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Results Reaction	IT/Technology	Finland	13 February 2025
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## Q4: Small beat in EBITA, sales decline slowing as expected

**Siili's Q4 came in broadly in line with our expectations with small beat on EBITA line. The guidance mid-points suggest 6% growth for 2025E and EBITA margin of 5.2% (4.8% in 2024). Our current 2025 EBITA estimate is somewhat above the EBITA guidance mid-point. Flat q/q headcount indicates that worst is behind in terms of demand momentum. Summing up, no major surprises in Q4 report and we think 2025E growth will be tilted toward H2.**

### Outcome: Sales in line and EBITA slightly above vs. SEB est.

Siili's Q4 sales declined -5.9% y/y to EUR 52.7m, and was in line with our expectation of EUR 52.8m (sales decline -5.7%). We note that the organic growth (decline) shows now improving trend as in Q3/24 and Q2/24 the organic growth rates were -11% and -7% respectively. The company's efficiency measures continue to bear fruit and the Q4 adjusted EBITA of EUR 1.4m came in somewhat above our estimate of EUR 1.2m. The decline in headcount seems to have come to an end and the quarter-end number of employees was 942, which is flat vs. 945 employees at the end-Q3. We had penciled in end-Q3 headcount of 957.

### Siili Q4/24 deviation

(EURm)	Q4/24			Deviation SEB		Deviation Cons		Q4/23	
	Actual	SEB	Cons	Abs	Rel (%)	Abs	Rel (%)	Actual	y/y (%)
Sales	28.6	28.6	na	-0.1	-0.2	n.a.	n.a.	30.4	-5.8
EBITA, adjusted	1.4	1.2	na	0.2	12.3	n.a.	n.a.	2.1	-34.4
EBITA-%	4.9	4.4	na		0.5pp		n.a.	7.0	-2.1pp

Source: SEB, Siili

### Outlook: Guidance mid-point suggests somewhat lower EBITA vs. our expectation

In its guidance Siili expects that FY25 sales should land in the range of EUR 108-130m (vs. 2024: EUR 111.9m) and EBITA is expected to be in the range of EUR 4.7-7.7m (vs. 2024: 5.4m). Our FY25 sales estimate stands at EUR 120.1m, i.e. some 1% above the guidance range mid-point. In terms of 2024E EBITA we have input EUR 7.4m, some 16% above the mid-point and close to the upper end of the guidance range.



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