EWORK GROUP

First Quarter 2024

May 2, 2024

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

New business, strengthened offering and lowered cost base in a mixed market

- Several important frame agreements were signed with existing and new clients in private & public sectors
- Expansion into Slovakia continued
- Strong development of our Total Talent Management portfolio
  - Recruitment
  - Nearshoring
  - Pay Express
- New operating model implemented bringing lowered cost base
- Order intake and operating profit impacted by varying client- and market conditions

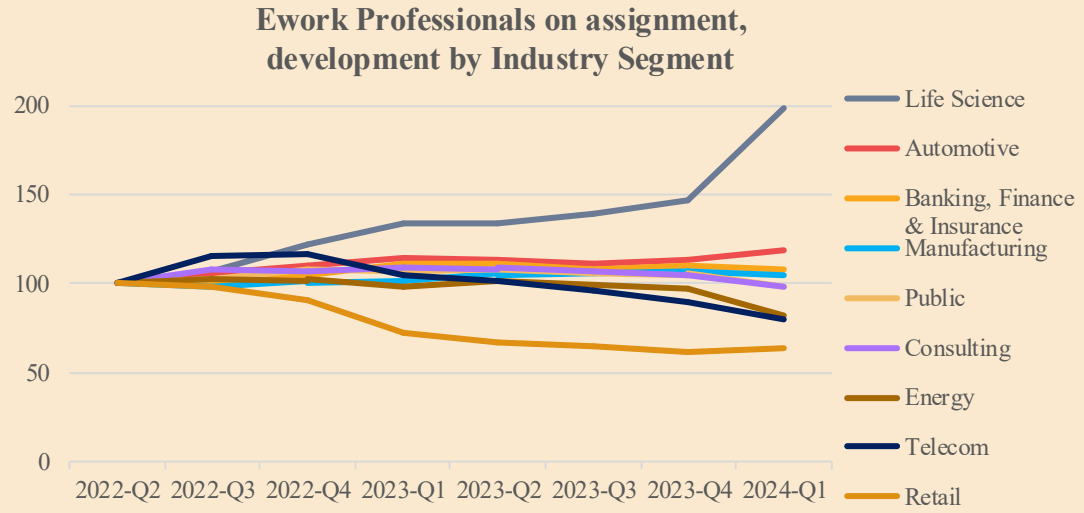
➢ **First Quarter 2024 in numbers:**

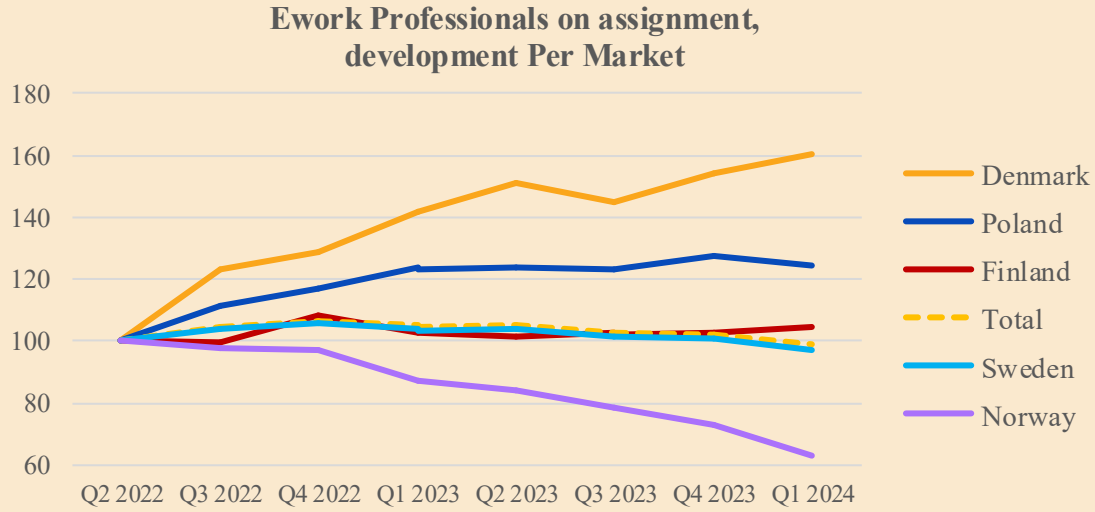
- Order intake: SEK 4,483 m (5,082) / -11,8%
- Net sales: SEK 4,225 m (4,558) / - 7.3%
- Operating profit: SEK 44.7m (53.7)
  - Excluding one-off items: 55.5 m
- Operating margin (EBIT): 106 bps (118)
  - Excluding one-off items: 131 bps



Continued varying market dynamics

- **Strong development of services**
  - \+ Recruitment
  - \+ Nearshoring & Remote Sourcing
  - \+ Pay Express
  - \+ Protective Security
- **Continued mixed dynamics across industries**
  - \+ Automotive and Life Science
  - \- Public Sector and Telecom
- **Varying conditions across markets**
  - \+ Denmark & Poland
  - \- Norway - Continued market challenges related to labor legislation introduced in 2023
    - Ework has proactively modified its Norwegian service offering to current legislation
    - The Norwegian market has now stabilized





General

Market Unit established in Slovakia

- **A new milestone in our international expansion**
  - The first frame agreement already signed with a strategic client
  - Potential to expand our support to existing clients locally
  - A base for our extended nearshore offering
- **Slovakia is an interesting market for several reasons**
  - A hub for ICT, Automotive and Manufacturing industries
  - Centrally located in Europe, neighbor to several interesting markets
  - Access to a labor market of approx. 1,5 – 2 million skilled consultants and experts, incl. Romania, Bulgaria and Slovenia
- **Ability to leverage People 2.0**
  - Our partner for global Employer of Record solutions



General

New Operating model implemented

- **The new operating model will bring several benefits**
  - Increased focus on sales and client development
  - More efficient deliveries
  - Improved resource allocation
  - Lower cost and improved scalability
  - Gradually higher margins
- **Skills based network development and talent acquisition will increase our value to both clients and talents**
  - Five focused and agile Skill Communities with global talent pools
  - Enhanced ability to source and match specialists to client needs
  - Improved talent advisory in our clients' workforce planning



General

Further Strategic Scaling initiatives

- **Transformation to a new end-to-end IT backbone for Ework operations**
  - Agile architecture enabling scalability, compliance and continuity
  - Unified data model for business intelligence
  - Integration engine enabling connectivity with client and partner systems
  - Standardized best practices to enhance value
- **Adoption of AI to elevate efficiency and enhance experience throughout the talent supply chain**
  - Increased automation in service delivery
  - Enhanced capabilities for HR analytics, talent planning & optimization
  - Potentially disrupting today's ways of working

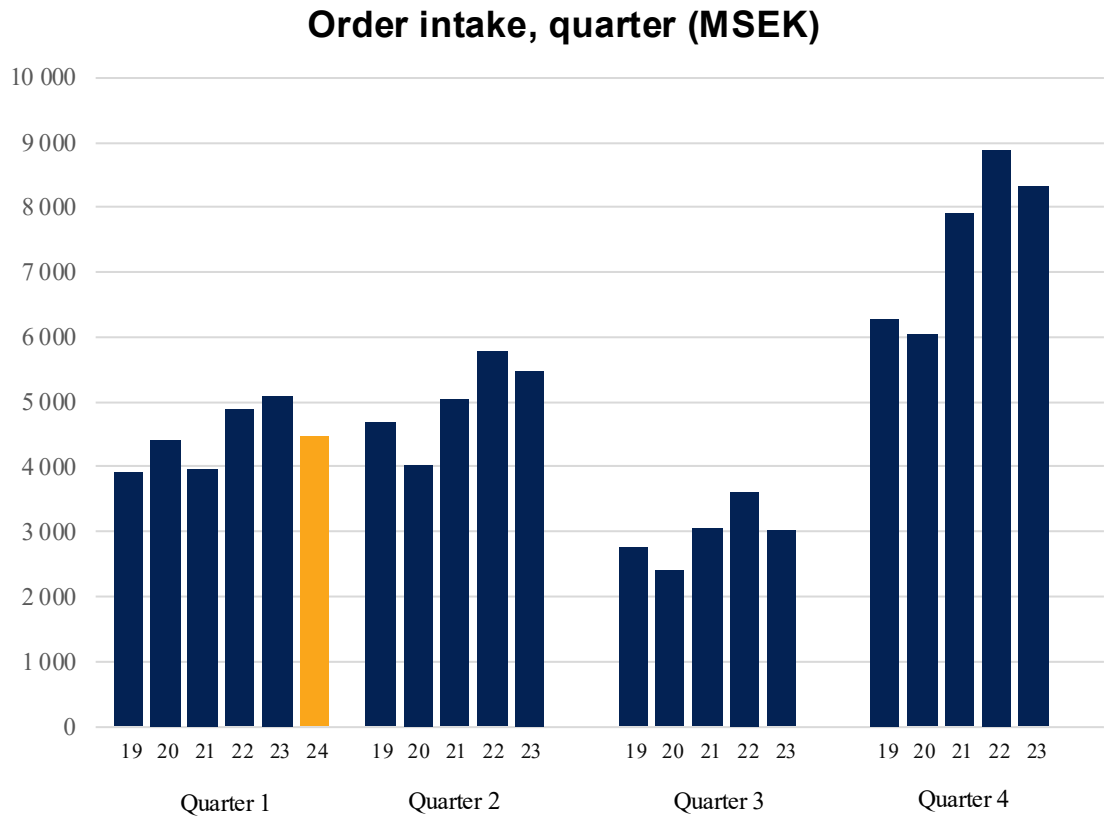


Q1 Financials

Klas Rewelj,
EVP & CFO

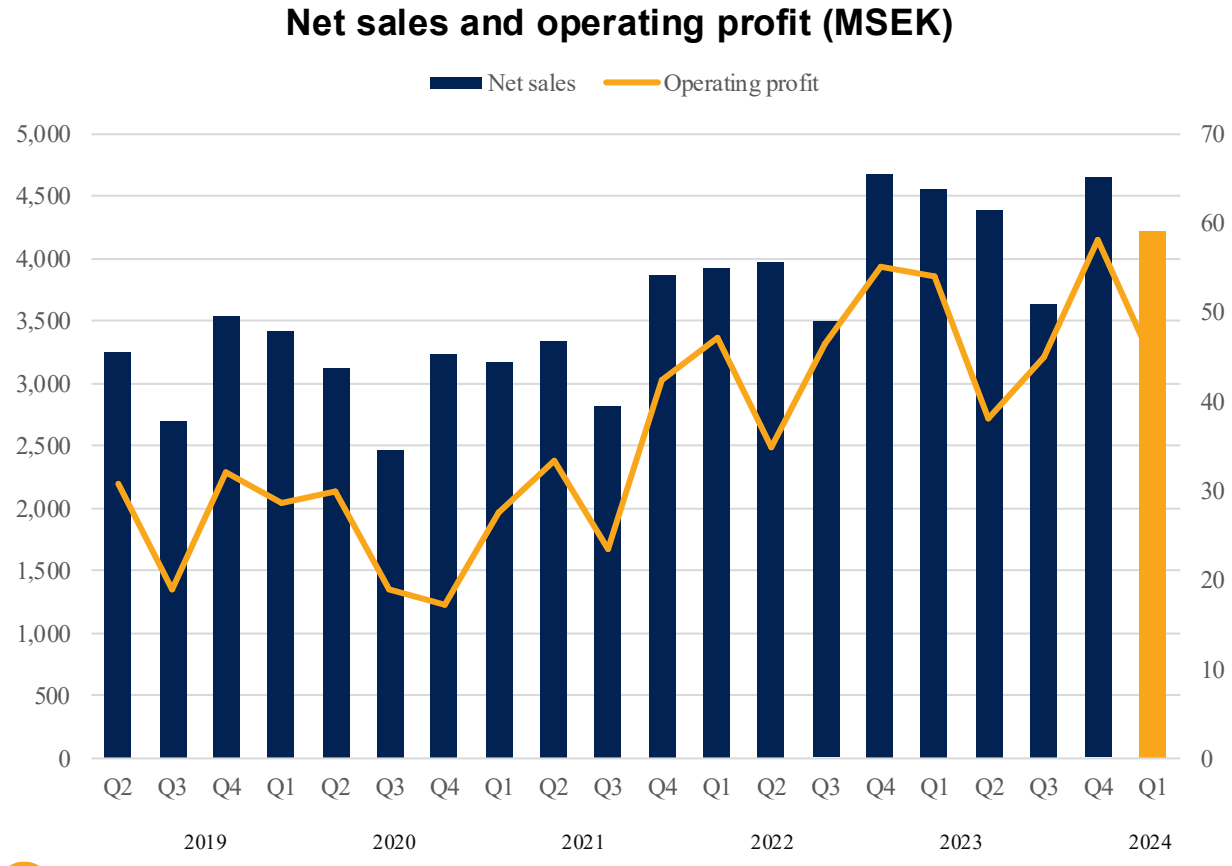
Lower order volume but strong margin

- Order intake -12% to MSEK 4,483 (5,082)
  - Previously communicated phase-out of Vattenfall accounted for 6 pps of the drop
- Big differences between industries & geographies
  - Public sector weak with Automotive & Life Science strong
  - Poland +7% & Norway -38%
- Strong order margin
  - Focus on value-creating solutions and profitable customers
  - Order intake margin clearly higher than billed margin in the quarter
- Professionals on assignment -6% to 12,349, at quarter end



General

Negative revenue growth with increased profitability



Net sales -7.3% to SEK 4,225 million

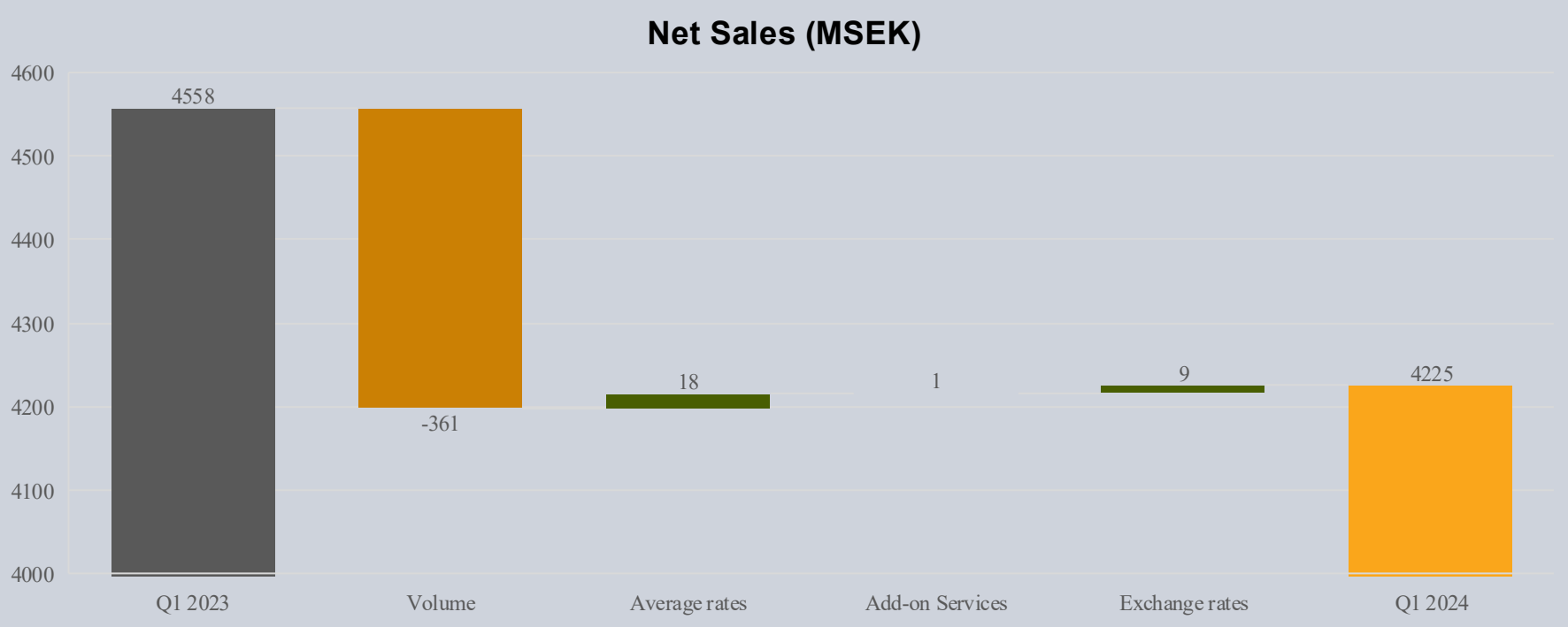
- Down compared to LY in line with expectations
- Lower business volumes (assignments)
- Easter holiday occurred in Q1 resulting in ~1,5 fewer working days

Operating profit (EBIT) -16.8% to SEK 44.7 million

- EBIT incl. restructuring costs of SEK 10.8 m related to implementation of the new operational model
- Adjusted operating profit was SEK 55,5 million (53,7)

General

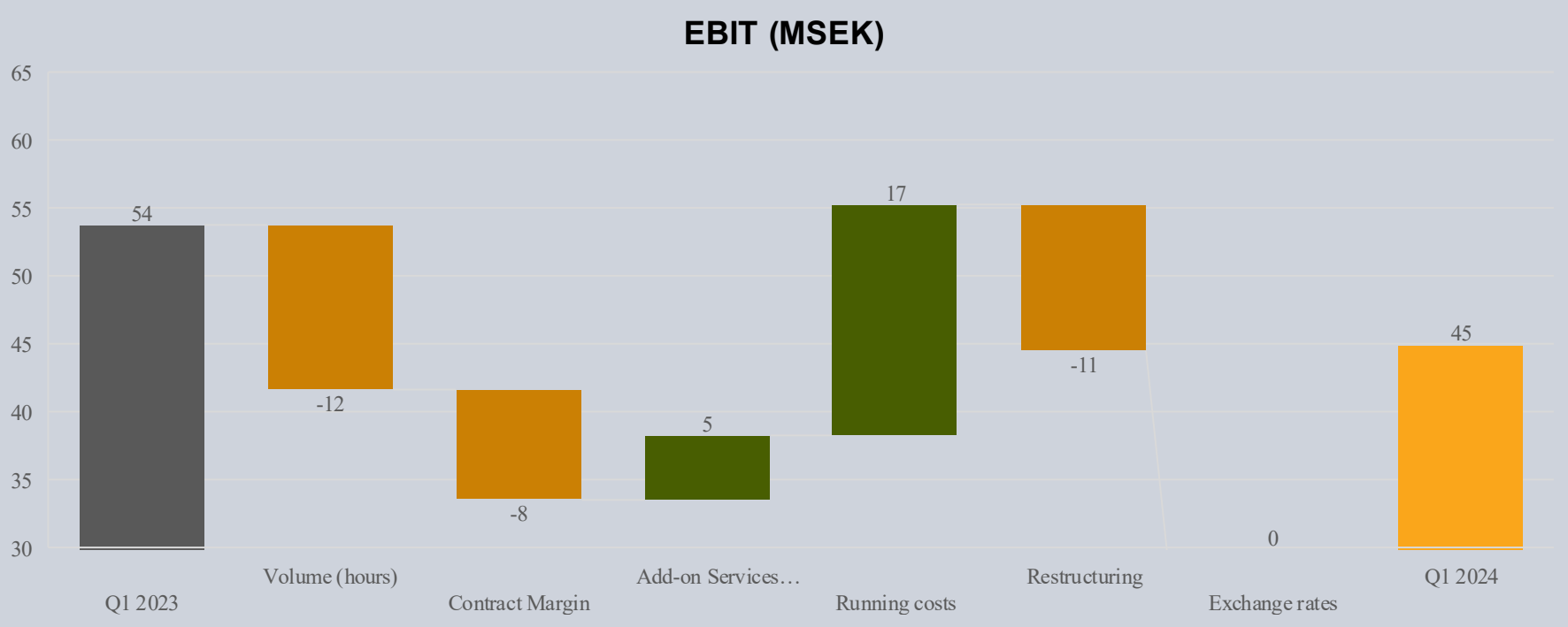
Business volumes reducing revenue growth



- Negative volume in terms of fewer assignments (~-6%) and working days (~-1,5%)
- Vattenfall “phase out” slower than expected

General

Adjusted profitability increase following reduced cost “run rate”

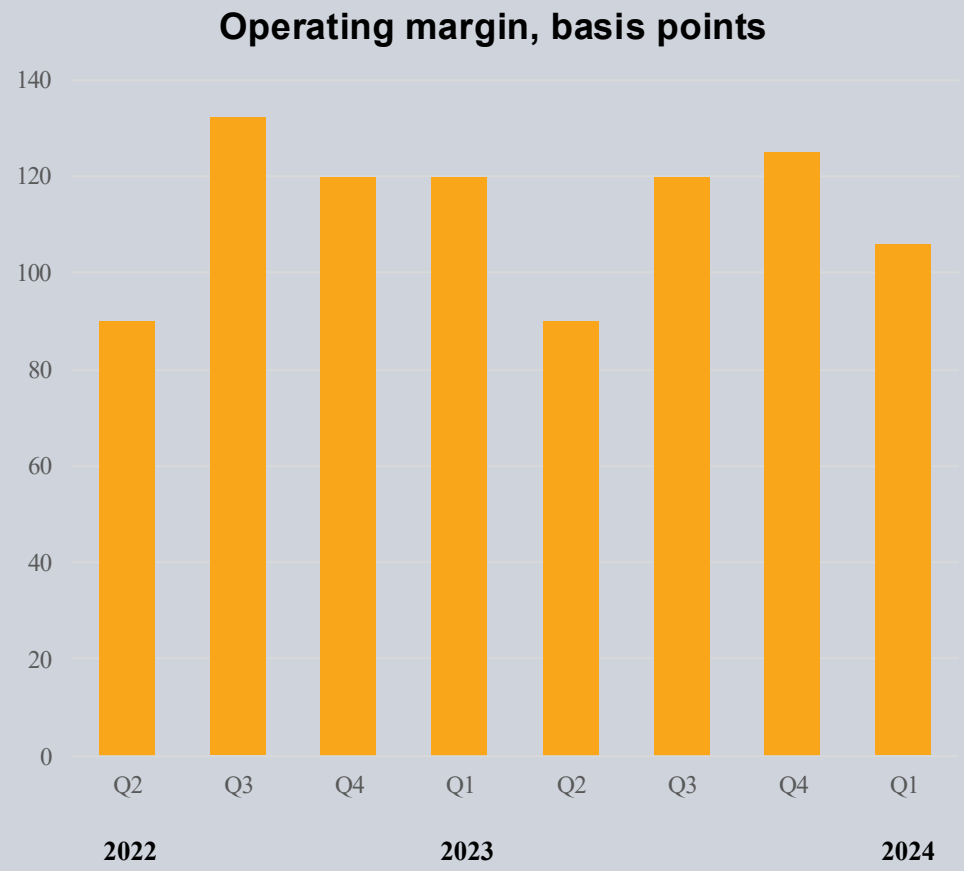


- Lower business volumes reducing profit
- Price adjustments on PayExpress services and positive impact from “Add on” services
- Cost reduction following plan and effect on quarterly cost higher than “restructuring cost”
- Adjusted EBIT 55,5 MSEK

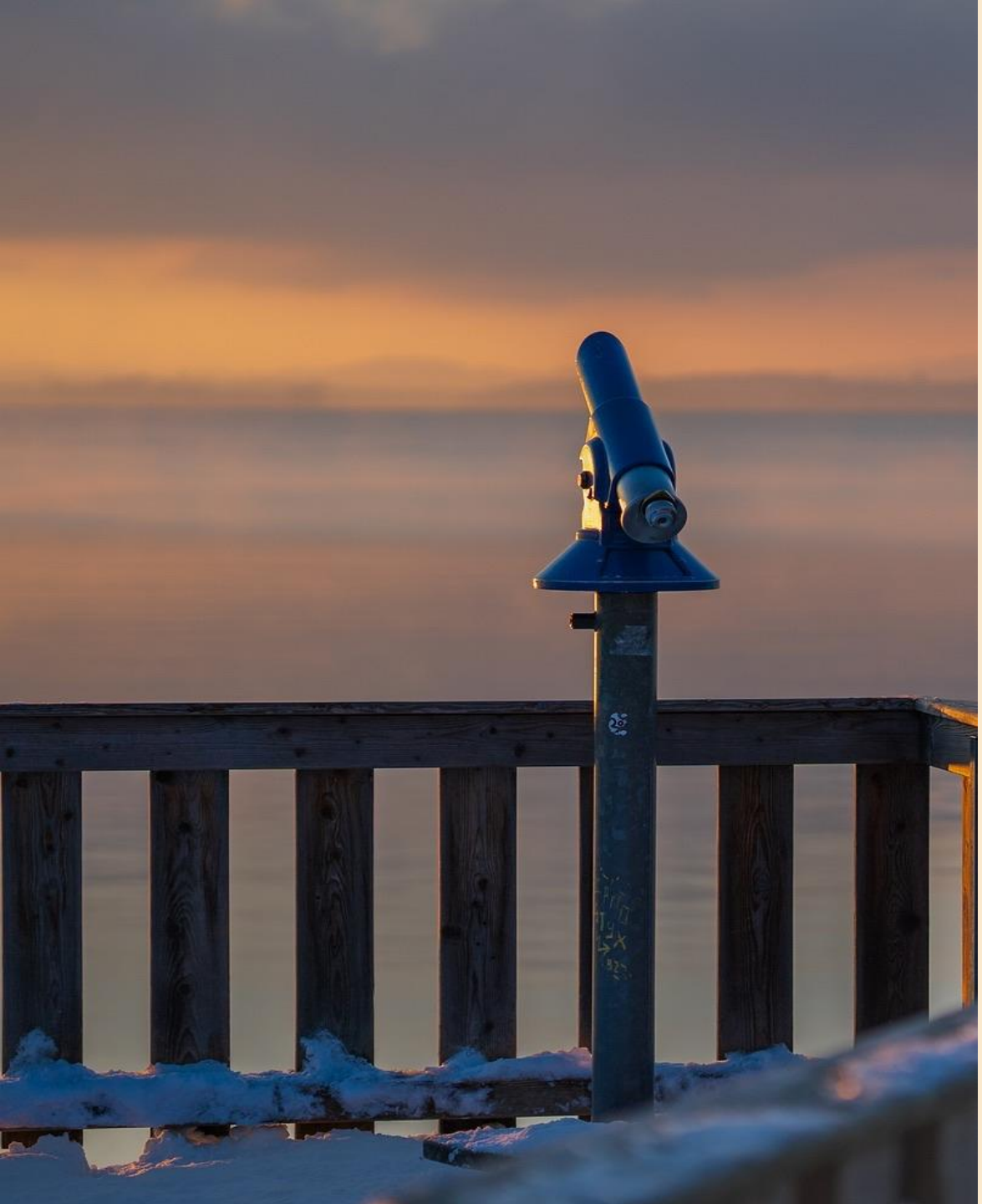
General

Operating margin

- Operating margin (EBIT) of 106 bps (118)
- Operating margin 131 bps adjusted for one-off items



General



Summary and Outlook

- First-quarter performance “as anticipated”
- Continued mixed market
- New frame agreement wins and re-wins
- Labor legislation uncertainties in Norway
- Market Unit in Slovakia established
- Updated Operating Model implemented
- Outlook remains unchanged

General