



**vincit**

# Financial Statement Release

1 January - 31 December  
2024

Julius Manni, CEO  
Kimmo Kärkkäinen, CFO



# Julius Manni

Chief Executive Officer



# FINANCIAL YEAR 2024

01.

## Revenue and profitability declined

- Revenue was EUR 84.6 million (98.1), a decline of -13.7% y/y
- Adjusted EBITA was EUR 0.8 million (3.7) or 0.9% (3.8%) of revenue
- H2 included costs for a discontinued acquisition process, cyber attack related recovery, and provisions for potential business disputes (EUR 1m)

02.

## Adapting to challenging market conditions

- Group level cost cutting measures through operational efficiencies (EUR 2m permanent savings in other operating costs)
- Organizational restructuring and temporary layoffs
- Particularly in the USA, the operating environment remained highly challenging

03.

## Sharpened offering & customer focus

- Clarified strategy to build on competitive advantages and sharpen customer focus
- More autonomy to our four business areas in the Nordics
- Continued M&A efforts to strengthen selected growth areas

# vincit

Turning digital into business results

Focus areas for growth are the **SAP** and **Microsoft Azure** cloud ecosystems, as well as the integration of **AI capabilities** across all services

*We strive to be the most trusted digital business partner, combining leading platforms and tailored solutions – with our distinct design-driven approach.*

Drive growth and customer experience with **Composable Commerce**

Enable smarter business with **Data & AI**

Create competitiveness with **SAP Solutions & Core Processes**

Build fit-for-purpose **Digital Products & Services**

## OUR VALUE

Extraordinary things are created together

# SELECTED STRATEGIC CUSTOMER CASES



## Edilex AI-tool for harnessing generative AI for fast and accurate legal information searches

*“ This project has been extremely rewarding. The whole team shares the same vision and is eager to create something new. Vincit has given excellent solution proposals and I’ve been very happy to work with them.*

Altti Mieho, Business Manager



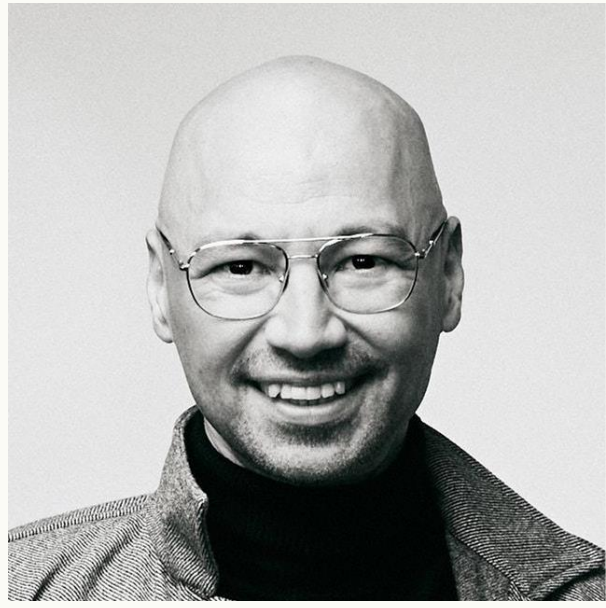
## Modernization of Schetelig Group key processes with a cloud-based SAP solution in three steps

*“ We chose Vincit, as the solution they offered was the most well-suited for the needs of the Schetelig Group. We needed a partner who knows the SAP ecosystem and our field of business. Vincit was able to convince us with its expertise and business orientation and offer us the best overall package.*

Juha Haaramäki, Project Manager



# VINCIT LEADERSHIP TEAM



**JULIUS  
MANNI**

Chief Executive  
Officer



**MIKA  
IMMO**

Chief Revenue  
Officer

*Starting March 3, 2025*



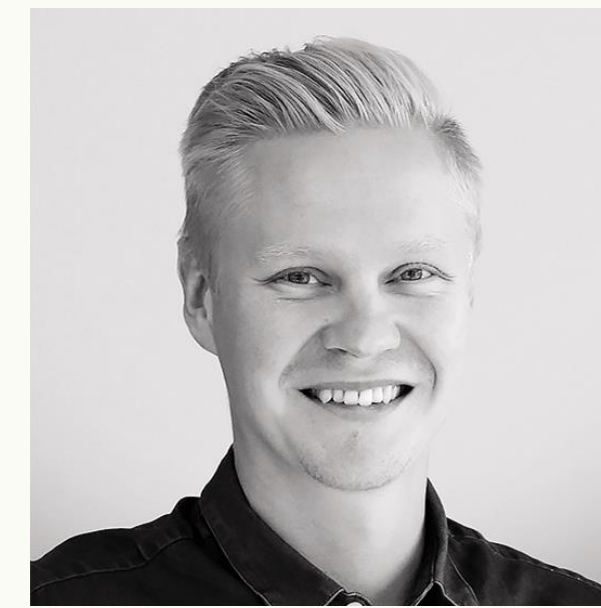
**JENS  
KROGELL**

Vincit Nordics



**MARI  
KUHA**

Chief People  
Officer



**ANSSI  
KUUTTI**

Vincit USA



**KIMMO  
KÄRKKÄINEN**

Chief Financial  
Officer



**PETRA  
SIEVINEN**

Chief Marketing &  
Communications  
Officer

# CYBER ATTACK - OVERVIEW OF THE INCIDENT

## What happened

- In December, Vincit became part of a **professional cyber attack** due to VPN credentials stolen from an employee's personal computer
- **The compromised credentials had no access to customer systems or personal data**, but enabled the criminals to take advantage of other security vulnerabilities during the second phase of the attack

## Immediate actions

- **Permanently** discontinuing the use of the affected VPN solution.
- A **thorough investigation** in cooperation with 3rd party data security professionals and officials
- **Strengthened security policies** to further mitigate risks associated with personal devices and access control

## New reality of cyber threats

- Our ongoing investments in security will be further accelerated
- Continue to **collaborate tightly with our customers and partners** on all aspects of cyber security to build a secure digital ecosystem



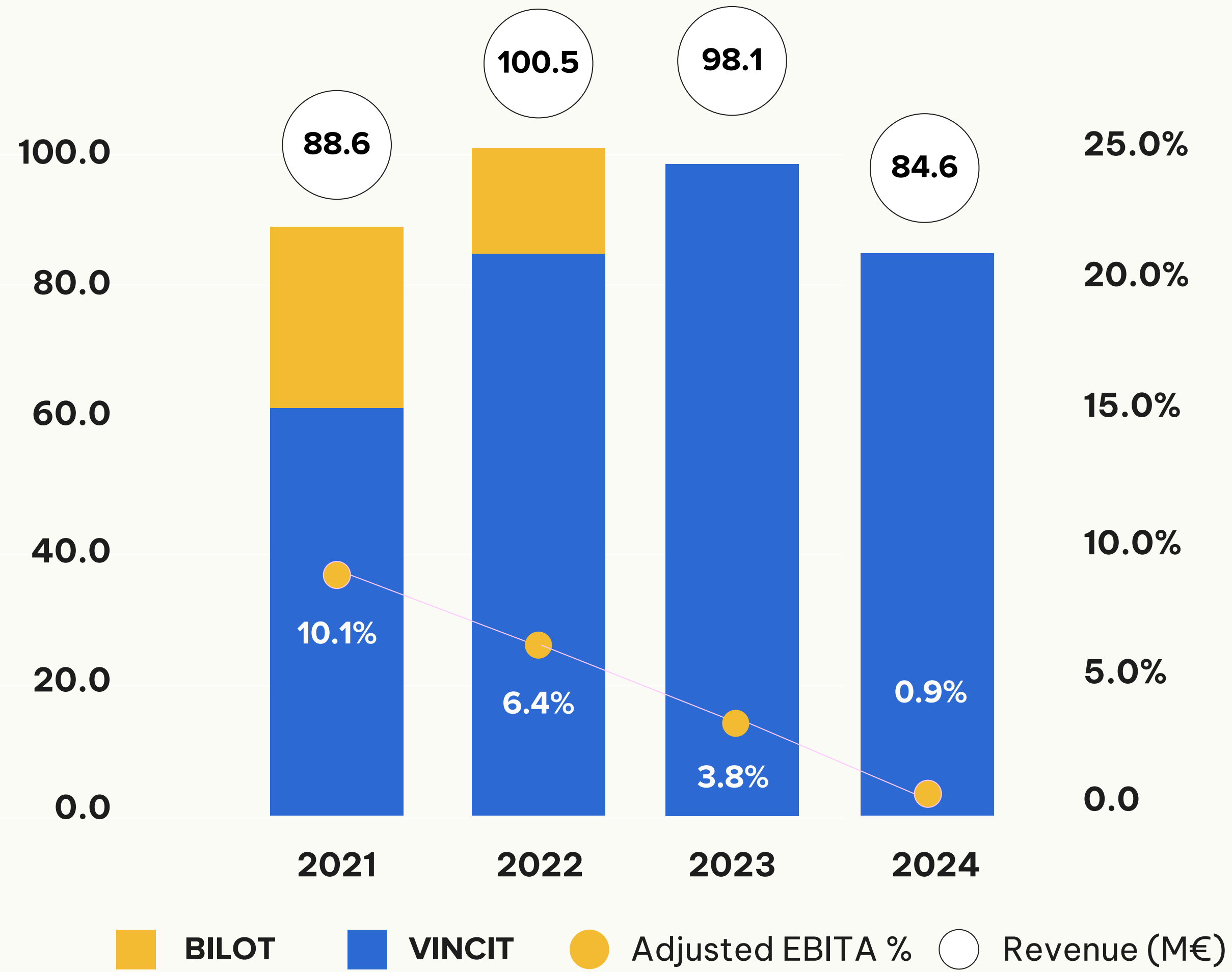
# THE NUMBERS

1 October – 31 December 2024

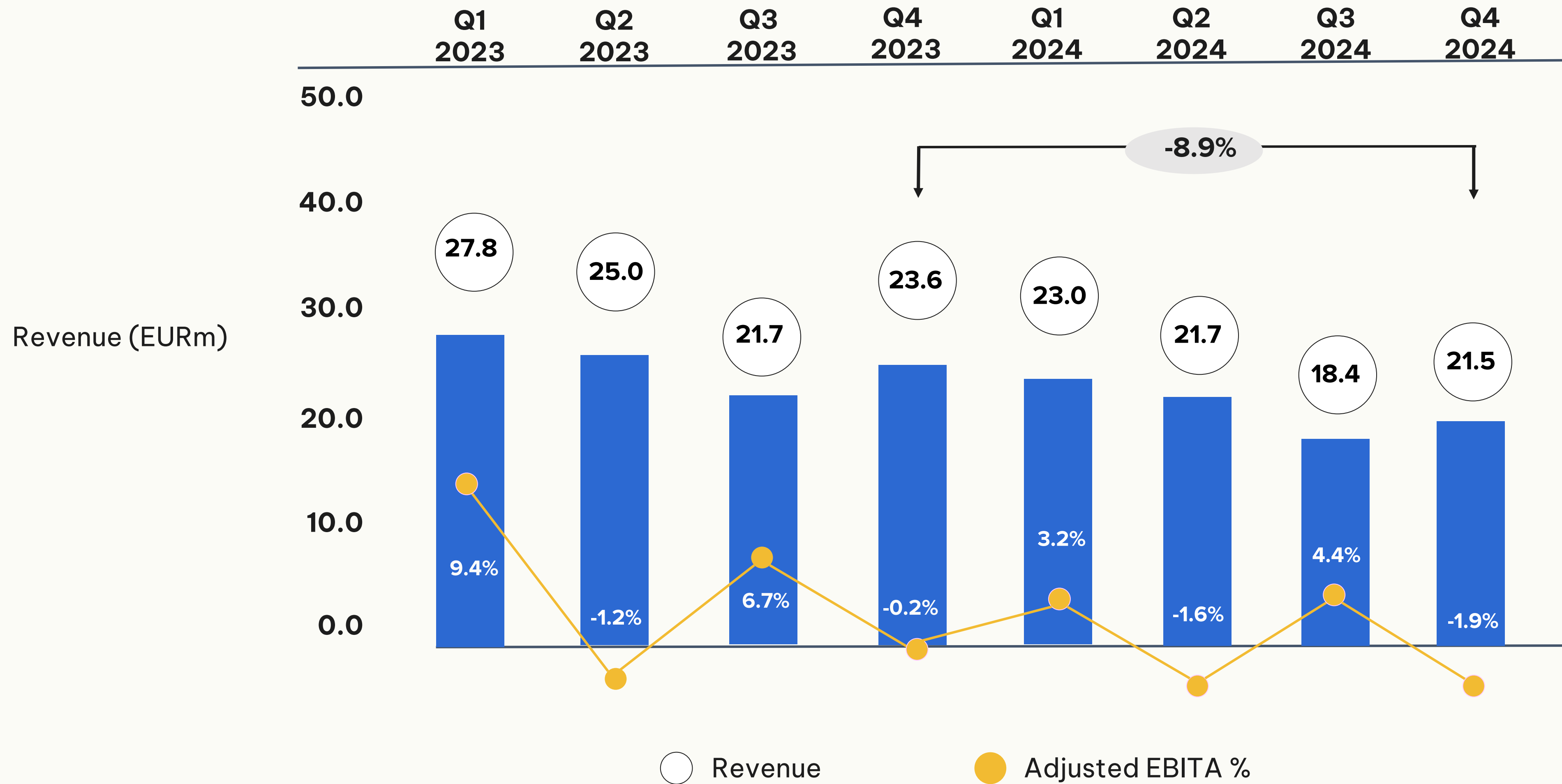
1 January – 31 December 2024



# YEARLY REVENUE & PROFITABILITY DEVELOPMENT



# QUARTERLY REVENUE & PROFITABILITY DEVELOPMENT



## BUSINESS AREAS

### Service business

	10-12/ 2024	10-12/ 2023	Change	1-12/ 2024	1-12/ 2023	Change
Revenue (EURm)	20.7	22.8	-9.2%	81.5	95.1	-14.3%
Adjusted EBITA	-0.3	0.3	-199.2%	1.1	4.1	-73.3%
% of revenue	-1.4%	1.3%		1.3%	4.3%	

### Product business

	10-12/ 2024	10-12/ 2023	Change	1-12/ 2024	1-12/ 2023	Change
Revenue (EURm)	0.8	0.8	2.7%	3.1	3.0	5.2%
Adjusted EBITA	-0.1	-0.3	-64.9%	-0.3	-0.3	-17.0%
% of revenue	-14.2%	-41.7%		-9.2%	-11.7%	

## SERVICE BUSINESS: NORDICS & USA

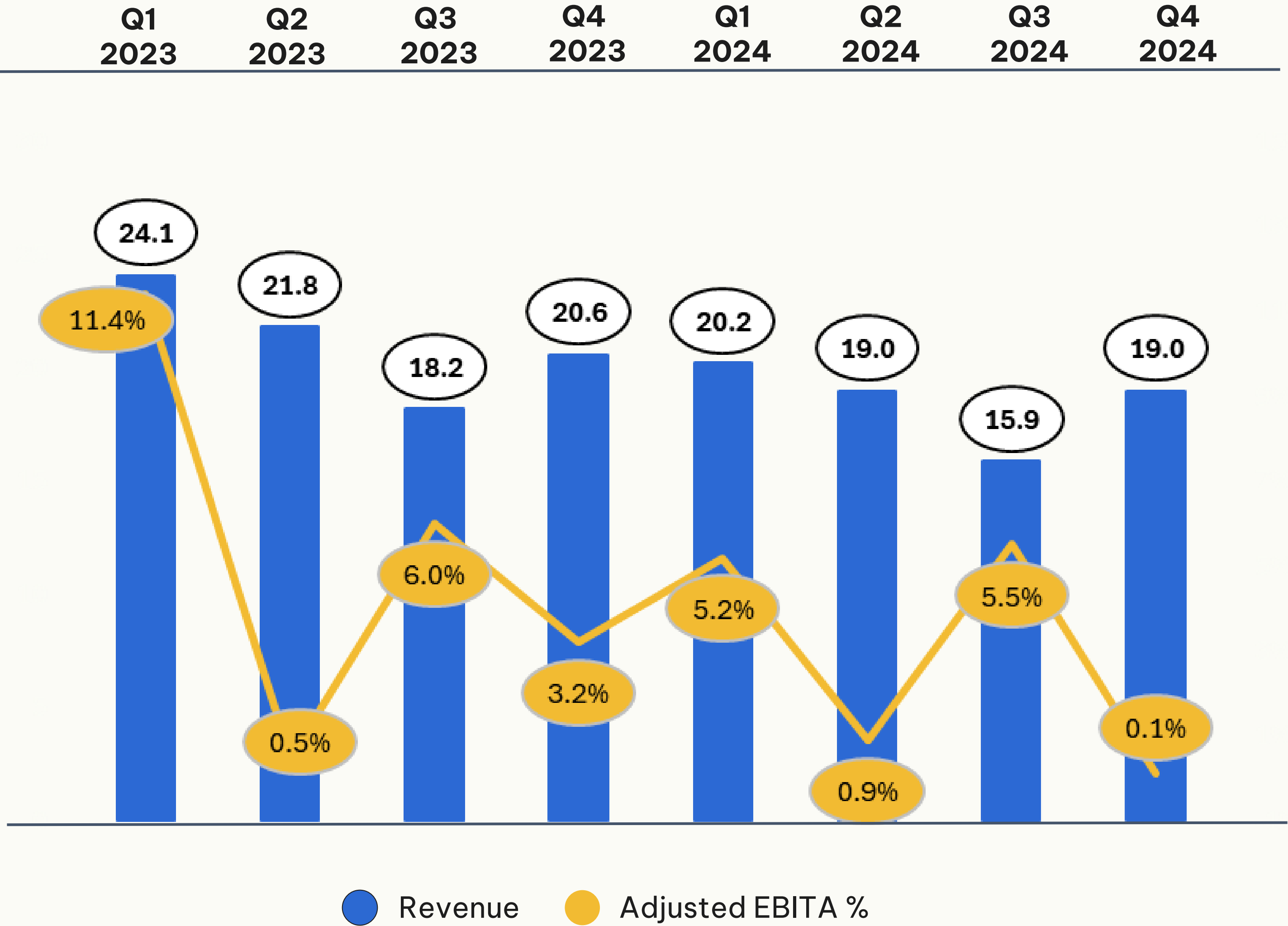
### Vincit Nordics

	10-12/ 2024	10-12/ 2023	Change	1-12/ 2024	1-12/ 2023	Change
Revenue (EURm)	19.0	20.6	-7.9%	74.0	84.7	-12.6%
Adjusted EBITA	0.0	0.6	-98.2%	1.9	4.1	-53.6%
% of revenue	0.1%	2.7%		2.5%	4.8%	

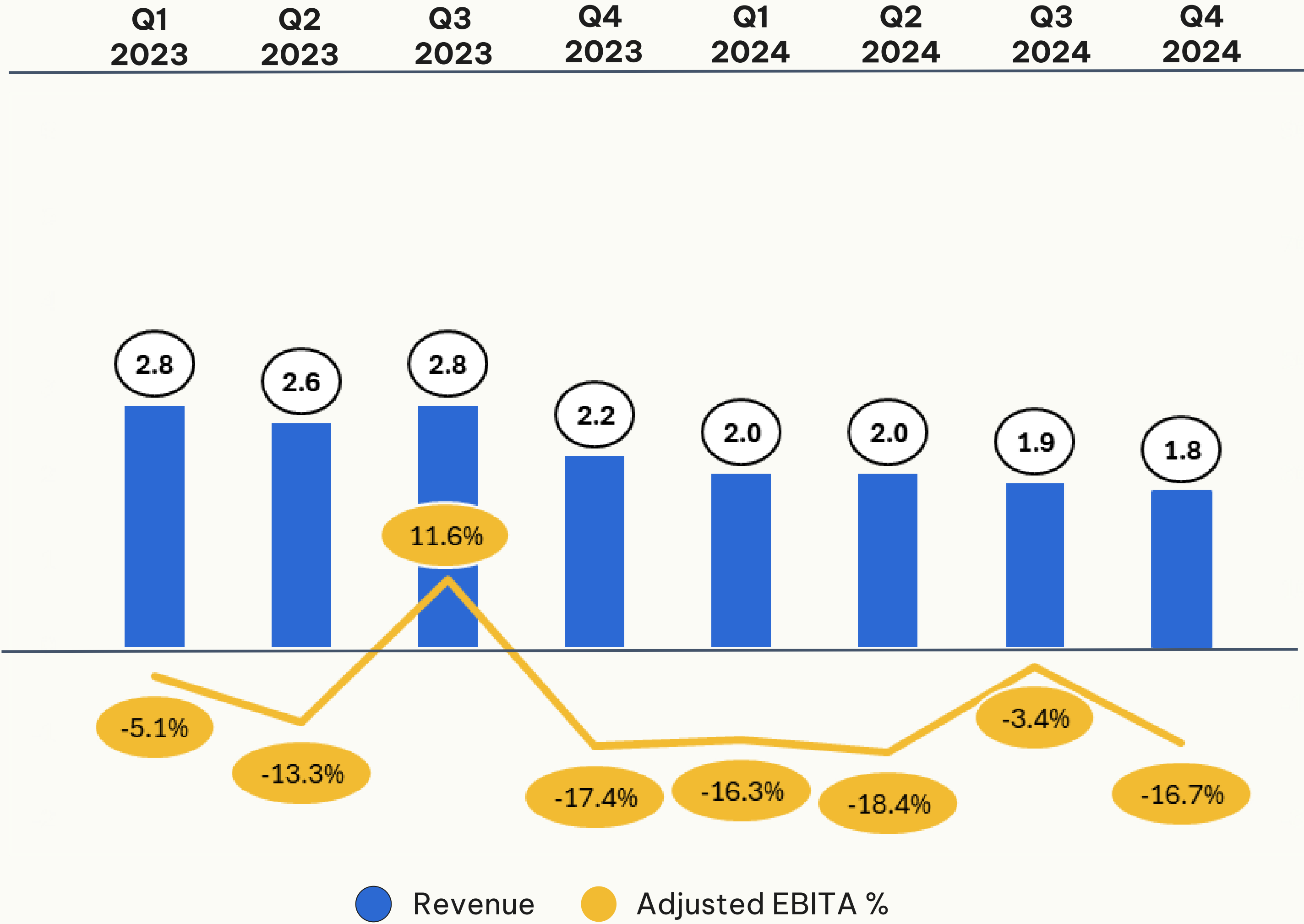
### Vincit USA

	10-12/ 2024	10-12/ 2023	Change	1-12/ 2024	1-12/ 2023	Change
Revenue (EURm)	1.8	2.2	-19.8%	7.6	10.4	-27.2%
Adjusted EBITA	-0.3	-0.3	10.2%	-0.8	0.0	< -100.0%
% of revenue	-16.7%	-12.1%		-10.5%	0.1%	

# VINCIT NORDICS QUARTERLY DEVELOPMENT



# VINCIT USA QUARTERLY DEVELOPMENT



## KEY BALANCE SHEET FIGURES

→ The balance sheet total at the end of the financial year was EUR 47.8 million (Dec. 31, 2023: 57.0).

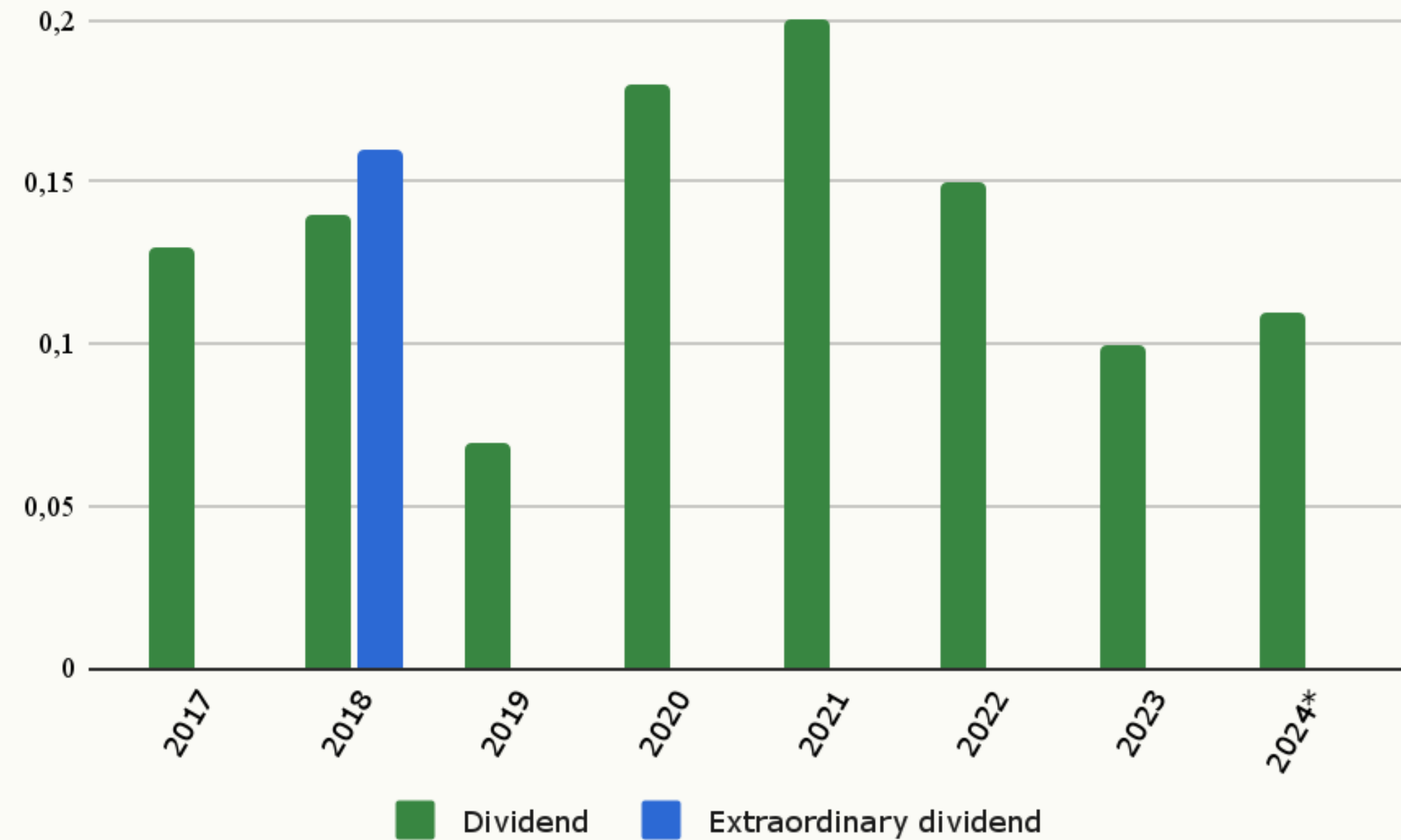
→ Cash flow from operating activities after paid interest and direct taxes was EUR -0.5 (5.3) million.

→ Strong balance sheet enables continued M&A efforts.

	31. Dec. 2024	31 Dec. 2023
<b>Cash &amp; cash equivalents, M€</b>	9.2	12.2
<b>Interest bearing, net debt, M€</b>	0.07	0.1
<b>Net gearing %</b>	-29.3%	-33.4%
<b>Equity ratio %</b>	64.9%	63.4%



## DIVIDEND PROPOSAL



*\*Board of Directors proposal to the Annual General Meeting 2025*

- Dividend policy: to distribute at least 30 % of the profit for the financial period as dividends
- Distributable funds: EUR 29.1 million
- Vincit's earnings per share was EUR -0.22 (-0.17)
- Dividend proposal: EUR 0.11 (0.10) per share, in total EUR 1.8 million to be paid as dividends
- Vincit Plc's Annual General Meeting (AGM) will be held on Wednesday, 26 March 2025

# FINANCIAL TARGETS

2025 - 2027

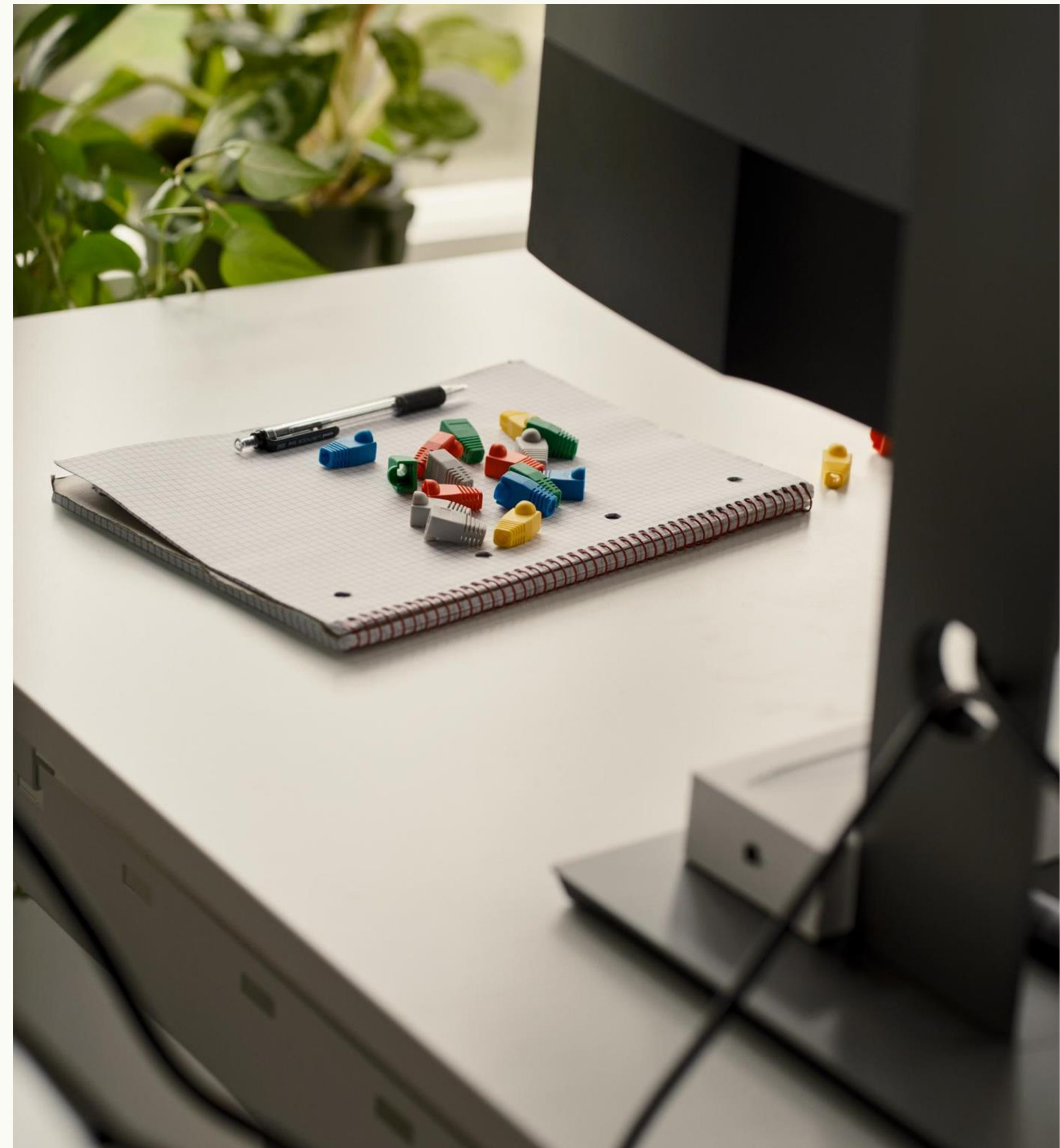


## THROUGHOUT THE YEARS

- Strengthen business areas through acquisitions
- Equity ratio above 50 %
- Net debt-to-EBITDA ratio below two
- Distribute at least 30 % of the profit as dividends

## OUTLOOK 2025

Revenue in 2025 is expected to be lower than in 2024, but relative profitability is expected to improve year-on-year.



# Q&A

**THANK YOU**

