Q1/2026 Presilent newsletter 27 March 2026

Sitowise publishes IR newsletters quarterly ahead of the silent period. The newsletter summarizes the past quarter and contains the quarter's most important releases, frequently asked questions by investors, and information on upcoming IR events.

Sitowise's silent period begins on 7 April 2026, and the Interim Report for 1 January – 31 March 2026 will be published on 6 May 2026 at around 8:30 EEST. The webcast in English will be held on the same day starting at 12:00 EEST. The link to the webcast will be published later.

THE MOST IMPORTANT RELEASES DURING Q1/2026

Stock exchange release 12 January 2026: Inside information: Sitowise CEO Heikki Haasmaa to leave the company | Sitowise

Stock exchange release 14 January 2026: Inside information: Anna Wäck appointed as CEO of Sitowise and Jannis Mikkola as Deputy CEO of Sitowise | Sitowise

Stock exchange release 15 January 2026: Announcement of a Change in Shareholding According to Chapter 9, Section 10 of the Finnish Securities Market Act | Sitowise
According to the notification, Paradigm Capital Value Fund SICAV holds a total of 9,100,686 shares corresponding to 25.39 percent of the Company's shares and votes.

Stock exchange release 19 January 2026: Mikko Korhonen has been appointed as Sitowise Chief Technology Officer | Sitowise

Stock exchange release 21 January 2026: Elina Väistö appointed SVP at Sitowise Infra business area and Sami Lankiniemi appointed SVP at Digital Solutions business area | Sitowise

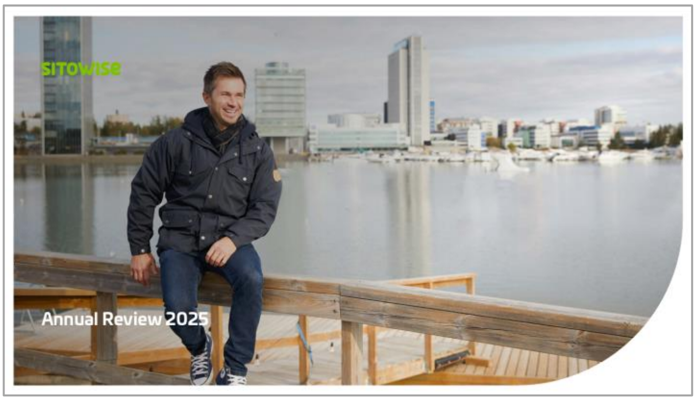
Stock exchange release 26 January 2026: Changes in Sitowise's Group Management Team | Sitowise
Timo Räikkönen announced to leave his position as SVP, Buildings business area and as a member of the Sitowise Group Management Team. Räikkönen left the company on 13 February 2026. Jannis Mikkola, EVP Technical consulting, took temporarily over the leadership of the Buildings business area.

Stock exchange release 11 February 2026: Sitowise's Financial Statements Release 2025: Net sales returned to growth in the fourth quarter | Sitowise
Sitowise published the financial statements release for 2025. Due to the uncertainty related to the timing of construction market recoveries in Finland and Sweden, Sitowise decided not to give guidance for 2026.

Topical news 13 February 2026: Sitowise part of the LUMI AI Factory data center project | Sitowise

Stock exchange release 25 February 2026: Proposals of the Shareholders' Nomination Board of Sitowise for the Annual General Meeting 2026 | Sitowise

Stock exchange release 4 March 2026: [Sitowise Group Plc's annual reporting package 2025 has been published | Sitowise]



Sitowise Group Plc's annual reporting package 2025 was released on 4 March 2026. The package consists of the Annual Review, which includes the Report of the Board of Directors and the Consolidated Financial Statements for 2025, the Corporate Governance Statement, and the Remuneration Report. The Report of the Board of Directors includes the Sustainability Statement which has been prepared in accordance with EU's Corporate Sustainability Reporting Directive (CSRD).

Read the full reports here: Annual report 2025 | Sitowise

Stock exchange release 4 March 2026: Notice to the Annual General Meeting of Sitowise Group Plc | Sitowise

Stock exchange release 4 March 2026: The Board of Directors of Sitowise has decided on new share plans | Sitowise

Stock exchange release 4 March 2026: Announcement of a Change in Shareholding According to Chapter 9, Section 10 of the Finnish Securities Market Act | Sitowise
According to the notification, Nordea Life Assurance Finland Ltd holds a total of 2,069,135 shares corresponding to 5.77 percent of the Company's shares and votes.

Stock exchange release 11 March 2026: Sitowise has signed an extension of its secured financing agreement | Sitowise
On 11 March 2026, Sitowise signed a secured 89 million euros financing agreement with its two relationship banks. The agreement has maturity until 12 June 2028 and includes a customary financial covenant measuring leverage ratio (the ratio of net debt to rolling 12 months EBITDA). As in the previous financing arrangement, the loan margin is tied to Sitowise's leverage ratio.

STRATEGY UPDATE

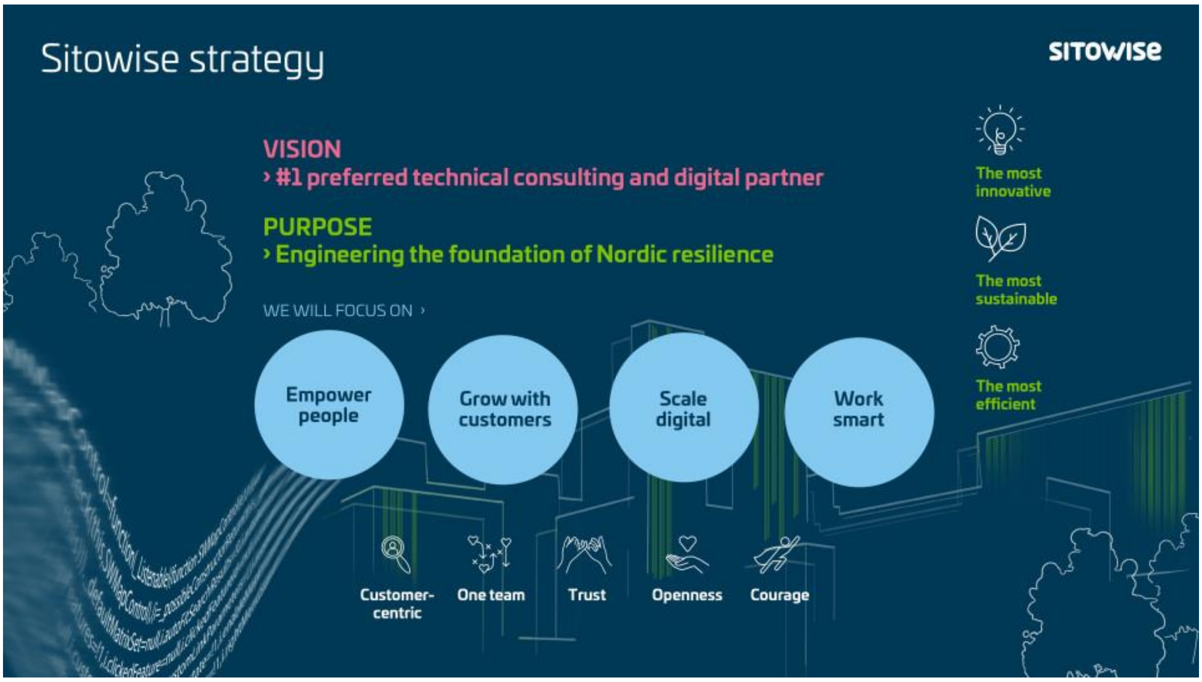
Stock exchange release 17 March 2026: Sitowise announces new mid-term strategic focus areas and financial targets | Sitowise

Sitowise Group Plc has updated its strategic focus areas to support a return to profitable growth and long-term value creation. The update includes a revised purpose and vision, new mid-term strategic focus areas, and updated financial targets for the mid-term. "Mid-term" refers roughly to next 24 to 36 months, depending also on changes in the market environment and the timing of the underlying construction market recovery.

The updated purpose *"Engineering the foundations of Nordic resilience"* emphasizes Sitowise's core engineering and digital expertise and the impact the company creates by strengthening the resilience of societies, infrastructure, natural assets and critical systems. The updated vision, to be the *#1 preferred technical consulting and digital partner,* underlines the ambition to build the company's long-term success on strong customer relationships, high-quality engineering and digital capabilities, and the ability to attract, develop, and retain top talent.

The mid-term strategic focus areas are:

- **Empower people:** The aim is to distinguish Sitowise as a leading employer through strong growth opportunities and a high-performance workplace culture.
- **Grow with customers:** The aim is to grow faster than the market by focusing on the selected segments.
- **Scale digital:** The aim is to increase digital product revenue by scaling digital capabilities and recurring business, while accelerating international growth.
- **Work smart:** The aim is to simplify how the company operates, improve project profitability, develop new business models and increase efficiency through automation and AI.



Updated Mid-term financial targets

Sitowise also revised its financial targets to reflect the company's current financial position and operating environment. The updated financial targets are defined for mid-term and are the following:

- **Growth:** Organic annual net sales growth (%) ahead of market growth
- **Profitability:** Adjusted EBITA margin above 10%
- **Leverage:** Net debt / adjusted EBITDA (12-month rolling) multiple below 3x

The company's dividend policy remains unchanged. Sitowise aims to distribute 30–50% of net profit as dividends, taking into account acquisitions, financial position, cash flow, and future growth opportunities.

ANNUAL GENERAL MEETING 2026

Stock exchange release 26 March 2026: [Decisions of the Annual General Meeting of Sitowise Group Plc | Sitowise]

The Annual General Meeting (AGM) of Sitowise Group Plc was held on 26 March 2026 in Espoo, Finland. The AGM approved the company's financial statements and consolidated financial statements for the financial year 2025, discharged the members of the Board of Directors and the CEO of the company from liability, and resolved to approve the remuneration report for governing bodies.

Stock exchange release 26 March 2026: [Decisions of the constitutive meeting of the Board of Directors | Sitowise]

In its constitutive meeting, the Board of Directors of Sitowise Group Plc elected in the 2026 AGM, elected Eero Heliövaara as its Chair and Rodolfo Zeidler as its Vice Chair. Mirel Leino-Haltia was elected as the Chair and Eero Heliövaara, Elina Piispanen and Rodolfo Zeidler as the members of the Audit Committee. Eero Heliövaara was elected as the Chair and Tawhid Ali, Elina Piispanen and Tomi Terho as the members of the Personnel Committee.

All releases and news published by Sitowise can be found on the company's website.

FREQUENTLY ASKED QUESTIONS IN INVESTOR MEETINGS

Infra growth appears strong, but infrastructure contractors talk very optimistically about the market. How real is Sitowise's infra growth?
Sitowise's infra growth is driven by our own project wins and a diversified project portfolio. Growth has outpaced the market particularly in rail projects as well as industrial and renewable energy projects. This reflects strong underlying execution and a solid market position in segments where investments are progressing even in a challenging economic environment.

What is Sitowise's position in data center projects, and how much of the growth actually comes from growth segments?
Data centers are one important part of the growth segments, particularly at the interface between Buildings and Infrastructure, but they do not explain the growth alone. Growth is supported more broadly by rail and transport infrastructure projects, industry and renewable energy. The share of growth segments in the order backlog has increased, but we are not dependent on any single project type.

Could you elaborate on the composition of the order book, particularly the share of growth segments?
The order book is diversified and spread across several customer segments. In Infra, the emphasis is on rail and transport infrastructure projects as well as industrial projects. In Buildings, growth segments such as data centers and industrial projects have developed positively. In Sweden, the order book strengthened towards the end of the year and supports organic growth. We do not disclose the order bookin more detail by segment.

What is the situation of growth segments within the Buildings business?
Within Buildings, growth segments such as data centers and industry-related projects have developed clearly better than traditional residential construction. While the overall market remains weak, order intake has improved across all Buildings sub-areas, and growth segments show clear signs of recovery.

How significant were the Q4 write-downs, and should we expect more?
The write-downs recorded in Q4 were mainly related to long-suspended and high-risk projects. The project portfolio is being reviewed systematically by the new management team, with the objective of cleaning up the project base rather than deferring issues to the future.

What does the Buildings order book include with regard to residential construction? Are these old designs made "for inventory"?
The Buildings order book still includes residential construction projects, but some of these have been put on hold due to the market situation. These are not merely previously completed designs, but projects whose start has been delayed. At the same time, new order intake has increasingly shifted towards segments other than traditional residential construction.

The pricing environment in Sweden has been challenging. Has growth been achieved at too low prices?
The Swedish market has been highly competitive for an extended period, which has impacted pricing. Growth in late 2025 was primarily driven by increased order intake rather than individual aggressive pricing decisions. Profitability remains low, which is why improvements in pricing, cost structure and project selection are key focus areas.

How quickly will the loss-making Swedish operations be turned around?
In Sweden, 2025 was a clear year of adjustment, with significant headcount reductions and a shift to a nationwide operating model. Operational improvements began to materialise towards the end of 2025 through a stronger order backlog and improving operational metrics. The turnaround will not happen within a single quarter; however the mitigation actions are ongoing.

Will artificial intelligence make design and consulting unnecessary – in other words, can your business be done by AI?
Artificial intelligence will not replace our business, but it will significantly enhance it. AI and automation improve efficiency, free up experts' time and enable new types of services, but they do not eliminate the need for expert work - on the contrary, we have been able to deliver more. We are also discussing alternative pricing models with clients.

Do you have targets to change the business mix so that exposure to the cyclical construction market is less dominant?
The change in business mix is driven primarily through recruitment and reallocation of capabilities, rather than acquisitions. We have successfully shifted resources from weaker segments to growth segments and continue to invest particularly in infrastructure, digital solutions and industry.

Competitive landscape – have competitors exited the market, or is everyone still present?
Competition remains intense, and there has been no significant exit of players from the market. Differentiation increasingly comes from the ability to specialize, manage costs and deliver added value to clients through technology and deep domain expertise.

Q1 2026 INVESTOR MATERIALS

Our IR website includes the following recent investor materials, among others:

- Sitowise Q4 and FY 2025 result presentation
- Sitowise Q4 and FY 2025 result webcast recording
- Agenda slides and CEO Anna Wäck's presentation (translation from Finnish original)

FINANCIAL CALENDAR

The planned publication dates for Sitowise Group Plc's financial reports are as follows:

- Interim Report for January–March 2026: 6 May 2026
- Half-year Report for January–June 2026: 12 August 2026
- Interim Report for January–September 2026: 5 November 2026

The financial reports are planned to be published at 8.30 a.m. (EET/EEST). Sitowise observes a silent period of 30 days prior to publishing financial reports.

SITOWISE IR TEAM

Sitowise's IR Team is happy to help you with any questions. Please contact:

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About Sitowise

Sitowise is a Nordic expert in technical consulting and digital solutions. Our mission is to engineer the foundation of Nordic resilience. We design infrastructure, buildings and cities that stand the test of time and change. We enhance society's operational reliability by developing critical infrastructure and ensure the sustainable use of the environment and natural resources. We have four business areas – Infra, Buildings, Digital Solutions and Sweden. The Group's net sales in 2025 were EUR 189 million, and the company employs approximately 1,900 experts. Sitowise Group Plc is listed on the Nasdaq Helsinki stock exchange under the trading symbol SITOWS.