Earnings Call Q3 2025

Scaling the Platform. Engineering the Future.

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What we will discuss today

Agenda

- Brief Introduction
- Business Overview
- Financials, Q3 2025
- Closing Remarks and Q&A

[01]

Brief Introduction

Who we are

Engineering-led. Outcome-driven. Future-ready.

For over two decades, we've built systems that the world runs on - powering cars, banks, defense systems, and telecom networks. Today, we apply that same discipline to help enterprises unlock the power of AI.

Wiser.
We have the Code®

25+

Years in the Business

500+

Engineers & Consultants

Trusted

Publicly listed (BUL:WISR, SOFIX)

Global

Clients across Europe, Middle East & North America

1,000+

Projects delivered

4

Core service capabilities

What we do

From Strategy to Scale

You know where you want to go. We know how to get you there.

We don't just build; we design, deliver, and sustain.

Strategy

Aligning technology with vision to architect the path ahead.

Experience

Translating strategy into intuitive and engaging human interactions.

Engineering

Mastering complexity with globally trusted, fail-safe delivery.

Enablement

Ensuring solutions we deliver are scalable, resilient and future-proof.

Industry expertise

Engineer Software that Matters

For a wiser, resilient, thriving future.

[01] **Automotive**

Defining the new era of mobility (Smart, Safe, Connected).

[02] **Aerospace & Defence**

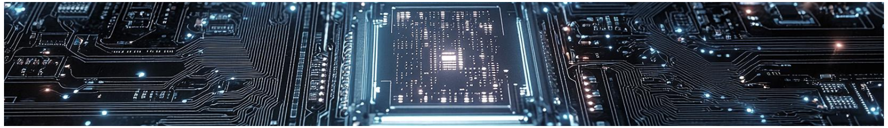
Precise, resilient systems for mission-critical environments.

[03] **Telecom & Media**

Scaling AI for compliance, efficiency, and fraud prevention.

[04] **Information Technology**

Aligning infrastructure, data, and intelligence at scale.



[05] **Financial Services**

Scaling AI for compliance, efficiency, and fraud prevention.

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Business Trajectory

[02]

The Plan

Back in 2023, we committed to a strategic roadmap:

~2 years	~2 years	
Phase 1: Growth	Phase 2: Efficiency	Phase 3: Global Scale
Reach €25m annual revenue	Reach 10-15% EBITDA	Global M&A and listing

Business Trajectory

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The Journey

2023-2025	~2 years (starting H2 2025)	
Phase 1: Hyper-Growth	Phase 2: Efficiency	Phase 3: Global Scale
€39m annual revenue	Objective: Reach 10-15% EBITDA	Global M&A and listing

Took revenues from €2.6m in 2022 to €39m 2025E – 15x in 3 years

2025 overlaps Growth, Efficiency, and Post-M&A Integration

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Zoom: 2025 and 2026

2025

Phase 2.1: Integration

Transition from Growth to Efficiency

- 18% year-over-year organic revenue growth - during integration!
- No new acquisitions – focus on integration and the foundation
- Team, brand, and process unification - 70% completion
- Sales expansion - people, channels, presence (Germany & UAE)
- New go-to-market approach
- Won multiple new accounts
- Deployment of ERP & HRM
- Legal restructuring
- Investments in AI capabilities – AI Factory

2026 - The Plan

Phase 2.2: Efficiency

Objective: Margin Expansion

- Focus on margins – sacrifice revenue growth if needed
- Drop low margin projects
- Slow down investments in growth
- Open delivery center in a lower-cost location
- Change team focus, KPIs, incentives to margins
- Maintain high engineering utilization through unified capacity management
- Continued optimization of indirect costs through further business structure simplification
- 1-2 M&A transactions
- External risks: further USD depreciation, BG social security costs

One Wiser: Complexity Solved

Before: Fragmented Structure

- Multiple brands, separate systems, processes, and market identities limiting enterprise opportunities.

Now: Unified Global Platform

- Single brand, one powerful entity delivering enterprise-grade solutions with efficiency and scale.

Legal Unification

Fully merged Databreathe, GoToAdmins, and ITIDO into Wiser Technology Solutions, creating a single, powerful legal entity. All subsidiaries are fully owned.

Global Footprint

Germany: Wiser Technology GmbH (Frankfurt) now fully operational

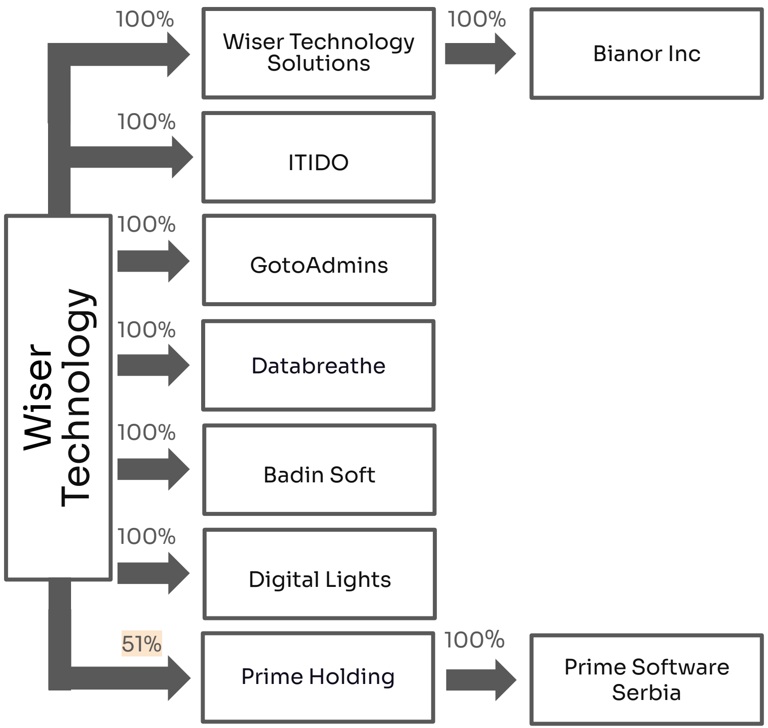
Middle East: New UAE entity serving our fastest-growing region (27% revenue share YTD)

Systems Integration

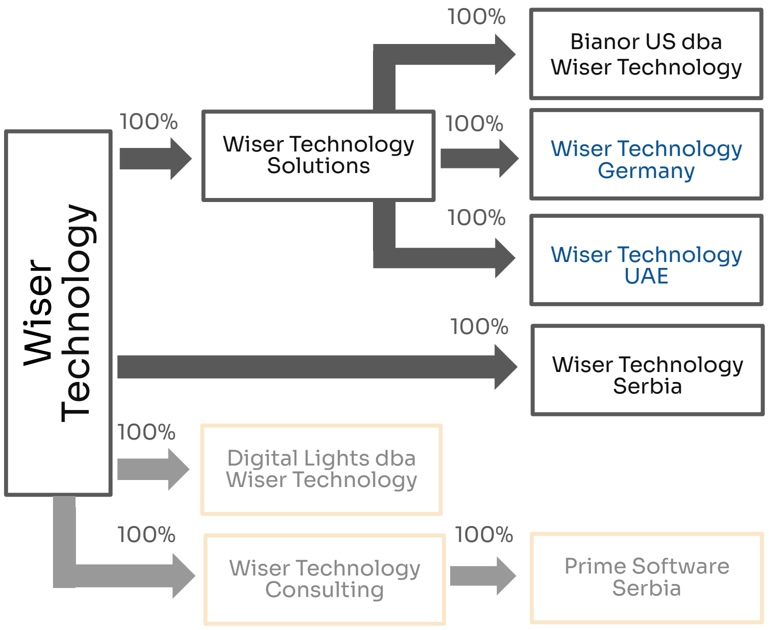
Unified ERP (Microsoft Dynamics) and HRM (SAP SuccessFactors) on track for January 2026 launch

One Wiser: Complexity Solved

Beginning of 2025



End of 2025



Market Momentum & Strategic Wins

The unified Wiser brand is unlocking enterprise value and accelerating our market position across key verticals.

Enterprise Client Wins

Unified brand opening larger enterprise doors and key wins in Technology and Financial Services sectors.

GTM Specialisation

Sales team restructured into 5 specialised Business Units: AAD, FS, TMT, Middle East, and EV - each focused on delivering segment-specific expertise.

AI Leadership

The majority of active projects now AI-enabled, driving shift to high-value delivery models.

Financials

[02]

Strong Top-Line Momentum

€10.2M

Q3 Revenue

+39% year-over-year growth, €40.8M ARR

Slightly Positive

EBITDA

Profitability maintained during restructuring and growth

Navigating External Headwinds

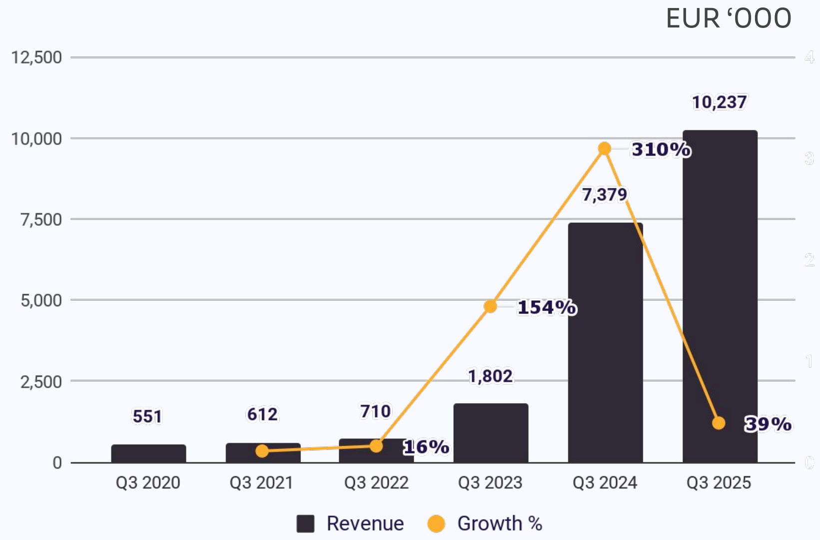
Currency FX Impact

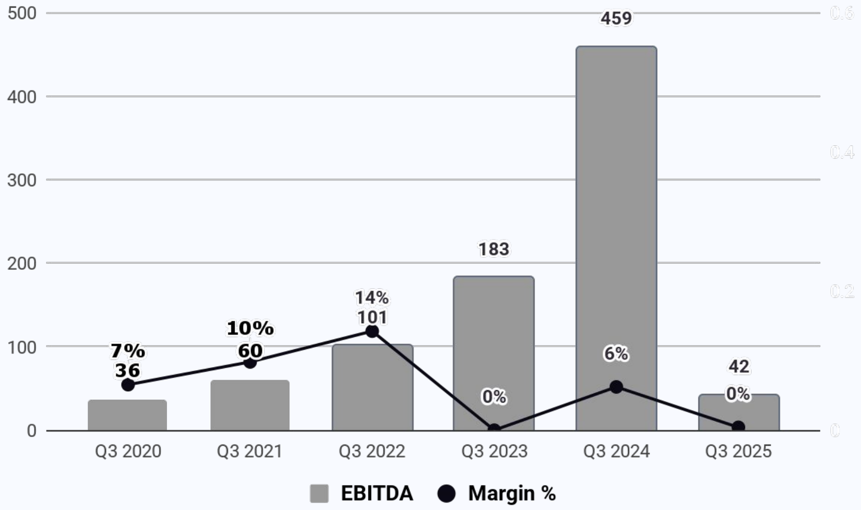
USD depreciation affected EBITDA by approximately 4% in H1, with continued impact into Q3.

Tax and Social Security Burden

Absorbed significant 2025 increases in Social Security and Insurance thresholds in Bulgaria.

Continued Growth





- Growth trajectory continues - € 10.2 mln revenue for the quarter, 39% year-over-year growth

- Slightly positive EBITDA despite ongoing integration, restructuring and investments
- 3% Q3'25 EBITDA adjusted for €260k restructuring costs
- Margin improvement expected in Q4'25

YTD P&L

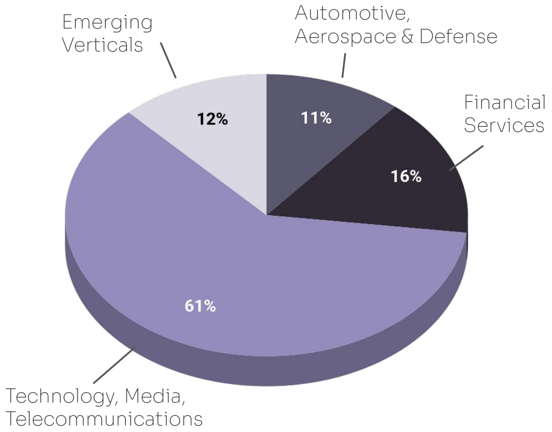
YTD revenue boosted by 2025 M&A and organic growth

- Unproportional increase in financial expenses driving Net profit margin down

EUR '000	9m 2024	9m 2025	Δ YoY
Revenue	**11,703**	**28,668**	**145%**
Remuneration and social security	-7,152	-19,200	168%
External services	-3,936	-8,106	106%
Other	-387	-1,404	263%
EBITDA	**228**	**-41**	**-118%**
margin	*2%*	*0%*	
Depreciation	-240	-529	120%
Interest expense	-240	-186	-22%
Financial income/expense, net	-107	-534	398%
Profit before tax	**-359**	**-1,291**	**260%**
Tax	0	0	
Net result	**-359**	**-1,291**	**260%**

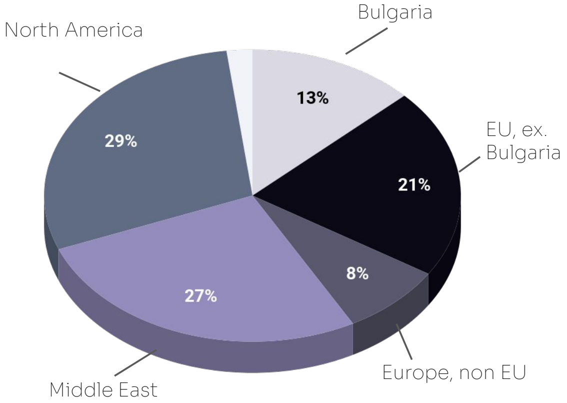
Financials

YTD Revenue Breakdown



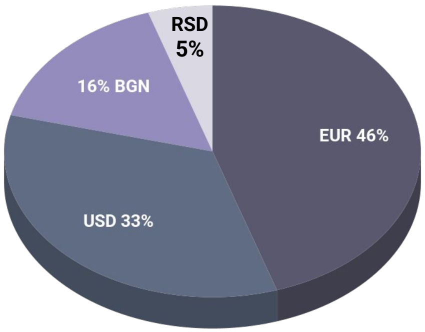
By industry

TMT remains the largest industry segment



By geography

Middle East share increases to 27%



By currency

USD share in revenue increases due to growth in the Middle East

Balance Sheet Highlights

- Trend of receivables increase due to revenues increase and growing exposure to enterprise clients (longer payment terms)
- Debt increased due to bridge financing secured to acquire 100% of Prime Holding - paid off after the recent capital increase

EUR 000	Dec 31 2024	Mar 31 2025	Jun 30 2025	Sept 30 2025
Total assets, including	**40,367**	**37,803**	**38,779**	**47,749**
Goodwill	21,925	21,925	21,925	21,931
Investments	922	290	320	285
Receivables	7,513	6,889	9,723	10,530
Other receivables and assets	723	1,580	716	962
Cash	6,038	4,433	3,088	11,131
Total liabilities, including	**13,068**	**11,362**	**13,118**	**22,376**
Bank debt, leases and other financial liabilities	4,970	4,706	5,708	14,485
Trade payables	2,194	1,708	2,022	2,489
Capital	**27,299**	**26,441**	**25,661**	**25,373**
Liabilities and capital	**40,367**	**37,803**	**38,779**	**47,749**

Upcoming Corporate Events

Publish Q4 2025 Results	February 27 2026
Earnings Call Q4 2025	March 4 2026

Q&A

[03]

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Let’s talk

Lubomir Yankov, Investor relations
lubomir.yankov@wisertech.com