

CONSOLIDATED UNAUDITED INTERIM REPORT FOR THE IV QUARTER AND 12 MONTHS OF 2025

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AS PricewaterhouseCoopers

Financial year:

1 January – 31 December 2025

Reporting period:

1 January – 31 December 2025

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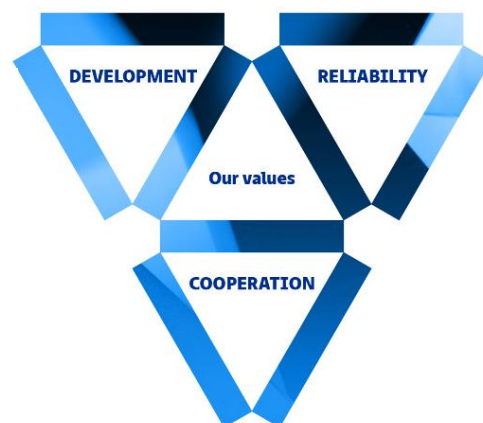
HARJU ELEKTER GROUP

Who we are

Harju Elekter is an international industrial group with extensive experience in providing future proof solutions for electrical power distribution. Harju Elekter Group has its roots and head office in Estonia, and production plants in four countries: Estonia, Finland, Sweden and Lithuania.

What we do

Harju Elekter contributes to a sustainable society by providing future-proof electrical power distribution solutions. We engineer, manufacture, and install electrification solutions for utilities, industries, infrastructure, public and commercial buildings.



AS HARJU ELEKTER GROUP

The Parent company of the Group coordinates co-operation within the Group's companies and manages the development and holdings of industrial real estate. AS Harju Elekter Group's share in its subsidiaries is 100%

ESTONIA

AS HARJU ELEKTER

Manufacturer of electrical equipment for energy distribution, industrial and construction sectors; also producer of customer-based sheet metal products for the electrical engineering and telecom sector, located in Keila

ENERGO VERITAS OÜ

Active economic activity suspended

FINLAND

HARJU ELEKTER OY

Manufacturer of electrical equipment for energy, industry, and infrastructure sectors, located in Ulvila, Kerava and in Kurikka

TELESILTA OY

Electrical engineering company specializing in electrical contracting for the ship-building industry, located in Uusikaupunki

HARJU ELEKTER KIINTEISTÖT OY

Industrial real estate holding company in Finland

SWEDEN

HARJU ELEKTER AB

Engineering company for MV/LV power and distribution solutions for the construction, infrastructure, and renewable energy sector; manufacturer of prefabricated technical houses located in Västerås

HARJU ELEKTER SERVICES AB

Industrial real estate holding company in Sweden

LITHUANIA

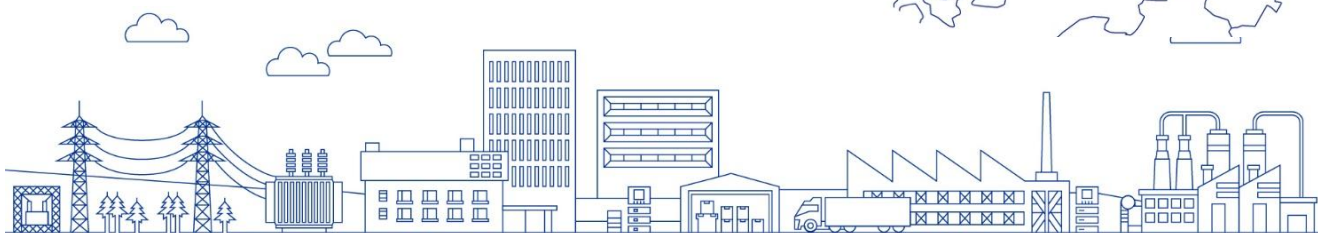
HARJU ELEKTER UAB

Engineering and contract manufacturing of multidrive, MCC's and distribution systems, located in Panevėžys

ESTONIA

OÜ SKELETON TECHNOLOGIES GROUP (5.45%)

Developer and manufacturer of ultra-capacitors

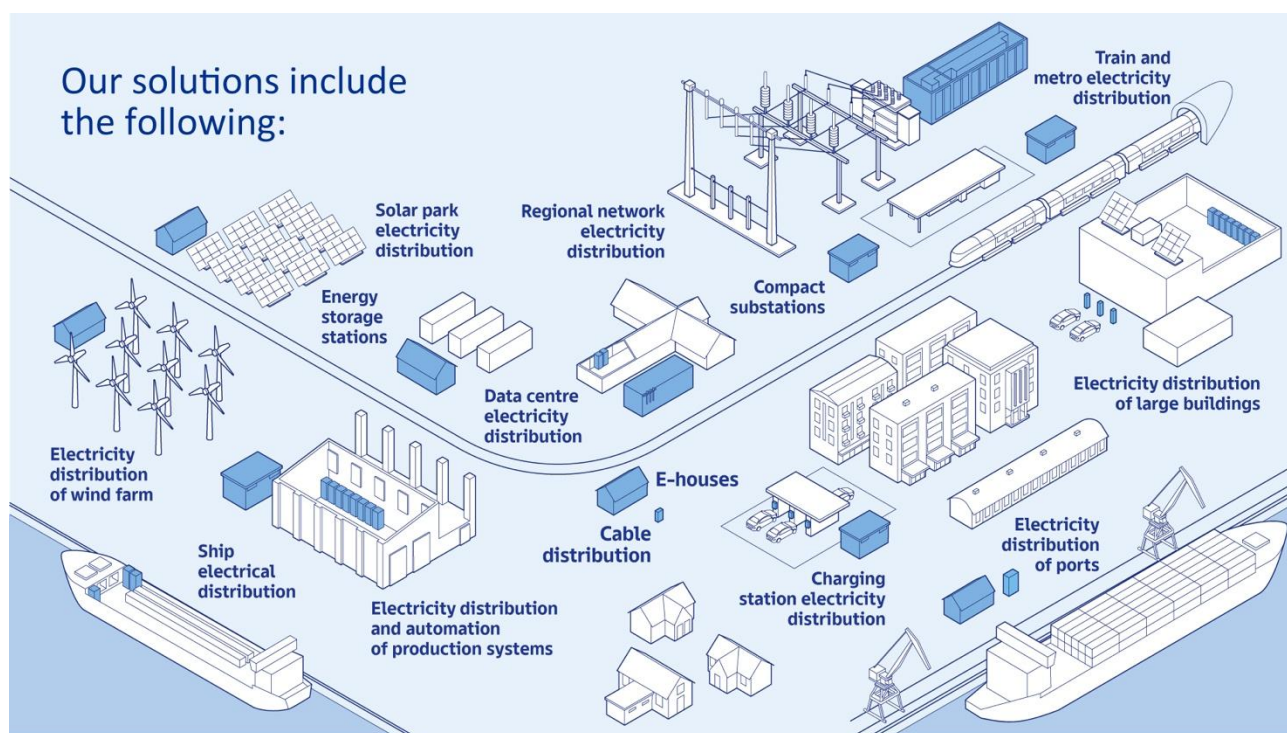


The Harju Elekter Group operates in two main areas, which are presented as separate segments.

PRODUCTION — designing, selling, manufacturing, and after-sales servicing of power distribution, switching and converting devices and automation, process control and industrial control equipment.

REAL ESTATE — developing of industrial real estate, project management, renting and the accompanying services to rental partners and to the Harju Elekter Group companies.

Other activities include the management of financial investments, electrical installation works in shipbuilding, and the retail and project sales of electrical goods.



Strategic objectives for sustainability



ENVIRONMENT

We create future-proof electrification solutions with tomorrow in mind

- Reducing GHG emissions in own operations and value chain
- Increasing the share of renewable energy
- Transition to circular economy



SOCIAL

Development and our people are at the centre of Harju Elekter

- Ensuring the health and safety of employees
- Ensuring employee satisfaction
- Improving skills and performance



GOVERNANCE

Successful cooperation with our customers leads to a sustainable future

- Promoting responsible governance
- Sustainable value chain
- Excellent quality of our products and services

MANAGEMENT REPORT

COMMENTARY FROM THE MANAGEMENT

Harju Elekter finished the year with strong results. Revenue reached the same level as in 2024, which is in line with the Group's normal operating volume and orders. The last quarter was the period with the highest revenue of the year and compared to the fourth quarter of the previous year, we were able to turn losses into moderate profits, despite the fact that it is rather a low season for the Group.

Over the course of the year, we consistently focused on improving profitability, which has been one of our most important strategic goals. The growth in profitability was supported by informed management decisions - we focused more selectively on projects and solutions where our technical competence creates greater value for the customer and enables better margins to be achieved. The quality of the sales structure and the efficiency of operations in production and the supply chain were also improved. Although the operating environment in the industrial sector was affected by general caution and longer decision-making cycles during the year, demand continued for solutions related to the development of energy systems, the strengthening of electricity networks, and electrification, which supports Harju Elekter's core activities.

The year-end results were mainly driven by higher sales in Estonia and Lithuania, and the same distribution also characterized the results for the whole year. The Estonian plant continued to see growth in its order book throughout the year, both in the substation and e-house business areas, and additional labour had to be recruited to fulfil the orders. The results gave us the confidence to begin expanding the Estonian production unit's plant by 4,000 m². The Lithuanian unit, on the other hand, operated in a more modest order environment, but still managed to keep the plant busy and maintain profitability by adjusting its labour and cost structure to the situation. The Group's Finnish subsidiary Telesilta Oy, which focuses on electrical solutions for the shipbuilding industry, also achieved commendable results.

The Group's Management Board is extremely pleased with the growth in profitability achieved. In 2025, we achieved a record operating profit of 12 million euros, EBITDA exceeded 16 million euros and net profit of over 10 million euros is a significant achievement.

The implementation of the strategic plan is progressing according to plan – we continue to move in the right direction, and the year that started according to plan, together with the increased order book, supports a strong dividend payment to shareholders. The Management Board proposes to pay shareholders dividends of 0.25 euros per share.

SUMMARY OF THE FOURTH QUARTER AND 12 MONTH RESULTS

Revenue and financial results

In the fourth quarter, the Group continued to implement its clearly defined profitability-focused strategy and significantly improved all key financial indicators. Revenue increased by 58.6% compared to the same period last year, reaching 47.5 (Q4 2024: 30.0) million euros. The strong increase in revenue was also reflected in profitability: gross profit rose to 5.3 (Q4 2024: 1.8) million euros, nearly tripling year-on-year.

The gross margin improved substantially, supported not only by higher sales volumes but also by effective cost management and the optimal allocation of operational resources. Operating profit (EBIT) for the quarter amounted to 1.8 (Q4 2024: -1.7) million euros, bringing the operating margin firmly back into positive level. This is a particularly strong result, considering that the fourth quarter has traditionally been one of the more demanding periods for the Group.

Net profit for the period was 2.6 (Q4 2024: -2.3) million euros, and earnings per share increased to 0.14 euros (Q4 2024: -0.12).

The 2025 full-year results confirm the consistent effectiveness of the Group's strategy, which focuses on improving profitability and efficiency rather than rapid sales expansion. Annual revenue amounted to 174.0 (2024: 174.7) million euros, remaining at the same level as the previous year (-0.4%).

At the same time, profitability improved markedly – gross profit grew to 25.9 (2024: 20.9) million euros and operating profit (EBIT) doubled to 12.0 (2024: 6.4) million euros. The improvement was driven by more efficient cost management as well as a more stable operating environment.

Net profit for the year and earnings per share both tripled, amounting to 10.8 (2024: 3.2) million euros and 0.58 (2024: 0.17) euros, respectively.

Investments

During the reporting period, the Group invested a total of 5.1 (2024: 3.8) million euros in non-current assets, including 0.3 (2024: 1.8) million euros in investment properties, 2.7 (2024: 0.9) million euros in property, plant, and equipment, and 2.1 (2024: 1.1) million euros in intangible assets.

The investments included the acquisition of production technology equipment and the development of production and process management systems with the aim of improving efficiency and quality. Investments also covered product development activities, focusing on the creation of new and enhanced products. In addition, part of the investments was directed towards the construction and renovation of existing buildings, and expansion works were initiated for the Estonian subsidiary's production facility, scheduled for completion in October 2026. One of the major product development projects was the development of the new-generation electric vehicle charger, Elektra Sense, to enhance the competitiveness of the Elektra product family and to expand the sale of electric vehicle chargers beyond the Finnish market.

As of the reporting date, the value of the Group's long-term financial investments amounted to 27.2 (31.12.24: 27.7) million euros. Proceeds from the disposal of the 9.15% stake in IGL-Technologies Oy totaled 0.9 million euros during the quarter, with a realized gain of 0.4 million euros. The gain was recognized through other comprehensive income.

By the end of the reporting period, non-current assets accounted for 58.8% of total assets, amounting to 99.8 (31.12.24: 64.0% or 98.4) million euros.

Current assets

The Group's current assets increased significantly over the year, rising to 69.3 (2024: 55.3) million euros. The year-end cash balance was 1.5 (2024: 3.8) million euros, decreasing mainly due to investments in non-current assets and dividend payments. Trade and other receivables grew substantially, reaching 46.7 (2024: 29.6) million euros, reflecting both the growth in sales volumes and the cyclical nature of project-based work. Prepayments decreased to 1.2 (2024: 2.1) million euros.

Inventories remained stable year-on-year at 19.9 (2024: 19.8) million euros. The Group successfully ensured smooth supply flows and maintained controlled inventory management even amid increasing operational volumes.

Liabilities

As of the reporting date, the Group had total liabilities of 69.2 (31.12.2024: 62.7) million euros. Short-term liabilities amounted to 54.1 (31.12.2024: 42.4) million euros, accounting for 78% (31.12.2024: 68%) of total liabilities.

The increase in current liabilities was primarily driven by higher customer prepayments, which rose to 15.3 (31.12.2024: 11.6) million euros, and an increase in trade and other payables to 19.7 (2024: 17.4) million euros. Tax liabilities and provisions remained broadly at the same level as the year before.

Non-current liabilities decreased during the year to 15.1 (2024: 20.2) million euros, moving towards lower financial leverage in the coming years. Borrowings were structured as follows: short-term borrowings totaled 15.5 (31.12.2024: 9.9) million euros and long-term borrowings 15.1 (2024: 20.2) million euros.

Long-term loans and leases continued to be used to finance investments, including the construction of production facilities, the acquisition of equipment, and real-estate-related development projects.

Cash Flows

The Group's operating cash flow totaled 4.6 (2024: 20.1) million euros in 2025. The decrease in operating cash flow was mainly influenced by a significant increase in trade receivables related to operating activities. In the fourth quarter, operating cash flow turned positive, amounting to 2.9 (Q4 2024: 5.9) million euros, supported by strong core performance and sound financial discipline throughout the quarter.

Cash flows from investing activities amounted to -3.8 (2024: -2.2) million euros for the year. The largest impacts were investments in property, plant, and equipment and intangible assets, amounting to -2.3 and -2.0 million euros, respectively. At the same time, proceeds from the disposal of a financial investment totaled 0.9 million euros. In the fourth quarter, cash flows from investing activities amounted to -1.8 (Q4 2024: -0.9) million euros, the majority of which was related to the settlement of investment payments.

Cash flows from financing activities totaled -2.4 (2024: -15.6) million euros for the year. The loan portfolio was primarily affected by repayments of long-term loans amounting to -3.5 million euros and a decrease in factoring liabilities of -0.4 million euros. The overdraft balance increased by 4.0 million euros during the year, and dividends of 2.8 (2024: 2.4) million euros were paid. In the fourth quarter, financing cash flow amounted to -1.8 (Q4 2024: -3.3) million euros.

Overall, the Group's cash flows for 2025 amounted to -1.6 (2024: 2.3) million euros, including -0.9 (Q4 2024: 1.6) million euros in the fourth quarter. At the end of the period, cash and cash equivalents totaled 1.5 (2024: 3.8) million euros.

Harju Elekter's risks are divided into



Environment



Employees



Business ethics



Regulations and
legislation



Information
technology



Emergencies



Supply chain



Financial risks

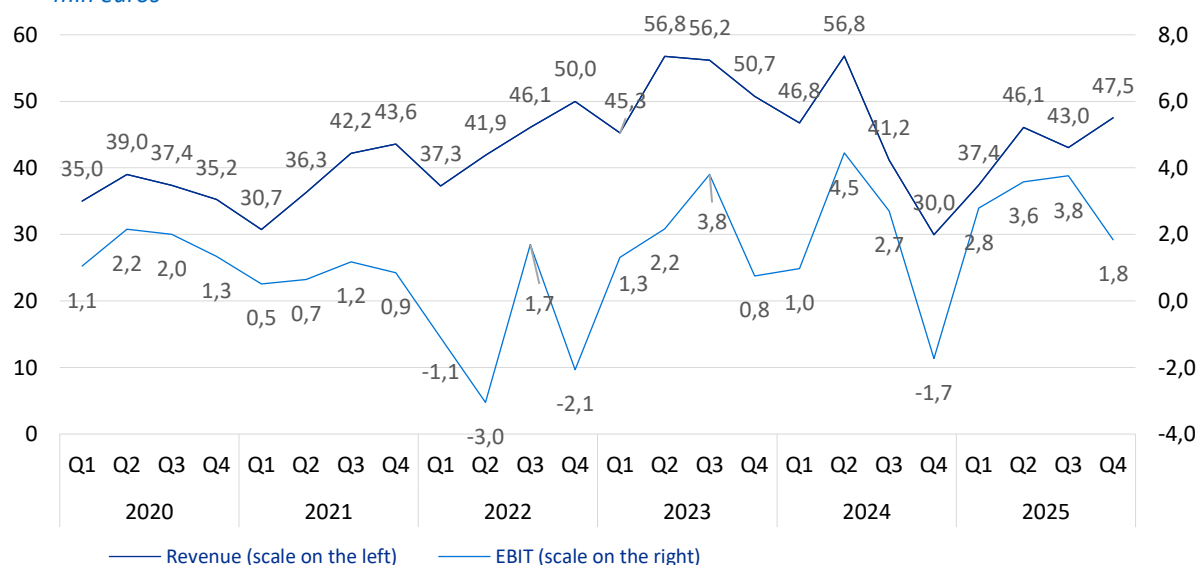


Corporate
governance

Key indicators (EUR'000)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-
Revenue	47,516	29,963	58.6%	174,047	174,712	-0.4%
Gross profit	5,340	1,778	200.3%	25,903	20,899	23.9%
EBITDA	3,057	-724	-522.2%	16,421	10,358	58.5%
Operating profit (EBIT)	1,840	-1,726	-206.6%	11,979	6,408	86.9%
Profit for the period	2,623	-2,303	-213.9%	10,784	3,175	239.7%
Earnings per share (EPS) (euros)	0.14	-0.12	-216.7%	0.58	0.17	241.2%
	31.12.25	30.09.25	+/-	31.12.25	31.12.24	+/-
Total current assets	69,304	76,583	-9.5%	69,304	55,320	25.3%
Total non-current assets	98,757	97,771	1.0%	98,757	98,377	0.4%
Total assets	168,061	174,354	-3.6%	168,061	153,697	9.3%
Total liabilities	69,200	77,780	-11.0%	69,200	62,664	10.4%

Ratios (%)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-
Distribution cost to revenue	2.5	3.6	-1.1	3.2	2.7	0.5
Administrative expenses to revenue	5.1	7.1	-2.0	5.4	5.3	0.1
Labour cost to revenue	20.4	28.5	-8.1	21.7	21.4	0.3
Gross margin (gross profit / revenue)	11.2	5.9	5.3	14.9	12.0	2.9
EBITDA margin (EBITDA / revenue)	6.4	-2.4	8.8	9.4	5.9	3.5
Operating margin (EBIT / revenue)	3.9	-5.8	9.7	6.9	3.7	3.2
Net margin (profit for the period / revenue)	5.5	-7.7	13.2	6.2	1.8	4.4
Inventory turnover (revenue / avg. inventories)	2.0	1.4	0.6	8.8	6.2	2.6
Return on equity (ROE) (profit for the period / avg.equity)	2.7	-2.5	5.2	11.4	3.5	7.9
	31.12.25	30.09.25	+/-	31.12.25	31.12.24	+/-
Equity ratio (equity / total assets) (%)	58.8	55.4	3.4	58.8	59.2	-0.4
Current ratio (current assets / current liabilities)	1.3	1.3	0.0	1.3	1.3	0.0
Debt ratio (total liabilities/ total assets)	0.4	0.4	0.0	0.4	0.4	0.0
Quick ratio ((current assets - inventories) / current liabilities)	0.9	0.9	0.0	0.9	0.8	0.1

Business seasonality
mln euros



SUPERVISORY, AUDIT COMMITTEE AND MANAGEMENT BOARDS

The Supervisory Board of AS Harju Elekter Group has six members with the following membership: Triinu Tombak (financial consultant, Managing Director of TH Consulting OÜ), Andres Toome (consultant, Managing Director of OÜ Tradematic), Aare Kirsme (Member of the Supervisory Board of AS Harju KEK), Arvi Hamburg (Member of the Estonian Association of Engineers and Committee of Energy of the Academy of Sciences), Märt Luuk (Member of the Supervisory Board of AS Harju KEK) and Risto Vahimets (Ellex Raidla Advokaadibüroo OÜ, Head of M&A, partner). The Chairman of the Supervisory Board is Triinu Tombak.

Management Board of AS Harju Elekter Group had five members as of the reporting date: Mr. Tiit Atso (Chairman of the Board), Mr. Aron Kuhi-Thalfeldt (Head of the Real Estate and Energy Division) and Mr. Priit Treial (Chief Financial Officer), Erko Lepa (manufacturing and supply chain) and Tiit Luman (sales, marketing and product management).

Information about the education and career of the members of the management and Supervisory Boards as well as their membership in the management bodies of companies and their shareholdings have been published on the home page of the company at <http://www.harjuelekter.com/company/governing-bodies/>.

CHANGES IN THE STRUCTURE OF THE GROUP

Changes in the management

As of January 1, 2025, the Management Board of AS Harju Elekter Group will consist of:

- Tiit Atso – chairman of the management board
- Priit Treial – financial management
- Aron Kuhi-Thalfeldt – real estate
- Erko Lepa – manufacturing and supply chain
- Tiit Luman – sales, marketing and product management

The expansion of the Management Board will provide a solid basis for the implementation of the strategic objectives during the period 2025–2027 and reflects the Group's growth ambitions and focus on even more efficient production and sales. The Supervisory Board of AS Harju Elekter Group is convinced that the new Management Board will contribute to increasing the Group's competitiveness and achieving a strong market position in both domestic and foreign markets. Information about the education and career of the members of the Management Boards as well as their membership in the management bodies of companies and the number of AS Harju Elekter Group shares they own has been published on the home page of the company at <http://www.harjuelekter.com/company/governing-bodies/>.

Intra-group restructuring

In accordance with AS Harju Elekter Group's strategy to focus on its factory production and to terminate its retail and wholesale business in electrical materials and equipment, the Group's wholly owned Estonian subsidiaries, AS Harju Elekter and Energo Veritas OÜ, have begun the merger process. The merger agreement was signed on 1 October 2025.

As a result of the merger, Energo Veritas OÜ (the company being acquired) will be merged with AS Harju Elekter (the acquiring company), after which Energo Veritas OÜ will be deemed to be dissolved. The procedures necessary for the merger to enter into force will be completed during first quarter of 2026.

MAIN EVENTS

President Alar Karis visited the company

In March, an Estonian manufacturing company hosted the President of the Republic of Estonia, Alar Karis, who was introduced to the company's innovative power distribution solutions. The visit focused on the role of entrepreneurship and innovation in the region's economy, as well as the future of education and the importance of civil protection and community cooperation.



Disposal of holding in the Finnish electric car charging software company IGL

In April, AS Harju Elekter Group's Finnish subsidiary Harju Elekter OY signed an agreement to divest its 9.15% stake in IGL Technologies OY, a leading Finnish developer and operator of parking and e-mobility solutions. Harju Elekter and IGL Technologies will continue their partnership even after the divestment.

The Estonian Embassy in Lithuania visited Harju Elekter UAB-d

In April, the Estonian Ambassador in Lithuania, Kaili Terras, visited Harju Elekter's Lithuanian manufacturing unit, Harju Elekter UAB. The visit highlighted the strength of economic relations between Estonia and Lithuania, as well as the role of Harju Elekter as an Estonian capital-based company in the Lithuanian industrial landscape. During the meeting, cooperation opportunities were discussed, views on sector developments were exchanged, and the good relations between the two countries were reaffirmed.

Minister of Economy and Industry

In July, Erkki Keldo, Minister of Economy and Industry, visited Harju Elekter Group's Estonian plant to familiarise himself with the Keila production unit and discuss industry development trends. During the visit, ideas were exchanged on future trends in electrification, and the company's achievements and future plans were presented. The meeting provided a valuable opportunity to raise issues of importance to the industry.

Visit by the Finnish Investors' Association to Harju Elekter Group

In September, members of the Finnish Investors' Association, totalling nearly 50 participants, visited Harju Elekter Group's Estonian plant. The Group's most important milestones and economic indicators were presented, and the main activities of the plant were introduced. Visitors expressed interest in Harju Elekter Group's development trends and product portfolio and gave positive feedback on the activities of both the Group and the Estonian plant.

Keila Factory Expansion

AS Harju Elekter commenced expansion works in October, constructing a modern 4,000m² factory building that will significantly increase the production capacity of the Keila unit. The total investment in the building and equipment exceeds four million euros. The expansion is scheduled for completion by October 2026 and will create new highly valued engineering and manufacturing positions. Following the expansion, the total production area of the Keila unit will increase to 28,000 square meters.



Annual General Meeting of Shareholders

On April 24, 2025, the annual general meeting of shareholders of AS Harju Elekter Group was held, during which the financial statements for the 2024 financial year and the profit distribution proposal were approved. The company's registered office was changed by an amendment to the articles of association, and the principles of remuneration for the members of the management board were confirmed. It was decided to pay dividends to shareholders for the year 2024 in the amount of 0.15 euros per share, totaling 2.7 million euros. The dividends were credited to the shareholders' bank accounts on May 28, 2025. The general meeting was attended by 62 shareholders and their authorized representatives, representing a total of 11,354,961 votes, which accounted for 61.38% of the total number of votes.

Increase of Share Capital

The Supervisory Board of AS Harju Elekter Group decided to increase the share capital of the company by 17,010 euros by issuing new ordinary shares. The increase in the share capital is due to the need to issue new shares to the management board members and key personnel of Harju Elekter and its subsidiaries participating in the option program approved with the resolution of the general meeting on 29 April 2021. A total of four current and former employees of Harju Elekter participated in the share issue related to the implementation of the option program, who subscribed for a total of 27,000 shares. The shares issued in connection with the share capital increase carry the right to receive dividends for the financial year starting on January 1, 2025. After the share capital increase, Harju Elekter holds a total of 18,525,770 ordinary shares without nominal value, and the share capital amounts to 11,671,235.10 euros.

Extension of subsidiary Management Board Member's terms of office

Supervisory Board of AS Harju Elekter, a subsidiary of AS Harju Elekter Group, approved the extension of Management Board Member Alvar Sass's terms of office for an additional three years, until October 2, 2028.

EVENTS AFTER THE REPORTING DATE

Increase of Share Capital

The Supervisory Board of AS Harju Elekter Group decided on 6 January 2026 to increase the share capital of the company by 34,020 euros by issuing new ordinary shares. The increase in the share capital is due to the need to issue new shares to the management board members and key personnel of Harju Elekter and its subsidiaries participating in the option program approved with the resolution of the general meeting on 29 April 2021. A total of five management board members of Harju Elekter Group participated in the share issue related to the implementation of the option program, subscribing for a total of 54,000 shares. After the share capital increase, Harju Elekter holds a total of 18,579,770 ordinary shares without nominal value, and the share capital amounts to 11,705,255.10 euros.

OPERATING RESULTS

Revenue

Revenue by business activities (EUR'000)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-	% 12M 2025	% 12M 2024
Electrical equipment	43,710	26,587	64.4%	159,750	161,246	-0.9%	91.8%	92.3%
Lease income	1,199	1,171	2.4%	4,703	4,611	2.0%	2.7%	2.6%
Electrical works	1,689	1,385	21.9%	5,663	5,033	12.5%	3.3%	2.9%
Other services	918	819	12.1%	3,931	3,822	2.9%	2.2%	2.2%
Total	47,516	29,963	58.6%	174,047	174,712	-0.4%	100.0%	100.0%

The Group's revenue in the fourth quarter amounted to 47.5 (Q4 2024: 30.0) million euros, increasing by 58.6% year-on-year. Full-year 2025 revenue remained at the same level as the previous year, reaching 174.0 (2024: 174.7) million euros. Although the result did not surpass the record levels of previous years, it was stable and aligned with the Group's usual operating volume and order flow.

Revenue in the electrical equipment segment grew significantly in the fourth quarter, totaling 43.7 (Q4 2024: 26.6) million euros and accounting for 92.0% of the Group's total quarterly revenue. On an annual basis, segment revenue remained slightly below the previous year, amounting to 159.8 (2024: 161.2) million euros. Given the central role of this business area in the Group's revenue base, its development had a considerable impact on the consolidated results.

Rental income from the real estate segment remained stable during the quarter, amounting to 1.2 (Q4 2024: 1.2) million euros. For the full year, lease income increased to 4.7 (2024: 4.6) million euros, representing 2.7% of the Group's total revenue. Although this segment is smaller in scale, it provides a stable and reliable contribution to the Group's revenue.

Revenue from electrical works in shipbuilding increased to 1.7 (Q4 2024: 1.4) million euros in the fourth quarter, rising by 21.9% year-on-year. For the full year, the segment's revenue increased by 12.5%, totaling 5.7 (2024: 5.0) million euros.

Revenue by segment (EUR'000)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-	% 12M 2025	% 12M 2024
Production	44,454	27,132	63.8%	162,946	164,305	-0.8%	93.6%	94.0%
Real Estate	1,373	1,445	-5.0%	5,438	5,364	1.4%	3.1%	3.1%
Other activities	1,689	1,386	21.9%	5,663	5,043	12.3%	3.3%	2.9%
Total	47,516	29,963	58.6%	174,047	174,712	-0.4%	100.0%	100.0%

In the Group's core segment – production – revenue increased significantly in the fourth quarter compared to the previous year, reaching 44.5 (Q4 2024: 27.1) million euros. The strong growth is mainly attributable to the uneven quarterly distribution of revenue in 2024, when a substantial share of sales was generated already in the first half of the year. In 2025, revenue was distributed much more evenly across months and quarters, which is why the year-on-year comparison of the last quarters shows a stronger change. For the full year, production segment revenue amounted to 162.9 (2024: 164.3) million euros, remaining only marginally below the previous year and confirming the segment's stability. Production accounted for 93.6% (2024: 94.0%) of the Group's total annual revenue.

Revenue in the real estate segment remained stable both in the quarterly and annual comparison, amounting to 1.4 (Q4 2024: 1.4) and 5.4 (2024: 5.4) million euros, respectively. The segment continues to be supported by high occupancy rates and a long-term rental portfolio. Real estate accounted for 3.1% of the Group's total revenue in 2025, consistent with the structure of previous years.

Revenue from other activities increased to 1.7 (Q4 2024: 1.4) million euros in the fourth quarter, rising by 21.9%. Over the full year, revenue grew by 12.3%, totaling 5.7 (2024: 5.0) million euros. The fluctuations were mainly influenced by the volume of electrical works in shipbuilding projects. Other activities contributed 3.3% (2024: 2.9%) of the Group's total revenue in 2025.

Revenue by markets (EUR'000)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-	% 12M 2025	% 12M 2024
Estonia	9,165	5,297	73.0%	29,852	23,028	29.6%	17.2%	13.2%
Finland	14,368	12,408	15.8%	54,655	66,866	-18.3%	31.4%	38.3%
Sweden	5,927	4,661	27.2%	20,284	25,963	-21.9%	11.6%	14.9%
Norway	11,074	3,274	238.2%	39,264	26,336	49.1%	22.6%	15.1%
Germany	2,335	2,461	-5.1%	14,139	13,764	2.7%	8.1%	7.9%
Netherlands	2,747	472	482.0%	9,399	3,244	189.7%	5.4%	1.9%
Denmark	1,586	26	6000.0%	3,422	1,158	195.5%	2.0%	0.7%
United States	22	178	-87.6%	518	10,739	-95.2%	0.3%	6.1%
Other	292	1,186	-75.4%	2,514	3,614	-30.4%	1.4%	2.1%
Total	47,516	29,963	58.6%	174,047	174,712	-0.4%	100.0%	100.0%

The four largest target markets – Finland, Norway, Estonia, and Sweden – accounted for 85.3% of the Group's quarterly revenue, slightly less than a year earlier. In the quarterly comparison, revenue increased across all major markets, led primarily by Norway. Full-year growth was driven mainly by the Estonian and Norwegian markets, while revenue in Finland and Sweden declined compared to the same period last year.

The Estonian market continued to show strong growth in both quarterly and annual comparisons. Fourth-quarter revenue amounted to 9.2 (Q4 2024: 5.3) million euros, representing 73.0% growth and marking one of the strongest quarters of 2025 in the domestic market. Full-year revenue increased to 29.9 (2024: 23.0) million euros. Growth was primarily driven by electricity network customers and stable activity volumes in core segments. Estonia accounted for 19.3% of the Group's quarterly revenue.

Finland remained the Group's largest market. Quarterly revenue totaled 14.4 (2024: 12.4) million euros, exceeding the previous year's result; however, full-year revenue declined to 54.7 (2024: 66.9) million euros. The decrease was mainly attributable to lower sales volumes in project-based contracts and compact substations. Finland accounted for 30.2% of the Group's quarterly revenue.

In the Swedish market, revenue increased in the reporting quarter, reaching 5.9 (2024: 4.7) million euros. For the full year, revenue declined to 20.3 (2024: 26.0) million euros. The decrease reflects a strategic shift in the business model: the offering of turnkey (EPC) projects was discontinued, and the focus moved to standardized factory-made products with a lower risk profile. Sweden accounted for 12.5% of the Group's quarterly revenue.

Norway stood out with the strongest growth in the fourth quarter. Quarterly revenue tripled, reaching 11.1 (Q4 2024: 3.3) million euros. Full-year revenue increased by 49.1%, totaling 39.3 (2024: 26.3) million euros, making Norway the Group's second-largest market after Finland. Growth was driven primarily by demand from the marine and shipping sectors. Norway accounted for 23.3% of the Group's quarterly revenue.

While revenue in the major markets is largely influenced by framework agreements, the performance in smaller markets is predominantly driven by project-based orders. Compared to the fourth quarters, the Netherlands and Denmark showed notable growth. Revenue in the Netherlands increased more than fivefold in the reporting quarter, reaching 2.7 (2024: 0.5) million euros. The Danish market, where revenue was low a year earlier, amounted to 1.6 (2024: 0.0) million euros. Full-year revenue totaled 9.4 (2024: 3.2) million euros for the Netherlands and 3.4 (2024: 1.2) million euros for Denmark. The decline in other markets year-on-year was significantly influenced by the US market, where no sales occurred in 2025.

Operating expenses

(EUR'000)	Q4 2025	Q4 2024	+/-	12M 2025	12M 2024	+/-	% 12M 2025	% 12M 2024
Cost of sales	42,176	28,185	49.6%	148,144	153,813	-3.7%	90.8%	91.7%
Distribution costs	1,173	1,069	9.8%	5,602	4,710	18.9%	3.4%	2.8%
Administrative expenses	2,420	2,116	14.3%	9,426	9,213	2.3%	5.8%	5.5%
Total operating expenses	45,769	31,369	45.9%	163,172	167,736	-2.7%	100.0%	100.0%
<i>incl. depreciation, amortization</i>	1,217	1,002	21.5%	4,442	3,950	12.5%	2.7%	2.4%
<i>incl. total labour cost</i>	9,709	8,531	13.8%	37,825	37,303	1.4%	23.2%	22.2%
<i>incl. inclusive salary cost</i>	7,643	5,605	36.3%	29,447	29,787	-1.1%	18.0%	17.8%

The Group's operating expenses amounted to 45.8 (Q4 2024: 31.4) million euros in the fourth quarter and 163.2 (2024: 167.7) million euros for the full year. Although expenses increased in the quarter due to higher production and delivery activity, total annual expenses declined by 2.7%. The structure of operating expenses remained largely unchanged, with the largest share attributable to the cost of goods and services sold.

The cost of goods and services sold totaled 42.2 (Q4 2024: 28.2) million euros in the fourth quarter, increasing by 49.6%. Over the full year, these costs decreased by 3.7%, amounting to 148.1 (2024: 153.8) million euros. The slower growth in expenses compared to revenue increased the gross profit margin to 11.2% (2024: 5.9%) in the fourth quarter and to 14.9% (2024: 12.0%) for the full year. The margin expansion primarily reflects production optimization and improved supply chain planning.

Distribution expenses increased moderately, reaching 1.2 (Q4 2024: 1.1) million euros in the quarter and 5.6 (2024: 4.7) million euros for the year. The growth in expenses was driven by strategic investments in sales and marketing aimed at expanding the customer portfolio and ensuring a stable order pipeline. The share of distribution expenses in revenue decreased to 2.5% (2024: 3.6%) in the quarter but increased to 3.2% (2024: 2.7%) for the full year.

Administrative expenses also increased, rising to 2.4 (Q4 2024: 2.1) million euros in the quarter and 9.4 (2024: 9.2) million euros for the full year. The moderate increase was mainly due to inflationary effects and regular administrative costs. The administrative expense ratio decreased to 5.1% (2024: 7.1%) in the quarter, while remaining stable at 5.4% (2024: 5.3%) for the full year.

Depreciation of non-current assets amounted to 1.2 (Q4 2024: 1.0) million euros in the fourth quarter and 4.4 (2024: 4.0) million euros for the full year. An increase in depreciation is expected, reflecting investments made in previous periods.

Labour costs totaled 9.7 (Q4 2024: 8.5) million euros in the fourth quarter, increasing by 13.8%. For the full year, labour costs rose to 37.8 (2024: 37.3) million euros. The labour cost ratio decreased to 20.4% (2024: 28.5%) in the quarter and increased slightly to 21.7% (2024: 21.4%) for the full year.

PERSONNEL

During the reporting quarter, the Group conducted its Group-wide employee satisfaction survey for the third time. The feedback gathered from the survey provides valuable insights into the organisation's strengths and areas for development and supports management in making informed decisions aimed at improving work organisation, internal climate, and the overall employee experience. The results will be used in planning further activities and in systematically strengthening employee engagement and satisfaction.

During the quarter, continued attention was given to encouraging future talent. School visits and introductory activities were carried out to increase awareness of engineering professions and to spark interest among young people and future specialists in the field.

As of the end of the reporting period, the Group employed a total of 830 people, which is 9 employees more than a year earlier. The average number of employees in the quarter was 817.

	Average number of employees				Numbers of employees			Proportion	
	Q4 2025	Q4 2024	12M 2025	12M 2024	31.12.25	31.12.24	+/-	% 31.12.25	% 31.12.24
Estonia	320	292	310	319	325	290	35	39.2%	35.3%
Finland	186	181	183	206	194	181	13	23.4%	22.1%
Lithuania	261	295	277	321	260	294	-34	31.3%	35.8%
Sweden	50	54	55	51	51	56	-5	6.1%	6.8%
Total	817	822	825	897	830	821	9	100.0%	100.0%

SHARES AND SHAREHOLDERS

Security trading history	2025	2024	2023	2022	2021
Opening price (euros)	4.58	4.97	5.01	7.44	5.24
Highest price (euros)	4.99	5.33	5.31	7.74	10.50
Lowest price (euros)	4.00	4.20	4.90	4.85	5.20
Closing price (euros)	4.85	4.575	4.97	5.01	7.44
Traded shares (pcs)	854,787	751,657	1,154,685	929,491	2,048,865
Turnover (in million euros)	4.01	3.59	5.82	5.60	15.85
Capitalisation (in million euros)	89.78	84.63	91.94	91.63	134.06
Average number of the shares (pcs)	18,512,270	18,498,770	18,355,774	18,134,463	17,855,220
EPS (euros)	0.58	0.17	0.28	-0.31	0.15

Price of AS Harju Elekter Group's share (in euros) on Nasdaq Tallinn Stock Exchange between 31 December 2020–31 December 2025 (Nasdaq Tallinn, <http://www.nasdaqbaltic.com/>)



Division of shareholders by size of holding and list of shareholders with more than 10% holding as of 31 December 2025:

Holding	No of shareholders	% of all shareholders	% of votes held	Shareholders	Holding (%)
> 10%	2	0.0	40.1	AS Harju KEK	30.06
1.0 - 10.0%	6	0.1	18.2	ING Luxembourg S.A.	10.01
0.1 - 1.0 %	64	0.6	17.3	Shareholders holding under 10%	59.93
< 0.1%	10,357	99.3	24.4		
Total	10,429	100.0	100.0	Total	100.00

As of 31 December 2025, AS Harju Elekter Group had 10,429 shareholders. During the reporting quarter, the number of shareholders decreased by 191. The largest shareholder of AS Harju Elekter Group is AS Harju KEK, a company based on local capital which holds 30.06% of AS Harju Elekter Group's share capital. On 31 December 2025, the members of the Supervisory and Management Boards owned, in accordance with their direct and indirect ownerships, in total of 5.43% of AS Harju Elekter Group shares. The complete list of shareholders of AS Harju Elekter Group is available on the website of the Nasdaq CSD <https://nasdaqcsd.com/statistics/en/shareholders>.

INTERIM FINANCIAL STATEMENT

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

(EUR'000)

	Note	31.12.2025	31.12.2024
ASSETS			
Current assets			
Cash and cash equivalents		1,545	3,773
Trade and other receivables		46,654	29,606
Prepayments		1,209	2,096
Inventories		19,896	19,845
Total current assets		69,304	55,320
Non-current assets			
Deferred income tax assets		142	687
Non-current financial investments	2	27,225	27,717
Non-current receivables		9	0
Investment properties	3	28,228	29,432
Property, plant, and equipment	4	33,273	32,420
Intangible assets	4	9,880	8,121
Total non-current assets		98,757	98,377
TOTAL ASSETS	7	168,061	153,697
LIABILITIES AND EQUITY			
Liabilities			
Borrowings	5	15,452	9,885
Prepayments from customers		15,326	11,600
Trade and other payables		19,670	17,426
Tax liabilities		3,324	3,260
Current provisions		336	270
Total current liabilities		54,108	42,441
Borrowings	5	15,072	20,184
Other non-current liabilities		20	39
Total non-current liabilities		15,092	20,223
Total liabilities		69,200	62,664
Equity			
Share capital	6	11,672	11,655
Share premium		3,410	3,306
Reserves		22,629	23,135
Retained earnings		61,150	52,937
Total equity attributable to the owners of the parent company		98,861	91,033
TOTAL LIABILITIES AND EQUITY		168,061	153,697

CONSOLIDATED STATEMENT OF PROFIT AND LOSS

(EUR'000)	Note	Q4 2025	Q4 2024	12M 2025	12M 2024
Revenue	7	47,516	29,963	174,047	174,712
Cost of sales		-42,176	-28,185	-148,144	-153,813
Gross profit		5,340	1,778	25,903	20,899
Distribution costs		-1,173	-1,069	-5,602	-4,710
Administrative expenses		-2,420	-2,116	-9,426	-9,213
Other income		236	93	1,412	281
Other expenses		-143	-412	-308	-849
Operating profit	7	1,840	-1,726	11,979	6,408
Finance income		534	5	1,659	116
Finance costs		-448	-613	-2,191	-2,436
Profit before tax		1,926	-2,334	11,447	4,088
Income tax	9	697	31	-663	-913
Profit for the period		2,623	-2,303	10,784	3,175
Earnings per share					
Basic earnings per share (euros)	8	0.14	-0.12	0.58	0.17
Diluted earnings per share (euros)	8	0.14	-0.12	0.58	0.17

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

(EUR'000)	Note	Q4 2025	Q4 2024	12M 2025	12M 2024
Profit for the period		2,623	-2,303	10,784	3,175
Other comprehensive income					
<i>Items that may be reclassified to profit or loss</i>					
Impact of exchange rate changes of a foreign subsidiaries		-331	98	-707	108
<i>Items that will not be reclassified to profit or loss</i>					
Gain on sales of financial assets	2	0	0	385	185
Revaluation of financial assets		-9	-6	0	-71
Total comprehensive income (-loss) for the period		-340	92	-322	222
Other comprehensive income		2,283	-2,211	10,462	3,397

CONSOLIDATED STATEMENT OF CASH FLOWS

(EUR'000)	Note	12M 2025	12M 2024
Cash flows from operating activities			
Profit for the period		10,784	3,175
<u>Adjustments</u>			
Depreciation, amortization and impairment	3,4	4,442	3,950
Gain/loss on sale of property, plant and equipment		-2	-28
		82	69
Share-based payments	10	20	43
Finance income		-1,659	-116
Finance costs		2,191	2,436
Income tax	9	663	913
<u>Changes</u>			
Changes in trade receivables and prepayments		-16,122	14,450
Changes in inventories		-51	16,989
Changes in trade payables and prepayments		6,250	-19,332
Corporate income tax paid	9	-767	-259
Interest paid		-1,251	-2,184
Total cash flow (-outflow) from operating activities		4,580	20,106
Cash flows from investing activities			
Payments for investment properties	9	-403	-1,994
Payments for property, plant and equipment	9	-2,262	-903
Payments for intangible assets	9	-1,979	-1,080
Payments for financial investment	2	-17	0
Proceeds from sale of property, plant and equipment		3	81
Proceeds from sale of other financial investments	2	889	1,641
Dividends received		20	78
Received interests		0	18
Total cash flow (-outflow) from investing activities		-3,749	-2,159
Cash flows from financing activities			
Change in overdraft balance and current borrowings	5	4,003	-9,125
Proceeds from borrowings		248	109
Repayment of non-current borrowings	5	-3,532	-3,945
Change in factoring liability	5	-398	468
Repayments of lease liabilities	5	-113	-729
Proceeds from the share issue		122	0
Dividends paid		-2,775	-2,405
Dividends income tax paid		0	-12
Total cash flow (-outflow) from financing activities		-2,445	-15,639
Total net cash flow (-outflow)		-1,614	2,308
Cash and cash equivalents at the beginning of the period		3,773	1,381
Changes in cash and cash equivalents		-1,614	2,308
Effect of exchange rate fluctuations on cash and cash equivalents		-614	84
Cash and cash equivalents at the end of the period		1,545	3,773

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

1 January – 31 December (EUR'000)	Share capital	Share premium	Reserves	Retained earnings	Total equity
Balance at 1 January 2024	11,655	3,306	23,055	51,982	89,998
Comprehensive income					
Profit for the period	0	0	0	3,175	3,175
Other comprehensive income	0	0	37	185	222
Total comprehensive income	0	0	37	3,360	3,397
Transactions with owners recognized directly in equity					
Share-based payments (Note 8,10)	0	0	43	0	43
Dividends	0	0	0	-2,405	-2,405
Total transactions with owners	0	0	43	-2,405	-2,362
Balance at 31 December 2024	11,655	3,306	23,135	52,937	91,033
Comprehensive income					
Profit for the period	0	0	0	10,784	10,784
Other comprehensive income	0	0	-707	385	-322
Reclassification	0	0	181	-181	0
Total comprehensive income	0	0	-526	10,988	10,462
Transactions with owners recognized directly in equity					
Share capital contribution	17	104	0	0	121
Share-based payments (Note 8,10)	0	0	20	0	20
Dividends	0	0	0	-2,775	-2,775
Total transactions with owners	17	104	20	-2,775	-2,634
Balance at 31 December 2025	11,672	3,410	22,629	61,150	98,861

On 24 April 2025, the Annual General Meeting of Shareholders of AS Harju Elekter Group was held, where the following resolutions were adopted: amendments to the Articles of Association, the principles of remuneration for Management Board members, the 2024 annual report, and the profit distribution proposal were approved. It was also decided to pay dividends of 0.15 euros per share for the financial year 2024, totaling 2,775 thousand euros. Dividend payments were made to shareholders' bank accounts on 28 May 2025.

AS Harju Elekter Group increased the company's share capital by 17,010 euros through the issue of new ordinary shares in connection with the implementation of the employee option program. The total proceeds from the share issue amounted to 121,500 euros, of which the share premium was 104,490 euros. Following the share capital increase, the share capital of AS Harju Elekter amounts to 11,671,235,10 euros divided into 18.5 million ordinary shares without a nominal value.

NOTES TO INTERIM FINANCIAL STATEMENT

Note 1 Accounting methods and valuation principles used in the consolidated interim report

AS Harju Elekter Group is a company registered in Estonia. The interim report prepared as of 31 December 2025 comprises AS Harju Elekter Group (the "Parent Company") and its subsidiaries AS Harju Elekter, Energo Veritas OÜ, Harju Elekter Oy, Harju Elekter Kiinteistöt Oy, Telesilta Oy, Harju Elekter AB, Harju Elekter Services AB and Harju Elekter UAB (the "Group"). AS Harju Elekter Group has been listed on Tallinn Stock Exchange since 30 September 1997; 30.06% of its shares are held by AS Harju KEK.

The consolidated interim financial statements of AS Harju Elekter Group and its subsidiaries have been prepared in accordance with International Reporting Standards (IFRS) as adopted by the European Union. This consolidated interim report is prepared in accordance with the requirements for international accounting standard IAS 34 "Interim Financial Reporting" on condensed interim financial statements. The interim report is prepared on the basis of the same accounting methods as used in the annual report concerning the period ending on 31 December 2024. The interim report should be read in conjunction with the Group's annual report of 2024, which is prepared in accordance with International Financial Reporting Standards (IFRS).

According to the assessment of the Management Board, the interim report for the fourth quarter and 12 months of 2025 of AS Harju Elekter Group presents a true and fair view of the financial result of the consolidation Group guided by the going-concern assumption. This interim report has been neither audited nor reviewed by auditors and only includes the consolidated reports of the Group.

The financial statements are presented in euros, which is the Group's functional and presentation currency. The consolidated interim financial statement has been drawn up in thousands of euros, and all the figures have been rounded to the nearest thousand, unless indicated otherwise.

Note 2 Financial investments

(EUR'000)

	31.12.2025	31.12.2024
Listed securities (fair value through other comprehensive income)	22	21
Other equity investments (fair value through other comprehensive income)	27,200	27,687
Other financial assets through profit or loss	3	9
Total	27,225	27,717
Changes	12M 2025	12M 2024
1. Financial assets at fair value through other comprehensive income		
Carrying amount at the beginning of the period	27,708	29,235
Additions	17	0
Sale of financial assets	-503	-1,456
Change in fair value through other comprehensive income	0	-71
Carrying amount at the end of the period	27,222	27,708
2. Financial assets at fair value through profit and loss		
Carrying amount at the beginning of the period	9	9
Change in fair value through profit and loss	-6	0
Carrying amount at the end of the period	3	9
Total carrying amount at the end of the period	27,225	27,717

In April, AS Harju Elekter Group's Finnish subsidiary Harju Elekter OY exited its financial investment by divesting a 9.15% stake in IGL Technologies OY, a Finnish developer and operator of parking and e-mobility solutions as well as parking and charging systems. This step is in line with the Group's strategy to focus on its core business and to allocate more resources to product development and innovation—particularly the development of next-generation chargers that meet the growing demand for sustainable and smart energy solutions. The divestment of the IGL Technologies OY stake generated total proceeds of 0.9 million euros in the reporting quarter, of which 0.4 million euros was realised as profit. The gain was recognised through other comprehensive income.

As of 31 December 2025, other equity investments include an investment in the shares of OÜ Skeleton Technologies Group in the amount of 27.2 (31.12.24: 27.2) million euros. As of the reporting date, the registered ownership stake in OÜ Skeleton Technologies Group is 5.45%. The company is engaged in the development and production of supercapacitors and is gradually increasing production. The assessment of future cash flows of the OÜ Skeleton Technologies Group includes significant uncertainty. Measurement of fair value is a complex process in the absence of an active market and when this is the case, this kind of measurement involves making assumptions and decisions. In assessing the fair value of the company, the Group's management based the assessment on the issue price of the new shares used in the financing rounds, the economic indicators disclosed by OÜ Skeleton Technologies Group, the associated investment risk, and weighted the marketability of instrument.

Note 3 Investment properties

(EUR'000)	Note	12M 2025	12M 2024
Balance at the beginning of the period		29,432	28,856
Additions	7	339	1,822
Depreciation	7	-1,543	-1,246
At the end of the period		28,228	29,432

Note 4 Property, plant and equipment and intangible assets

(EUR'000)	Note	12M 2025	12M 2024
1. Property, plant and equipment			
Balance at the beginning of the period		32,420	34,067
Additions	7	2,715	894
Additions to right-of-use assets		225	346
Sales and write-off in carrying amount		-127	-172
Depreciation	7	-2,593	-2,412
Reclassification to inventories		0	13
Impact of exchange rate changes		633	-316
At the end of the period		33,273	32,420
2. Intangible assets			
Balance at the beginning of the period		8,121	7,354
Additions	7	2,065	1,070
Amortization	7	-306	-292
Refunded prepayment		0	-10
Impact of exchange rate changes		0	-1
At the end of the period		9,880	8,121

Note 5 Borrowings

(EUR'000)	31.12.25	31.12.24
Current borrowings		
Current bank loans and overdrafts	9,087	5,084
Current portion of non-current bank loans	4,888	3,029
Current portion of non-current lease liabilities	484	374
Factoring liability	954	1,352
Interest payable	39	46
Total current borrowings	15,452	9,885
Non-current borrowings		
Non-current bank loans	14,144	19,287
Non-current lease liabilities	928	897
Total non-current borrowings	15,072	20,184
Total borrowings	30,524	30,069

Changes in borrowings	12M 2025	12M 2024
Loans and borrowings at the beginning of the period	30,069	43,072
Change in overdraft balances	4,003	-9,125
Received non-current loans	248	109
Repayments of non-current loans	-3,532	-3,945
Change in factoring liability	-398	468
New lease liabilities	225	375
Repayments of non-current lease liabilities	-113	-729
Impact of exchange rate changes	29	2
Change in interest payable	-7	-158
Loans and borrowings at the end of the period	30,524	30,069

Note 6 Share capital

	31.12.25	31.12.24
Share capital (thousand euros)	11,672	11,655
Number of shares (pcs)	18,525,770	18,498,770
Book value of a share (euros)	0.63	0.63

AS Harju Elekter Group increased its share capital by 17,010 euros through the issuance of new ordinary shares in connection with the implementation of the employee option program. A total of 27,000 ordinary shares were subscribed for 121,500 euros. The issue price per share was 4.50 euros, of which 0.63 euros was the book value and 3.87 euros constituted the share premium. Following the increase, the share capital of AS Harju Elekter Group amounts to approximately 11,672 thousand euros, divided into 18.5 million ordinary shares without nominal value.

Note 7 Segment reporting

In the consolidated financial statements, two main segments are distinguished: Production and Real Estate. Non-segmented areas of activity are grouped under Other activities, where each area of activity does not have a large enough share to form a separately reported segment.

Production – manufacturing and sale of electricity distribution and control equipment as well associated activities. This segment includes the Group's companies AS Harju Elekter, Harju Elekter Oy, Harju Elekter UAB and Harju Elekter AB.

Real estate – real estate development, maintenance and leasing, services related to the maintenance of real estate and production capacity and intermediation of services. Real estate has been identified as a reportable segment because its result and assets are more than 10% of the total result and assets of all segments. This business line includes the parent company, Harju Elekter Kiinteistöt Oy and Harju Elekter Services AB.

Other activities – sales of the products of the Group and its related companies as well as products needed for electrical installation works; management services, project management for installation works and electrical engineering for shipbuilding. Other activities are of less importance to the Group and none of them constitutes a separate segment for reporting purposes. This segment includes the Parent Company and the Group's subsidiaries Energo Veritas OÜ and Telesilta Oy. Other activities are of less importance to the Group and none of them constitutes a separate segment for reporting purposes.

The Group assesses the performance of its operating segments on the basis of revenue and operating profit. Based on the assessment of the Parent company's Management Board, inter-segment transactions are carried out on ordinary market terms that do not differ substantially from the terms agreed in transactions conducted with third parties. Unallocated assets comprise the Parent company's other receivables, prepayments, and other financial investments. Unallocated liabilities consist of the Parent company's (in Estonia) interest-bearing loans and borrowings (exc. borrowings for Real estate), tax liabilities and accrued expenses.

(EUR'000)	Note	Production	Real Estate	Other activities	Elimination	Consolidated
12 months 2025						
Revenue from external customers		162,946	5,438	5,663	0	174,047
Inter-segment revenue		418	2,430	3,777	-6,625	0
Segment revenue		163,364	7,868	9,440	-6,625	174,047
Operating profit		8,428	3,376	195	-20	11,979
Segment assets		97,056	31,149	52,323	-39,788	140,740
Unallocated assets						27,321
<i>incl. Financial investments</i>						27,222
<i>incl. Other receivables and prepayments</i>						99
Total assets						168,061
Liabilities of the segment		73,644	748	5,096	-39,788	39,700
Unallocated liabilities						29,500
<i>incl. borrowings</i>						28,493
<i>incl. accrued expenses</i>						778
<i>incl. other</i>						229
Total liabilities						69,200
Capital expenditure	3,4	2,495	463	2161	0	5,119
Right-of-use assets		0	225	0	0	225
Depreciation and amortization	3,4	1,745	2,094	617	-14	4,442
12 months 2024						
Revenue from external customers		164,305	5,364	5,043	0	174,712
Inter-segment revenue		509	2,428	3,176	-6,113	0
Segment revenue		164,814	7,792	8,219	-6,113	174,712
Operating profit		2,658	4,052	-264	-38	6,408
Segment assets		84,701	36,480	44,189	-38,974	126,396
Unallocated assets						27,301
<i>incl. Financial investments</i>						27,221
<i>incl. Other receivables and prepayments</i>						80
Total assets						153,697
Liabilities of the segment		66,760	429	3,889	-38,974	32,104
Unallocated liabilities						30,560
<i>incl. borrowings</i>						29,939
<i>incl. accrued expenses</i>						369
<i>incl. other</i>						252
Total liabilities						62,664
Capital expenditure	3,4	1,035	1,860	891	0	3,786
Right-of-use assets		375	0	0	0	375
Depreciation and amortization	3,4	1,636	1,770	557	-13	3,950

Revenue by geographic regions (customer location)

(EUR'000)	12M 2025	12M 2024
Estonia	29,852	23,028
Finland	54,655	66,866
Sweden	20,284	25,963
Norway	39,264	26,336
Germany	14,139	13,764
Netherlands	9,399	3,244
Denmark	3,422	1,158
United States	518	10,739
Other	2,514	3,614
Total revenue	174,047	174,712

Revenue by business activities

(EUR '000)

	12M 2025	12M 2024
Manufacturing and sale of electrical equipment	159,750	161,246
Lease income	4,703	4,611
Electrical works	5,663	5,033
Other services	3,931	3,822
Total revenue	174,047	174,712

Note 8 Basic and diluted earnings per share

Basic earnings per share are calculated by dividing the net profit for the reporting period with the weighted average number of shares issued during the period. Diluted earnings per share are calculated by taking into account the shares that will be potentially issued. The resolution of the general meeting of shareholders held on 29 April 2021 approved the new 2021–2022 share option program, under which the members of the Management Boards and key personnel of AS Harju Elekter Group and its subsidiaries are entitled to receive share options. The issue price of the shares to be acquired on the basis of the option is the average of the closing prices of the shares for the calendar years of 2018, 2019, and 2020 on the Nasdaq Tallinn Stock Exchange as of 31 December, i.e., 4.50 euros per share. During the reporting period, options granted under the 2021 agreement were exercised. Four current and former employees of Harju Elekter participated in the share issue related to the implementation of the option program, subscribing for a total of 27,000 shares for 121,500 euros. A total of 57,500 shares remained unsubscribed. As of 31 December 2025, the Group had a total of 54,000 potentially issuable ordinary shares, which were exercised in January 2026.

As to share-based compensation to which IFRS 2 requirements apply, the subscription price of shares will continue to include the cost of the services provided by employees for the share-based compensation. The value of the service was estimated by an independent expert at 3.55 euros in the 2021 round and 1.52 euros in 2022. The potential shares will only become dilutive after their average market price for the period exceeds these values. During the period from October 1 to December 30, 2025, the average market price of the shares was 4.66 (Q4 2024: 4.62) euros, and during year 2025, the average market price of the shares was 4.70 (2024: 4.77) euros.

	Unit	Q4 2025	Q4 2024
Profit attributable to equity holders of the parent company	EUR '000	2,623	-2,303
Average number of shares outstanding	Pc '000	18,526	18,499
Basic earnings per share	EUR	0.14	-0.12
Adjusted number of shares during the period	Pc '000	18,526	18,499
Diluted earnings per share	EUR	0.14	-0.12
	Unit	12M 2025	12M 2024
Profit attributable to equity holders of the parent company	EUR '000	10,784	3,175
Average number of shares outstanding	Pc '000	18,512	18,499
Basic earnings per share	EUR	0.58	0.17
Adjusted number of shares during the period	Pc '000	18,563	18,499
Diluted earnings per share	EUR	0.58	0.17

Note 9 Information on the statement of cash flows line items

(EUR '000)

	Note	12M 2025	12M 2024
Corporate income tax			
Income tax expense in the statement of profit or loss		-663	-913
Decrease (+)/increase (-) in prepayment and in income tax liability		-630	603
Deferred income tax expense/income		526	59
Impact of exchange rate changes		0	-8
Corporate income tax paid		-767	-259
Paid for investment properties			
Acquisitions of investment properties	3	-339	-1 822
Liability decrease (-)/ increase (+) incurred by the acquisitions		-64	-172
Paid for investment properties		-403	-1 994

(EUR'000)	Note	12M 2025	12M 2024
Paid for property, plant and equipment			
Acquisitions of property, plant and equipment	4	-2,715	-894
Liability decrease (-)/ increase (+) incurred by the acquisitions		453	-11
Impact of exchange rate changes		0	2
Paid for property, plant and equipment		-2,262	-903
Paid for intangible assets			
Acquisitions of intangible assets	4	-2,065	-1070
Liability decrease (-)/ increase (+) incurred by the acquisitions		86	-13
Impact of exchange rate changes		0	3
Paid for intangible assets		-1,979	-1,080

Note 10 Transactions with related parties

The related parties of AS Harju Elekter Group are Members of the Management Board and the Supervisory Board of the Group, their close associates, and companies significantly influenced or controlled by the aforementioned persons. Also, AS Harju KEK which owns 30.06% of the shares of AS Harju Elekter Group. The Group's management comprises members of the Parent company's Supervisory and Management Boards. During the reporting period, the Group has made transactions with related parties as follows:

(EUR'000)	31.12.25	31.12.24
Balances with related parties:		
- Payables for goods and services	65	56
- Payables to Management and Supervisory Boards	122	96
- Bonus reserve for Management board	270	42
	12M 2025	12M 2024
Purchase of goods and services from related parties:	869	964
Sale of goods and services to related parties:	60	5
Remuneration of the Management and Supervisory Boards:		
- Salary, bonuses, additional other remuneration	920	687
- Social security tax	304	227

The members of the Management Board receive remuneration in accordance with the contract and are also entitled to receive a severance payment: up to 6 months of the remuneration of the Member of the Management Board. Members of the Management Board have no rights related to pension. During the reporting period, no other transactions were made with members of the Group's directing bodies and the persons connected with them.

Share-based payments

In 2021 and 2022, 25 option contracts were signed with the Group's employees and Members of the company's Management Board, for a total of 189,750 share subscription rights, of which 54,000 shares are potentially issuable at the end of the reporting period. These options were exercised in January 2026. The term of the option program is two years, plus the term for exercising the options. The exercise period is 36 and 48 months after the written option contract is signed. During the reporting period, options granted under the 2021 agreement were exercised. Four current and former employees of Harju Elekter participated in the share issue related to the implementation of the option program, subscribing for a total of 27,000 shares for 121,500 euros. A total of 57,500 shares remained unsubscribed.

During the reporting period, share-based payments were recognized as labour costs amounting to 20 (2024: 43) thousand euros, including 17 (2024: 11) thousand euros for the members of the Management and Supervisory Board. The pricing of the option is disclosed in Note 8.

THE MANAGEMENT BOARD DECLARATION FOR THE UNAUDITED FINANCIAL STATEMENTS

The Management Board acknowledges its responsibility for the preparation, integrity and fair presentation of the consolidated interim financial statements for the fourth quarter and 12 months of 2025 and confirms that to the best of its knowledge, information and belief that:

- the management report presents true and fair view of significant events that took place during the accounting period and their impact to financial statements; and includes the description of major risks and doubts for the Parent company and consolidated companies as a Group; and reflects significant transactions with related parties;
- the accounting principles and presentation of information used in preparing the interim financial statements are in compliance with the International Financial Reporting Standards as adopted by the European Union;
- the interim financial statements give a true and fair view of the assets, liabilities, financial position of the Group and of the results of its operations and its cash flows; and
- AS Harju Elekter Group and its subsidiaries are going concerns.

Tiit Atso	Chairman of the Management Board	18 February 2026
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Priit Treial	Member of the Management Board	18 February 2026
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Aron Kuhi-Thalfeldt	Member of the Management Board	18 February 2026
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Erko Lepa	Member of the Management Board	18 February 2026
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Tiit Luman	Member of the Management Board	18 February 2026
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