SWORD
UPGRADE *YOUR* BUSINESS

Sword Group | Results for the fourth quarter 2024
Consolidated Revenue: €84.4m
Organic Growth: +17.1% [i]
EBITDA Margin: 12.0%
Net cash position up by +€20m [ii]
Record increase in backlog: +€78m
Successful transition to Artificial Intelligence

[i] **on a like-for-like basis** - [ii] **excluding IFRS 16 & including treasury shares**

KEY FIGURES

For the 4th **quarter of 2024, consolidated revenue** is **€84.4m** and **EBITDA margin** is **12.0%**, or **€ 10.1m**.

At **31 December 2024, consolidated revenue** is **€323.0m** and **EBITDA margin** is **12.0%**, or **€38.8m**.

Net cash (excluding IFRS 16 and including treasury shares) **increased** from **€2.2m** at **30/09/2024** to **€17.8m** at **31 December 2024**.

Q4 2024 ACCOUNTS

Q4	non audited figures	
€m	2024	2023
Revenue	84.4	71.5
EBITDA	10.1	8.5
EBITDA Margin	12.0%	12.0%

Organic growth on a like-for-like basis in the **4th quarter** is **+17.1%**.

2024 ANNUAL ACCOUNTS

Année	non audited figures	
€m	2024	2023
Revenue	323.0	288.1
EBITDA	38.8	34.8
EBITDA Margin	12.0%	12.1%

Like-for-like **organic growth** for **2024** is **+15.9%**. [...]

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

Consolidated Revenue €323.0m

EBITDA Margin 12.0%

2024

Organic Growth on a like-for-like basis +15.9%

non audited figures

The definition of the alternative performance indicators can be found on page 15 of the 2023 Financial Report.

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Agenda

12/03/25
2024 Annual Results Presentation meeting
10am | Paris

24/04/25
Publication of
Q1 2025 Revenue

Sword Group

Sword has **3,200+ IT/Digital specialists** active in **50+ countries** to accompany you in the **growth** of your **organisation** in **the digital age**.
As a **leader** in **technological** and **digital transformation**, Sword has a **solid reputation in complex IT & business project management**.
Sword **optimises** your **processes** and **enhances** your **data**.

PEA PME   EURONEXT   SWP LISTED   EURONEXT Tech Leaders

ANALYSIS

The **4th quarter of 2024** was characterised by **solid results**, with **sustained performances** in terms of **growth, profitability, cash flow** and an **increase** in the **backlog**.

Cash generation was **strong** in the **final quarter of 2024**, rising from **-€2.2m** at **30/09/2024** to **€17.8m** at **31 December 2024** (these figures include treasury shares). **Net cash** has i**ncreased** by **€20m** in **3 months**.

Between **30 September** and **31 December**, the **backlog increased significantly** by **€78.4m**, providing **visibility** equivalent to **21 months** of the **forecast budget** for **2025**.

DEVELOPMENT OF OUR AI STRATEGY

At the beginning of 2024, Sword had 3 strategic axes with regard to Artificial Intelligence:

1. Increase productivity for its development activities

The first objective has now been achieved on our Barcelona and Glasgow platforms, and is currently being implemented on our Athens and Geneva platforms.
At the end of this phase, we will be using the software components produced to meet this objective in all our units.
Today, in the development phase, we are targeting a 15% increase in productivity.

2. Developing marketable expertise for our customers

In partnership with leading software publishers, Sword's teams have developed a range of offerings for key sectors: Energy, Health, Sport and Governments.

3. Direct use of AI technologies in our internal management

We have created a structure, mentioned in the new organisation chart, which includes:
- A CAIO, in charge of Artificial Intelligence,
- A CISO, in charge of Security,
- A CSO, in charge of Sustainability,
- An IEO, in charge of Efficiency.

We now have an **objective to improve our internal management based on AI**, which will be completed during 2025.

Our advances in the field of Artificial Intelligence will be the subject of a detailed presentation at the SFA meeting.

[...]

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Glossary

CAIO	Chief Artificial Intelligence Officer
CISO	Chief Information Security Officer
CSO	Chief Sustainability Officer
IEO	Internal Efficiency Officer

Market	**ICB 9530**	**ISIN Code**	**Indices**		**sword-group.com**
Euronext Paris Compartment B	Software & Computer Services	FR0004180578	CAC® Small CAC® Mid & Small	CAC® All-Tradable EN TECH Leaders	

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OUTLOOK

The Group **confirms its 2028 Business Plan** including:

Growth based on:
- Double-digit organic growth,
- Targeted micro-acquisitions,
- Acquisitions on a larger scale.

New strategic challenges in 3 areas :
- Artificial intelligence,
- Cybersecurity,
- Sustainability.

A programme dedicated to optimising internal management.

Agenda

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AGENDA

The **annual financial meeting** to present the **Results 2024** and **Outlook 2025** and **beyond** will be held on **12 March in Paris**.

👉 **Register**

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