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Quick facts:

- Sulava is an expert and training company that specialises in Microsoft solutions and cloud service implementations.
- Sulava was founded in 2010 by Aki Antman.
- Onsite was founded in 2008 by brothers Antti and Jussi Roine.
- Sulava and Onsite merged in 2017.
- The company currently employs over 120 people.
- Turnover in 2019 was over MEUR 13.
- The annual growth percentage has been 10–40 per cent for every year of operations since the company was founded.
- Sulava has 500 customers who operate in more than 100 countries. Sulava's customers include KONE, Outotec, Kemira, Huhtamaki, Stora Enso and Lindström.
- Offices in Finland (Helsinki and Kuopio) and United Arab Emirates (Dubai)

Sulava — pioneers of a better working life

Sulava is a pioneer in the revolution of working life. We are Finland's most competent expert and training company, and we specialise in Microsoft solutions and cloud service implementations. We are extremely passionate about modern working culture. Our company is at the forefront of digital service business. The company was founded in 2010 when we already knew that the cloud would change knowledge work completely. Back then, we wanted to be at the forefront and help companies start using the new possibilities offered by cloud services. We selected Microsoft as our partner.

We improve competitiveness by helping our customers focus on their own industry or special competence and by enabling smooth working whenever and wherever. We are also smooth (*Sulava* in Finnish) at heart: top competence is born out of passion and continuous renewal.

Microsoft's most important partner

Sulava Oy has been an official Microsoft partner since the day it was founded. As the company has grown, the competence of an ever larger and more experienced group of specialists makes it possible to offer an even wider variety of services in various areas.

Sulava's and Microsoft's partnership is exhibited by, for example, the competencies Sulava has gained, the MVP recognitions Sulava's specialists have received and Sulava's awards. Microsoft's partners demonstrate their skills with competencies.

Five Sulava specialists have Microsoft's MVP (Most Valuable Professional) recognition. In addition, we collaborate with other MVPs, such as Sami Laiho. Recognitions are granted to people who share useful information related to Microsoft's technologies voluntarily, actively and often without compensation. A person who has been granted an MVP will naturally have high-level technical skills, but this is only half of the truth. Above all, an MVP showcases that our specialists have the possibility to grow beyond the limitations of the company with competence, recognition and



experience, that Finland has genuine competence and experience of international standards and that this work is done with a passion.

Three times, Microsoft has selected Sulava as one of the top four companies globally for our work as developers of knowledge from among thousands of applicants in Microsoft's Partner of the Year competition. In 2019, the selection was granted in the Teamwork category based on successes in a collaboration project between Sulava and Huhtamaki related to a change in working culture. In 2018, the selection came in the category of Modern Workplace Transformation. The selection was based on Sulava and Lindström's permanent strategic collaboration on the wide utilisation of Microsoft's cloud environment that had continued for years. We also won the same award in 2015 in the Cloud Productivity Partner of the Year category. Additionally, Sulava has been recognized as a finalist in Microsoft Security 20/20 -awards.

Ever-increasing growth

Sulava's turnover in 2019 was over MEUR 13. The company's growth has been possible specifically due to the strong competence and commitment of our employees. Even though development has been annual and in the double digits, the company is aiming particularly for stable and long-term growth. Along with the growth, we are also looking for partners and investors who suit our values and strategy to build Sulava's future with us.

Our working culture highlights transparency and helping others

It's important for us that our employees are happy to come to work each morning. The working culture is strongly based on our values that highlight community, friendliness, transparency and the willingness to help others. We want to be transparent, which is why we always discuss everything openly. Sulava also offers employees the possibility to develop into an expert of an entirely new area or even rise to the executive team or the company's board of directors. Sulava is at the top of the world specifically because of its competent employees.

We have wanted to include our employees in our ownership base through employee share issues. Sulava's entire personnel has been given the possibility to participate in an employee share issue. In 2019, this was possible by purchasing at least 1,000 shares. We negotiated an affordable bank loan for employees who wanted to participate in the share issue so that it was possible to purchase the shares. For us, it was very important that everyone had the chance to participate. This is a way of thanking our employees for the value-based work they have carried out so far.

Through the employee share issues, more than 70% of Sulava's employees own company shares. In the share issue in autumn 2019, more than 60 employees and board members invested approximately MEUR 1.5 in the company. Each individual investment was less than 10% of the total, so the ownership is well balanced between everyone who participated in the issue.

Is Sulava ready?

By no means! We still need development in many areas. The world is constantly changing — especially in our industry. We want to be constantly ready to learn new skills.

In 2020, Sulava turns 10 years old. We want to be Finland's most recognised and best Microsoft specialist, with the fiercest specialists and best customer cases. We have succeeded in the service design of our own work and, through that, we believe that both we and our customers have a clear



picture of Sulava's core competencies. Artificial intelligence, office robotics, secure knowledge work, continuous services and training in all formats are at the centre of our competence.

Business productivity, such as Power BI and Project skills, are an essential part of our service package. Terminal devices and, more specifically, their management is a permanent part of our offering. Our digital consults improve the world and working life with completely new kinds of innovations, such as artificial intelligence-based bots that automate the routines of knowledge work.

We will continue to be Microsoft's most important partner and, in the future, we want to collaborate with Redmond — Microsoft's head office — more than ever. We are already involved in dozens of Redmond's product group programmes; in most of them, we are the only company from Finland or the Nordic countries. Redmond genuinely values Sulava's competence. Sulava has a unique position as we truly have the possibility to impact the direction in which Microsoft's products will be developed. Thanks to our personal Redmond connections, Sulava often ends up being the first company in Finland or the world to solve various technical problems.

Contact information:

Sulava
Helsinki office
Vuorikatu 14B, 3rd floor
FI-00100 Helsinki
Switchboard: +358 (0)9 4190 2424

Media contacts: Sulava's marketing and communications

		
<p>Hanna Valjakka Marketing Specialist hanna.valjakka@sulava.com</p>	<p>Aki Antman CEO aki.antman@sulava.com</p>	<p>Karoliina Partanen CMO karoliina.partanen@sulava.com</p>