



Q4

2024

Soft market continued – strong cash flow

- Organic growth -7% – weaker market demand impacting all businesses
- Adjusted EBITA of 12.8% – improved profitability in TietoEvry Care and TietoEvry Banking
- Strong operating cash flow of EUR 128 million
- Resilient full-year profitability – increased dividend of EUR 1.50 (1.47) per share proposed
- TietoEvry Tech Services strategic review expected to be concluded in March – sales process in final stages with the non-industrial buyer

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Key figures in the fourth quarter

Revenue, EUR million

699 ⁽⁷⁵²⁾

Organic growth¹⁾

-7% ^(1%)

Adjusted²⁾ operating profit
(EBITA³⁾), EUR million

89 / 12.8%
^{(108) (14.4%)}

Cash flow from
operating activities, EUR million

128 ⁽¹⁵³⁾

Net debt/EBITDA

2.2 ^(2.2)

Order backlog

+2%⁴⁾

	10-12/2024	10-12/2023	1-12/2024	1-12/2023
Revenue, EUR million	698.7	752.2	2 802.6	2 851.4
Organic growth ¹⁾ , %	-7	1	-2	4
Acquisitions and divestments, %	0	2	1	1
Foreign exchange rates, %	0	-6	-1	-7
Total growth, %	-7	-2	-2	-3
Organic growth adjusted for working days ⁵⁾ , %	-7	2	-2	4
Operating profit/loss (EBIT), EUR million	-144.1	84.1	29.8	255.6
Operating margin (EBIT), %	-20.6	11.2	1.1	9.0
Adjusted ²⁾ operating profit (EBITA ³⁾), EUR million	89.3	108.4	344.7	358.7
Adjusted ²⁾ operating margin (EBITA ³⁾), %	12.8	14.4	12.3	12.6
Net profit/loss for the period, EUR million	-167.7	55.0	-62.8	172.2
EPS, EUR	-1.41	0.46	-0.53	1.45
Cash flow from operating activities, EUR million	127.6	152.9	325.7	266.1
Capital expenditure, EUR million	18.5	28.1	85.0	85.3
Order backlog	3 261	3 236	3 261	3 236
Interest-bearing net debt, EUR million	871.8	911.8	871.8	911.8
Personnel on 31 December	22 941	24 159	22 941	24 159

Full-year outlook for 2025

Tietoevry expects its organic¹⁾ growth to be in the range of -3% to +1% (revenue in 2024: EUR 2 802.6 million).

The company estimates its full-year adjusted operating margin²⁾ (adjusted EBITA³⁾) to be 12.0–13.0% (12.3% in 2024).

¹⁾ Adjusted for currency effects, acquisitions and divestments

²⁾ Adjustment items include restructuring costs, capital gains/losses, impairment charges and other items affecting comparability

³⁾ Profit before interests, taxes, amortization of acquisition-related intangible assets and goodwill impairment.

⁴⁾ Adjusted for the impact of exchange rates, acquisitions and divestments

⁵⁾ Company estimate

For reconciliation, see section [Alternative performance measures](#).

CEO's comment

Comment regarding the financial statement release by Kimmo Alkio, President and CEO:



"Our fourth quarter was challenging, with the current economic environment impacting all businesses. Organic growth was -7% while our profitability remained solid at 12.8%, driven by our focus on resilience. Our operating cash flow was strong at EUR 128 million, driving the full-year cash flow clearly above the previous year's level. As a result of the strong cash flow and solid financial position at the end of the year, the Board of Directors has decided to propose an increase in the dividend to EUR 1.50 per share, in line with our dividend policy.

Organic growth for the full year was -2% and our profitability was 12.3%. Our performance remained resilient in a market environment which was softer than originally anticipated. During the year, we actively initiated cost efficiency measures across the company to ensure current and future competitiveness of the businesses. The foundation of our competitiveness centers around our employee capabilities globally. We continued to actively invest and promote reskilling towards new technologies of cloud, data and AI.

The strategic review of TietoEVRY Tech Services has taken longer than expected and we have recently made significant progress and expect the strategic review to be concluded in March. The sales process is in the final stages with the non-industrial buyer.

During the year, we continued to witness the advancement of Artificial Intelligence (AI) related technologies, including Generative AI. These technologies open up great opportunities that will be unveiled and harnessed in the years to come. We at TietoEVRY are actively enabling the AI agenda: each of our specialized businesses is driving innovations and competitiveness in products and services delivered to clients, as well as efficiency gains across our businesses. Solutions such as GenAI-driven automated speech-to-text conversion in the Lifecare Hospital Information System and AI-enabled Financial Crime Prevention in Banking are tangible and encouraging signals of the value we can create for our customers.

In 2024, we continued to drive our commitments in sustainability. Building on our long-term efforts, and reflecting the latest regulatory requirements, we have introduced our Sustainability Pledge outlining our key ambitions for the years to come, centred around Climate Action, Ethical Conduct and Social Impact. As one highlight in the area of diversity, we were happy to see the share of female professionals recruited to the company increasing to 34% (32%). As a special and timely activity, all our employees took training on Responsible AI during the second half of the year. Our sustainability achievements for the year will be fully reported in the Sustainability Statement to be published as part of our Annual Report on 4 March.

Regarding the ongoing devastating situation in Ukraine, we will continue to support our local colleagues there. We are very proud of our people for the commitment and courage they keep on showing, and our hearts and minds remain with them.

The soft market environment is expected to continue into 2025 with market recovery expected in the second half. We continue to firmly execute on our strategic agenda towards strong software and digital engineering businesses. While we currently focus on resilient business performance, our businesses are gearing towards future growth opportunities."

Tietoevry's quarter in brief

Organic growth -7% – weaker market demand impacting all businesses

Revenue was organically down by 7% with the soft market impacting all businesses. Revenue for Tietoevry Create was organically down by 8% and for Tech Services by 11%. Tietoevry Tech Services' revenue was impacted by the decline in traditional infrastructure business and volatility in hardware and software reselling. The customer settlements related to the ransomware attack had a 2 percentage point impact on growth and margin in Tech Services. Tietoevry Banking saw negative growth of 2% due to the high comparison figure related to a Norwegian bank merger in 2023. This resulted in a negative impact of 4 percentage points on Tietoevry Banking's growth. Tietoevry Care was negatively impacted by public sector deficits in Finland and Sweden. Furthermore, the declining legacy product business in Norway and Sweden had a negative impact of approximately 3 percentage points on growth. Despite headwinds, revenue remained organically at the previous year's level. In Tietoevry Industry, growth of -5% was impacted by lower demand in the public sector and the pulp and paper industry, and one-off items related to customer settlements had a negative impact of approximately 2 percentage points.

Adjusted EBITA of 12.8% – strong cash flow

Profitability was supported by efficiency measures while weaker growth impacted all businesses. Profitability was down from the previous year and adjusted operating margin was 12.8%. In Tietoevry Care, profitability improved to 32.1%, whereas in Tietoevry Banking the adjusted operating margin remained stable at 14.6%. Tech Services saw healthy profitability with an adjusted operating margin of 9.8% despite the 2 percentage point impact of ransomware attack-related customer settlements. In Tietoevry Industry, profitability was down to 12.1%, impacted by one-time customer settlements. Operating cash flow was strong at EUR 128 (153) million. Based on strong cash flow for the year coupled with resilient full-year performance, the Board of Directors is proposing an increase in dividend to EUR 1.50 (1.47).

Goodwill impairment in Tietoevry Tech Services

As part of its annual impairment testing, carried out in the fourth quarter, Tietoevry recorded a non-cash charge of EUR 200 million in impairment losses. This impairment loss related to the goodwill held in Tietoevry Tech Services which is impacted by overall market softness, consequently resulting in lower value in use estimations. Tietoevry Group's operating loss for the quarter was EUR 144 million due to the impairment loss. The adjusted operating profit (EBITA) excludes the goodwill impairment loss.

Tietoevry Tech Services strategic review expected to be concluded in March 2025 – sales process in final stages with the non-industrial buyer

Strategic review of Tech Services is progressing and the company is in the final stages of negotiations on an exclusive basis with the non-industrial buyer. The strategic review is expected to conclude during March. Ongoing negotiations may or may not result in a transaction.

Significant agreements

Tietoevry Banking to support Bank Norwegian in its growth in the Nordics and Europe

Bank Norwegian, a branch of NOBA Bank Group, has signed a five-year extension contract with Tietoevry Banking to support the bank's strong growth in the Nordics and Europe. This agreement is an enabler for Bank Norwegian's strategic ambition to strengthen and expand its presence in these regions. The agreement includes a comprehensive range of card services, such as authorization, 3D Secure, clearing and settlement, security, mobile payments, and personalization, as well as localized dispute and customer support in six languages. Additionally, Tietoevry Banking will deliver 24/7 fraud prevention support services and monitoring of all transactions for the bank's card portfolio. The extended partnership provides Bank Norwegian with efficient and secure credit card processing solutions that give their customers access to the latest card services and technologies, while maintaining the highest level of security and support across all the bank's markets.

US-based Tactile Medical chooses Tietoevry Create for continued development of core medical device products

MentorMate, part of Tietoevry Create, continues its collaboration with Tactile Medical to further develop their core medical device products, worn to treat multiple conditions. Tactile Medical is a leader in the US in developing and marketing at-home therapy devices that treat lymphoedema and chronic venous insufficiency.

Tietoevry Tech Services' agreement with municipalities in Norrbotten demonstrates the company's strong capabilities in sovereign cloud

The municipalities in Norrbotten, Sweden, extended their agreement with Tietoevry Tech Services for another two years. The agreement demonstrates Tietoevry's strong customer-centric approach and ability to implement sovereign cloud solutions for customers that are not allowed to use public cloud due to strict data requirements. This follows the agreement, signed in 2021, to establish a private cloud platform for the municipalities. Since then, Tietoevry has provided digital infrastructure within a secure and state-of-the-art solution that meets the municipalities' requirements.

Several Public 360° wins for Tietoevry Industry

Tietoevry Industry won several agreements for its Public 360° solution. Falu Municipality in Sweden chose Public 360° as its solution for document and case management, signifying Tietoevry Industry's expansion within the municipal market. The company also entered into an agreement on SaaS migration with Brønnøysundregistrene (Breg), an important public sector player in Norway. The solution includes digitization, automation, robotics, and artificial intelligence, providing easier and improved information management for both administration and operational activities.

Tietoevry Care's Lifecare EHR selected by Eastern and Western Uusimaa wellbeing services counties

The Eastern and Western Uusimaa wellbeing services counties have selected Tietoevry Care's Lifecare EHR as their client and patient information system. The system will support primary healthcare, social services and dental care. For the wellbeing services county of Eastern Uusimaa, the agreement also covers the management and optimization of home care services. As the core system for the wellbeing services county, Lifecare streamlines the work of social and healthcare professionals by providing a real-time, comprehensive view of client and patient information. Currently, Lifecare is used by 15 wellbeing services counties, serving over 3 million Finnish citizens.

IT market development

Market softness in IT services is anticipated to continue into 2025 and the lower-demand environment to also impact software businesses. Customers continue to focus on resilience, prioritizing investments in initiatives that yield results in the short term. High pressure on public spending continues, especially in the Nordics. Tietoevry's business mix, however, provides resilience, as specialized businesses comprise a significant proportion of long-term customer engagements. Currently, the market is expected to recover gradually during the second half of the year.

The shift to cloud native and data-driven technologies continues to be at the core of customers' drive for agility, productivity and competitiveness. The technology market continues to evolve further, building on cloud native technologies towards Artificial Intelligence (AI). AI market adoption is accelerating. This next cycle of transformation is providing high demand for cloud native, data services and AI-embedded software, and is expected to result in over 10% market growth in this area. AI involving multiple technologies such as machine learning, natural language processing and generative AI is enabling multiple use-cases across industries, augmenting productivity, decision support and autonomous operations alike. While these technologies bring enhanced experiences, products and services to customers, they also increase privacy, security and misinformation risks. Reliable data management and security practices play a major role in capturing AI-driven opportunities.

Customers also continue to emphasize data sovereignty, security and business continuity as they adopt cloud technologies, with multi-cloud becoming a default. Outsourcing demand with embedded transformation to cloud is expected to continue, resulting in volume decline of up to 10% over time in traditional services. Service providers may be affected by customer demands for price reductions. IT service companies' ability to increase prices and margins remains limited.

Specialization-based strategy for greater value to all stakeholders

Tietoevry's strategy aims to capture cloud-native and AI-enabled market opportunities through specialized software, digital engineering and managed services businesses. Each business aims to be among the best in the market. Specialization drives a best-in-class customer proposition and attracts talent.

Specialized businesses taking advantage of cloud, data and software market growth

Specialization forms the cornerstone of Tietoevry's strategy. The company's five specialized end-to-end businesses aim to take advantage of cloud, data and software market growth. The individual businesses have operational independence to build scale and prioritize investments, reflecting the distinct market dynamics, business proposition and value potential of each. The businesses are described on the [company's website](#).

Repositioning Tietoevry as a leading software and digital engineering player globally

Tietoevry aims to unlock value through a strategic review of Tietoevry Tech Services. With the strategic review, the company seeks to drive the competitiveness of the business. The success of businesses with an outsourcing foundation relies on the scale of capabilities and infrastructure volumes needed to drive customers' continuous efficiency, agility and modernization needs. The strategic review is progressing and the company is in the final stages of negotiations on an exclusive basis with the non-industrial buyer. The process is expected to conclude during March. Ongoing negotiations may or may not result in a transaction.

Financial performance in October–December

	10–12/2024	10–12/2023
Revenue, EUR million	698.7	752.2
Change, %	-7	-2
Organic growth, %	-7	1
Operating profit/loss (EBIT), EUR million	-144.1	84.1
Operating margin (EBIT), %	-20.6	11.2
Adjusted operating profit (EBITA), EUR million	89.3	108.4
Adjusted operating margin (EBITA), %	12.8	14.4
EPS, EUR	-1.41	0.46
Cash flow from operating activities, EUR million	127.6	152.9
Capital expenditure, EUR million	18.5	28.1

Fourth-quarter revenue was down by 7% to EUR 698.7 (752.2) million. Exchange rates had a negative impact of EUR 3 million on revenue compared to the corresponding quarter of 2023. Organically, revenue was down by 7%. Fourth-quarter operating loss (EBIT) amounted to EUR 144.1 (profit 84.1) million, representing a margin of -20.6% (11.2). Operating loss was impacted by a non-cash charge of EUR 200 million in impairment losses related to the goodwill held in Tietoevry Tech Services.

Operating profit/loss includes EUR -22.6 (-13.4) million in adjustment items. Adjusted operating profit (EBITA) stood at EUR 89.3 (108.4) million, or 12.8% (14.4) of revenue. Further details on adjustment items are available in the [Alternative Performance Measures](#) paragraph.

Depreciation and amortization amounted to EUR 40.6 (38.4) million, including EUR 14.4 (14.1) million in depreciation of right-of-use assets and EUR 10.8 (10.9) million in amortization of acquisition-related intangible assets. Net financial expenses stood at EUR 14.2 (13.6) million. Net interest expenses were EUR 10.4 (12.8) million and net losses from foreign exchange transactions EUR 2.9 (gains 0.4) million. Other financial income and expenses amounted to EUR -0.9 (-1.2) million.

Earnings per share (EPS) totalled EUR -1.41 (0.46). Adjusted earnings per share amounted to EUR 0.49 (0.63).

Cash flow and investments

Fourth-quarter net cash flow from operating activities amounted to EUR 127.6 (152.9) million, including a decrease of EUR 43.6 (decrease of 28.4) million in net working capital.

Capital expenditure totalled EUR 18.5 (28.1) million, mainly consisting of capitalized costs for the development of software, investments in data centres and business-related software licences. In the fourth quarter, capitalized costs for industry-specific software amounted to EUR 11.6 (13.2) million. Capital expenditure represented 2.6% (3.7) of revenue.

Financial performance by segment

	Revenue, EUR million	Revenue, EUR million	Growth, %	Organic growth, %	Adjusted operating profit, EUR million	Adjusted operating profit, EUR million	Adjusted operating margin, %	Adjusted operating margin, %
	10–12/2024	10–12/2023			10–12/2024	10–12/2023	10–12/2024	10–12/2023
Tietoevry Create	208.3	228.6	-9	-8	23.3	34.3	11.2	15.0
Tietoevry Banking	145.5	149.6	-3	-2	21.2	21.4	14.6	14.3
Tietoevry Care	60.8	61.2	-1	0	19.5	18.4	32.1	30.1
Tietoevry Industry	64.9	68.6	-5	-5	7.8	11.4	12.1	16.6
Tietoevry Tech Services	245.2	276.4	-11	-11	24.1	28.5	9.8	10.3
Eliminations and non-allocated costs	-26.1	-32.2	—	—	-6.6	-5.6	—	—
Group total	698.7	752.2	-7	-7	89.3	108.4	12.8	14.4

For a comprehensive set of segment figures, see the [tables section](#).

In **Tietoevry Create**, revenue was organically down by 8%. Soft market impacted overall demand and performance was weak in Sweden and Norway. Furthermore, the telecom sector saw budgetary reductions. Lower internal revenue impacted growth by 2 percentage points. Profitability was impacted by price pressure and the lower billing rate. Capacity management actions are ongoing. The company sees indications of US market recovery with new contracts won in the US healthcare sector. In the first quarter, adjusted operating margin is anticipated to be below the level of the corresponding quarter of 2024.

In **Tietoevry Banking**, revenue was organically down by 2% with the Norwegian bank merger having a negative impact of 4 percentage points on growth. Growth continued in the Credit, Cards and Financial Crime Prevention businesses. Profitability was stable even though it was affected by an increase of approximately EUR 2 million in depreciation of capitalized R&D. The record-high order backlog was supported by long-term contracts. In the first quarter, adjusted operating margin is anticipated to be below the level of the corresponding quarter of 2024.

In **Tietoevry Care**, revenue remained organically at the previous year's level. Growth was affected by lower demand due to the declining legacy product business, which had a negative impact of around 3 percentage points, and public sector budget deficits. Lifecare solutions remained competitive and the company achieved significant wins in the Finnish healthcare market. Investments in go-to-market activities and Lifecare localization in Norway continued. In the first quarter, adjusted operating margin is anticipated to be below the level of the corresponding quarter of 2024.

In **Tietoevry Industry**, revenue was organically down by 5%. The market environment impacted demand in the pulp, paper and fibre industry due to postponements of customer investments and lower public sector spending reduced demand for the company's case management solution Public 360°. Healthy underlying growth continued in Data Platform Services. One-time customer settlements resulted in a negative impact of 2 percentage points on growth and profitability. Profitability was impacted by temporary overcapacity in the Pulp, Paper and Fibre as well as Case Management businesses. Efficiency measures are ongoing. In the first quarter, adjusted operating margin is anticipated to be below the level of the corresponding quarter of 2024.

In **Tietoevry Tech Services**, revenue was organically down by 11%, impacted by volatility in hardware and software reselling, having a negative impact of 3 percentage points, and continued market softness. Revenue from cloud platform and security services was organically up by 36% whereas the market decline of traditional infrastructure services continued with revenue down by 10%. In data and application services, revenue was down by 3% and in end-user services down by 22%, driven by lower hardware and software reselling. Growth and profitability were impacted by approximately 2 percentage points from ransomware event-related customer settlements in the quarter. Profitability remained healthy, driven by improved operational efficiency. In the first quarter, adjusted operating margin is anticipated to be at the level of the corresponding quarter of 2024.

Financial performance in January–December

	1–12/2024	1–12/2023
Revenue, EUR million	2 802.6	2 851.4
Change, %	-2	-3
Organic growth, %	-2	4
Operating profit (EBIT), EUR million	29.8	255.6
Operating margin (EBIT), %	1.1	9.0
Adjusted operating profit (EBITA), EUR million	344.7	358.7
Adjusted operating margin (EBITA), %	12.3	12.6
EPS, EUR	-0.53	1.45
Cash flow from operating activities, EUR million	325.7	266.1
Capital expenditure, EUR million	85.0	85.3

Full-year revenue was down by 2% to EUR 2 802.6 (2 851.4) million. Exchange rates had a negative impact of EUR 16 million on revenue compared to 2023. Net impact of acquisitions and divestments was positive at EUR 37 million. Organically, revenue was down by 2%. Full-year operating profit (EBIT) amounted to EUR 29.8 (255.6) million, representing a margin of 1.1% (9.0). Operating profit was impacted by a non-cash charge of EUR 200 million in impairment losses related to the goodwill held in Tietoevry Tech Services. Operating profit includes EUR -71.1 (-61.2) million in adjustment items. Adjusted operating profit (EBITA) stood at EUR 344.7 (358.7) million, or 12.3% (12.6) of revenue. Further details on adjustment items are available in the [Alternative Performance Measures](#) paragraph.

Depreciation and amortization amounted to EUR 162.2 (152.4) million, including EUR 58.0 (59.8) million in depreciation of right-of-use assets and EUR 43.8 (41.8) million in amortization of acquisition-related intangible assets. Net financial expenses stood at EUR 51.6 (34.9) million. Net interest expenses were EUR 43.7 (34.1) million and net losses from foreign exchange transactions EUR 2.6 (gains 3.1) million. Other financial income and expenses amounted to EUR -5.4 (-3.9) million.

Earnings per share (EPS) totalled EUR -0.53 (1.45). Adjusted earnings per share amounted to EUR 1.92 (2.14).

Cash flow and investments

Full-year net cash flow from operating activities amounted to EUR 325.7 (266.1) million, including an increase of EUR 26.4 (decrease of 95.2) million in net working capital.

Capital expenditure totalled EUR 85.0 (85.3) million, mainly consisting of capitalized costs for the development of software, investments in data centres and business-related software licences. Full-year capitalized costs for industry-specific software amounted to EUR 45.2 (44.7) million. Capital expenditure represented 3.0% (3.0) of revenue.

Financial performance by segment

	Revenue, EUR million 1–12/2024	Revenue, EUR million 1–12/2023	Growth, %	Organic growth, %	Adjusted operating profit, EUR million 1–12/2024	Adjusted operating profit, EUR million 1–12/2023	Adjusted operating margin, % 1–12/2024	Adjusted operating margin, % 1–12/2023
Tietoevry Create	836.9	852.3	-2	-5	100.1	114.6	12.0	13.4
Tietoevry Banking	580.4	567.2	2	4	72.0	68.9	12.4	12.1
Tietoevry Care	231.3	232.8	-1	-1	68.2	70.2	29.5	30.1
Tietoevry Industry	263.7	262.6	0	1	39.4	43.4	15.0	16.5
Tietoevry Tech Services	1 000.7	1 072.7	-7	-6	88.7	85.7	8.9	8.0
Eliminations and non-allocated costs	-110.4	-136.1	—	—	-23.7	-24.0	—	—
Group total	2 802.6	2 851.4	-2	-2	344.7	358.7	12.3	12.6

For a comprehensive set of segment figures, see the [tables section](#).

In **Tietoevry Create**, revenue was organically down by 5%. The market remained weak throughout the year with macroeconomic uncertainties impacting all regions. The business launched a new operating model during the year to drive customer-centricity, service innovation, global scale and efficiency. The business also initiated measures to adjust its capacity to market demand.

In **Tietoevry Banking**, revenue was organically up by 4%. Growth was strongest in the Cards, Financial Crime Prevention and Credit businesses while increasing market softness started to have an impact during the second half of the year. Profitability improved due to active measures to drive efficiency.

In **Tietoevry Care**, revenue was organically down by 1%. Growth was affected by public sector deficits in Finland and Sweden. Towards the end of the year, the declining legacy product business had a further negative impact on growth. Lifecare solutions remained competitive and the data & analytics business grew strongly. The business continued to deliver strong profitability during the year.

In **Tietoevry Industry**, revenue was organically up by 1%. The market environment impacted demand in the pulp, paper and fibre industry and the public sector, especially in Finland, whereas growth in Data Platform Services continued. Full-year profitability decreased primarily due to weak performance in the fourth quarter.

In **Tietoevry Tech Services**, revenue was organically down by 6%. Growth was impacted by continued market softness and volatility in hardware and software reselling. Cloud platform and security services saw growth whereas traditional infrastructure services' market continued to decline. Profitability improved, driven by efficiency management while ransomware event-related customer settlements strained growth and profitability by approximately 1 percentage point in the full year.

Financial position at the end of the period

The equity ratio was 43.1% (46.7). Gearing was 67.2% (56.6). Interest-bearing net debt totalled EUR 871.8 (911.8) million, including EUR 904.5 (951.4) million in interest-bearing debt, EUR 193.0 (211.7) million in lease liabilities, EUR 1.4 (2.2) million in finance lease receivables, EUR 29.2 (29.5) million in other interest-bearing receivables and EUR 195.1 (219.6) million in cash and cash equivalents.

Interest-bearing long-term liabilities amounted to EUR 712.1 (701.0) million at the end of December. In 2024, the company made a draw-down of new term loans of EUR 120 million and EUR 130 million, maturing in 2027, and a term loan of EUR 100 million, maturing in 2026. Additionally, the company's interest-bearing long-term liabilities primarily comprise a term loan of EUR 174 million, maturing in 2028, and lease liabilities of EUR 142.6 million.

Interest-bearing short-term liabilities amounted to EUR 385.4 (462.2) million, mainly comprising a EUR 300 million bond, maturing in June 2025, and lease liabilities.

In December, the company signed a two-year term loan facility of EUR 300 million from Nordea Bank Abp, Danske Bank A/S and OP Corporate Bank plc to be used for refinancing of the EUR 300 million bond.

Tietoevry's sustainability-linked revolving credit facility of EUR 250 million was not in use at the end of December. The revolving credit facility matures in 2028 and has a one-year extension option. It is linked to selected sustainability targets of Tietoevry and hence supports the company's commitments to Science Based Targets.

Order backlog

Tietoevry's order backlog amounted to EUR 3 261 (3 236) million at the end of December. Adjusted for the impact of exchange rates, acquisitions and divestments, the order backlog was up by 2% from the level of the corresponding period of 2023. The order backlog includes all signed customer orders that have not been recognized as revenue, including estimates of the value of consumption-based contracts.

The significance of traditional measures for the order backlog is impacted by the shift from traditional large outsourcing agreements towards agile methods and consumption-based business models. Additionally, traditional development programmes are cut into smaller projects.

Personnel

The number of full-time employees amounted to 22 941 (24 159) at the end of December. The number of full-time employees in the global competence centres totalled 12 153 (12 789), or 53.0% (52.9) of all personnel. The 12-month rolling employee turnover stood at 8.3% (10.1) at the end of December. Tietoevry believes that a normal attrition level is 10–12%.

Group-level salary inflation in 2024 was 4.5%. It is offset by a number of actions, including price increases, further offshoring, automation, management of the competence pyramid and overall cost efficiency across businesses.

Performance in 2025

Market softness in IT services is anticipated to continue into 2025. Tietoevry currently expects its organic growth to be in the range of -3% to +1% in the full year. The lower end of the range assumes that market uncertainty will continue in the second half of the year whereas the upper end assumes that the market will gradually pick up during the year. Visibility to the IT market in the full year is weak and the company currently expects low to modest market recovery in the second half of the year. First-quarter growth is anticipated to be negative.

Continued focus on efficiency is expected to support profitability. For 2025, one-time costs for the Group are expected to decrease to 1.0–1.5% of revenue. Efficiency measures, impairments and other one-time items are expected to average around 1% of revenue over time. In addition, the completion of Tietoevry Tech Services' strategic review might result in additional one-time costs.

Tietoevry currently expects full-year adjusted operating profit margin to be 12.0%–13.0%. The company estimates salary inflation to be 4–5% on average for 2025. Tietoevry is also impacted by overall cost inflation, visible in items such as subcontracting, technology costs, premises, electricity and software licences. The negative impact is mitigated by a number of actions including price increases, further offshoring, automation, management of the competence pyramid and overall cost efficiency across businesses.

Changes in Group structure

In June, Tietoevry Create bought the remaining 20% share of the joint venture Tieto Esy Oy, which resulted in an impairment loss of EUR 0.3 million. Tieto Esy has been consolidated as a 100% owned subsidiary since 30 June 2024.

In June, Tietoevry and Norsk Tipping, both with 50% ownership in Buypass AS, jointly entered into an agreement with Total Specific Solutions (TSS) on the sale of their shares in Buypass AS. Buypass was co-founded by Tietoevry and Norsk Tipping in 2001 and reported revenue of EUR 29.3 million in 2023. The transaction closed on 16 October.

Shareholders' Meeting

Tietoevry Corporation's Annual General Meeting (AGM) held on 13 March approved the financial statements 2023 and discharged the company's officers from liability for the financial year 2023. The meeting also approved the Remuneration Report and the new Remuneration Policy. The AGM decided on a total dividend of EUR 1.47 per share, paid in two instalments.

The meeting re-elected the current members of the Board of Directors Bertil Carlsén, Elisabetta Castiglioni, Tomas Franzén, Liselotte Hägertz Engstam, Harri-Pekka Kaukonen, Katharina Mosheim, Gustav Moss, Endre Rangnes and Petter Söderström. Tomas Franzén was re-elected as the Chairperson of the Board of Directors.

Shareholders' Nomination Board

The composition of the Shareholders' Nomination Board for Tietoevry Corporation was determined based on holdings on 2 September 2024 in the Finnish, Norwegian and Swedish shareholders' registers and received evidence. The shareholders who wished to participate in the work of the Shareholders' Nomination Board nominated the following members:

Annareetta Lumme-Timonen, Investment Director, Solidium
Alexander Kopp, Investment Manager, Incentive
Mikko Lantto, Chief Technology and Development Officer, Ilmarinen
Alexander Svensson, Vice President, Cevian Capital
Tomas Franzén, Chairperson of the Board of Directors, Tietoevry.

Management

On 9 January, Tietoevry announced that Christian Pedersen, Managing Director of Tietoevry Create since 2022, had decided to pursue interests outside of Tietoevry. Following this, Harri Salomaa was appointed as Acting Managing Director of Tietoevry Create effective 9 January 2024.

Endre Rangnes, a long-term member of Tietoevry's Board of Directors, was appointed as the Managing Director of Tietoevry Banking, effective 3 September 2024. Upon being appointed, he resigned his membership of the Board.

On 13 May, Tietoevry announced that Cosimo De Carlo had been appointed as Managing Director of Tietoevry Create. The appointment took effect on 1 September 2024.

Auditors

The AGM 2024 elected the firm of authorized public accountants Deloitte Oy as the company's auditor for the financial year 2024. Deloitte Oy notified the company that Authorized Public Accountant Jukka Vattulainen acts as principal auditor. Furthermore, the meeting elected Deloitte Oy as the sustainability auditor for the financial year 2024.

Shares

On 31 December, the number of shares totalled 118 640 150, including new shares related to a directed share issue. On 24 April 2024, the Board of Directors of Tietoevry Corporation resolved on a directed share issue without payment in order to pay the rewards of the Performance Share Plan 2021–2023 and Restricted Share Plan 2021–2023 for key employees of the Group. In the share issue, a total of 214 379 new shares were issued free of payment to the eligible reward recipients. The new shares were registered with the Trade Register on 14 May 2024.

The company had 70 497 registered shareholders at the end of 2024 based on the ownership records of the Finnish, Swedish and Norwegian central securities depositories. Tietoevry received one flagging announcement during the year. On 23 November, Silchester International Investors LLP announced that its holding had increased to 17 845 007 shares, representing 15.04% of the total number of shares.

On 13 March 2024, the Annual General Meeting of Tietoevry Corporation decided on the forfeiture of shares entered in the joint account of the company as well as of the rights attached to such shares. The forfeiture concerned shares whose transfer into the book-entry system had not been validly requested by 13 March 2024. The number of shares in the company's joint account amounted to 10 560. The shares on the joint account were transferred to Tietoevry's ownership on 23 July 2024. Following the transfer, the company holds a total of 45 239, representing 0.04% of the total number of shares and voting rights. The number of outstanding shares, excluding the treasury shares, was 118 594 911.

The members of the Board of Directors, the President and CEO and their close associates together held 0.14% of the shares and votes registered in the book-entry system on 31 December 2024. The President and CEO is also participating in the company's long-term share-based incentive plans and potential rewards will be paid partly in Tietoevry shares. As the number of additional shares related to these incentives is dependent on the company's performance, these are not included in this aggregate number.

Shareholder distribution

The Board of Directors proposes to the Annual General Meeting that, based on the balance sheet to be adopted for the financial year, which ended 31 December 2024, a dividend and/or distribution of assets from the reserve for invested unrestricted equity in the total amount of EUR 1.50 per share be paid from the distributable funds of the company in two instalments as follows

- The first instalment of EUR 0.75 per share shall be paid to shareholders who on the record date for the first instalment on 27 March 2025 are registered in the shareholders' register maintained by Euroclear Finland Oy or the registers maintained by Euroclear Sweden AB or Verdipapirsentralen ASA (VPS). For shareholders whose shares are registered with Euroclear Finland Oy, the payment date is on 3 April 2025. Outside of Finland, the first instalment is paid to shareholders in accordance with the practices of Euroclear Sweden AB and VPS and may occur at a later date.

- The second instalment of EUR 0.75 per share shall be paid to shareholders who on the record date for the second instalment on 23 September 2025 are registered in the shareholders' register maintained by Euroclear Finland Oy or the registers maintained by Euroclear Sweden AB or Verdipapirsentralen ASA (VPS). For shareholders whose shares are registered with Euroclear Finland Oy, the payment date is on 1 October 2025. Outside of Finland, the second instalment is paid to shareholders in accordance with the practices of Euroclear Sweden AB and VPS, and may occur at a later date.

Instalments payable to Euroclear Sweden-registered shares will be forwarded by Euroclear Sweden AB and paid in Swedish Krona. Instalments payable to VPS-registered shares will be forwarded by Nordea Bank Plc's branch in Norway and paid in Norwegian Krona.

The proposed shareholder distribution does not endanger the solvency of the company.

Significant risks and uncertainties

Consolidated revenue and operating profit are sensitive to volatility in exchange rates, especially that of the Swedish Krona and Norwegian Krone. Sales in Sweden and Norway represent around two thirds of the Group's sales.

Geopolitical instability might lead to disruptions in Tietoevry operations and areas where Tietoevry operates. To address the war in Ukraine, the company continues to take actions to ensure the safety of its employees in the country and business continuity for its clients.

Market volatility is high, which may result in a decrease of investments by customers. The company's portfolio comprises services based on multi-year agreements in infrastructure and application services as well as in industry-specific software businesses. The consulting business has shorter contractual periods and is likely to be more affected during times of economic uncertainty. The company's ability to adapt, innovate, and maintain strong client relationships is crucial in navigating the challenges.

New disruptive technologies drive customer demand towards standardized and less labour-intensive solutions where automation plays an important role. These changes may result in, for example, accelerated volume reductions in traditional infrastructure services and the need for further efficiency and potential restructuring. Artificial Intelligence (AI), Generative AI and machine learning can be used for purposes such as support or development, and the usage of AI can involve risks, such as privacy, fairness concerns and ethical dilemmas.

The company's development is relatively sensitive to changes in the demand from large customers, as Tietoevry's top 10 customers currently account for around 20% of its revenue, with Tietoevry Banking and Tech Services having the highest customer concentration in the company.

Typical risks faced by the IT service industry relate to partnerships with external vendors. A potential failure in deliveries by partners could lead to quality and financial consequences.

Risks in the IT services industry include the development and implementation of new technologies and software. In Tietoevry's case, implementations relate to both own software development, the scope of related project deliveries and integration of third-party software.

Additional technology licence fees, including software for customer installations and internal use, and failures to meet both the agreed quality and schedule of deliveries could pose potential risks.

Risks related to cybersecurity breaches or malicious attacks could seriously affect Tietoevry's ability to provide its services and have an adverse impact on the company's financials and reputation.

Tietoevry operates in multiple jurisdictions and is required to comply with a wide range of laws and regulations enacted both at the European and international level, e.g. data protection and privacy laws, public procurement, anti-corruption, health and safety regulations, environmental regulations, labour regulations, competition regulations as well as securities markets, corporate and tax laws. Failing to comply with the regulations or implement new requirements may subject the company to regulatory interventions or penalties.

Financial calendar 2025

4 March	Annual Report 2024, incl. Financial Statements, Report by the Board of Directors and Corporate Governance Statement for 2024
25 March	Annual General Meeting

Tietoevry will publish three interim reports in 2025:

29 April	Interim report 1/2025 (9:00 a.m. EET)
22 July	Half-year report 2025 (9:00 a.m. EET)
23 October	Interim report 3/2025 (9:00 a.m. EET)



Consolidated interim financial statements

Income statement

	2024	2023	2024	2023	Change
EUR million	10–12	10–12	1–12	1–12	%
Revenue	698.7	752.2	2 802.6	2 851.4	-2
Other operating income	9.8	8.6	16.0	22.2	-28
Materials and services	-128.6	-149.1	-536.9	-567.2	-5
Employee benefit expenses	-401.6	-402.9	-1 566.3	-1 566.0	0
Depreciation and amortization	-40.6	-38.4	-162.2	-152.4	6
Impairment losses	-201.2	-2.1	-201.5	-4.8	> 100
Other operating expenses	-80.7	-84.6	-322.7	-328.9	-2
Share of results in joint ventures	0.0	0.4	0.9	1.3	-30
Operating profit/loss (EBIT)	-144.1	84.1	29.8	255.6	-88
Interest and other financial income	1.6	-2.6	7.0	23.7	-70
Interest and other financial expenses	-12.9	-11.4	-56.1	-61.7	-9
Net foreign exchange gains/losses	-2.9	0.4	-2.6	3.1	> 100
Profit/loss before taxes	-158.3	70.5	-21.8	220.8	> 100
Income taxes	-9.5	-15.5	-41.0	-48.6	-16
Net profit/loss for the period	-167.7	55.0	-62.8	172.2	> 100
Net profit/loss for the period attributable to					
Owners of the Parent company	-167.7	55.0	-62.8	172.2	> 100
Earnings per share attributable to owners of the Parent company, EUR per share					
Basic	-1.41	0.46	-0.53	1.45	> 100
Diluted	-1.41	0.46	-0.53	1.45	> 100

Statement of other comprehensive income

	2024	2023	2024	2023	Change
EUR million	10–12	10–12	1–12	1–12	%
Net profit/loss for the period	-167.7	55.0	-62.8	172.2	> 100
Items that may be reclassified subsequently to profit or loss					
Translation differences	-2.8	19.6	-80.8	-99.8	-19
Items that will not be reclassified subsequently to profit or loss					
Remeasurements of the defined benefit plans, net of tax	0.4	0.1	0.4	0.5	-16
Total comprehensive income	-170.1	74.7	-143.1	72.9	> 100
Total comprehensive income attributable to					
Owners of the Parent company	-170.1	74.7	-143.1	72.9	> 100

Statement of financial position

Assets

	2024	2023	Change
EUR million	31 Dec	31 Dec	%
Goodwill	1 648.2	1 907.3	-14
Other intangible assets	313.8	339.6	-8
Property, plant and equipment	82.2	88.8	-7
Right-of-use assets	175.8	195.9	-10
Interests in joint ventures	—	11.6	> 100
Deferred tax assets	5.4	11.8	-54
Defined benefit plan assets	0.8	1.0	-23
Other financial assets at amortized cost	14.7	15.1	-3
Other financial assets at fair value ¹⁾	12.3	16.1	-23
Other non-current receivables	25.1	34.7	-28
Total non-current assets	2 278.4	2 621.9	-13
Inventories	7.1	8.6	-18
Trade and other receivables ¹⁾	550.7	638.1	-14
Financial assets at fair value	13.7	17.5	-21
Current tax assets	9.3	12.7	-27
Cash and cash equivalents ²⁾	195.1	219.6	-11
Total current assets	775.9	896.6	-13
Total assets	3 054.3	3 518.4	-13

¹⁾ See note [Derivatives](#).

²⁾ Cash and cash equivalents include restricted cash of EUR 14.6 million held within bank accounts in Ukraine. At 31 Dec 2023, cash and cash equivalents included restricted cash of EUR 28.5 million, including EUR 18.2 million held within bank accounts in Ukraine, as well as EUR 10.3 million restricted for 3 working days in connection with the sale of a data centre and office building in Norway at year-end.

Equity and liabilities

	2024	2023	Change
EUR million	31 Dec	31 Dec	%
Share capital, share issue premiums and other reserves	115.1	115.9	-1
Invested unrestricted equity reserve	1 203.5	1 203.5	—
Retained earnings	-20.5	293.0	> 100
Total equity	1 298.1	1 612.3	-19
Loans	569.6	539.5	6
Lease liabilities	142.6	161.4	-12
Deferred tax liabilities	24.1	27.5	-12
Provisions	2.6	2.5	3
Defined benefit obligations	26.1	26.5	-2
Financial liabilities at fair value ¹⁾	16.5	20.0	-17
Other non-current liabilities	6.1	10.8	-44
Total non-current liabilities	787.6	788.4	0
Trade and other payables ¹⁾	545.4	616.0	-11
Financial liabilities at fair value	7.1	4.9	44
Current tax liabilities	10.1	20.0	-49
Loans	334.9	411.9	-19
Lease liabilities	50.5	50.3	0
Provisions	20.7	14.6	41
Total current liabilities	968.7	1 117.7	-13
Total equity and liabilities	3 054.3	3 518.4	-13

¹⁾ See note [Derivatives](#).

Statement of changes in shareholders' equity

EUR million	Owners of the Parent company						Total equity
	Share capital	Share premium and other reserves	Own shares	Cumulative translation differences	Invested unrestricted equity reserve	Retained earnings	
31 Dec 2023	76.6	39.4	-1.1	-276.8	1 203.5	570.9	1 612.3
Comprehensive income							
Net loss for the period	—	—	—	—	—	-62.8	-62.8
Other comprehensive income, net of tax							
Remeasurements of the defined benefit plans, net of tax	—	—	—	—	—	0.4	0.4
Translation differences	—	-0.8	—	-70.9	—	-9.1	-80.8
Total comprehensive income	—	-0.8	—	-70.9	—	-71.4	-143.1
Transactions with owners							
Contributions and distributions							
Share-based incentive plans	—	—	—	—	—	3.0	3.0
Dividends	—	—	—	—	—	-174.2	-174.2
Total transactions with owners	—	—	—	—	—	-171.1	-171.1
31 Dec 2024	76.6	38.5	-1.1	-347.8	1 203.5	328.4	1 298.1

EUR million	Owners of the Parent company						Total equity
	Share capital	Share premium and other reserves	Own shares	Cumulative translation differences	Invested unrestricted equity reserve	Retained earnings	
31 Dec 2022	76.6	39.3	-0.3	-193.5	1 203.5	593.7	1 719.2
Comprehensive income							
Net profit for the period	—	—	—	—	—	172.2	172.2
Other comprehensive income, net of tax							
Remeasurements of the defined benefit plans, net of tax	—	—	—	—	—	0.5	0.5
Translation differences	—	0.1	—	-83.3	—	-16.5	-99.8
Total comprehensive income	—	0.1	—	-83.3	—	156.1	72.9
Transactions with owners							
Contributions and distributions							
Share-based incentive plans	—	—	9.0	—	—	-7.3	1.7
Dividends	—	—	—	—	—	-171.7	-171.7
Repurchase of own shares	—	—	-9.8	—	—	—	-9.8
Total transactions with owners	—	—	-0.8	—	—	-179.0	-179.7
31 Dec 2023	76.6	39.4	-1.1	-276.8	1 203.5	570.9	1 612.3

Statement of cash flows

	2024	2023	2024	2023
EUR million	10–12	10–12	1–12	1–12
Cash flow from operating activities				
Net profit/loss for the period	-167.7	55.0	-62.8	172.2
Adjustments				
Depreciation, amortization and impairment losses	241.8	40.5	363.8	157.2
Profit/loss on sale of property, plant and equipment, and business operations	-4.4	-6.1	-4.6	-7.0
Share of results in joint ventures	0.0	-0.4	-0.9	-1.3
Other adjustments	3.0	2.3	3.7	12.2
Net financial expenses	14.2	13.6	51.6	34.9
Income taxes	9.5	15.5	41.0	48.6
Change in net working capital	43.6	28.4	26.4	-95.2
Cash generated from operating activities before interests and taxes	139.9	148.8	418.2	321.5
Net financial expenses paid	-4.9	3.4	-49.7	-29.1
Dividends received	—	-0.1	1.0	1.3
Income taxes paid	-7.3	0.8	-43.8	-27.7
Cash flow from operating activities	127.6	152.9	325.7	266.1
Cash flow from investing activities				
Acquisition of business operations, net of cash acquired	—	2.4	-1.0	-156.3
Capital expenditure	-18.7	-26.9	-85.6	-84.1
Disposal of business operations, net of cash disposed	13.1	0.0	13.1	0.4
Proceeds from sale of property, plant and equipment	-0.3	10.2	1.2	10.6
Change in loan receivables	-0.1	0.4	0.4	0.1
Cash flow used in investing activities	-6.0	-13.9	-71.8	-229.3
Cash flow from financing activities				
Dividends paid	-87.2	-85.8	-174.2	-171.7
Repurchase of own shares	—	—	—	-9.8
Repayments of lease liabilities	-13.9	-13.7	-56.6	-58.1
Proceeds from short-term borrowings	65.8	75.7	333.7	195.2
Repayments of short-term borrowings	-67.6	-31.6	-407.4	-131.3
Proceeds from long-term borrowings	—	—	350.0	214.0
Repayments of long-term borrowings	-6.0	-29.8	-320.8	-99.5
Cash flow used in financing activities	-108.9	-85.2	-275.4	-61.2
Change in cash and cash equivalents	12.8	53.8	-21.5	-24.5
Cash and cash equivalents at the beginning of period	181.8	164.4	219.6	249.7
Foreign exchange differences	0.5	1.5	-3.1	-5.5
Change in cash and cash equivalents	12.8	53.8	-21.5	-24.5
Cash and cash equivalents at the end of period¹⁾	195.1	219.6	195.1	219.6

¹⁾ Cash and cash equivalents include restricted cash of EUR 14.6 million held within bank accounts in Ukraine. At 31 Dec 2023, cash and cash equivalents included restricted cash of EUR 28.5 million, including EUR 18.2 million held within bank accounts in Ukraine, as well as EUR 10.3 million restricted for 3 working days in connection with the sale of a data centre and office building in Norway at year-end.

Notes to the interim financial statements

This interim report is prepared in accordance with IAS 34 Interim Financial Reporting as adopted by the EU. The accounting policies adopted are consistent with those used in the annual financial statements for the year ended 31 December 2023. Amendments to International Financial Reporting Standards (IFRS) which have been effective from 1 January 2024 have had no material impact on the Group's financial statements. This interim report is unaudited.

All figures presented in this interim report have been rounded and consequently, the sum of individual figures may deviate from the sum totals presented. Key figures have been calculated using exact figures.

Revenue and profitability of Tietoevry are subject to seasonal variations. Usually, the third-quarter sales are affected by vacation period and the reversal of vacation accruals has a positive effect on profitability. Typically, the fourth-quarter sales and margins are positively affected by higher license sales for Tietoevry's industry-specific software.

Critical accounting estimates and assumptions

The preparation of the financial statements in accordance with IFRS requires management to make estimates and assumptions that affect the amounts reported and disclosed at the reporting date. Although these estimates are based on management's best knowledge of current events and actions, actual results may differ from the estimates. The areas requiring the exercise of judgement where a different opinion could result in significant changes to reported results are the same as reported in the 2023 consolidated financial statements.

In 2024, Tietoevry experienced a criminal ransomware attack in one of its data centres in Sweden. As a result, Tietoevry recorded costs of approximately EUR 1.5 million, the majority of which relates to the restoration of services, and contractual SLA penalties of approximately EUR 0.6 million as a reduction in revenue. Out of which, EUR 0.2 million costs and EUR 0.2 million contractual SLA penalties were recorded in Q4. Further, Tietoevry received claims for damages from customers which have been assessed based on legal and commercial considerations. In total, EUR 7.6 million was recorded as a reduction in revenue, of which EUR 6.1 million was recorded in Q4. The majority relates to claims resolved by year-end. In parallel, the claims process is ongoing with the insurance provider and is expected to take several quarters to reach a conclusion.

Goodwill impairment loss

As part of the annual impairment testing carried out in the fourth quarter, Tietoevry recorded a non-cash charge of EUR 200 million in impairment losses. The impairment loss related to the goodwill held in Tietoevry Tech Services, which reduced the carrying amount of its goodwill to EUR 234 million as at 31 December 2024. The goodwill impairment loss is excluded from the adjusted operating profit (EBITA).

Changes in joint ventures

Tietoevry and Norsk Tipping, both with 50% ownership in Buypass AS, jointly entered into an agreement with Total Specific Solutions (TSS) on the sale of their shares in Buypass AS in June. Buypass was co-founded by Tietoevry and Norsk Tipping in 2001 and has been accounted for as a joint venture in Tietoevry's consolidated financial statements, included in Tietoevry Banking. The transaction closed on 16 October. Tietoevry Banking's share of the joint venture's results was EUR 1.0 (1.3) million. Tietoevry Banking's share of the consideration received was EUR 13.1 million and the resulting net gain of EUR 4.3 million was recognized in other operating income.

In June, Tietoevry Create bought the remaining 20% share of the joint venture Tieto Esy Oy, which resulted in an impairment loss of EUR 0.3 million. Tieto Esy has been consolidated as a 100% owned subsidiary since 30 June 2024.

By year-end, Tietoevry no longer holds ownership in any joint venture.

Employee benefit expenses - defined benefit pension plans

As announced on 20 December 2024, Tietoevry initiated amendments to its old supplementary pension plan in Finland to revert changes implemented in 2021. At that time, Tietoevry implemented an amendment to this supplementary pension plan, and removed the employment pension TyEL index link, which was replaced by the pension company's own customer credit model and 6% increase to the defined benefit pension effective from 2022. In the past few years, inflation has been higher than estimated in 2021, contributing to elevated TyEL index changes. Consequently, the benefits from the supplementary pension plan had not reached the level of TyEL index linked plans. After a thorough reassessment, Tietoevry concluded to amend the supplementary pension plan and revert to the TyEL index linkage. As a result, these defined benefit pension plans are TyEL index linked as of 1 January 2025 and the affected beneficiaries will be compensated accordingly. This resulted in defined benefit pension costs of EUR 5.6 million, of which EUR 4.0 million was booked as amendments to the pension liability at 31 December 2024 and EUR 1.6 million was booked as one-time compensation to be paid in the first quarter of 2025.

Events after the reporting period

There were no material events after the reporting period.

Segment information

Tietoevry Group is comprised of five operating segments: Tietoevry Create, Tietoevry Banking, Tietoevry Care, Tietoevry Industry, and Tietoevry Tech Services.

The operating segments are reported in a manner consistent with the internal reporting provided to the Group Executive Management, which has been identified as Tietoevry's chief operating decision maker being responsible for allocating resources and assessing performance of the operating segments as well as deciding on strategy.

The Group Executive Management assesses the profitability of segments principally on the basis of adjusted operating profit (EBITA). Operating profit (EBIT) is, however, also an essential measure and is disclosed in this segment note as it is most consistent with the result reported in accordance with IFRS. Transactions between the segments are made on a market-terms basis.

Eliminations include internal revenues between operating segments and Group function sales of internal services to the businesses. Non-allocated costs relate to Global management and Support functions and are shown separately in the operating profit (EBIT).

Tietoevry Create

Tietoevry Create is a leading accelerator for digital innovation and cloud-native development, providing business advisory and design, data engineering and specialized software R&D services across a range of industry sectors. It is a market-leading vendor in the Nordics and expanding in international markets. Tietoevry Create has competence centres in Europe, India, China and the Americas – they leverage their expertise and the latest technologies to support clients from nearly 20 countries.

Tietoevry Banking

Tietoevry Banking is modernizing the financial sector in the Nordics and globally with modular, pre-integrated Banking-as-a-Service and a full suite of market-leading, scalable software and services within domains such as payments, cards, wealth management, financial crime prevention and credit. Built by unmatched industry expertise, the solutions help accelerate growth through digital customer engagement, real-time operational efficiency and regulatory compliance.

Tietoevry Care

Tietoevry Care offers modular, open and interoperable software for customers in the health and social care sectors to enhance the care experience across the Nordics. Using advanced analytics and embedded AI, it provides decision support and process automation. Demand for software and services in healthcare segments such as hospitals, primary and secondary care, as well as elderly, home and family care is increasing rapidly on the back of the growing demand for better care outcomes, improved citizen experience, higher staff satisfaction and increased efficiency.

Tietoevry Industry

Tietoevry Industry provides industry-specific software and data platform services for customers looking to enhance their critical processes – with software increasingly delivered as a service. Product areas include software for case management, pulp & paper, education, and energy and utilities. Furthermore, data platform services deliver data in processes such as billing & invoicing and industry messaging. Tietoevry Industry has extensive industry knowledge and in-depth expertise in utilizing data to create insights and add value across core business and operational processes.

Tietoevry Tech Services

Tietoevry Tech Services is a Nordic multi-cloud platform provider with a full range of infrastructure choices at scale – aiming to ensure resilience, security and compliance for customers' business. Its business comprises application and data services, cloud platforms and security services, traditional Infrastructure services and user experience services. It drives enterprise-wide transformation for customers from modernizing existing IT infrastructure and the renewal of core business applications to next-generation services and data and AI services. Tietoevry Tech Services is the leading provider of managed services in the Nordics, and delivers services to customer operations in more than 90 countries.

Revenue by segment

	2024	2023	Change	2024	2023	Change
EUR million	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	208.3	228.6	-9	836.9	852.3	-2
Tietoevry Banking	145.5	149.6	-3	580.4	567.2	2
Tietoevry Care	60.8	61.2	-1	231.3	232.8	-1
Tietoevry Industry	64.9	68.6	-5	263.7	262.6	0
Tietoevry Tech Services	245.2	276.4	-11	1 000.7	1 072.7	-7
Eliminations	-26.1	-32.2	-19	-110.4	-136.1	-19
Group total	698.7	752.2	-7	2 802.6	2 851.4	-2

In Q1 2024, comparative information for segment revenue, operating profit (EBIT) and adjusted operating profit (EBITA) was recast to reflect minor changes between segments arising due to structural changes. Group numbers remained unchanged.

Operating profit/loss (EBIT) by segment

	2024	2023	Change	2024	2023	Change
EUR million	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	17.5	25.3	-31	71.2	95.5	-25
Tietoevry Banking	14.3	15.0	-5	44.8	42.9	5
Tietoevry Care	16.6	18.0	-8	63.5	68.3	-7
Tietoevry Industry	4.6	10.2	-55	30.5	36.9	-17
Tietoevry Tech Services	-183.9	27.4	> 100	-139.4	51.9	> 100
Non-allocated costs	-13.2	-11.8	11	-40.8	-39.8	2
Group total	-144.1	84.1	> 100	29.8	255.6	-88

Operating margin (EBIT) by segment

	2024	2023	Change	2024	2023	Change
%	10–12	10–12	pp	1–12	1–12	pp
Tietoevry Create	8.4	11.1	-3	8.5	11.2	-3
Tietoevry Banking	9.8	10.0	-0	7.7	7.6	0
Tietoevry Care	27.2	29.4	-2	27.5	29.3	-2
Tietoevry Industry	7.1	14.8	-8	11.6	14.0	-2
Tietoevry Tech Services	-75.0	9.9	-85	-13.9	4.8	-19
Operating margin (EBIT)	-20.6	11.2	-32	1.1	9.0	-8

Personnel by segment

	End of period			Average		
	2024	2023	Change	Share	2024	2023
	1–12	1–12	%	%	1–12	1–12
Tietoevry Create	8 831	9 618	-8	38	9 190	9 248
Tietoevry Banking	3 296	3 509	-6	14	3 421	3 518
Tietoevry Care ¹⁾	1 553	1 529	2	7	1 578	1 511
Tietoevry Industry	1 593	1 644	-3	7	1 610	1 666
Tietoevry Tech Services ¹⁾	7 073	7 283	-3	31	7 230	7 649
Group functions	594	576	3	3	565	589
Group total	22 941	24 159	-5	100	23 593	24 181

¹⁾ In Q1 2024, personnel were transferred from Tietoevry Care to Tietoevry Tech Services and the comparative information was recast accordingly.

Personnel by country

	End of period			Average		
	2024	2023	Change	Share	2024	2023
	1–12	1–12	%	%	1–12	1–12
Sweden	3 516	3 856	-9	15	3 702	3 980
Norway	3 731	3 922	-5	16	3 797	3 951
Finland	2 998	3 015	-1	13	3 034	3 101
India	4 131	4 308	-4	18	4 259	4 390
Czech Republic	2 315	2 381	-3	10	2 338	2 497
Ukraine	1 442	1 728	-17	6	1 551	1 835
Latvia	1 078	1 070	1	5	1 095	1 091
China	1 016	1 044	-3	4	1 031	1 053
Poland	911	839	9	4	864	833
Bulgaria	646	780	-17	3	717	350
Other	1 156	1 217	-5	5	1 205	1 100
Group total	22 941	24 159	-5	100	23 593	24 181
Onshore countries	10 787	11 370	-5	47	11 099	11 586
Offshore countries	12 153	12 789	-5	53	12 494	12 595
Group total	22 941	24 159	-5	100	23 593	24 181

Non-current assets by country

EUR million	2024	2023	Change
	31 Dec	31 Dec	%
Finland	110.3	110.9	-1
Sweden	100.7	110.7	-9
Norway	291.0	331.4	-12
Other	69.8	71.3	-2
Total non-current assets	571.8	624.3	-8

Non-current assets include property, plant and equipment, right-of-use assets and intangible assets excluding goodwill.

Depreciation by segment

EUR million	2024	2023	Change	2024	2023	Change
	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	1.6	1.8	-14	6.7	6.6	1
Tietoevry Banking	2.1	1.3	56	7.0	4.8	44
Tietoevry Care	0.3	0.2	12	1.1	1.0	12
Tietoevry Industry	0.2	0.2	26	0.8	0.7	13
Tietoevry Tech Services	13.0	10.8	20	48.5	44.6	9
Group functions ¹⁾	7.3	9.7	-25	33.4	40.8	-18
Group total	24.4	24.0	2	97.5	98.5	-1

¹⁾ Includes depreciation of right-of-use assets relating to shared premises. In operating profit (EBIT) and adjusted operating profit (EBITA), such costs are fully allocated to the operating segments.

Amortization of other intangible assets by segment

EUR million	2024	2023	Change	2024	2023	Change
	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	0.0	0.0	0	0.0	0.1	> 100
Tietoevry Banking	2.8	1.1	> 100	11.2	3.6	> 100
Tietoevry Care	0.7	0.6	7	2.6	2.5	6
Tietoevry Industry	0.0	0.1	> 100	0.1	0.2	-41
Tietoevry Tech Services	1.8	1.6	12	6.8	5.4	27
Group functions	0.0	0.1	> 100	0.1	0.3	-49
Group total	5.4	3.4	55	21.0	12.0	74

Amortization of acquisition-related intangible assets by segment

EUR million	2024	2023	Change	2024	2023	Change
	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	3.1	3.1	-0	12.5	10.0	25
Tietoevry Banking	4.7	4.7	-1	19.0	19.3	-1
Tietoevry Care	0.0	0.0	0	0.2	0.2	0
Tietoevry Industry	1.1	1.1	-1	4.5	4.7	-5
Tietoevry Tech Services	1.9	1.9	-1	7.6	7.7	-2
Group functions	—	—	—	—	—	—
Group total	10.8	10.9	-1	43.8	41.8	5

Impairment losses

In 2024, as part of the annual impairment testing carried out in the fourth quarter, Tietoevry recorded a non-cash charge of EUR 200 million in impairment losses. The impairment loss related to the goodwill held in Tietoevry Tech Services, which reduced the carrying amount of its goodwill to EUR 234 million as at 31 December 2024.

Further, Tietoevry Tech Services recognized an impairment loss of EUR 0.6 million on a right-of-use asset. Tietoevry Care recognized an impairment loss of EUR 0.6 million on capitalized development costs. Tietoevry Create bought the remaining 20% share of the joint venture Tieto Esy Oy, which resulted in an impairment loss of EUR 0.3 million.

In 2023, Tietoevry recognised impairment losses on lease agreements for office and other facilities in Finland and Czech Republic totalling EUR 2.7 million. In addition, as a result of annual impairment testing, Tietoevry Create recognized a goodwill impairment loss of EUR 2.1 million for the carrying value of Tieto Esy Oy.

Financial assets and liabilities

Derivatives

The nominal values of derivatives include the gross amount of all nominal values for contracts that have not yet been settled or closed. The amount of nominal value outstanding is not necessarily a measure or indication of market risk, as the exposure of certain contracts may be offset by other contracts.

Nominal values of derivatives

	2024	2023
EUR million	31 Dec	31 Dec
Foreign exchange forward contracts	536.3	523.9
Interest rate swaps	280.0	280.0

Fair values of derivatives

EUR million	31 Dec 2024			31 Dec 2023		
	Gross positive fair values	Gross negative fair values	Net fair values	Gross positive fair values	Gross negative fair values	Net fair values
Foreign exchange forward contracts	2.7	-7.1	-4.4	5.8	-4.9	0.9
Interest rate swaps	11.8	-16.5	-4.7	15.5	-20.0	-4.5
The fair values at the reporting date	14.5	-23.6	-9.1	21.3	-24.9	-3.6

Derivatives are used for economic hedging purposes only.

The fair values of foreign exchange derivatives are calculated according to foreign exchange and interest rates on the closing date. All outstanding currency derivative contracts will expire within 12 months after the reporting date.

The interest rate swaps have been reclassified from current assets and liabilities to non-current assets and liabilities at fair value through profit and loss based on their maturities. The comparative information was updated accordingly. The fair values of interest rate swaps are based on the values of corresponding agreements confirmed by the banks.

Fair value measurement of financial assets and liabilities

There have been no changes in fair value methodology and input levels. Foreign exchange forward contracts and interest rate swaps are valued based on Level 2 inputs. For other financial assets at fair value through profit or loss (EUR 0.5 million on 31 Dec 2024), the fair value measurement is based on their initial value. The fair market value cannot be reliably estimated due to lack of a proper market for the assets.

Trade receivables to be sold via non-recourse arrangements for the sale of receivables are classified as Financial assets at fair value through profit or loss (EUR 11.1 million at 31 Dec 2024). Management estimates that the carrying amount approximates the fair value due to their short-term nature.

Number of shares

	2024	2023	2024	2023
	10–12	10–12	1–12	1–12
Outstanding shares, end of period				
Basic ¹⁾	118 594 911	118 391 092	118 594 911	118 391 092
Effect of dilutive share-based incentive plans	82 864	227 925	104 015	271 334
Diluted	118 677 775	118 619 017	118 698 926	118 662 426
Outstanding shares, average				
Basic ¹⁾	118 594 911	118 391 092	118 522 308	118 375 769
Effect of dilutive share-based incentive plans	82 864	227 925	104 015	271 334
Diluted	118 677 775	118 619 017	118 626 323	118 647 103
Company's possession of its own shares				
End of period	45 239	34 679	45 239	34 679
Average	45 239	34 679	39 353	50 002

¹⁾ On 24 April 2024, the Board of Directors resolved on a directed share issue without payment in order to pay the rewards of the Performance Share Plan 2021–2023 and Restricted Share Plan 2021–2023 to the eligible reward recipients. A total of 214 379 new shares were registered with the Trade Register on 14 May 2024.

Alternative performance measures (APMs)

Tietoevry presents certain financial measures, which, in accordance with the “Alternative Performance Measures” guidance issued by the European Securities and Markets Authority, are not accounting measures defined or specified in IFRS and are, therefore, considered alternative performance measures. Tietoevry believes that alternative performance measures provide meaningful supplemental information to the financial measures presented in the consolidated financial statements prepared in accordance with IFRS and increase the understanding of the profitability of Tietoevry's operations. In addition, they are seen as useful indicators of the Group's financial position and ability to obtain funding. Alternative performance measures are not accounting measures defined or specified in IFRS and, therefore, they are considered non-IFRS measures, which should not be viewed in isolation or as a substitute to the IFRS financial measures.

Adjusted operating profit (EBITA) by segment

	2024	2023	Change	2024	2023	Change
EUR million	10–12	10–12	%	1–12	1–12	%
Tietoevry Create	23.3	34.3	-32	100.1	114.6	-13
Tietoevry Banking	21.2	21.4	-1	72.0	68.9	5
Tietoevry Care	19.5	18.4	6	68.2	70.2	-3
Tietoevry Industry	7.8	11.4	-31	39.4	43.4	-9
Tietoevry Tech Services	24.1	28.5	-16	88.7	85.7	4
Non-allocated costs	-6.6	-5.6	17	-23.7	-24.0	-1
Group total	89.3	108.4	-18	344.7	358.7	-4

Adjusted operating margin (EBITA) by segment

	2024	2023	Change	2024	2023	Change
%	10–12	10–12	pp	1–12	1–12	pp
Tietoevry Create	11.2	15.0	-4	12.0	13.4	-1
Tietoevry Banking	14.6	14.3	0	12.4	12.1	0
Tietoevry Care	32.1	30.1	2	29.5	30.1	-1
Tietoevry Industry	12.1	16.6	-5	15.0	16.5	-2
Tietoevry Tech Services	9.8	10.3	-0	8.9	8.0	1
Adjusted operating margin (EBITA)	12.8	14.4	-2	12.3	12.6	-0

Reconciliation of adjusted operating profit (EBITA)

	2024	2023	2024	2023
EUR million	10–12	10–12	1–12	1–12
Operating profit/loss (EBIT)	-144.1	84.1	29.8	255.6
+ Amortization of intangible assets recognized at fair value from acquisitions	10.8	10.9	43.8	41.8
+ Goodwill impairment loss ¹⁾	200.0	—	200.0	—
Adjustment items:				
- Capital gains ²⁾	-4.4	-6.1	-4.4	-6.9
+ Strategic reviews	1.2	8.2	13.3	32.3
+/- Other M&A related items	0.2	0.8	0.5	1.5
+ Restructuring costs	12.4	4.7	32.5	11.1
+ Tietoevry Tech Services performance improvement programme	5.9	2.6	17.1	15.1
+ War in Ukraine and exit from Russia	0.6	0.8	2.4	3.2
+ Ransomware attack ¹⁾	0.2	—	1.5	—
+/- Other items ³⁾	6.5	2.3	8.2	4.9
Adjusted operating profit (EBITA)	89.3	108.4	344.7	358.7

¹⁾ See [Notes to the interim financial statements](#).

²⁾ Capital gains include a gain on the sale of Tietoevry's share in Buypass AS in 2024 and gain on the sale of property, plant and equipment in 2023. See also [Notes to the interim financial statements](#).

³⁾ Include defined benefit pension costs related to certain amendments, impairment losses (except goodwill impairment) and other minor non-recurring items. See also [Notes to the interim financial statements](#).

Other key figures

	2024	2023	2024	2023
	10–12	10–12	1–12	1–12
Adjusted earnings per share, EUR	0.49	0.63	1.92	2.14
Equity per share, EUR	10.95	13.62	10.95	13.62
Return on equity, 12-month rolling, %	-4.3	10.3	-4.3	10.3
Return on capital employed, 12-month rolling, %	1.4	9.8	1.4	9.8
Equity ratio, %	43.1	46.7	43.1	46.7
Interest-bearing net debt, EUR million	871.8	911.8	871.8	911.8
Gearing, %	67.2	56.6	67.2	56.6
Net debt/EBITDA	2.2	2.2	2.2	2.2
Capital expenditure, EUR million	18.5	28.1	85.0	85.3

Calculation of alternative performance measures

Adjusted earnings per share	=	$\frac{\text{Net profit for the period excluding adjustment items, amortization of acquisition-related intangible assets and related tax impact per country, and goodwill impairment}}{\text{Weighted average number of shares}}$
Adjustment items	=	Restructuring costs + capital gains/losses + impairment charges + other items affecting comparability
Operating profit (EBIT)	=	Net profit + interests + taxes
Operating margin (EBIT), %	=	$\frac{\text{Operating profit (EBIT)}}{\text{Revenue}}$
Adjusted operating profit (EBITA)	=	Operating profit (EBITA) + adjustment items
Adjusted operating margin (EBITA), %	=	$\frac{\text{Adjusted operating profit (EBITA)}}{\text{Revenue}}$
Equity per share	=	$\frac{\text{Total equity}}{\text{Number of shares at the year-end}}$
Capital expenditure	=	Acquisitions of intangible assets and property, plant and equipment
Acquisitions	=	Acquisitions of subsidiaries and business operations, net of cash acquired
Return on equity, 12-month rolling, %	=	$\frac{\text{Profit before taxes and non-controlling interests} - \text{income taxes}}{\text{Total equity (12-month average)}} * 100$
Return on capital employed, 12-month rolling, %	=	$\frac{\text{Profit before taxes} + \text{interest and other financial expenses}}{\text{Total assets} - \text{non-interest-bearing liabilities (12-month average)}} * 100$
Equity ratio, %	=	$\frac{\text{Total equity}}{\text{Total assets} - \text{advance payments}} * 100$
Interest-bearing net debt	=	Interest-bearing liabilities – interest-bearing receivables – cash and cash equivalents
Net debt/EBITDA	=	$\frac{\text{Interest-bearing net debt}}{\text{EBITDA (12-month average)}}$
Gearing, %	=	$\frac{\text{Interest-bearing net debt}}{\text{Total equity}} * 100$

Quarterly figures

Key figures

	2024	2024	2024	2024	2023	2023	2023	2023
	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Earnings per share, EUR								
Basic	-1.41	0.32	0.24	0.32	0.46	0.37	0.21	0.41
Diluted	-1.41	0.32	0.24	0.32	0.46	0.37	0.21	0.41
Adjusted earnings per share, EUR	0.49	0.49	0.44	0.50	0.63	0.53	0.43	0.57
Equity per share, EUR	10.95	12.37	12.44	11.83	13.62	12.97	11.97	12.82
Return on equity, 12-month rolling, %	-4.3	10.7	11.4	11.3	10.3	12.0	13.6	12.8
Return on capital employed, 12-month rolling, %	1.4	10.1	10.7	10.4	9.8	10.7	11.9	11.5
Equity ratio, %	43.1	45.4	44.0	41.3	46.7	45.3	45.7	44.6
Interest-bearing net debt, EUR million	871.8	900.5	932.3	879.8	911.8	953.9	735.2	632.2
Gearing, %	67.2	61.4	63.2	62.8	56.6	62.1	51.9	43.5
Net debt/EBITDA	2.2	2.1	2.2	2.2	2.2	2.1	1.6	1.3
Capital expenditure, EUR million	18.5	17.8	24.5	24.2	28.1	17.7	18.9	20.7

Income statement

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Revenue	698.7	655.0	715.0	733.9	752.2	659.7	695.2	744.3
Other operating income	9.8	1.6	1.9	2.6	8.6	1.3	5.1	7.3
Materials and services	-128.6	-127.0	-137.2	-144.1	-149.1	-129.5	-138.3	-150.3
Employee benefit expenses	-401.6	-352.2	-405.2	-407.4	-402.9	-352.1	-397.9	-413.1
Depreciation, amortization and impairment losses	-241.8	-40.3	-41.1	-40.6	-40.5	-38.6	-37.5	-40.6
Other operating expenses	-80.7	-73.8	-85.6	-82.5	-84.6	-79.4	-85.4	-79.5
Share of results in joint ventures	0.0	0.2	0.1	0.6	0.4	0.3	0.1	0.5
Operating profit/loss (EBIT)	-144.1	63.5	47.8	62.7	84.1	61.6	41.2	68.7
Financial income and expenses	-14.2	-13.6	-11.6	-12.2	-13.6	-6.1	-8.7	-6.5
Profit/loss before taxes	-158.3	49.8	36.2	50.4	70.5	55.6	32.4	62.2
Income taxes	-9.5	-11.5	-7.9	-12.1	-15.5	-12.2	-7.1	-13.7
Net profit/loss for the period	-167.7	38.3	28.3	38.3	55.0	43.4	25.3	48.5

Statement of financial position

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	31 Dec	30 Sep	30 Jun	31 Mar	31 Dec	30 Sep	30 Jun	31 Mar
Goodwill	1 648.2	1 847.5	1 885.8	1 848.3	1 907.3	1 894.1	1 695.9	1 745.1
Other intangible assets	313.8	316.9	330.3	328.0	339.6	337.4	305.6	314.0
Property, plant and equipment	82.2	86.7	90.0	86.8	88.8	88.4	90.4	94.7
Right-of-use assets	175.8	183.6	191.6	193.8	195.9	201.9	201.4	207.8
Interests in joint ventures	—	8.4	8.5	11.8	11.6	13.2	12.6	14.0
Other non-current assets ¹⁾	58.4	62.9	76.4	78.0	78.8	65.8	52.1	55.8
Total non-current assets	2 278.4	2 506.1	2 582.6	2 546.7	2 621.9	2 600.7	2 358.0	2 431.4
Trade receivables and other current assets ¹⁾	580.9	596.7	656.0	662.8	676.9	697.6	628.7	612.6
Cash and cash equivalents	195.1	181.8	173.4	252.4	219.6	164.4	189.6	305.6
Total current assets	775.9	778.5	829.4	915.2	896.6	861.9	818.3	918.2
Total assets	3 054.3	3 284.5	3 412.0	3 461.9	3 518.4	3 462.6	3 176.3	3 349.5
Total equity	1 298.1	1 467.5	1 475.0	1 400.5	1 612.3	1 536.0	1 417.1	1 454.1
Non-current loans	712.1	728.0	389.3	696.8	701.0	708.9	752.8	802.9
Other non-current liabilities ¹⁾	75.4	72.5	81.8	84.1	87.4	82.8	62.9	67.2
Total non-current liabilities	787.6	800.5	471.1	780.9	788.4	791.7	815.7	870.2
Trade payables and other current liabilities ¹⁾	562.6	614.1	700.3	804.1	640.8	677.8	720.6	845.5
Provisions	20.7	17.0	14.9	9.5	14.6	17.7	19.4	14.6
Current loans	385.4	385.5	750.8	467.0	462.2	439.4	203.5	165.2
Total current liabilities	968.7	1 016.6	1 465.9	1 280.6	1 117.7	1 134.9	943.5	1 025.3
Total equity and liabilities	3 054.3	3 284.5	3 412.0	3 461.9	3 518.4	3 462.6	3 176.3	3 349.5

¹⁾ See note [Derivatives](#).

Statement of cash flows

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10–12	7–9	4–6	1–3	10–12	7–9	4–6	1–3
Cash flow from operating activities								
Net profit/loss for the period	-167.7	38.3	28.3	38.3	55.0	43.4	25.3	48.5
Adjustments	264.0	65.8	60.4	64.4	65.4	61.6	55.1	62.4
Change in net working capital	43.6	-21.0	1.0	2.8	28.4	-97.1	-40.7	14.2
Cash generated from operating activities before interests and taxes	139.9	83.1	89.7	105.5	148.8	7.8	39.8	125.2
Net financial expenses paid	-4.9	-12.3	-13.1	-19.4	3.4	-5.9	-16.8	-9.9
Dividends received	—	—	1.0	—	-0.1	0.1	1.3	—
Income taxes paid	-7.3	-12.6	-9.6	-14.3	0.8	-4.0	-12.8	-11.6
Cash flow from operating activities	127.6	58.2	68.1	71.8	152.9	-2.0	11.5	103.7
Cash flow from investing activities	-6.0	-17.7	-23.7	-24.4	-13.9	-175.8	-19.6	-20.1
Cash flow from financing activities	-108.9	-29.8	-124.7	-12.1	-85.2	156.2	-108.0	-24.2
Change in cash and cash equivalents	12.8	10.7	-80.3	35.2	53.8	-21.6	-116.1	59.4
Cash and cash equivalents at the beginning of period	181.8	173.4	252.4	219.6	164.4	189.6	305.6	249.7
Foreign exchange differences	0.5	-2.3	1.2	-2.5	1.5	-3.6	0.1	-3.5
Change in cash and cash equivalents	12.8	10.7	-80.3	35.2	53.8	-21.6	-116.1	59.4
Cash and cash equivalents at the end of period	195.1	181.8	173.4	252.4	219.6	164.4	189.6	305.6

Quarterly figures by segments

Revenue by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	208.3	190.9	213.9	223.8	228.6	195.7	204.8	223.2
Tietoevry Banking	145.5	137.9	148.2	148.8	149.6	135.4	139.8	142.3
Tietoevry Care	60.8	53.3	58.6	58.6	61.2	51.5	58.2	61.8
Tietoevry Industry	64.9	61.7	67.3	69.8	68.6	61.4	63.8	68.7
Tietoevry Tech Services	245.2	236.1	256.1	263.3	276.4	242.4	265.4	288.5
Eliminations	-26.1	-24.8	-29.2	-30.4	-32.2	-26.8	-37.0	-40.1
Group total	698.7	655.0	715.0	733.9	752.2	659.7	695.2	744.3

In Q1 2024, comparative information for segment revenue, operating profit (EBIT) and adjusted operating profit (EBITA) was recast to reflect minor changes between segments arising due to structural changes. Group numbers remained unchanged.

Operating profit/loss (EBIT) by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	17.5	11.7	18.6	23.5	25.3	17.3	21.5	31.3
Tietoevry Banking	14.3	11.1	7.5	11.9	15.0	10.8	8.2	8.9
Tietoevry Care	16.6	16.6	13.9	16.4	18.0	15.7	15.6	19.0
Tietoevry Industry	4.6	9.2	7.1	9.6	10.2	8.5	7.1	11.1
Tietoevry Tech Services	-183.9	20.8	10.8	12.8	27.4	15.6	-2.4	11.3
Non-allocated costs	-13.2	-6.0	-10.1	-11.5	-11.8	-6.3	-8.9	-12.8
Group total	-144.1	63.5	47.8	62.7	84.1	61.6	41.2	68.7

Operating margin (EBIT) by segment

	2024	2024	2024	2024	2023	2023	2023	2023
%	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	8.4	6.1	8.7	10.5	11.1	8.9	10.5	14.0
Tietoevry Banking	9.8	8.1	5.1	8.0	10.0	8.0	5.9	6.2
Tietoevry Care	27.2	31.1	23.7	28.0	29.4	30.5	26.9	30.7
Tietoevry Industry	7.1	15.0	10.5	13.7	14.8	13.9	11.1	16.1
Tietoevry Tech Services	-75.0	8.8	4.2	4.9	9.9	6.4	-0.9	3.9
Operating margin (EBIT)	-20.6	9.7	6.7	8.5	11.2	9.3	5.9	9.2

Adjusted operating profit (EBITA) by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	23.3	23.0	24.3	29.4	34.3	21.6	24.4	34.4
Tietoevry Banking	21.2	18.3	14.7	17.8	21.4	18.0	14.8	14.7
Tietoevry Care	19.5	16.8	15.3	16.5	18.4	15.7	17.0	19.0
Tietoevry Industry	7.8	10.1	10.1	11.4	11.4	10.9	9.4	11.8
Tietoevry Tech Services	24.1	24.7	19.8	20.1	28.5	23.1	13.1	21.0
Non-allocated costs	-6.6	-4.6	-6.0	-6.5	-5.6	-3.7	-5.7	-9.0
Group total	89.3	88.4	78.3	88.6	108.4	85.6	72.9	91.9

Adjusted operating margin (EBITA) by segment

	2024	2024	2024	2024	2023	2023	2023	2023
%	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	11.2	12.1	11.4	13.1	15.0	11.0	11.9	15.4
Tietoevry Banking	14.6	13.3	9.9	11.9	14.3	13.3	10.6	10.3
Tietoevry Care	32.1	31.6	26.2	28.2	30.1	30.6	29.1	30.7
Tietoevry Industry	12.1	16.3	15.1	16.3	16.6	17.7	14.7	17.2
Tietoevry Tech Services	9.8	10.5	7.7	7.6	10.3	9.5	4.9	7.3
Adjusted operating margin (EBITA)	12.8	13.5	11.0	12.1	14.4	13.0	10.5	12.3

Depreciation by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	1.6	1.6	1.7	1.8	1.8	1.7	1.5	1.6
Tietoevry Banking	2.1	1.9	1.6	1.4	1.3	1.3	1.1	1.1
Tietoevry Care	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.3
Tietoevry Industry	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Tietoevry Tech Services	13.0	12.4	12.1	11.1	10.8	11.9	11.0	10.9
Group functions ¹⁾	7.3	7.7	8.8	9.7	9.7	9.5	10.2	11.4
Group total	24.4	24.0	24.7	24.4	24.0	24.8	24.3	25.4

¹⁾ Includes depreciation of right-of-use assets relating to shared premises. In operating profit (EBIT) and adjusted operating profit (EBITA), such costs are fully allocated to the operating segments.

Amortization of other intangible assets by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Tietoevry Banking	2.8	2.8	2.8	2.8	1.1	0.9	0.8	0.8
Tietoevry Care	0.7	0.7	0.6	0.6	0.6	0.6	0.6	0.6
Tietoevry Industry	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1
Tietoevry Tech Services	1.8	1.9	1.6	1.5	1.6	1.3	1.3	1.2
Group functions	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1
Group total	5.4	5.5	5.1	5.0	3.4	3.0	2.8	2.8

Amortization of acquisition-related intangible assets by segment

	2024	2024	2024	2024	2023	2023	2023	2023
EUR million	10-12	7-9	4-6	1-3	10-12	7-9	4-6	1-3
Tietoevry Create	3.1	3.1	3.1	3.2	3.1	2.8	2.0	2.1
Tietoevry Banking	4.7	4.7	4.8	4.8	4.7	4.8	4.7	5.0
Tietoevry Care	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Tietoevry Industry	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.4
Tietoevry Tech Services	1.9	1.9	1.9	1.9	1.9	1.9	1.9	2.0
Group functions	—	—	—	—	—	—	—	—
Group total	10.8	10.8	11.0	11.1	10.9	10.7	9.8	10.5

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A teleconference for analysts and media will be held on 14 February **at 10.00 a.m. EET** (9.00 a.m. CET, 8.00 a.m. UK time). Kimmo Alkio, President and CEO, and Tomi Hyryläinen, CFO, will present the results online in English. [The presentation](#) can be followed on [Tietoevry's website](#).

To take part in the questions and answers session after the presentation you will need to dial in by phone. You can access the teleconference by registering on [this link](#). After the registration you will be provided phone numbers, user ID and a conference ID to access the conference.

The event is recorded and it will be available on demand later during the day. Tietoevry publishes its financial information in English and Finnish.

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