EWORK GROUP

Fourth Quarter 2023

February 8, 2024

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

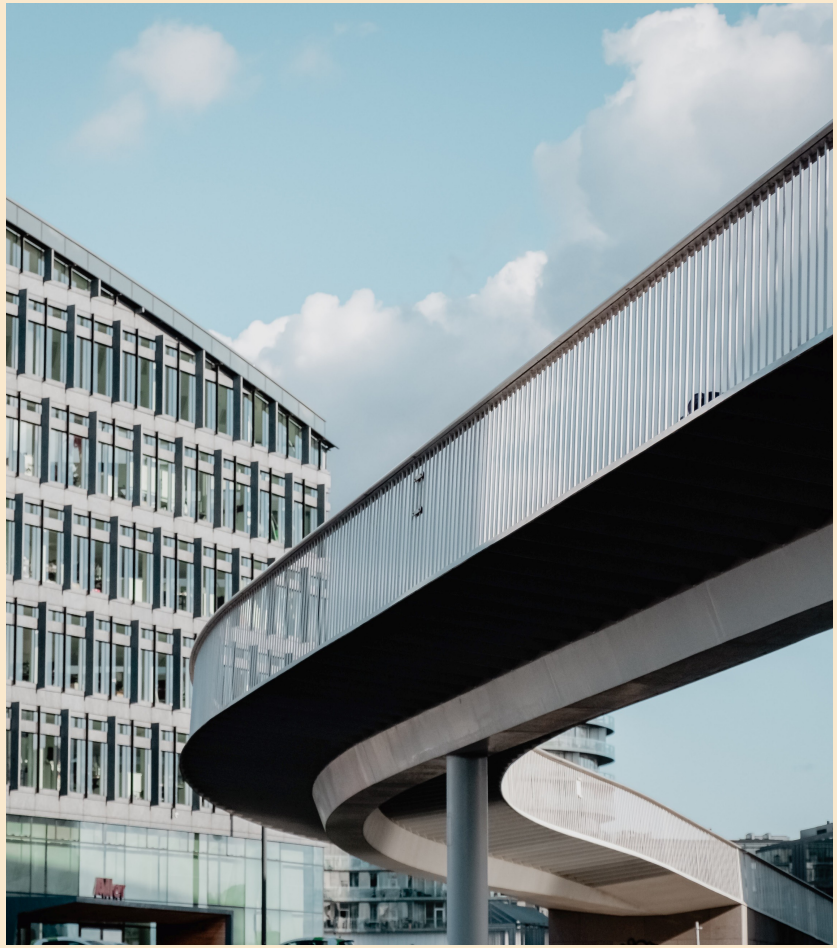
Focus on strong customers and upgraded operating model in a mixed market

- The mixed market dynamics continued
- Industries and clients with stronger demand were in focus
- Regained trust from several existing clients and new frame agreement wins
- Strengthened customer experience in recent survey

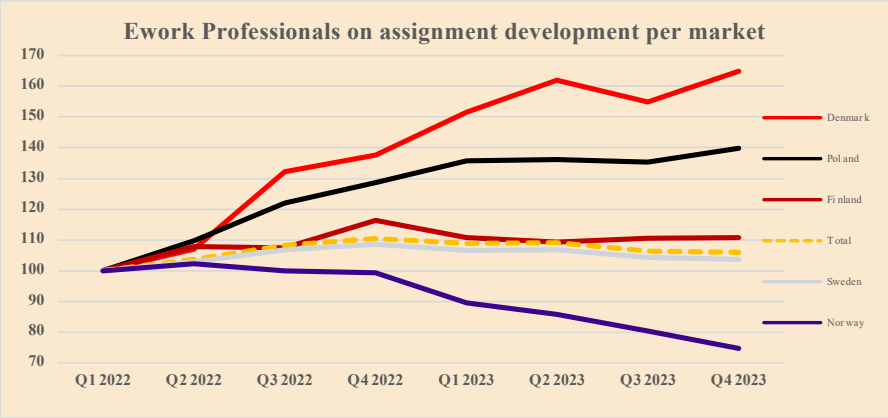
➢ Fourth Quarter 2023 in numbers:

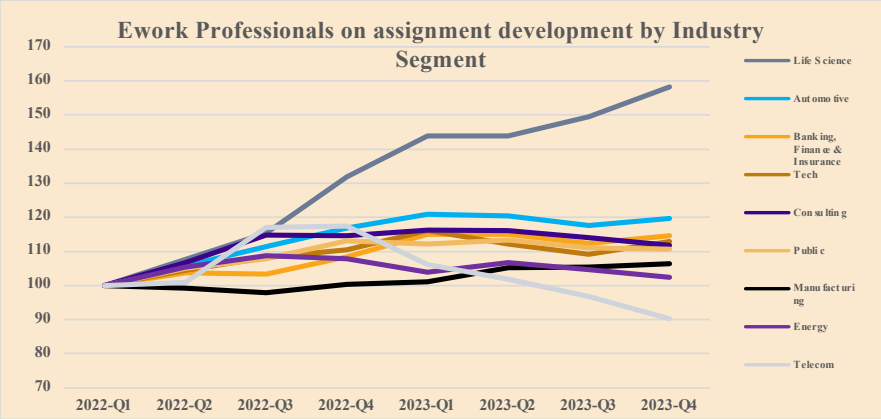
  - Order intake: -6,4%
  - Net sales: -0.6% to SEK 4,657 m, compared to the record Q4 2022 quarter
  - Operating margin (EBIT): 125 bps (120)
  - Operating profit: +6.2% to SEK 58.2 m

➢ FY 2023 sales +7.3% to SEK 17 bn, operating profit +6.4% to SEK 195 m, despite a challenging year.
New business wins according to plan and higher than 2022.



Varying market dynamics with continued demand for experts and specialists





- A mixed market with stronger demand among certain industries and select clients:
  - \+ Automotive and Life Science
  - \- Public Sector and Telecom
- Continued positive growth trend in Denmark and Poland, while Norway is challenged by the updated legislation taking effect
- High continued demand for experts and skilled specialists in IT/OT, R&D, Engineering & Business Development
- The trend continued with a growing volume of contract extensions compared to the record Q4 2022 quarter
- The number of requests for new assignments was lower than Q4 2022, but the decline slowed down compared to Q3 2023

New operating model for increased client value

- Implementing an updated operating model as of Q1 this year
- The upgraded model is the result of a thorough internal process over the past 12 months
- The model will contribute to:
  - Increased focus on sales and client development
  - More efficient- and value-adding service deliveries
  - Lower cost & improved scalability
  - Gradually higher margins
- Less resource intensive way of working resulting in staff reductions of approx. 10%, mainly in Service Delivery- & Group roles
- Annual cost savings of about SEK 60 m, with full effect from Q2, 2024
- Implementation costs of SEK 7 m to be booked in Q1, 2024
- Implementation costs and savings expected to offset in Q1, making the effect neutral on reported cost level



Progress of strategic growth initiatives

- Project initiated to upgrade internal IT backbone based on standard solutions, aiming to improve operational efficiency and quality
- Additional benefits developed for our partner & professionals network:
  - Extended offer of education and skill training programs
  - New accounting and insurance services
- Continued work to establish partnerships for global / remote sourcing and prepare expansion into new geographies

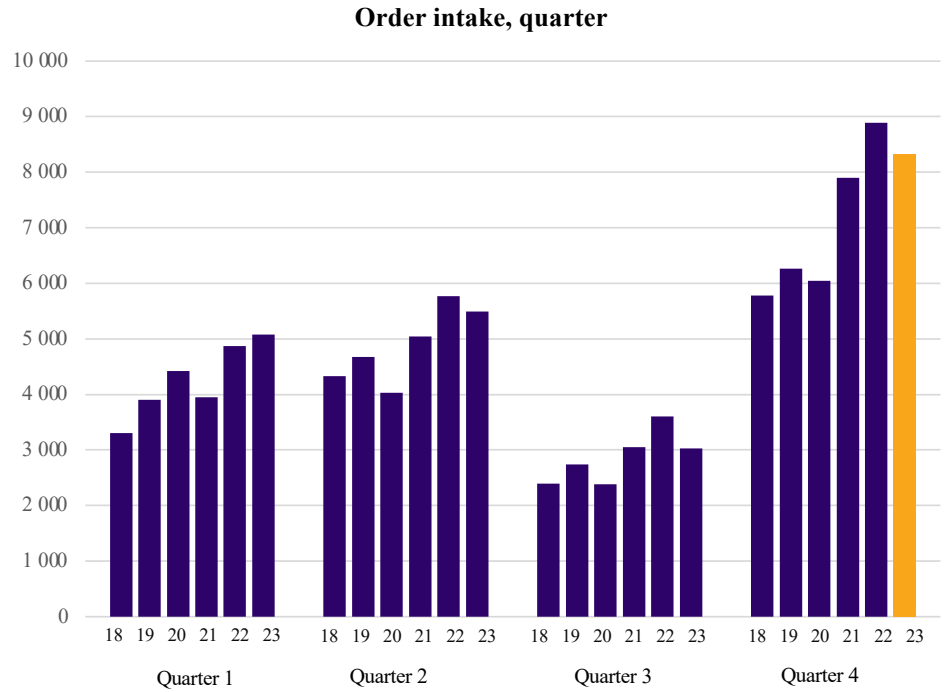


Q4 Financials

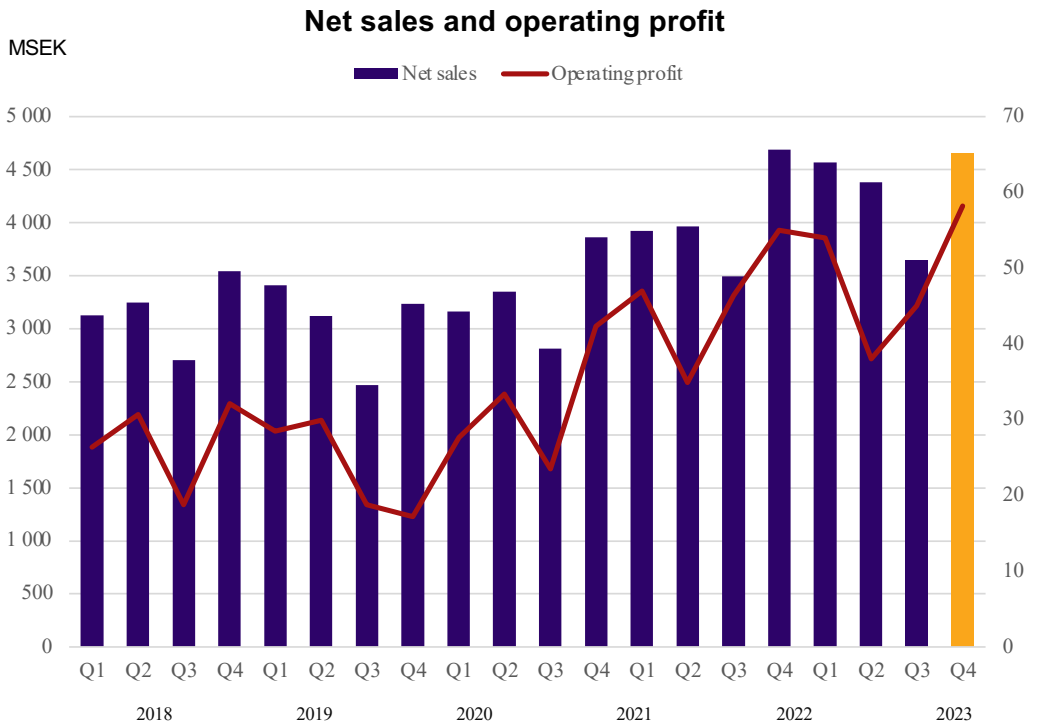
Klas Rewelj,
EVP & CFO

Lower order intake, increase in extensions and higher average rates on new contracts

- Order intake -6,4% to MSEK 8,327 (8,895)
- Number of New & Extended Assignments -5%
  - New assignments -23%
  - Extended assignments 3%
- Big differences between sectors and industries
  - Public -15%
  - Private -4%
- Professionals on assignment -4% to 12,818, at quarter end
- New customer contracts signed at higher margins



Operating profit improved by 6.2%



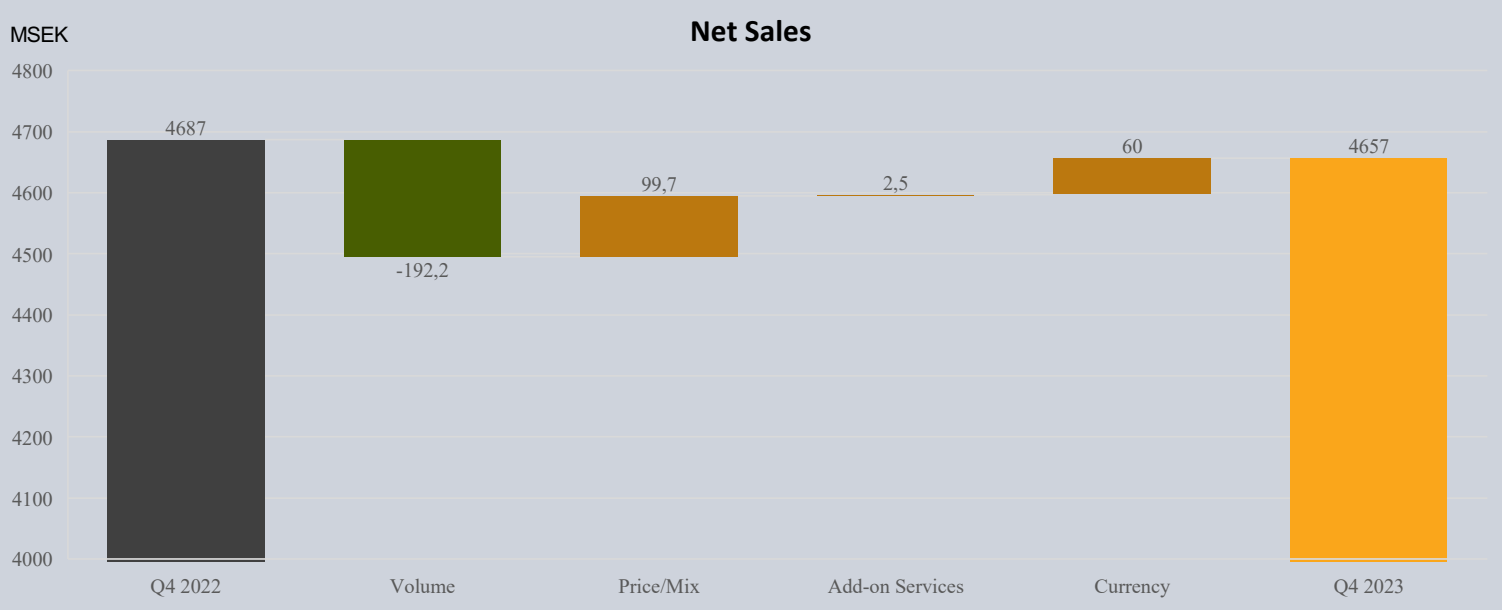
Net sales -0.6% to SEK 4,657 million

- Slightly down compared to record quarter Q4 22
- Mainly due to lower business volumes and thus fewer billable consulting hours.

Operating profit (EBIT) 6.2% to SEK 58.2 million

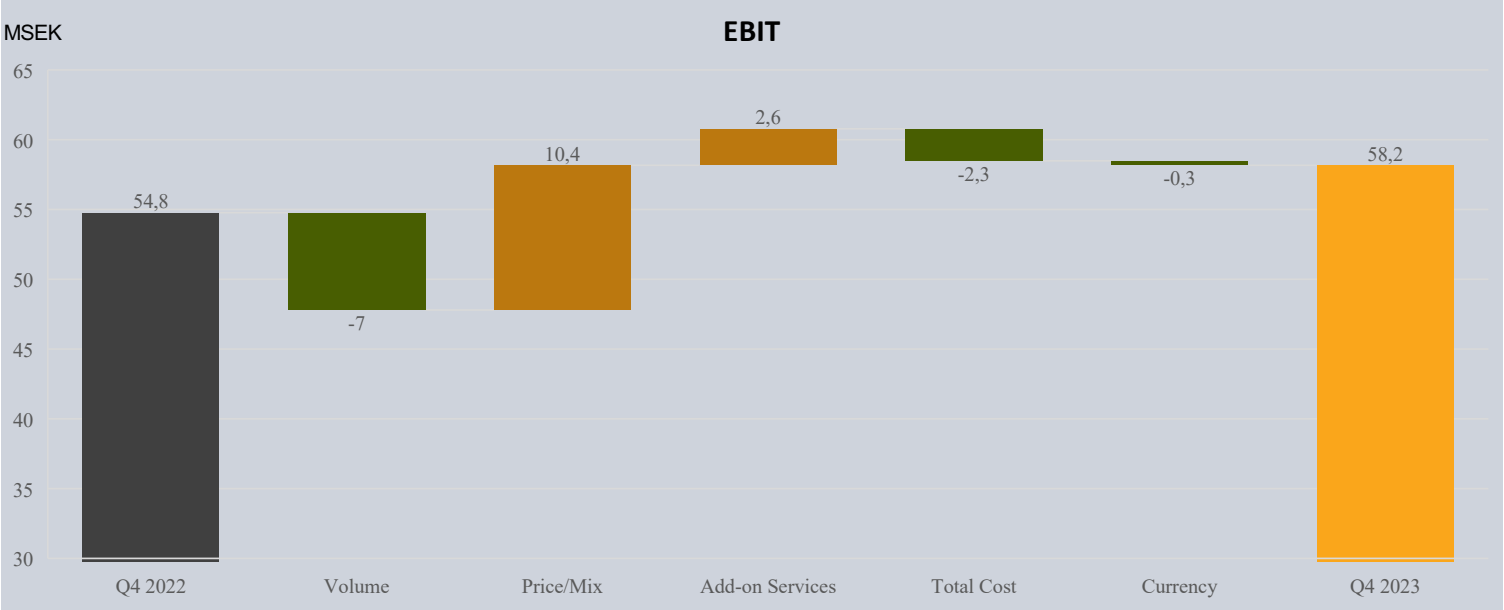
- Result benefited from the continued focus on value and profitable business

Negative volume effect mitigated by price and currency



- Negative volume effect due to 4% fewer hours billed in the quarter
- Price/mix, incl. higher fees with higher share of skilled consultants in delivery
- Positive currency effect

Increased result despite lower volumes



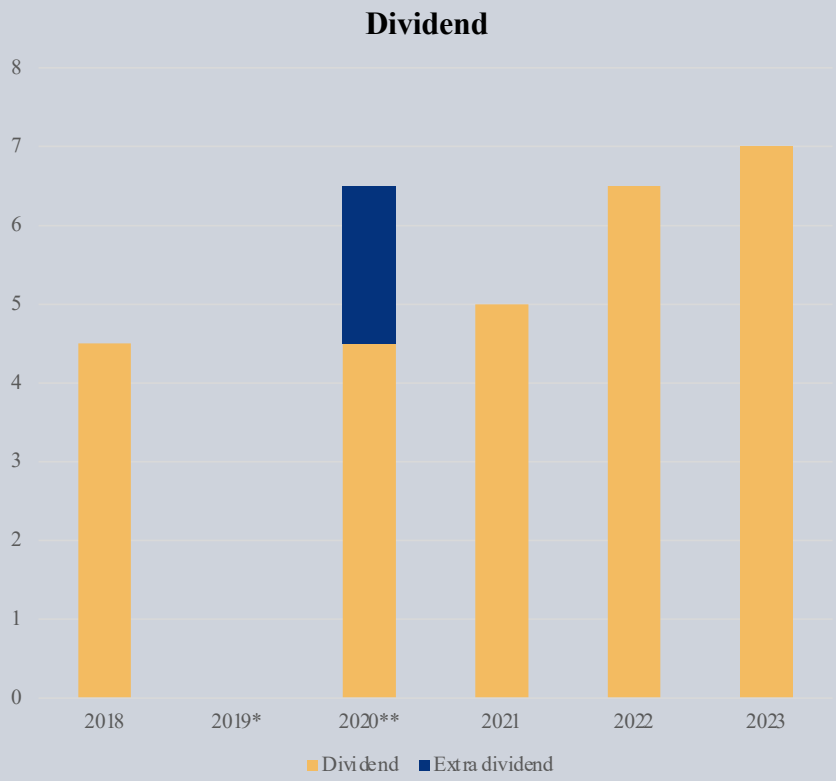
- Negative volume effect of 7 MSEK
- Focus on value and profitable business in our delivery
- Positive effect on margin due to dissolved reserves for accounts receivable of SEK 5.3 million.
- Additional costs of SEK 2 million due to the introduction of new operating model

Q4 operating margin

- Operating margin (EBIT) of 125 bps (120)
- Reduced revenue growth limiting positive margin impact
- Positive impact from “one-off” items
- Adjusted margin on same level as 2022



Dividend proposal



- The Board of Directors propose a dividend of SEK 7 per share (6,5), an increase of 8%
- The dividend corresponds to 94% of net profit for 2023
- Ordinary dividend share of net profit 91% (excl. “pandemic effect”)
- Dividend policy to distribute a minimum 75% of net profit to shareholders

* Canceled dividend due to pandemic

** Total dividend SEK 6.50. Ordinary SEK 4.50 + Extra 2.00



2024 Outlook

- Ework expects a gradually stronger demand and, consequently, growth by the end of 2024.
- A decrease in net sales is expected during H1 due to lower demand and order intake 2023, as previously reported. A limited decrease in net sales is forecasted for FY 2024.
- Through increased focus on sales and client development, along with more efficient, value-adding service delivery, we will gradually increase business margins.
- The new operating model will result in one-off costs of 7 MSEK in Q1 and reduced costs by 60 MSEK annually, with full effect from Q2.
- We estimate that the operating profit and EPS for FY 2024 will increase by at least 30%, in line with our financial targets.



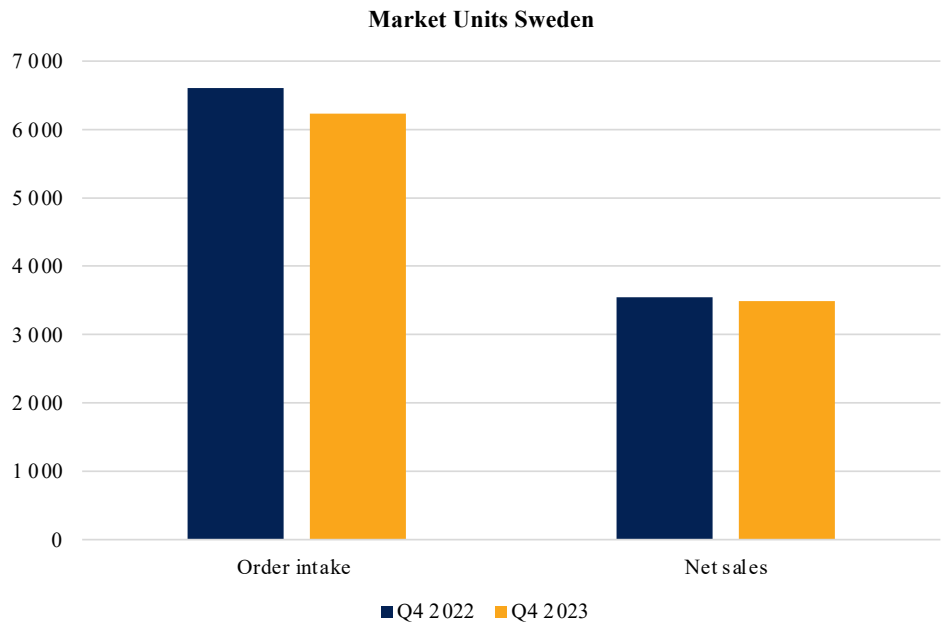
2023 Summary

- Q4 operating profit +6.2% to SEK 58.2 m and +6.4% for 2023 to SEK 195 m, despite a challenging year.
- The mixed market dynamics continued with growth in some industry segments and markets, and dampened demand in others.
- The number of requests for new assignments was lower than Q4 2022, but the decline slowed down compared to Q3 2023. The number of contract extensions was higher than last year.
- Good progress of strategic growth and profitability initiatives, with new operating model introduced in Q1 this year.
- Dividend proposal raised by 8% to SEK 7/share.
- The 2024 outlook is a gradually improving demand, a limited decrease in net sales and profit development in line with our financial target.

Appendix

Market Units Sweden

- Order intake -5.6% mainly due to lower demand in Telecom, Energy and Retail. Automotive showed stronger demand
- Net sales decline -1.6%
- Net sales growth in Public sector was driven by more customers and compensate for a decline in the private sector
- Strengthened profitability and results compared to Q4 2022 due to better resource sharing and lower costs



Market Units Northern & Central Europe

- Order intake -8.8%
- Positive development in Consulting, Life Science and Manufacturing
- Net sales +2.2% with growth in 3 out of 4 Market Units
- Profit in line with last year
- High growth in order intake and revenue in Denmark
- Strong growth in Poland although segment profit negatively impacted by higher financing costs

