

Our talking points today

01

Sitowise is a leading player with competitive advantages and clear strategic direction

02

Q1 Financial performance

03

ESG in Sitowise

04

Appendix:

Digital
Solutions
offering



A leading player in a growing technical consulting market with clear strategic targets and implementation plans

2 Broad technical consulting service offering with unique opportunities to combine capabilities in different business areas

Broad customer base that provides a solid platform for growth

Innovation, Sustainability and Efficiency part of our DNA and source of competitive advantage

Successful platform with strong historic growth, high margins and strong cash flow that can be leveraged in potential future acquisitions

6 An attractive workplace for top experts



Sitowise is a Nordic expert in the built environment with a strong focus on digitality

Strong track record of net sales growth with industry leading profitability





Four established Business Areas



Infrastructure

33% of net sales

- A leading player in Finland with steady growth and stable cashflows.
- The market's widest selection of design and consulting services within infrastructure, transport and mobility, urban development, environment and water, renewable energy and infrastructure project management.



Buildings

31% of net sales

- A leading player in Finland with extensive services for the entire life cycle of buildings: from the early planning stage of a new construction to maintenance and renovation.
- Distinctive design expertise in areas such as high-rise construction, building services technology (HVAC), acoustics design, and fire safety planning.



Digital Solutions

14% of net sales

- Nordic excellence in geospatial solutions. Solutions for the built environment, mobility, and forest and natural resources sector, and consulting services that support these fields.
- Existing product/SaaS business with double digit growth track and stable profitability. Ability to create new market.
- **+20 years experience** from digital business with strong industry knowledge.



Sweden

22% of net sales

- A competent challenger with several growth opportunities.
- Industry leading expertise in selected segments.
- Design and consulting services in the following areas: structural design, engineering planning and consulting for buildings and properties, infrastructure, and geotechnical design.
- Digital solutions for traffic and infrastructure in Sweden.



Broad and diverse client base

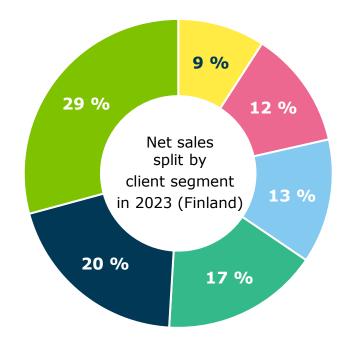
Mixed demand environment with green transition, security, and digitalization of the built environment offering growth opportunities

Municipalities

Overall stable demand with tightened price competition. Digitalization of the built environment and services related to green transition and security drive growth.

Government organizations

Declined public investments in road and rail construction expected to recover. Increased demand for security critical services. Tight price competition.



Other organizations

Mixed but overall stable demand with tightened price competition.

Energy and Industry

High demand for services related to energy, environment, security and various digital solutions.

Construction companies

Heavy decline in new build residential, non-residential construction more stable. Tight pricing environment. Technical consulting penetration increasing with more complex builds.

Housing companies and cooperatives, RE investors

Renovation market quite resilient. Energy efficiency and more complex building bringing opportunities.



Megatrends continue to drive demand for technical consulting











URBANISATION

Urbanisation will increase the demand for new buildings that are suitable for many different purposes. The complexity in design projects increases. The significance of public transport, rail transport in particular, will increase.

MAINTENANCE BACKLOG

The maintenance backlog of buildings and infrastructure is significant in Finland and Sweden and further driven by the tightening regulation.

DIGITALISATION

Digitalization grows the demand for advance analytics and puts data at the center of business models. The use of AI, data management, knowledge-based management and data support in decision-making present new opportunities.

CLIMATE CHANGE

Climate change will force cities to find new solutions for building and transport as well as to exploit digitalisation in the development of new, sustainable solutions.

SECURITY

Security threats affect the built environment on a large scale, especially on critical infrastructure of society.

New and tightening regulation impacts us and our clients and brings opportunities

The new Building Act

- The act incorporates measures to combat climate change comprehensively into the building legislation.
- The act will also smoothen the construction processes, boost a circular economy and digitalization and improve the quality of building.
- The Building Act will enter into force on 1 January 2025.

+ EU green finance regulation

- EU Taxonomy regulation
- EU Sustainable Finance Disclosure Regulation
- EU Corporate Sustainability Reporting Directive
- EU Corporate Due Diligence initiative
- EU Green Bond Standard



SITOWISE Sitowise strategy 2025 The Smart City Company We understand **OUR VISION >** our clients The most innovative Redefining We work as smartness in cities **OUR PURPOSE >** We trust each other **Empowering** The most passionate experts sustainable We are to solve complex open challenges. We are The most brave efficient WE WILL FOCUS ON >

- Creating new smart services
- Accelerating growth in Sweden
- Expanding our digital solutions business
- Becoming a thought leader in sustainability
- Being the most well-known and desired employer
- Finding the smartest ways to work

Long-term financial targets

Growth

Annual net sales growth, including acquisitions, over

10%

Profitability

Adjusted EBITA margin of at least

12%

Leverage

Net debt in relation to adjusted EBITDA should not exceed

2.5x

except temporarily in conjunction with acquisitions

Dividend policy

Sitowise targets paying a dividend corresponding to 30–50% of net profit

Additional targets supported by the ongoing strategic initiatives

to grow our recurring revenue to be 10% of Sitowise's annual net sales by the end of 2025

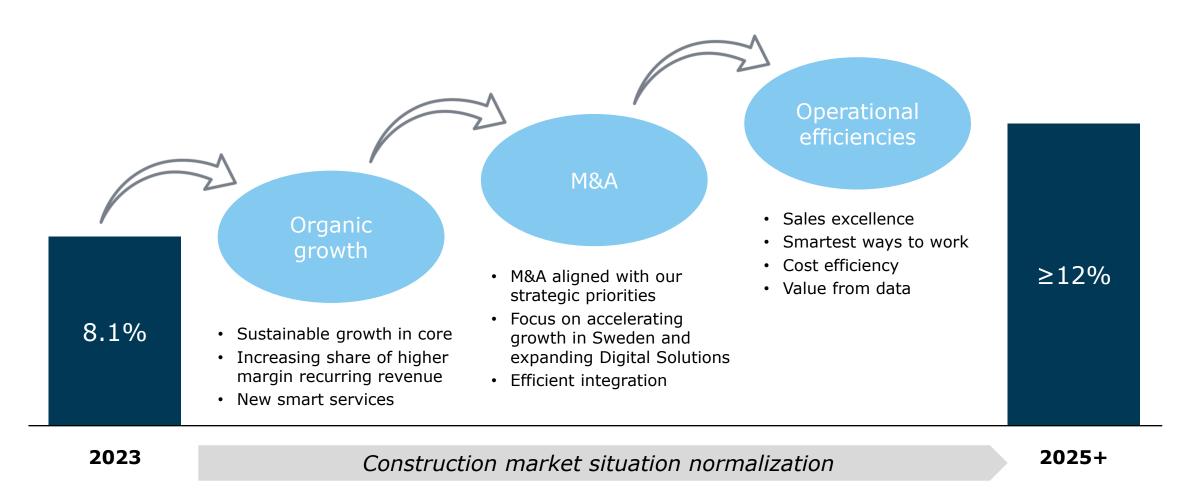
		TARGET
2022	2023	 2025
4%	6%	10%

 to double our sustainability services revenue

to exceed 10 million euros by the end 2025

		TARGET		
2022	2023	2025		
5 M€	8 M€	>10 M€		

Margin increase driven by growth in attractive sub-segments and further operational efficiencies





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Digital Solutions offering

SITOWISE

Net sales decreased, stable order book during the quarter

SITOWISE GROUP PLC Q1 2024 RESULT PRESENTATION 8 MAY 2024



Q1: Net sales decreased, stable order book during the quarter

- Infra continued to outperform the market, and Infra and Digi defended their profitability successfully.
- **Net sales** down by 8.1%* to EUR 51.5 (56.0) million, organic growth -8%.
- Adjusted EBITA EUR 3.4 (6.6) million. Adjusted EBITA-% 6.6% (11.8%).
- Operating profit EUR 2.0 (5.5) million.
- Cashflow from operating activities before financial items and taxes EUR 5.0 (5.7) million.
- Leverage (net debt / adjusted EBITDA) was 3.8x (2.4x).
- Order book stable at EUR 163 million during Q1. Some positive signals in order intake.

Market offered a few growth opportunities

- The weak macro-economic situation in our home markets impacted clients' investment volumes.
- Excess capacity led to tight pricing both in traditional technical consulting and IT consulting.
- Public sector demand remained stable.
- First positive signals can be seen in the Buildings business, Group's order book was stable quarter-on-quarter.



Focus directed to growth sectors

- Growing demand for services related to renewable energy, sustainability and security.
- Sales focus on further diversification of client base in energy and industrial sectors. For example, Suomen Voima's Energy Storage Project Noste (pumped storage hydropower plant).
- Acquisitions expanding our expertise and offering.



Suomen Voima's Noste-project, Kemijärvi Illustration of the upper reservoir (Infra business area). Photo: Suomen Voima.

Building our competitive edge

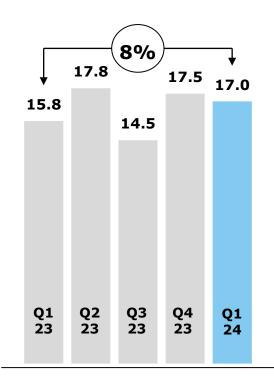
- **New Smart Services:** Planect and CO2 Roadmap sales to start, Smartlas selling well. Digital Solutions made its first deal in Baltics.
- **AI:** Sitowise AI Center of Excellence established, international Hackathon win.
- **Ecosystems:** new partnership with Ponsse for AI-driven harvesting optimization.
- **Maintaining strong client relationships:** a design partnership with YIT, several frame agreements signed. NPS 31 in 2024 client survey.





Infra continued to outperform the market

Net sales per quarter, figures in EUR million



Infrastructure

Factors impacting Q1

- + / The division of the market into weaker and stronger segments continued:
 - + Strong demand for energy and environmental projects related to the green transition and security critical services
 - Weak demand related to municipal infrastructure design and groundworks for new buildings
- + Strong organic growth and M&A driven growth from recent acquisitions.
- Tight pricing environment and lower utilization rate due to increased time spent on sales.
- Negative calendar effect (-1 working day)
- + Order book increased and is at good level.

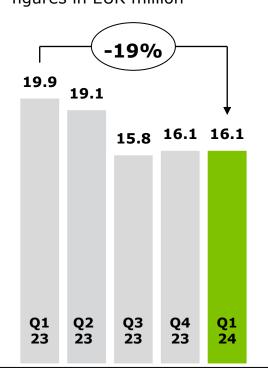
- + As a whole the outlook for Infra remains good.
- +/- Mixed market environment expected to continue
- +/- The materialization of the Government program further delayed with the tendering rounds for the first large projects are expected to start in summer 2024 at the earliest.
- Positive calendar effect in 2024 (-1 day in Q1, +1 day in both Q2 and Q3 and equal number of days in Q4)





Still a weak market for Buildings, but with some positive signs in order intake

Net sales per quarter, figures in EUR million

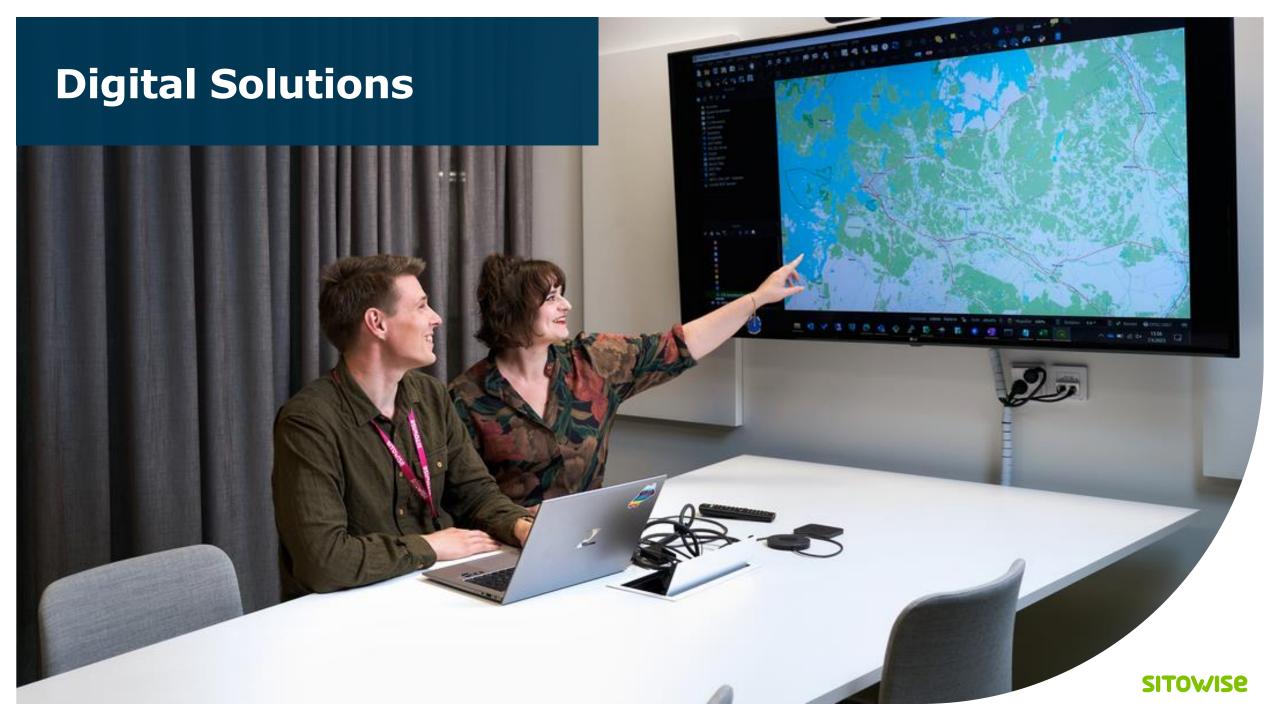


Factors impacting Q1

- The underlying Finnish new construction market continued to be very weak
 - Workload not on an adequate level, tight pricing
- + First results from renewed sales model seen
 - + New projects and clients won in energy and industrial sectors
 - + Order intake up
- Utilization rate down on lower workload, taileffect from ERP & CRM implementations, and time spent on sales
- Negative calendar effect (-1 working day),
- +/- Order book turned to slight growth but still at a low level

- The first half of 2024 will still be challenging, and the market is expected to show signs of recovery earliest towards to the of 2024.
- Temporary layoffs continue
- Positive impacts of the completed change negotiations starting to show from in 2024
 - + New organization
 - + Future growth areas identified
- + Renovation construction market showing some signs of picking up
- + Positive calendar effect in 2024 (-1 day in Q1, +1 day in both Q2 and Q3 and equal number of days in Q4)

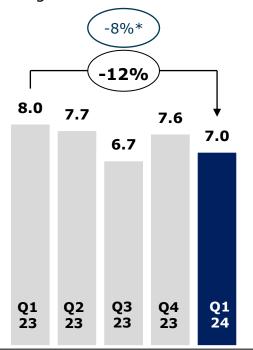




Digi's business portfolio helped to outperform competition, continued focus on SaaS/DaaS

Net sales per quarter,

figures in EUR million



Digital Solutions

Factors impacting Q1

- +/- Mixed market environment with weakened private sector demand
 - + Investments in digital solutions at good level in renewable energy sector and in municipalities
 - Investment in private sector down → increased competition and price pressure due to overcapacity in the market
- -/+ Growth rate also impacted by the completion of the LeafPoint roll-out in Q3/2023 and changes in reinvoicing
- Good progress in product development & sales, new partnerships
- + Bitcomp merger successfully completed
 - Utilization somewhat down
- Negative calendar effect (-1 working day)
- -/+ Orderbook down but at a good level

- As a whole the outlook for Digital Solutions remains good.
 - Growth rate is expected to be moderate due to a more challenging market environment.
- Overcapacity and tight pricing environment in the market continues.
- Positive calendar effect in 2024 (-1 day in Q1, +1 day in both Q2 and Q3 and equal number of days in Q4)

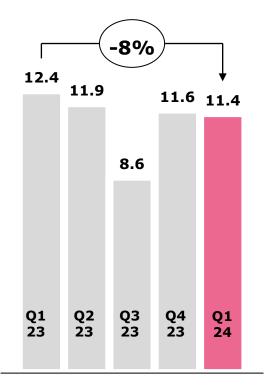


^{*} Without the change in the reinvoicing of certain subcontracted work, which came into effect in October 2023, and terminated products net sales would have declined by -8 percent.



Anticipated results from the more focused sales efforts in Sweden are yet to be realized

Net sales per quarter, figures in EUR million



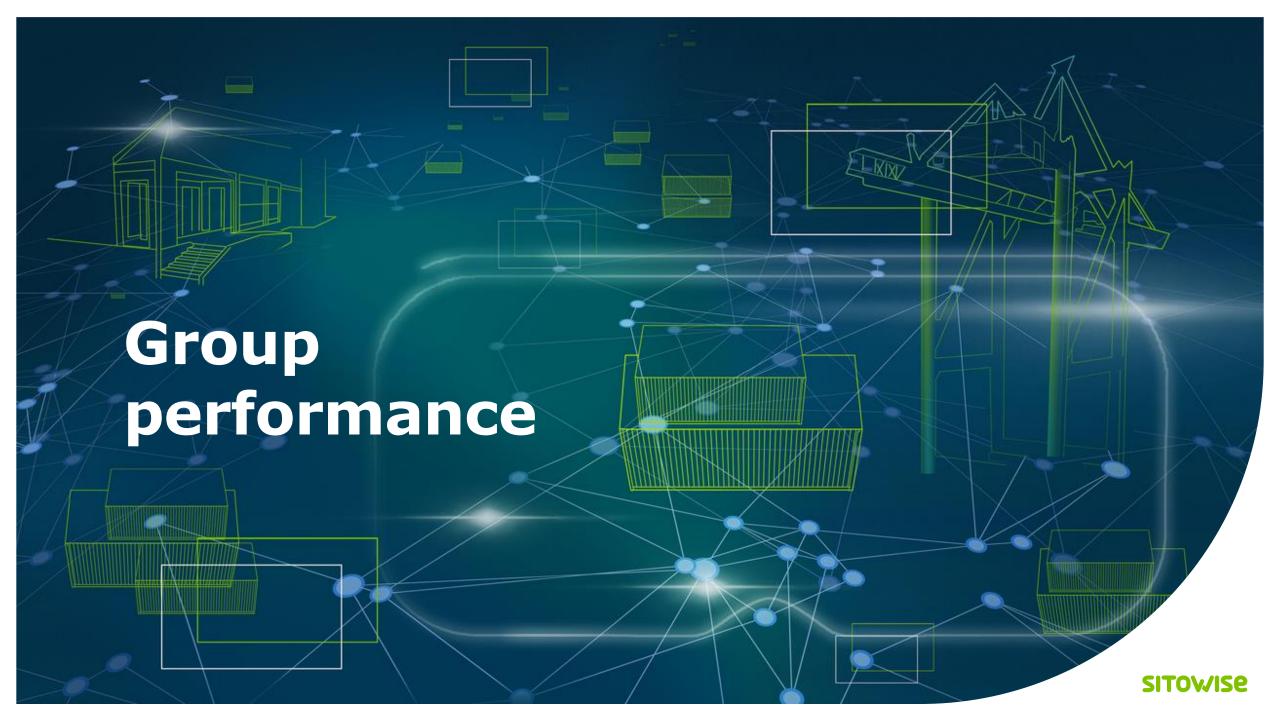
Sweden

Factors impacting Q1

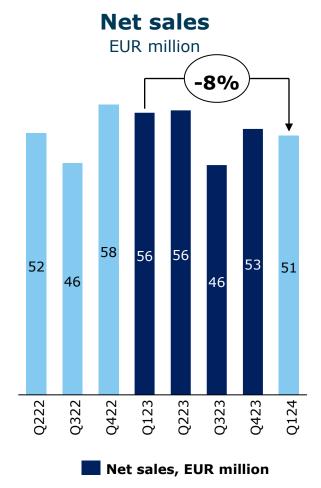
- +/- Mixed market environment
 - + Local infra market growing fast
 - + Stable demand in commercial, industrial, and institutional building projects
 - Local housing market very weak
 - Macro-driven market: high inflation and interest rates visible
- +/- Focus on proactive sales, pricing excellence and diligent project management, but impacts will materialize over a longer period
- +/- Order intake slightly up and order book at satisfactory level at the end of the quarter

- +/- Mixed market environment expected to continue
- +/- Continued focus on sales excellence and diligent client work
- + New leadership since 1 May
- +/- Neutral calendar effect in 2024 (-1.5 days in Q1, +1 day in both Q2 and Q3 and -0.5 days Q4)

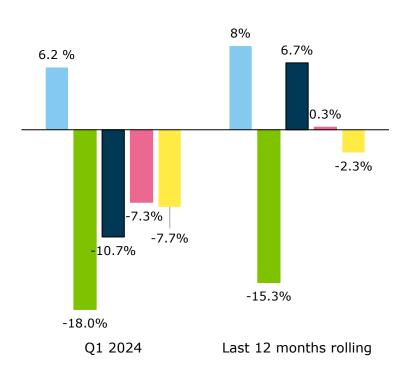




Net sales down on mixed market environment and lower number of employees



Adjusted organic growth by business area



Factors impacting Q1

- + Adjusted organic growth clearly ahead of the market in Infra.
- + Public sector demand stable.
- Continued weak market in Buildings, private sector investment down in Digital Solutions. Mixed market in Infra and Sweden.
- Tight pricing environment
- Negative calendar effect and lower FTEs

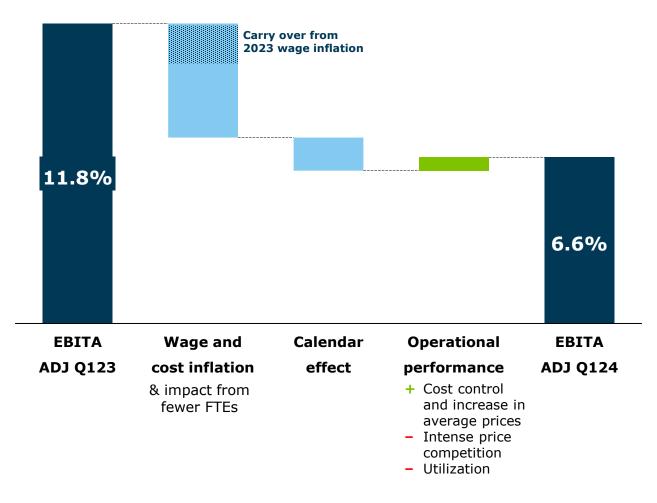
■ Infra ■ Buildings ■ Digital Solutions ■ Sweden ■ Group



^{*} Adjusted organic growth = Growth in net sales excluding acquisitions and divestments adjusted by the number of working days and exchange rate impact

EBITA margin bridge Q1/23 vs Q1/24

The timing of 2023 wage increases impacted both Q1 2023 and Q1 2024 margins



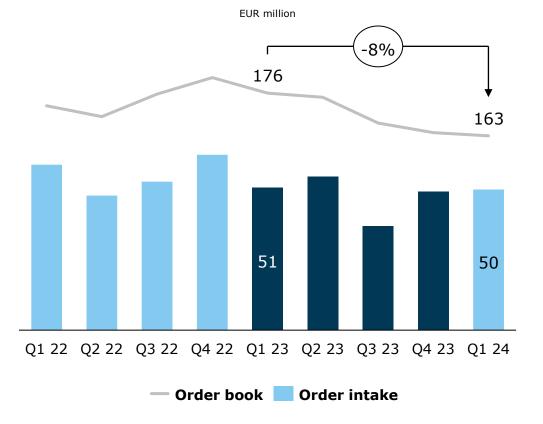
- Wage impact high due to both 2023 and 2024 increases in February-March 2024
- Negative calendar effect
- Pricing and cost containment have progressed well year-on-year – but wage inflation was higher during Q1.
 In addition, a clear impact from lower utilization in all business areas



Order book stable in Q1

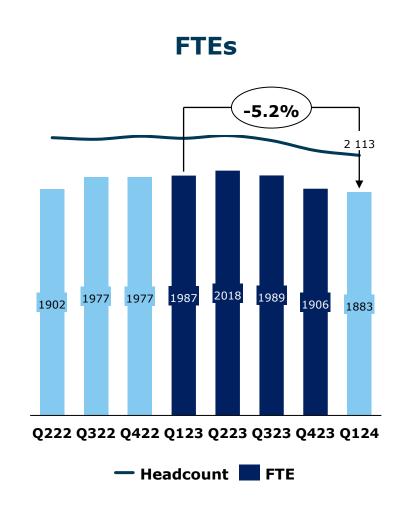
Order intakes up in Infra, Buildings and Sweden for the second consecutive quarter

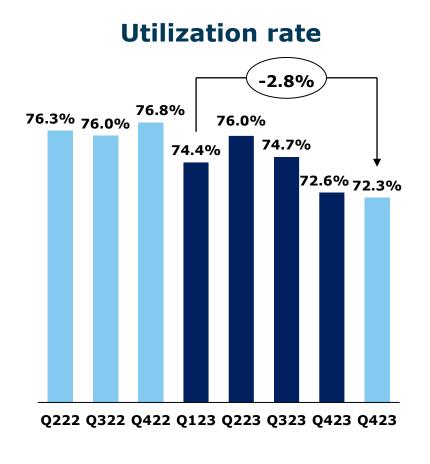
Order book and order intake





The utilization rate further pressed by increased time used for sales and learning curve related to the new ERP and CRM systems



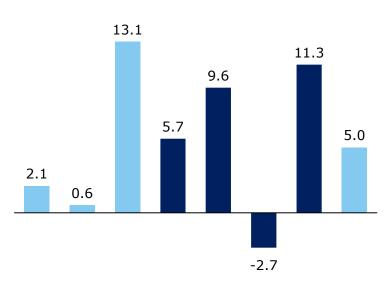




Cash flow at a good level and financial position stable

Cash flow from operating activities

Before financial items and taxes, EUR million



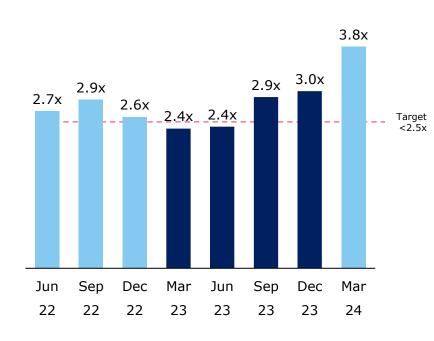
Q222 Q322 Q422 Q123 Q223 Q323 Q423 Q124

EUR million 62.9 62.2 58.3 56.6 56.7 55.5 55.1 55.3 Sep Dec Mar Jun Sep Dec Mar 23 23 23 24

Net debt

Leverage

Net debt / Adjusted EBITDA (LTM) multiple



- Sitowise has a 100 M€ financing agreement signed with its financiers in 2021 and further extended in February 2023. The agreement is valid until March 2026.
- At the end of March EUR 71 million of the financing agreement was in use (54% were fixed-rate loans and 46% variable-rate loans)



Q1 2024 performance behind the strong comparison period

EUR million	Q1 2024	Q1 2023	Change	2023
Net sales	51.5	56.0	-8.1 %	210.9
EBITA, adjusted	3.4	6.6	-49.1 %	17.0
% of net sales	6.6 %	11.8 %		8.1 %
EBITA	3.1	6.2	-51.1 %	15.1
Operating profit	2.0	5.5	-64.4 %	11.7
Result for the period	0.5	3.5	-84.4 %	5.5
Cash flow from operating activities before financial items and taxes	5.0	5.7	-11.9 %	23.9
Net debt	56.7	55.5		55.3
Net debt / EBITDA, adjusted	3.8x	2.4x		3.0x
Equity ratio, %	43.6 %	43.6 %		42.9 %
Earnings per share (EPS), EUR	0.02	0.10	-83.3 %	0.16
Dividend per share (DPS), eur				0.00
Number of personnel, average	2 119	2 226	-4.8 %	2 151

Q1 2024 FTEs -4.8%
YoY

2024 NET SALES
-8.1%

YOY

Q1 2024
ADJUSTED EBITA
MARGIN
6.6%



Our priority in 2024 is to improve our profitability

FACTORS IMPACTING

- Market environment:
 - Continued construction industry weakness, macro-driven slowness in some other parts of the business, and tight price competition
 - Demand for services related to green transition, security and digitalization of the built environment is very good
- Interest rates and inflation
- Timing of the net sales increase in Sweden

OUR ACTIONS

- 1. Sales and pricing excellence
- 2. Cost awareness
- 3. Billable project work
- Focus on growth sectors:renewable energy, industrial clients and sustainability services
- 5. Smartest ways to work



Wage inflation and higher number of working days y-on-y will impact performance in 2024

Q2 2024 vs. Q2 2023

- +1 working day in Finland and Sweden
- Annual wage increases of 2.5% in Finland and 3.1 % in Sweden

Q2-Q4 2024 vs. Q2-Q4 2023

- **Q3:** +1 working day both in Finland and Sweden in Q2
- Q4: Equal amount of working days in Finland and -0.5 days in Sweden
- Annual wage increases of 2.5% in Finland and 3.1 % in Sweden



Outlook for 2024

- The stable long-term growth in the demand for Sitowise's services is supported by megatrends.
- The timing, and the possible consequences of, the anticipated central banks' decisions to lower interest rates will impact market environment in 2024.
- Market environment is expected to remain mixed.
- Key drivers for growth will be increasing demand for services related to green transition, security, and digitalization of the built environment. In Buildings, the first half of the year will still be challenging.
- Other factors impacting include cost inflation, a higher number of working days, EUR/SEK exchange rate and higher interest expenses.

Guidance 2024

Sitowise Group's net sales is expected to slightly decline in 2024, driven by the Buildings business decline. Adjusted EBITA margin (%) is expected to be at the 2023 level or above in 2024.

Daniel Doeser to lead Sitowise's Swedish operations

CV

Year of birth: 1971

Education: Mechanical Engineering, Royal Institute of Technology

Swedish citizen

Primary career

2019 – 2024 Ramboll Sweden, *Nordic Director*

2016 – 2019 RSM & Co Managing Director

2015 – 2016 Askegren & Co, Managing Director

1999 - 2016 Ragn-Sells Miljökonsult AB,

several roles incl. *Managing Director*

1997 – 1999 Cederbaum & Doeser, Owner & Management Consultant





Strategy execution



SITOWISE Sitowise strategy 2025 The Smart City Company We understand **OUR VISION >** our clients The most innovative Redefining We work as smartness in cities **OUR PURPOSE >** We trust each other **Empowering** The most passionate experts sustainable We are to solve complex open challenges. We are The most brave efficient WE WILL FOCUS ON >

- Creating new smart services
- Accelerating growth in Sweden
- Expanding our digital solutions business
- Becoming a thought leader in sustainability
- Being the most well-known and desired employer
- Finding the smartest ways to work

Strategy execution in Q1 2024

The most Innovative

- Good progress in New Smart Services:
 - Plannect
 - CO2 Roadmap
 - Smartlas
- Sitowise Al Center of Excellence established.
- International Hackathon win for an Al solution by the Sitowise Smart City Lab team.

The most Sustainable 💯

- Sustainability Services:

 Development of Sitowise
 biodiversity offerings in energy
 and industry sectors.
- Completing Sitowise's double materiality's analysis.
- Commitment to set near-term emission reductions through the SBTi.

The most Efficient

- Focus on sales excellence.
- Experimenting generative Al in smart decision-making and optimizing workflows.
- Continued development of IT and service platforms after implementing new ERP and CRM systems.



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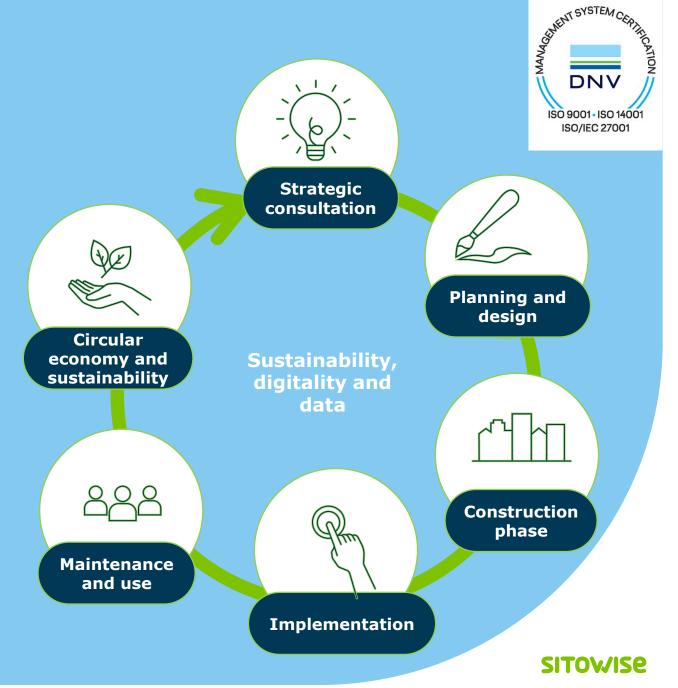
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Appendix:

Digital
Solutions
offering

We use lifecycle thinking to create sustainable built environments

- Expert services and solutions for sustainable living environment, mobility and natural asset management throughout the life-cycle
- Sustainability, knowledge-based management, digitality and data and data in the core
- Security and quality are a central part of our operations



Sitowise Sustainability Program 2025 goals:

- We are carbon neutral in 2025
- We are the most equitable workplace with best employee wellbeing in the industry
- We aim for sustainable economic growth
- We actively contribute to making our industry more sustainable



1

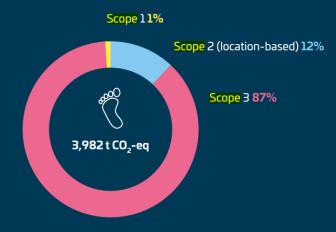
We are carbon neutral in 2025

We will continuously reduce our own emissions towards carbon neutrality by 2025

Sitowise's carbon footprint 2023

Purchased goods and services 21% Cloud computing and data centre services 0% Electricity (location based) 3% Heat (location based) 11% Fugitive emissions 0% Own vehicles 2% Waste generated in operations 2%

Carbon footprint categorized according to the GHG Protocol





2

We are the most equitable workplace with best employee wellbeing in the industry



DControl),(i= possibleConstr

+2,200 employees with over 100 different degree titles

Key KPIs

- **3.8** My employer supports the wellbeing of employees
- **4.1** At my workplace, everyone is treated equally
- **4.1** I feel that I am appreciated in my work community
- **3.7** I have opportunities to develop my skills
- **3.6** I know how to affect sustainability in my work



We aim for sustainable economic growth

O1

Developing existing expertise, understanding client needs

Pocontrol).(i= possibleConstructorResults=

02
Growing
new services

SET GOALS*

We want to double our sustainability services revenue to exceed 10 million euros by the end 2025

We want to grow our recurring revenue to be 10% of Sitowise's annual net sales by the end of 2025

* Additional targets within Sitowise's longterm growth target of annual net sales growth of over 10%, including acquisitions





Our sustainability services focus areas

RENEWABLE ENERGY



CASE: Impact assessments of renewable energy. **Client:** Ministry of Employment and the Economy, Energy Agency and Motiva Oy, 2010–

BIODIVERSITY & ADAPTATION



CASE: Survey of harmful substances in urban waters of the Salpakangas area. **Client:** Municipality of Hollala, 2022–2023.

More information on references: Referenssit | Sitowise

CLIMATE CHANGE MITIGATION



CASE: Optimizing the carbon footprint of building materials as well as the construction costs. **Client:** SKANSKA, 2021.

CIRCULAR ECONOMY



CASE: Resource-wise Vantaa tram. The circular economy thinking of the project covering the recycling of land masses, the reduction of carbon emissions and the protection of biodiversity. **Client:** City of Vantaa, 2020–2021.

Future growth opportunities from new sustainable innovations



OUR INNOVATION PIPELINE*

50+
customers
involved

200+
ideas

∼40

ideas in screening

SOME RESEARCH TOPICS

- Smart cyber security
- Climate risk and adaptation analytics
- IOT-based quality assurance
- Data-driven circularity in landmass management
- ESG Due Diligence risk assessment
- Smart renovation debt management
- Intelligent forestry and biodiversity
- Real estate location intelligence
- Energy optimization tools for real estate
- Regional Blue Green Infrastructure
- Real estate 3D scanning
- Real estate warranty period surveillance
- Soil Health Audit & Action Plan tool

NEW tool or service introduced over the past 12 months



We will expand and diversify our sustainability service offering also with targeted acquisitions

ACQUISITIONS WITH FOCUS ON SUSTAINABILITY SERVICES IN 2021–2023

In addition to these four, Sitowise has made 13 acquisitions between 2021-2023.



Municipal emissions calculation and CO2 reporting as well as energy and climate action plans for cities and municipalities.

2021



A digital service supporting leadership and decision-making in the sustainable development of municipalities.

2021



Carbon footprint calculators, carbon handprint studies, sustainability programs, climate roadmaps, and software related to sustainability.

11/2023



Business transaction

Nature surveys, especially related to wind parks, Natura evaluations, archaeological surveys and nature and environmental education.

1/2024





We actively contribute to making our industry more sustainable



SUSTAIN A BILLTY SCC

Shaking up your thinking Educating our employable about the future of cities.

Educating our employable challenging our clients

SDG-based Sitor

Read more

Educating our employees and challenging our clients with our SDG-based **Sitowise**Sustainability Tool



Driving a positive change in collaboration with others



KEY TAKEAWAYS

 Technical consultants drive positive environmental impact. Our work can be seen everywhere you look. The world of tomorrow is planned today.

 Megatrends and new legistlation provide us several growth opportunities.
 Additional opportunity from new smart and sustainable services.

• ESG related investments and costs are related to employee wellbeing, new smart services, addressing new regulatory requirements (training and reporting).



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Appendix:

Digital Solutions offering

Software, Data and Consulting with a profound customer understanding



Customer-oriented Software Development



Software Products, SaaS and Data Services



Specialist Services and Strategic Consulting



Sitowise Digital Products

routa.

Routa is an ERP solution enabling transparency and cost-efficiency in infrastructure management.

infracontrol online.

Infracontrol Online is a unique web-based traffic monitoring service that integrates independent system monitoring with an intuitive solution for handling reports and feedback.

smartlas.

Smartlas provides AI and satellitebased data, risk estimates, and future predictions for environment planning and asset management in various sectors such as forestry and municipalities.

louhi.

Louhi is a geospatial digital platform for asset management that improves situational understanding and facilitates knowledge-based decision-making.

planect.

Planect is a comprehensive urban planning platform that assesses and mitigates climate impacts by consolidating accurate data from all relevant emission categories into a user-friendly format.

foresta

Foresta is a smart forest management system that provides data-driven tools for sustainable decision-making and resource management.



Leafpoint is an innovative forest management system that enhances the overall efficiency of forest management associations.





All climate effects in one place

Examples of use cases

- Pre-construction (1)
- Carbon stocks of soil and vegetation
- Traffic
- Construction and maintenance of buildings

What?

 A comprehensive urban planning platform that assesses and mitigates climate impacts by consolidating accurate data from all relevant emission categories into an easily understandable and usable format.

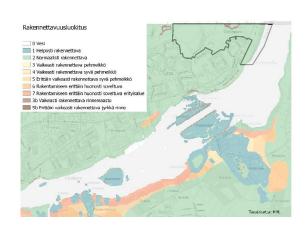
Why?

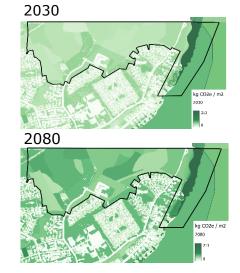
- Whole insight easily from "one door"
- **Quick**, **objective** and **transparent** land use planning, decision making and reporting
- Less costly field visits or manual work, more efficient work flows

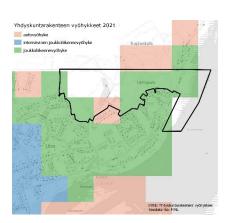
Clients (B-to-B)

- Municipalities
- Cities
- Construction companies
- Product launched in May 2024, already 15+ clients in Finland











smartlas.

Smarter data, more sustainable land use

What?

- Large collection of AI-enriched and open data
- Satellite monitoring, climate risks and future scenarios
- Fully **automatic service** in cloud, results available via data interface as **maps** and **reports**

Why?

- Whole insight easily from "one door"
- Quick, objective and transparent land use planning, decision making and reporting
- Less costly field visits or manual work, more efficient work flows





Examples of use cases

- Satellite monitoring of forest cuttings
- Mapping potential for solar/wind power
- Estimating CO2 and biodiversity
- Assessment of environmental impacts of land use projects (YVA)
- Detecting estate damages and risks

Clients (B-to-B)

- Forestry
- Energy
- Cities
- Insurance
- Financing
- 100+ organizations in Finland









Thank you!

Questions? Please contact: ir@sitowise.com