

## Sword Group | Q4 2025 Results

**Consolidated Revenue: €90.8m**

**Organic Growth <sup>(i)</sup>: +12.2%**

**EBITDA Margin: 12.0%**

<sup>(i)</sup> 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 <sup>(i)</sup>
Revenue	90.8	84.4	+12.2%
EBITDA	10.9	10.1	-
EBITDA Margin	12.0%	12.0%	-

<sup>(i)</sup> 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 <sup>(i)</sup>
Revenue	357.7	323.0	+12.3%
EBITDA	42.9	38.8	-
EBITDA Margin	12.0%	12.0%	-

<sup>(i)</sup> 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

[sword-group.com](http://sword-group.com)

Sword Group - 2, rue d'Arlon L-8399 Windhof - [investorrelations@sword-group.lu](mailto:investorrelations@sword-group.lu)



## 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**



### Calendar

12/03/26

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10:00 AM | Paris

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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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