, slower growth in recurring revenue and a decline in demand for consulting assignments. Budgetary pressures and investment prioritization in the public sector led to a reduction in the number of tenders and increasingly intense price competition, particularly in software development projects. In the private sector, cost pressures persisted, and recent advancements in AI tools are beginning to reshape demand for software projects.

SaaS growth was slowed by postponed municipal investment decisions and longer sales cycles, while deployments of SaaS projects won in late 2025 continued to progress more slowly than expected. The growth profile of the product portfolio was also reflected in SaaS growth: products in the growth phase of their lifecycle continued to grow by more than 15%, while the increasing market saturation of Foresta, the largest product, moderated overall growth. Product development activities remained strong during the period. However, capitalization of product development projects was lower than in the comparison period, resulting in a larger share of development costs being recognized directly as expenses in the income statement.

Sitowise continued the cross-selling of digital products between Finland and Sweden. Foresta’s expansion into the Swedish market progressed as planned, and the piloting of Routa in Sweden also continued. Sitowise continued active development of the Louhi, Routa and Smartlas products with a focus on modules expected to drive new business growth as well as new functionalities aimed at enhancing customer satisfaction and retention. The adoption of AI-assisted software development progressed further during the period, with long-term efforts already generating meaningful improvements in efficiency and quality across both customer projects and SaaS product development.

The profitability of Digital Solutions was clearly below the comparison period, although it remained at a good level considering the market environment. Profitability was supported by the strong margin of the product business.

Due to the weak market outlook and declining sales pipeline and workload, change negotiations were initiated in the Digital Solutions business area in May to safeguard profitability and long-term competitiveness. Despite the prolonged market downturn, this was the first time change negotiations had been initiated in the business unit. The negotiations were concluded in June, resulting in personnel measures affecting a total of 30 employees, including redundancies, temporary layoff possibilities and transfers between business areas.

The good order book at the end of June was significantly supported by a three-year contract extension awarded by the Swedish Transport Administration (Trafikverket) at the end of June. Excluding this contract, the order book would have declined clearly compared to the comparison period.

In 2026, the focus of the Digital Solutions business will be on scaling the product business, strengthening the project business, and improving profitability through enhanced project management together with higher utilization.

The market environment is expected to remain modest, with persistently low private and public sector investment volumes, particularly in software development and other project business. In the public sector, budget constraints continue to slow investments in both the reduction of renovation debt related to legacy IT systems and new system development, despite the ongoing need to digitalize and improve operational efficiency. A broader recovery in private-sector demand remains dependent on an improvement in Finland's overall economic environment. Furthermore, progress in AI-assisted software development influences market dynamics. The product business is less sensitive to weak economic conditions, and there are several opportunities to create market independently. Supported by a flexible operating model and a clear differentiation combining modern IT, geospatial intelligence and built environment expertise, the medium- and long-term outlook for Digital Solutions remains positive.

Personnel

The average number of employees, number of employees employed at the end of the review period and full-time equivalent number of employees (FTE) all declined from the comparison period. The decrease was primarily caused by the personnel adjustment measures implemented in the Buildings business area and Group functions during latter part of 2025 and first quarter of 2026. In addition, not all fixed-term contracts were renewed or leavers replaced. In Infra the number of FTEs increased, driven by business growth. The personnel impacts of the restructuring measures taken in Digital Solutions during the second quarter will be visible from the third quarter onwards.

Personnel

Personnel	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Number of personnel, average	1,641	1,720	-4.6%	1,630	1,721	-5.3%	1,694
Number of personnel, at the end of the period	1,650	1,716	-3.8%	1,650	1,716	-3.8%	1,633

Full-time equivalent employees (FTEs)

FTE per Business Area	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Infra	665	624	6.6%	644	615	4.7%	615
Buildings	515	621	-17.1%	511	546	-6.4%	529
Digital Solutions	274	270	1.5%	279	288	-3.1%	287
Group Functions	62	66	-5.8%	64	63	1.0%	63
Group total	**1,516**	**1,581**	**-4.1%**	**1,498**	**1,512**	**-0.9%**	**1,494**

Changes in Group Management

On 13 April 2026, Tero Hannuksela was appointed Senior Vice President, Buildings business area, and a member of the Group Management Team as of 1 May 2026. He succeeds Timo Räikkönen, who left the position on 26 January 2026. Hannuksela previously served as Director of the Construction Management and Special Services business unit within Sitowise's Buildings business area.

On 13 April 2026, Elisa Rusama was appointed CHRO and a member of the Group Management Team as of 1 May 2026. She succeeds Taija Lehtola, who announced on 30 March 2026 that she will leave the company. Elisa Rusama previously served as HR Manager in Sitowise's Infra business area.

Sitowise's CEO, Anna Wäck, commenced parental leave on 26 May 2026. Deputy CEO and EVP Technical Consulting Jannis Mikkola acts as CEO during Wäck's absence. Wäck's parental leave will last approximately six months, and she will return to her position on 1 January 2027 at the latest.

Changes in Group Structure

On 9 June 2026 Sitowise Group Oyj announced it had signed an agreement to sell the entire shareholding of its Swedish subsidiary Sitowise Sverige AB (the Sweden business area) to Sweco. The sale was completed on 31 July 2026. See above section "The sale of subsidiary Sitowise Sverige AB".

Corporate Governance

Authorizations of the Board of Directors

The Annual General Meeting of Sitowise held on 26 March 2026 authorized the Board of Directors to decide on the repurchase of the Company's own shares and to decide on the issuance of shares as well as the issuance of special rights entitling to shares referred to in chapter 10 section 1 of the Companies. The authorizations are effective until the beginning of the next Annual General Meeting, however no longer than until 30 June 2027.

The AGM authorized the Board of Directors to decide on the repurchase of the Company's own shares as follows:

> The number of own shares to be repurchased based on this authorization shall not exceed 3,500,000 shares in total, which corresponds to approximately 9.8 per cent of all the shares in the Company. However, the Company together with its subsidiaries cannot at any moment own more than 10 per cent of all the shares in the Company. Own shares can be repurchased only using the unrestricted equity of the Company at a price formed in public trading on the date of the repurchase or otherwise at a price formed on the market. The Board of Directors decides on all other matters related to the repurchase of own shares, and among other things derivates can be used in the repurchase. Own shares can be repurchased otherwise than in proportion to the shareholdings of the shareholders (directed repurchase).

The AGM authorized the Board of Directors to decide on the issuance of shares as well as the issuance of special rights entitling to shares referred to in chapter 10 section 1 of the Companies Act as follows:

> The number of shares to be issued based on this authorization shall not exceed 3,500,000 shares, which corresponds to approximately 9.8 per cent of all the shares in the Company. The authorization covers both the issuance of new shares as well as the transfer of treasury shares held by the Company. The Board of Directors decides on all other conditions of the issuance of shares and of special rights entitling to shares. The issuance of shares and of special rights entitling to shares may be carried out in deviation from the shareholders' pre-emptive rights (directed issue). The authorization may be used, among other things, to finance and carry out acquisitions or other corporate transactions, to engagement, in incentive systems, in order to develop the Company's capital structure, to broaden the Company's ownership base, and for other purposes as determined by the Company's Board of Directors.

Shares and shareholders

Share capital and treasury shares

At the end of June 2026, Sitowise Group Plc's share capital was EUR 80,000. The company has one share class. Each share entitles the holder to one vote and an equal dividend.

The number of shares issued by Sitowise at the end of the review period was 35,845,665 shares. There were no changes in this number during the review period. The company did not hold any of its own shares during the review period.

	30 Jun 2026	30 Jun 2025	31 Dec 2025
Registered share capital, EUR thousand	80	80	80
Registered total number of shares	35,845,665	35,845,665	35,845,665
Treasury shares	0	0	0

Trading of shares

SITOWS Nasdaq Helsinki	1–6/2026	1–6/2025	1–12/2025
Number of shares traded, million	13.4	1.2	2.8
Value of trading, EUR million	5.7	2.9	6.9
Closing price on the final day of trading, EUR	2.59	2.64	2.59
Volume-weighted average price, EUR	2.33	2.51	2.44
Highest price, EUR	2.94	3.04	3.04
Lowest price, EUR	2.20	2.10	2.10
Market capitalization (at the end of the period), EUR million	92.8	94.6	92.8

Shareholders

At the end of the review period on 30 June 2026, the number of registered shareholders was 4,901 (5,433). The ten largest shareholders entered in the book-entry register maintained by Euroclear Finland Oy owned a total of 34.1 (29.0) percent of Sitowise Group Plc's shares. Nominee-registered shareholders accounted for 37.9 (39.7) percent of the company's shares.

The table below lists the ten largest shareholders on 30 June 2026 based on the Monitor service* provided by the Swedish company Modular Finance AB:

	Largest shareholders	Number of shares	% of shares
1	Paradigm Capital AG	9,100,686	25.39%
2	Intera Partners Oy	5,121,573	14.29%
3	Nordea Life Assurance Finland Ltd	2,349,401	6.55%
4	Etola Group Oy	1,500,000	4.18%
5	Handelsbanken Fonder	1,100,000	3.07%
6	Ilmarinen Mutual Pension Insurance Company	1,071,500	2.99%
7	Varma Mutual Pension Insurance Company	635,000	1.77%
8	Kimmo Anttalainen	397,488	1.11%
9	Jannis Mikkola	356,740	1.00%
10	Ábaco Capital SGIIC	291,577	0.81%
	10 largest in total	21,923,965	61.16%
	Total number of shares	35,845,665	

* Data may be incomplete for both the number of shares and shareholders. It is not possible for the company to verify the accuracy or timeliness of the information. The company is not responsible for the information supplied by the service provider, which is given only as additional information. The company's shareholder register is available from Euroclear, and the company additionally publishes any flagging notifications it receives as stock exchange releases.

Flagging notifications

On 27 May 2026 Sitowise Group Plc received from Bank of America Corporation a flagging notification, according to which Bank of America Corporation 's holding of the shares and votes of the Company increased above 5.00 percent on 26 May 2026. According to the notification, Bank of America Corporation holds indirectly a total of 2,053 shares corresponding to 0.01 percent of the Company's shares and votes, and a total of 2,977,495 shares through financial instruments corresponding to 8.30 percent of the Company's shares and votes.

Share-based incentive plans

On 4 March 2026, the Board of Directors of Sitowise Group Plc resolved to establish new share-based long-term incentive plans covering the years 2026–2028. Within the Performance Share Plan 2026–2028, the participants have the opportunity to earn Sitowise shares and cash as a long-term incentive reward, if the performance targets set by the Board of Directors for the plan are achieved. The Board also resolved on a restricted share plan (Restricted Share Plan 2026–2028), which is intended as a supplementary share-based long-term incentive plan. For further information about the incentive plans see www.sitowise.com/investors/stock-exchange-releases.

At the end of the review period, Sitowise Group Plc also had the following share-based incentive schemes in place:

- Performance Share Plan 2025-2027
- Restricted Share Plan 2025-2027
- Performance Share Plan 2024-2026
- Restricted Share Plan 2024-2026

All incentive plans of the company are further described at www.sitowise.com/investors/governance/remuneration.

Short-term risks and uncertainties

Uncertainty created by changes in the global economy and market conditions poses a risk to Sitowise's business. Still weak macro-economic outlook slows down growth in both Finland and Sweden and impact the short-term decision-making of Sitowise's clients especially in the private sector and most of all in residential building projects. The general economic environment also has an impact on public sector investments. A continued decline in economic activity, geopolitical uncertainty, or a delay in market recovery may impact Sitowise's clients' business prospects leading to, for example, a decrease or postponement of investments and clients' projects or to clients' payment difficulties.

Significant short-term risks and uncertainties to which the Sitowise Group's business is exposed include operational risks related to project work, for example pricing and profitability of the projects, retention of current experts, damage risks such as information and cyber security risks, and strategic risks linked to technological development, corporate acquisitions, and uncertainties in the global economy. Furthermore, Sitowise Group's performance is exposed to several financial risks such as interest rate and currency risks as well as financing risks. The terms of the company's financing agreement, including the covenant conditions, may limit its financial flexibility, and challenges in meeting these terms could potentially raise financing costs or impact the adequacy of financing. Sitowise's sustainability risks include environmental, social responsibility, and governance risks which include among other things the risk of the company being unable to utilize its sustainability expertise to create customer value, and the risk of non-compliance with requirements and reputational damage and sanctions caused by that.

Sitowise's risks are described in detail in the company's 2025 Financial Statements, available on the company's website at www.sitowise.com. One of the key tools for the Group's risk assessment is an annual survey. Its results as well as any other specific risks arising from Sitowise's operations are discussed on the Group's Board of Directors, Management Team, and business areas. The Sitowise Group's risk management process and responsibilities are described on the Group's website (www.sitowise.com).

Legal proceedings and disputes

Sitowise Oy has a pending legal proceeding with a former client relating to a Finnish residential apartment building project from some years back. A substantial claim has been presented to Sitowise by the counterparty, but according to the company's view, the claim is unfounded. Sitowise has also presented a claim to the counterparty for the unpaid part of the project payment, plus the delay interest. The company estimates that the proceedings will take years.

Additionally, the group has ongoing disputes that are considered usual.

Seasonality and sensitivities

The seasonal variation of Sitowise's business is affected by the monthly allocation of annual working days, which in turn is affected by the timing of public holidays (e.g., Easter and Christmas) and employee vacation periods. The Group's net sales and profitability are generally at their lowest in the third quarter due to the summer vacation season. Due to SaaS business, the profitability in Digital Solutions business area is typically at its highest during the third quarter.

Number of working days based on sales weighted business mix

Calendar effects: Number of working days based on sales weighted business mix	2026	2025	2026 vs. 2025
Q1	62	62	0
Q2	60	60	0
Q3	66	66	0
Q4	64	63	1
Full year	**252**	**251**	**1**

Estimated sensitivities with current business scope on annual level:

	Change	Impact in euros	Impact scope
Number of working days	+/- 1 day	+/- EUR 0.6-0.7 million	Topline and bottom-line impact
Sickness absences	+/- 1%-point	-/+ EUR 1.7 million	Topline and bottom-line impact
SEK/EUR FX rate	+/- 10%	+/- EUR 0.8 million	Topline impact

Quarterly net sales and EBITA of the Group

EUR million	Q1/2025	Q2/2025	Q3/2025	Q4/2025	Q1/2026	Q2/2026
Net sales	**41.1**	**42.6**	**35.7**	**42.8**	**41.2**	**43.1**
Other operating income	0.1	0.1	0.1	0.1	0.1	0.1
Materials and services	-3.6	-4.7	-4.2	-5.7	-4.1	-4.9
Personnel expenses	-29.0	-28.5	-22.6	-28.0	-29.1	-29.2
Other operating expenses	-5.1	-5.3	-4.6	-5.4	-5.2	-4.4
Depreciations	-2.3	-2.3	-2.3	-2.3	-2.1	-1.5
EBITA, adjusted	**3.2**	**3.2**	**3.1**	**2.7**	**2.5**	**3.2**
EBITA, adjusted %	7.8%	7.4%	8.8%	6.2%	6.2%	7.4%
Items affecting comparability	-1.2	-0.2	-0.1	-0.2	-0.8	-1.1
EBITA	**2.0**	**2.9**	**3.1**	**2.4**	**1.7**	**2.1**
EBITA %	4.9%	6.8%	8.6%	5.7%	4.1%	4.8%

Significant events after the review period

The sale of subsidiary Sitowise Sverige AB to Sweco was concluded on 31 July 2026.

The restated financial figures for the continuing business were disclosed on 10 August 2026.

Espoo, 12 August 2026

Sitowise Group Plc
Board of Directors

Additional information

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Audiocast for analysts, media and investors

Sitowise's Q2 2026 earnings call will be held today, 12 August 2026 at 12 pm EEST. The audiocast can be accessed either live or as a replay available at https://events.inderes.com/sitowise/2026-q2-results

Financial calendar 2026

The planned publication dates for Sitowise Group Plc's financial reports are as follows:

- Interim Report for January–September 2026: 5 November 2026

The financial reports are planned to be published at 8.30 a.m. (EET/EEST). Sitowise observes a silent period of 30 days prior to publishing financial reports.

Distribution

Nasdaq Helsinki Ltd
Key media
www.sitowise.com

Sitowise in brief

Sitowise is a Nordic expert in technical consulting and digital solutions. Our mission is to engineer the foundation of Nordic resilience. We design infrastructure, buildings and cities that stand the test of time and change. We enhance society's operational reliability by developing critical infrastructure and ensure the sustainable use of the environment and natural resources. We operate in three business areas: Infra, Buildings and Digital solutions. The Group's restated net sales in 2025 were EUR 162 million, and the company employs approximately 1,700 experts. Sitowise Group Plc is listed on the Nasdaq Helsinki stock exchange under the trading symbol SITOWS.

Main financial statements

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

EUR thousand	4-6/2026	4-6/2025	1-6/2026	1-6/2025	1-12/2025
Net sales	**43,125**	**42,631**	**84,370**	**83,729**	**162,252**
Other operating income	55	78	197	184	398
Materials and services	-4,890	-4,680	-8,979	-8,326	-18,135
Employee benefits	-29,489	-28,485	-58,615	-57,477	-108,081
Other operating expenses	-5,523	-5,256	-10,759	-10,397	-20,454
Depreciation, amortization, and impairment	-2,084	-2,294	-4,227	-4,633	-9,209
Operating profit	**1,194**	**1,993**	**1,987**	**3,081**	**6,770**
Financial income	79	20	167	198	494
Financial expenses	-1,492	-1,504	-3,212	-3,144	-6,002
Result before taxes	**-218**	**509**	**-1,058**	**135**	**1,262**
Income taxes	28	-91	223	7	-142
Result for the period, continuing operations	**-190**	**418**	**-834**	**143**	**1,120**
Result for the period, discontinued operations	-1,598	-830	-2,271	-1,962	-43,550
Result for the period	**-1,789**	**-412**	**-3,106**	**-1,819**	**-42,431**
Attributable to:					
Owners of the parent	-1,789	-412	-3,106	-1,819	-42,431
Other comprehensive income:					
Items that may be reclassified to profit or loss					
Change in translation difference	-127	-1,425	-219	1,482	2,091
Cash flow hedging, net of tax	-55	-65	134	-35	-70
Other change	0	48	47	48	1,826
Total for items in other comprehensive income	**-182**	**-1,442**	**-37**	**1,495**	**3,847**
Total comprehensive income	**-1,970**	**-1,855**	**-3,143**	**-324**	**-38,583**
Comprehensive income attributable to:					
Owners of the parent	-1,970	-1,855	-3,143	-324	-38,583
Total comprehensive income attributable to owners of the Parent company arises from:					
Continuing operations:	-345	191	-836	364	3,309
Discontinued operations:	-1,625	-2,045	-2,307	-687	-41,893

Earnings per share:					
Earnings per share (EUR)					
Continued operations	-0.01	0.01	-0.02	0.00	0.03
Discontinued operations	-0.04	-0.02	-0.06	-0.05	-1.17
Diluted earnings per share (EUR)					
Continued operations	-0.01	0.01	-0.02	0.00	0.03
Discontinued operations	-0.04	-0.02	-0.06	-0.05	-1.17

Starting from the second quarter of the financial year, Sitowise reports its Sweden business area as discontinued operations. The comparative figures have been adjusted accordingly.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

EUR thousand	**30 Jun 2026**	**30 Jun 2025**	**31 Dec 2025**
Assets			
Goodwill	120,592	159,856	120,730
Intangible assets	7,744	10,653	9,082
Property, plant and equipment	1,946	2,101	2,004
Right-of-use assets	16,051	26,678	24,408
Other shares, similar rights of ownership, and receivables	291	1,851	307
Deferred tax assets	1,301	1,807	1,808
Total non-current assets	**147,924**	**202,947**	**158,339**
Trade and other receivables	40,636	47,204	48,058
Income tax receivables	107	662	870
Cash and cash equivalents	16,272	16,019	22,598
Current assets excluding assets held for sale	**57,015**	**63,886**	**71,526**
Assets held for sale 1)	17,813	-	-
Total current assets	**74,828**	**63,886**	**71,526**
Total assets	**222,752**	**266,833**	**229,865**

EUR thousand	**30 Jun 2026**	**30 Jun 2025**	**31 Dec 2025**
Shareholders' equity and liabilities			
Share capital	80	80	80
Reserve for invested unrestricted equity	97,294	97,294	97,294
Fair value reserve	-48	-92	-183
Translation difference	-3,489	-3,878	-3,269
Retained earnings	-20,149	21,539	-17,052
Equity attributable to owners of the parent	**73,689**	**114,944**	**76,870**
Total shareholders' equity	**73,689**	**114,944**	**76,870**
Deferred tax liabilities	440	836	586
Financial liabilities	67,315	68,314	67,833
Lease liabilities	13,390	20,432	18,889
Other financial liabilities	31	377	183
Total non-current liabilities	**81,175**	**89,960**	**87,492**
Income tax liabilities	381	376	0
Financial liabilities	1,041	1,041	1,041

Lease liabilities	4,464	7,888	7,420
Provisions	1,780	500	1,493
Trade payable and other liabilities	47,563	52,124	55,549
Current liabilities excluding liabilities associated with assets held for sale	**55,229**	**61,928**	**65,503**
Liabilities associated with assets held for sale 1)	12,657	-	-
Total current liabilities	**67,887**	**61,928**	**65,503**
Total shareholders' equity and liabilities	**222,752**	**266,833**	**229,865**

1) see Discontinued operations

CONSOLIDATED CASH FLOW STATEMENT

EUR thousand	**4-6/2026**	**4-6/2025**	**1-6/2026**	**1-6/2025**	**1-12/2025**
Cash flows from operating activities:					
Result for the period	-1,789	-412	-3,106	-1,819	-42,431
Adjustments					
Income taxes	-334	-143	-766	-582	-999
Depreciation, amortization, and impairment	2,728	3,043	5,542	6,144	51,784
Financial income and expenses	1,506	1,584	3,236	3,163	5,900
Other adjustments	360	108	214	112	239
Change in working capital					
Trade and other receivables, increase (-) / decrease (+)	-2,926	1,711	-900	3,750	3,247
Trade and other payables, increase (+) / decrease (-)	1,714	1,335	-1,078	-3,079	1,053
Interest paid and other financial expenses	-1,493	-1,571	-3,254	-3,424	-6,475
Interest received and other financial income	79	197	167	270	400
Income taxes paid (-) / received (+)	-232	-222	-118	-352	-645
Net cash flows from operating activities	**-387**	**5,629**	**-63**	**4,184**	**12,074**
Cash flows from investing activities:					
Investments in tangible and intangible assets	-330	-591	-1,120	-1,310	-2,063
Acquisitions of subsidiaries, net of cash acquired	0	0	0	-391	-391
Proceeds from sales of other shares and repayments of loan receivables CF	0	0	47	0	3,139
Net cash flows from investing activities	**-330**	**-591**	**-1,073**	**-1,702**	**684**
Cash flows from financing activities:					
Repayment of short-term loans	-500	-500	-541	-500	-1,000
Payments of lease liabilities	-1,545	-1,704	-3,103	-3,508	-6,779
Net cash flows from financing activities	**-2,045**	**-2,204**	**-3,644**	**-4,008**	**-7,779**
Cash and cash equivalents at the start of the period	20,578	13,265	22,598	17,459	17,459
Change in cash and cash equivalents, increase (+) / decrease (-)	-2,762	2,834	-4,780	-1,526	4,979
Translation differences	-51	-79	-53	85	159
Cash and cash equivalents at the end of the period 1)	**17,765**	**16,019**	**17,765**	**16,019**	**22,598**

The consolidated cash flow include cash flows related to both continuing and discontinued operations.
1) Cash and cash equivalents as at 30 June 2026 include EUR 1.5 million of cash and cash equivalents presented on the balance sheet as part of assets held for sale.

STATEMENT OF CHANGES IN CONSOLIDATED EQUITY

EUR thousand	Share capital	Reserve for invested unrestricted equity	Fair value reserve	Translation differences	Retained earnings	Total	Non-controlling interest	Total shareholders' equity
	Equity attributable to owners of parent							
Shareholders' equity 1 Jan 2026	**80**	**97,294**	**-182**	**-3,269**	**-17,053**	**76,870**	**0**	**76,870**
Result for the period					-3,106	**-3,106**		**-3,106**
Other comprehensive income			134	-219	47	**-37**		**-37**
Total comprehensive income	**0**	**0**	**134**	**-219**	**-3,059**	**-3,143**	**0**	**-3,143**
Share-based incentive schemes					-37	**-37**		**-37**
Other adjustments						**0**		**0**
Transactions with owners	**0**	**0**	**0**	**0**	**-37**	**-37**	**0**	**-37**
Shareholders' equity 30 Jun 2026	**80**	**97,294**	**-48**	**-3,489**	**-20,148**	**73,689**	**0**	**73,689**

EUR thousand	Share capital	Reserve for invested unrestricted equity	Fair value reserve	Translation differences	Retained earnings	Total	Non-controlling interest	Total shareholders' equity
	Equity attributable to owners of parent							
Shareholders' equity 1 Jan 2025	**80**	**97,352**	**-57**	**-5,360**	**23,256**	**115,271**	**0**	**115,271**
Result for the period					-1,819	**-1,819**		**-1,819**
Other comprehensive income			-90	1,482	103	**1,495**		**1,495**
Total comprehensive income	**0**	**0**	**-90**	**1,482**	**-1,716**	**-324**	**0**	**-324**
Share-based incentive schemes					54	**54**		**54**
Other adjustments		-58				**-58**		**-58**
Transactions with owners	0	-58	0	0	54	**-4**	0	**-4**
Shareholders' equity 30 Jun 2025	**80**	**97,294**	**-147**	**-3,878**	**21,595**	**114,944**	**0**	**114,944**

Notes to the Interim Report

Sitowise Group's interim report has been prepared in accordance with IAS 34 Interim Financial Reporting. The interim information does not include all the notes presented in the consolidated financial statements for 2025; therefore, it should be read in conjunction with the consolidated financial statements for 2025 prepared in accordance with IFRS. The same accounting principles have been applied in the interim financial information as in the consolidated financial statements. The interim report has not been audited.

Sitowise Group Plc announced on 9 June 2026 that it had signed an agreement on the sale of its Swedish subsidiary, Sitowise Sverige AB (the Swedish business area). The sale was completed on 31 July 2026. Sitowise presents Sitowise Sverige AB as a discontinued operation starting from the interim report for the second quarter of 2026. The financial information presented in this report relates to continuing operations unless otherwise stated. Comparative figures have been adjusted accordingly.

In accordance with IFRS 5, Non-current Assets Held for Sale and Discontinued Operations, the profit or loss from the discontinued operation is presented separately from income and expenses of continuing operations in the consolidated income statement, with prior periods restated for comparison. Intra-group revenues and expenses between continuing and discontinued operations are eliminated.

The discontinued operation comprises revenue and operating expenses directly attributable to the Sweden business area, together with costs related to continuing operations that will not continue after the sale transaction or that would have been avoided had the sale occurred. Certain costs incurred from the design software used by the Sweden business area are excluded from the discontinued operation. As a result, the financial information shown for continuing operations and for the Sweden business area (as discontinued operations) is in indicative nature and does not fully reflect the standalone historical or future profitability of either business before or after the divestment.

In accordance with IFRS 5, the statement of financial position is not restated.

The key uncertainties related to decisions made by the management requiring discretion, the management's estimates, as well as key topics requiring discretion are the same as those in the 2025 financial statements.

1. NET SALES

EUR thousand	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Infra	20,245	19,208	5.4%	39,001	36,850	5.8%	73,167
Buildings	13,808	14,056	-1.8%	26,985	28,231	-4.4%	52,766
Digi	9,073	9,367	-3.1%	18,384	18,649	-1.4%	36,320
Total	**43,125**	**42,631**	**1.2%**	**84,370**	**83,729**	**0.8%**	**162,252**

Net sales by business area

EUR thousand	4-6/2026	4-6/2025	Change, %	1-6/2026	1-6/2025	Change, %	1-12/2025
Finland	40,102	40,020	0.2%	78,424	78,452	0.0%	152,599
Sweden	2,517	2,118	18.8%	4,911	4,311	13.9%	7,926
Other countries	507	492	2.9%	1,035	967	7.0%	1,728
Total	**43,125**	**42,631**	**1.2%**	**84,370**	**83,729**	**0.8%**	**162,252**

Net sales of the geographical areas are reported by the client's location.
Revenue from client contracts expected to be recognized and related to the remaining performance obligations as of 30 June 2026 is approximately EUR 145 million.

2. FAIR VALUE MEASUREMENT OF FINANCIAL ASSETS AND LIABILITIES

Fair value hierarchy levels:

- Level 1: Quoted fair values for identical assets and liabilities in active markets

- Level 2: Fair values are measured using inputs other than quoted prices included within Level 1, and they are observable for the asset or liability, either directly or indirectly

- Level 3: Fair values are measured using asset or liability data not based on observable market inputs

Financial assets

EUR thousand	Measured at amortized cost	Measured at fair value through other comprehensive income	Measured at fair value through profit or loss	Book value total	Fair value	Level
Non-current financial assets						
Other shares and holdings		33		33	33	Level 3
Loan receivables				0	0	
Other financial assets, including derivatives	258			258	258	Level 2
Current financial assets						
Trade receivables	24,049			24,049	24,049	
Cash and cash equivalents	16,272			16,272	16,272	
Financial assets 30 Jun 2026	**40,579**	**33**	**0**	**40,612**	**40,612**	

EUR thousand	Measured at amortized cost	Measured at fair value through other comprehensive income	Measured at fair value through profit or loss	Book value total	Fair value	Level
Non-current financial assets						
Other shares and holdings		631		631	631	Level 3
Loan receivables	917			917	917	
Other financial assets, including derivatives	304			304	304	Level 2
Current financial assets						
Trade receivables	27,577			27,577	27,577	
Cash and cash equivalents	16,019			16,019	16,019	
Financial assets 30 Jun 2025	**44,817**	**631**	**0**	**45,448**	**45,448**	

Financial liabilities

EUR thousand	Measured at amortized cost	Measured at fair value through other comprehensive income	Measured at fair value through profit or loss	Book value total	Fair value	Level
Non-current financial liabilities						
Loans from financial institutions	67,315			67,315	67,315	
Lease liabilities	13,390			13,390		
Other financial liabilities, including derivatives		31		31	31	Level 1
Current financial liabilities						
Loans from financial institutions	1,041			1,041	1,041	
Trade payables	4,941			4,941	4,941	
Lease liabilities	4,464			4,464		
Other financial liabilities, including derivatives		17		17	17	Level 1
Financial liabilities 30 Jun 2026	**91,151**	**48**	**0**	**91,199**	**73,345**	

EUR thousand	Measured at amortized cost	Measured at fair value through other comprehensive income	Measured at fair value through profit or loss	Book value total	Fair value	Level
Non-current financial liabilities						
Loans from financial institutions	68,314			68,314	68,314	
Lease liabilities	20,432			20,432		
Other financial liabilities, including derivatives		377		377	377	Level 1
Current financial liabilities						
Loans from financial institutions	1,041			1,041	1,041	
Trade payables	7,512			7,512	7,512	
Lease liabilities	7,888			7,888		
Financial liabilities 30 Jun 2025	**105,187**	**377**	**0**	**105,564**	**77,244**	

Loans from financial institutions consist of floating rate bank loans. The total amount of loans drawn down under the financing agreement was EUR 68.5 million. With the current interest rate swap agreement, EUR 33.0 million of the loans raised were based on fixed interest rates and EUR 35.5 million were based on floating interest rates.

The Group met the covenant conditions of its financing contract at the end of the review period. The company monitors compliance with loan covenant requirements on a regular basis.

3. DISCONTINUED OPERATIONS

On 9 June 2026, Sitowise Group Plc announced that it had signed an agreement on the sale of its Swedish subsidiary, Sitowise Sverige AB (the Sweden business area). Sitowise classifies the business to be divested as assets held for sale until completion of the transaction and presents it as a discontinued operation starting from this interim report. In accordance with IFRS 5, "Non-current Assets Held for Sale and Discontinued Operations," the profit or loss from the discontinued operation is presented separately from income and expenses of continuing operations in the consolidated income statement, with prior periods restated for comparison. Intra-group revenues and expenses between continuing and discontinued operations are eliminated.

The purchase price for the divested operations amounts to EUR 3.0 million. The parties have also agreed on an earn-out of up to approximately EUR 2.0 million related to long-term lease liabilities, which will be recognized in profit or loss in 2027–2029 if realized. Sitowise recorded an impairment loss of EUR 0.3 million on the measurement of Sitowise Sverige AB's net assets to the fair value less costs to sell (EUR 0.6 million). The final consideration will also depend on the customary purchase price adjustments at closing, including net debt and net working capital adjustments.

Result for the Discontinued operations

EUR thousand	**4-6/2026**	**4-6/2025**	**1-6/2026**	**1-6/2025**	**1-12/2025**
Net sales	**7,414**	**7,188**	**15,135**	**14,212**	**26,333**
Other operating income	2	1	15	52	76
Materials and services	-849	-1,069	-1,710	-1,977	-3,498
Employee benefits	6,319	-5,598	-12,141	-11,037	-20,547
Other operating expenses	-1,142	-738	-2,334	-2,069	-4,117
Depreciation, amortization, and impairment	-923	-749	-1,593	-1,503	-42,575
Operating profit	**-1,818**	**-965**	**-2,629**	**-2,322**	**-44,329**
Financial income	0	0	0	-1	20
Financial expenses	-93	-99	-191	-214	-412
Result before taxes	**-1,911**	**-1,064**	**-2,820**	**-2,537**	**-44,721**
Income taxes	313	233	549	571	1,141
Result for the period, discontinued operations	**-1,598**	**-830**	**-2,271**	**-1,966**	**-43,580**
Other comprehensive income:					
Items that will not be reclassified as profit or loss					
Recognition of change in the fair value of other investments through comprehensive income	0	0	0	0	0
Items that may be reclassified to profit or loss					
Change in translation difference	-27	-1,215	-36	1275	1658
Cash flow hedging, net of tax	0	0	0	0	0
Other change	0	0	0	0	0
Total for items in other comprehensive income	**-27**	**-1,215**	**-36**	**1,275**	**1,658**
Total comprehensive income, discontinued operations	**-1,625**	**-2,045**	**-2,307**	**-692**	**-41,922**

Cumulative translation losses on discontinued operations recorded in other comprehensive income totaled about 2.9 million euros as at 30 June 2026.

Assets held for sale and associated liabilities

Assets	
EUR thousand	**30 Jun 2026**
Goodwill	0
Intangible assets	48
Property, plant and equipment	263
Right-of-use assets	5,712
Other shares, similar rights of ownership, and receivables	10
Deferred tax assets	1,639
Total non-current assets	**7,672**
Trade and other receivables	7,943
Income tax receivables	705
Cash and cash equivalents	1,494
Total current assets	**10,141**
Total assets	**17,813**
Liabilities	
Deferred tax liabilities	11
Financial liabilities	0
Lease liabilities	3,625
Other financial liabilities	0
Total non-current liabilities	**3,635**
Income tax liabilities	0
Financial liabilities	0
Lease liabilities	2,419
Provisions	0
Trade payable and other liabilities	6,602
Total current liabilities	**9,022**
Total liabilities	**12,657**

4. GUARANTEES AND CONTINGENT LIABILITIES

During the second quarter, bank guarantees remained at the previous quarter's level. At the end of the review period, the company had valid bank guarantees worth EUR 2.0 million.

The financing has been secured by corporate pledges totaling EUR 117.0 million. In addition, the shares of subsidiaries and internal receivables are used as collateral.

5. SHARES

Number of shares used in calculating earnings per share

	4-6/2026	4-6/2025	1-6/2026	1-6/2025	1-12/2025
Number of shares	35,845,665	35,845,665	35,845,665	35,845,665	35,845,665
Average number of shares	35,845,665	35,845,665	35,845,665	35,845,665	35,845,665
Diluted number of shares	37,963,165	37,283,665	37,963,165	37,283,665	37,314,665
Diluted number of shares, average	37,611,242	36,606,609	37,392,473	36,606,609	37,169,283

6. RELATED-PARTY TRANSACTIONS

The Board of Directors of Sitowise resolved in March 2023 to establish a new share-based long-term incentive program. The program consists of annually commencing individual three-year plans, and the Board of Directors decides the commencement and terms of each new plan separately. The purpose of the plans is to align the interests of the management and key personnel with the interests of the shareholders and thereby increase the shareholder value in the long term, and to commit the management and key personnel to achieving Sitowise's strategic goals.

The incentives plan valid at the end of the period are presented in the table below.

The Performance Share Plans (PSP) have a three-year performance period. The participants in the plans have the opportunity to earn Sitowise shares and cash as a long-term incentive reward, if the performance targets set by the Board of Directors for the plan are achieved. The payout of shares under plans will depend on meeting the targets set by the Board of Directors and no reward will be paid if the minimum levels set for the targets are not met. The potential reward will be paid, according to the Board of Directors' choice, either in Sitowise's shares, in cash, or in a combination of these after the performance period. The potential share rewards are at the participants' free disposal after delivery, with the exception of the CEO and other Group Management Team members. As a main rule no reward is paid to an individual participant whose employment or service relationship ends or has ended before the delivery of the reward.

Restricted Share Plans (RSP) as a supplementary share-based long-term incentive plan. The potential reward will be paid, according to the Board of Directors' choice, either in Sitowise's shares, in cash, or in a combination of these after the performance period and they are at the participants' free disposal after delivery. As a main rule no reward is paid to an individual participant whose employment or service relationship ends or has ended before the delivery of the reward.

For IFRS 2 purposes, the fair value shall take into account market based performance conditions. The evaluation takes into account Sitowise's share price at the time of the grant, the relative TSR market condition, the absolute TSR trigger and expected dividends to be missed before the payment of the reward. Further information about the share-based incentive plan and terms applied to the plans have been published in stock exchange releases on 4 March 2026, 12 February 2025, 13 March 2024 and 28 March 2023.

The total cost effect of the equity-settled performance share programs during the reporting period was EUR 83 thousand and a total income of EUR 14 thousand during the half-year period. During the comparison period, the total cost effect of the equity-settled performance share programs and the option program, which was established in 2021 was EUR 50 thousand and EUR 54 thousand during the half-year period.

Plan	Target group	The performance criteria applied	Payment condition

PSP 2024-2026	CEO, other members of the Sitowise Group Management Team, other management and experts	Profitability (adjusted EBITA margin, %), profitability compared to peers (adjusted EBITA margin, %, compared to selected peers), sustainability services revenue	Total shareholder return (TSR) trigger and minumum net sales trigger
PSP 2025-2027	CEO, other members of the Sitowise Group Management Team, other management and experts	Growth and profitability (reported EBITA, EUR), profitability (adjusted EBITA margin, %), sustainability services revenue	Total shareholder return (TSR) trigger
PSP 2026-2028	CEO, other members of the Sitowise Group Management Team, other management and experts	Growth and profitability (reported EBITA, EUR), profitability (adjusted EBITA margin, %), sustainability services revenue	Total shareholder return (TSR) trigger
RSP 2024-2026	Separately selected Sitowise's key persons	N/A	N/A
RSP 2025-2027	Separately selected Sitowise's key persons	N/A	N/A
RSP 2026-2028	Separately selected Sitowise's key persons	N/A	N/A

Plan	First grant date	Number of granted shares	Grant date share price	Number of participants	Performance period	Settlement year
PSP 2024-2026	18 March 2024	307,000	EUR 2.77	25	2024-2026	2027
PSP 2025-2027	27 March 2025	648,000	EUR 2.40	60	2025-2027	2028
PSP 2026-2028	29 April 2026	1,127,500	EUR 2.44	85	2026-2028	2029
RSP 2024-2026	4 August 2025	0	EUR 2.49	0	2024-2026	2027
RSP 2025-2027	10 February 2026	35,000	EUR 2.42	3	2025-2027	2028

The company had purchases from AS DWG, which is considered as a related-party company, totaling EUR 99 thousand during the reporting period and a total of 194 thousand euros during the half-year period. At the end of the reporting period, the company had loan receivables of EUR 128 thousand from AS DWG and trade payables to DWG amounting to EUR 20 thousand.

The company did not have any other significant related-party transactions during the period under review.

7. FINANCIAL AND ALTERNATIVE PERFORMANCE MEASURES

Since the publication of the IFRS financial statements for 2019, Sitowise has reported some alternative performance measures that do not comply with IFRS standards. The calculation of alternative performance measures does not take into account items affecting comparability, which are different from ordinary business operations, in order to show the financial result of the underlying actual business. The alternative performance measures are intended to improve comparability and are not a substitute for other IFRS-based key figures.
The alternative performance measures to be reported are adjusted EBITDA, EBITA, adjusted EBITA, and net debt / EBITDA, adjusted. Adjusted EBITDA and adjusted EBITA exclude material items that are not part of ordinary activities, but which affect comparability. Details of items affecting comparability and reconciliations of alternative performance measures are provided in Note 9.

Key figures describing financial development

EUR thousand	4-6/2026	4-6/2025	1-6/2026	1-6/2025	1-12/2025
Net sales	43,125	42,631	84,370	83,729	162,252
Growth in net sales, %	1.2%	0.6%	0.8%	-0.7%	0.4%
Adjusted organic growth in net sales, %	1.4%	1.5%	0.8%	0.4%	0.5%
EBITA, adjusted	3,186	3,160	5,723	6,348	12,154
% of net sales	7.4%	7.4%	6.8%	7.6%	7.5%
EBITA	2,053	2,917	3,746	4,914	10,427
Operating profit (EBIT)	1,194	1,993	1,987	3,081	6,770
% of net sales	2.8%	4.7%	2.4%	3.7%	4.2%
Result for the period	-190	418	-834	143	1,120
Balance sheet total			222,752	266,833	229,865
Cash and cash equivalents			16,272	16,019	22,598
Net debt			69,938	81,656	72,585
Cash flow from operating activities before financial items and taxes	1,260	7,225	3,142	7,689	18,794
Earnings per share (EUR)	-0.01	0.01	-0.02	0.00	0.03
Diluted earnings per share (EUR)	-0.01	0.01	-0.02	0.00	0.03
Return on equity (ROE), %			0.2%	-4.3%	-44.2%
Return on capital employed (ROCE), %			3.5%	0.2%	-19.2%
Equity ratio, %			33.1%	43.1%	33.4%
Net debt / EBITDA, adjusted			4.2x	4.9x	4.3x
Gearing, %			94.9%	72.1%	94.4%
Number of personnel, average	1,641	1,720	1,630	1,721	1,694
Full-time equivalent (FTE), average	1,516	1,581	1,498	1,512	1,494
Utilization rate	74.2%	74.7%	73.7%	73.4%	73.8%

Comparison periods balance sheet figures have not been restated with Sweden business area divestment.

8. FORMULAS OF FINANCIAL AND ALTERNATIVE PERFORMANCE MEASURES

Adjusted organic growth in net sales	= Growth in net sales excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact
EBITA	= Operating profit + amortization of intangible assets
EBITA, adjusted	= EBITA + items affecting comparability
EBITDA, adjusted	= EBITA + depreciation of tangible assets + items affecting comparability
Items affecting comparability	= Items affecting comparability are primarily costs associated with M&A and integration as well as restructuring
Net debt	= Loans from financial institutions + IFRS16 lease liabilities - cash and cash equivalents
Return on equity (ROE), %	= Profit for the period, prev. 12 months / Total shareholders' equity, average
Return on capital employed (ROCE), %	= (Profit before taxes + financial expenses), prev. 12 months / (Balance sheet total - non-interest-bearing debt), average
Equity ratio, %	= Total shareholders' equity / Balance sheet total
Net debt / EBITDA, adjusted	= Net debt / EBITDA, adjusted
Gearing, %	= Net debt / Total shareholders' equity
Non-diluted earnings per share	= (Result for the period - non-controlling interest - dividend for the financial period to be distributed taking tax impact into consideration) / Average weighted number of shares
Diluted earnings per share	= (Result for the period - non-controlling interest - dividend for the financial period to be distributed taking tax impact into consideration) / Average diluted weighted number of shares
Full-time equivalent (FTE), average	= Group personnel, full-time equivalent average during the period
Utilization rate	= Number of project hours worked relative to the number of hours worked

9. RECONCILIATION OF ALTERNATIVE PERFORMANCE MEASURES

EUR thousand	**4-6/2026**	**4-6/2025**	**1-6/2026**	**1-6/2025**	**1-12/2025**
Net sales	43,125	42,631	84,370	83,729	162,252
Adjusted organic growth in net sales, %					
Growth in net sales	1%	1%	1%	0%	1%
Impact of acquisitions	0%	0%	0%	0%	0%
Impact of number of working days	0%	2%	0%	1%	0%
Impact of exchange rates	0%	-1%	0%	0%	0%
Adjusted organic growth in net sales, %	**1%**	**1%**	**1%**	**0%**	**0%**
EBITA					
Operating profit (EBIT)	1,194	1,993	1,987	3,081	6,770
Amortizations of intangible assets	-859	-924	-1,759	-1,833	-3,657
EBITA	**2,053**	**2,917**	**3,746**	**4,914**	**10,427**
EBITA %	**4.8%**	**6.8%**	**4.4%**	**5.9%**	**6.4%**

Items affecting comparability					
Restructuring costs	341	190	798	1,376	1,560
M&A and integration costs	438	0	438	4	4
Other, income (-) / costs (+)	340	53	742	53	162
Items affecting comparability, EBITDA	**1,118**	**243**	**1,977**	**1,434**	**1,727**
Items affecting comparability, depreciations	0	0	0	0	0
Items affecting comparability, EBITA	**1,118**	**243**	**1,977**	**1,434**	**1,727**
EBITA, adjusted					
EBITA	2,053	2,917	3,746	4,914	10,427
Items affecting comparability, EBITA	1,118	243	1,977	1,434	1,727
EBITA, adjusted	**3,171**	**3,160**	**5,723**	**6,348**	**12,154**
EBITA, adjusted %	**7.4%**	**7.4%**	**6.8%**	**7.6%**	**7.5%**
EBITDA					
Operating profit (EBIT)	1,194	1,993	1,987	3,081	6,770
Depreciation and amortization	-2,084	-2,294	-4,227	-4,641	-9,209
EBITDA	**3,278**	**4,288**	**6,214**	**7,724**	**15,979**
EBITDA %	**7.6%**	**10.1%**	**7.4%**	**9.2%**	**9.8%**
Net debt					
Loans from financial institutions			68,355	69,355	68,874
Operational lease liabilities (IFRS 16)			17,854	28,320	26,309
Cash and cash equivalents			16,272	16,019	22,598
Net debt			**69,938**	**81,656**	**72,585**
EBITDA, adjusted (prev. 12 months)					
EBITDA (prev. 12 months)			14,469	14,487	15,979
Items affecting comparability, EBITDA (prev. 12 months)			2,270	3,408	1,727
EBITDA, adjusted (prev. 12 months)			**16,740**	**17,895**	**17,706**
Net debt / EBITDA, adjusted					
Net debt			69,938	81,656	72,585
EBITDA, adjusted (prev. 12 months)			16,740	17,895	17,706
Net debt / EBITDA, adjusted			**4.2x**	**4.9x**	**4.3x**
Gearing, %					
Total shareholders' equity			73,689	114,944	76,870
Net debt			69,938	81,656	72,585
Gearing, %			**94.9%**	**72.1%**	**94.4%**

Comparison periods balance sheet figures have not been restated with Sweden business area divestment.