

CAPITAL MARKETS DAY

16 January 2025

Gofore's Growth Strategy 2025



CMD
25
GOFORE

Disclaimer

This presentation includes forward looking statements which involve risks and uncertainty factors. These statements are not based on historical facts but relate to the company's future activities and performance. They include statements about future strategies and anticipated benefits of these strategies. These statements are subject to risks and uncertainties.

Actual results may differ substantially from those stated in any forward-looking statement. Gofore assumes no obligation to update or revise any information included in this presentation, except to the extent legally required.

This presentation does not constitute an invitation to buy, subscribe to, or otherwise acquire or dispose of any Gofore shares.



Speakers today



Mikael Nylund
CEO



Teppo Talvinko
FINANCE



Sanna Hildén
PEOPLE & CULTURE



Elja Kirjavainen
FINNISH BUSINESS



Marc Fuchs
DACH BUSINESS

Goforeans

Dr. Sanna Hildén

Gofore Career

2021-
2019-2020 Director, People & Culture
Senior Management Consultant

Earlier Career

2015-2018 HR Director, Pihlajalinna
2010-2014 Post-doc Senior Researcher,
Tampere University of Technology
2003-2010 Entrepreneur, Art Partners Finland Oy
1998-2003 Manager, Knowledge management,
Quality & Processes, Nokia



Pioneers of working life



Gofore Collective Agreement

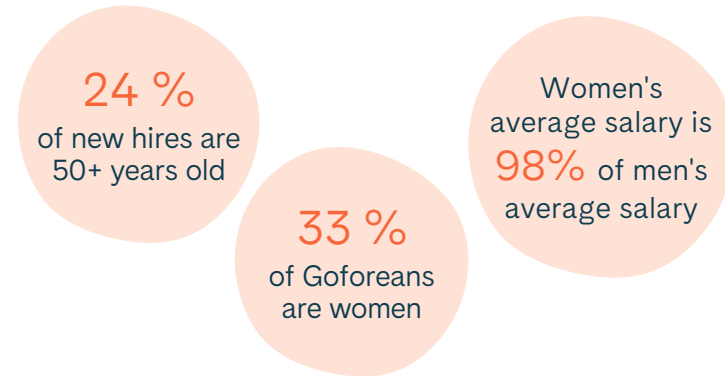
Gofore's collective agreement develops every year. Latest changes paid special attention to equality and the diversity of families. Our people face diverse and challenging situations and as employer we are committed to making sure we offer them flexibility and support.



Mindful Work Life Initiative 2024

Gofore has a well-earned reputation as an employer offering comprehensive wellbeing services and a human-centered culture. In 2024, we took the next step in transparency and started reporting our data on mental health-related sick leaves in Finland. We want to bring concreteness to the current conversation surrounding the topic while learning more ways to support our people better.

Diversity, equality, inclusion and belonging highlights



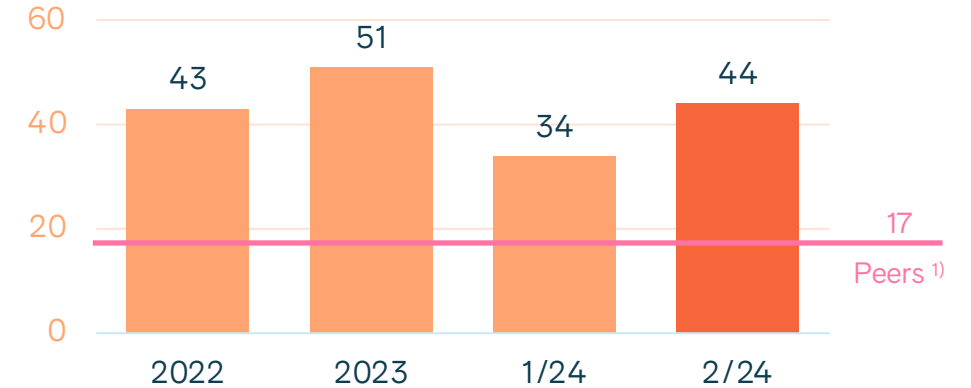
Neurodiversity at the workplace

Raising awareness around the topic of neurodiversity has been one of our goals in diversity and inclusion (D&I). In 2023-2024 we arranged training and workshops to educate and support our People Leaders and other personnel in identifying diversity and supporting neuroatypical team members.

Goforeans resilient and engaged

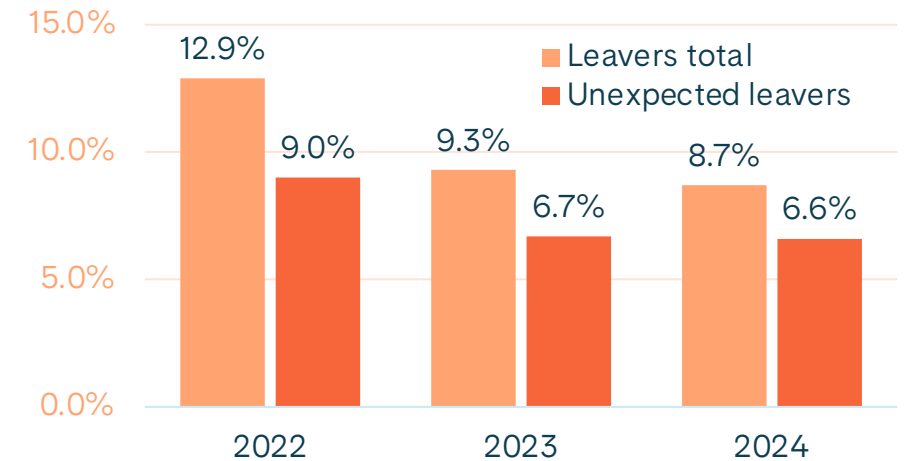


eNPS



1) Eletive Nordic Tech peer company average in 2024 so far.

Attrition rate



Gofore the most attractive IT consultancy

2024
UNIVERSUM

According to the Universum survey made among IT professionals. Gofore is the most attractive employer in the Finnish IT consultancy space.



2024
REPUTATION & TRUST

Gofore's reputation was rated 3rd best out of all Finnish listed companies by private investors.

2024
CUSTOMER PERCEPTION

According to Gofore Customer Insight study in 2024, our customers perceive our mentality to be exceptional in Finland and DACH.



Candidate experience

4.5/5

of rejected applicants

96%

of hired were happy with the process

2.2%

of applicants hired (6,434 applicants, 140 hired)

22%

hired through internal recommendation

We make our strength stronger



We enable a superior growth experience for our talent.

Goforeans are supported and equipped to perform at the highest level of expertise.



We lead a growth mindset of collaboration, ambition, and learning.

We clarify expectations and are rewarded for great performance.



We re-design our organization for sharper value creation.

We foster accountability, efficiency and creativity.