

Sword Group | Q4 2025 Results

Consolidated Revenue: €90.8m

Organic Growth ⁽ⁱ⁾: +12.2%

EBITDA Margin: 12.0%

⁽ⁱ⁾ on a like-for-like basis and at constant exchange rates

KEY FIGURES

Consolidated revenue for Q4 2025 amounts to **€90.8m**, representing a **+12.2%** increase on a like-for-like basis and at constant exchange rates compared to Q4 2024.

The **EBITDA margin** stands at **12.0%**, representing **€10.9m**.

As of **31 December 2025**, consolidated revenue amounts to **€357.7m**, an **increase** of **+12.3%** on a like-for-like basis and at constant exchange rates compared to 31 December 2024.

The **EBITDA margin** is **12.0%**, representing **€42.9m**.

Q4 2025 ACCOUNTS

Q4 unaudited figures			
€m	2025	2024	Organic Growth ⁽ⁱ⁾
Revenue	90.8	84.4	+12.2%
EBITDA	10.9	10.1	-
EBITDA Margin	12.0%	12.0%	-

⁽ⁱ⁾ on a like-for-like basis and at constant exchange rates

ACCOUNTS AS AT DECEMBER 31, 2025

FY unaudited figures			
€m	2025	2024	Organic Growth ⁽ⁱ⁾
Revenue	357.7	323.0	+12.3%
EBITDA	42.9	38.8	-
EBITDA Margin	12.0%	12.0%	-

⁽ⁱ⁾ on a like-for-like basis and at constant exchange rates

Consolidated Revenue
€357.7m

EBITDA Margin
12.0%

2025

Organic Growth
on a like-for-like basis and at constant
exchange rates
+12.3%

unaudited figures

Alternative Performance Measures (APMs)

This press release includes alternative performance measures (APMs) used by the Group to monitor its results. In accordance with the ESMA Guidelines (ESMA/2015/1415), a definition, calculation method, reconciliation with the consolidated financial statements, and explanation of their relevance are provided in the appendix to this document.

As a reminder, these measures are also defined on pages 15 and 16 of the 2024 Annual Financial Report.



Calendar

12/03/26

2025 Annual Results Presentation Meeting |
10:00 AM | Paris

23/04/26

2026 First Quarter Revenue



Sword Group

Sword has 3,600+ IT/Digital specialists active in 50+ countries to accompany you in the growth of your organisation in the digital age.

As a leader in technological and digital transformation, Sword has a solid reputation in complex IT & business project management.

Sword optimises your processes and enhances your data.

The press release will be published on the web sites hereafter: GlobeNewswire/Notified and Sword Group. It was also sent to the "Commission de Surveillance du Secteur Financier (CSSF)" and saved on the Luxembourg Stock Exchange's website.

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Market
Euronext Paris
Compartment B

ICB 9530
Software &
Computer Services

ISIN Code
FR0004180578

Indices
CAC® Small
CAC® Mid & Small

CAC® All-Tradable
EN TECH Leaders

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ANALYSIS

The 2025 financial year concludes with **results fully aligned with our commitments**, driven by **double-digit growth** and an **EBITDA level in line** with our objectives.

This **performance** confirms the **strength** of our model and the **consistency** of our execution throughout the **year**.

In the **fourth quarter**, activity remained **in line** with the trends observed since the beginning of the year, maintaining a **stable and well-managed level of operations**.

Several recent contract wins have contributed to **increasing** our **backlog**, particularly in the United Kingdom, the Benelux region, and Spain. The **backlog** now represents **21.7 months** compared with the revenue of the **2026 budget**.

These contributions **strengthen** our **visibility** over **upcoming fiscal years**.



OUTLOOK

The 2026 budget anticipates **12% organic growth**.

The **divestment of Tipik** will need to be compensated through **external growth operations**.

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AGENDA

The annual meeting to present the **2025 results** and the **2026 outlook** will be held on **12 March in Paris** **Register now**



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2026 First Quarter Revenue



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Appendix | Alternative Performance Measures (APMs)

In accordance with ESMA Guidelines (ESMA/2015/1415), the Group presents below the definitions, calculation methods, reconciliations with the financial statements, and the rationale for the usefulness of the main alternative performance measures used in this press release.

1. Consolidated Revenue

Definition: Revenue generated from the Group's ordinary activities, as presented in the consolidated financial statements (IFRS).

Link: Consolidated income statement | line item "Revenue".

Usefulness: Measures the overall volume of the Group's business activity.



2. EBITDA

Definition: Recurring operating income before depreciation and excluding non-recurring items. It corresponds to revenue minus purchases, staff costs, external charges, provisions, and other current operating expenses, plus reversals of provisions and current operating income.

Link: Presented in the consolidated income statement as "Earnings before interest, taxes, and depreciation excluding non-recurring items."

Usefulness: Assesses the Group's medium-term operational performance and its self-financing capacity.

3. EBITDA Margin

Definition: EBITDA / consolidated revenue.

Usefulness: Enables monitoring of operational profitability before depreciation.

4. Organic growth on a like-for-like basis

Definition: Revenue growth excluding scope effects. Revenue from acquired or divested entities is excluded.

Methodology: The reference scope is based on the Group structure as of 30 June 2024. Figures are restated to reflect this scope.

Usefulness: Provides a measure of the Group's true organic growth, independently of external growth transactions.

5. Backlog (Order Book)

Definition: A measure of upcoming business activity, calculated by comparing orders received (confirmed or in progress) as of the reporting date with revenue.

It includes: signed contracts (weighted at 100%), verbal commitments (weighted at 80%), and bids in final selection stage with a shortlist (weighted at 50%).

Usefulness: Provides a forward-looking view of the Group's future business activity.



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