

Sword Group | 2025: A sustained Growth Dynamic

Confirmation of the 2025 Annual Performance

Consolidated Revenue: €357.7m

Organic Growth ⁽ⁱ⁾: +12.3%

EBITDA Margin: 12.0%

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

KEY FIGURES

As of 31 December 2025, consolidated revenue amounts to **€357.7 million**, with consolidated profitability (EBITDA margin) of **12.0%**, i.e. €42.9 million.

These results are supported by a **strong backlog**, representing **21.7 months** based on the 2026 objectives.

ACCOUNTS AS AT DECEMBER 31, 2025

FY unaudited figures		
€m	2025	2024
Revenue	357.7	323.0
EBITDA	42.9	38.8
EBITDA Margin	12.0%	12.0%

On a like-for-like basis and at constant exchange rates, **organic growth reaches +12.3%**.

OUTLOOK

For 2026, we are targeting an **ambitious organic growth of 12%**.

Following the divestment of Tipik, we will focus our efforts on new external growth opportunities in order to maintain our development momentum.

These strategic directions will be presented in detail during our annual meeting.

AGENDA

The annual **meeting** for the presentation of the **2025 results** and the **2026 trajectory** will take place tomorrow, **12 March**, in Paris 📍 **Registration is still open.**

This event will be a **key moment for Sword Group**, with the **presentation of our 2026 Business Plan**, a **roadmap focused on innovation** and **strongly driven by AI**.

On the agenda | Sword Group continues to accelerate its transformation and will present:

- New efficiency models,
- New growth drivers,
- New value-creation opportunities.

We will outline how AI is becoming a **central pillar** of our **strategy** and how it **opens new perspectives for the Group**.

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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.



Alternative Performance Measures (APMs)

This press release uses certain Alternative Performance Measures (APMs) monitored by the Group, including EBITDA, EBITDA margin, and organic growth at constant scope and exchange rates.

These indicators are not measures defined by IFRS standards and may not be comparable to those used by other companies.

In accordance with ESMA's Guidelines on Alternative Performance Measures (ESMA/2015/1415), the definition, calculation method, and reconciliation with the consolidated financial statements for these indicators are provided in the appendix to this press release.



Dividend

Dividend proposed to the Annual General Meeting: **€2 per share**



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**.

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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Appendix | Alternative Performance Measures (APMs)

In accordance with the Guidelines of the European Securities and Markets Authority (ESMA) on Alternative Performance Measures (ESMA/2015/1415), the Group provides below the definition, calculation method, and reconciliation with the consolidated financial statements for the alternative performance measures used in this press release.

These indicators are not measures defined by IFRS standards and may not be comparable to those used by other companies. The definitions and calculation methods are applied consistently from one period to the next.

1. EBITDA and EBITDA margin

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

Calculation method

EBITDA = EBIT + depreciation, amortization and impairment charges

EBITDA margin = EBITDA / Revenue

Reconciliation with the financial statements (2025 financial year – unaudited figures)

2025 unaudited figures in €m	
EBIT	32.2
+Depreciation, amortization and impairment charges	10.7
EBITDA	42,9
Consolidated Revenue	357.7
EBITDA margin	12.0%

Role of this indicator

EBITDA is a commonly used indicator to assess the Group's operating performance independently of its investment and financing policies.

2. Organic Growth (at constant scope and exchange rates)

Définition

Organic growth measures the change in revenue between two comparable periods:

- at constant scope (excluding acquisitions and disposals carried out during the period),
- at constant exchange rates.

Calculation method

Organic growth =

(Adjusted revenue for period N – Adjusted revenue for period N-1)

/ Adjusted revenue for period N-1

The revenue figures compared are adjusted in order to neutralise:

- the effects of changes in scope,
- the effects of exchange rate fluctuations.

Reconciliation

2025 unaudited figures	
Organic Growth on a like-for-like basis at constant exchange rates	+12.3%

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Agenda

23/04/26

Q1 2026 Revenue Announcement

28/04/26

2025
Annual General Meeting



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Appendix | Alternative Performance Measures (APMs)

Role of this indicator

Organic growth differs from reported revenue growth as it neutralizes the effects of acquisitions and disposals carried out during the period.

This indicator enables the analysis of the Group's business evolution independently of acquisitions, disposals, and exchange rate fluctuations.

3. Backlog (in months of activity)

Definition

The backlog corresponds to the volume of secured business based on signed contracts that had not yet been delivered as of the reporting date.

In the Group's communications, the backlog is expressed in months of activity based on expected revenue.

Calculation method

The backlog is estimated by comparing the volume of secured or ongoing commercial activity at the reporting date with the expected average revenue.

It includes:

- Signed orders (weighted at 100%),
- Verbal commitments (weighted at 80%),
- Ongoing tenders with a shortlist (weighted at 50%).

The backlog includes estimates based on the status of commercial processes and may differ from the activity ultimately delivered.

Reconciliation

As of 31 December 2025, the Group's backlog represents 21.7 months of activity, based on the 2026 revenue objectives.

Role of this indicator

This indicator provides a forward-looking view of the Group's future level of activity and helps assess the Group's commercial visibility.



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