digia

Digia Plc

# FINANCIAL STATEMENT BULLETIN 2025

Unaudited

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# Strong performance continued in the fourth quarter: net sales grew by 10.5 percent and EBITA margin improved significantly to 14.1 percent

**October–December 2025**

- Net sales: EUR 60.2 (54.5) million, up 10.5 percent
- Operating profit (EBITA): EUR 8.5 (5.8) million, up 45.5 percent; EBITA margin: 14.1 (10.7) percent of net sales
- Operating profit (EBIT): EUR 7.7 (5.2) million, up 48.1 percent; EBIT margin: 12.7 (9.5) percent of net sales
- Earnings per share: EUR 0.20 (0.15)

**January–December 2025**

- Net sales: EUR 217.0 (205.7) million, up 5.5 percent
- Operating profit (EBITA): EUR 21.3 (21.2) million, up 0.8 percent; EBITA margin: 9.8 (10.3) percent of net sales
- Operating profit (EBIT): EUR 18.1 (18.2) million, down 0.4 percent; EBITA margin: 8.4 (8.9) percent of net sales
- Earnings per share: EUR 0.49 (0.50)
- Cash flow from operations totaled EUR 14.7 (25.0) million, down 41.2 percent
- Return on investment: 14.4 (16.6) percent
- Equity ratio: 48.7 (52.9) percent
- The Board of Directors proposes to the Annual General Meeting that a dividend of 0.19 (0.18) EUR per share be distributed for the fiscal year 2025

Unless otherwise stated, the comparison figures provided in parentheses refer to the corresponding period of the previous year.

## Group key figures

| EUR 1000 | 10–12/ 2025 | 10–12/ 2024 | Change, % | 1–12/ 2025 | 1–12/ 2024 | Change, % |
|---|---|---|---|---|---|---|
| Net sales | 60,244 | 54,524 | 10.5% | 217,028 | 205,672 | 5.5% |
| Operating profit (EBITA) | 8,513 | 5,850 | 45.5% | 21,337 | 21,161 | 0.8% |
| - as a % of net sales | 14.1% | 10.7% | 31.7% | 9.8% | 10.3% | |
| Operating profit (EBIT) | 7,679 | 5,186 | 48.1% | 18,127 | 18,208 | -0.4% |

| EUR 1000 | 10–12/ 2025 | 10–12/ 2024 | Change, % | 1–12/ 2025 | 1–12/ 2024 | Change, % |
|---|---|---|---|---|---|---|
| - as a % of net sales | 12.7% | 9.5% | 34.0% | 8.4% | 8.9% | |
| Result for the period | 5,385 | 3,995 | 34.8% | 12,845 | 13,291 | -3.4% |
| - as a % of net sales | 8.9% | 7.3% | 22.0% | 5.9% | 6.5% | |
| | | | | | | |
| Return on equity, % | | | | 14.5% | 16.7% | |
| Return on investment, % | | | | 14.4% | 16.6% | |
| Cash flow from operations | | | | 14,703 | 25,049 | -41.2 |
| Interest-bearing net liabilities | | | | 23,721 | 11,642 | 103.8% |
| Net gearing, % | | | | 25.4% | 13.9% | |
| Equity ratio, % | | | | 48.7% | 52.9% | |
| | | | | | | |
| Number of personnel at period-end | | | | 1,592 | 1,576 | 1.0% |
| Average number of personnel | 1,595 | 1,571 | 1.5% | 1,603 | 1,553 | 3.2% |
| Shareholders' equity | | | | 93,476 | 83,718 | 12.5% |
| Balance sheet total | | | | 197,011 | 163,486 | 21.2% |
| Earnings per share, EUR | 0.20 | 0.15 | 34.8% | 0.49 | 0.50 | -3.4% |
| Earnings per share (diluted), EUR | 0.20 | 0.15 | 34.2% | 0.48 | 0.50 | -3.8% |

## CEO’s Review:

“Digia’s three-year strategy period culminated with a record-breaking quarter. Furthermore, 2025 was Digia’s tenth consecutive year of profitable growth. Our strong performance in the last quarter was driven by the successful execution of our strategy and the necessary measures we took to boost operational efficiency in the challenging market. Strong capabilities for renewal and adaptation were essential, and I would like to thank all Digia employees for making this happen.

In the last quarter, our net sales grew by 10.5 percent, breaking the EUR 60 million milestone for the first time, and amounted to EUR 60.2 (54.5) million. Our operating profit (EBITA) grew by

45.5 percent to EUR 8.5 (5.8) million. EBITA margin was 14.1 (10.7) percent. Organic growth amounted to 1.5 percent during the fourth quarter. In addition to organic growth, operating profit (EBITA) was boosted by measures to improve efficiency and productivity, the Savangard acquisition, and a change to incentive scheme-related provisions.

Our full-year net sales grew by 5.5 percent to EUR 217.0 (205.7) million. Operating profit (EBITA) was EUR 21.3 (21.2) million with an EBITA margin of 9.8 (10.3) percent. Of this, full-year organic growth was 0.8 percent. Full-year operating profit (EBITA) was burdened by one-off restructuring costs in the first half of the year and costs related to the implementation of the Savangard acquisition.

Although the market remained cautious in the last quarter of the year, we also achieved several wins. I am pleased that all four of our service areas increased their net sales in October–December. This clearly showcases one of Digia's strengths, our extensive and balanced service offering. Our strategically developed continuous services and maintenance business account for around 50 percent of net sales, which provides us with business stability.

In the last quarter, net sales were increased by, for instance, solutions for business process renewal, knowledge management, and data utilization. Inorganic growth was driven by our Polish subsidiary Savangard, which also achieved organic growth in integration services.

Major customer deals signed in the last quarter included an agreement renewal with SOK for integrations over a three-year period and a three-year agreement valued at EUR 3.9 million with a major financial sector organization for the development of digital services. We also bolstered our partnership with the Finnish Defense Forces by agreeing on many new cooperative projects as part of the broader-scale long-term partnership agreement between the Defense Forces and Digia. Examples of successful deliveries toward the end of the year included ERP implementations for Walki, Apetit and VSV Group.

In the last quarter, we deployed several AI solutions into production, including a financial forecasting solution, along with AI-based ERP services for handling sale and purchase orders and product documentation.

AI is also firmly featured in the productized Digia API Factory service model we launched in the third quarter. In the fourth quarter, we continued to work on two customer projects under this service model that harness AI in API development to ensure code quality, security, and consistency.

In Poland, Savangard signed a five-year agreement valued at EUR 2.5 million with the Polish gas pipeline company Gaz-System and two agreements valued at a total of EUR 1.8 million with the Polish train operator Polregion.

The commercial integration of Digia and Savangard is progressing as planned: At the end of the year, we won our first joint bid outside Finland and Poland, and we are launching a joint project for AB LTG Infra, which is part of the national railway company of Lithuania.

**Financial results for the 2023-2025 strategy period**

2025 was the third and final year of our "Unlock Your Intelligence" strategy. We faced a challenging market throughout the strategy period, which did not support the achievement of the objectives. In spite of this, our performance was commendable. We continued to grow, improved our profitability, and expanded the international reach of Digia's business.

| Financial objectives 2023-2025 | Objective | Result |
|---|---|---|
| Average annual growth in net sales* | > 10% | 8.3% CAGR |
| EBITA margin at the end of the strategy period | > 12% | 14.1% (Q4/2025) |
| Share of net sales accounted for by international operations at the end of the strategy period | > 15% | 20.3% (Q4/2025) |

* Including organic and inorganic growth

**Outlook for 2026**

Uncertainty and sluggishness will continue to persist in the market during the first months of the year. That said, we have also seen signs of recovery in customer demand. Our primary focuses this year will be on the renewal of our own operations and the development of our service offering.

I would like to thank all Digia personnel, our customers, our partners, and our investors for another year of sustainable growth. We continue building intelligent business."

## Profit guidance for 2026

Digia's profit guidance for 2026: Digia's net sales will grow (EUR 217.0 million in 2025) and its operating profit (EBITA) will either remain on a par with or increase compared to 2025 (EUR 21.3 million in 2025).

## Events after the review period

There have been no major events since the review period.

## Briefing invitation

A briefing for analysts will be held at 4:30 pm on Tuesday, February 5, 2026 as a Teams meeting. Attendance instructions have been emailed to participants.

The material and presentation for the event will be available from 4:30 pm on February 5, 2026 on the company's website: digia.com/en/investors/reports-and-presentations.

CEO Timo Levoranta will give a webcast on the results (in Finnish) starting at 6:00 pm at https://digia.events.inderes.com/q4-2025.

## Financial reporting

In 2026, Digia will publish its Financial Statement Bulletin, two business reviews, and half-year interim report as follows:

- Business Review 1–3/2026: Wednesday, April 29, 2026 at 8:00 am
- Half-year Report 1–6/2026: Thursday, August 6, 2026 at 3:00 pm
- Business Review 1–9/2026: Tuesday, October 27, 2026 at 3:00 pm

The Annual Report will be published on the company's website on Friday, March 6, 2026.

Digia Plc's Annual General Meeting will be held on March 24, 2026.

## For further information, please contact:

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## Distribution

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Digia is a trusted European partner in intelligent business. As a consulting, software and services company, we help our customers to create, maintain and develop intelligent business. We bring the benefits of AI to our customers' everyday processes, products, and services throughout their lifecycles. Our approximately 1600 employees operate internationally, yet always close to our customers. Digia's net sales totaled EUR 217.0 million in 2025. The company is listed on NASDAQ Helsinki (DIGIA).

# DIGIA PLC'S FINANCIAL STATEMENT BULLETIN 2025

Digia is a trusted European partner in intelligent business. As a consulting, software and services company, we help our customers to create, maintain and develop intelligent business. We bring the benefits of AI to our customers' everyday processes, products, and services throughout their lifecycles. Our offering includes services and products from consulting to data, AI, integrated systems and continuous 24/7 service delivery.

Unless otherwise stated, the comparison figures provided in parentheses refer to the corresponding period of the previous year.

## Markets, business environment, and Digia's market position

Digia's main market is Finland and we provide solutions in 20 countries. In addition to Finland, Digia operates in Sweden, Poland, and the Netherlands.

Digia believes that the market for IT services will grow in the long term, even though both demand and project startups are cautious in the medium term. The digitalization megatrend remains strong, increasing productivity in both the public and private sectors and opening up new opportunities. The ongoing revolution in digitalization is the full-scale harnessing of artificial intelligence.

We see the following trends in the market:

- From individual solutions, we are moving further toward integrated packages. Operational continuity, which is critical for organizations and business, emphasizes the interoperability, reliability, security, and lifecycles of system entities.
- Artificial intelligence and automation are being embedded into every service and process as well as the daily lives of people. Business platforms must enable the construction of autonomous business processes.
- Intelligent business is built on reliable data and its availability, which increases demand for integration and API solutions.
- Expectations regarding the user-friendliness of services are rising. An intelligent user experience and security are vitally important.
- Competition for top talent is heating up, especially in the fields of artificial intelligence, data, and analytics. Attractiveness as an employer and leveraging talent networks create a competitive advantage.

Our competitiveness is based on Digia's core strengths: expertise, deep customer relationships, and a resilient business model, an extensive offering and comprehensive solutions throughout the lifecycle, and a strong financial position. Digia's extensive offering – from individual service areas to broader customer solutions – brings stability and balances out the effects of any market fluctuations in our business. Our Business Operations Center service package is at our customers' disposal 24/7.

# Net sales

## October–December 2025

Digia's net sales for the review period totaled EUR 60.2 (54.5) million, up 10.5 percent on the corresponding period of the previous year. Organic growth accounted for 1.5 percent of the net sales growth.

Net sales growth was driven in particular by Climber Sweden, CRM and ERP solutions based on Microsoft technologies, and knowledge management solutions. In addition, the acquisition of Savangard increased net sales in the fourth quarter.

During the review period, the service and maintenance business accounted for 49.9 (48.4) percent and the project business for 50.1 (51.6) percent of the company's net sales. The net sales of both the project and the service and maintenance businesses include product business activities, which accounted for 11.7 (11.1) percent of the Group's total net sales. The product business comprises Digia's own licenses, the license sales of its partners, and license maintenance.

## January–December 2025

Digia's net sales for the January–December period totaled EUR 217.0 (205.7) million, representing a year-on-year increase of 5.5 percent. Organic growth in net sales amounted to 0.8 percent. Finland accounted for EUR 180.9 (181.5) million of net sales and other countries for EUR 36.1 (24.2) million. No single customer accounted for more than 10 percent of consolidated net sales.

The net sales of the service and maintenance business totaled EUR 109.0 (102.5) million, or 50.2 (49.9) per cent of total net sales. The net sales of the project business totaled EUR 108.1 (103.1) million and accounted for 49.8 (50.1) percent of total net sales. Net sales from the product business amounted to EUR 24.1 (23.8) million, representing 11.1 (11.6) percent of total net sales. The product business comprises Digia's own licenses, the license sales of its partners, and license maintenance.

Of net sales, EUR 11.0 (7.7) million were recognized in one installment and EUR 206.0 (198.0) million over time.

Net sales growth was driven in particular by Climber Sweden, state-of-the-art software development, the Microsoft Business Central ERP solution, CRM solutions, the Digia Hub subcontractor network, and knowledge management solutions.

# Profit and profitability

## October–December 2025

Operating profit (EBITA) for the review period amounted to EUR 8.5 (5.8) million with an EBITA margin (EBITA %) of 14.1 (10.7) percent. During the review period, EUR 0.0 (0.1) million in expenses related to changes in the fair value of additional purchase prices were recognized in other operating expenses.  Operating profit (EBITA) was boosted by efficiency and productivity measures during the period, organic growth, and the Savangard acquisition. In addition, EUR 0.4 million in expenses from the long-term incentive scheme were discharged during the period, improving operating profit (EBITA) for the period.

Earnings before taxes were EUR 7.1 (4.9) million, with earnings after taxes totaling EUR 5.4 (4.0) million. Earnings per share were EUR 0.20 (0.15). Net financial expenses amounted to EUR -0.6 (-0.3) million.

### January–December 2025

Digia's operating profit (EBITA) for January–December was EUR 21.3 (21.2) million with an EBITA margin (EBITA %) of 9.8 (10.3) percent. During the review period, EUR 0.5 (1.6) million in expenses related to changes in the fair value of additional purchase prices were recognized in other operating expenses. Expense provisions of EUR 0.5 million were derecognized from the long-term incentive scheme, improving the result. Operating profit (EBITA) was also boosted by efficiency and productivity measures during the fiscal year and the Savangard acquisition.

Earnings before taxes were EUR 16.4 (16.9) million, with earnings after taxes totaling EUR 12.8 (13.3) million. Earnings per share were EUR 0.49 (0.50). Net financial expenses amounted to EUR -1.7 (-1.3) million.

## Research and development

Digia constantly invests in enhancing the Group's long-term competitiveness. In January–December, research and development expenses on Digia's own products totaled EUR 3.7 (3.8) million, which represents 1.7 (1.9) percent of net sales. R&D mainly focused on the development of the Digia Envision ERP solution as well as financial and logistics ERP systems. In addition, product development continued for the Digia Business Operations Center and Business Automation Service.

## Financing, cash flow, and expenditure

At the end of December 2025, Digia's balance sheet total stood at EUR 197.0 (163.5) million. The increase in the balance sheet is primarily due to the acquisition of the Savangard Group.

The equity ratio was 48.7 (52.9) percent and net gearing was 25.4 (13.9) percent. At the end of December 2025, Digia had EUR 47.9 (29.9) million in interest-bearing liabilities. Unused bank credit facilities amounted to EUR 4.5 million at the end of December. Interest-bearing liabilities consisted of EUR 32.5 million in long-term and EUR 9.5 million in short-term loans from financial institutions, and EUR 5.9 million in lease liabilities.

Cash flow from operating activities in January–December 2025 totaled EUR 14.7 (25.0) million. Cash flow from investments came to EUR -16.0 (-5.4) million. Cash flow from financing was EUR 7.6 (-13.6) million.

# Human resources and management

Learning, goal-orientedness, wellbeing, and a sense of community were the focuses of Digia's HR strategy for 2023–2025. We seek to ensure an excellent employee experience that bolsters the conditions for success in the everyday work of Digia staff. Our day-to-day operations are also guided by Digia's cultural principles – courage, sharing, learning, and professional pride.

The development of management at Digia was one of the key themes in 2025. In 2024, new management principles were created for Digia, and their mobilization continued over the past year. These management principles, coupled with our cultural principles, provide a framework for our day-to-day operations and management. Good leadership is also a key factor in strengthening wellbeing at work.

Efficient premises and hybrid practices are an important part of building sustainable growth and a great employee experience at Digia. We believe that a good workday features a flexible balance between remote work and face-to-face encounters. Accordingly, we have developed a hybrid working model consisting of best practices and recommendations. At the beginning of the year, we moved into new offices in Kamppi, Helsinki. In Pitäjänmäki, we relocated to smaller, modernized premises in the same office building.

As part of our support for personnel learning, we launched an AI program for all personnel that will support the systematic and goal-oriented utilization of AI in Digia's own operations. Divided into four themes, the program aims to use AI in order to boost efficiency in work and internal processes. In the second half of the year, Digia implemented a variety of measures to support learning including ten AI-themed info briefings for software developers. The AI theme was also heavily featured at the traditional learning and sharing fairs for Digia personnel, Heimo and OpenClub.

Digia's image as an employer developed positively during 2025. We soared in Universum's Employer Ranking of the most attractive employers in Finland. In addition, our ranking in Academic Work's employer image survey of young professionals also rose from last year.

Due to the challenging market situation, we implemented various measures to renew and streamline our operations in 2025, including change negotiations.

At the end of the reporting period, we measured our personnel satisfaction. Our eNPS fell by 80 percent from its 2022 comparable level. Based on the feedback received, the efficiency measures we have implemented had an impact on the lower result. The eNPS had previously been on an upward trend and was excellent in 2024. Our other main indicator, the Employee Engagement Index, remained at the same good level as in 2024.

During 2025, Digia's payroll was impacted by the Savangard acquisition in June, reductions arising from change negotiations, and normal organic growth. At the end of the period, the total number of Group personnel was 1,592 (1,576), representing an increase of 16 employees or 1.1 percent since the end of the 2024 fiscal period. The average number of employees was 1,603 (1,553), an increase of 50 employees, or 3.2 percent, on the 2024 average.

Turnover was 6.2 (7.7) percent. Turnover remains moderate, which is partly influenced by the general market situation in the IT sector.

# Sustainability

Digia reports on its sustainability in 2025 in accordance with the EU Sustainability Reporting Directive (CSRD) in the Group Sustainability Report that is part of the Board's report. We will specify our future sustainability reporting model based on the European Union's Omnibus I initiative during 2026.

Digia's strategy is based on a responsible way of working, and sustainability targets were included in the objectives for the 2023–2025 strategy period and in incentive schemes. Our goal during the strategy period was to reduce our carbon footprint, and to be a good and attractive employer and a trusted partner to our customers.

In 2025, our carbon footprint decreased by 64 percent from the comparable figure for 2019 (target -60%). Two factors that contributed substantially to our lower emissions were that we moved into new offices in Helsinki and purchased energy with guarantees of origin or renewable energy certificates.

Due to the challenging market situation, we implemented various efficiency-boosting decisions during 2025, which contributed to a downward trend in the employee Net Promoter Score (eNPS). The result is down 80 percent compared to 2022 (target: +35%). In spite of the decline, eNPS was still positive. Furthermore, our other main indicator, the Employee Engagement Index, remained at the same good level as in 2024.

In terms of trust in customer partnerships, we clearly achieved our objectives for the strategy period. Our customer Net Promoter Score (NPS) improved by 34 percent compared to 2022 (target +25%).

The objectives for the strategy period together formed a sustainability index linked to remuneration, in which the customer and employee perspectives were assigned the most weight, followed by the trend in $CO_2$ emissions. Overall, the sustainability index was in line with the target.

Digia joined the Science Based Targets initiative in 2024 and in 2025 we started to work on defining our science-based climate targets. The emission reduction targets were submitted to SBTi for review at the end of the year.

In recognition of our ongoing sustainability efforts, we achieved a gold rating in the annual EcoVadis sustainability assessment for the first time.

# Changes in Group structure

In order to streamline the Group structure, Digia started the merger process of its subsidiaries in Sweden on February 18, 2025, merging Climber International AB into Climber Holding AB, and Climber Holding AB into Climber AB on July 1, 2025. Climber Finland Oy was merged into Digia Finland Oy on July 1, 2025.

On June 3, 2025, Digia acquired the entire share capital of Savangard Sp. z o.o. in Poland and added Savangard Sp. z o.o. and its subsidiary Peoplevibe Sp. z o.o. to the Group structure, along with the Lithuanian company Finnovative Solutions UAB which is classified as held for sale.

On December 31, 2025, the Digia Group included the parent company Digia Plc and the following subsidiaries:

- Digia Finland Oy and its subsidiary Most Digital Sweden AB
- Productivity Leap Oy
- Digia Sweden AB
- Climber AB and its subsidiary Climber Benelux B.V.
- Top of Minds AB
- Savangard Sp. z o.o. and its subsidiaries Peoplevibe Sp. z o.o. and Finnovative Solutions UAB.

## Share capital and shares

On December 31, 2025, the number of Digia Plc shares totaled 26,823,723 and the company had a total of 8,281 shareholders.

Digia Plc held a total of 129,604 treasury shares on December 31, 2025. The accounting counter value of these treasury shares is EUR 0.10 per share.

At the end of the period, a total of 216,789 company shares, previously funded by Digia for use in the incentive system for key personnel and under the management of EAM Digia Holding Oy, remained undistributed. The shares held by the company and EAM Digia Holding Oy amounted to around 1.3 percent of the share capital.

Up-to-date information about the company's major shareholders and the distribution of their shareholdings can be found on Digia's website: digia.com/en/investors/shareholders.

## Trading on the Helsinki Exchanges

Digia Plc's share is listed on Nasdaq Helsinki Ltd in the Technology sector. The company's short name is DIGIA. The lowest reported share quotation in January–December 2025 was EUR 5.82 and the highest EUR 8.00. The share officially closed at EUR 6.64 on December 31, 2025. The share's trade weighted average price was EUR 6.39. The company's market capitalization on December 31, 2025 was EUR 178,109,521.

## Flagging notifications

There were no flagging notifications during the review period.

# Decisions of the Annual General Meeting and the organization of the Board of Directors

Digia Plc's Annual General Meeting (AGM), held on March 27, 2025, adopted the company's annual accounts, including the consolidated annual accounts for January 1–December 31, 2024, and discharged the members of the Board and the President and CEO from liability.

## Dividends

In accordance with the proposal of the Board of Directors, the Annual General Meeting decided that a dividend of EUR 0.18 per share be paid according to the confirmed balance sheet for the fiscal year ending December 31, 2024. Shareholders listed in the shareholders' register maintained by Euroclear Finland Oy on the dividend reconciliation date, March 26, 2025, will be eligible for the payment of dividend. Dividends will be paid on April 2, 2025.

## Remuneration Report for Governing Bodies

The Annual General Meeting decided to adopt the Remuneration Report for Governing Bodies as presented.

## Composition of the Board of Directors

The AGM decided to elect six members to the Board. Martti Ala-Härkönen, Santtu Elsinen, Robert Ingman, Sari Leppänen, Henry Nieminen, and Outi Taivainen were re-elected as Board members. At its organizational meeting after the AGM, the Board of Directors elected Robert Ingman as Chair and Martti Ala-Härkönen as Vice Chair of the Board.

At the meeting, the Board of Directors decided as follows on the composition of the Board committees:

- Audit Committee: Martti Ala-Härkönen (Chair), Santtu Elsinen, and Henry Nieminen
- Compensation Committee: Outi Taivainen (Chair), Robert Ingman, and Sari Leppänen
- Nomination Committee: Santtu Elsinen (Chair), Robert Ingman, and Martti Ala-Härkönen

## Board members' emoluments

The Annual General Meeting decided on the payment of monthly remunerations of EUR 3500 to Board members, EUR 4500 to the Vice Chair, and EUR 6000 to the Chair for their work on the Board for the duration of the term expiring at the end of the 2026 Annual General Meeting.

In addition, fees of EUR 1000 to the Chair and EUR 500 to other members are paid per each Board and Board Committee meeting.

In addition to the aforementioned remuneration, it was decided that Board members should be reimbursed for ordinary and reasonable expenses resulting from Board work against an invoice.

## Auditor's fees

The AGM decided that the company's auditor will be paid according to the auditor's reasonable invoice approved by the company.

## Sustainability reporting auditor

At the recommendation of the Board's Audit Committee, the Annual General Meeting decided that sustainability auditor Ernst & Young Oy be appointed to carry out sustainability reporting assurance for the term ending at the conclusion of the 2026 Annual General Meeting. Ernst & Young Oy has announced that the sustainability reporting auditor with principal responsibility will be Terhi Mäkinen, Authorized Public Accountant, Authorized Sustainability Auditor.

## Sustainability reporting auditor's fee

The Annual General Meeting decided that the sustainability reporting auditor will be paid according to the auditor's reasonable invoice approved by the company.

## Authorizing the Board of Directors to decide on buying back own shares and/or accepting them as collateral

The Annual General Meeting authorized the Board to decide on the acquisition and/or pledging of treasury shares with the following terms and conditions:

- A maximum total of 2,000,000 shares may be bought back and/or pledged in one or more installments. The proposed number is under 10 percent of the company's total number of shares.
- Only unrestricted equity may be used to buy back treasury shares.
- The Board will decide on how these shares are to be acquired. Treasury shares may be bought back in disproportion to shareholders' holdings (directed acquisition). This authorization also includes the acquisition of shares through public trading on Nasdaq OMX Helsinki in accordance with the rules and instructions of Nasdaq OMX Helsinki and Euroclear Finland Ltd, or through offers made to shareholders.
- Shares may be acquired in order to improve the company's capital structure, to fund or complete acquisitions or other business transactions, to offer share-based incentive schemes, to sell on, or to be annulled.
- The shares must be acquired at the market price in public trading. The minimum price of the shares to be acquired shall be the lowest quotation in public trading while the authorization is in force and, correspondingly, the maximum price shall be the highest quotation in public trading while the authorization is in force.
- The Board of Directors is otherwise authorized to decide on all terms relating to share buyback.

This authorization will supersede the authorization granted by the AGM of March 20, 2024 and is valid for 18 months, that is, until September 27, 2026.

## Authorizing the Board of Directors to decide on a share issue and granting of special rights

The AGM authorized the Board to decide on an ordinary or bonus issue of shares and the granting of special rights (as defined in Section 1, Chapter 10 of the Limited Liability Companies Act) in one or more installments, with the following conditions:

- This issue may total a maximum of
2,000,000 shares. The proposed number is under 10 percent of the company's total

number of shares. The authorization applies to both new shares and treasury shares held by the company.

- The authorization may be used to fund or complete acquisitions or other business transactions, for offering share-based incentive schemes, to develop the company's capital structure, or for other purposes decided by the Board.
- It is proposed that this authorization should include the right for the Board to decide on all terms related to the share issue or special rights, including the subscription price, payment of the subscription price in cash or (partly or wholly) in capital contributed in kind or its being written off against the subscriber's receivables, and its recognition in the company's balance sheet.

This authorization will supersede the authorization granted by the AGM of March 20, 2024 and is valid for 18 months, that is, until September 27, 2026.

More information about the AGM's decisions is available at digia.com/en/investors/governance/annual-general-meeting/agm-2025

## Changes in the composition of the Board of Directors

Digia's Board of Directors has consisted of five members since the resignation of Martti Ala-Härkönen (Vice Chair of the Board and Chair of the Audit Committee) on May 16, 2025, and will continue to do so until the end of its term.  Digia's current Board members are Santtu Elsinen, Robert Ingman, Sari Leppänen, Henry Nieminen, and Outi Taivainen. The Board is chaired by Robert Ingman and vice-chaired by Santtu Elsinen.

After a reorganization of the Board, the composition of its committees is now as follows:

- Audit Committee: Santtu Elsinen (Chair), Sari Leppänen, and Henry Nieminen
- Compensation Committee: Outi Taivainen (Chair), Robert Ingman, and Sari Leppänen
- Nomination Committee: Santtu Elsinen (Chair), Robert Ingman, and Outi Taivainen

## Mergers & Acquisitions

On June 3, 2025, Digia acquired the entire share capital of Savangard Sp. z o.o. The Savangard Group consists of Savangard Sp. zo.o. and its wholly owned subsidiaries Peoplevibe Sp.zo.o. and Finnovative Solutions UAB.

Founded in 2002, Savangard is a profitably growing Polish group that provides its customers with high-quality integration, API, and software development services. Savangard's customers are mainly in the financial, energy, industrial, and public sectors.

Peoplevibe Sp.zo.o. is an expert network that specializes in providing top-quality and cost-effective expertise. Peoplevibe's experts expands Digia Hub's service offering.

Finnovative Solutions UAB is classified as held for sale.

The acquisition will create a new Northern European "Integration Powerhouse". Digia is the leading provider of integration and API services in Finland. Together with Savangard, the company will also become a major player in Northern Europe.

Under Polish GAAP, Savangard Group's net sales for the fiscal year ending in December 2024 totaled about EUR 16.4 (15.8) million, and its operating profit adjusted with normalization items to approximately EUR 2.2 (1.7) million, excluding Finnovative Solutions UAB. The Group employs more than 150 people. Savangard's figures have been consolidated with the Digia Group since the beginning of June 2025. A preliminary calculation of the allocation of the purchase price has been drafted and the impact of the acquisition on Digia's figures is reported in the tables section.

## Events after the review period

There have been no major events since the review period.

## Risks and uncertainties

Digia's risks are classified as strategic, financial, operational, and sustainability risks. The Audit Committee of the Board of Directors is responsible for supervising the implementation of risk management and assessing its effectiveness. Monitoring focuses on risks of material significance to the company that are classified as high risk. Digia's Group Management Team is responsible for the appropriateness of risk management and overseeing operational activities. The owner of risk management is responsible for reporting on risks and their correct assessment. Digia's risk management process is supported by centralized risk management software.

Changes in the risk status are reported to the Audit Committee twice a year, and the Group Management Team monitors the risk status at its regular meetings. These reports cover the risk status, the impacts of significant risks and measures used to manage them, and the monitoring of objectives, including the specified indicators.

The company's strategic and financial risks relate to increasing competition through, for example, prices and contractual terms, and to potential significant changes in the company's operating environment and service areas. Geopolitics, general economic trends, higher interest rates, and changes in customers' operating environment and financial position may have an unfavorable impact on the company's business, financial position, and result through slower decision-making and the postponement or cancellation of IT investments.

Implementing the growth strategy places demands on both the organization and its management. The company's ability to recruit, maintain, and develop the correct competence – and also to correctly time the offering to meet demand – will play a vital role. In line with its strategy, Digia is also seeking growth through acquisitions. However, Digia cannot be certain of locating suitable companies for acquisition or of successfully integrating them.

Operational and cyclical risks largely involve short-term demand. If demand sees a sharp fall, price levels might also decline. Pricing models in the service business help to balance out business cycles. When costs increase, it is not certain how quickly and to what extent the rise in costs will be passed on to market prices.

Major customer projects – and fixed-price projects in particular – involve both business opportunities and risks. As customer projects increase in size, the risks associated with profitability management also grow, and there is a greater need to manage extensive contract and delivery packages. Large customer projects typically involve delivery-related sanctions. At the same time, the risks associated with accounts receivable are also rising.

Data security and protection risks comprise a significant risk area in the company's business operations. Organizations have more and more information that is critical to their operations. Threats to data security and protection have risen significantly in recent years. Data security and protection risks mainly concern technology and people. Significant risk factors also include risks posed by high-security projects and subcontracting chains. Due to the nature of its operations, the company is also the target of hostile influence. The company identifies, manages, and prevents both internal and external threats. The company implements a regular ISO 27001-certified risk management process based on best practices in handling data security and protection risks. Risks are identified and their impact and significance are analyzed. The risk level is reduced with appropriate measures where possible. Operational response and the handling of potential threats have been planned, rehearsed, and tested in practice. The company's employees are continuously trained, and data security and protection issues are actively communicated within the company and, if necessary, also to partners and customers. The company works in close cooperation with a variety of data security and protection authorities and networks. Physical security and personnel safety issues are managed using mechanisms similar to those employed in data security and data protection.

Sustainability risks consist of environmental, social, and governance risks. Environmental risks in office work are quite small. Global supply chains for IT equipment and services may be disrupted as a consequence of geopolitical and climate threats. The potential risks related to social responsibility that are monitored include experiences of overwork, occupational wellbeing, discrimination, and unequal treatment. Potential human rights risks in the subcontracting chain have been analyzed and their probability is actively monitored. Human rights risks are also taken into account when selecting new subcontracting partners. Administrative risks primarily concern the company's legal and regulatory compliance, ethical operations as well as data security and protection.

Increasing regulation may also adversely impact the development of Digia's net sales and cost level.

## Outlook for 2026

Digia's profit guidance for 2026: Digia's net sales will grow (EUR 217.0 million in 2025) and its operating profit (EBITA) will either remain on a par with or increase compared to 2025 (EUR 21.3 million in 2025).

Helsinki, February 5, 2026

Digia Plc

Board of Directors

# TABLES SECTION



## Accounting policies

This Financial Statement Bulletin was prepared in compliance with IFRS and the IAS 34 Interim Financial Reporting standard. No significant changes have been made to the accounting policies in 2024. The Financial Statement Bulletin has not been audited.

## Condensed consolidated income statement

| EUR 1000 | 10–12/ 2025 | 10–12/ 2024 | Change, % | 1–12/ 2025 | 1–12/ 2024 | Change, % |
|---|---|---|---|---|---|---|
| NET SALES | 60,244 | 54,524 | 10.5% | 217,028 | 205,672 | 5.5% |
| Other operating income | 145 | 83 | 74.4% | 336 | 117 | 188.3% |
| Materials and services | -11,537 | -9,027 | 27.8% | -39,660 | -34,332 | 15.5% |
| Depreciation, amortization, and impairment | -1,845 | -1,726 | 6.9% | -7,225 | -7,200 | 0.3% |
| Personnel expenses | -33,270 | -33,309 | -0.1% | -128,747 | -123,670 | 4.1% |
| Other operating expenses | -6,059 | -5,359 | 13.1% | -23,605 | -22,379 | 5.5% |
| | | | | | | |
| Operating profit (EBIT) | 7,679 | 5,186 | 48.1% | 18,127 | 18,208 | -0.4% |
| | | | | | | |
| Financial expenses (net) | -605 | -261 | 132.1% | -1,741 | -1,270 | 37.1% |

| EUR 1000 | 10–12/ 2025 | 10–12/ 2024 | Change, % | 1–12/ 2025 | 1–12/ 2024 | Change, % |
|---|---|---|---|---|---|---|
| | | | | | | |
| Profit before taxes | 7,074 | 4,925 | 43.6% | 16,387 | 16,938 | -3.3% |
| | | | | | | |
| Income taxes | -1,689 | -930 | 81.6% | -3,542 | -3,647 | -2.9% |
| RESULT FOR THE PERIOD | 5,385 | 3,995 | 34.8% | 12,845 | 13,291 | -3.4% |
| | | | | | | |
| **Other comprehensive income** | | | | | | |
| **Items that may later be reclassified as profit or loss:** | | | | | | |
| Exchange differences on translation of foreign operations | 986 | -441 | -323.5% | 2,179 | -1,009 | -316.0% |
| TOTAL COMPREHENSIVE INCOME | 6,371 | 3,554 | 79.3% | 15,024 | 12,282 | 22.3% |
| | | | | | | |
| **Distribution of net profit for the period** | | | | | | |
| Parent-company shareholders | 5,385 | 3,995 | 34.8% | 12,845 | 13,291 | -3.4% |
| | | | | | | |
| **Distribution of total comprehensive income** | | | | | | |
| Parent-company shareholders | 6,371 | 3,554 | 79.3% | 15,024 | 12,282 | 22.3% |
| | | | | | | |
| Earnings per share, EUR (undiluted EPS) | 0.20 | 0.15 | 34.8% | 0.49 | 0.50 | -3.4% |
| Earnings per share, EUR (diluted EPS) | 0.20 | 0.15 | 34.2% | 0.48 | 0.50 | -3.8% |

digia

# Condensed consolidated balance sheet

| EUR 1000 | Dec 31, 2025 | Dec 31, 2024 |
|---|---:|---:|
| **Assets** | | |
| | | |
| Non-current assets | | |
| Goodwill | 105,531 | 92,779 |
| Other intangible assets | 9,872 | 9,647 |
| Tangible assets | 831 | 466 |
| Right-of-use assets | 5,804 | 3,124 |
| Investments | 499 | 482 |
| Non-current receivables | 697 | 453 |
| Deferred tax assets | 248 | 297 |
| **Total non-current assets** | **123,482** | **107,249** |
| | | |
| **Non-current assets held for sale** | 245 | - |
| | | |
| Current assets | | |
| Current receivables | 49,070 | 38,006 |
| Cash and cash equivalents | 24,214 | 18,232 |
| **Total current assets** | **73,284** | **56,238** |
| | | |
| **Total assets** | **197,011** | **163,486** |
| | | |
| **Shareholders' equity and liabilities** | | |
| Share capital | 2,088 | 2,088 |
| Other reserves | 5,204 | 5,204 |

| EUR 1000 | Dec 31, 2025 | Dec 31, 2024 |
|---|---:|---:|
| Unrestricted shareholders' equity reserve | 42,081 | 42,081 |
| Translation difference | -363 | -2,542 |
| Retained earnings | 31,622 | 23,597 |
| Result for the period | 12,845 | 13,291 |
| Equity attributable to parent-company shareholders | 93,476 | 83,718 |
| | | |
| **Total shareholders' equity** | **93,476** | **83,718** |
| | | |
| **Liabilities** | | |
| Non-current interest-bearing liabilities | 35,531 | 15,036 |
| Other non-current liabilities | 4,296 | - |
| Deferred tax liabilities | 2,376 | 1,993 |
| Total non-current liabilities | 42,203 | 17,029 |
| | | |
| Current interest-bearing liabilities | 12,405 | 14,838 |
| Other current liabilities | 48,928 | 47,901 |
| Total current liabilities | 61,332 | 62,739 |
| | | |
| **Total liabilities** | **103,535** | **79,768** |
| | | |
| **Shareholders' equity and liabilities** | **197,011** | **163,486** |

# Consolidated cash flow statement

| EUR 1000 | Jan 1 – Dec 31, 2025 | Jan 1 – Dec 31, 2024 |
|---|---|---|
| **Cash flow from operations:** | | |
| Profit for the period | 12,845 | 13,291 |
| Adjustments to net profit | 12,784 | 12,702 |
| Change in net working capital | -4,249 | 2,763 |
| Interest paid | -1,693 | -1,754 |
| Interest income | 228 | 402 |
| Taxes paid | -5,212 | -2,355 |
| **Cash flow from operations** | **14,703** | **25,049** |
| | | |
| **Cash flow from investments:** | | |
| Purchases of tangible and intangible assets | -576 | -289 |
| Acquisition of subsidiaries, net of cash and cash equivalents at the time of acquisition | -10,654 | - |
| Additional purchase prices of subsidiaries | -4,798 | -5,116 |
| **Cash flow from investments** | **-16,028** | **-5,405** |
| | | |
| **Cash flow from financing:** | | |
| Repayment of lease liabilities | -3,089 | -3,570 |
| Repayment of current loans | -16,085 | -11,572 |
| Withdrawals of non-current loans | 31,500 | 6,000 |
| Dividends paid | -4,766 | -4,501 |
| **Cash flow from financing** | **7,560** | **-13,643** |
| | | |
| Change in cash and cash equivalents | 6,235 | 6,001 |
| | | |

| EUR 1000 | Jan 1 – Dec 31, 2025 | Jan 1 – Dec 31, 2024 |
|---|---|---|
| Cash and cash equivalents at beginning of period | 18,232 | 12,404 |
| Effect of changes in foreign exchange rates | -252 | -174 |
| Change in cash and cash equivalents | 6,235 | 6,001 |
| **Cash and cash equivalents at end of period** | **24,214** | **18,232** |

# Statement of changes in shareholders' equity

| EUR 1000 | a | b | c | d | e | f |
|---|---|---|---|---|---|---|
| **Shareholders' equity, Jan 1, 2024** | **2,088** | **42,081** | **5,204** | **-1,533** | **27,581** | **75,420** |
| Net profit | | | | | 13,291 | 13,291 |
| Other comprehensive income | | | | -1,009 | | -1,009 |
| Transactions with shareholders | | | | | | |
| Dividends | | | | | -4,501 | -4,501 |
| Share-based payments recognized against equity | | | | | 585 | 585 |
| Other items | | | | | -68 | -68 |
| **Shareholders' equity, Dec 31, 2024** | **2,088** | **42,081** | **5,204** | **-2,542** | **36,888** | **83,718** |
| | | | | | | |
| **Shareholders' equity, Jan 1, 2025** | **2,088** | **42,081** | **5,204** | **-2,542** | **36,888** | **83,718** |
| Net profit | | | | | 12,845 | 12,845 |
| Other comprehensive income items | | | | 2,179 | | 2,179 |
| Transactions with shareholders | | | | | | |
| Dividends | | | | | -4,766 | -4,766 |

| | | | | | | |
|---|---|---|---|---|---|---|
| Share-based payments recognized against equity | | | | | -500 | -500 |
| **Shareholders' equity, Dec 31, 2025** | **2,088** | **42,081** | **5,204** | **-363** | **44,467** | **93,476** |

a = share capital

b = unrestricted invested shareholders' equity reserve

c = other reserves

d = currency translation differences

e = retained earnings

f = total shareholders' equity

## Financial assets and liabilities

| EUR 1000 | Dec 31, 2025 Fair values | Dec 31, 2024 Fair values | Dec 31, 2025 Balance sheet values | Dec 31, 2024 Balance sheet values |
|---|---|---|---|---|
| Financial assets<br>Measured at fair value through profit or loss | | | | |
| Shares and interests | 499 | 482 | 499 | 482 |
| Financial liabilities<br>Non-current, measured at amortized cost | | | | |
| Bank loans | 32,500 | 14,000 | 32,500 | 14,000 |
| Liabilities measured at fair value through profit or loss: | | | | |
| Additional purchase prices | 4,648 | 4,648 | 4,648 | 4,646 |
| Current, measured at amortized cost | | | | |
| Bank loans | 9,500 | 12,572 | 9,500 | 12,572 |

# Condensed income statement by quarter

| EUR 1000 | 10–12/2025 | 7–9/2025 | 4–6/2025 | 1–3/2025 | 10–12/2024 |
|---|---|---|---|---|---|
| Net sales | 60,244 | 49,267 | 53,741 | 53,776 | 54,524 |
| Other operating income | 145 | 38 | 96 | 57 | 83 |
| Materials and services | -11,537 | -10,320 | -9,192 | -8,611 | -9,027 |
| Personnel expenses | -33,270 | -27,355 | -34,227 | -33,895 | -33,309 |
| Depreciation, amortization, and impairment | -1,845 | -1,864 | -1,759 | -1,758 | -1,726 |
| Other operating expenses | -6,059 | -5,433 | -6,428 | -5,685 | -5,359 |
| | | | | | |
| Operating result | 7,679 | 4,333 | 2,232 | 3,883 | 5,186 |
| | | | | | |
| Financial expenses (net) | -605 | -421 | -239 | -476 | -261 |
| | | | | | |
| Profit before taxes | 7,074 | 3,913 | 1,993 | 3,407 | 4,925 |
| | | | | | |
| Income taxes | -1,689 | -680 | -478 | -694 | -930 |
| Result for the period | 5,385 | 3,232 | 1,515 | 2,713 | 3,995 |
| | | | | | |
| Distribution of net profit for the period | | | | | |
| Parent-company shareholders | 5,385 | 3,232 | 1,515 | 2,713 | 3,995 |
| | | | | | |
| Earnings per share, EUR, undiluted | 0.20 | 0.12 | 0.06 | 0.10 | 0.15 |
| Earnings per share, EUR, diluted | 0.20 | 0.12 | 0.06 | 0.10 | 0.15 |

# Group key figures

| EUR 1000 | 1–12/2025 | 1–12/2024 |
|---|---|---|
| **Extent of business** | | |
| Net sales | 217,028 | 205,672 |
| Average capital invested | 127,502 | 113,094 |
| Number of personnel | 1,592 | 1,575 |
| Average number of personnel | 1,603 | 1,553 |
| | | |
| **Profitability** | | |
| Operating profit (EBITA) | 21,337 | 21,161 |
| - as a % of net sales | 9.8% | 10.3% |
| Operating profit (EBIT) | 18,127 | 18,208 |
| - as a % of net sales | 8.4% | 8.9% |
| Profit before taxes | 16,387 | 16,938 |
| - as a % of net sales | 7.6% | 8.2% |
| Result for the period | 12,845 | 13,291 |
| - as a % of net sales | 5.9% | 6.5% |
| Return on equity, % | 14.5% | 16.7% |
| Return on investment, % | 14.4% | 16.6% |
| | | |
| **Financing and financial standing** | | |
| Interest-bearing net liabilities | 23,721 | 11,642 |
| Net gearing | 25.4% | 13.9% |
| Equity ratio | 48.7% | 52.9% |
| Cash flow from operations | 14,703 | 25,049 |

| EUR 1000 | 1–12/2025 | 1–12/2024 |
|---|---|---|
| Earnings per share, EUR, undiluted | 0.49 | 0.50 |
| Earnings per share, EUR, diluted | 0.48 | 0.50 |
| Equity/share, EUR | 3.48 | 3.12 |
| Lowest share trading price, EUR | 5.82 | 5.04 |
| Highest share trading price, EUR | 8.00 | 6.96 |
| Average share price, EUR | 6.39 | 5.91 |
| Market capitalization, EUR 1000 | 178,110 | 178,646 |

## Change in contingent liabilities

The company has recognized contingent liabilities from its acquisitions. EUR 5.1 million of the payments for 2024 are presented in cash flow from investments.

| EUR 1000 | 2025 | 2024 |
|---|---|---|
| Contingent liabilities Jan 1 | 4,135 | **7,564** |
| New acquisitions | 4,151 | - |
| Additional purchase price payments | -4,798 | -5,116 |
| Increase in value | 807 | 1,688 |
| Decrease in value | - | - |
| Contingent liabilities Dec 31 | **4,296** | **4,135** |

## Sensitivity analysis of contingent additional purchase prices of acquired companies

| Contingent purchase price liability | Valuation method | Value under consideration | Weighted average | Fair value sensitivity |
|---|---|---|---|---|

| | | | | |
|---|---|---|---|---|
| **Procurement 1** | Discounted cash flows | EBIT | 5,101 | A ten percent rise or fall in the remaining value under consideration would not affect the fair value. |
| | | Net sales, combined sales of Digia's offering | 3,557 | A ten percent fall in the remaining value under consideration would decrease the fair value by EUR 279.9 thousand.<br><br>A ten percent rise in the remaining value under consideration would increase the fair value by EUR 154.3 thousand. |
| | | Discount rate | 5.5% | A five percentage point fall in the value under consideration would increase the fair value by EUR 317.4 thousand.<br><br>A five percentage point rise in the value under consideration would decrease the fair value by EUR 293.4 thousand. |

# Formulas

**Operating profit (EBITA):**

Operating profit + purchase price allocation amortization and costs

**EBITA margin, %:**

Operating profit + purchase price allocation amortization and costs x 100
Net sales

**Return on investment (ROI), %:**

(Profit or loss before taxes + interest and other financial expenses) x 100
Balance sheet total - non-interest-bearing liabilities (average)

**Return on equity (ROE), %:**

(Profit or loss before taxes – taxes) x 100
Shareholders' equity

**Equity ratio, %:**

(Shareholders' equity + minority interest) x 100
Balance sheet total - advances received

**Earnings per share:**

(Profit before taxes - taxes +/- minority interest)
Average number of shares during the period, adjusted for share issues

**Earnings per share (diluted):**

(Profit before taxes - taxes +/- minority interest)
The average number of shares during the period, adjusted for share issues, including shares and options issued through share-based incentives schemes.

**Dividend per share:**

Total dividend
Number of shares at the end of the period, adjusted for share issues

**Net gearing, %:**

(Interest-bearing liabilities - cash and cash equivalents) x 100
Shareholders' equity

# Largest shareholders Dec 31, 2025

| Shareholders | Shares and votes | % |
|---|---|---|
| 1.Ingman Development Oy Ab | 7,900,000 | 29.5% |
| 2. Etola Oy | 4,000,000 | 14.9% |
| 3. Ilmarinen Mutual Pension Insurance Company | 2,658,306 | 9.9% |
| 4. Varma Mutual Pension Insurance Company | 1,247,142 | 4.6% |
| 5. Nordea Bank ABP | 263,500 | 1.0% |
| 6. Varelius Juha Pekka | 218,424 | 0.8% |
| 7. EAM Digia Holding Oy *) | 216,789 | 0.8% |
| 8. Kohonen Jorma Tapani | 215,658 | 0.8% |
| 9. Mandatum Life Insurance Company | 189,086 | 0.7% |
| 10. Levoranta Timo Antti | 154,238 | 0.6% |
| **Total** | **17,063,143** | **63.6%** |

*) EAM Digia Holding Oy's shares are included in Digia's treasury shares.