SITOWISE GROUP PLC

Interim Report
1 January – 30 September 2026

Q3 adjusted EBITA margin 9.8%



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The figures in the interim 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 Interim Report January-September 2026: Q3 adjusted EBITA margin improved to 9.8%

Sitowise Group Plc, interim report 1 January – 30 September 2026, 5 November 2026 at 8:30 am EET

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.

July–September 2026 in brief

- Net sales increased by 5.3% to EUR 37.6 (35.7) million.
- Adjusted organic net sales growth was 5.3% (-1.8%).
- Adjusted EBITA was EUR 3.7 (3.2) million, or 9.8% (8.9%) of net sales.
- Operating result increased to EUR 2.5 (2.2) million, or 6.6% (6.1%) of net sales.
- Cash flow from operating activities before financial items and taxes was -0.3 (-2.9) million euros.[2]
- Utilization rate totaled 74.3% (74.3%).

January–September 2026 in brief

- Net sales increased by 2.1% to EUR 122.0 (119.4) million.
- Adjusted organic net sales growth was 2.1% (-0.2%).
- Adjusted EBITA was EUR 9.4 (9.6) million, or 7.7% (8,1%) of net sales.
- Operating result decreased to EUR 4.5 (5.2) million, or 3.7% (4.4%) of net sales.
- Cash flow from operating activities before financial items and taxes was 2.8 (4.7) million euros.[2]
- Utilization rate improved to 73.9% (73.6%).
- Order book increased by 0.7% to 140 (139) million euros.
- Leverage (net debt / EBITDA, adjusted) was 4.1x (5.4x).[1]
- 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.

Key figures

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
FINANCIAL							
Net sales	37.6	35.7	5.3%	122.0	119.4	2.1%	162.3
Adjusted organic growth, %	5.3%	-1.8%		2.1%	-0.2%		0.5%
EBITA, adjusted	3.7	3.2	15.1%	9.4	9.6	-2.5%	12.4
% of net sales	9.8%	8.9%		7.7%	8.1%		7.7%
EBITA	3.3	3.1	8.6%	7.1	8.0	-11.3%	10.4
Operating profit	2.5	2.2	14.9%	4.5	5.2	-14.8%	6.8
% of net sales	6.6%	6.1%		3.7%	4.4%		4.2%
Result for the period	0.9	0.7	33.6%	0.0	0.8	-95.3%	1.1
Cash flow from operating activities before financial items and taxes [2]	-0.3	-2.9	88.3%	2.8	4.7	-41.0%	18.8
Net debt [1]				70.9	86.9	-18.4%	72.6
Net debt / EBITDA, adjusted [1]				4.1x	5.4x		4.3x
Equity ratio, % [1]				35.2%	44.6%		33.4%
Earnings per share (EPS), EUR	0.02	0.02	38.7%	0.00	0.02	-95.1%	0.03

OPERATIONAL							
Number of full-time equivalent employees	1,516	1,488	1.9%	1,498	1,505	-0.5%	1,494
Utilization rate	74.3%	74.3%		73.9%	73.6%		73.8%
Number of working days	66	66		188	188		251
Order book at the end of period	140	139	0.7%	140	139	0.7%	141

[1] The comparative period figure includes both continuing and discontinued operations.

[2] The figures for the reporting and comparative periods include both continuing and discontinued operations.

Acting CEO Jannis Mikkola: Net sales growth strengthened and profitability improved – we direct our expertise to growth segments

Our net sales growth strengthened in the third quarter, and profitability improved year-on-year. I am pleased with the direction of our performance and would like to thank all our employees for the progress we have made.

Infra's net sales improved by 8.2%, with profitability clearly above our medium-term target level. Growth was supported by previously secured tramway projects, as well as transport infrastructure and green transition projects. However, weak demand for regional infrastructure planning kept Infra's utilization rate at a moderate level.

Buildings revenue increased by 7.6% supported by data center projects in particular. More balanced project portfolio and clearly higher utilization rate supported the year-on-year improvement in profitability. Measures to strengthen project profitability continued during the quarter, and this will remain a key focus going forward.

Digital Solutions' net sales declined by 3.4% as demand remained weak. Annual recurring revenue grew by 2.3% year-on-year. Profitability was supported by a seasonally higher share of SaaS revenue, together with the adjustment measures and operating model improvements implemented in the previous quarter.

Group net sales increased by 5.3% to EUR 37.6 million in July–September. Adjusted EBITA rose to EUR 3.7 million, and the adjusted EBITA margin increased to 9.8%. Cash flow from operating activities before financial items and taxes improved year-on-year but remained negative at EUR -0.3 million. The order book totaled EUR 140.0 million at the end of September.

After the reporting period, we celebrated Sitowise's 50th anniversary in October. I believe Sitowise is well positioned for continued success. Strengthening profitability, increasing the share of our growth focus areas in net sales, and improving project and resource management will remain our key priorities in the coming months. The development in the third quarter provides a solid foundation for this work.

We are increasingly directing our expertise towards growing customer segments. In technical consulting, in Infra and Buildings, we are targeting growth particularly from investments in critical AI infrastructure, including data centers, energy and electricity grids, as well as investments related to the industrial green transition and security. We are focusing our expertise on these markets while the broader construction recovery and municipal demand remain subdued. The market environment for Digital Solutions is undergoing significant transformation, driven by weak demand, AI and agentic software development, which are reshaping the market and customer needs. We are responding to technological change across all our business areas by strengthening the use of AI in product development and project work, as well as by further developing our products and customer relationships. Combining technical consulting with digital expertise provides us with opportunities to develop multidisciplinary solutions for our customers.

Outlook and guidance

Outlook

Strong megatrends, such as urbanization, the renovation backlog, sustainability, digitalization and security, support the long-term growth in demand for design services, consulting and digital solutions for sustainable societies. In the short and medium term, new growth opportunities for Sitowise's multidisciplinary expertise are arising particularly from data center, energy and power grid investments related to critical AI infrastructure, investments related to the green transition in industry, investments in security, and the development of AI-based digital solutions.

The market environment for technical consulting is expected to remain mixed towards the end of 2026 and in 2027. The growth drivers described above support particularly the development of the Infra business area. At the same time, the completion of several major public-sector alliance projects, the limited number of new large-scale municipal projects and the slow recovery of new construction are limiting demand for traditional infrastructure design, especially regarding urban and regional planning.

In the Buildings business area, the data center market is expected to create new growth. However, demand for residential construction is expected to remain at a historically low level in 2027, continuing to limit the recovery in new construction. A moderate recovery in renovation construction is expected to generate slight growth in 2026–2027.

Following the divestment of the Sweden business area, Sitowise will continue to operate in Sweden through the Digital Solutions business area. The market environment for Digital solutions in Finland and Sweden is expected to remain challenging. Public-sector budget pressures are limiting demand, while a recovery in the private sector depends on an improvement in the overall economic environment.

AI and automation are changing ways of working in technical consulting and particularly in the Digital solutions' sector, requiring further development of competencies, data management and operating models. Especially in Digital Solutions, the advancement of AI and agentic software development is changing the market for software development services and customer needs.

Uncertainty related to the economic and geopolitical environment and the implementation of investments remains. An escalation of geopolitical tensions could slow economic growth and the recovery of construction in Sitowise's home markets. At the same time, investments related to energy, security and security of supply may create new opportunities.

At the end of September, Infra's order book was at a good level, supporting profitable growth in the short term. The Buildings order book was stronger than in the comparison period when taking into account the EUR 6.9 million of old suspended projects removed from the order book during the first quarter. The Digital Solutions order book declined from its previous high levels to a level closer to normal.

In addition to market developments, the company's financial performance in full year 2026 is estimated to be affected by cost inflation including wage inflation, financing costs and items affecting comparability. The items affecting comparability are expected to more than double from the 2025 level. Finland has one more working day in 2026 than in 2025, with the difference falling in the fourth quarter. In 2027 the number of working days is one higher than in 2026.

Market outlook and current profitability

	Share of net sales	Market outlook	Current profitability
Infra	46%	Stable	Above target
Buildings	32%	Weak (improving)	Clearly below target
Digital Solutions	22%	Weak	Above target
Period:	Q3 2026	Next 12 months	Q3 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

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 Sweden business area has been presented as discontinued operations.

Sitowise Sverige AB had an enterprise value (EV) of approximately EUR 3.0 million in the transaction. The parties have 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. In the third quarter of 2026, Sitowise recognized a loss on the remaining book value of its Sitowise Sverige AB shares in the Group parent company.

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.

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.

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.

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.

In strategy execution, the priorities for 2026 are improving profitability, strengthening future competitiveness and responding to technological transformation. During the third quarter, key strategic initiatives focused on introducing new practices and applications to support project management and expanding the use of AI. This was advanced by continuing AI training and using AI agents in expert work.

During the reporting period, Sitowise also published its new sustainability program extending to 2030, strengthening the role of sustainability and resilience in customer work. One of Sitowise's strategic principles is to be the most sustainable partner for our customers. The new sustainability program is built around two focus areas: Creating customer value through sustainability and An evolving work

community. The program is aligned with Sitowise's science-based climate targets (SBTs), published in 2025.

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 July-September

In July–September the Group's order intake was down by 36.5% quarter-on-quarter and 10.8% year-on-year and totaled 32.3 (36.2) million euros. Orders received increased year-on-year in both Infra and Buildings business areas. In Digital Solutions, the weak market environment was reflected in a significantly lower volume of orders received than in the comparison period.

Order book at the end of the review period

The Group's order book decreased by 3.6% quarter-on-quarter. Year-on-year, the Group's order book was up by 0.7% and totaled EUR 140.0 (139.0) million at the end of September. The comparison period order book includes old, suspended projects amounting to EUR 6.9 million that were removed from the order book during the first quarter. At the end of the period, the value of suspended projects included in the order book was EUR 5.0 (12.2) million. Most of the suspended projects were related to the Buildings business area.

The Group's net sales and profitability

Net sales

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Infra	17.4	16.1	8.2%	56.4	53.0	6.6%	73.2
Buildings	12.1	11.3	7.6%	39.1	39.5	-1.0%	52.8
Digital Solutions	8.0	8.3	-3.4%	26.4	27.0	-2.0%	36.3
Total	**37.6**	**35.7**	**5.3%**	**122.0**	**119.4**	**2.1%**	**162.3**

Adjusted organic growth

Adjusted organic Growth %	7-9/2026	7-9/2025	1-9/2026	1-9/2025	1-12/2025
Infra	8.2%	3.2%	6.5%	5.2%	6.8%
Buildings	7.6%	-7.8%	-0.7%	-8.7%	-7.5%
Digi	-3.2%	-1.7%	-1.8%	4.0%	1.5%
Total	**5.3%**	**-1.8%**	**2.1%**	**-0.2%**	**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 July–September

The Group's net sales increased by 5.3 percent year-on-year and totaled 37.6 (35.7) million euros. Adjusted organic growth was 5.3 (-1.8) percent.

Net sales increase was supported by strong growth in the Infra and Buildings business areas. Net sales from Digital Solutions business areas decreased from the comparison period, driven by the weak market environment. The utilization rate remained stable year-on-year. At the same time, intense price competition continued to slow net sales growth.

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

Net sales January–September

The Group's net sales increased by 2.1 percent year-on-year and totaled 122.0 (119.4) million euros. Adjusted organic growth was 2.1 (-0.2) percent.

Net sales increase was supported by strong growth in the Infra business area, while net sales in Buildings and Digital Solutions declined from the comparison period. The utilization rate improved slightly from the comparison period, while intense price competition slowed net sales growth.

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

Profitability

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
EBITA, adjusted	3.7	3.2	15.1%	9.4	9.6	-2.5%	12.4
% of net sales	9.8%	8.9%		7.7%	8.1%		7.7%
EBITA	3.3	3.1	8.6%	7.1	8.0	-11.3%	10.4
Operating profit	2.5	2.2	14.9%	4.5	5.2	-14.8%	6.8
Result for the period	0.9	0.7	33.6%	0.0	0.8	-95.3%	1.1
Earnings per share (EPS), EUR	0.02	0.02	38.7%	0.00	0.02	-95.1%	0.03

Profitability July–September

Adjusted EBITA increased to 3.7 (3.2) million euros and similarly the adjusted EBITA margin increased to 9.8 percent (8.9 percent). Items affecting comparability totaled EUR 0.3 (0.1) million and were mainly related to advisory costs. **EBITA** increased to 3.3 (3.1) million euros.

Operating profit totaled 2.5 (2.2) million euros following mainly the EBITA development. **The result for the period** was 0.9 (0.7) million euros. Financial expenses remained at the level of the comparison period.

Profitability January–September

Adjusted EBITA decreased by 2.5 percent to 9.4 (9.6) million euros and the adjusted EBITA margin was 7.7 percent (8.1 percent). The items affecting comparability increased to 2.3 (1.7) million euros and was mainly due to the divestment of the Swedish operations, advisory costs and restructuring in Digital solutions business. **EBITA** totaled 7.1 (8.0) million euros.

Operating profit totaled 4.5 (5.2) million euros following mainly the decrease in EBITA and increase in the items affecting comparability. **The result for the period** was 0.0 (0.8) million euros. Financial expenses increased from 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. Starting from the second quarter of 2026 the Sweden business area has been reported as discontinued operations in accordance with IFRS 5. Loss from discontinued operations for the January-September period amounted to -5.7 (-3.3) million euros. The reclassification of cumulative foreign exchange losses from other comprehensive income as part of the net result of the sale of Sitowise Sverige AB totaled to EUR 2.8 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.

More details are available on note Discontinued operations.

Financial position and cashflows

EUR million	30 Sep 2026	30 Sep 2025	Change, %	31 Dec 2025
Cash and cash equivalents	17.1	9.5	80.6%	22.6
Interest bearing debt, total *	88.0	96.3	-8.6%	95.2
Interest bearing debt, current	5.7	8.7	-34.1%	8.5
Interest bearing debt, non-current	82.3	87.6	-6.1%	86.7
Equity ratio, %	35.2%	44.6%	-21.0%	33.4%
Net debt	70.9	86.9	-18.4%	72.6
Net debt / EBITDA, adjusted	4.1x	5.4x		4.3x
Gearing, %	96.6%	75.6%		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 73.5 (114.8) million at the end of September. 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 third 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 96.6% (75.6%) at the end of September. 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 -0.3 (-2.9) million euros in July–September and 2.8 (4.7) million euros in January–September, and it was primarily impacted by changes in working capital. Cash flow from investing activities was 2.3 (-0.3) million euros in July–September and 1.3 (-2.0) million euros in January–September. Cash flows for the reporting period include the disposal of the Swedish operations, net of cash and cash equivalents disposed of at the date of disposal. Cash flow from investing activities in the cumulative comparative period includes acquisitions of subsidiaries, net of cash and cash equivalents acquired at the time of acquisition. Cash flow from financing activities was -1.1

(-1.7) million euros in July–September and -4.8 (-5.7) million euros in January–September, consisting of lease liability payments and repayment of short-term loans.

The Group's balance sheet total at the end of September was 208.6 (257.7) million euros. Goodwill on the balance sheet totaled 120.5 (160.2) 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).

Q3 2026 business reviews

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

Infra

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Number of full-time employees	665	616	8.0%	644	615	4.7%	615
Net Sales, EUR million	17.4	16.1	8.2%	56.4	53.0	6.6%	73.2
*Adjusted organic growth, %**	8.2%	3.2%		6.5%	5.2%		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 8.2 percent year-on-year and amounted to EUR 17.4 (16.1) million. Infra accounted for approximately 46 (45) percent of the Group's consolidated net sales. Overall, the third quarter was strong in Infra, and the business area's profitability remained clearly above Sitowise's medium-term target level.

Infra's net sales growth was broad-based across its different business lines and was supported particularly by tramway projects won in previous years, as well as transport infrastructure and green transition projects won in 2026. New growth was sought particularly from private-sector data center, energy and industrial projects, as well as environmental and sustainability services. Expertise was strengthened through recruitment in areas including industrial pre-engineering and electrical engineering, while growing demand for environmental assessments related to data centers was addressed by directing environmental expertise from the energy sector to data center projects. The number of employees increased across all Infra sectors except street design. Infra's utilization rate was at a moderate level.

Infra's market environment continued to be mixed in the third quarter. The public-sector deficit and economic uncertainty continued to intensify price competition in the public sector, while the stagnation in residential construction slowed urban development and demand for regional development projects. Overall, demand from municipalities remained at a moderate level. The level of central government investment remained stable.

During the reporting period, Sitowise maintained a strong position in large alliance projects and long-term infrastructure planning assignments, particularly in the development of urban rail transport and nationally significant rail connections. Investments in the data center market were reflected in a diverse range of assignments covering a broad range of Infra services. One of the most significant new orders was the detailed engineering design for the renovation of Siuntio railway station, tendered by the Finnish Transport Infrastructure Agency. Other assignments for the Finnish Transport Infrastructure Agency included the environmental impact assessment and technical railway design for additional tracks between Tampere and Nokia, as well as the railway plan for the Tampere (Lielahti)–Nokia section. Orders received were also supported by engagements under public-sector framework agreements, green transition investments and public-sector security projects. Infra's order book increased and was at a good level at the end of September.

Sitowise expects the infrastructure consulting market to remain mixed over the next 12 months. Traditional infrastructure business is post-cyclical by nature, which is currently reflected in the low level of planning activity for new residential areas and generally subdued investment levels in the municipal sector. Due to the public-sector deficit, public-sector investment budgets are expected to remain moderate, while private-sector demand for services related to energy, security of supply, the green transition and security is expected to remain at a good level.

In the medium term, the completion of several ongoing large public-sector alliance projects, the limited number of new large-scale municipal projects and the slow recovery in new construction are expected to dampen demand particularly for traditional infrastructure design related to regional planning. At the same time, demand related to new data center projects, energy and the electrification of society arising around critical AI infrastructure, as well as demand for design services related to the green transition and security in industry, is expected to grow strongly.

In this changing environment, a key objective for Sitowise's Infra business is to increasingly direct its expertise and operations towards growing customer segments and leverage the opportunities offered by new technologies and AI. In the short term, Infra's profitable growth is supported particularly by its strong order book, while in the medium term, growth potential is supported by its strong market position, broad expertise in multidisciplinary projects, and ability to combine the expertise of Infra and Sitowise's Digital Solutions into new services and business opportunities.

Buildings

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Number of full-time employees	515	523	-1.5%	511	539	-5.1%	529
Net Sales, EUR million	12.1	11.3	7.6%	39.1	39.5	-1.0%	52.8
*Adjusted organic growth, %**	7.6%	-7.8%		-0.7%	-8.7%		-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** increased by 7.6 percent from the comparison period to 12.1 (11.3) million euros, corresponding to approximately 32 (32) percent of the Group's consolidated net sales. Growth was supported especially by previously won data center projects which contributed to high workloads during the review period.

The market environment for the Buildings business area remained highly polarized, with significant variation in demand across customer segments. The data center market remained strong, while the residential construction market continued to be very weak. The renovation construction market was more stable and offered moderate growth opportunities. Sitowise continued targeted temporary layoffs.

The exceptionally challenging construction market in recent years has affected the Buildings business area through, among other things, project suspensions, intense price competition and resource allocation

challenges. During the reporting period, Sitowise continued its efforts to identify potential project risks related to pricing and discontinuities at an early stage. A more balanced project portfolio and a clearly improved utilization rate, particularly in structural engineering and building systems design, supported the improvement in profitability compared with the comparison period, alongside net sales growth.

In addition to data center projects, new projects won during the reporting period included the structural and fire safety design of the new swimming hall in Kemi, the project and implementation planning of the new swimming hall in Varkaus, and the structural and building systems design of Metsä Spring's new Muoto One production line. At the end of September, Buildings' active order book was higher than in the comparison period.

According to the economic outlook published by the Confederation of Finnish Construction Industries RT in October 2026, the construction market is expected to improve gradually in 2026 and 2027, although the recovery will be uneven. Residential construction is expected to remain historically weak, limiting demand for technical consulting in projects linked to new construction. Growth in non-residential and infrastructure construction is supported particularly by increasing data center investments and related energy and power grid construction. Investments related to industry, security and security of supply also support demand. Renovation construction has returned to slow growth, although access to financing continues to constrain the market. Overall, uncertainty remains around RT's market outlook due to the implementation of investments and the economic and geopolitical environment.

The strengths of the Buildings business area include comprehensive multidisciplinary expertise and a broad service offering together with the Infra and Digital Solutions business areas. In the polarized market, activities are increasingly being directed towards selected growth segments, as well as renovation construction and specialized services.

The key objectives remain the continuous improvement of profitability and the use of technology and AI to enhance project work and operational efficiency. To optimize workload and resources, Sitowise will continue temporary layoffs as needed. At the same time, the company is making targeted recruitments to strengthen its expertise in strategic growth areas. The medium- and long-term market outlook for the Buildings business area is supported by growing demand related to critical AI infrastructure, the increasing renovation backlog of Finland's building stock, and increasing sustainability and information management requirements arising from regulation.

Digital Solutions

EUR million	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Number of full-time employees	274	286	-4.1%	279	288	-2.9%	287
Net Sales, EUR million	8.0	8.3	-3.4%	26.4	27.0	-2.0%	36.3
*Adjusted organic growth, %**	-3.2%	-1.7%		-1.8%	4.0%		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 by 3.4 percent from the comparison period and totaled EUR 8.0 (8.3) million, accounting for approximately 22 (23) percent of the Group's net sales. Annual Recurring Revenue (ARR) increased by 2.3 percent year-on-year, and SaaS products represented approximately one third of Digi's net sales.

The decline in net sales was due to the continued challenging market environment. Demand for IT services remained weak, and market uncertainty continued. Net sales development was particularly affected by lower project volumes and slower growth in recurring revenue. Public-sector budget pressures and the prioritization of investments kept the number of tenders low and price competition in software development projects intense. Cost pressures also continued among private-sector customers. At the same time, the rapid development of AI-assisted software development is changing the market for software development services and customer needs.

Digital Solutions' strong profitability was supported by the higher relative share of the SaaS business for the holiday season, the personnel reductions implemented in the previous quarter and the development of operating models, which improved utilization and consulting rates and reduced costs.

As in previous quarters, SaaS growth was slowed by postponed investment decisions by municipalities and sales cycles that remained long. Growth also reflected the profile of the product portfolio: products in the growth phase continued to achieve mainly good growth, while market saturation, particularly for Foresta, the largest product, slowed ARR growth. At the same time, Foresta's strong market position supports broader customer development and sales of other products.

During the reporting period, Sitowise continued to develop its digital products, cross-selling and customer relationships in Finland and Sweden. The expansion of Foresta into Sweden progressed as planned, and the piloting of Routa continued. Infracontrol Online continued to grow in Sweden, and its customer base expanded from the public to the private sector. In product development, the focus was on new functionalities supporting the growth and customer retention of Foresta and Routa, while the development of Louhi focused on transforming the product into a cloud-based solution. The use of AI in product development was advanced, among other things, by expanding agentic software development within product teams.

Orders received by Digital Solutions remained modest in the challenging market environment, and the order book returned from its previous high levels to a level closer to normal. During the reporting period, Sitowise was confirmed as a supplier in an extensive 4-year framework agreement for IT expert services covering the administrative branch of the Ministry of Agriculture and Forestry.

The market environment for Digital Solutions is expected to remain subdued for the remainder of 2026, and the challenging demand environment in the project and consulting business is expected to continue in 2027. The expiry of long-term IT consulting agreements may increase pressure on the business if market demand does not recover. In the public sector, demand continues to be constrained by budget pressures, while a recovery in the private sector depends on an improvement in the overall economic environment. In addition, advances in agentic software development are increasingly transforming the market for software development services.

In the challenging operating environment, Digital Solutions is focused on maintaining strong profitability and market position while creating conditions for growth. In the project and consulting business, new opportunities are sought particularly in the energy and industrial sectors, while in the product business, growth is sought through expanding customer relationships, cross-selling and internationalization. Technology and AI are leveraged to improve operational efficiency and to create new business. In the medium term, growth opportunities are supported by the scalability of the product business and by combining Sitowise's IT, geospatial, built environment and forest sector expertise to develop new digital solutions.

Personnel

The average number of employees and the number of employees at the end of the reporting period decreased from the comparison period. The decrease was mainly attributable to personnel adjustment measures implemented after the comparison period in the Digital Solutions and Buildings business areas and in Group functions. In addition, not all fixed-term contracts were renewed, and not all employees who left the company were replaced.

In the Infra business area, the number of full-time equivalent employees (FTEs) increased clearly from the comparison period, and the increase was greater than the corresponding decrease elsewhere in the business. As a result, the total number of full-time equivalent employees returned to growth in the third quarter.

Personnel

Personnel	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Number of personnel, average	1,639	1,688	-2.9%	1,633	1,710	-4.5%	1,694
Number of personnel, at the end of the period	1,634	1,676	-2.5%	1,634	1,676	-2.5%	1,633

Full-time equivalent employees (FTEs)

FTE per Business Area	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Infra	665	616	8.0%	644	615	4.7%	615
Buildings	515	523	-1.5%	511	539	-5.2%	529
Digital Solutions	274	286	-4.1%	279	288	-3.1%	287
Group Functions	62	63	-1.3%	64	63	1.0%	63
Group total	**1,516**	**1,488**	**1.9%**	**1,498**	**1,505**	**-0.5%**	**1,494**

Changes in Group Management

There were no changes in the company's management during the review period.

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 September 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 Sep 2026	30 Sep 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	1–9/2026	1–9/2025	1–12/2025
Number of shares traded, million	6.0	1.3	2.8
Value of trading, EUR million	14.1	3.3	6.9
Closing price on the final day of trading, EUR	2.40	2.68	2.59
Volume-weighted average price, EUR	2.46	2.52	2.44
Highest price, EUR	2.68	3.04	3.04
Lowest price, EUR	2.36	2.10	2.10
Market capitalization (at the end of the period), EUR million	86.0	96.1	92.8

Shareholders

At the end of the review period on 30 September 2026, the number of registered shareholders was 4,872 (5,334). The ten largest shareholders entered in the book-entry register maintained by Euroclear Finland Oy owned a total of 34.2 (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 September 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	2,361,812	6.59%
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	21,936,376	61.20%
	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.

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 is showing encouraging signs of gradual improvement, although uncertainty around the pace of recovery persists and may 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. The prolonged challenging market environment may continue to increase sensitivity around claims and contractual issues, heightening the risk for additional costs.

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

As disclosed earlier, 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 parties entered settlement negotiations in the review period and have continued those after it. Sitowise expects to finalize these negotiations during the fourth quarter. The possible settlement amount would be recorded as an item affecting comparability.

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	Q2/2025	Q3/2025	Q4/2025	Q1/2026	Q2/2026	Q3/2026
Net sales	**42.6**	**35.7**	**42.8**	**41.2**	**43.1**	**37.6**
Other operating income	0.1	0.1	0.1	0.1	0.1	0.1
Materials and services	-4.7	-4.2	-5.7	-4.1	-4.9	-5.4
Personnel expenses	-28.5	-22.6	-28.0	-29.1	-29.5	-22.8
Other operating expenses	-5.3	-4.6	-5.4	-5.2	-5.5	-4.4
Depreciations	-1.4	-1.4	-1.4	-1.2	-1.2	-1.2
EBITA	**2.9**	**3.1**	**2.4**	**1.7**	**2.1**	**3.3**
EBITA, %	6.8%	8.6%	5.7%	4.1%	4.8%	8.9%
Items affecting comparability	0.3	0.1	0.3	0.8	1.1	0.3
EBITA, adjusted	**3.3**	**3.2**	**2.8**	**2.5**	**3.2**	**3.7**
EBITA, adjusted %	7.7%	8.9%	6.5%	6.2%	7.4%	9.8%

Significant events after the review period

Shareholders' Nomination Board

The following members have been appointed to Sitowise Group Plc's Shareholders' Nomination Board:

- Jan Hummel, Paradigm Capital AG,
- Juhana Kallio, Intera Partners Oy,
- Malin Björkmo, Handelsbanken Fonder, and
- Eero Heliövaara, Chair of Sitowise Board of Directors.

Representatives of the three largest shareholders are elected annually to Sitowise's Shareholders' Nomination Board. The company's three largest shareholders, according to the situation on the first business day of September, are each entitled to nominate one member. If a shareholder does not wish to use its nomination right, the right will be transferred to the next largest shareholder. The Nomination Board also includes the chairman of the company's board as an expert member.

The Nomination Board prepares proposals for the election and remuneration of the chairperson and members of the Board of Directors to the Annual General Meeting. The now appointed Nomination Board will forward its proposals for the 2027 Annual General Meeting to the company's Board of Directors by 1 February 2027. The charter of the Nomination Board is available on the company's website.

Financial reporting

Financial Statement Release 2026 will be published on 11 February 2027.

Espoo, 5 November 2026

Sitowise Group Plc
Board of Directors

Additional information

Jannis Mikkola, Acting CEO, jannis.mikkola@sitowise.com, tel. +358 40 747 9670
Sanna Sormaala, CFO, sanna.sormaala@sitowise.com, tel. +358 50 452 5498
Mari Reponen, Director, Strategy and IR, mari.reponen@sitowise.com, tel. +358 40 702 5869

Audiocast for analysts, media and investors

Sitowise's Q3 2026 earnings call will be held today, 5 November 2026 at 12 pm EET. The audiocast can be accessed either live or as a replay available at https://events.inderes.com/sitowise/2026-q3-results

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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	7-9/2026	7-9/2025	1-9/2026	1-9/2025	1-12/2025
Net sales	**37,582**	**35,688**	**121,952**	**119,418**	**162,252**
Other operating income	94	112	291	296	398
Materials and services	-5,453	-4,151	-14,432	-12,477	-18,135
Employee benefits	-22,897	-22,575	-81,513	-80,052	-108,081
Other operating expenses	-4,795	-4,609	-15,554	-15,005	-20,454
Depreciation, amortization, and impairment	-2,049	-2,304	-6,276	-6,937	-9,209
Operating profit	**2,482**	**2,161**	**4,469**	**5,243**	**6,770**
Financial income	90	61	257	260	494
Financial expenses	-1,577	-1,456	-4,788	-4,601	-6,002
Result before taxes	**995**	**766**	**-63**	**901**	**1,262**
Income taxes	-123	-113	100	-106	-142
Result for the period, continuing operations	**872**	**652**	**37**	**795**	**1,120**
Result for the period, discontinued operations	-3,463	-1,378	-5,734	-3,340	-43,550
Result for the period	**-2,592**	**-725**	**-5,697**	**-2,545**	**-42,431**
Attributable to:					
Owners of the parent	-2,592	-725	-5,697	-2,545	-42,431
Other comprehensive income:					
Reclassification of translation differences to P&L on disposal	2,780	0	2,780	0	0
Items that may be reclassified to profit or loss					
Change in translation difference	-166	412	-354	1,894	2,091
Cash flow hedging, net of tax	-330	130	-196	95	-70
Other change	0	0	2	48	1,826
Total for items in other comprehensive income	**2,285**	**542**	**2,233**	**2,036**	**3,847**
Total comprehensive income	**-307**	**-184**	**-3,464**	**-508**	**-38,583**
Comprehensive income attributable to:					
Owners of the parent	-307	-184	-3,464	-508	-38,583
Total comprehensive income attributable to owners of the Parent company arises from:					
Continuing operations:	377	843	-510	1,206	3,309
Discontinued operations:	-683	-1,027	-2,954	-1,714	-41,893
Earnings per share:					
Earnings per share (EUR)					

Continued operations	0.02	0.02	0.00	0.02	0.03
Discontinued operations	-0.10	-0.04	-0.16	-0.09	-1.17
Diluted earnings per share (EUR)					
Continued operations	0.02	0.02	0.00	0.02	0.03
Discontinued operations	-0.09	-0.04	-0.15	-0.09	-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 Sep 2026	30 Sep 2025	31 Dec 2025
Assets			
Goodwill	120,475	160,222	120,730
Intangible assets	7,086	9,945	9,082
Property, plant and equipment	2,017	1,925	2,004
Right-of-use assets	17,764	25,223	24,408
Other shares, similar rights of ownership, and receivables	288	1,839	307
Deferred tax assets	1,531	2,355	1,808
Total non-current assets	**149,161**	**201,508**	**158,339**
Trade and other receivables	42,202	45,925	48,058
Income tax receivables	119	768	870
Cash and cash equivalents	17,088	9,461	22,598
Total current assets	**59,409**	**56,154**	**71,526**
Total assets	**208,570**	**257,662**	**229,865**

EUR thousand	30 Sep 2026	30 Sep 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	-378	38	-183
Translation difference	-843	-3,466	-3,269
Retained earnings	-22,702	20,897	-17,052
Equity attributable to owners of the parent	**73,451**	**114,843**	**76,870**
Total shareholders' equity	**73,451**	**114,843**	**76,870**
Deferred tax liabilities	374	749	586
Financial liabilities	67,334	68,327	67,833
Lease liabilities	14,939	19,289	18,889
Other financial liabilities	345	247	183
Total non-current liabilities	**82,992**	**88,612**	**87,492**
Income tax liabilities	714	672	0
Financial liabilities	1,041	1,041	1,041
Lease liabilities	4,703	7,674	7,420
Provisions	2,777	725	1,493
Trade payable and other liabilities	42,891	44,093	55,549
Total current liabilities	**52,126**	**54,206**	**65,503**
Total shareholders' equity and liabilities	**208,570**	**257,662**	**229,865**

CONSOLIDATED CASH FLOW STATEMENT

EUR thousand	7-9/2026	7-9/2025	1-9/2026	1-9/2025	1-12/2025
Cash flows from operating activities:					
Result for the period	-2,592	-726	-5,697	-2,545	-42,431
Adjustments					
Income taxes	-88	-272	-854	-854	-999
Depreciation, amortization, and impairment	2,250	3,049	7,792	9,193	51,784
Financial income and expenses	1,512	1,477	4,748	4,639	5,900
Other adjustments	3,126	26	3,340	137	239
Change in working capital					
Trade and other receivables, increase (-) / decrease (+)	1,217	1,362	317	5,112	3,247
Trade and other payables, increase (+) / decrease (-)	-5,769	-7,862	-6,847	-10,940	1,053
Interest paid and other financial expenses	-1,471	-1,536	-4,725	-4,959	-6,475
Interest received and other financial income	90	57	257	327	400
Income taxes paid (-) / received (+)	-144	-162	-262	-513	-645
Net cash flows from operating activities	**-1,869**	**-4,586**	**-1,932**	**-403**	**12,074**
Cash flows from investing activities:					
Investments in tangible and intangible assets	-450	-342	-1,570	-1,653	-2,063
Acquisitions of subsidiaries, net of cash acquired	0	0	0	-391	-391
Sale of subsidiaries, net of cash disposed	2,772	0	2,772	0	0
Proceeds from sales of other shares and repayments of loan receivables	0	0	47	0	3,139
Net cash flows from investing activities	**2,322**	**-342**	**1,249**	**-2,044**	**684**
Cash flows from financing activities:					
Repayment of short-term loans	0	0	-541	-500	-1,000
Payments of lease liabilities	-1,130	-1,653	-4,233	-5,160	-6,779
Net cash flows from financing activities	**-1,130**	**-1,653**	**-4,774**	**-5,660**	**-7,779**
Cash and cash equivalents at the start of the period	**17,765**	**16,019**	**22,598**	**17,459**	**17,459**
Change in cash and cash equivalents, increase (+) / decrease (-)	-677	-6,581	-5,457	-8,107	4,979
Translation differences	0	24	-53	109	159
Cash and cash equivalents at the end of the period 1)	**17,088**	**9,461**	**17,088**	**9,461**	**22,598**

The consolidated cash flow includes cash flows related to both continuing and discontinued operations.

STATEMENT OF CHANGES IN CONSOLIDATED EQUITY

	Equity attributable to owners of parent							
EUR thousand	**Share capital**	**Reserve for invested unrestricted equity**	**Fair value reserve**	**Translation differences**	**Retained earnings**	**Total**	**Non-controlling interest**	**Total shareholders' equity**
Shareholders' equity 1 Jan 2026	**80**	**97,294**	**-182**	**-3,269**	**-17,053**	**76,870**	**0**	**76,870**
Total comprehensive income								
Result for the period					-5,697	**-5,697**		**-5,697**
Other comprehensive income								
Change in translation difference				-354		-354		-354
Reclassification of translation differences to P&L on disposal				2,780		**2,780**		**2,780**
Cash flow hedging, net of tax			-196			**-196**		**-196**
Other change					2	**2**		**2**
Total comprehensive income	**0**	**0**	**-196**	**2,426**	**-5,695**	**-3,464**	**0**	**-3,464**
Share-based incentive schemes					48	**48**		**48**
Transactions with owners	**0**	**0**	**0**	**0**	**48**	**48**	**0**	**48**
Shareholders' equity 30 Sep 2026	**80**	**97,294**	**-378**	**-843**	**-22,701**	**73,451**	**0**	**73,451**

	Equity attributable to owners of parent							
EUR thousand	**Share capital**	**Reserve for invested unrestricted equity**	**Fair value reserve**	**Translation differences**	**Retained earnings**	**Total**	**Non-controlling interest**	**Total shareholders' equity**
Shareholders' equity 1 Jan 2025	**80**	**97,352**	**-57**	**-5,360**	**23,256**	**115,271**	**0**	**115,271**
Result for the period					-2,545	**-2,545**		**-2,545**
Other comprehensive income			39	1,894	103	**2,037**		**2,037**
Total comprehensive income	**0**	**0**	**39**	**1,894**	**-2,442**	**-508**	**0**	**-508**
Share-based incentive schemes					137	**137**		**137**
Other adjustments		-58				**-58**		**-58**
Transactions with owners	0	-58	0	0	137	**79**	0	**79**
Shareholders' equity 30 Sep 2025	**80**	**97,294**	**-17**	**-3,466**	**20,953**	**114,843**	**0**	**114,843**

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	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Infra	17,432	16,108	8.2%	56,433	52,958	6.6%	73,167
Buildings	12,123	11,270	7.6%	39,108	39,501	-1.0%	52,766
Digi	8,027	8,310	-3.4%	26,411	26,959	-2.0%	36,320
Total	**37,582**	**35,688**	**5.3%**	**121,952**	**119,418**	**2.1%**	**162,252**

Net sales by business area

EUR thousand	7-9/2026	7-9/2025	Change, %	1-9/2026	1-9/2025	Change, %	1-12/2025
Finland	35,018	33,739	3.8%	113,442	112,838	0.5%	153,290
Sweden	2,123	1,885	12.6%	7,034	6,128	14.8%	8,386
Other countries	442	64	589.7%	1,477	452	226.9%	576
Total	**37,582**	**35,688**	**5.3%**	**121,952**	**119,418**	**2.1%**	**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 September 2026 is approximately EUR 140 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	256			256	256	Level 2
Current financial assets						
Trade receivables	25,861			25,861	25,861	
Cash and cash equivalents	17,088			17,088	17,088	
Financial assets 30 Sep 2026	**43,205**	**33**	**0**	**43,238**	**43,238**	

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	291			291	291	Level 2
Current financial assets						
Trade receivables	25,763			25,763	25,763	
Cash and cash equivalents	9,461			9,461	9,461	
Financial assets 30 Sep 2025	**36,432**	**631**	**0**	**37,063**	**37,063**	

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	67,334			67,334	67,334	
Lease liabilities	14,939			14,939		
Other financial liabilities, including derivatives		345		345	345	Level 1
Current financial liabilities						
Loans from financial institutions	1,041			1,041	1,041	
Trade payables	3,499			3,499	3,499	
Lease liabilities	4,703			4,703		
Financial liabilities 30 Sep 2026	**91,516**	**363**	**0**	**91,879**	**72,236**	

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	68,327			68,327	68,327	
Lease liabilities	19,289			19,289		
Other financial liabilities, including derivatives		247		247	247	Level 1
Current financial liabilities						
Loans from financial institutions	1,041			1,041	1,041	
Trade payables	7,249			7,249	7,249	
Lease liabilities	7,674			7,674		
Financial liabilities 30 Sep 2025	**103,580**	**247**	**0**	**103,827**	**76,864**	

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 has classified the business to be divested as assets held for sale starting from the second quarter of 2026and thereafter presents it as a discontinued operation. 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 sale was completed on 31 July 2026.

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 0.6 million on the measurement of Sitowise Sverige AB's net assets to the fair value less costs to sell (EUR 0.6 million).

Result for the Discontinued operations

EUR thousand	7-9/2026	7-9/2025	1-9/2026	1-9/2025	1-12/2025
Net sales	**607**	**4,757**	**15,742**	**18,969**	**26,333**
Other operating income	0	24	14	75	76
Materials and services	-124	-551	-1,834	-2,528	-3,498
Employee benefits	-988	-4,157	-13,129	-15,195	-20,547
Other operating expenses	101	-1,009	-2,233	-3,078	-4,117
Depreciation, amortization, and impairment	76	-745	-1,517	-2,248	-42,575
Operating profit	**-327**	**-1,682**	**-2,956**	**-4,004**	**-44,329**
Financial income	0	13	0	12	20
Financial expenses	-25	-94	-216	-308	-412
Loss on disposal of discontinued operations	-3,327	0	-3,327	0	0
Result before taxes	**-3,679**	**-1,764**	**-6,499**	**-4,301**	**-44,721**
Income taxes	215	385	764	956	1,141
Result for the period, discontinued operations	**-3,463**	**-1,378**	**-5,734**	**-3,345**	**-43,580**
Other comprehensive income:					
Reclassification of translation differences to P&L on disposal	2,780	0	2,780	0	0
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	0	351	0	1,626	1,658
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	**2,780**	**351**	**2,780**	**1,626**	**1,658**
Total comprehensive income, discontinued operations	**-683**	**-1,027**	**-2,954**	**-1,719**	**-41,922**

Cash flows from discontinued operations

EUR thousand	1-9/2026	1-9/2025	1-12/2025
Cash flow from operating activities	-1 909	-4 194	-4 055
Cash flow from /used in investing activities (*	2 749	-150	-151
Cashflow used in financing activities	-1 297	-1 640	-2 179
Net cash flows from discontinued operations	**-457**	**-5 984**	**-6 385**

(* Cash flow from investing activities for discontinued operations include the disposal of the Swedish operations, net of cash and cash equivalents disposed of at the date of disposal

Assets and associated liabilities of discontinued operations

Assets

EUR thousand	30 Jul 2026
Intangible assets	44
Property, plant and equipment	248
Right-of-use assets	5,398
Other shares, similar rights of ownership, and receivables	10
Deferred tax assets	1,820
Total non-current assets	**7,520**
Trade and other receivables	5,168
Income tax receivables	649
Cash and cash equivalents	2,004
Total current assets	**7,281**
Total assets	**15,341**
Liabilities	
Deferred tax liabilities	10
Lease liabilities LT	3,374
Total non-current liabilities	**3,384**
Lease liabilities	2,363
Trade payable and other liabilities	4,250
Total current liabilities	**6,613**
Total liabilities	**9,997**

4. GUARANTEES AND CONTINGENT LIABILITIES

During the third quarter, bank guarantees decreased compared to the previous quarter's level. At the end of the review period, the company had valid bank guarantees worth EUR 1.4 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

	7-9/2026	7-9/2025	1-9/2026	1-9/2025	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	37,754,165	37,283,665	37,754,165	37,283,665	37,314,665
Diluted number of shares, average	37,879,838	36,606,609	37,538,630	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 86 thousand and a total of EUR 71 thousand during the January-September 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 84 thousand and EUR 137 thousand during the January - September 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	253,000	EUR 2.77	21	2024-2026	2027
PSP 2025-2027	27 March 2025	518,000	EUR 2.40	50	2025-2027	2028
PSP 2026-2028	29 April 2026	1,107,500	EUR 2.44	83	2026-2028	2029
RSP 2024-2026	4 August 2025	0	EUR 2.49	0	2024-2026	2027
RSP 2025-2027	10 February 2026	30,000	EUR 2.42	2	2025-2027	2028

The company had purchases from AS DWG, which is considered as a related-party company, totaling to 194 thousand euros during the January-September period. At the end of the reporting period, the company had loan receivables of EUR 128 thousand from AS DWG.

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	7-9/2026	7-9/2025	1-9/2026	1-9/2025	1-12/2025
Net sales	37,582	35,688	121,952	119,418	162,252
Growth in net sales, %	5.3%	-1.0%	2.1%	-0.8%	0.4%
Adjusted organic growth in net sales, %	5.3%	-1.8%	2.1%	-0.2%	0.5%
EBITA, adjusted	3,675	3,192	9,398	9,644	12,421
% of net sales	9.8%	8.9%	7.7%	8.1%	7.7%
EBITA	3,336	3,073	7,082	7,987	10,427
Operating profit (EBIT)	2,482	2,161	4,469	5,243	6,770
% of net sales	6.6%	6.1%	3.7%	4.4%	4.2%
Result for the period	872	652	37	795	1,120
Balance sheet total			208,570	257,662	229,865
Cash and cash equivalents			17,088	9,461	22,598
Net debt			70,929	86,871	72,585
Cash flow from operating activities before financial items and taxes	-344	-2,946	2,798	4,743	18,794
Earnings per share (EUR)	0.02	0.02	0.00	0.02	0.03
Diluted earnings per share (EUR)	0.02	0.02	0.00	0.02	0.03
Return on equity (ROE), %			0.5%	-3.6%	-44.2%
Return on capital employed (ROCE), %			3.8%	0.6%	-19.2%
Equity ratio, %			35.2%	44.6%	33.4%
Net debt / EBITDA, adjusted			4.1x	5.4x	4.3x
Gearing, %			96.6%	75.6%	94.4%
Number of personnel, average	1,639	1,688	1,633	1,710	1,694
Full-time equivalent (FTE), average	1,516	1,488	1,498	1,505	1,494
Utilization rate	74.3%	74.3%	73.9%	73.6%	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	**7-9/2026**	**7-9/2025**	**1-9/2026**	**1-9/2025**	**1-12/2025**
Net sales	37,582	35,688	121,952	119,418	162,252
Adjusted organic growth in net sales, %					
Growth in net sales	5%	-1%	2%	0%	1%
Impact of acquisitions	0%	0%	0%	0%	0%
Impact of number of working days	0%	0%	0%	1%	0%
Impact of exchange rates	0%	-1%	0%	0%	0%
Adjusted organic growth in net sales, %	**5%**	**-2%**	**2%**	**0%**	**0%**
EBITA					
Operating profit (EBIT)	2,482	2,161	4,469	5,243	6,770
Amortizations of intangible assets	-854	-912	-2,613	-2,745	-3,657
EBITA	**3,336**	**3,073**	**7,082**	**7,987**	**10,427**
EBITA %	**8.9%**	**8.6%**	**5.8%**	**6.7%**	**6.4%**

Items affecting comparability					
Restructuring costs	18	50	815	1,426	1,660
M&A and integration costs	64	10	609	118	118
Other, income (-) / costs (+)	258	59	891	112	216
Items affecting comparability, EBITDA	**339**	**119**	**2,316**	**1,656**	**1,994**
Items affecting comparability, depreciations	0	0	0	0	0
Items affecting comparability, EBITA	**339**	**119**	**2,316**	**1,656**	**1,994**
EBITA, adjusted					
EBITA	3,336	3,073	7,082	7,987	10,427
Items affecting comparability, EBITA	339	119	2,316	1,656	1,994
EBITA, adjusted	**3,675**	**3,192**	**9,398**	**9,644**	**12,421**
EBITA, adjusted %	**9.8%**	**8.9%**	**7.7%**	**8.1%**	**7.7%**
EBITDA					
Operating profit (EBIT)	2,482	2,161	4,469	5,243	6,770
Depreciation and amortization	-2,049	-2,304	-6,276	-6,937	-9,209
EBITDA	**4,531**	**4,465**	**10,745**	**12,180**	**15,979**
EBITDA %	**12.1%**	**12.5%**	**8.8%**	**10.2%**	**9.8%**
Net debt					
Loans from financial institutions *			68,375	69,368	68,874
Operational lease liabilities (IFRS 16) *			19,643	26,963	26,309
Cash and cash equivalents *			17,088	9,461	22,598
Net debt *			**70,929**	**86,871**	**72,585**
EBITDA, adjusted (prev. 12 months)					
EBITDA (prev. 12 months) *			14,544	13,424	14,255
Items affecting comparability, EBITDA (prev. 12 months) *			2,653	2,582	2,704
EBITDA, adjusted (prev. 12 months) *			**17,197**	**16,006**	**16,959**
Net debt / EBITDA, adjusted					
Net debt *			70,929	86,871	72,585
EBITDA, adjusted (prev. 12 months) *			17,197	16,006	16,959
Net debt / EBITDA, adjusted *			**4.1x**	**5.4x**	**4.3x**
Gearing, %					
Total shareholders' equity			73,451	114,843	76,870
Net debt *			70,929	86,871	72,585
Gearing, % *			**96.6%**	**75.6%**	**94.4%**

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