



ework group

THIRD QUARTER 2026

22 OCTOBER 2026

MEET THE PRESENTERS



DANIEL ALMGREN
CEO



JOHANNA ESTRÄ
CFO

HIGHLIGHTS OF THE THIRD QUARTER

From strategy to execution

- › New strategic direction set for the next three years
- › Acquisition in Germany gives access to an AÜG licence
- › More business opportunities, tenders and a larger sales pipeline

AI changing skills demand

- › AI-related demand +134% (R12)
- › Fastest-growing competence area in our market
- › More organisations moving from AI exploration to implementation
- › Increasing demand for future skills and workforce transformation

Cautious market, signs of stabilisation

- › Norway grew and Sweden's decline slowed down
- › Tetra Pak appoints Ework sole MSP partner in Sweden
- › Gross margin up to 4.3%, highest in five years

Q3 in numbers

Net Sales
MSEK

2,751
(2,990)

Gross Margin
%

4.3
(4.2)

EBIT
MSEK

27
(28)

EBIT/Gross Profit
%

23
(22)

of Consultants
Average

8,911
(10,373)

Order Intake
MSEK

2,706
(2,970)



STRATEGICALLY IMPORTANT CONTRACTS AND RENEWALS

SKF®

nobia



**STOCKHOLMS
STADSMISSION**



ELLEVIO



**ÖRESUNDS
KRAFT**



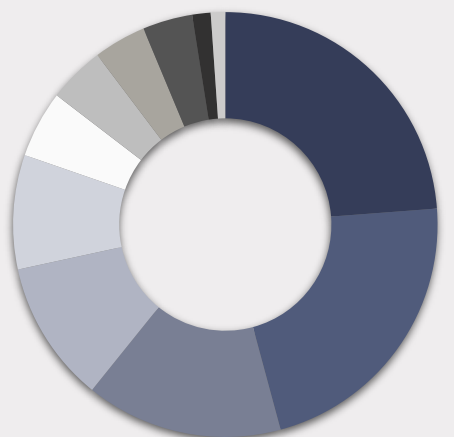
Telemark
FYLKESKOMMUNE

SEGMENTS PERFORMANCE

Comments

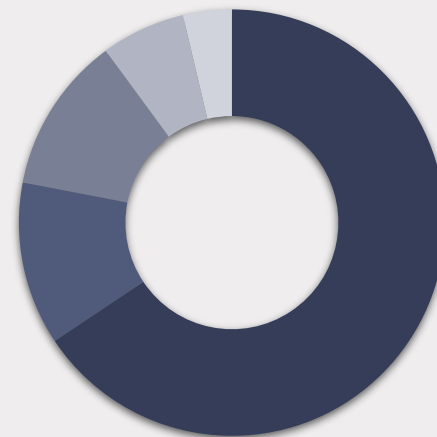
- › **Sweden** decline concentrated in private sector, public sector growing
- › **Norway** revenue driven by Telecom and public sector
- › **Denmark** fewer consultants in assignment, but stronger pipeline
- › **Finland, Poland & Slovakia** impacted by ended client contract within Consulting
- › **Belgium** developing, establishment in **Germany** and the **Netherlands** on plan
- › **Manufacturing, Public** and **Energy** gained most share, whilst **Automotive** and **Consulting** declined

Gross profit by Industry
Q3 2026



Public	23.8%	(21.4%)
Manufacturing	2.0%	(17.5%)
Automotive	15.0%	(20.3%)
Banking, Finance & Insurance	10.8%	(12.8%)
Telecom	8.7%	(7.2%)
Retail	5.1%	(4.6%)
Tech	4.3%	(3.7%)
Energy	4.0%	(1.6%)
Life Science	3.8%	(5.2%)
Consulting	1.4%	(4.4%)
Other	1.1%	(1.3%)

Gross profit by market
Q3 2026



Sweden	65.7%	(64.2%)
Poland & Slovakia	12.4%	(13.6%)
Norway	11.9%	(9.8%)
Denmark	6.4%	(8.5%)
Finland	3.7%	(3.9%)

AI: From insight to business opportunity

AI is reshaping skills demand and creating new opportunities for Ework

MARKET DEMAND

- › AI-related demand +134% (R12)
- › Growth accelerating since Q4 2025
- › AI now the fastest-growing competence area



TALENT SUPPLY

- › AI consultant profiles +11% vs Q2
- › 1 in 6 new profiles have AI skills
- › September strongest month YTD
- › Local AI communities expanding



ework VALUE

- › Connect customers with specialist talent
- › Anticipate future capability needs
- › Enable workforce transformation
- › Turn AI ambition into execution



STRATEGY 2027-2029 FINALISED

Market forces shaping our strategic direction

VOLUMES LOST (TO BE REGAINED)

COST-TO-SERVE MUST CHANGE

AI CHANGES DELIVERY FIRST...

... AND CREATES FUTURE OPTIONS

CLIENTS ARE BUYING OUTCOMES

STRATEGY MUST BEAT THE CYCLE

Strategic priorities

**Develop the
offering**

**Strengthen the
expert network**

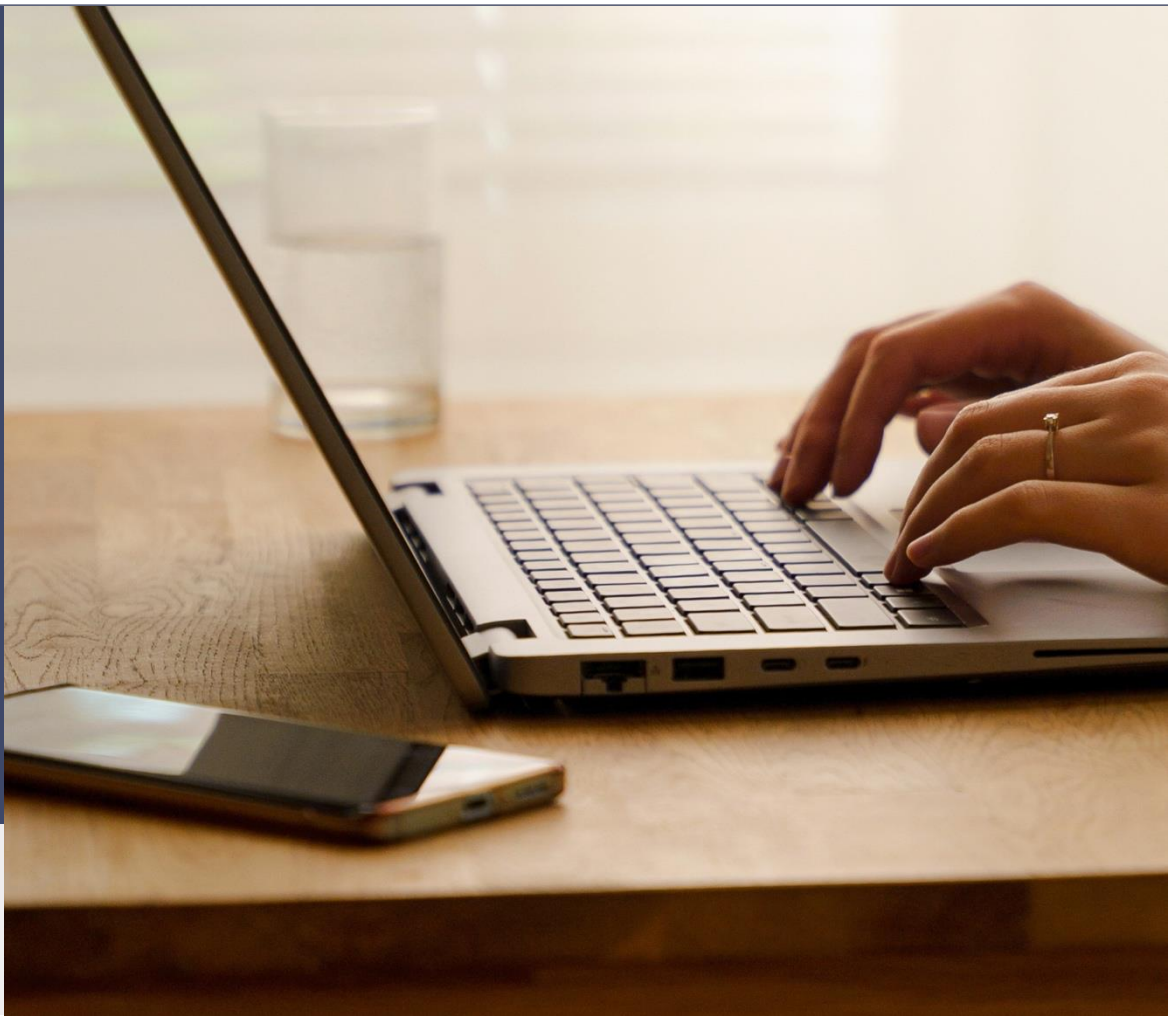
**Automate &
commercialise**

**Deepen customer
relationships**



Q3 FINANCIALS

KEY FINANCIAL HIGHLIGHTS AND PERFORMANCE
DRIVERS



FINANCIAL OVERVIEW THIRD QUARTER

	Jul-Sep 2026	Jul-Sep 2025	Jan-Sep 2026	Jan-Sep 2025
Net sales, TSEK	2,750,616	2,989,927	8,903,339	10,101,127
Net sales growth, %	-8.0	-7.4	-11.9	-12.9
Gross profit, TSEK	117,497	126,703	369,134	416,979
Gross margin, %	4.3	4.2	4.1	4.1
EBITDA, TSEK	33,118	38,445	88,633	139,251
Operating profit (EBIT), TSEK	26,993	27,731	68,976	106,770
EBIT in relation to gross profit, %	23.0	21.9	18.7	25.6
Net financial items, TSEK	-4,001	-6,855	-13,977	-22,715
Profit for the period, TSEK	18,033	15,703	42,645	65,867
Return on equity, %	33.1	26.8	23.8	32.3
Earnings per share before/after dilution, SEK	1.04	0.91	2.47	3.81
Order Intake, MSEK	2,706	2,970	10,766	11,315
Average number of consultants in assignment	8,911	10,373	9,100	10,702

Third quarter 2026

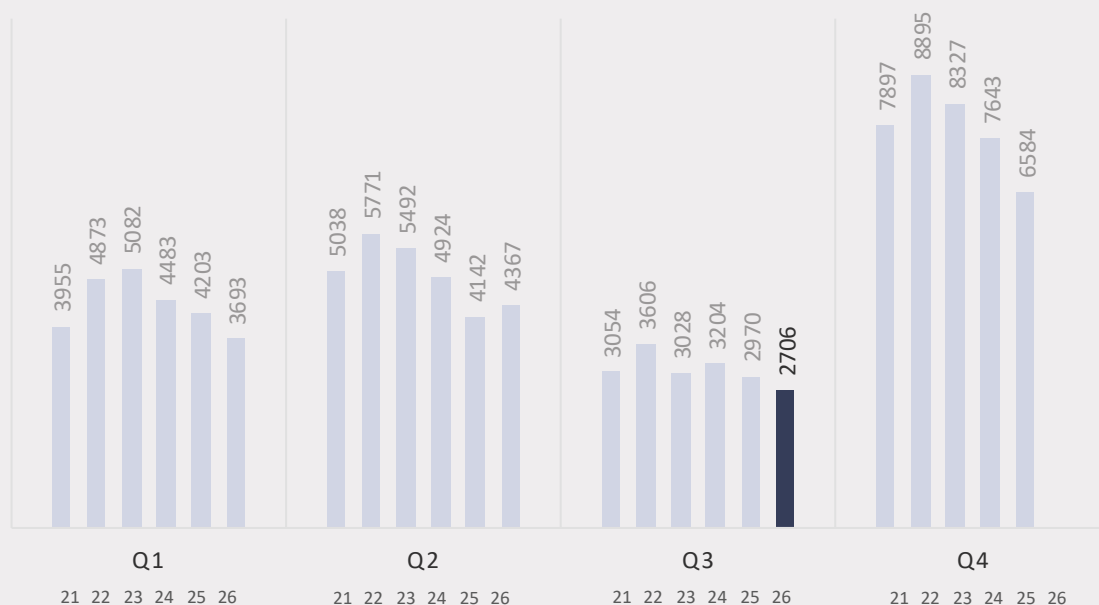
- › Revenue -8.0% YoY due to lower consultant volumes in all markets except Norway.
- › Gross profit -7.3% YoY in line with lower revenue, while the gross margin increased to 4.3% (4.2).
- › EBIT -2.7% YoY due to lower revenue, partially offset by lower costs and depreciation.
- › Financial net improved YoY to -4.0 MSEK (-6.9), driven by lower interest costs and positive currency effects.
- › EPS +14.3% YoY to 1.04 SEK (0.91), driven by higher profit for the period.

ORDER INTAKE AND KEY DRIVERS

Comments

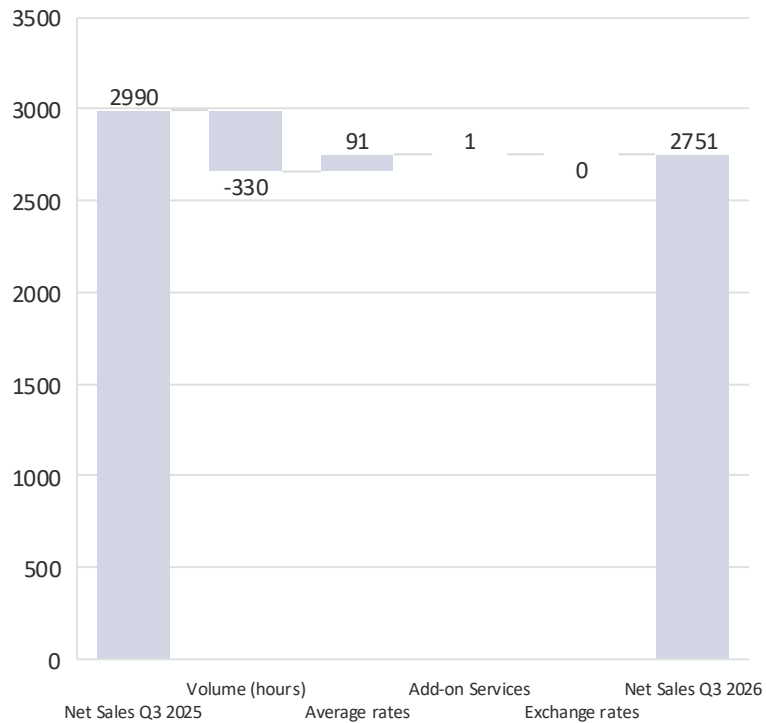
- › Order intake decreased -8.9% to 2,706 MSEK (2,970).
- › Finland grew strongly, while Denmark and Poland declined the most.
- › Poland partly impacted by the expired agreement with a major client.
- › Demand stabilized somewhat, but geopolitical uncertainty and client cost focus remain.
- › Both public (-9.5%) and private sector (-7.7%) declined, while Automotive grew 32.8%.
- › Number of requests up 11.9% vs last year, led by Sweden and Poland.
- › Average number of consultants on assignment 8,911 (10,373)

ORDER INTAKE. QUARTER (MSEK)

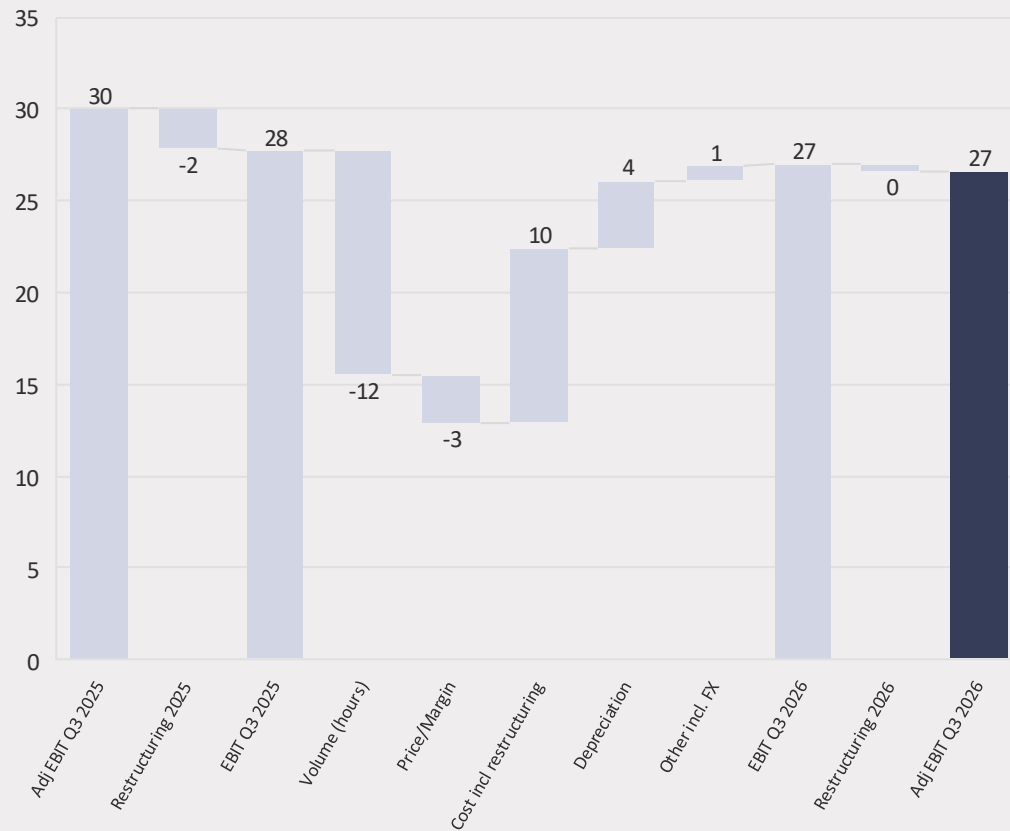


Definition: *Order Intake* is the theoretical total revenue for all contracts signed during the period. Each contract is calculated based on hours over the contract duration (without accounting for public holidays, vacation, or sick leave). The order intake includes revenue from consultants only, i.e., not from add-on services.

Q3 NET SALES (MSEK)



Q3 EBIT (MSEK)





OUTLOOK & SUMMARY

- › Third quarter developed broadly in line with expectations
- › Higher activity in the market after summer, too early to talk about a broader recovery
- › Strengthened commercial capacity, focused on converting opportunities into new business
- › Well positioned to meet growing demand for AI, data and cybersecurity skills
- › Strategy 2027-2029 finalized, focus now on execution



THANK YOU

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Financial calendar

- › Q4 2026 report: 19 February 2027
- › Annual Report 2026: 5 April 2027
- › Q1 2027 report and AGM: 27 April 2027



APPENDIX



THIS IS EWORK GROUP

- › Leading Independent Talent Provider in Europe.
- › Connecting clients with experts in IT, engineering, R&D, digitalization and business development.
- › Offering comprehensive services with a network of over 240,000 professionals and partners across 50 countries.
- › Trusted by 500+ clients across Europe.
- › Number of employees: 270.

We connect companies with expertise
and talents with opportunities

NET SALES
(MSEK)

13,741

NUMBER OF CLIENTS

>500

ASSIGNED
CONSULTANTS

~10,000

TALENT NETWORK

>240,000

COUNTRY PRESENCE

9

NUMBER OF
PARTNERS

>35,000

OUR SERVICES

EWORK SOLUTION FOR CLIENTS

Talent Services

We help companies & organisations find the external talent they need, whether it's a single specialist or a larger team, without being tied to a fixed supplier base.

Project Services

We manage our clients' entire contingent workforce, ensuring compliance with local regulations and requirements.

Managed Service Provider

We manage the entire external workforce lifecycle - from sourcing and contracting to onboarding, administration, offboarding and reporting.

Value adding services for clients

- › Strategic Workforce Planning
- › Talent Advisory
- › Protective Security Services
- › Ework Client Hub

Value adding services for talents

- › PayExpress
- › Ework+

OUR PRESENCE

- Currently present in nine countries: Sweden, Norway, Denmark, Finland, Poland, Slovakia, Belgium, the Netherlands and Germany.
- › The largest and most established market is Sweden.
- › The establishment of operations in Germany and the Netherlands is progressing as planned.
- › Global partnerships expand our talent reach to over 50 countries worldwide.

