

GOFORE PLC
Q1-Q4 / 2025

Financial Statements Release 2025

Last quarter profitability was strong, adjusted
EBITA 14.0%

25 February 2026
Unaudited



October-December 2025 Highlights

Last quarter profitability was strong, adjusted EBITA 14.0%

- Net sales grew by 19.6%, net sales excluding acquisitions on previous year's level.
- Profitability was strong considering the market and at the highest level of the year. Adjusted EBITA was 8.3 (6.7) million euros, 14.0%.
- Quarter's adjusted EBITA improved by a 1.2 million euro compensation from a dispute.
- Customer price change was -0.2%. Average salary change was +1.9% (+0.5%).
- The number of employees increased to 1,791 (1,471) and total capacity was 1,851 (1,539).
- As a post-reporting period event, Gofore completed the acquisition of the entire share capital of the German digital transformation expert company Esentri AG on 2 January 2026, with a debt-free price of 10 million euros.

Group Key Figures Summary, MEUR	Q4/2025	Q4/2024
Net sales	59.6	49.8
Organic Growth of Net Sales, %	0.1%	-3.6%
Adjusted EBITA	8.3	6.7
Adjusted EBITA, %	14.0%	13.4%
EBITA	9.5	6.6
Operating Profit (EBIT)	8.2	5.7
Earnings per share (EPS), undiluted	0.42	0.31
Earnings per share (EPS), diluted	0.41	0.30
Number of employees at the end of period	1,791	1,471
Overall capacity; own and subcontracted personnel (FTE), at the end of period	1,851	1,539

All figures are compared to the corresponding period of the previous year.
All key figure calculation methods are explained in section "Calculation formulas for key figures"

January-December 2025 Highlights

Gofore's profitability improved during second half of the year, adjusted EBITA 8.8%

- Net sales increased from the previous year by 2.8%, totaling 191.4 (186.2) million euros. Organic growth -4.0%.
- Adjusted EBITA was 16.8 (23.9) million euros, 8.8% (12.8%) of net sales. Delivery challenges in certain projects and the write-down of one fixed-price project, which mainly affected January–June, also reduced profitability for the whole year.
- Change negotiations carried out in H1 2025 were reflected in improved profitability and utilisation rate in H2, strengthening the company's view of the adaptive impact of the negotiations.
- The change in customer prices during January–December was +0.7% (-0.3%) excluding projects that exceeded work estimates, and including these, -2.3%. Projects that exceeded work estimates mainly affected price development in January–June.
- Average salary development was moderate, January–December +0.9% (+1.0%).
- On 1 September 2025, Gofore completed its largest acquisition to date by purchasing the Finnish technology and design company Huld. The debt-free price for the entire share capital of Huld was 54.5 million euros.

Group Key Figures Summary, MEUR	2025	2024
Net sales	191.4	186.2
Organic Growth of Net Sales, %	-4.0%	-3.2%
Adjusted EBITA	16.8	23.9
Adjusted EBITA, %	8.8%	12.8%
EBITA	15.7	24.4
Operating Profit (EBIT)	11.7	20.8
Earnings per share (EPS), undiluted	0.59	1.04
Earnings per share (EPS), diluted	0.58	1.02
Number of employees at the end of period	1,791	1,471
Overall capacity; own and subcontracted personnel (FTE), at the end of period	1,851	1,539

All figures are compared to the corresponding period of the previous year.
All key figure calculation methods are explained in section "Calculation formulas for key figures"

Disclosure and guidance

As of February 2026, Gofore does not provide guidance on the net sales or profitability for the financial year.

Gofore continuously develops the content of its monthly business reviews and interim reports, in an effort to further improve the company's transparency and more real-time monitoring of financial developments.

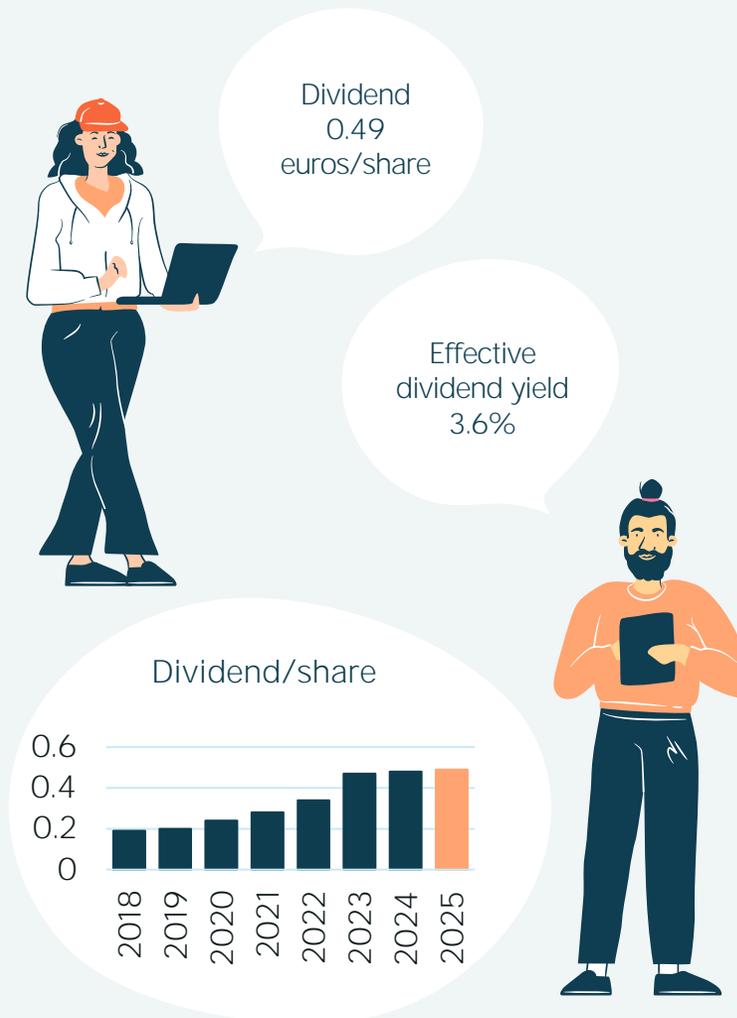


Board of Director's proposal for dividends

The parent company's distributable assets as at 31 December 2025 amounted to EUR 96.4 million. The Board of Directors proposes to the Annual General Meeting on 17 April 2026 that dividends be distributed for the financial period ended on 31 December 2025 in the amount of EUR 0.49 per share from the retained earnings, equaling a total of 7.9 million euros in dividend payout. Profit of the period will be transferred to retained earnings.

At the date of the proposal, there are 16,161,492 outstanding shares that yield dividends, equaling a total of 7.9 million euros in dividend payout. The proposed dividend is 83.1% of earnings per share. Of the year 2024 profit, a dividend of 0.48 euros per share was distributed, a total of 7.5 million euros.

The 2025 dividend is paid to a shareholder who is on the company's list of shareholders maintained by Euroclear Finland Oy on the record date 21 April 2026. A dividend will not be paid for the shares in the company's possession on the record date. According to the proposal, dividends are paid on estimate on 28 April 2026.



Long-term financial targets

Related to Gofore's 2025 strategy update, the Gofore Board of Directors updated the company's financial targets that span over the economic cycle.

500 MEUR

of net sales by 2030

Organically outperforming market growth.
At least half of total growth expected
to be organic.



15%

Profitability of
adjusted EBITA

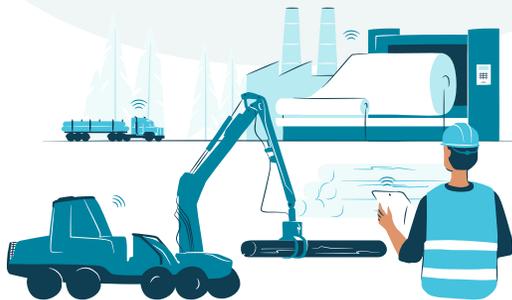
40%

Dividends minimum
of annual net profit

Intelligent Industry

is about merging the physical and digital in a world where industrial production and products are becoming increasingly complex.

Machines & Devices
Production & Operations
Automotive



Defence & Space

promotes a safer future in a turbulent global landscape, where national security, defence capabilities, and the use of satellite data provide reassurance.

National Security
Defence
Space



Digital Society

consists of both public and private sector service providers and people and businesses using well-functioning, high-quality services.

Digital Government
Retail & Services
Wellbeing



Thoughts from our CEO

Gofore's performance in the last quarter of 2025 was positive in both growth and profitability. Net sales grew to 59.6 million euros (+19.6%) and profitability improved compared to both the previous quarter and the same period last year, reaching 14.0%. These are impressive results, reflecting both the courage to invest and renew the organisation, as well as the valuable contribution of every Gofore employee.

A closer look at the full year 2025 reveals two very different halves. The first half of the year was the toughest period of a weaker economic cycle. The prolonged challenging situation forced us to adapt, resulting in the reduction of 80 jobs. High level of idle capacity, the focus required by adaptation measures, and difficulties in a few customer projects left the result for the first half at a modest 5.4% (adjusted EBITA).

In the second half of the year, corrective measures already began to yield results. A skill structure that better meets customer needs, cost reductions, new investments in industries, and a slightly more active customer demand supported improved profitability, which reached 11.9%. Based on this, we are able to continue our business operations in the new year and pursue a continued positive trend. During 2026, the cost synergies from the Huld acquisition will further support this.

In 2025, we invested in future growth. In the summer, we announced the acquisition of Huld, our largest acquisition to date. In December, we decided to invest in growth in the DACH region with the acquisition of Esentri.

The Huld investment was already reflected in the growth of the fourth quarter and the pro forma net sales at the end of December (215.2 million euros), which was 16% above the previous year.

With the Esentri investment, our January net sales were 18.7 million euros, 20% higher than a year earlier.

We also saw positive development in organic growth. We reached zero growth after four quarters of negative growth. Turning organic growth back to positive is one of our top priorities for the year ahead. Made investments strongly support this goal, especially in our strategic sectors Defence & Space and Intelligent Industry.

For the Defence & Space sector, the year 2025 was a year of initiation. We got off to a flying start when Gofore's national security expertise was strengthened by Huld's defense industry knowhow and extensive experience in space business. We have made progress even better than expected and anticipate relatively the strongest growth from this sector in 2026.

Customers' cautious approach to investments was particularly evident last year in the Intelligent Industry sector. However, there were successes, especially in cybersecurity, which we have significantly strengthened. We have also continued to invest in the development of our services, and especially in our Digital Product Lifecycle concept, whose value proposition for the digitalisation of product development has proven strong among our customers.

Mikael Nylund



It is also noteworthy that, although competition in consulting business has remained intense, product sales based on our own simulator technology has grown well, by some 60% last year.

Digitalisation continues in the industry, and customers are especially investing in services that provide specific value to the sector. We believe that the Intelligent Industry segment will be the sharp spearhead of our growth this year and in the years to come.

Intense competition persisted in the Digital Society segment. Strict budget discipline in the public sector also affected business operations. However, we succeeded in maintaining net sales at the 2024 level. We established new framework agreements in Germany and Austria, which we expect to yield results during 2026 and beyond.

In 2025, we strengthened our position as a service provider in the AI era. We have conceptualised and productised our expertise and accumulated experience. Our advisory services have supported numerous customers in designing AI understanding, strategy, and development portfolios. We are also involved in a new, AI-native consulting company called Valimo. This ensures that we have a sharp focus on our clients' AI needs, from broad transformations to individual flagship projects.

January 2026 opened the new year with cautiously positive signs. Although the beginning of the month was still largely spent on holidays, customer activity appears stronger than in the previous two years of weak economic conditions. With these prospects, it is a good time to start the new year.

Quarterly Performance; Net sales and adjusted EBITA

EUR thousand, unless otherwise specified	Q4/2025	Q3/2025	Q2/2025	Q1/2025	Q4/2024	Q3/2024	Q2/2024	Q1/2024
Net sales	59,589	41,174	44,194	46,426	49,829	39,123	47,977	49,237
Change in Net sales, %	20%	5%	-8%	-6%	-4%	-4%	1%	0%
Adjusted EBITA	8,341	3,601	1,158	3,707	6,674	4,366	6,094	6,782
Adjusted EBITA, %	14.0%	8.7%	2.6%	8.0%	13.4%	11.2%	12.7%	13.8%
Change in Adjusted EBITA, %	25%	-18%	-81%	-45%	-19%	-8%	13%	-18%
Organic growth of Net sales, %	0%	-3%	-8%	-6%	-4%	-4%	-3%	-2%

Monthly Performance; Net sales and personnel

Month 2025	Net sales, MEUR (Net sales 2025)	Pro forma LTM Net sales	Number of employees at end of period	No. of working days in Finland	Overall capacity, FTE	Own capacity, FTE	Subcontracting, FTE
January	15,6 (16,9)	184.9	1 470 (1 463)	21 (22)	1 535 (1 519)	1 387 (1 372)	148 (147)
February	14,8 (16,3)	183.3	1 470 (1 461)	20 (21)	1 525 (1 521)	1 381 (1 372)	144 (149)
March	16,1 (16,0)	183.4	1 469 (1 456)	21 (20)	1 529 (1 531)	1 379 (1 371)	150 (160)
April	15,5 (17,0)	181.8	1 470 (1 456)	20 (21)	1 551 (1 527)	1 388 (1 372)	163 (155)
May	15,5 (16,8)	180.5	1 472 (1 455)	20 (21)	1 381 (1 369)	1 381 (1 369)	163 (159)
June	13,2 (14,2)	179.6	1 390 (1 453)	20 (19)	1 460 (1 511)	1 313 (1 368)	149 (143)
July	5,8 (5,9)	179.4	1 380 (1 452)	23 (23)	1 376 (1 431)	1 304 (1366)	72 (65)
August	14,7 (15,8)	178.3	1 373 (1 452)	21 (22)	1 447 (1 510)	1 298 (1 366)	149 (144)
September	20,7 (17,4)	215.1	1 786 (1 474)	22 (21)	1 855 (1 552)	1 665 (1 380)	190 (172)
October	21,5 (18,8)	214.4	1 797 (1 472)	23 (23)	1 870 (1 553)	1 684 (1 384)	186 (169)
November	20,3 (17,7)	213.6	1 794 (1 469)	20 (21)	1 887 (1 537)	1 687 (1 371)	200 (166)
December	17,8 (13,4)	215.2	1 791 (1 471)	20 (18)	1 856 (1 539)	1 680 (1 382)	176 (157)

Key Figures

EUR thousand, unless otherwise specified	Q4/2025	Q4/2024	2025	2024
Net sales	59,589	49,829	191,382	186,166
Change in Net sales, %	19.6%	-3.6%	2.8%	-1.6%
EBITDA	10,863	7,630	20,335	28,461
EBITDA, %	18.2%	15.3%	10.6%	15.3%
Adjusted EBITA	8,341	6,674	16,806	23,916
Adjusted EBITA, %	14.0%	13.4%	8.8%	12.8%
EBITA	9,519	6,607	15,668	24,429
EBITA, %	16.0%	13.3%	8.2%	13.1%
Operating Profit (EBIT)	8,200	5,731	11,659	20,776
Operating Profit (EBIT), %	13.8%	11.5%	6.1%	11.2%
Profit for the period	6,820	4,918	9,802	16,806
Return on equity (ROE), %	25.3%	19.1%	9.0%	16.9%
Return on investment (ROI), %	21.0%	19.2%	8.7%	17.8%
Equity ratio, %	51.2%	62.1%	51.2%	62.1%
Net gearing, %	9.0%	-34.1%	9.0%	-34.1%
Number of employees at the end of period	1,791	1,471	1,791	1,471
Average own capacity, FTE	1,683	1,379	1,462	1,373
Average subcontracting, FTE	183	164	158	149
Average overall capacity, FTE	1,867	1,543	1,620	1,522
Earnings per share (EPS), undiluted	0.42	0.31	0.59	1.04
Earnings per share (EPS), diluted	0.41	0.30	0.58	1.02
Cash flow from operative activities per share			1.38	2.37
Equity per share			6.93	6.69
Dividend per share			0.49	0.48
DPS/EPS, %			83.1%	46.2%
Effective dividend yield (DPS/Price), %			3.6%	2.2%
Price-Earnings ratio, P/E			22.8	21.3

All key figure calculation methods are explained in section "Calculation formulas for key figures"

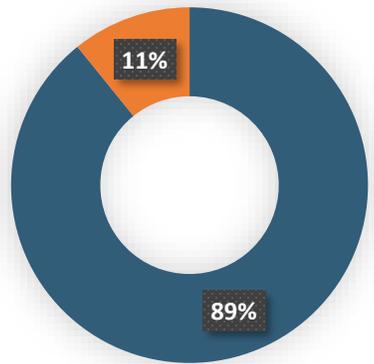
Q4 profitability at the highest level of the year; adjusted EBITA 14.0%

- Q4 adjusted EBITA 14.0% and utilisation rate were at the highest level of the year.
- Revenue increased by 19.6%, and organic revenue was at the same level as the previous year. An improved utilisation rate and increased capacity supported the revenue growth.
- Change negotiations related to the integration of Gofore's and Huld's operations and trimming of overlapping administration concluded in December. Improving administrative efficiency are expected to generate annual savings of approximately EUR 1.3 million materializing in H1 2026.
- The arbitration award of 3.0 million euros regarding a dispute are presented in other operating income. Of this compensation, 1.8 million euros relates to a breach of contract from previous financial years, which is why it will be adjusted and is not included in the adjusted EBITA. The remaining 1.2 million euros compensation is counted in the adjusted EBITA.
- Customer prices same level as last year, was -0.2%. Q4 average salary change was +1.9%.
- Other operating costs and the operating result were strained by the Esentri acquisition cost that does not affect adjusted EBITA.

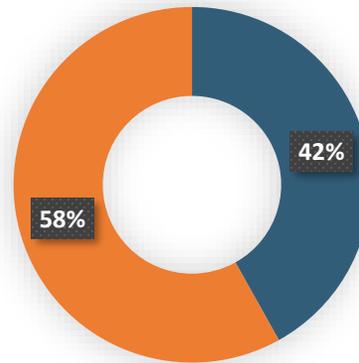


Net sales distribution in January-December 2025

TOP 5 customers contributed 23% of net sales

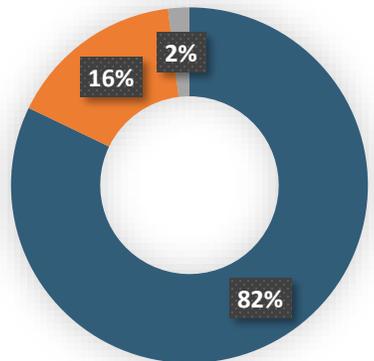


- Finland
- Other countries

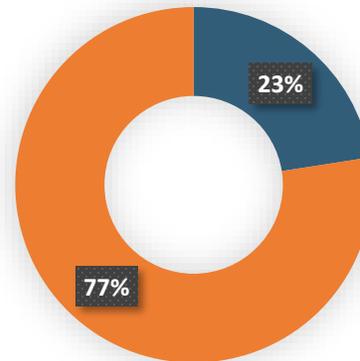


- Private sector sales
- Public sector sales

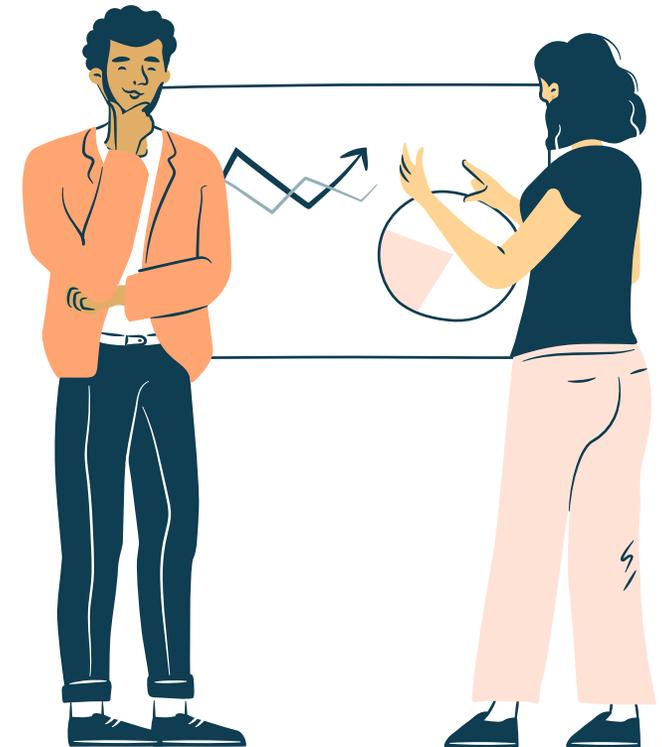
191.4 MEUR



- Net sales, Crew
- Net sales, subcontracting
- Net sales, products



- TOP 5
- Others



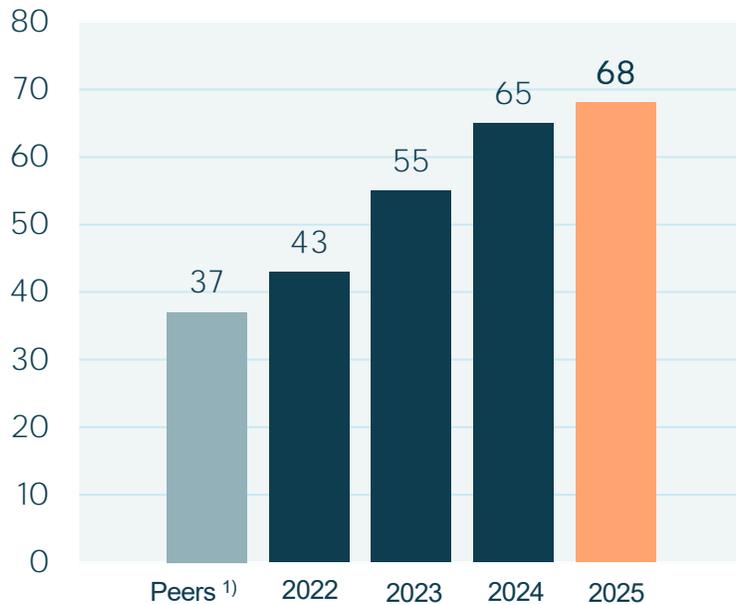


Market Highlights

All-time high customer satisfaction to build on

Gofore's customers were more satisfied in 2025 than ever before and 97% of customers felt that their service expectations were met or exceeded. Returning customers' share of net sales was 93%.

Net Promoter Score hit all-time high in the fall of 2025

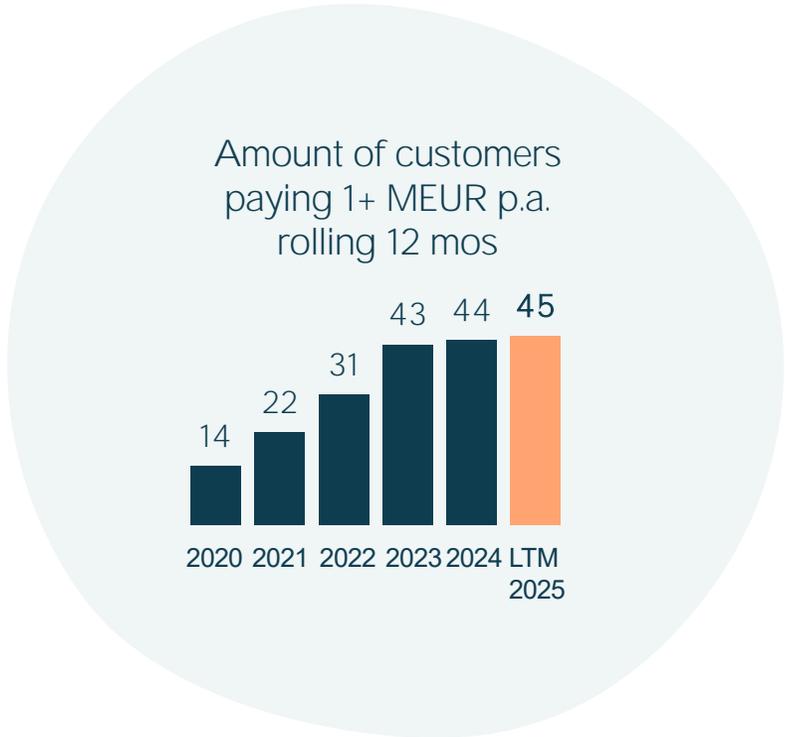


58%

Of customers feel their expectations for the service were **exceeded**.

39%

Of customers feel their expectations for the service were **met**.

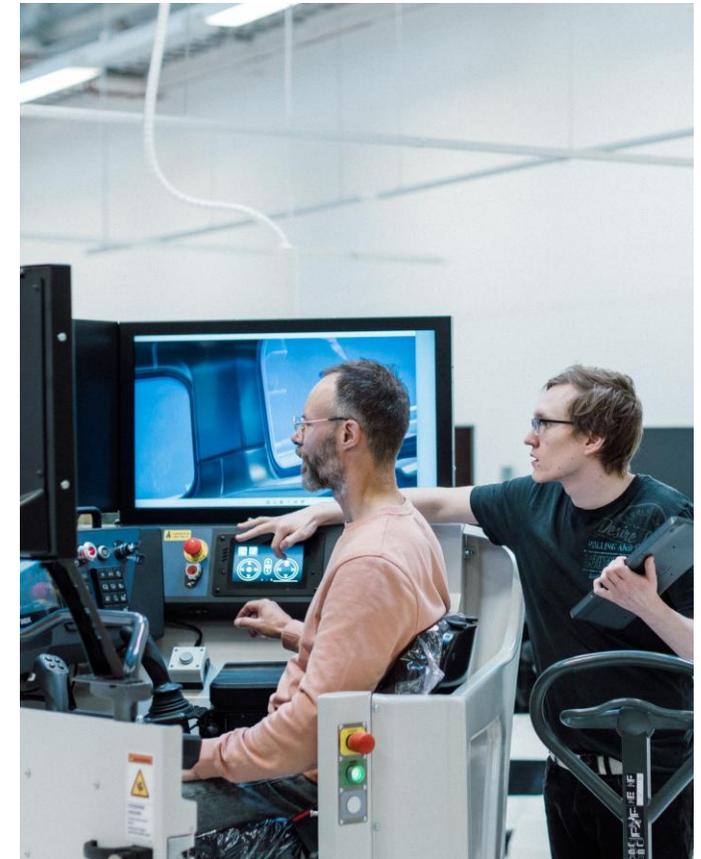


1) B2B peers who publicly report on their NPS; value from the end of 2022. Source: Innolink. LTM = Last twelve months' rolling value.

Demand for digital lifecycle services grows

Gofore's product development investments in recent years and complementary acquisitions have made its services unique for managing the digital lifecycle of products for manufacturers of mobile machines.

- As competition in the industry intensifies, mobile machine manufacturers globally must accelerate go-to-market of products and updates, develop increasingly autonomous, electrified, and user-friendly technology, and advance data-driven service business models.
- Gofore's solution for ensuring customers' competitiveness consists of concrete platforms for managing the digital lifecycle of products, based on a virtual product development platform and robust data management.
- The data platform created for product development serves the customer's product development, sales, maintenance, and training needs. Improved data management can also significantly reduce product lifecycle costs.
- Digital product lifecycle is becoming core of many Gofore customers' technology strategies.
- Gofore's designed virtual product development platform received an important addition from Creanex simulators in 2023 and was further enhanced with mechanical design following the acquisition of Huld. Simulator revenue grew by about 40% in 2025.
- In 2025, through Huld's space industry clients, best digital lifecycle management practices from the space sector were introduced to mobile machine manufacturers and vice versa.
- Gofore's comprehensive expertise in this area is the broadest in the industry, which has supported both the growth of strategic client relationships and attracting new customers.

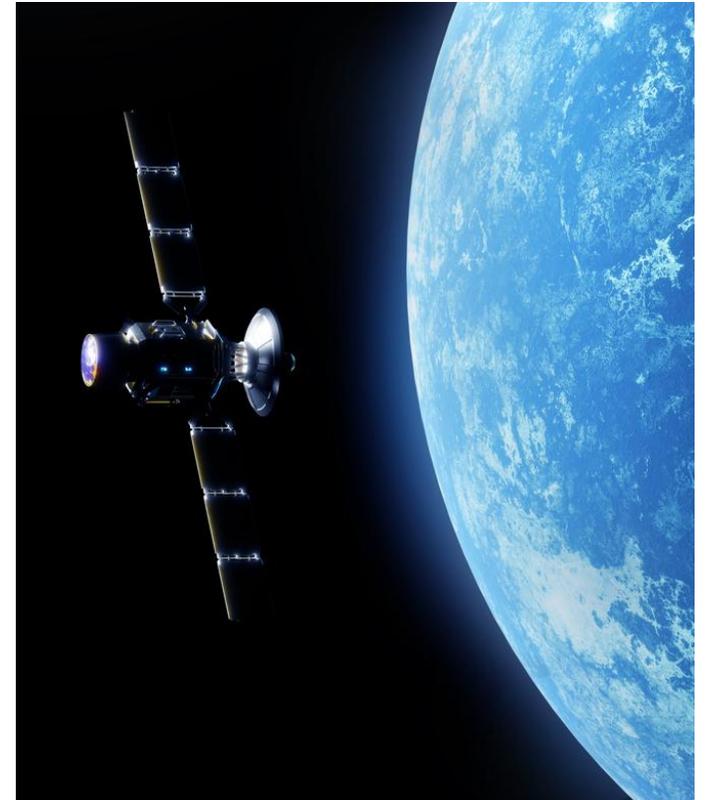


Defence & Space: A strong player in the security & defence sector

- The combination of Gofore and Huld's expertise has proven to be an excellent partner for the security and defence sector.
- With the acquisition, Gofore's Security business expanded from internal and citizen security to a strategic Defence & Space business, which has quickly established strong cooperation and received a positive reception.

Strengths of the Gofore Defence & Space offering include:

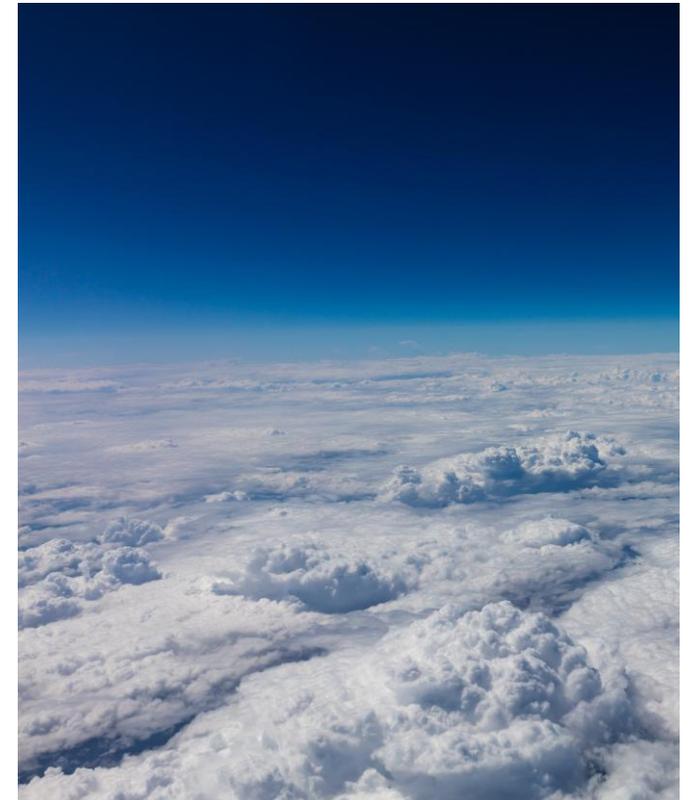
- Domestic expertise, especially as a specialist in cybersecurity.
- A secure digital lifecycle for software and devices, as well as value-creating digital services.
- Comprehensive services in embedded systems, cyberspace, cybersecurity, functional safety, simulations, and product design and development.
- An audited partner for building modern and sustainable digital capabilities.
- Special expertise with 35 years of experience in satellite software and situational awareness development.



AI development for Finland's new F-35 fighter jets

In 2024, Huld joined a consortium that delivers advanced space technologies to support the performance of Finland's new F-35 fighter jets.

- The 64 F-35 fighter jets manufactured by Lockheed Martin will gradually replace the Hornet fleet in the Finnish Air Force squadrons over the coming years.
- Last December, the first of the multi-role fighters ordered by Finland was unveiled in Texas.
- Deliveries of the aircraft to Finland will begin in 2026.
- Huld is part of a consortium led by the Finnish company ICEYE, which supplies advanced space technologies for the F-35 aircraft as part of the Finnish government's industrial participation in the program.
- Through the consortium, Huld contributes to the program by developing AI-based situational awareness capabilities.
- The successful progress so far has also generated additional business in this area.



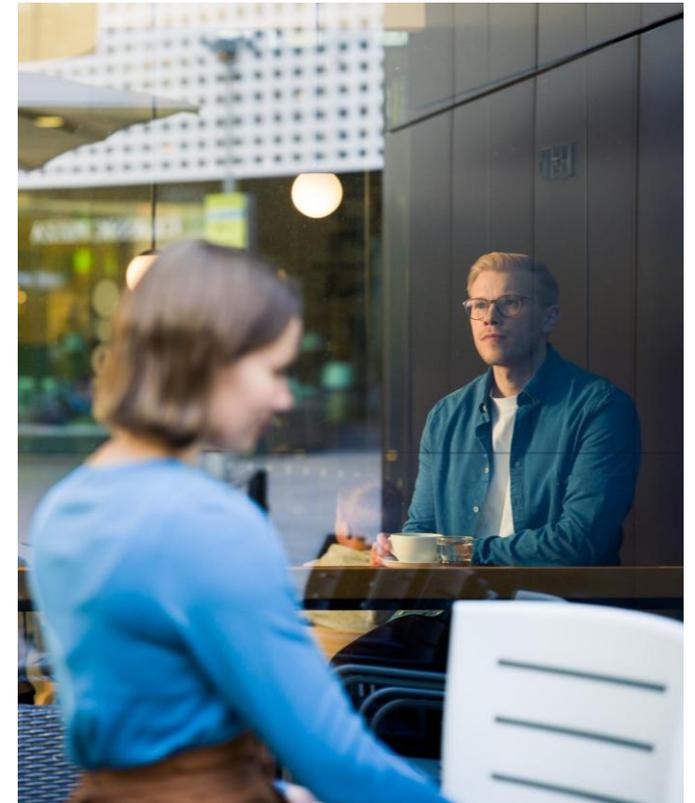
The Employment Fund develops cybersecurity with Gofore

Gofore was selected as the first choice in the Employment Fund's cybersecurity tender.

- The Employment Fund plays an important role for Finnish companies, employees, and the entire labor market.
- Instead of service offices, the fundamental approach to delivering the Employment Fund's services is digitalisation and automation.
- At the end of 2025, the Employment Fund held a tender for its cybersecurity services and selected Gofore as its top expert among three partners.
- The procurement included expert services and resources for information security, cyber risk management, and preparedness.
- The framework agreement is valid for up to four years and its maximum value is three million euros.

In recent years, we have systematically developed our digital services and technological capabilities, continuously moving towards increasingly user-friendly and secure digital services. The framework agreement is part of a whole that allows us to flexibly supplement our own expertise as needed in the rapidly changing field of cybersecurity.

- Antti Lähde, Director of Technology and Development at the Employment Fund



AI-native associate company Valimo launched

Gofore announced in December 2025 that it would become the majority shareholder in a new company focused on AI consulting, founded by two experienced digital business professionals, which began operations in January 2026.

- AI-native by nature, Valimo operates independently and strengthens Gofore's role in supporting organisations' AI transition.
- The founders, Osmo Haapaniemi and Olli-Pekka Saksa, are top experts in their field in Finland.
- One of their goals is to build a community that attracts leading AI professionals in Finland; the first three recruitments have already been made.
- Valimo combines business consulting with concrete AI solutions and focuses on enhancing and automating entire business areas or processes, such as customer service and order-delivery processes for companies.
- Valimo collaborates with Gofore in sales and customer deliveries.
- Gofore's own AI capabilities, combined with the agile, studio-like Valimo, create a strong position for various competitive scenarios.
- Valimo has received a positive response from potential customers right from the start.



Osmo Haapaniemi (left.) and Olli-Pekka Saksa

Customer agreements in October-December

Customer	Project	Service	New customer	~Value, MEUR	Years
Helsinki University	Service design development	Digital design services	No	1.3	4
CSC IT Centre for Science	Security management development	Expert services	No	N/A	3
CSC IT Centre for Science	Digitalisation development	Expert services	No	4.8 ¹⁾	4
Finnish Transport Infrastructure Agency	Analytics development	Analytics expert services	No	6.8 ²⁾	3
Employment Fund	Frame agreement	Cyber security expert services	No	3 ³⁾	4

1) Four suppliers selected in addition to Gofore.

2) Two suppliers selected in addition to Gofore.

3) Two suppliers selected in addition to Gofore.

Customer agreements in July-September

Customer	Project	Service	New customer	~Value, MEUR	Years
Finnish Customs	Frame agreement on development and maintenance	Development of information systems architecture and infrastructure	No	13.0 ¹⁾	5 + 3
Fintraffic Railway	Frame agreement	Cyber security expert services	No	5.9 ²⁾	4 + 2
The Prime Minister's Office	Civic consultation service	Software development and maintenance services	No	1.5	1 + 3

¹⁾ One other supplier chosen in addition to Gofore.

²⁾ Two other suppliers chosen in addition to Gofore.

Customer agreements in April-June

Customer	Project	Service	New customer	~Value, MEUR	Years
Digital and Population Data Agency (DVV)	Frame agreement	Software development and testing	No	221.0 ¹⁾	5
Centre for Pensions	Frame agreement	Agile application development	No	5.0	5
Finnish Patent and Registration Office	Frame agreement	Architecture services	No	5.0	5
Radiation and Nuclear Safety Authority	System renewal	Architecture services, implementation & support, maintenance and continuous development	Yes	5.0	8
Finnish Environment Institute, Ministry of the Environment and Metsähallitus (forest authority)	Frame agreement	ICT expert services	No	25.5 ²⁾	4

Rectification claims on DVV's procurement

In DVV's procurement decision that Gofore announced in the summer, other suppliers challenged all three areas in which Gofore was selected as one of the suppliers. The procurement appeal concerning software testing was dismissed, and the contract between Gofore and DVV is already in effect. The other two areas are in the market court process. Gofore will update the situation as part of the financial reporting to its best abilities.

¹⁾ Other suppliers were also chosen for each sub area

²⁾ 1-4 other suppliers have been chosen for each sub area.

Customer agreements in January-March

Customer	Project	Service	New customer	~Value, MEUR	Years
Helsinki Region Environmental Services HSY	ICT consultant service procurement	Expert services	Yes	1.5 ¹⁾	4
Traficom	Project manager consulting	Expert services	No	5.2	5
Employment Fund	IT capability development	Expert services	No	8.6 ²⁾	4

¹⁾ A maximum of five suppliers were chosen for each area of the procurement, with which area-specific frame agreements will be made.

²⁾ Three suppliers on each area of the procurement, Gofore as priority.

Rectification claim of Ministry for Foreign Affairs of Finland's procurement

The Supreme Administrative Court of Finland announced on April 17, 2025, that the appeal filed by Solita Oy in June 2023 regarding the procurement of the Ministry of Foreign Affairs' visa information system was rejected. Consequently, the project remains with the procurement winner Knowit and its subcontractor Gofore.

Frame agreement reporting

As Gofore is chosen as a supplier in a public tender, at the time of the choice it's too early to say when and how much invoicing is to come. Upon announcing a new agreement, the tender has recently ended and Gofore has information its priority, potentially among other suppliers. The actual orders will come in later, and agreement length is usually 3-7 years including an option of an extension.

Customer agreements in retendering in the next 12 months

Customer	Reason / manner of retendering	~Value, MEUR p.a
A county customer	IT consultancy frame agreement ending in H1/2026 once tendering for a new agreement is complete (Gofore participates).	8
A government office	IT development and management frame agreement is ending in H2/26 once tendering for a new agreement is complete (Gofore participates).	10

Significant agreements outlook

Gofore assesses and communicates the situation of significant agreements biannually for the next 12 months, based on the information it has at the time.





People Development

Year of major personnel changes

In 2025, Gofore made the largest acquisition in its history and welcomed over 400 new colleagues.

- The number of personnel increased to 1,791 (1,471); growth of 21.8% mainly due to Gofore’s largest acquisition to date, Huld (404 people).
- Other new starters during 2025 totaled 147 (140). Recruitment remained selective and focused on strategically important areas of expertise.
- Two change negotiations were held during the year; in the spring to adapt the structure to demand, and in the fall to trim overlaps in the administration of the Group and Huld. The spring negotiations resulted in the termination of 80 employment contracts, and the fall negotiations in the termination of 14 employment contracts.
- In the fall, efforts were made to improve the management of expertise and success, as well as to renew the reward system together with personnel. The eNPS in the fall was 33 (44 in the fall of 2024).
- Due to the change negotiations, total attrition was 16.6%, with the share of unexpected leavers still below the target level at 7.6%.
- Average salary development was controlled throughout the year; +0.9%.
- No significant change in Gofore’s mental health absences during the year; an average of 3.3 days/employee (3.1 in 2024), with the IT sector average at 2.9 days/employee.

Number of Employees



Attrition Rate



Comparison period 1-12 / 2024 unless otherwise stated.

Number of personnel as at the end of the period.

Attrition is the so-called LTM figure; the rolling value for the last 12 months at the end of the period, excluding Huld.

Events after the review period

Events after the review period

January stock exchange releases

13 Jan 2026:Gofore's Shareholders' Nomination Committee proposals for the Annual General Meeting 2026

The Shareholders' Nomination Committee proposes to the Annual General Meeting that the Board of Directors consist of six (6) members, and that for the term ending at the conclusion of the Annual General Meeting 2026, the following Board members be re-elected: **Mammu Kaario**, **Piia-Noora Kauppi**, **Antti Koskelin**, **Timur Kärki**, and **Sami Somero**, as well as **Saara Lehmuskoski**, who has been newly elected as an employee representative by the staff. All nominees have given their consent to serve. The Nomination Board proposes that the Board be elected as a single entity.

See more:
gofore.com/invest

January 2026

January started in a typically slower manner than other months, as both Gofore employees and customers were on holiday in the beginning of the month, and the calendar allowed for an unusually long vacation period. This affected the total hours and net sales for the entire month of January more than is typical. On the other hand, the utilisation rate was better than in the previous two years, so there was no actual idle time.

In January and February, we are carrying out the most intensive phase of the Huld integration, as all Huld employees are operationally joining Gofore's organisation. The integration has progressed well and we are excited on both sides, but an integration of this scale inevitably requires some work that takes away from customer projects.



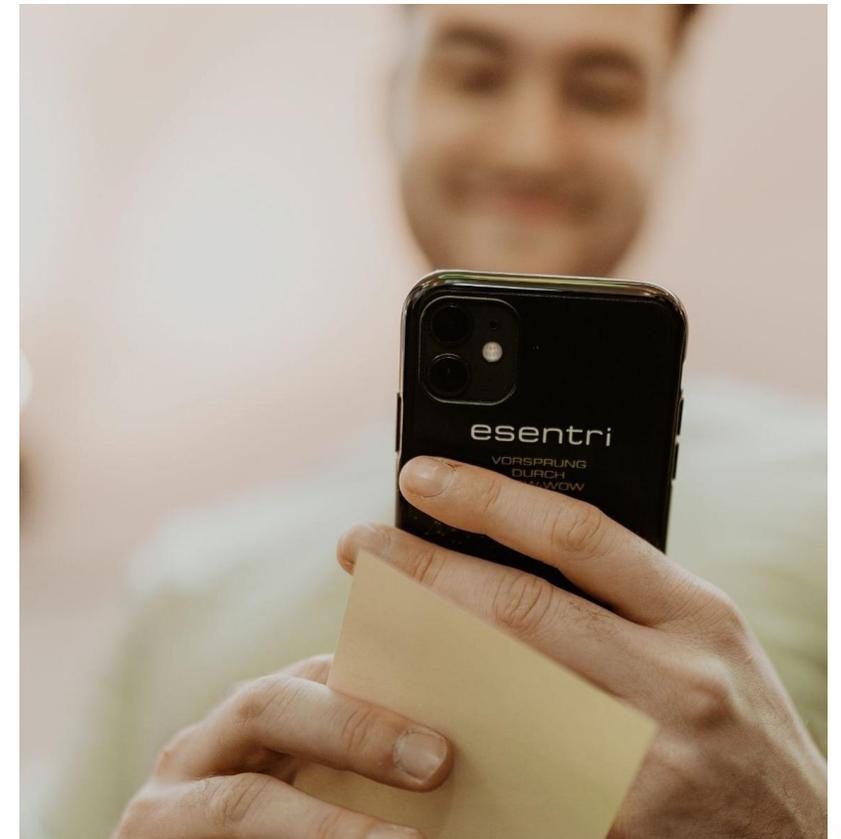
KEY FIGURES

	Net Sales MEUR	LTM pro forma MEUR	No. Of Employees	Own capacity, FTE	Sub- contracting, FTE	No. of working days in FIN
January 2026	18.7 (15.6)	227.9	1,892 (1,470)	1,767 (1,387)	180 (148)	20 (21)

Gofore acquired DACH-based digitalisation company Esentri AG

On 22 December 2025 Gofore signed an agreement to acquire the entire share capital of the German digital transformation consulting company Esentri AG. The transaction was completed after the reporting period on 2 January 2026.

- The debt-free price of the business was EUR 10.0 million.
 - The purchase price is estimated to be approximately EUR 11.7 million depending on the balance sheet at the time of closing of the acquisition.
 - 30 percent of the debt-free purchase price in shares and 70 percent in cash, and 100 percent in cash to the minority sellers.
 - In addition, an earn out has been agreed, under which Gofore will pay up to EUR 5.0 million, subject to the achievement of profitability, growth, synergy, and customer retention targets during 2025–2027.
- Esentri's customers include e.g. the financing company Mercator Leasing, travel insurance company ERV Reiseversicherung, industrial gear manufacturer SEW Eurodrive, pump and valve manufacturer KSB, the Liechtenstein Office of Information Technology, health insurance company KKH, and Swiss railway company Rhätische Bahn.
- In 2024, Esentri's net sales were 13.9 million euros and its EBITDA was 1.2 million euros, 8.6% of net sales. The figures are in accordance with local accounting standards.
- Esentri group currently employs 110 experts and has customers in Germany, Switzerland, and Liechtenstein.
- Esentri is both a strategic acquisition that adds new expertise and a complementary acquisition. It fits well for expanding business in a market where the size and expertise of a potential partner is important and often a criterion for access to tenders. With the acquisition the DACH region's customer portfolio an even better growth platform for even larger accounts
- Esentri group and the Gofore DACH organisation will be integrated in 2026, and Esentri's figures will be reported as part of the Gofore group starting from 2 January 2026.



Outlook

Market Outlook

Positive expectations for customer demand as the economy slowly recovers.

Cautiously positive signals in the economy

In the last quarter of 2025, Finland's economy turned to growth, and this growth is expected to continue in 2026. Especially the results of export companies have been, on average, strong.

We estimate that the strengthening of the economic cycle will also increase companies' willingness to make digital investments already during 2026. This assessment is supported by previously accumulated investment debt.

The long-standing oversupply and the related tough price competition in the IT sector have partly eased. Nonetheless, we estimate the new year to be competitively challenging. Uncertainty caused by geopolitical change forces continues.

Artificial intelligence has further accelerated digital technology development. Customer needs related to building AI capabilities, implementing AI technology and organizational change are a growing opportunity, in which Gofore's strengths successfully emerge. We expect that customer organisations' digital investments including AI, to reap the full benefits of technological development.

Weak economy challenges the public sector

We estimate that Finland's current government term will continue on its present course until the 2027 elections. Both major investment and savings decisions have already been made. We expect public sector growth to remain moderate.

We estimate that growth in the public health and social services market will accelerate slightly. Some wellbeing regions have succeeded in balancing their finances and are therefore able to invest more than before.

We expect investments related to overall societal security to continue. The competitive situation in the public sector remains tight.

Private sector signals positive

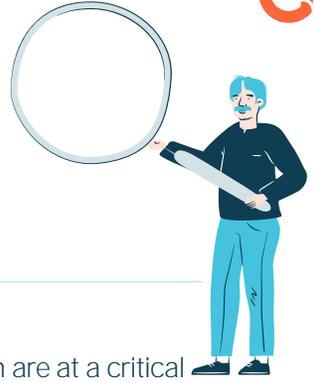
Since the beginning of 2023, companies in the private sector have experienced exceptional caution driven by uncertainty. Many development initiatives have aimed at improving efficiency and reducing costs. In IT procurement, consolidation has taken place along with declining prices. We estimate that this phase in the market is now mostly over.

We expect the strengthening of the economic cycle to support new investments in the private sector. The outlook is especially positive for technology-focused export industries, and we anticipate growth in product development and IT investments. Product development projects in the defense industry are also on the rise.

German economy turnaround supports DACH business operations

Germany's economy also returned to growth in 2025 after two years of contraction. Growth is expected to continue in 2026-2027. The main drivers of growth are stimulating public investments, which we expect will support Gofore's public sector business. We anticipate that public investments will continue in a similar way in Austria as well.

Germany's export industry is still facing difficulties. We estimate that this will dampen investment appetite, but at the same time increase investment debt as the development of digital technology continues. Overall, we expect the DACH market to offer opportunities for organic growth.



Short-term risks and uncertainty factors in the operating environment

Geopolitics and economic cycles

Geopolitical risks have increased globally. The direct impact of conflicts, sanctions, and restrictions on Gofore remains small. We still see the threat of a trade war as present, but smaller than before.

Our outlook is based on economic forecasts, according to which the economies of Finland and Germany will grow faster in 2026 than in the previous year. A possible deterioration in the economic situation would negatively affect Gofore's customers' ability to invest in digital development, especially in the private sector.

Public sector customer market

The public sector withstands macroeconomic changes better than the private sector. Weakening public finances and the new Finnish government's adjustment-focused fiscal policy may affect IT investments. However, the content of the Finnish government program and its investment targets reduce this uncertainty. As competition in the public sector remains tight, the risk of price erosion is high.

A significant share of public sector assignments are carried out under larger framework agreements. Framework agreements are fixed-term or otherwise time-limited, and therefore they are retendered.

Information on Gofore's known significant agreements to be retendered in the next 12 months is provided as part of financial reporting.

Private sector customer market

Companies are more vulnerable than the public sector to political situations or country-specific macroeconomic risks. If companies' outlooks weaken, there is a risk that ongoing projects may end or investments may be reduced. However, in the medium and long term, digitalisation remains high on companies' development agendas as a perceived competitive advantage, and Gofore's offering generates high added value for customers.

Project risks

The share of fixed-price and ceiling-price projects is expected to rise due to tighter customer budgets. Gofore's ability to manage demanding projects has improved with the new organisation. As the number of larger projects and projects with fixed-price elements increases, the overall risk of the project portfolio also grows.

Acquisition risk

The integration of companies acquired in 2025 increases the acquisition risk, which has nevertheless been minimised with ready-made integration models.

DACH region business

The business operations in the DACH region are at a critical stage. The integration of the new acquisition (Esentri AG) into Gofore's other DACH business will be carried out gradually during 2026.

If the outlook for the German economy worsens, the risk of not being able to grow the business increases.

Cyber security

Cyber threats have increased recently due to geopolitical uncertainty and the growing activity of state operators. At Gofore, security is based on the ISO 27001 certified information security management system (in Germany, the Tisax security standard) and strong cyber security expertise, which we also use to serve our customers. Gofore actively participates in national networks to anticipate threats targeting itself and its clients.

Talent market and personnel

Gofore's attractiveness as an employer remains strong. Potential reputational risks (e.g., personnel adjustments) may negatively impact the employer brand. Undesired attrition may also increase. Salary competition in particularly sought-after areas of expertise can intensify quickly, making it more difficult to maintain a sustainable margin.

Q1/2026 Performance drivers

Growth in Q1 is supported by acquisitions and increased capacity. Acquisition-related integration work may weaken profitability drivers.

Growth Drivers

- Capacity brought by the Huld (Q3 2025) and Esentri (2 January 2026) acquisitions is reflected as net sales increase in Finland and DACH.
- Total capacity is expected to grow moderately compared to Q4.
- We estimate demand to pick up within industrial customers and in the DACH market.
- Work related to integrating acquisitions and the holiday season of the beginning of January may decrease billable customer work.

Profitability Drivers

- We expect the utilisation rate to remain on the positive level of Q4, but acquisition-related integration work may weaken profitability drivers that are structurally on the Q4 level.
- Cost synergies from the acquisitions will start to materialise in Q1.
- We assess that price competition will remain tight and customer prices to be stable.
- In the DACH business, we expect performance drivers to develop positively, albeit slowly.

Other Factors

- Equal number of working days as in the comparison period.

Financial information

January - December 2025

Unaudited

Group Structure

Personnel and offices

At the end of the reporting period, the Group employed a total of 1,791 (1,471) employees. The number of employees in Finland amounted to 1,642 (1,323), and in the other countries of operation to a total of 149 (148) employees at the end of the reporting period.

Gofore has offices in Finland, Estonia, Germany, Austria, Spain and Czechia.

Corporate acquisitions

Gofore's acquisition of Huld has been closed 1 September 2025. The entire share capital of the Huld Group (RDV Holding Oy) has been transferred to Gofore's ownership.

Gofore Plc has signed 22 December 2025 an agreement to acquire the entire share capital of German digital transformation consulting company Esentri AG. The transaction has been completed after the reporting period on 2 January 2026. Esentri's figures will be reported as part of the Gofore group starting from 2 January 2026.

Gofore has announced 15 December 2025 investment in AI services by becoming a founding partner in a new consulting company Valimo Studios. The investment has been completed after the reporting period on 2 January 2026. Figures will be reported as part of the Gofore group starting from 2 January 2026.

Name	Principal activities	Country of incorporation	% equity interest 31.12.2025
Gofore Oyj	Parent company / Production company	Finland	
Gofore Spain SL	Production company	Spain	100%
Gofore Estonia OÜ	Production company	Estonia	100%
Gofore Lead Oy	Production company	Finland	100%
Rebase Consulting Oy	Production company	Finland	65%
Gofore Finland Oy ⁴⁾	Production company	Finland	100%
Sleek Oy	Production company	Finland	68%
Gofore GmbH (Germany) ¹⁾	Production company	Germany	100%
Gofore GmbH (Austria) ²⁾	Production company	Austria	100%
Creanex Oy	Production company	Finland	100%
RDV Holding Oy ³⁾	Holding company	Finland	100%
Huld Oy ³⁾	Production company	Finland	100%
Huld S.R.O ³⁾	Production company	Czechia	100%

Notes to the table of Group subsidiaries:

- 1) At 1.4.2025, Gofore Germany GmbH merged with eMundo GmbH (Germany). Following the merger, the company changed its name to Gofore GmbH. eMundo Germany also had a branch office in Italy, which was closed on 17.12.2024
- 2) eMundo GmbH (Austria), 100% owned subsidiary by Gofore GmbH(Germany), changed its name on 21.9.2024 to Gofore GmbH.
- 3) RDV Holding Oy, and its subsidiaries Huld Oy and Huld S.R.O, have been consolidated to the Group from 1.9.2025.
- 4) Gofore Drive Oy merged 1.10.2025 into Gofore Verify Oy, and the company was renamed as Gofore Finland Oy.

Net sales

Net sales increase of 20% in October-December.

October-December 2025

During the reporting quarter, Gofore's net sales increased by 20 % compared to the corresponding period in 2024, amounting EUR 59.6 (49.8) million.

Organic growth was 0.1% . The average hourly price of services sold decreased by -0.2% from the comparison period.

Net sales generated from public sector sales increased to EUR 32.4 (31.5) million. Net sales generated from the private sector increased by 48 % to EUR 27.2 (18.3) million.

The public sector's share of total net sales was 54 % (63 %) and private sector 46 % (37 %).

Net sales coming from Finland was EUR 52.7 (44.7) million, representing 89 % (90 %) share of the Group's net sales. Other countries' share of the Group net sales was 11 % (10 %); EUR 6.9 (5.2) million.

Subcontracted work represented 15 % (16 %) share of the Group's net sales; EUR 9.0 (8.1) million.

January-December 2025

During the reporting period, Gofore's net sales increased by 3 % from previous year, amounting to EUR 191.4 (186.2) million. Organic net sales -4%.

The average hourly price of services sold decreased by -2.3 % from the comparison period including H1 2025 challenging project deliveries.

Net sales generated from public sector sales decreased to EUR 111.2 (111.9) million. Net sales from the private sector were EUR 80.2 (74.3) million. The public sector share of the net sales were 58 % (60 %) and private sector 42 % (40 %).

Net sales coming from Finland was EUR 170.7 (164.1) million, representing 89 % (88 %) share of the Group's net sales. Other countries contributed EUR 20.7 (22.1) million; 11 % (12 %). Subcontracted work represented 16 % (16 %) share of Group net sales; EUR 30.5 (29.5) million.

Profitability

October-December's adjusted EBITA was 14%.

October-December 2025

During the reporting quarter, Gofore's adjusted EBITA increased by 25.0% compared to the corresponding period previous year and amounted to EUR 8.3 (6.7) million and accounted to 14.0% (13.4%) of net sales. There was one more working day in the reporting quarter than in the comparison period. The calculation method of the adjusted EBITA is presented separately in the section "Calculation formulas for key figures". The breakdown of adjusted EBITA is shown in the section Alternative performance measures.

EBITA amounted to EUR 9.5 (6.6) million; 16.0% (13.3%) of the net sales. Profitability was boosted by 1.2 million euros arbitration award from a dispute with a partner. Transaction cost EUR 0.5 million increased the other expenses deteriorating EBITA. Transaction cost does not affect adjusted EBITA.

The proportion of personnel expenses of net sales increased from the comparison period, accounting for 62.0% (61.7%). Personnel expenses for the period amounted to EUR 36.9 (30.7) million.

Other operating expenses amounted to a total of EUR 6.5 (4.5) million and accounted for 10.9% (9.1%) of net sales. The largest expense items included other personnel expenses, ICT expenses and external services.

Depreciations excluding amortizations of intangible assets related to

acquisitions were EUR 1.3 (1.0) million, accounting for 2.3% (2.1%) of net sales. Depreciations and amortizations were 2.7 (1.9) million euros; 4.5% (3.8%) of net sales.

Operating profit (EBIT) was EUR 8.2 (5.7) million and accounted for 13.8% (11.5%) of net sales. Finance costs and income were EUR -0.2 (0.1) million.

Profit for the reporting quarter amounted to EUR 6.8 (4.9) million.

January-December 2025

During the reporting period, Gofore's adjusted EBITA amounted to EUR 16.8 (23.9) million and accounted for 8.8% (12.8%) of net sales. In the section Alternative performance measures a separate break down of items affecting the adjusted EBITA are shown. EBITA amounted to EUR 15.7 (24.4) million; 8.2% (13.1%) of net sales.

Personnel expenses were 125.4 (116.3) million euros; 65.5% (62.5%) of net sales. Other operating expenses were 22.0 (16.9) million euros; 11.5% (9.1%) of net sales. Operating profit (EBIT) was EUR 11.7 (20.8) million; 6.1% (11.2%) of net sales. Finance costs and income were EUR -0.1 (0.6) million.

Profit for the reporting period amounted to EUR 9.8 (16.8) million.

Balance sheet, financing and R&D

The Group's liquidity, balance sheet and financing position remains on a good level.

Equity ratio amounted to 51.2% (62.1%) with net gearing of 9.0% (-34.1%). At the end of reporting period, the balance sheet total of the Gofore Group amounted to EUR 221.9 (171.7) million, of which total equity accounted for EUR 111.4 (105.7) million. At the end of the review period, interest-bearing net debt amounted to EUR 10.0 (-36.0) million. Interest-bearing net debt excluding leasing liabilities amounted to EUR -6.2 (-49.4) million.

At the end of the review period, Gofore Plc's unsecured loans from credit institutions amounted to EUR 37.8 (8.9) million. Gofore did not withdraw new loans during the review period. The company has interest rate cap and interest rate swap agreements in place to hedge variable rate borrowings. More information can be found in the disclosure Financing.

The loans are associated with the conventional covenants tied to the equity ratio and interest-bearing net debt to EBITDA ratio. The covenant conditions were met on 31 December 2025. At the end of reporting period, right-of-use assets were EUR 15.4 (13.1) million and lease liabilities EUR 16.2 (13.3) million.

Research & Development

The company's research and development activity in the reporting period was focused on digital product lifecycle development with industrial customers.

51.2%

Equity ratio

9.0%

Net gearing

10.0

Interest-bearing net debt , EUR million

Cashflow

Cash balance remains on a good level and net cash flow from operations strong in Q4.

October-December 2025

Cash flow from operations increased over the reporting quarter to EUR 19.1 (14.4) million. Cash flow from investments amounted to EUR -0.4 (-2.1) million.

Investments in subsidiary shares during the reporting quarter amounted to EUR -0.2 (-1.5) million. Cash flow to investments relates to Huld acquisition purchase price.

Cash flow from financing activities amounted to EUR -2.9 (-1.9) million, including repayments of lease agreement liabilities for EUR -1.0 million and loan amortizations for EUR -1.9 million.

January-December 2025

Cash flow from operations decreased over the reporting period to EUR 22.0 (37.2) million. Cash flow from investments amounted to EUR -36.2 (-2.9) million.

Investments in subsidiary shares during the reporting period amounted to EUR -35.7 (-1.5) million. Cash flow to investments relates to Huld acquisition, Creanex purchase price final installment and leasehold improvements.

Cash flow from financing activities amounted to EUR 0.5 (-15.8) million, including repayments of lease agreement liabilities for EUR -3.1 million, loan amortizations for EUR -12.3 million, dividends paid EUR -7.9 million and repayments of Huld's shareholders' loans EUR -9.6 million. Additionally new loans of EUR 34.0 were withdrawn.

At the end of the period, cash assets amounted to EUR 43.2 (56.8) million.

Corporate Governance and Share Information

January-December 2025

Share and ownership structure

Gofore Plc's share is quoted on the official stock exchange list of Nasdaq Helsinki Ltd; share trading code GOFORE.

Share of ownership	31.12.2025	31.12.2024
Sector's share of ownership		
Private companies	6.1 %	4.5 %
Financial and insurance institutions	26.5 %	27.5 %
Public corporations	10.4 %	10.5 %
Households	53.1 %	54.0 %
Non-profit organisations	0.7 %	0.6 %
Foreign ownership	3.3 %	2.9 %
Direct foreign ownership	0.7 %	0.8 %
Holders of nominee registered shares	18.8 %	21.4 %
Foreign ownership total	19.5 %	22.2 %
Nominee registered shares	3,046,641	3,361,823
Issued shares total	16,241,423	15,703,262
Number of registered shareholders	8,728	8,581
Registered share capital	80,000	80,000
Holding of own shares	308,263	23,640
Own shares of all votes and shares	0.5 %	0.2 %

8,728

Shareholders at the end of period

19.5%

Foreign ownership in total

26.5%

Financial and insurance institutions ownership

Shares and Trading

Trading of shares	31.12.2025	31.12.2024
Trading volume, millions of shares	2.6	3.2
Trading volume of outstanding shares, %	16.5 %	20.2 %
Trading value, MEUR	42.4	71.1
Market value, MEUR	214.8	348.1
Closing price, EUR	13.48	22.20
Trading volume - weighted average price, EUR	16.27	22.55
Highest trading price, EUR	23.40	26.55
Lowest trading price, EUR	12.52	20.20

Changes in major shareholders' ownership

- On 1 September 2025 Gofore Plc has received a notification pursuant to the Finnish Securities Markets Act, according to which Timur Kärki's holding of Gofore Plc's shares and voting rights has fallen below the ten (10) percent threshold on 1 September 2025 after completion of the Huld acquisition.

Directed share issues

- On 19 March, a directed share issue (39,572) as part of the CrewShare ESPP; new shares were trade registered on 28 March.
- On 1 September, a directed share issue (217,278) as part of the Huld business acquisition; new shares were trade registered on 3 September.
- On 17 September, a directed share issue (52,979) as part of the CrewShare ESPP; new shares were trade registered on 29 September.
- On 22 December, a directed share issue without consideration (228,332) to Gofore itself as part of the Esentri AG business acquisition; new shares were trade registered on 29 December and trading in main market of Nasdaq Helsinki commenced on 30 December.

Purchase of own shares

- Gofore Plc completed purchases of its own shares from 29 August to 22 September 2025. The company acquired a total of 75,000 of its own shares at an average price of 14.5054 euros per share, totaling 1.1 million euros. At the end of the program, Gofore Plc held a total of 79,931 of its own shares, which represented 0.50 percent of all the company's shares. The total number of Gofore shares at the end of the reporting period is 16,241,423.

214.8

Market value at the end of period, MEUR

-39.3%

Share value change since beginning of the year

13.48

Closing price of the period, EUR

Share-based loyalty and remuneration schemes

45%
OF GOFOREANS
INVOLVED IN
CREWSHARE

Gofore has had a share savings plan called CrewShare open to its entire staff since 2018, as well as two newer share-based incentive plans for key people and the management team. CrewShare and PSP started new savings and earnings periods in March 2025

CrewShare Plan

The plan is available to all Gofore Group's employees, who are offered the possibility to save monthly and invest in shares in the company at a 10 percent discount, if the Board of Directors of the company so decides. The accrued savings are allocated towards acquiring Gofore's shares after the expiration of the savings period.

The new plan period started on 1 March 2025 and ends on 28 February 2026. Accrued savings will be used for the acquisition of the Gofore shares biannually following the publications of the Half-year Report in September 2025 and financial statements release for the year 2025 in March 2026. During the period, the Board of Directors resolved directed share issue for the transfer of savings shares in employee share savings plan.

Performance Share Plan

In March 2025, a new period began for the share-based incentive plan for the group's key personnel, as a continuation to the 2022 plan.

The Performance Share Plan 2025–2027 consists of a three-year performance period, covering the financial years in question.

Matching Share Plan

Gofore also has a plan for the Group's management team as a reward for having first made a personal investment in Gofore shares. The plan started and subscriptions were made in March 2024. The rewards from the Matching Share Plan will be paid after the end of the three-year matching period. Target group of the Matching Share Plan consists of the CEO and the members of the Group Executive Team.

Read more:

<https://gofore.com/en/invest/share-and-shareholders/share-based-remuneration-plan/>

Annual General Meeting and authorisations

Annual General Meeting

The Annual General Meeting was held on 11 April 2025 and the company's financial statements for the financial period of 1 January–31 December 2024 were adopted and dividend of EUR 0.48 per share to be paid. The total amount of dividend is EUR 7,554,193.44 calculated based on outstanding shares as per the day of the Annual General Meeting. The record date for the dividend distribution is 15 April 2025 and the dividend payment date 24 April 2025.

Authorising the Board of Directors to resolve on the repurchase of the Company's own shares and/or accepting them as a pledge

The Annual General Meeting decided to authorise the Board of Directors to decide upon the acquisition of a maximum of 1,570,326 of the company's own shares and/or accepting the same number of the company's own shares as a pledge, in one or several tranches, by using the company's unrestricted equity. The maximum total of shares that will be acquired and/or accepted as a pledge corresponds to approximately 10% of all shares in the company as of the date of this notice.

However, the company cannot, together with its subsidiaries, own or accept as a pledge altogether more than 10% of its own shares at any point in time.

This authorisation revokes the authorisation given by the Annual General Meeting on 4 April 2024 to resolve on the

repurchase of the company's own shares. The authorisation is valid until the closing of the next Annual General Meeting, however, no longer than 30 June 2026.

Authorising the Board of Directors to resolve on the issuance of shares and the issuance of option rights and other special rights entitling to shares

The Annual General Meeting decided to authorise the Board of Directors to resolve on the issuance of shares as well as the issuance of option rights and other special rights entitling to shares referred to in chapter 10, section 1 of the Finnish Limited Liability Companies Act, in one or several tranches, either against payment or without payment.

The authorisation remains in force until the end of the next annual general meeting, however not for longer than until 30 June 2026. This authorisation will revoke any existing, unused authorisations to decide on a share issue and the issuance of option rights or other special rights entitling to shares.

Authorising the Board of Directors to decide on a donation to the Gofore Impact Foundation

The Annual General Meeting decided to authorise the Board of Directors to decide on one or several donations to the Gofore Impact Foundation for a charitable or similar purpose up to a maximum amount of EUR 250,000. Board of Directors is also authorised to decide on the timing of the above-mentioned donation as well as on the other terms of the donation. The authorisation is valid until the end of the next Annual General Meeting.

The main purpose of the Gofore Impact Foundation is to support the positive impacts of digitalisation, such as democracy and equality development, to mitigate the social tensions and side effects related to digital change, as well as relieve digital inequality and social exclusion. The foundation also wishes to impact the diversity of digital change makers, as well as the overall vitality of the industry.

During 2024, the company donated EUR 115,500 to the Gofore Impact Foundation.

All resolutions and decisions of the Board of Directors' organisational meeting can be seen at <https://gofore.com/en/invest/governance/annual-general-meeting-2025/>

Consolidated Financial Report

1 January – 31 December 2025

Tables Section

Unaudited

Consolidated Statement of Profit and Loss and Other Comprehensive Income

EUR thousand	Q4/2025	Q4/2024	2025	2024
Net sales	59,589	49,829	191,382	186,166
Production for own use	147	27	346	27
Other operating income	3,242	149	3,794	1,084
Materials and services	-8,697	-7,123	-27,751	-25,582
Employee benefit expenses	-36,943	-30,721	-125,443	-116,292
Depreciations, amortisations and impairment	-2,663	-1,899	-8,676	-7,684
Other operating expenses	-6,473	-4,531	-21,993	-16,942
Operating profit (EBIT)	8,200	5,731	11,659	20,776
Finance costs	-544	-196	-1,173	-785
Finance income	392	332	1,059	1,342
Profit before tax	8,048	5,866	11,545	21,333
Income tax	-1,228	-949	-1,743	-4,527
Profit for the financial period	6,820	4,918	9,802	16,806
Other Comprehensive Income				
Net other comprehensive profit or loss to be reclassified to profit or loss in subsequent periods				
Exchange differences on translation of foreign operations	6	0	6	0
Cash flow hedges	60	-29	-49	-207
Other comprehensive income, net of tax	66	-29	-43	-207
Total comprehensive income for the financial period	6,886	4,889	9,759	16,599
Profit/loss for the financial period attributable to:				
Equity holders of the parent	6,658	4,790	9,246	16,297
Non-controlling interests	162	128	555	509
Total	6,820	4,918	9,802	16,806
Total comprehensive income for the financial period attributable to:				
Equity holders of the parent	6,724	4,760	9,203	16,090
Non-controlling interests	162	128	555	509
Total	6,886	4,889	9,759	16,599
Earnings per share (EPS), undiluted	0.42	0.31	0.59	1.04
Earnings per share (EPS), diluted	0.41	0.30	0.58	1.02

Consolidated Statement of Financial Position

EUR thousand	31.12.2025	31.12.2024
Assets		
Non-current assets		
Goodwill	88,781	49,055
Other intangible assets	28,461	17,664
Tangible assets	2,941	2,998
Right-of-use assets	15,438	13,116
Other receivables	986	1,179
Deferred tax assets	1,636	148
Total non-current assets	138,244	84,160
Current assets		
Inventories	610	634
Trade receivables	32,949	23,640
Contract assets	3,501	837
Other current assets	2,983	3,944
Income tax receivables	247	885
Securities	185	776
Cash and cash equivalents	43,187	56,839
Total current assets	83,662	87,555
Total assets	221,906	171,715

EUR thousand	31.12.2025	31.12.2024
Equity and liabilities		
Equity		
Share capital	80	80
Fund for unrestricted equity	60,395	55,842
Other reserves	50	98
Translation differences	6	0
Retained earnings	49,827	48,903
Equity attributable to equity holders of the parent	110,358	104,924
Non-controlling interests	1,046	804
Total equity	111,404	105,728
Non-current liabilities		
Interest-bearing loans and borrowings	26,621	4,979
Other payables	64	109
Lease liabilities	12,049	10,996
Deferred tax liabilities	5,861	3,631
Total non-current liabilities	44,596	19,714
Current liabilities		
Trade and other payables	21,571	19,190
Contract liabilities	4,432	1,377
Interest-bearing loans and borrowings	11,164	3,943
Lease liabilities	4,114	2,341
Accrued expenses	21,465	18,226
Income tax payable	3,159	1,196
Total current liabilities	65,906	46,273
Total liabilities	110,501	65,988
Total equity and liabilities	221,906	171,715

Consolidated Statement of Changes in Equity

2025							Attributable to equity holders of the parent	
EUR thousand	Share capital	Fund for unrestricted equity	Reserve for fair value	Translation Differences	Retained earnings	Total	Non-controlling interests	Total equity
Equity on 1.1.2025	80	55,842	98	0	48,903	104,924	804	105,728
Profit for the period					9,246	9,246	555	9,802
Other comprehensive income			-49	6		-43	0	-43
Total comprehensive income	0	0	-49	6	9,246	9,203	555	9,759
Transactions with shareholders and non-controlling interests:								
Share-based payments		1,463			324	1,787		1,787
Dividends					-7,554	-7,554	-316	-7,871
Share issue		17				17	8	25
Purchase of own shares					-1,088	-1,088		-1,088
Acquisition of a subsidiary paid in shares		3,072				3,072		3,072
Change in non-controlling interests		0			-4	-4	-4	-8
Equity on 31.12.2025	80	60,395	50	6	49,827	110,358	1,046	111,404
2024							Attributable to equity holders of the parent	
EUR thousand	Share capital	Fund for unrestricted equity	Reserve for fair value	Translation Differences	Retained earnings	Total	Non-controlling interests	Total equity
Equity on 1.1.2024	80	53,448	306	0	39,153	92,986	510	93,495
Profit for the period					16,297	16,297	509	16,806
Other comprehensive income			-207	0		-207	0	-207
Total comprehensive income	0	0	-207	0	16,297	16,090	509	16,599
Transactions with shareholders and non-controlling interests:								
Share-based payments		2,376			819	3,195		3,195
Dividends					-7,349	-7,349	-244	-7,593
Share issue		23				23	-35	-12
Purchase of own shares						0		0
Acquisition of a subsidiary paid in shares		0				0		0
Change in non-controlling interests		-4			-17	-21	64	43
Equity on 31.12.2024	80	55,842	98	0	48,903	104,924	804	105,728

Consolidated Statement of Cash Flows

EUR thousand	Q4/2025	Q4/2024	2025	2024
Operating activities				
Profit before tax	8,048	5,866	11,545	21,333
Adjustments to reconcile profit before tax to net cash flows:				
Depreciation and impairment	2,663	1,899	8,676	7,684
Finance income and expenses	151	-136	114	-557
Other adjustments	180	252	1,831	2,511
Change in working capital				
Change in inventory	328	-26	23	-162
Change in current receivables	2,969	4,654	-2,019	11,666
Change in current non-interest-bearing liabilities	5,160	3,112	3,373	-78
Interest received	379	449	1,054	1,334
Interest paid	-420	-200	-1,009	-828
Other financial items	-13	-6	121	-32
Income tax paid	-315	-1,597	-1,673	-5,780
Net cash flow from operating activities	19,131	14,268	22,036	37,092
Net cashflow from investing activities				
Proceeds from sale of tangible assets	0	0	5	4
Purchase of intangible assets	-147	0	-343	0
Purchase of tangible assets	-12	-631	-230	-1,438
Acquisition of a subsidiary, net of cash acquired	-246	-1,500	-35,716	-1,500
Granted related party loans	0	0	0	-685
Repayment of related party loans	50	0	100	0
Net cash flow from investing activities	-355	-2,131	-36,184	-3,619
Net cash flow from financing activities				
Treasury shares acquired	0	0	-1,088	0
Repayment of lease liabilities	-1,037	-750	-3,073	-3,033
Proceeds from borrowings	0	0	34,000	0
Repayment of shareholder loans	0	0	-9,595	0
Repayment of borrowings	-1,867	-1,151	-12,297	-4,498
Financial instruments	0	0	400	10
Share issue	0	0	17	0
Dividends paid to equity holders of the parent	0	0	-7,554	-7,349
Dividends paid to non-controlling interest	0	0	-316	-244
Changes in non-controlling interest	-3	0	2	31
Net cash flow from financing activities	-2,907	-1,901	495	-15,083
Net increase in cash and cash equivalents	15,869	10,236	-13,652	18,390
Net foreign exchange difference	-2	0	0	0
Cash and cash equivalents at beginning of period	27,320	46,604	56,839	38,450
Cash and cash equivalents at end of period	43,187	56,839	43,187	56,839

Notes to the Accounts

1 January – 31 December 2025

Basis of preparation

The unaudited financial statements release has been prepared in accordance with IAS 34, Interim Financial Reporting, and it should be read in conjunction with the consolidated financial statements for 2024. Information concerning the full year 2024 is based on the audited financial statements for 2024.

The same accounting policies, methods of computation and applications of judgment are followed in this report as was followed in the consolidated financial statements for 2024. Amendments to the standards taking effect in 2025 did not have material impact on the Group.

The fair values of financial assets and liabilities are materially consistent with their carrying amounts. For this reason, they are not presented separately in table format in the report. Disclosures concerning share-based payments are presented in section Corporate Governance and Share Information.

Key accounting considerations related to uncertainty arising from the macro economic circumstances

Gofore continued to assess the impacts of geopolitical and macro economical uncertainties by reviewing the carrying values of the balance sheet items, which did not indicate a need for asset impairments. Gofore's financial position remained strong.

Distribution of revenue

EUR thousand, unless otherwise specified	Q4/2025	Q4/2024	2025	2024
Net sales by customer sector				
Private sector sales	27,155	18,297	80,192	74,296
Public sector sales	32,434	31,532	111,190	111,870
Net sales by origin of customer				
Finland	52,737	44,670	170,696	164,104
Other countries	6,852	5,159	20,686	22,061
Net sales by class				
Net sales, Crew	49,083	41,079	157,219	154,395
Net sales, subcontracting	9,047	8,109	30,493	29,453
Net sales, products	1,459	641	3,670	2,317
Timing of revenue recognition				
Services transferred at a point in time	1,480	647	3,700	2,374
Services transferred over time	58,108	49,182	187,682	183,792
Net sales by agreement types				
Time and material based projects	53,176	46,552	178,247	173,921
Fixed price projects	4,638	1,632	8,248	6,355
Maintenance services	294	997	1,187	3,517
Third party commissions	22	6	30	57
Products	1,459	641	3,670	2,317
Net sales, Group total	59,589	49,829	191,382	186,166

Intangible Assets

EUR thousand	Trademarks	Customer relationships	Non-compete agreement	Technology based intangibles	Models and templates	Capitalized development expenditure	Other intangible assets	Other intangible assets total	Goodwill	Intangible assets total
Cost										
1.1.2025	1,322	23,597	5,586	1,516	200	101	1,965	34,287	49,055	83,342
Additions	0	0	0	0	0	0	343	343	0	343
Business combinations	253	13,784	811	0	0	0	0	14,849	39,726	54,574
Reclassifications	0	0	0	0	0	0	0	0	0	0
31.12.2025	1,575	37,381	6,397	1,516	200	101	2,308	49,479	88,781	138,259
Amortisation and impairment										
1.1.2025	-1,199	-10,093	-3,841	-268	-200	-75	-947	-16,624	0	-16,624
Amortisations	-152	-2,712	-988	-158	0	-13	-371	-4,394	0	-4,394
31.12.2025	-1,350	-12,805	-4,830	-427	-200	-88	-1,318	-21,018	0	-21,018
Net book value										
1.1.2025	123	13,504	1,745	1,247	0	26	1,018	17,664	49,055	66,719
31.12.2025	225	24,576	1,568	1,089	0	13	990	28,461	88,781	117,242
EUR thousand	Trademarks	Customer relationships	Non-compete agreement	Technology based intangibles	Models and templates	Capitalized development expenditure	Other intangible assets	Other intangible assets total	Goodwill	Intangible assets total
Cost										
1.1.2024	1,322	23,597	5,586	1,516	200	101	1,980	34,302	49,055	83,357
Additions	0	0	0	0	0	0	0	0	0	0
Disposals	0	0	0	0	0	0	-15	-15	0	-15
Reclassifications	0	0	0	0	0	0	0	0	0	0
31.12.2024	1,322	23,597	5,586	1,516	200	101	1,965	34,287	49,055	83,342
Amortisation and impairment										
1.1.2024	-1,018	-7,834	-2,799	-110	-189	-62	-591	-12,602	0	-12,602
Amortisations	-181	-2,260	-1,042	-158	-11	-13	-356	-4,022	0	-4,022
31.12.2024	-1,199	-10,093	-3,841	-268	-200	-75	-947	-16,624	0	-16,624
Net book value										
1.1.2024	305	15,763	2,787	1,406	11	39	1,389	21,700	49,055	70,755
31.12.2024	123	13,504	1,745	1,247	0	26	1,018	17,664	49,055	66,719

Tangible Assets

EUR thousand	Machinery & Equipment	Other tangible assets	Total
Cost			
1.1.2025	2,604	2,413	5,017
Additions	153	77	230
Business combinations	386	35	421
Disposals	-3	0	-3
Reclassifications	325	-325	0
31.12.2025	3,466	2,200	5,666
Depreciation and impairment			
1.1.2025	-1,496	-523	-2,019
Depreciations charge for the year	-434	-272	-706
Disposals	0	0	0
31.12.2025	-1,930	-795	-2,725
Net book value			
1.1.2025	1,108	1,890	2,998
31.12.2025	1,536	1,406	2,941

EUR thousand	Machinery & Equipment	Other tangible assets	Total
Cost			
1.1.2024	1,759	1,821	3,580
Additions	448	991	1,438
Disposals	-1	0	-1
Reclassifications	399	-399	0
31.12.2024	2,604	2,413	5,017
Depreciation and impairment			
1.1.2024	-1,169	-364	-1,533
Depreciations charge for the year	-328	-159	-487
Disposals	0	0	0
31.12.2024	-1,496	-523	-2,019
Net book value			
1.1.2024	591	1,457	2,048
31.12.2024	1,108	1,890	2,998

Right-of-use Assets

EUR thousand	Right-of-use assets, buildings	Right-of-use assets, vehicles	Total
Book value			
1.1.2025	12,872	244	13,116
Additions	3,727	113	3,840
Disposals	0	-20	-20
Business combinations	1,966	114	2,080
Depreciations for the financial year	-3,358	-220	-3,578
31.12.2025	15,207	231	15,438
1.1.2024	13,070	385	13,455
Additions	2,783	72	2,855
Disposals	-18	0	-18
Depreciations for the financial year	-2,964	-213	-3,176
31.12.2024	12,872	244	13,116

Acquisition

Acquisition of Huld Group (RDV Holding Oy) – Preliminary purchase price allocation

On 1 September 2025 Gofore acquired the entire share capital of the RDV Holding Oy with the paid purchase price of EUR 41.7 million according to the Finnish Accounting Standard. Transaction did not contain earn-out. Of the purchase price 90% was paid in cash and 10% was paid through a directed share issue.

This is both a strategic acquisition that brings new expertise and a complementary acquisition that fits well with Gofore's significant expansion in Intelligent Industry and Security businesses. The business impact of the acquisition has been described in more depth January-June 2025 Half-year Financial Report section relating to Significant events after the reporting period.

The purchase price allocation is preliminary, and the initial accounting for the business combination is still in progress. The outstanding items relate to the determination of the values of contract liabilities. The acquisition cost according to the preliminary purchase price calculation based on the balance sheet of the transaction execution day was EUR 40.6 million, of which the IFRS-compliant fair value of shares according to the day's share price was EUR 3.1 million.

Huld is a Finnish technology and design company. The acquired identified individual assets and liabilities have been recognized to the fair value of the time of the acquisition. As part of the fair value recognition, customer relationships, trademarks and non-competition agreements were recognised as intangible assets EUR 14.8 million in total. The remaining goodwill, EUR 39.7 million, includes for example workforce, future customer relationships and buyer-specific synergy benefits such as cross-selling to Gofore's current customers.

Gofore Group has expensed acquisition-related transaction costs of EUR 1,095 thousand. Transaction costs are included in other operating expenses in the income statement.

The net sales of the acquired business included in the Group's statement of profit and loss since the acquisition date 1 September 2025 amounted to EUR 13.9 million and EBIT for the period was EUR 1.8 million. Should the company have been consolidated in the Gofore Group since the beginning of the year, Huld's impact to January-August net sales would have been EUR 23.8 million and EUR 2.0 million for the EBIT, respectively.

The table presents the fair values of the acquired assets and liabilities.

EUR thousand	Huld
Purchase price	
Consideration paid in cash	37,576
Consideration paid in shares	3,072
Total purchase price	40,648
Fair value of assets and liabilities recognised on acquisitions	
Assets	
Customer relationships	13,784
Trademarks	253
Non-compete agreements	811
Intangible assets	14,849
Tangible assets	421
Right-of-use assets	2,080
Other assets	9,567
Cash and cash equivalents	2,514
Total assets	29,432
Liabilities	
Interest and non-interest bearing liabilities	23,459
Lease liabilities	2,080
Deferred tax liability	2,970
Total liabilities	28,509
Total identifiable net assets at fair value	923
Goodwill arising on acquisition	39,726
Purchase consideration transferred	40,648
Cash flow impact of acquisitions	
Consideration paid in cash	-37,576
Cash and cash equivalents	2,511
Expenses related to the acquisition	-1,095
Net cash flow on acquisition	-36,160

Financing

Gofore Plc had unsecured loans of EUR 37.8 (8.9) million at the end of the review period. During Q3 Gofore raised new loans for EUR 30 million to finance the business acquisition and EUR 4 million revolving credit facility for short term financing. The loans are associated with the conventional covenants tied to the equity ratio and interest-bearing net debt to EBITDA ratio. The covenant conditions were met on 31 December 2025.

The company has made interest rate cap and swap agreements of EUR 33.7 million nominal value to hedge its floating rate loans. Cash flow hedge accounting is applied to those agreements. At the end of the reporting period the floating rate loans amounted to EUR 37.7 million of which 89% were hedged. The effective portion of fair value changes is recognized into OCI and presented in fair value reserves in equity. The fair value of the agreements are presented in the table below.

Instrument 31.12.2025	Notional	Hedging Type	Maturity	Fair Value pos	Fair Value neg	Fair Value net
Swap 1	3,500	Cash flow	1.11.2027	0	10	-10
Swap 2	30,000	Cash flow	1.9.2029	21	0	21
Swap 3	5,000	Cash flow	2.1.2029	0	10	-10
Cap 1	3,000	Cash flow	2.3.2026	1	1	0
Cap 2	8,000	Cash flow	29.12.2028	125	64	62
Total				148	84	63

Instrument 31.12.2024	Notional	Hedging Type	Maturity	Fair Value pos	Fair Value neg	Fair Value net
Swap	3,500	Cash flow	1.11.2027	0	20	-20
Cap 1	3,000	Cash flow	2.3.2026	14	4	10
Cap 2	8,000	Cash flow	29.12.2028	218	85	133
Total				232	109	123

Related party transactions, commitments, litigations and events after the reporting period

Related party transactions

Gofore has related party transactions with its subsidiaries. There were no material sales, purchases or payables with other related parties during the review period. In 2024 Gofore has granted to its Group executive team members, as part of the implementation of the Matching Share Plan, market condition interest-bearing loans to finance the subscription of the company's shares. The open loan receivables at 31 December 2025 amounts to EUR 585 thousand. The accrued interest income amounts to EUR 22 thousand during the reporting period. The remuneration of the Board of Directors, Group CEO and members of the Group executive team is published in the annual financial statements.

Commitments

Gofore Plc holds an unsecured operative guarantee limit of EUR 1.5 million of which EUR 969 thousand is in use at 31 December 2025. Additionally, Gofore has undrawn revolving credit facility of EUR 4.0 million. Gofore has given a negative pledge on its financial loans.

Litigations and proceedings

Gofore is not a defendant in any on-going material litigations nor proceedings relating to its business operations.

Significant events after the reporting period

Gofore Plc has signed 22 December 2025 an agreement to acquire the entire share capital of German digital transformation consulting company Esentri AG. The transaction has been completed after the reporting period on 2 January 2026. Esentri's figures will be reported as part of the Gofore group starting from 2 January 2026.

Gofore has announced 15 December 2025 investment in AI services by becoming a founding partner in a new consulting company. After the reporting period, on 2 January 2026 Gofore subscribed EUR 0.4 million shares of Foundry Studios Oy (currently Valimo Studios Oy). Valimo Studios will be reported as part of the Gofore group starting from 2 January 2026.

Alternative performance measures (APM)

Gofore uses and presents among others the following alternative performance measures to better illustrate the operative development of its business: EBITA, EBITDA, ROI, ROE, equity ratio and net gearing. EBITA is the operating profit before amortisation of PPA. PPA amortisations arise from assets recognised in fair value in acquired business combinations.

Gofore has updated its adjusted EBITA definition and key figures calculation in Q4 2025. The change would not have an impact on prior reporting periods.

The items included in the EBITA and adjusted EBITA consist of the following:

EUR thousand, unless otherwise specified	Q4/2025	Q4/2024	2025	2024
EBITA, Adjusted EBITA and EBITDA				
EBIT	8,200	5,731	11,659	20,776
Amortisation of intangible assets identified in PPA	1,320	876	4,010	3,653
EBITA	9,519	6,607	15,668	24,429
Transaction costs from business combinations	458	0	1,532	0
PNL Impact of Contingent Consideration	0	0	0	-744
Restructuring costs	199	67	1,446	235
Gains or losses from sales of fixed assets	1	0	-3	-3
Other adjustments	-1,837	0	-1,837	0
Adjusted EBITA	8,341	6,674	16,806	23,916
EBIT	8,200	5,731	11,659	20,776
Depreciations	1,344	1,022	4,667	4,032
Amortisation of intangible assets identified in PPA	1,320	876	4,010	3,653
EBITDA	10,863	7,630	20,335	28,461

Calculation Formulas for Key Figures

Figure	Definition
EBITDA	Operating profit + depreciations and amortization.
EBITDA margin, %	Operating profit + depreciations and amortization divided by net sales and multiplied by a hundred.
Operating profit before amortization of intangible assets identified in PPA and impairment of goodwill (EBITA)	Operating profit + amortization of intangible assets identified in purchase price allocation (PPA) + impairment of goodwill.
Operating profit before amortization of intangible assets identified in PPA and impairment of goodwill (EBITA) margin, %	Operating profit + amortization of intangible assets identified in purchase price allocation (PPA) + impairment of goodwill divided by net sales and multiplied by a hundred.
Operating profit (EBIT) margin, %	Operating profit divided by net sales and multiplied by a hundred.
Earnings per share (EPS), euros	Profit for the period attributable for shareholders of the company divided by the weighted average number of shares outstanding during the financial period adjusted for share issues.
Earnings per share (EPS), euros, diluted	Profit for the period attributable for shareholders of the company divided by the weighted average number of shares outstanding during the financial period adjusted for share issues added with new potential shares.

Calculation Formulas for Key Figures

Figure	Definition
Cash flow per share	Operative cash flow divided by weighted average number of shares outstanding during the period
Equity per share	Equity attributable for shareholders of the company divided by number of shares outstanding at the end of the period
DPS/EPS, %	Dividend per share divided by earnings per share, undiluted, multiplied by a hundred
Dividend per share (DPS)	Dividends during the period divided by weighted average number of shares outstanding during the period
Effective dividend yield, %	Dividend per share divided by share price at the end of the financial period.
P/E -ratio	Share price at the end of financial period divided by Earning per share, undiluted
Return on equity (ROE), %	Profit for the period (annualised) divided by average total equity, multiplied by a hundred.
Return on investment (ROI), %	Profit before taxes (annualised) + financial expenses (annualised) divided by average total equity + average interest-bearing loans and borrowings, multiplied by a hundred.
Equity ratio, %	Total equity divided by balance sheet total – advances received, multiplied by a hundred.
Net interest-bearing debt (NIBD)	Non-current interest-bearing liabilities + Non-current lease liabilities + Current interest-bearing liabilities + Current lease liabilities – Non-current interest-bearing receivables – Current interest-bearing receivables – Securities – Cash and cash equivalents
Net gearing, %	Net interest-bearing debt, divided by total equity and multiplied by a hundred.

Calculation Formulas for Key Figures

Figure	Definition
Own capacity, FTE	Own capacity of the Group's personnel, converted into a value corresponding to the number of full-time employees. The figure includes the entire personnel, regardless of their role. The figure is not affected by annual leave, time-off in lieu of overtime, sick leave or other short-term absences. Part-time agreements and other long-term deviations from normal working hours reduce the amount of overall capacity in comparison with the total number of employees. The capacity of acquired companies' personnel has been considered as of the acquisition date.
Subcontracting, FTE	Subcontracting, FTE (Full Time Equivalent) figure shows the overall amount of subcontracting used in invoiced work, converted into a value corresponding to the number of full-time employees. Subcontracting used by acquired companies has been included as of the acquisition date.
Overall capacity, FTE	Own capacity (FTE) + subcontracting (FTE)
Number of employees, at the end of the period	The number of employees at the end of the review period.
Attrition rate	The number of terminated employment divided by the number of staff at the end of the reporting period. Therefore, attrition rate numbers from time periods of different lengths are not comparable.
Adjusted EBITA	Reported EBITA + (+ goodwill impairment +/- costs/gains directly related to acquiring business combinations +/- costs/gains from contingent considerations+ restructuring costs of business structure – gains of sales of fixed assets + losses of sales of fixed assets +/- non-operative costs/gains relating to previous financial years)
Adjusted EBITA, %	Adjusted EBITA divided by net sales and multiplied by a hundred.
Organic growth	Organic growth is defined by comparing the quarterly net sales in the Group income statement with the net sales of the previous reporting period's corresponding quarter. The growth is calculated with a comparable Group structure using the Group structure of the time of reporting to calculate pro forma net sales for the corresponding period. The pro forma net sales include the impact of acquisitions and divestments retroactively and is unaudited.
Last twelve months' net sales, LTM	The last twelve months (LTM) pro forma net sales figure that the company uses tells the net sales for the Group structure of the time of reporting. The pro forma net sales include the impact of acquisitions and divestments retroactively and is unaudited.

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Upcoming financial reporting

- Monthly Business Reviews in the beginning of the next month.
- Financial calendar for 2026 is live at gofore.com/en/invest/investor-calendar/
- The Q1 2026 Interim Report is published on 29 April 2026.

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investorrelations@gofore.com

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