EWORK GROUP

Third Quarter 2023

October 24, 2023

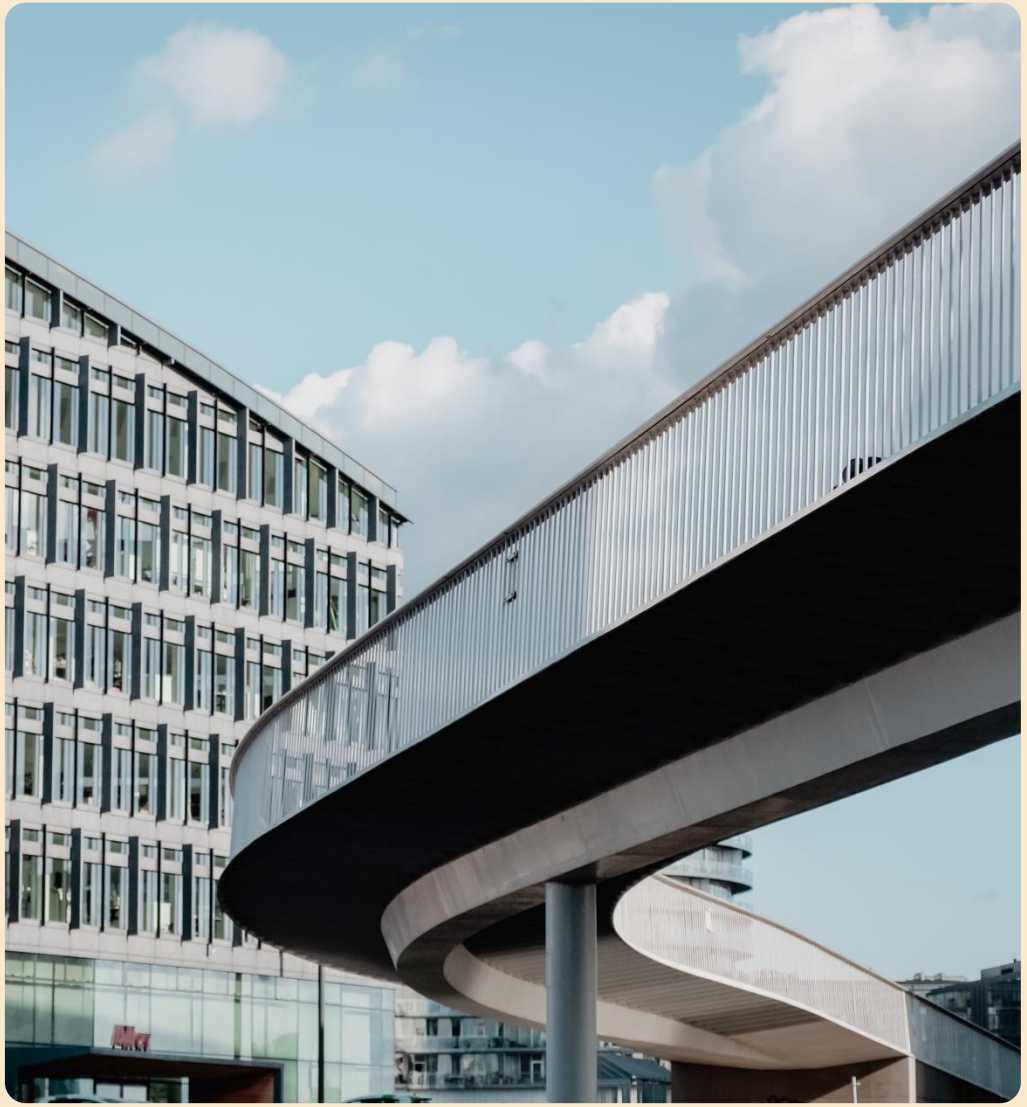
Karin Schreil, President & CEO
Klas Rewelj, Executive Vice President & CFO

Margin focus and measures to further improve scalability

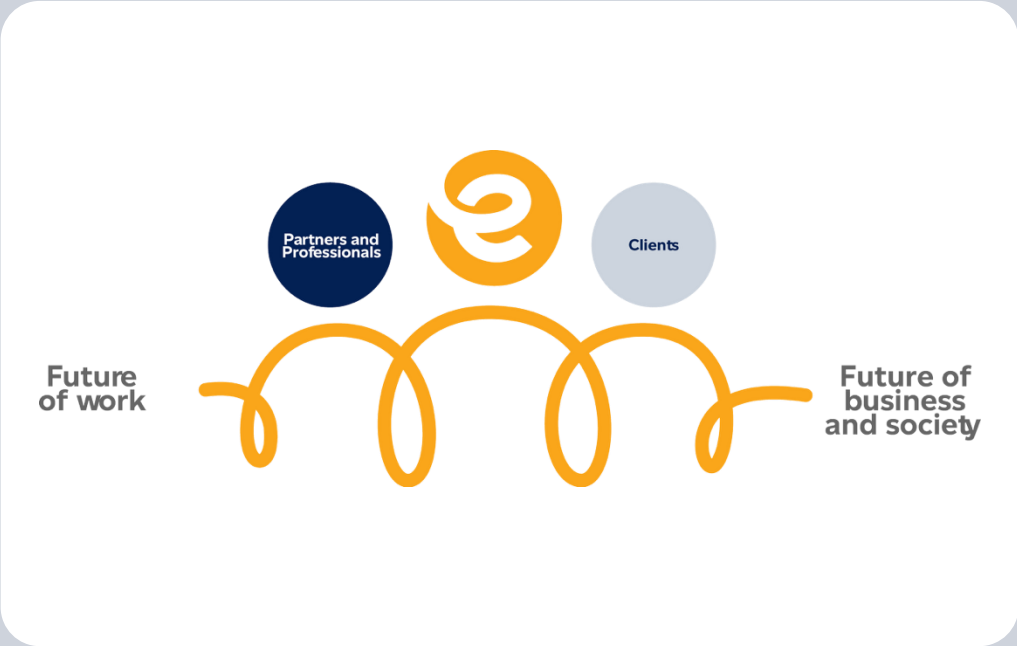
- Clients continued to be cautious in a weaker market
- Continued underlying high demand for experts with specific skills
- Growth rate still above general market and margin supported by;
  - Higher consultant fees YoY
  - Focus on margin improvement measures
  - Continued growth of add-on services
- Alignment of cost to current business volumes

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

- Order intake: -17.2%
- Net sales: +4.2% to SEK 3,640 m
- Operating margin (EBIT): 120 bps (132)
- Operating profit: -3.5% to SEK 45 m



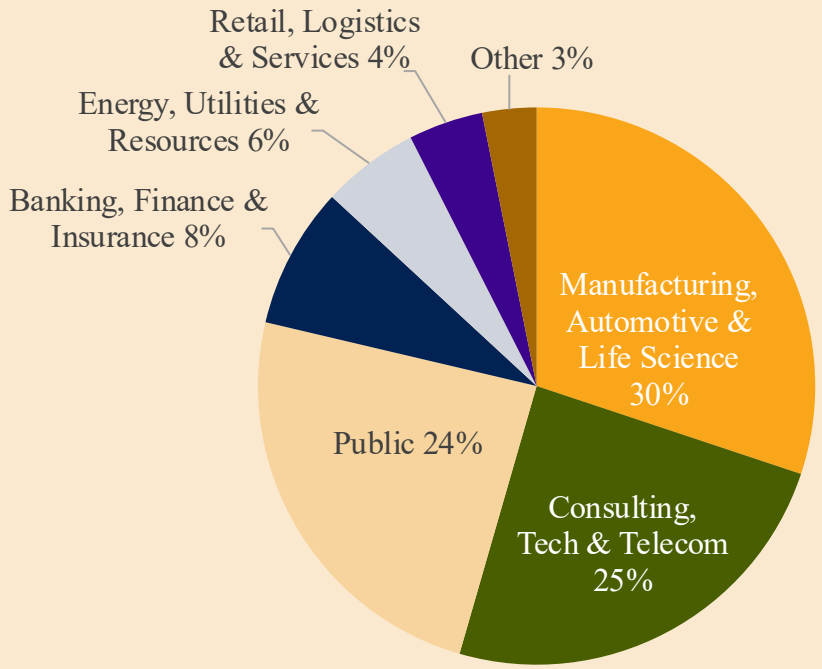
Varying demand in a market with strong underlying needs for specialist skills



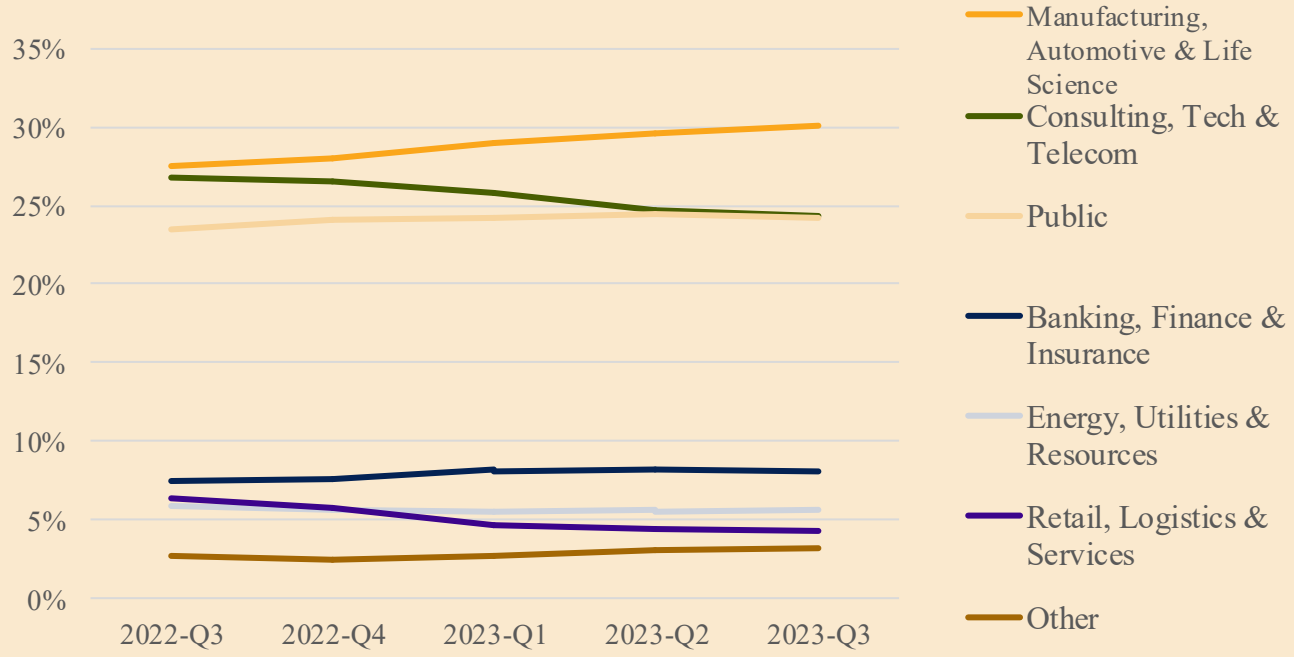
- Continued cost focus among clients slowed new project starts
- High demand for experts and highly skilled specialists for strategic projects in digitalization and green transition
- Varied demand between markets, industries and clients
- Poland continues to be an interesting market, also serving as a platform for growth into neighboring geographies
- Great interest in compliance services and protective security services

Growth in Life Science mitigates slowdown in Tech and Telecom

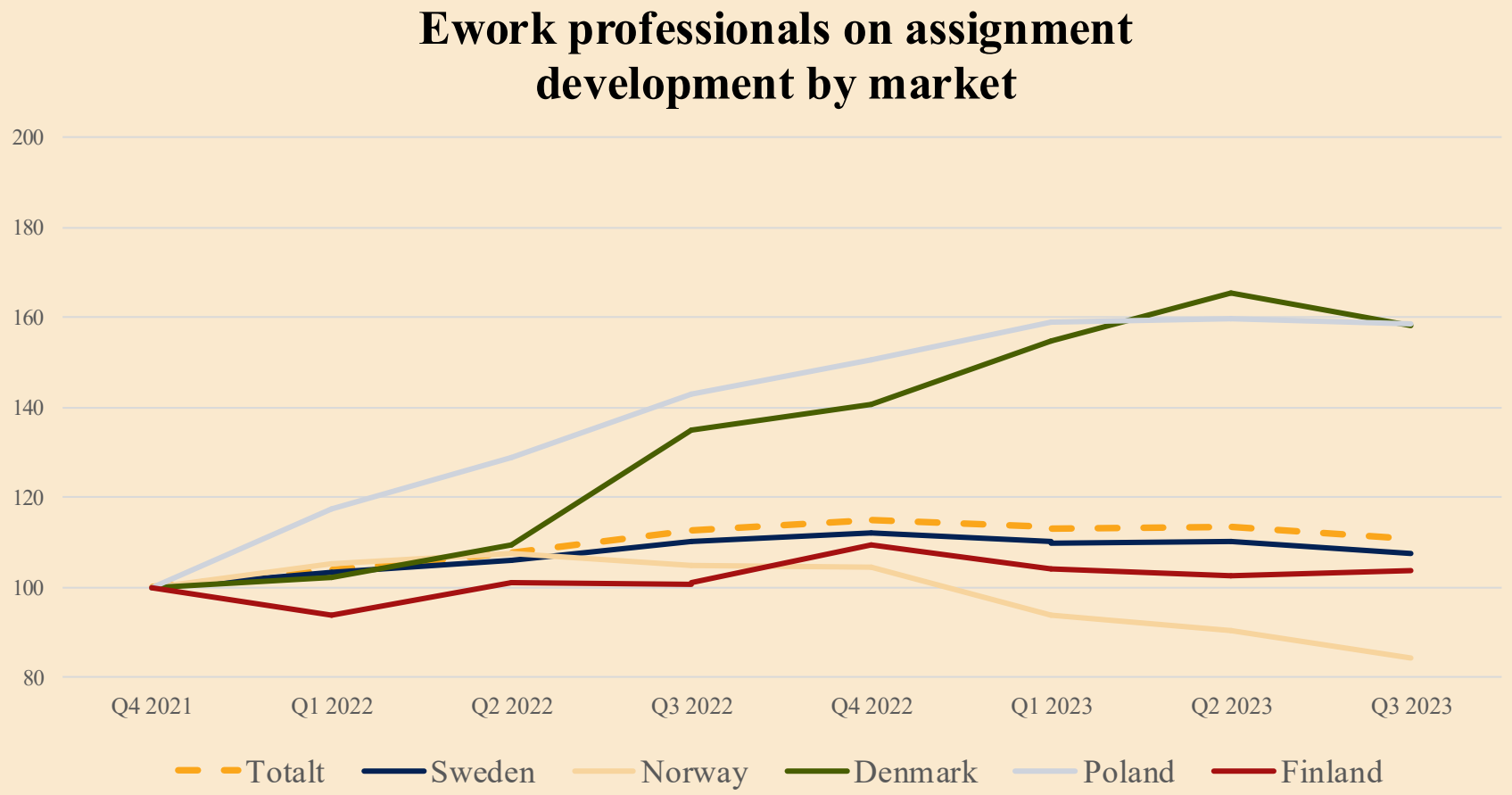
Ework professionals on assignment per industry segment



Development of Ework professionals on assignment per industry segment



Increase of professionals on assignment in Denmark and Poland mitigates decrease in the other markets

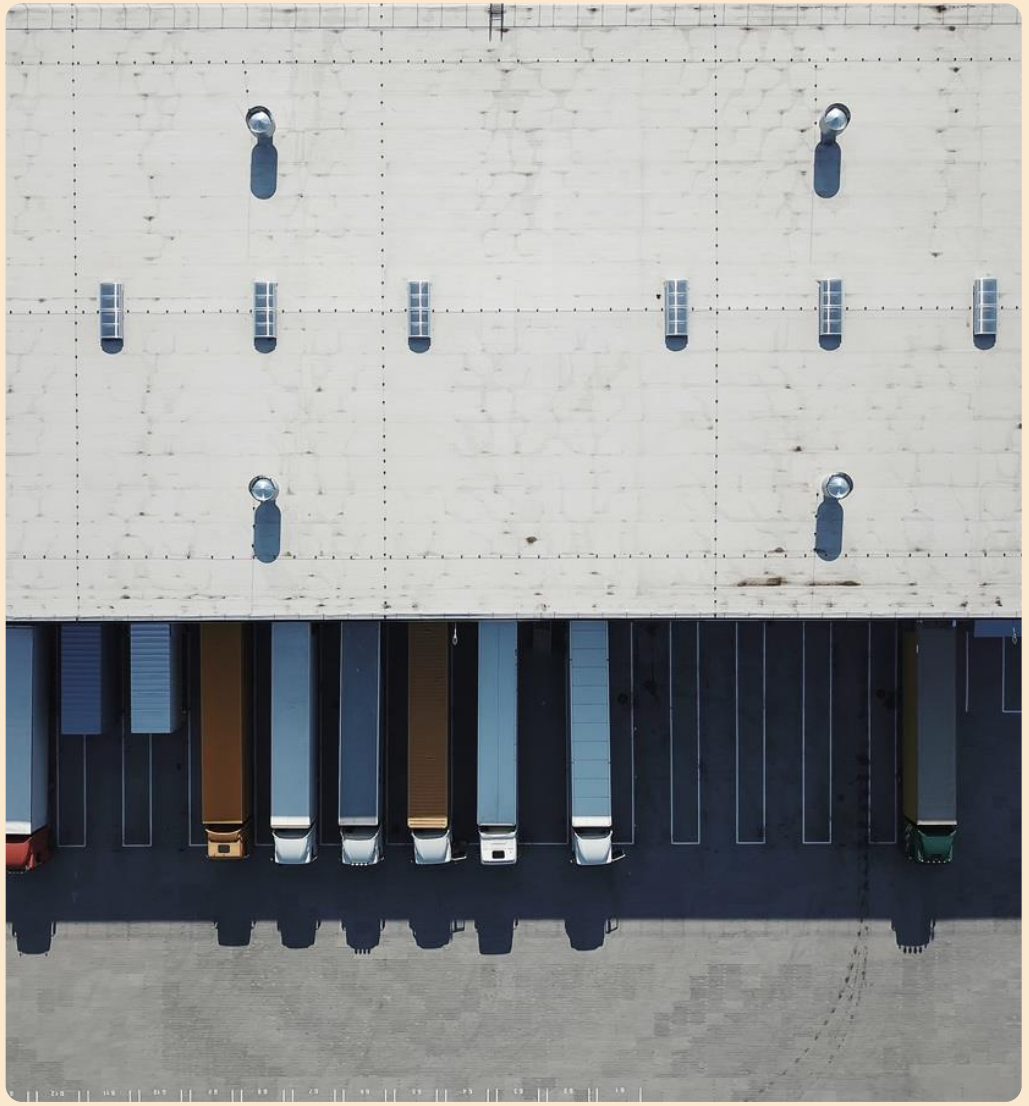


The figures are indexed with base 100

Strengthened solution portfolio and elevating client value

Progress of strategic growth and profitability initiatives:

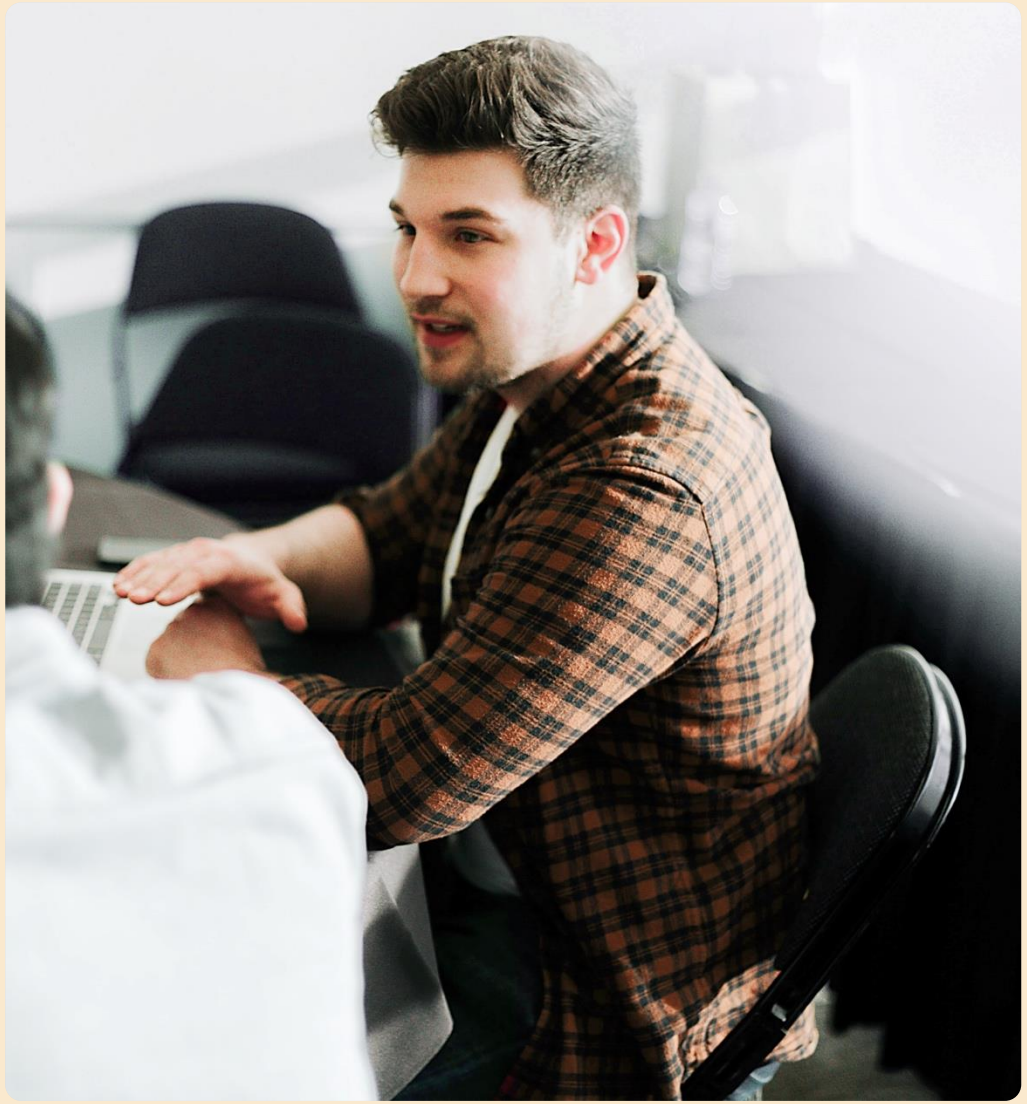
- Continued development of our Total Talent Solutions portfolio, such as recruitment services and compliance services
- Elevating client value through a position as trusted advisor to business stakeholders
- Efforts to strengthen our network of partners and professionals – implementation of skills practices and communities, events and seminars across our markets



Improving operational performance in line with strategy

Progress of strategic growth and profitability initiatives:

- Focus on improving scalability and further development of our service delivery model
- Digital platform reinforced with standard solutions to improve integration and business management of supply chain
- Executing steps to expand our business into new geographies through client collaborations and strategic partnerships

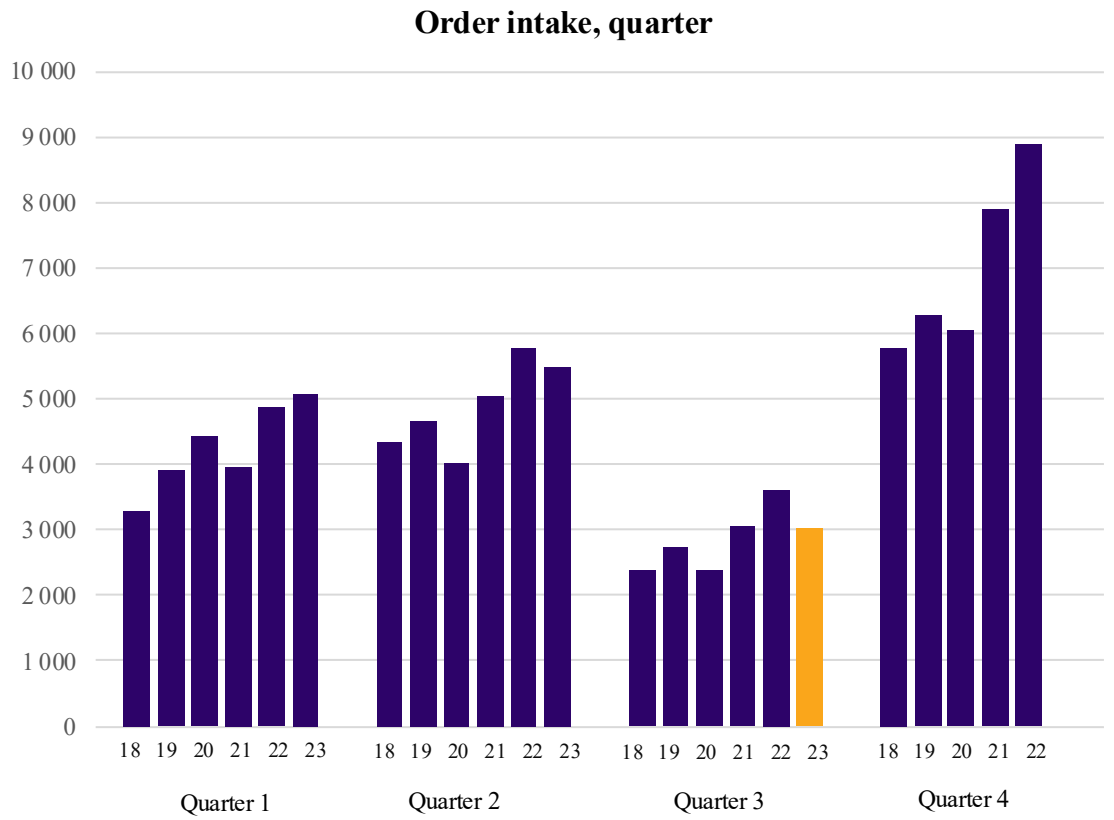


Q3 financials

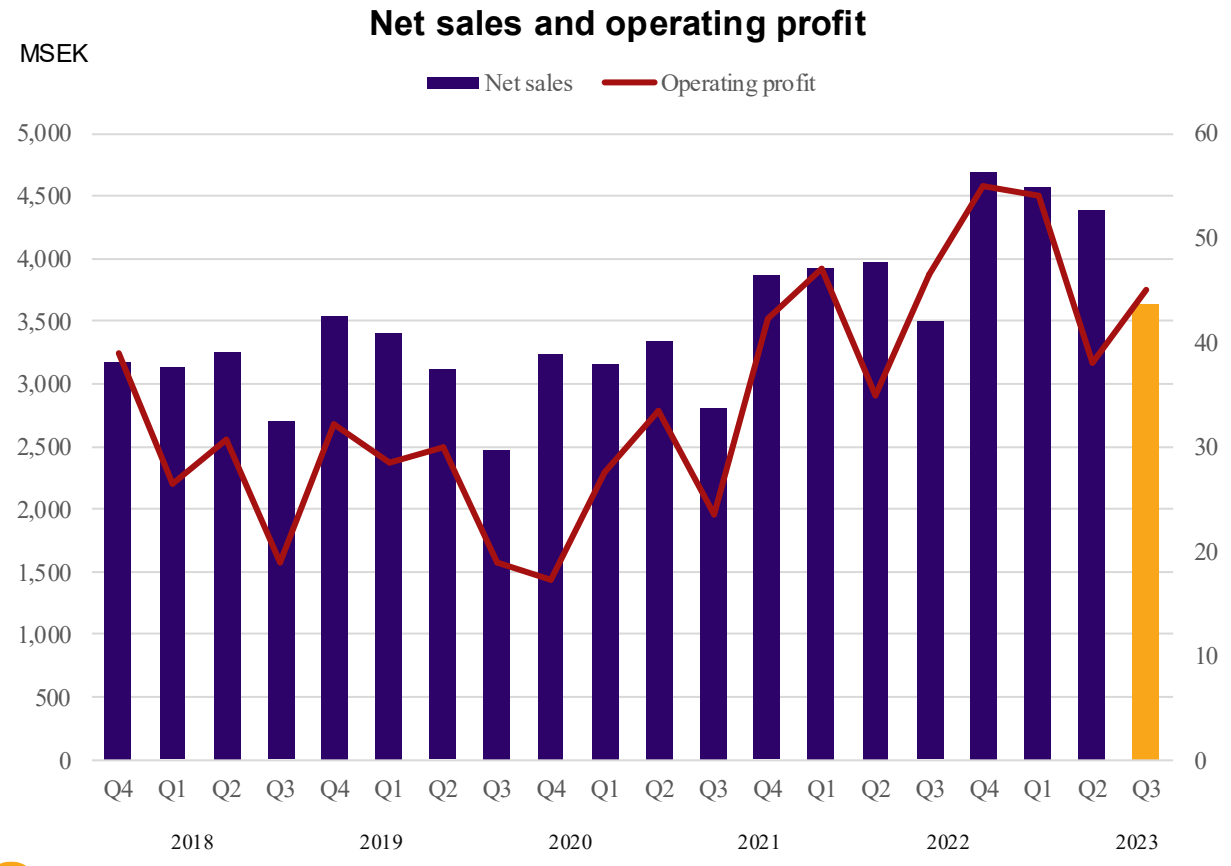
Klas Rewelj,
EVP & CFO

Large drop in order intake following lower volumes but with improved margin

- Order intake -17.2% to MSEK 3,028 (3,658)
- Number of New & Extended Assignments -15%
  - New assignments -32%
  - Extended assignments 2%
- Private sector -19% and Public sector -9%
- Improved margin on new assignments
- Average hourly rates +5% vs. Q3 2022
- Professionals on assignment -2% to 12,852, at quarter end



Reduced volumes and lower costs



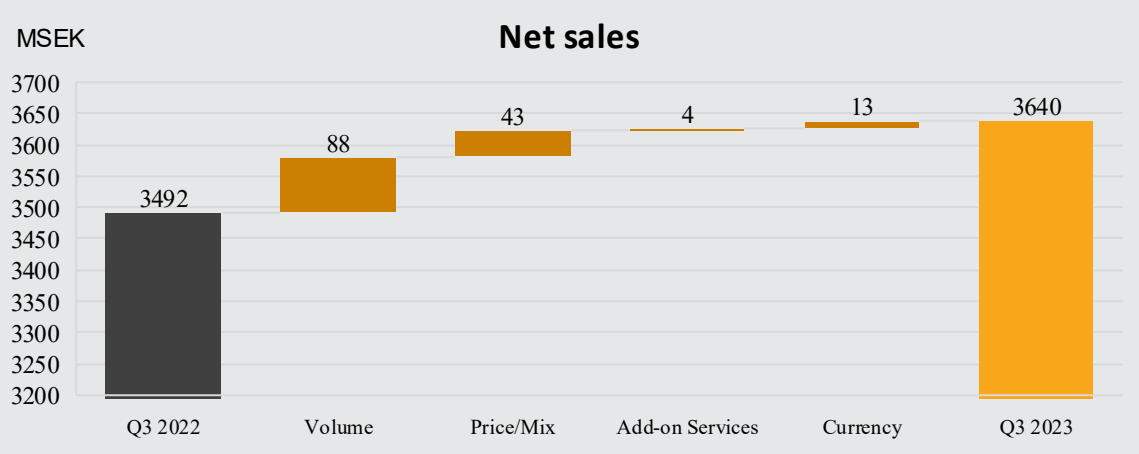
Net sales +4.2% to SEK 3,640 million

- Negative volume growth towards end of quarter
- Large variation between industry segments and clients

Operating profit -3.5% to SEK 45 million

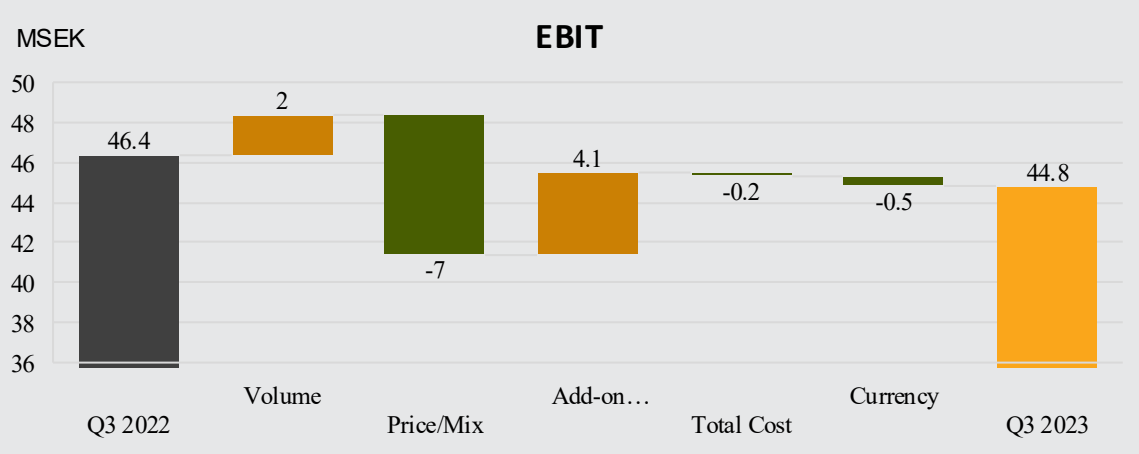
- Periodical invoicing to clients and contracts with lower margins
- Reduced cost and moderate underlying scaling

Weak business margins and moderate scaling



- Reduced volume effect of +2.5%
- Consulting fee impact on Net Sales growth with 1.2%
- Weak SEK supported Net Sales growth

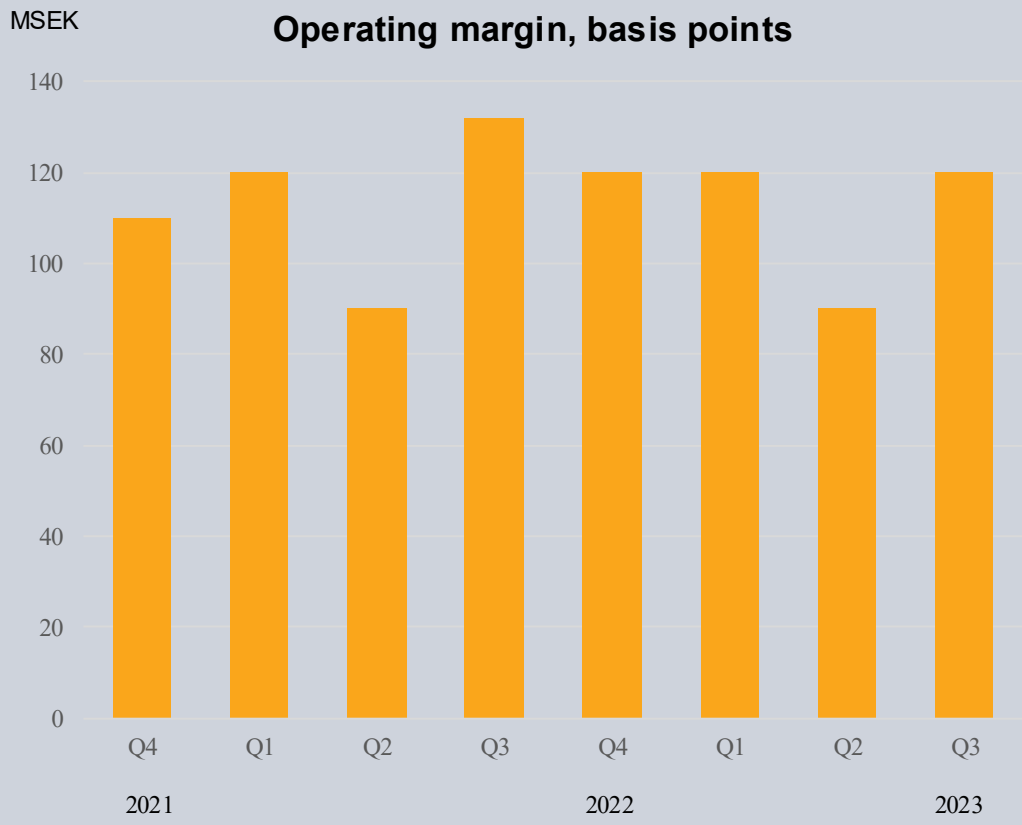
Weak business margins and moderate scaling



- Extension period in a tougher business climate giving invoicing at lower margins
- Continued growth for Add On services
- Moderate cost growth below volume increase with underlying scaling

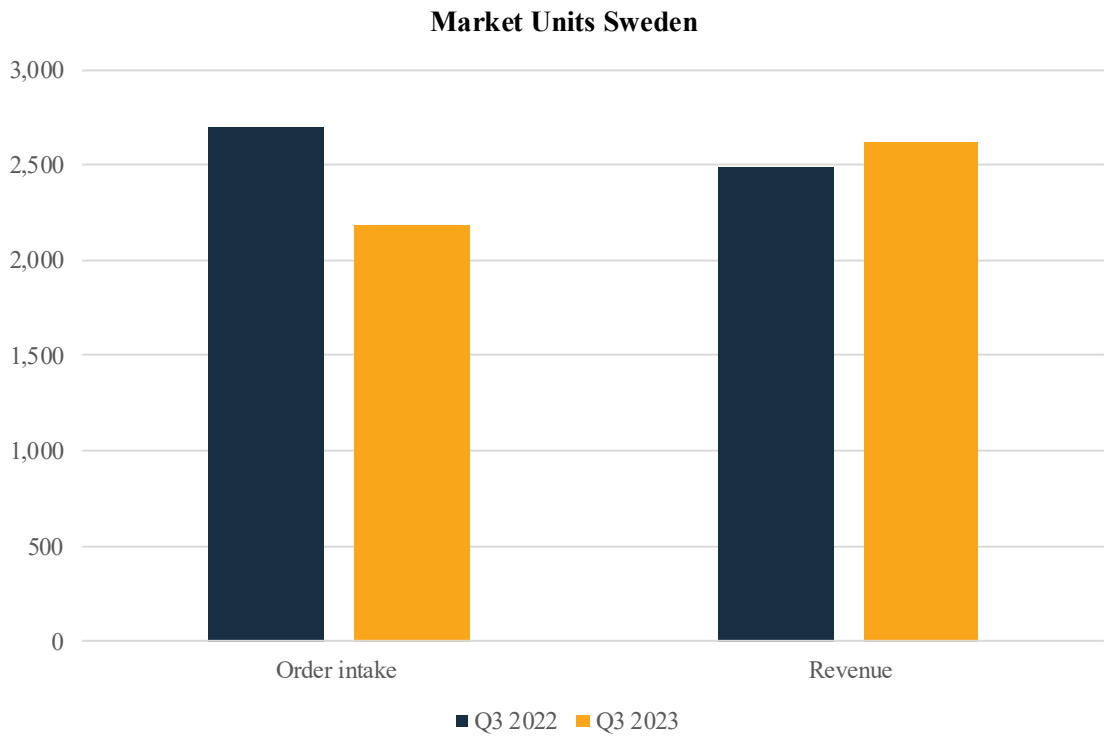
Operating margin

- Operating margin (EBIT) of 120 bps in Q3 (132)
- Periodic invoicing at lower margins is the main factor
- Reduced revenue growth limiting positive margin impact from lower cost
- Higher financing costs of our financial services due to rising interest rates burdened our net interest income
- Improved order margin and implemented price increases



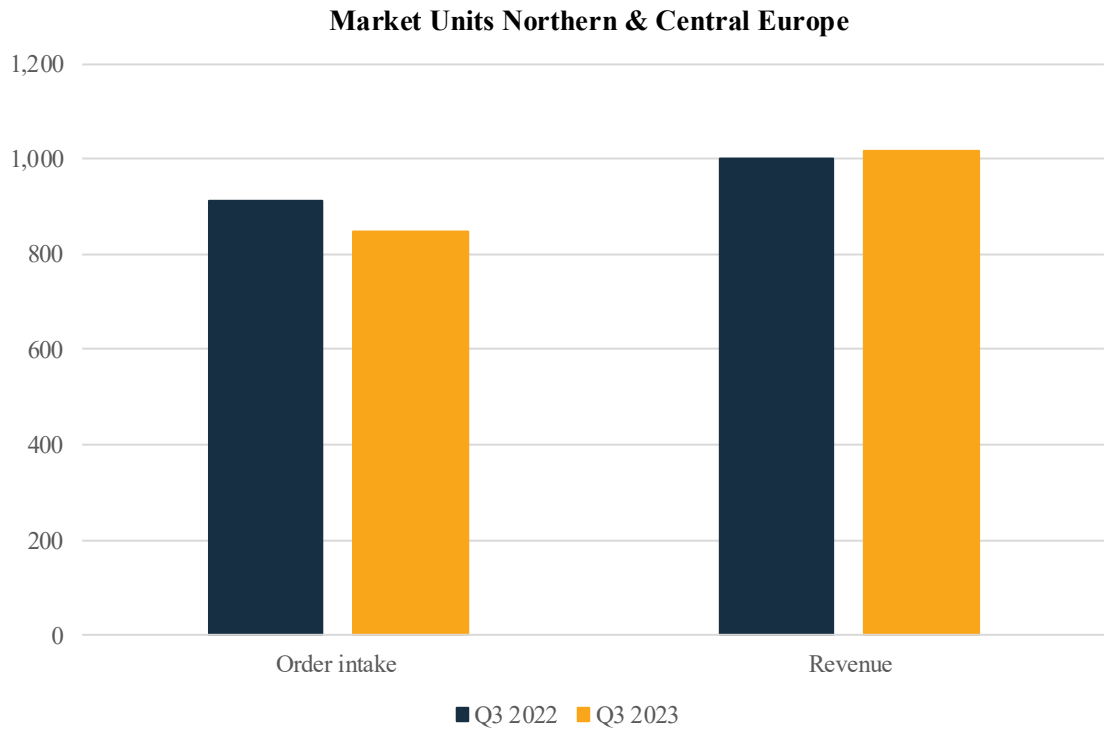
Market Units Sweden

- Reduced order intake in both Private and Public Sector
- Decline in Automotive, Telecom and Retail industries
- Manufacturing and Energy industries showed stronger demand
- Net sales growth +5.4%
- Total margins and cost unchanged



Market Units Northern & Central Europe

- Order intake declines with 17%
- Consulting, Tech and Telecom among weaker industries while bank, finance and insurance demonstrated a more positive development
- Net sales +1.4% with high growth in 3 out of 4 units
- Reduced profit and margin
- New Agreement wins and focus on “total talent supply” in Norway
- High growth but lower margin in Poland
- New clients driving growth in Denmark





Q3 and 2023 outlook

- Market still cautious with lower demand
  - Net sales: +4.2% to SEK 3,640 m
  - Operating profit: -3.5% to SEK 45 m
- Focus remains on client value creation, service delivery optimization and cost alignment to business volumes
- We are making progress with scalability and believe this to materialize onwards, in line with our long-term strategy
- Given the slower revenue growth in the coming quarter

Outlook 2023weaker market sentiment and lower order intake, we anticipate **:**

- We expect to grow faster than the market and to report a continued improvement of the operating margin