

The logo features a stylized 'V' shape on the left, composed of a dark grey outer ring and a black inner circle with a small white dot in the center. To the right of this graphic, the word 'VINCIT' is written in a bold, white, sans-serif font.

VINCIT

Full year result 2022

28.2.2023



Julius Manni
Chief Executive Officer



Jens Krogell
Chief Strategy Officer



**For us,
2022 was a year
of big changes.**

Our key messages today

1 A YEAR OF SCALING AND TRANSFORMING

- **Vincit is now a significantly bigger player with new capabilities**
- **Merger with Bilot** combines two complementary companies and **opens access to new markets, customers and talent**
- **International growth continues.** USA is an increasingly attractive market for Vincit + Bilot-merger makes Nordics a logical next step for expansion

2 A TURBULENT YEAR WITH PROFITABILITY

- **Three quarters of great performance in Vincit USA**, but Q4 hit with too fast upfront scaling and bad receivables
- **Vincit Europe custom software development & design challenges**, impacted by declining project profitability trend and lower demand
- **Bilot pre-merger profitability poor**, but we succeeded in improving the underlying business during H2

3 THE BEGINNING OF NEW VINCIT

- **New operating model is up and running**, clear strategy in place and immediate synergies captured
- **Crystallised value proposition and brand renewal in the works.** Already promising feedback from customers and new more diverse talent joining Vincit
- **Cost and pricing actions taken, during 2023 focus on profitability**

Our Journey

VINCIT

FOUNDED
2007

Most Successful Company Of The Year

Growth Company Of The Year

LISTED ON FIRST NORTH

Best Place to work in Finland and Europe

SOLIDANGLE
LINJA
XT
DEVISE
INTERACTIVE
AVOITUS

Best Place To Work For Innovator

bonsky
VURIA

Vincit USA Listed On Inc 5000



2011

2012

2015

2016

2017

2019

2020

2021

2022

VINCIT

BILOT

FOUNDED
2005

EUROPEAN WIDE SAP COOPERATION

SAP C/4HANA Partner Excellence Award

LISTED ON FIRST NORTH

BILOT POLAND

LOUHIA

BILOT SWEDEN

castorit

MOTLEY

VINCIT

New Vincit in numbers

2007

FOUNDED

2016

FIRST NORTH

450+

CUSTOMERS

900

VINCITIZENS
& PARTNERS

23%

WOMEN & GENDER
MINORITIES

35

NATIONALITIES



FINLAND Tampere, Helsinki, Espoo, Turku, Oulu, Jyväskylä, Kuopio
SWEDEN Stockholm **POLAND** Poznań, Warsaw **USA** Irvine, Phoenix

Key moments in 2022



Successful Bilot-Vincit merger

Rapid and well run integration & strategy process

We have a new operating model, updated strategy and shared targets.



Strong growth in USA

Vincit USA plays an increased role in our strategy

Among fastest growing companies of the Year

Listed again on USA Inc. 5000 and Stevie Awards



Still the best place to work

Humane culture wins

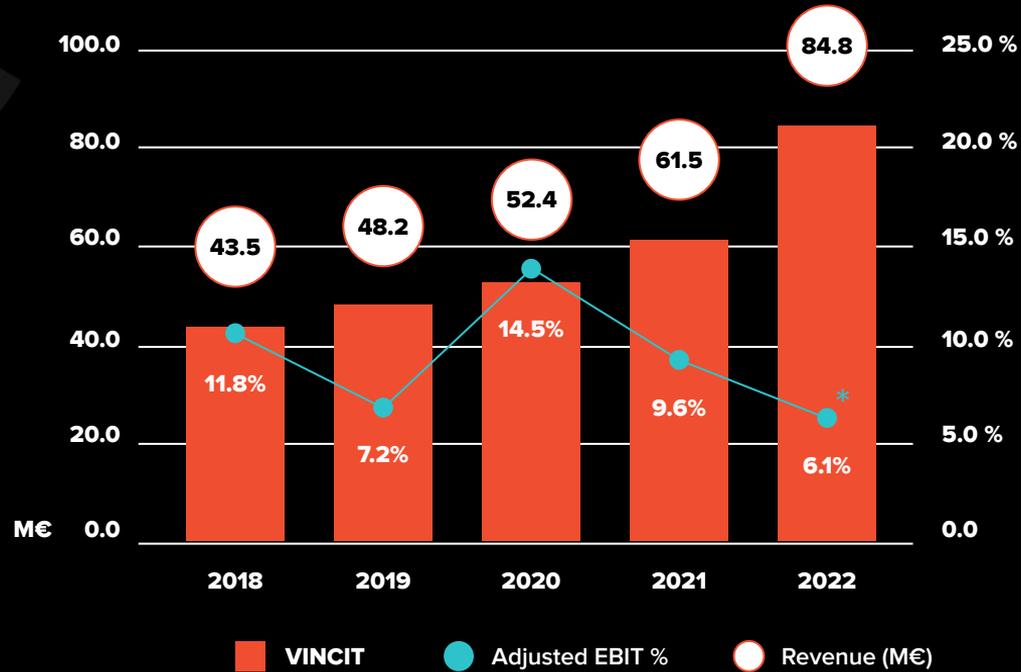
The Best Place to Work in Finland – 4th time!

4th in the Universum survey among IT professionals in Finland



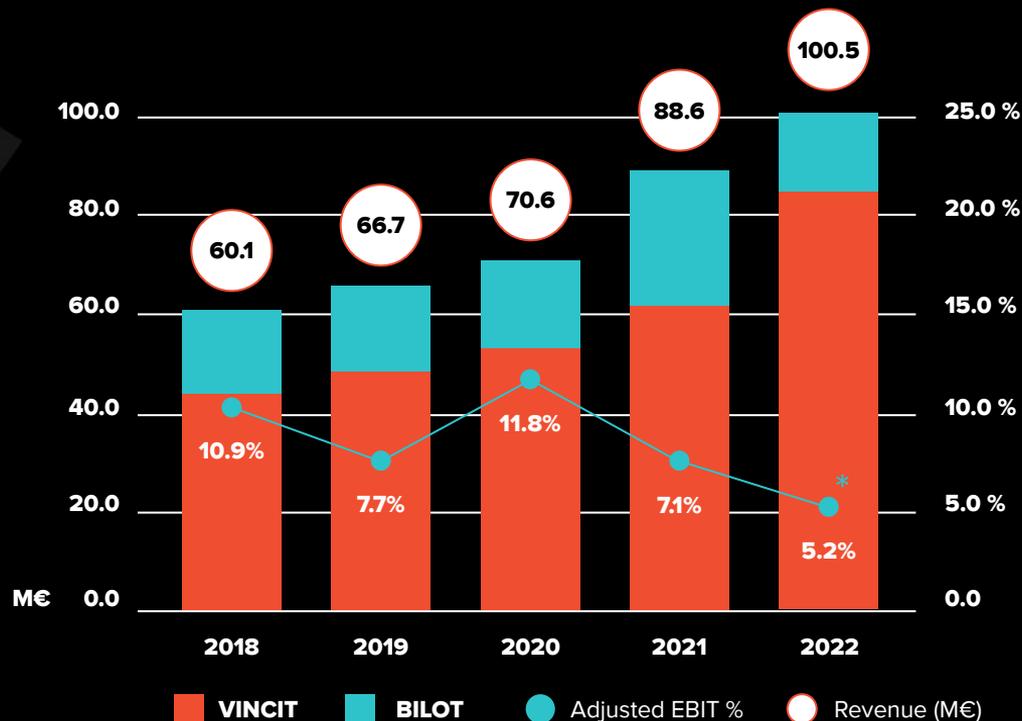
Results 2022

Vincit Revenue & Adjusted EBIT 2018–2022



*2022 Adjusted EBIT before non-recurring items

Combined Revenue & Adjusted EBIT 2018–2022



*2022 Adjusted EBIT before non-recurring items

H2 and Full Year 2022 group

M€	H2/2022	H2/2021	CHANGE	2022	2021	CHANGE
Revenue	49.0	30.8	59.1%	84.8	61.5	37.8%
Adjusted EBIT	0.5	2.4		3.1	5.9	
% of revenue	1.0%	7.8%		3.7%	9.6%	
Adjusted EBIT before non-recurring items	2.6	2.4		5.2	5.9	
% of revenue	5.2%	7.8%		6.1%	9.6%	

Amortization of goodwill & non-recurring items

Adjusted EBIT before non-recurring items	5.2
Non-recurring items	-2.1
Goodwill amortization	-2.9
Financial income and expenses	0.0
Tax	-0.4
TOTAL, M€	-0.1

H2 and Full Year 2022 Service Business

EUROPE

M€	H2/2022	H2/2021	CHANGE	2022	2021	CHANGE
Revenue	42.6	25.4	67.7%	71.9	51.5	39.6%
Adjusted EBIT	0.5	2.0		2.3	4.6	
% of revenue	1.2%	8.0%		3.2%	8.9%	
Adjusted EBIT before non-recurring items	2.6	2.0		4.3	4.6	
% of revenue	6.0%	8.0%		6.1%	8.9%	

USA

M€	H2/2022	H2/2021	CHANGE	2022	2021	CHANGE
Revenue	6.3	5.0	25.4%	12.6	8.8	43.2%
Adjusted EBIT	0.0	0.6		0.8	1.2	
% of revenue	-0.3%	12.8%		6.6%	13.7%	

H2 and Full Year 2022 Product Business

M€	H2/2022	H2/2021	CHANGE
Revenue	1.3	1.2	4.9%
Adjusted EBIT	0.0	-0.3	
% of revenue	1.8%	-23.9%	

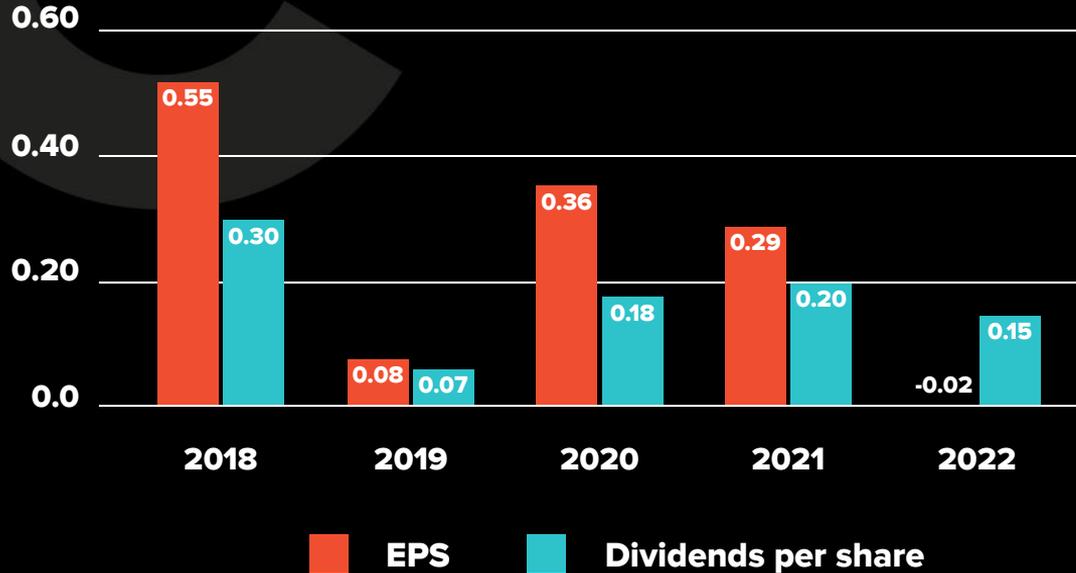
2022	2021	CHANGE
2.7	2.8	-4.8%
0.0	0.1	
0.9%	4.0%	

Financing

	2022	2021
Cash & cash equivalents, M€	10.3	8.7
Interest-bearing net debt, M€	-10.2	-8.7
Net gearing, %	-24.8%	-31.6%
Equity ratio, %	67.1%	70.2%

Strong balance sheet enables continuing M&A efforts.

Dividend proposal



The Board of Directors is proposing:

- Dividend of EUR 0.15 per share be paid for 2022,
- approximately EUR 2.5 million based on the number of shares on the date of publication

DIVIDEND POLICY

Vincit aims to distribute at least 30 % of the profit for the financial period as dividends.



2023 guidance

In 2023, Vincit's revenue is estimated to be more than 105 million euros. Adjusted EBIT (EBIT before goodwill amortization) is estimated to be between 7–11 percent of revenue.

Vuonna 2023 Vincitin liikevaihdon arvioidaan olevan yli 105 miljoonaa euroa. Oikaistun liikevoiton (liikevoitto ennen liikearvopoistoja) arvioidaan olevan välillä 7–11 prosenttia liikevaihdosta.



Our strategy

OUR CUSTOMER MARKETS ARE

USA & NORDICS

SERVED THROUGH

GLOBAL TALENT

WE PLAY IN TWO GAMES:

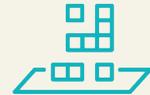
DIGITAL + **BUSINESS**
ACCELERATION + **TRANSFORMATION**



**DESIGN & BUSINESS
THINKING**



**AGILE SOFTWARE
DEVELOPMENT**



**ENTERPRISE
PLATFORMS (SAP)**

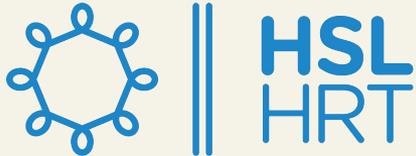
WE PLAY IN TWO GAMES:

**DIGITAL
ACCELERATION**

+

**BUSINESS
TRANSFORMATION**

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SSAB

OUR CUSTOMER MARKETS ARE

USA & NORDICS

SERVED THROUGH

GLOBAL TALENT

WE PLAY IN TWO GAMES:

DIGITAL + **BUSINESS**
ACCELERATION + **TRANSFORMATION**



**DESIGN & BUSINESS
THINKING**



**AGILE SOFTWARE
DEVELOPMENT**



**ENTERPRISE
PLATFORMS (SAP)**

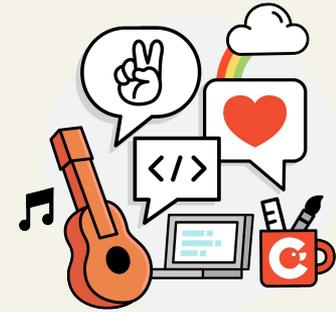
Our sustainability focus for 2023



**INTEGRATE
SUSTAINABILITY INTO
VINCIT'S CUSTOMER WORK**



**PROMOTE SUSTAINABILITY
& ENVIRONMENTAL
RESPONSIBILITY**



**PROMOTE
DIVERSITY, EQUITY
& INCLUSION**

KPIs by the end of 2025



BUSINESS TARGETS

Financials

- Revenue: Annual growth **20 %**
- **30 %** of growth from acquisitions mainly outside Finland
- Adjusted EBIT > **10 %** throughout strategy period
- Equity ratio > **60 %**

Market split

- USA: **30 %** of revenue
- Europe: **70 %** of revenue



SUSTAINABILITY TARGETS

Diversity

- Women and gender minorities: **30 %**
- International talent/country: **Global avg 15 %**

Impact

- Vincit own operations carbon neutral **in 2023**
- Towards a carbon neutral digital value chain with partners **by 2025**
- **100 %** of customer work has a set goal aligned with our customer's sustainability goals

TO WRAP UP:

Solid foundation for future growth



Vincit is a significantly bigger player with new capabilities.



US business has strong growth opportunities.



**Humane culture wins:
Still the best place to work.**



Q&A



Additional information

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Vincit's financial reporting and AGM in 2023

Interim report 1/23 27.04.2023

Half-year report 2/23 27.07.2023

Interim report 3/23 26.10.2023

AGM 26.04.2023



THANK YOU

VINCIT