

expire in 2022. In 2018, 87,500 warrants were issued with an exercise price of SEK 113.66, which expired during 2021, none of which were subscribed. 120,000 warrants issued in 2017 expired in 2020 with an exercise price of SEK 124.66, none of which were subscribed.

There were no company acquisitions in 2021. No transactions between Ework and related parties materially impacting the Company's financial position and results of operations took place. The Board's work is described in the Corporate Governance Report on pages 9-11. See Note 21 for a description of the Group's and the Parent Company's financial risks and sensitivity analysis.

Remuneration principles for senior managers

Current guidelines for remuneration to senior managers were adopted at the AGM in 2020. These guidelines apply until further notice, although not beyond the AGM 2024. The shareholders have not put forward any comments on the guidelines. The guidelines cover the Chief Executive Officer ("CEO"), the Executive Vice President (EVP) and other senior managers in Ework's executive management team. See pages 14-15 for the composition of the executive management team. Guidelines during 2021 are described in Note 5 Employees, personnel expenses and remuneration to senior managers on page 31.

Decision-making process for adopting, reviewing and implementing the guidelines

The Board of Directors has established a Remuneration Committee with the primary task of preparing the Board's decisions on matters relating to remuneration principles, remuneration and other terms of employment for senior managers. The Remuneration Committee shall also monitor and evaluate ongoing programmes and those completed during the year for variable remuneration for senior managers, monitor and evaluate the application of the guidelines for remuneration to senior managers that the AGM must, by law, adopt at least once every four years, as well as current remuneration structures and levels of remuneration in the Group.

Remuneration to the CEO and EVP, and principles for remuneration to senior managers, are decided by the Board of Directors. Remuneration to other senior managers is decided by the Remuneration Committee within the framework as adopted by the Board and the AGM.

CORPORATE GOVERNANCE REPORT

Ework Group AB (publ) is a Swedish-registered public limited company based in Stockholm. The Company delivers consulting services in the fields of IT, telecoms technology, and business development. The Company has been listed on Nasdaq Stockholm since February 2010.

The members of the Remuneration Committee are independent in relation to the Company and the senior managers. When the Remuneration Committee and the Board are dealing with matters concerning remuneration, the CEO, EVP and other senior managers shall not attend if they are affected by such matters.

Incentive programme

See the section in the Corporate Governance Report on page 11.

Significant risks and uncertainties

Generally, Ework's significant business risks for the Group and the Parent Company consist of reduced demand for consulting services, difficulties in attracting and retaining competent staff, credit risks and, to a lesser extent, currency risks. Ework's risks are affected by the ongoing Covid-19 pandemic and the conflict in Ukraine, and their impact on society and the economy. This brings a risk of lower demand for consulting services. At the same time, government agency decisions and necessary consideration of safety aspects can bring a risk of disruption to operations with regard to both Ework's own employees and consultants on assignment. For a more detailed description of risks and risk management, see pages 4-5 and Note 21 of the annual accounts.

Events after the reporting date

After the reporting date, Klas Rewelj was appointed new CFO, taking up his position on 1 February 2022.

Outlook

Ework believes that demand for consulting services will remain at a high level during 2022. The Company has a strong market position, and initiatives in the area of digitalisation have enhanced the client offering and streamlined the organisation. It is therefore believed that Ework can continue to grow more quickly than the market. In summary, it is considered that Ework can increase growth in net sales and improve its operating margin in 2022 compared with 2021.

The Board's proposal for a dividend

The Board of Directors has decided to propose to the AGM that a dividend of SEK 5.00 per share, SEK 86.2 million in total, be issued to shareholders.

The Annual General Meeting has the following funds at its disposal:

SEK	
Share premium reserve	9,517,532
Retained earnings	-871,551
Profit for the year	85,250,082
Total	93,896,063

The Board of Directors proposes that the funds at the disposal of the Annual General Meeting and non-restricted reserves be appropriated as follows:

To the shareholders, a dividend of 17,239,675 x 5.00		86,198,375
Carried forward		7,697,688
Of which share premium reserve		9,517,532
Total		93,896,063

The governance of the Group is based on the Articles of Association, the Swedish Companies Act, Nasdaq's rules for issuers, including the Swedish Code of Corporate Governance (the Code) and other applicable laws and regulations. Ework complies with the Code apart from stipulations governing the Nomination Committee. Deviations from the Code are explained in detail below. For more information about the Code, see www.bolagsstyrning.se. There were no violations of applicable stock exchange rules.

The share and shareholders

At the end of the year, Ework had 17,239,675 outstanding shares divided between 6,254 shareholders (4,799). All shares carry one vote and represent equal participation in the Company's assets and earnings. Three shareholders hold over 10% of the Company's shares each: Investment AB Arawak 7,016,358 shares (40.7%), Försäkringsaktiebolaget Avanza Pension with 3,200,015 shares (18.6%) and Protector Försikring ASA with 1,737,682 shares (10.1%).

Annual General Meeting (AGM)

The AGM is the chief decision-making body within Ework, where the shareholders exercise their influence through discussions and resolutions. All shareholders who are listed in the share register five days prior to the Annual General Meeting are entitled to participate either personally or via a proxy. Notification must be made to the Company as set out in the convening notice. Ework's Annual General Meeting of shareholders, its AGM, is held in Stockholm within six months of the end of the financial year. The convening notice is published in the Swedish daily newspaper Svenska Dagbladet, the Swedish Official Gazette and on the Company's website, www.eworkgroup.com. The AGM passes resolutions on matters including the adoption of Income Statements and Balance Sheets, dividend, discharging the Board of Directors and CEO from liability, election of Board members, Chairman of the Board, and where applicable, auditors, as well as remuneration for the Board and auditors, the principles for remunerating senior managers and other key issues. Eight shareholders representing 43.1% of the votes in the Company participated at the AGM 2021. All Board members attended, including the Chairman of the Board, auditor, CEO and CFO.

The AGM 2021 passed the following resolutions:

- The meeting adopted the proposal put forward by the Board of Directors that a dividend of SEK 4.50 per share shall be

paid to the Company's shareholders, with a record date of 30 April 2021. The dividend was disbursed through Euroclear Sweden AB on 5 May 2021.

- The AGM resolved that Ework's Board of Directors shall consist of Staffan Salén, Dan Berlin, Erik Åfors, Frida Westerberg, Magnus Berglind, Mernosh Saatchi and Johan Qviberg. Staffan Salén was re-elected as Chairman of the Board. Audit firm KPMG AB was elected as auditor, with Authorised Public Accountant Helena Nilsson as Auditor in Charge. All in compliance with the Nomination Committee's proposal.
- The AGM approved the Nomination Committee's proposed fees for Board Members not employed by the Company of SEK 162,000 for each Board Member and SEK 324,000 for the Chairman.
- The AGM approved the Nomination Committee's proposal of an unchanged fee policy, namely that the auditors shall be paid as invoiced and as per quotation received.
- The AGM approved the adoption of the proposed amendment of the Articles of Association in respect of a new provision in which the Board of Directors is permitted to collect proxies, and to resolve prior to a general meeting that shareholders shall be able to exercise their voting rights by post in accordance with the procedure set out in the Swedish Companies Act.
- The Annual General Meeting decided to approve the Board's remuneration report in respect of 2020.

Nomination Committee

The main duty of the Nomination Committee is to propose Board Members, the Chairman of the Board and auditors, as well as their fees, so that the AGM can make informed decisions. Ework's Nomination Committee is appointed by its three largest shareholders. In a departure from the Swedish Code of Corporate Governance's rules 2.3 and 2.4, two Nomination Committee members, i.e. a majority, are Board Members, and one Board Member has also served as Chairman of the Nomination Committee, while both these members are non-independent of the Company's major shareholders. The justification for this is that Ework is a high-growth Company whose success is based on a strong entrepreneurial commitment from its founders and principal owners.

A Nomination Committee has been appointed in accordance with this, with the following members:

- Magnus Berglind, Chairman with own

holding and holding via endowment policy

- Staffan Salén, appointed by Investment AB Arawak
- Jonas Backman, appointed by Protector Försikring ASA

The Nomination Committee has access to the appraisal of its work conducted by the Board and ensures that the Board has an expedient composition in terms of competence and experience. A special emphasis is placed on the avoidance of any discriminatory selection of members on basis of age, sexual orientation, gender or religious belief, for example. In this respect, the Nomination Committee has decided to adopt the Swedish Code of Corporate Governance 4.1 as its diversity policy. The Nomination Committee's proposals are published coincident with the notice convening the AGM and are also available on the Company's website. The Nomination Committee's term of office extends until the appointment of a new Nomination Committee. No fees have been paid for work in the Nomination Committee.

Board of Directors

Ework's Board of Directors is elected annually by shareholders at the AGM. The Board is the link between the shareholders and the Company's management, and is of great importance in the process of developing Ework's strategy and business operations. The Board's duty is to manage the Company's affairs optimally on behalf of the owners and to protect the interests of shareholders. The Board's responsibilities are prescribed in the Swedish Companies Act and the Swedish Code of Corporate Governance. The Board's rules of procedure, which are adopted annually, set a framework for its work. Ework's Articles of Association are available on the Company's website. In compliance with the Articles of Association, the Company's Board is to consist of not less than three (3) and not more than eight (8) ordinary members, with no deputy members. Members are elected annually at the AGM for the period until the end of the next AGM. Ework's Board consists of seven ordinary members representing a broad range of commercial, technical and communication skills.

The AGM 2021 elected the Board as indicated in the table below. Frida Westerberg was elected to the Board at an extraordinary shareholders' meeting on 27 January 2021. The Chairman leads the work of the Board and has special responsibility for monitoring the Company's progress between Board meetings and ensuring that Board Members regularly receive the necessary information to work satisfactorily. The Chairman main-

tains contact with the CEO. Prior to Board meetings, the Chairman and the CEO make sure that the agenda and decision support data are prepared and sent to members one week prior to each meeting. The Chairman is also responsible for ensuring that the Board's work is appraised and that the Nomination Committee receives the results of this appraisal.

The work of the Board

During the financial year 2021, the Board held 13 meetings where minutes were taken, one of which was the Board meeting following election coincident with the AGM. The work of the Board follows rules of procedure, adopted annually at the Board meeting following election. The rules of procedure determine the division of responsibilities between the Board and executive management, the responsibilities of the Chairman and the CEO, as well as the presentation of financial statements. The CEO made presentations to the Board but is not a Board member. Zoran Covic was CEO until 15 November 2021, when Karin Schreil took up the position of CEO. The Board has appointed the Group's Chief Financial Officer as Secretary. The Board is quorate when at least four members are present. Minutes of the previous meeting are discussed at each scheduled Board meeting, as well as operations since the previous meeting and the Company's financial position and earnings trend. The Board is kept continuously informed in writing about business operations and external matters that are of importance to the Company.

In 2021, the Board paid particular attention to the following questions:

- sales work, growth, profitability and new markets
- new client offerings
- the cost trend in the Company
- the impact of Covid-19 on operations
- implementation of digital platform

The Board also held an all-day meeting focusing solely on the Group's position and strategy. Management also attended this meeting. In order to ensure insight and control, every year the Board is granted an opportunity to state its views on the auditor's planning of the scope and focus of the audit. The auditors report their observations at the Board meetings in February and October after completing their review of selected processes and procedures and a summary review of the accounting records in the third quarter, and the annual financial statements. In addition, the auditors are given access to Board meetings whenever the Board or auditors consider this is required. The work of the Board is appraised annually. The Board discussed its appraisal at a meeting in January 2021.

Fees to the Board

The Annual General Meeting 2021 resolved that the Chairman of the Board should receive SEK 324,000 and that Board members should each receive fees of SEK 162,000. The total for directors' fees at Ework for 2021 was SEK 1,288,000 (1,224,500).

Remuneration Committee

The Remuneration Committee members are Staffan Salén, Magnus Berglind and Dan Berlin, and it is responsible for consulting on the Board's proposal to the AGM on guidelines for remunerating the CEO and other senior managers. The CEO reports to the Committee, but does not participate on matters relating to the role of the CEO.

The Remuneration Committee's duties include:

- consulting on and evaluating guidelines for remunerating executive management;
- consulting on and evaluating the objectives and principles governing variable remuneration;
- consulting on and evaluating Ework's incentive programmes.

Audit Committee

The Audit Committee members are Staffan Salén, Magnus Berglind and Erik Åfors, and it held five meetings in the year. The main duty of the Audit Committee is to monitor the processes for preparing Ework's financial statements and internal controls to ensure the quality of external reporting.

The Audit Committee's duties include:

- reviewing the financial statements,
- monitoring the effectiveness of internal controls, including risk management in respect of financial reporting,
- monitoring the external audit and appraising the work of the external auditors,
- assessing the objectivity and independence of the external auditors.

Auditor

The AGM 2021 elected the accounting firm KPMG AB, with Authorised Public Accountant Helena Nilsson as Auditor in Charge, for the period until the AGM 2022, to audit the annual accounts and consolidated accounts and the administration of the Board of Directors and Chief Executive Officer.

CEO and executive management

The CEO and President is responsible for operating activities. The CEO and President was Zoran Covic until 15 November 2021, when he was succeeded by Karin Schreil. The Board has prepared instructions for the CEO that clarify duties and responsibilities, as well as the framework of the CEO's authority to represent the Company. The CEO has no significant shareholdings or partnerships in companies with which the Company has material business relationships with.

Ework's CEO has appointed a management team which consists of the EVP/COO, CFO, Chief Transformation Officer, Director of Operations and Chief Digital Officer. The work of the management team focuses on addressing the market, sales, competence development and fundamental values, as well

Name	Position	Born in	Elected	Independent of Company	Independent of major shareholders	Attendance, of 13	Shares	Warrants
Staffan Salén ¹⁾	Chairman	1967	2003	yes	no	13/13	6,049,810	0
Magnus Berglind	Member	1970	2000	yes	no	13/13	10,000	0
Dan Berlin	Member	1955	2004	yes	yes	13/13	134,859	0
Mernosh Saatchi ²⁾	Member	1979	2016	yes	yes	13/13	6,000	500 ⁵⁾
Erik Åfors ³⁾	Member	1960	2014	yes	no	13/13	966,548	0
Johan Qviberg	Member	1981	2014	yes	yes	13/13	105,000	0
Frida Westerberg ⁴⁾	Member	1975	2021	yes	yes	12/12	2,000	500 ⁵⁾

1) Staffan Salén's holdings with family and through company.

2) Mernosh Saatchi's holdings through company.

3) Erik Åfors' holdings through company.

4) Frida Westerberg was elected to the Board at an extraordinary shareholders' meeting on 27 January 2021.

5) Each warrant provides entitlement to purchase 100 shares in the Company. The warrants are issued by the Company's main owner, Investment AB Arawak.

as questions regarding strategy, following up on results and business development. Management's duties also include investments, general projects, financial statements, strategic communication as well as security and quality. No member of management has significant shareholdings or partnerships in companies with which the Company has material business relationships.

Incentive programme

At the AGM 2017, the Board of Directors and shareholders decided to introduce an incentive programme for senior managers and other key personnel. The aim is to enable the retention and hiring of competent and committed senior managers and other key personnel. The Meeting resolved on the issue of a total maximum of 360,000 share warrants, each of which conferring entitlement to subscribe to one share in the Company. These share warrants were issued in three tranches (2017, 2018 and 2019) and are part of one and the same incentive programme. The warrant programme 2017 expired on 30 November 2020 without any shares being subscribed. The warrant programme 2018 expired on 30 November 2021 without any shares being subscribed. The share warrants are subscribed on an arm's length basis. The incentive programme corresponds to dilution of a maximum of 0.3% based on the number of shares at the end of 2021. The total number of share warrants issued and outstanding in 2019 was 47,600, and each share warrant confers entitlement to subscribe to one share at a price of SEK 86.84 in the period 1 November - 30 November 2022. The remuneration principles for senior managers are described in Note 5 on page 31.

Internal controls and risk management

Internal controls should ensure that the Company's strategies and targets are monitored, and that shareholders' investments are protected. Internal controls are also designed to ensure that information presented to the stock market is reliable, relevant and consistent with generally accepted accounting practice, and that laws, ordinances and other requirements of listed companies are observed Group-wide. The Board of Ework has delegated practical responsibility to the CEO, who has in turn allocated responsibility to the rest of the management team and to managers in subsidiaries. Control activities are conducted at all levels of the organisation. Monitoring is an integrated component of ongoing management work. The corner-

stones of Ework's system of internal controls are its control environment, risk assessment, control activities, information and communication and monitoring.

Control environment

The basis for internal controls within Ework are the Board's decisions on its organisation, authorisations and guidelines. The Board's decisions have been translated into effective management and control systems by executive management. Organisation, decision paths, authorisations and responsibilities are documented and communicated in governing documents such as internal policies, manuals and codes. The basis for the internal controls is also included in the Group-wide accounting and reporting instructions, instructions for authorisations and approval lists and manuals. The Group reporting system for integrated financial and operational information is also a central part of the control environment and internal control. The integrated reporting of financial and operational information ensures a sound business platform for external financial reporting. In addition to information on results, reporting also includes regular rolling forecasts.

Risk assessment and control activities

The financial position and progress of the results of operations in Ework's business model are based on client orders being matched against production expenses. Matching takes place in Ework's proprietary order and project management system Pointbreak, where all assignments are recorded. Each individual revenue and expense item is reconciled against contracts registered in Pointbreak. Accrued revenues are verified by the client before consulting expenses are accepted. Finally, transactions from Pointbreak are transferred to business accounting. There are policies and guidelines for the preparation of its financial statements, as well as automated controls in the system, and a manual reasonability assessment of flows and amounts. Management regularly assesses which new financial risks and risks of misstatement have arisen in the preparation of financial statements. This assessment is performed with reference to transaction flows, staffing and control mechanisms.

The focus lies on misstatements in financial reporting in respect of significant income statement and balance sheet items of high amounts as well as areas where there is a risk of significant consequences in the event of possible misstatements. The Board's opinion is that Ework's operations and scope

within the framework of a qualified system and in a well-known geographical market do not require an internal audit function. The Board conducts a fresh appraisal of this matter each year.

Information and communication

Ework's overall financial organisation is centralised in Stockholm, which allows for the effective management of financial reporting. To ensure the quality of financial reporting, frequent discussions are held between Corporate Finance and the various operational units. The Board has adopted a communication policy in order to ensure good communication with the capital markets. This policy stipulates the information to be communicated, by whom and how.

The basic principle is that regular financial information is provided through:

- press releases on events that are significant or impact the share price
- interim and year-end reports
- annual reports.

Ework's Board and management work to provide the Company's owners and the stock market with relevant and accurate information through openness and clarity.

Follow-up

Ework continuously monitors compliance with the Company's rules and guidelines and keeps the Board informed about this. This is coincident with the accounting reports that the Board of Directors receives monthly. The content of this financial information is expanded for Interim Reports, which are always preceded by a Board meeting at which the Board approves the Report. With the organisation and working methods reviewed above, the Company believes the internal control over financial reporting is appropriate in terms of the Company's operations. On this basis, the Board of Directors has also taken the decision not to establish an internal audit function.

Stockholm, Sweden, 7 April 2022

Board of Directors

BOARD OF DIRECTORS 2021

EWORk'S BOARD OF DIRECTORS IS ELECTED ANNUALLY BY THE SHAREHOLDERS AT THE AGM.

FRIDA WESTERBERG WAS ELECTED AS A BOARD MEMBER AT AN EXTRAORDINARY SHAREHOLDERS' MEETING ON 27 JANUARY 2021.

PHOTO: FOND&FOND



STAFFAN SALÉN
CHAIRMAN OF THE BOARD

Staffan currently serves as CEO of Salenia AB, was previously Deputy CEO and Head of Communication of FöreningsSparbanken AB and Managing Editor of Finans-tidningen. Staffan is Chairman of the Board at Investment AB Arawak, Amapola AB and AB Sagax, holds directorships at companies including Strand Kapitalförvaltning AB, Landauer Ltd, Westindia AB, Largus Holding AB and Green Landscaping AB. Staffan holds a B.Sc. (Econ.) from the University of Stockholm.

Born 1967. Elected 2003.

Holdings of shares/warrants in EworK:
6,049,810*/0 *through family and company



MAGNUS BERGLIND
BOARD MEMBER

Magnus is EworK's founder and former CEO. He now runs the investment company Pamir. Magnus was previously a management consultant at McKinsey & Co, New York and COO & CFO at Mactive Inc, Florida. Magnus is Chairman of the Board at Allevi Group AB, CtrlPrint AB, 2c8 Business Solutions AB, e-Avrop AB and Primona AB, and holds directorships at companies including SchoolSoft AB and Inbox Capital AB. Magnus holds an M.Sc. (Econ.) and LL.B. from the University of Stockholm.

Born 1970. Elected 2000.

Holdings of shares/warrants in EworK:
10,000/0



DAN BERLIN
BOARD MEMBER

Dan is the founder and Chairman of Luciholding AB and CEO of Key People Group AB and Dan Berlin Advisory AB. Dan previously worked as Investment Manager for Prosper Capital Fund and CEO of Poolia IT and ICL Data AB. Dan is director of the following companies: Key People AB, TNG Group AB, To Find Out AB, Invici AB, Signpost AB, ADA Digital AB, Mesh AB, Tengai AB and Memo Invest AB. Dan has a degree in Industrial Engineering from the Royal Institute of Technology.

Born 1955. Elected 2004.

Holdings of shares/warrants in EworK:
134,859/0



JOHAN QVIBERG
BOARD MEMBER

Johan works as CEO of his own company Quinary Investment AB. He worked previously as a property consultant and stock broker. Johan is a director of Wihlborgs Fastigheter AB. Johan holds a B.Sc. (Econ.) from the Stockholm School of Economics.

Born 1981. Elected 2014.

Holdings of shares/warrants in Ework:
105,000/0



MERNOSH SAATCHI
BOARD MEMBER

Mernosh is the founder and partner of the Humblestorm advertising agency. She is a director of the Swedish Postcode Association and Changers Hub. Mernosh studied Electronics at the Royal Institute of Technology, Stockholm (KTH).

Born 1979. Elected 2016.

Holdings of shares/warrants in Ework:
6,000*/500 warrants in Ework issued by Ework's main owner, providing entitlement to 50,000 shares. **through company*



FRIDA WESTERBERG
BOARD MEMBER

Frida works as CEO at Européan ID Security, is a director at Hexatronic and Market Art Fair, and an industrial advisor to EQT. She started her career at Goldman Sachs in London, was then responsible for M&A and business development in the Bonnier Group, and was most recently CEO at EQT-owned IP-Only. Frida holds a B.Sc. (Econ.) from the Stockholm School of Economics and a Master's degree from Bocconi Università in Milan.

Born 1975. Elected 2021.

Holdings of shares/warrants in Ework:
2,000/500 warrants in Ework issued by Ework's main owner, providing entitlement to 50,000 shares.



ERIK ÅFORS
BOARD MEMBER

Erik works as an active investor in listed and unlisted companies. Former advisor and entrepreneur in the field of financial communication, also with experience from international corporate finance. Erik is Chairman of the Board at Vero Kommunikation AB, holds directorships at Rolling Optics Holding AB, Investment AB Arawak and Calyptra AB with subsidiaries, and CEO of Insamlingsstiftelsen Kvartal. Erik holds a B.Sc. (Econ.) from the Stockholm School of Economics.

Born 1960. Elected 2014.

Holdings of shares/warrants in Ework:
966,548*/0 **through company*

MANAGEMENT TEAM

CONSISTS OF THE FOLLOWING MEMBERS IN 2022:

KARIN SCHREIL - CEO

MAGNUS ERIKSSON - DEP. CEO & COO (HEAD OF MARKET UNITS AND SALES)

KLAS REWELJ - CFO

KARIN ANTONSSON - HEAD OF MANAGED SERVICES & ACTING HEAD OF CONSULTANT SUPPLY

MAJ-BRITT ARHELM - CHIEF MARKETING & COMMUNICATIONS OFFICER

DANIEL ASVELIUS - CHIEF DIGITAL OFFICER & HEAD OF VERAMA PLATFORM SERVICES

MALIN FONDIN - DIRECTOR OF OPERATIONS

ULF OHLFELDT - HEAD OF FINANCIAL SERVICES

MARIA RAGNARSSON - CHIEF HR OFFICER

PHOTOS: EMIL ANDERSSON



KARIN SCHREIL
CEO

Born 1971. Employed 2021.

Karin took up the position of CEO of Ework Group during 2021. Karin joined the company from TietoEvy, where she was Managing Partner, Sweden. Before that, she held a number of senior roles at Fujitsu, CGI, DXC, Capgemini and ABB. Karin has an M.Sc. in Mechanical Engineering from the Royal Institute of Technology, Stockholm, and studied Economics at MDH.

Shareholding in Ework: 252,000, via futures
Warrants in Ework: 0



MAGNUS ERIKSSON
DEP. CEO & COO
(HEAD OF MARKET UNITS AND SALES)

Born 1969. Employed 2007.

From 2007, Magnus headed up Ework Stockholm, and was Nordic Sales Manager of Ework Group between 2009 and 2012. Magnus holds a B.Sc. (Econ.) from Uppsala University. He has been working in the IT industry from 1992, primarily in sales and sales development, but also in organisational development for consulting firms.

Shareholding in Ework: 81,500
Warrants in Ework: 0



KLAS REWELJ
CFO

Born 1972. Employed 2022.

Klas took up the position of CFO of Ework Group in February 2022. Klas joins the company from Tyréns, where he was Group CFO. Before that, he held senior positions at CGI, Munters and Atlas Copco. Klas holds a B.Sc. (Econ.) from the Stockholm School of Economics.

Shareholding in Ework: 0
Warrants in Ework: 0



KARIN ANTONSSON
HEAD OF MANAGED SERVICES &
ACTING HEAD OF CONSULTANT SUPPLY

Born 1980. Employed 2014.

Karin has worked with client and service development within Ework since 2014, and since 2019 she has been spearheading the service development and sales of our Managed Services and of the Verama VMS Vendor Management System. Karin has a M.Sc. in Psychology and a B.Sc. in Communication from Lund University. She has been working in the consulting industry since 2006.

Shareholding in Ework: 0
Warrants in Ework: 0



MAJ-BRITT ARHELM
CHIEF MARKETING &
COMMUNICATIONS OFFICER

Born 1962. Employed 2022.

Maj-Britt took up the position of CMCO for Ework Group on 1 March 2022. Maj-Britt has a broad background in the areas of marketing, communication, brand development and digitalisation from senior positions in Swedish and international companies, including Vinge, Loomis and GE.

Shareholding in Ework: 0
Warrants in Ework: 0



DANIEL ASVELIUS
CHIEF DIGITAL OFFICER &
HEAD OF VERAMA PLATFORM SERVICES

Born 1981. Employed 2018.

Since 2018, Daniel has been responsible for the development of Ework's Platform Services business area, and since 2020 has been a member of the executive management team, with responsibility for Ework's general IT strategy. Daniel has a Master of Business Law degree from Linköping University, has worked in senior roles in the consulting staffing industry since 2008 and also has experience in the role of management consultant with a focus on consultant procurement.

Shareholding in Ework: 0
Warrants in Ework: 5,200



MALIN FONDIN
DIRECTOR OF OPERATIONS

Born 1988. Employed 2007.

Since 2017, Malin has been responsible for Operations, which includes quality management, operational and business development, client implementation, internal communication and Group Shared Service. Since beginning in 2007, she has worked on development and change projects in various forms at Ework's clients and in Ework's own organisation, since 2010 in senior positions.

Shareholding in Ework: 400
Warrants in Ework: 3,400



ULF OHLFELDT
HEAD OF FINANCIAL SERVICES

Born 1972. Employed 2021.

Ulf Ohlfeldt took up the position of Head of Financial Services in March 2021. Ulf joined the company from a role as Head of New Sales at credit management company Lowell. Ulf has broad experience in the field of project- and asset-based financing from his time at Nordea Finans and Nordea Investment Banking. Ulf has a B.Sc. in Management of Medical Technology and an M.Sc. in Business and Economics from Stockholm University. Studies in the Executive Leadership Program, SSE Executive Education, Stockholm School of Economics, etc.

Shareholding in Ework: 500
Warrants in Ework: 0
Warrants in Ework: 5,000



MARIA RAGNARSSON
CHIEF HR OFFICER

Born 1964. Employed 2022.

Maria took up the position of Chief Human Resources Officer for Ework Group in January 2022. She has extensive, solid experience of management and various roles in the field of HR. Maria joins the company from CGI, where she was HR Director & Head of HR Sweden. Before that, she had the role of HR Director Nordic at Fujitsu. Previous experiences include Canon, Telenor and EMC. Maria has a Bachelor's degree in Law from Stockholm University.

Shareholding in Ework: 0
Warrants in Ework: 0