EWORK GROUP

Second Quarter 2023

July 19, 2023

Karin Schreil, President & CEO
Klas Rewelj, Executive Vice President & CFO

Accelerated business development in a challenging market

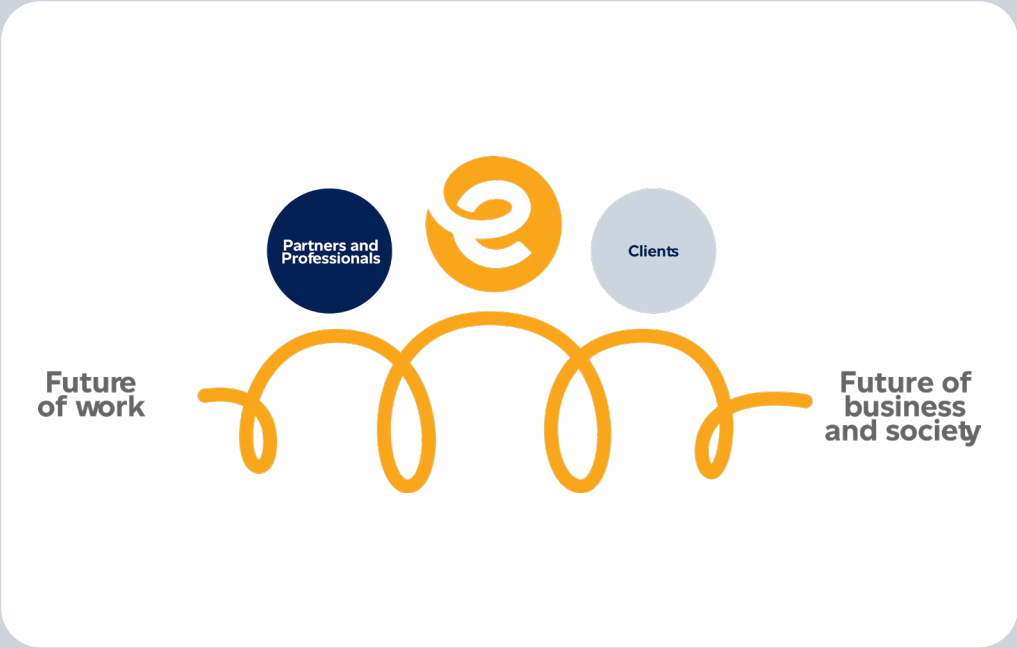
- Continued cautious market and less expansive demand
- Strengthening of our business model and acceleration of strategic performance
- Growth above market and increased results supported by;
  - Strong client base
  - Northern Europe’s largest network of 120,000 professionals

<u>The quarter in numbers:</u>

- Order intake -4.8%
- Net sales +10.5% to SEK 4,384 m
- Operating margin (EBIT) 90 bps
- Operating profit +9% to SEK 38 m



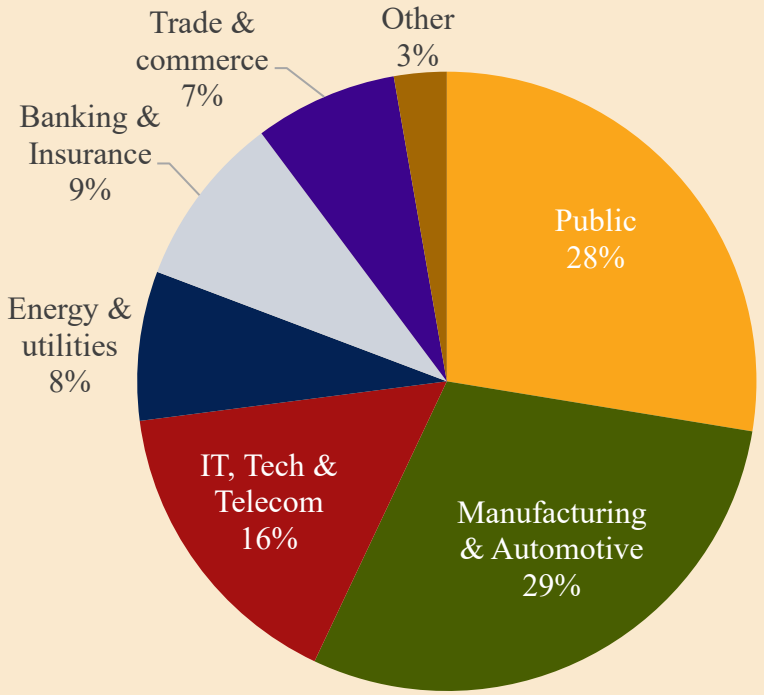
The market in Q2 showed different demand patterns



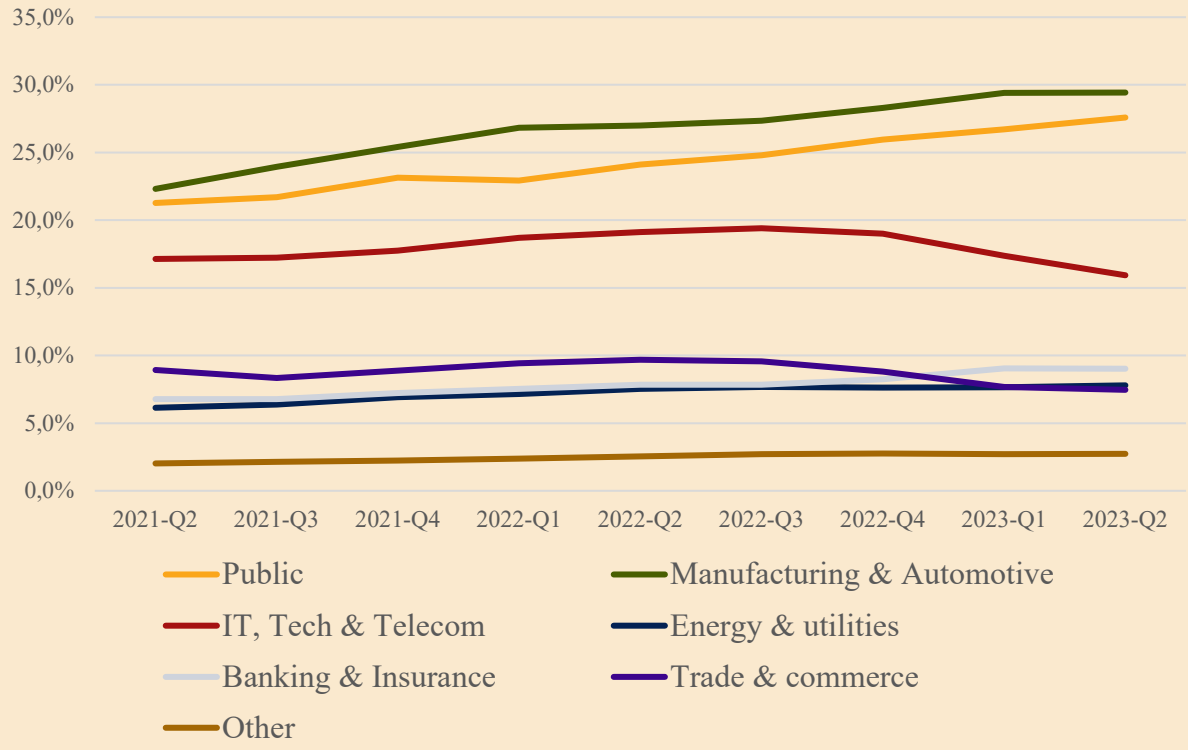
- Skill shortages in expert- and specialist areas still evident
- Increased interest in remote work and near-/offshore delivery capacity
- Focus on costs leading to lower demand for new assignments
- Increased attention on compliance and security
- Mixed picture where some industries and geographies developed better than others
- Somewhat decreased uncertainty in Norway following new labor legislation

Automotive and Public Sector continued to grow

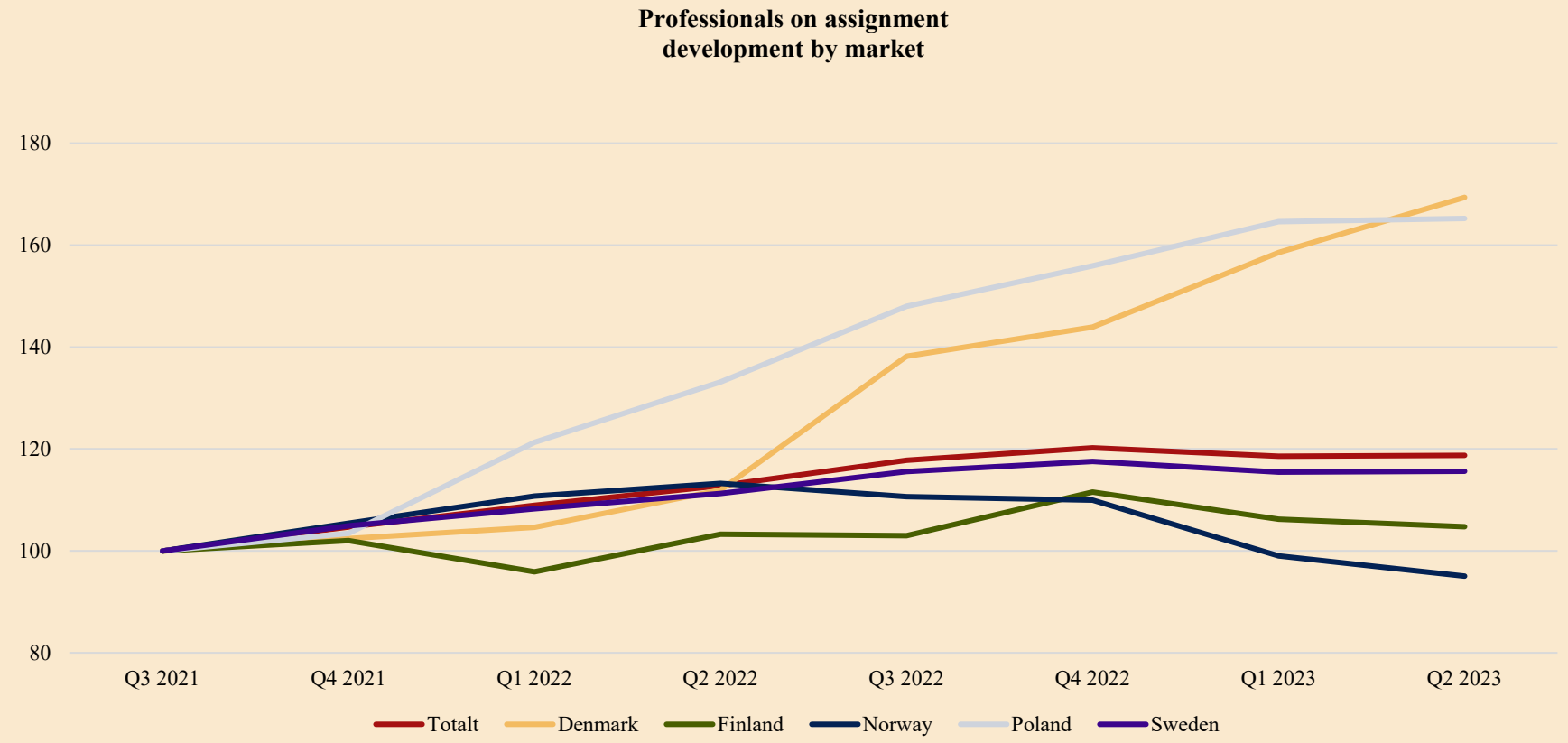
Professionals on assignment per industry segment



Development of professionals on assignment per industry segment



Broadened client base contributed to strong development in Denmark

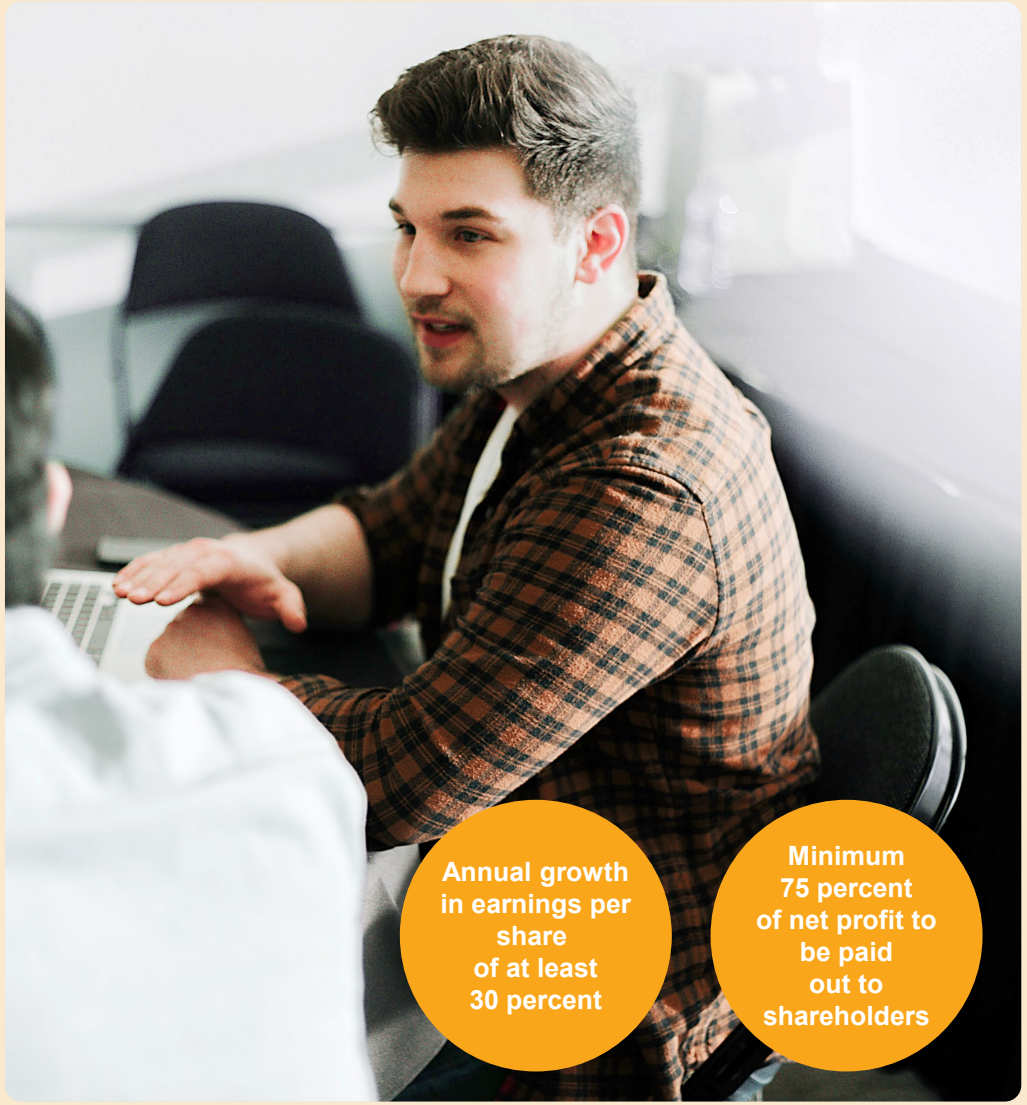


The figures are indexed with base 100

Continued strategy execution and measures to accelerate operational performance

Progress of strategic growth and profitability initiatives:

- Further development of our service portfolio, e.g. new functionality to make PayExpress more visible for consultants
- Introduction of new skill practices in our network, e.g. Engineering
- New Chief Digital Officer abord to drive the development of our digital platform



Continued strategy execution and measures to accelerate operational performance

Focus acceleration themes to ensure short- and long-term operational performance:

- Clarifying value proposition to client stakeholders and strengthening our business model
- Standardizing and streamlining service delivery
- Securing scaling and aligning costs to business volumes

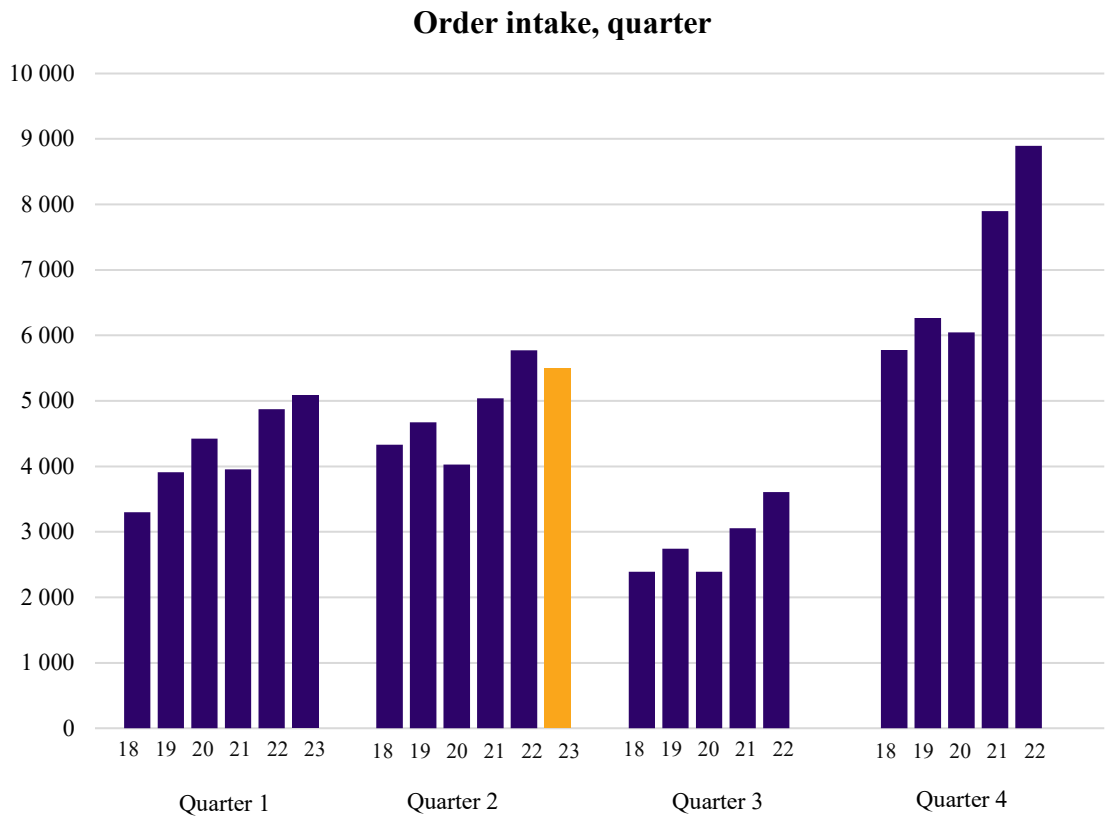


Q2 financials

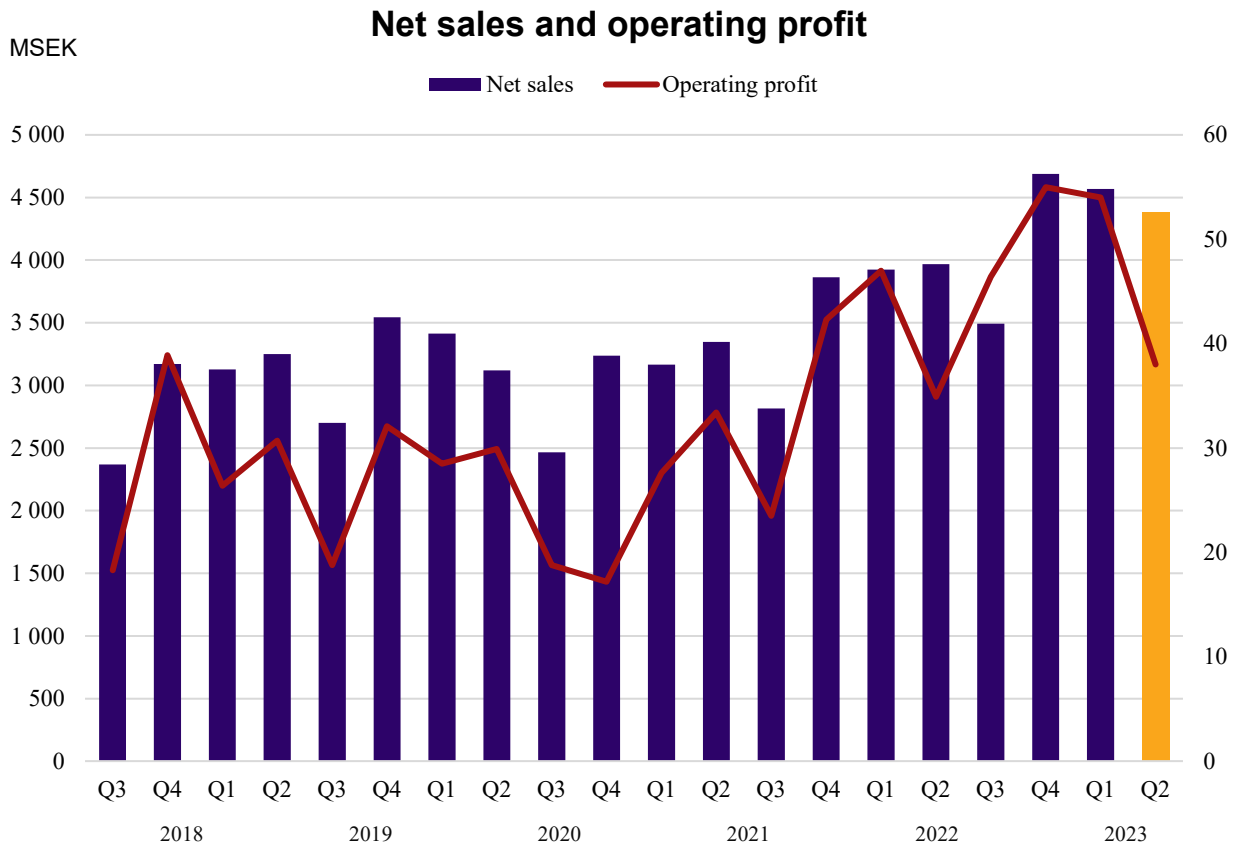
Klas Rewelj

Contract extensions balanced drop in demand

- Order intake -3% to MSEK 5,492 (5,771)
- Number of New & Extended Assignments -1.1%
  - New assignments -19%
  - Extended Assignments +9%
- Private sector -3% and Public sector -2%
- Average hourly rates +2.7% vs. Q2 2022
- Professionals on assignment +5% to 13,174, at quarter end



Continued growth and improved profit



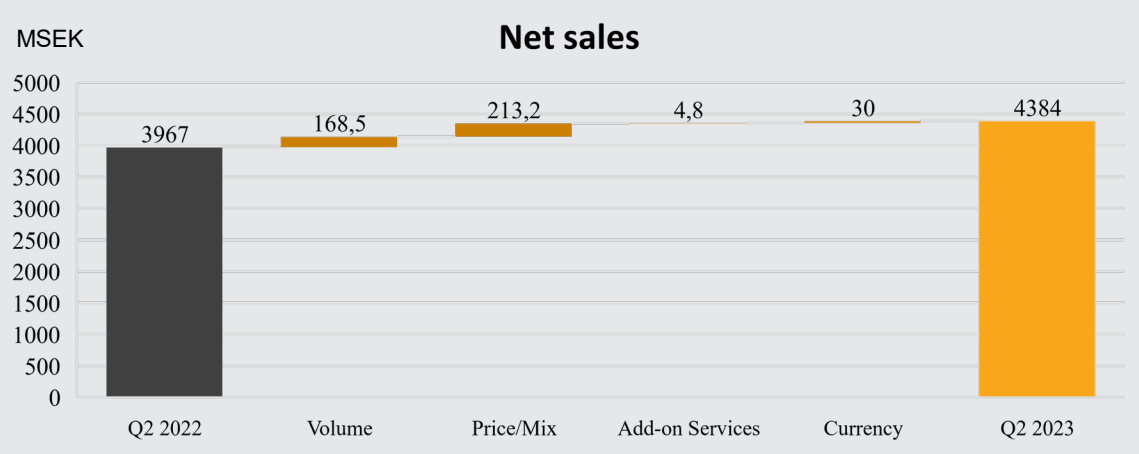
Net sales +10.5% to SEK 4,384 million

- Reduced volume growth
- Managed Services engagements driving growth
- Growth on all markets, excluding Norway

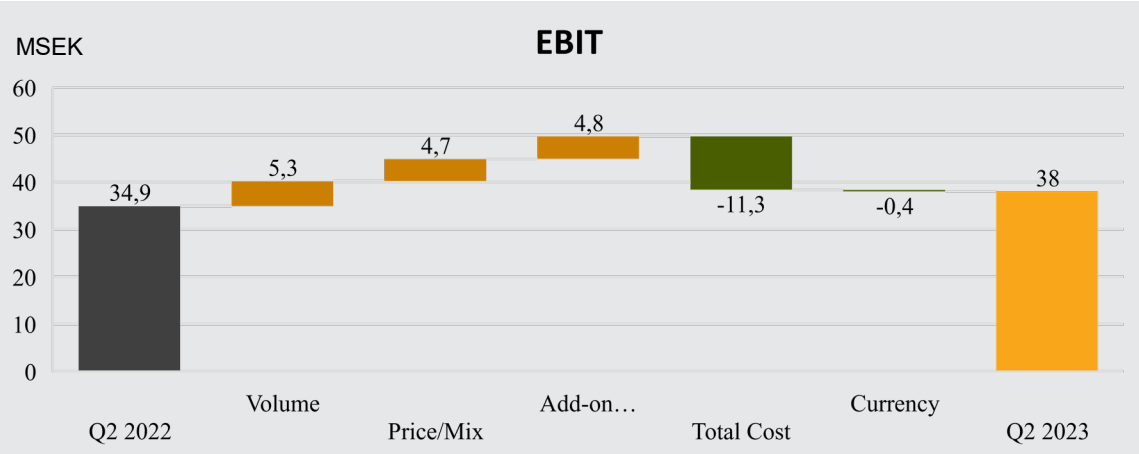
Operating profit +9% to SEK 38 million

- Higher cost restricting scaling and profit growth
- Focus on sustainable value and financial targets

Price/Mix and Add-on Services contributed to Net Sales and EBIT growth



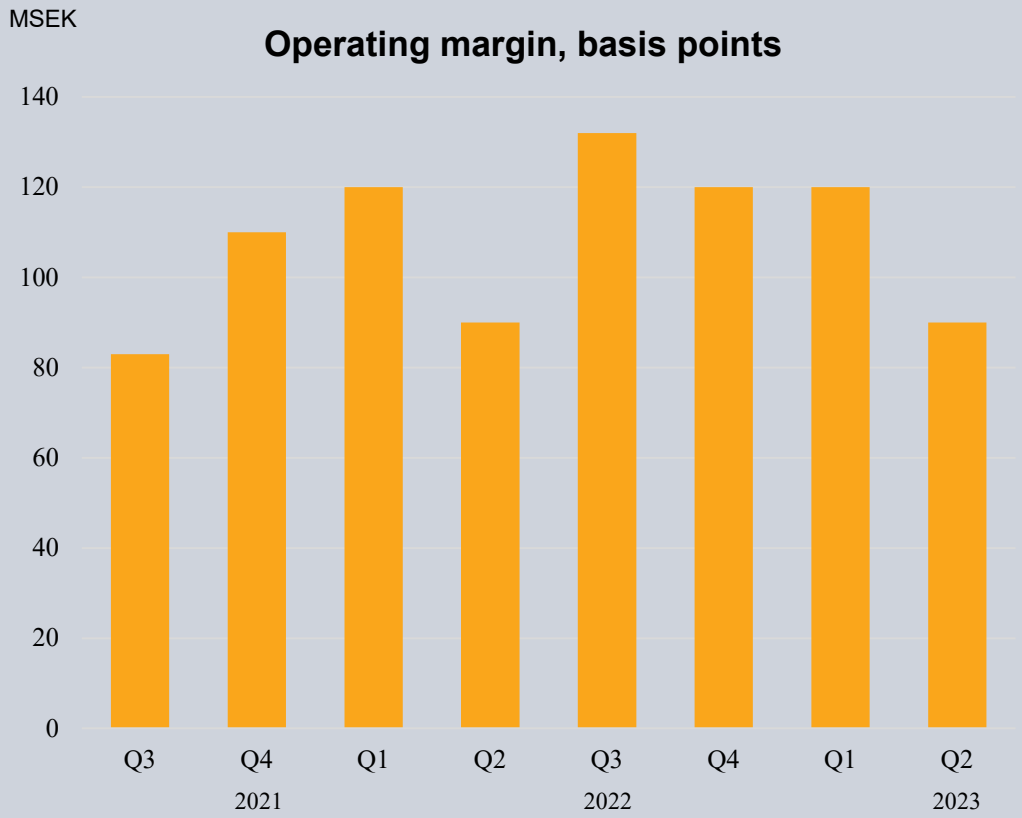
- Reduce volume effect of 3.7% (12.7%)
- Price increases impacted net sales growth with 5.3%



- Business margins stable with increased profitability for core services
- Important contribution from “Add-on Services”
- Higher Cost driven by a higher number of FTEs, Resource adjustments and implementation of strategic initiatives

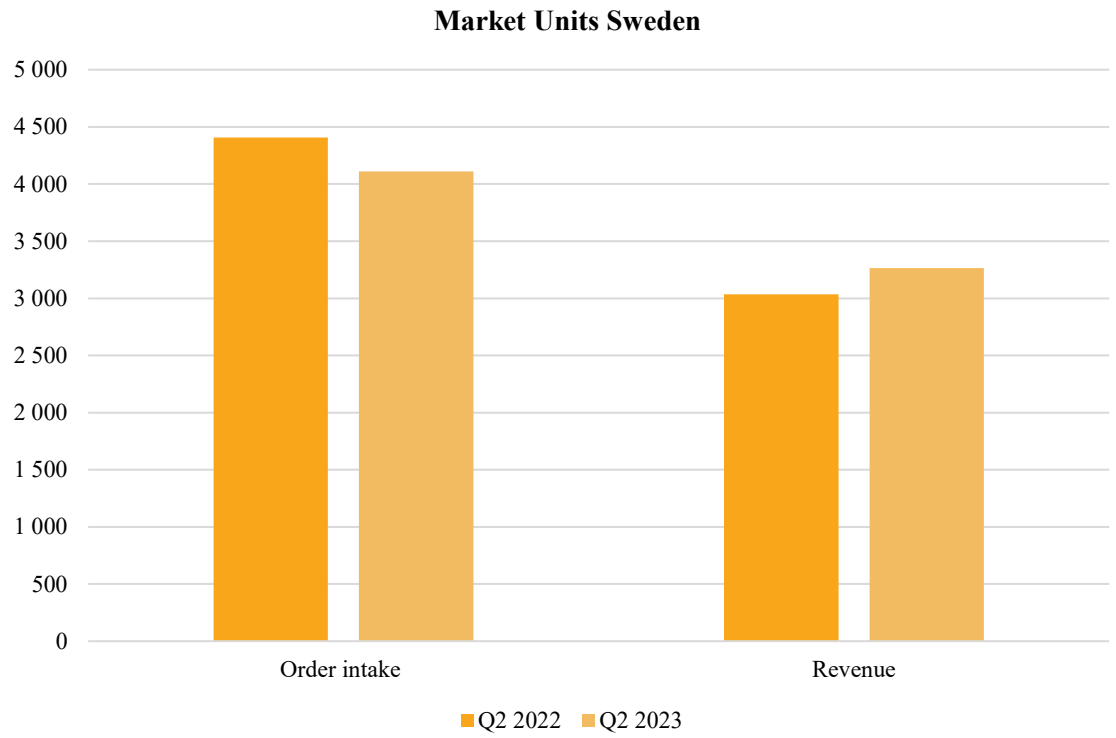
Operating margin

- Operating margin (EBIT) of 90 bps in Q2 (90)
- Increased share of sourced delivery supporting improved business margins
- Add-on services growth improving margin
- FTEs growth above volume increase
- Cost increase giving negative scaling and downward pressure on margin in Q2



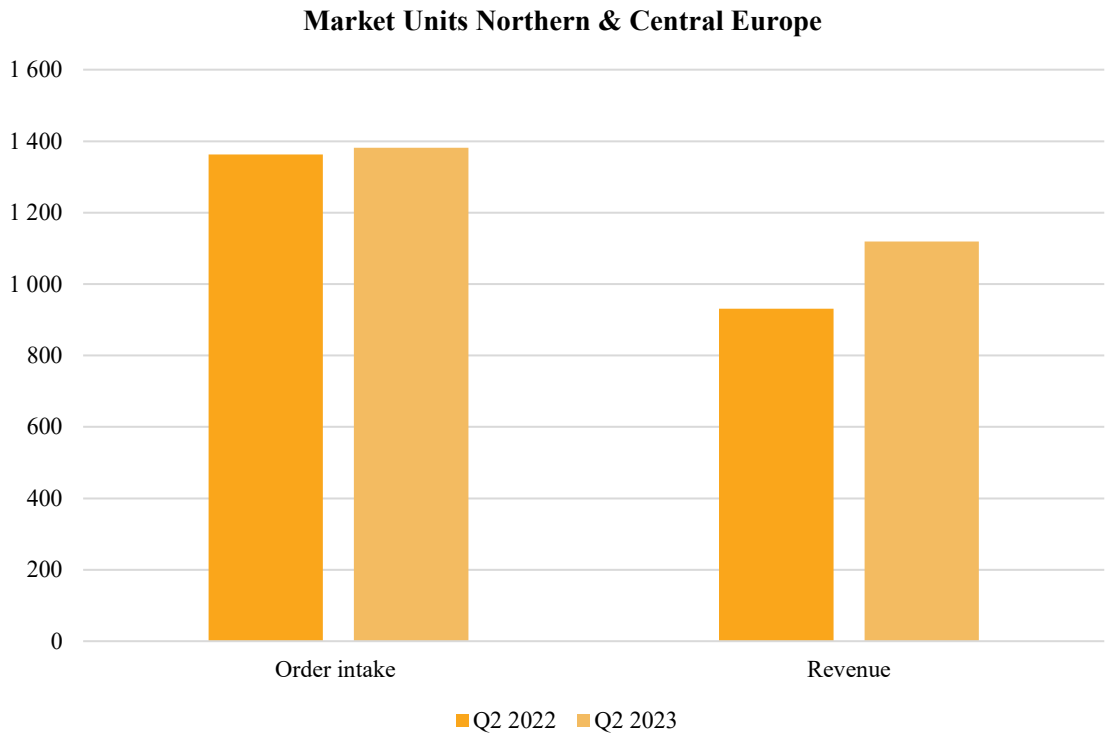
Market Units Sweden

- Net sales +7.6% as reduced growth rate following reduced demand for new assignments
- New wins in Public sector supporting growth but lower demand observed in some larger engagements
- Lower demand but continued high growth in Automotive. Reduced demand and growth in Telecom and Retail
- Add-on service growth and moderate scaling improving profitability

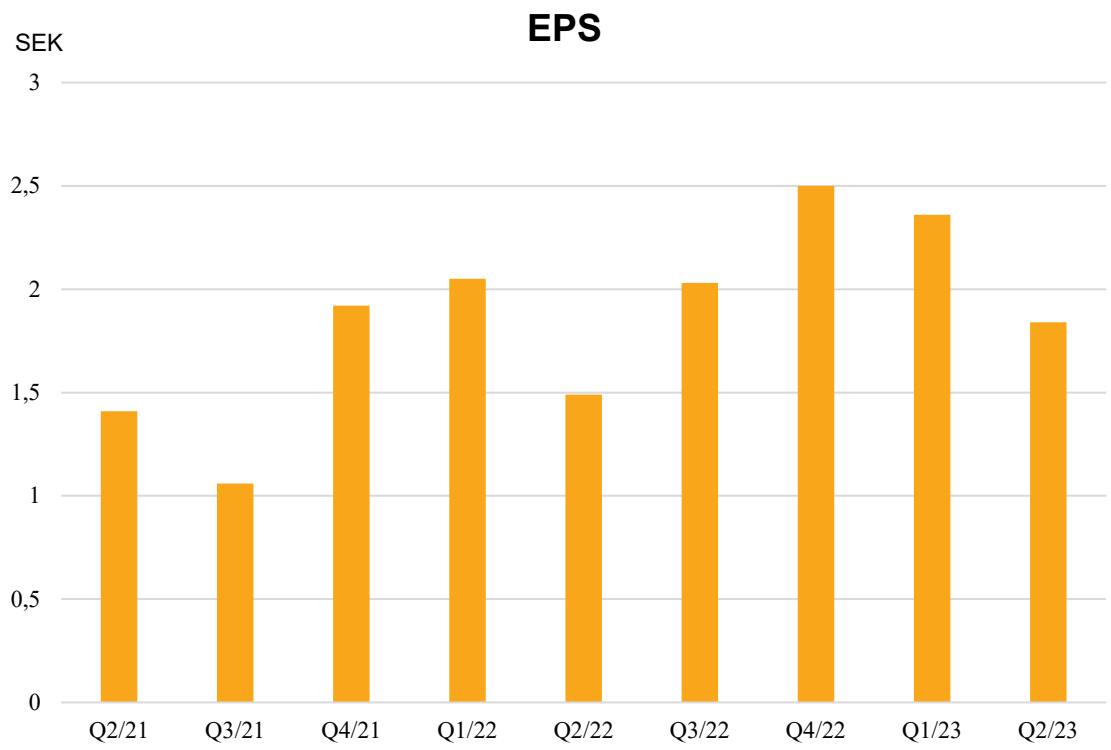


Market Units Northern & Central Europe

- Net sales +20.2% with high organic growth in 3 out of 4 units
- IT/Tech, Finance, Automotive and Manufacturing driving growth
- New clients and stronger position compensating for slower market
- Add on service growth and cost scaling improving profitability
- Operational focus on payments and currencies
- Strategic Public Sector win in Norway



Earnings per Share (EPS)



- EPS 1.84 SEK representing growth of 24%
- EBIT growth 9%
- Improved Financial Net



Q2 2023 and Outlook

- More cautious market with lower demand
- Focus on increased value creation, optimization of service delivery and alignment of costs to business volumes
- Given the weaker indicators and lower order intake, we expect lower revenue growth in coming quarters
- We will continue to align operations with the development of our business
- **Unchanged outlook for 2023:** We expect to grow faster than the general market and improve our operating margin