EWORK GROUP

SECOND QUARTER 2026

21 JULY 2026

MEET THE PRESENTERS

DANIEL ALMGREN
CEO

JOHANNA ESTRA
CFO

HIGHLIGHTS OF THE SECOND QUARTER

From transformation to execution

- New organization fully operational
- New business wins, renewals and expanded client engagements
- Focus on gaining market share

AI driving the skills shift

- Demand for AI-related competence continues to grow
- Skillshift Lens and AI talent capabilities launched during the quarter
- AI increasingly embedded in core processes

Mixed market conditions

- Continued decline in revenue and EBIT, with Norway as exception
- Public sector and industry more resilient than private sector
- Order intake higher 2026 than 2025 – encouraging indicator

Q2 in numbers

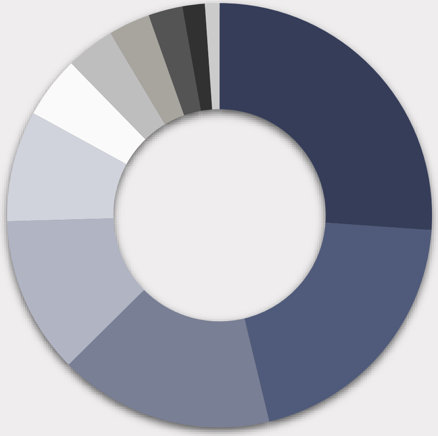
Metric	Unit	Q2	(Prior year)
Net Revenue	MSEK Q2	3 131	(3 601)
Gross Margin	% Q2	4.1	(4.1)
EBIT	MSEK Q2	28	(45)
EBIT/Gross Profit	% Q2	22	(30)
# of Consultants	Average Q2	9 182	(10 883)
Order Intake	MSEK Q2	4 367	(4 142)

SEGMENTS PERFORMANCE

Comments

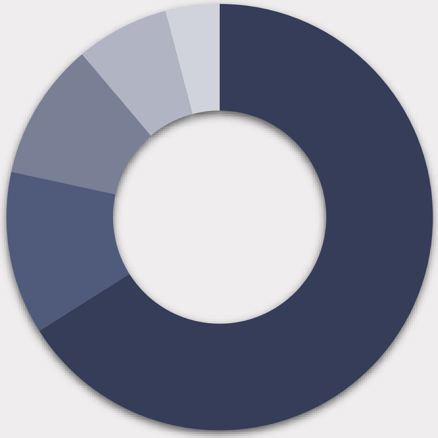
- **Public Sector** picking up in Sweden and Norway
- **Energy** shows signs of improvement
- **Life Science** decreasing impacting **Denmark**
- **Automotive** remains uncertain
- **Norway** showing positive development, driven by **Telecom**
- **Poland & Slovakia** impacted by ending client contract

Gross profit by Industry
Q2 2026



- Public 26,1% (21,1%)
- Automotive 20,1% (21,9%)
- Manufacturing 16,3% (16,9%)
- Banking, Finance & Insurance 12,0% (13,0%)
- Telecom 8,4% (6,8%)
- Retail 4,7% (4,6%)
- Life Science 3,7% (4,7%)
- Energy 3,2% (1,8%)
- Tech 2,6% (3,8%)
- Consulting 1,7% (3,9%)
- Other 1,1% (1,6%)

Gross profit by market
Q2 2026



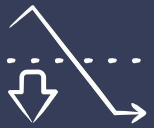
- Sweden 66,0% (66,7%)
- Norway 12,4% (8,0%)
- Poland & Slovakia 10,4% (11,7%)
- Denmark 7,1% (9,6%)
- Finland 4,1% (4,0%)

AI: Turning ambition into execution

The AI transition is determined by skills, not technology

SKILLS SHIFT

- AI demand accelerating
- New capability requirements emerging



EWORK SOLUTION

- Largest AI specialist network
- Expert Provider AI
- Skillshift Lens

CUSTOMER VALUE

- Understand the shift
- Secure the right capabilities
- Accelerate execution

Q2 FINANCIALS

KEY FINANCIAL HIGHLIGHTS AND PERFORMANCE DRIVERS

FINANCIAL OVERVIEW SECOND QUARTER

	Apr-June 2026	Apr-June 2025	Jan-June 2026	Jan-June 2025
Net sales, TSEK	3 130 795	3 600 616	6 152 724	7 111 201
Net sales growth, %	-13,0	-13,2	-13,5	-15,1
Gross profit, TSEK	127 212	147 738	251 637	290 276
Gross margin, %	4,1	4,1	4,1	4,1
EBITDA, TSEK	34 602	56 401	55 515	100 806
Operating profit (EBIT), TSEK	28 008	44 766	41 982	79 039
EBIT in relation to gross profit, %	22,0	30,3	16,7	27,2
Net financial items, TSEK	-5 419	-2 952	-9 976	-15 860
Profit for the period, TSEK	17 343	33 268	24 613	50 164
Return on equity, %	29,7	49,2	21,5	38,0
Earnings per share before/after dilution, SEK	1,00	1,92	1,42	2,90
Order Intake, MSEK	4 367	4 142	8 060	8 345
Average number of consultants in assignment	9 182	10 883	9 195	10 867

Second quarter 2026

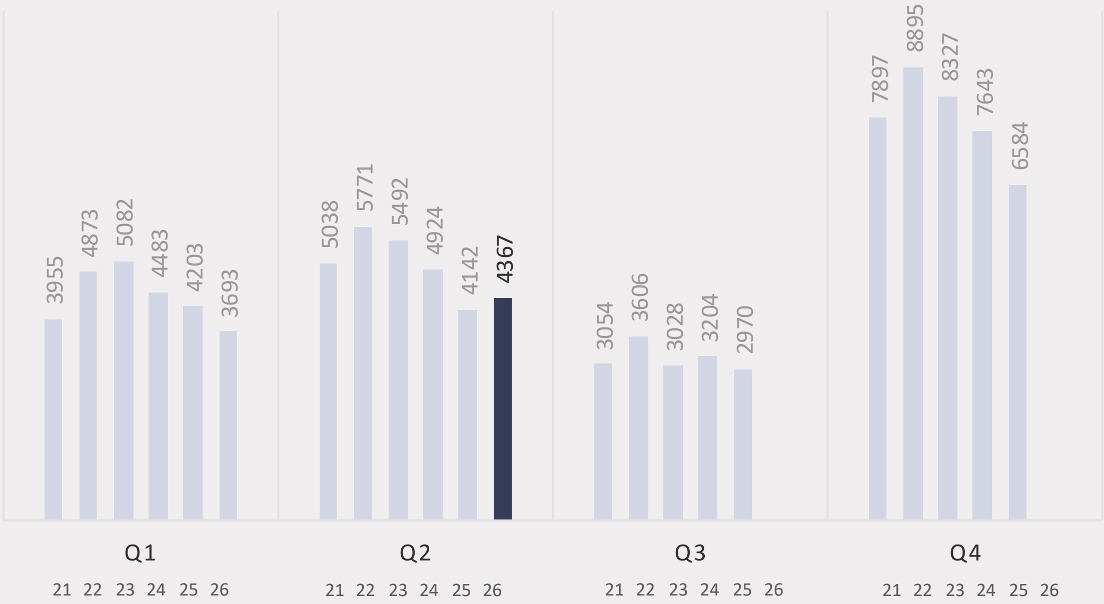
- Revenue -13.0% YoY due to lower number of consultants in assignment.
- Gross profit decreased YoY in line with lower revenue, while the gross margin remained at 4.1%.
- EBIT -37,4% YoY due to lower revenue, partially met by lower cost.
- Expected annual cost savings amounts to 18 MSEK from reorganization.
- Financial net decreased YoY, driven by currency effects.

ORDER INTAKE AND KEY DRIVERS

Comments

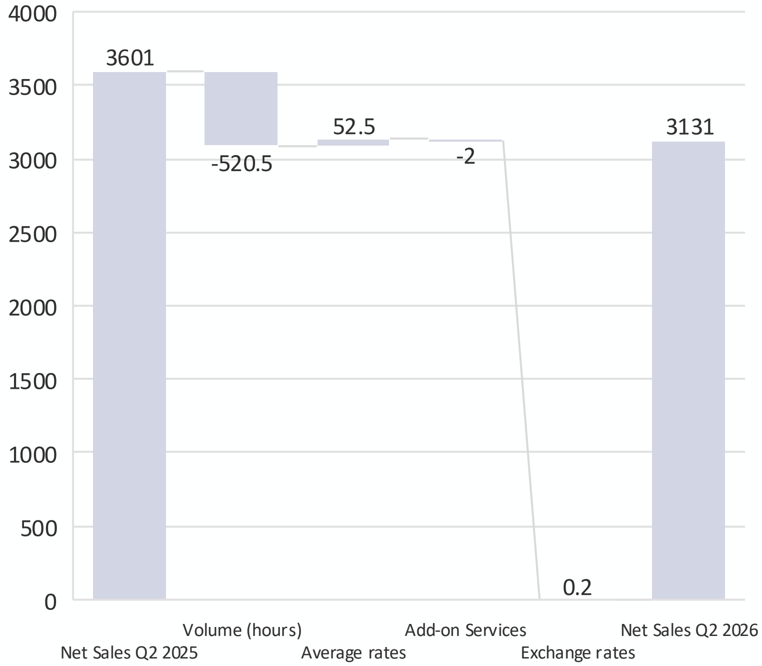
- Order intake increased 5,4% to SEK 4 367 MSEK (4 142), driven by Norway and Sweden.
- The challenging market conditions in Denmark remains.
- Market conditions remained uncertain in general, with geopolitical tensions.
- Weak performance in the private sector, while public sector increased.
- Number of requests flat compared to last year.
- Average number of consultants on assignment 9,182 (10,883)

ORDER INTAKE, QUARTER (MSEK)

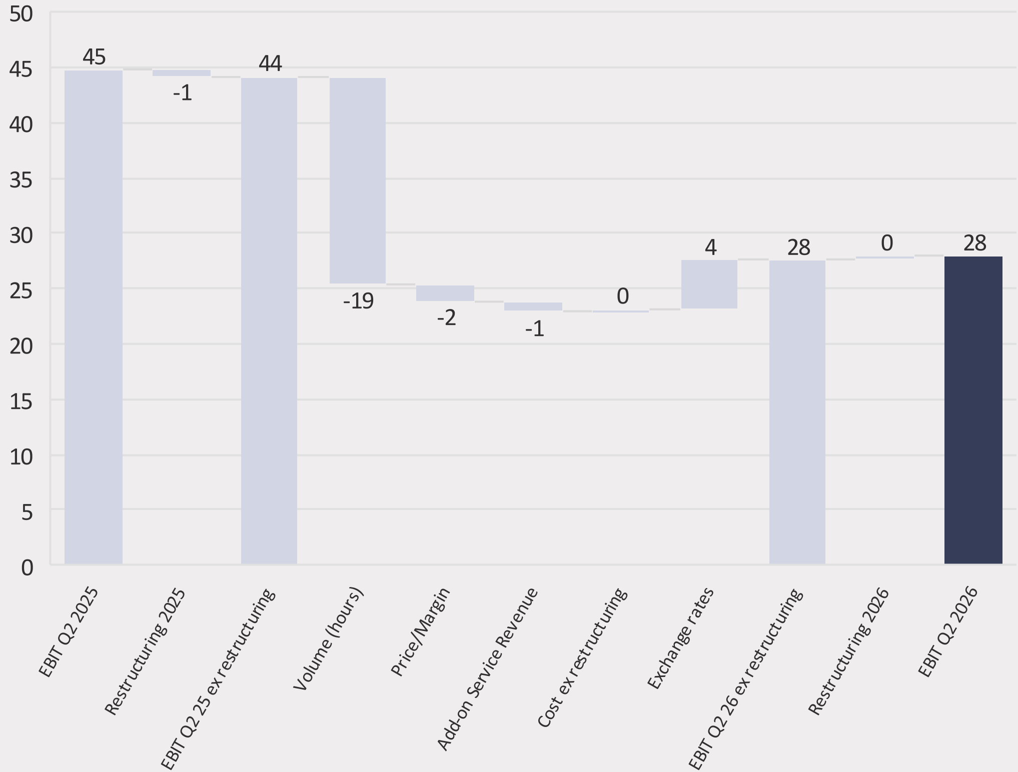


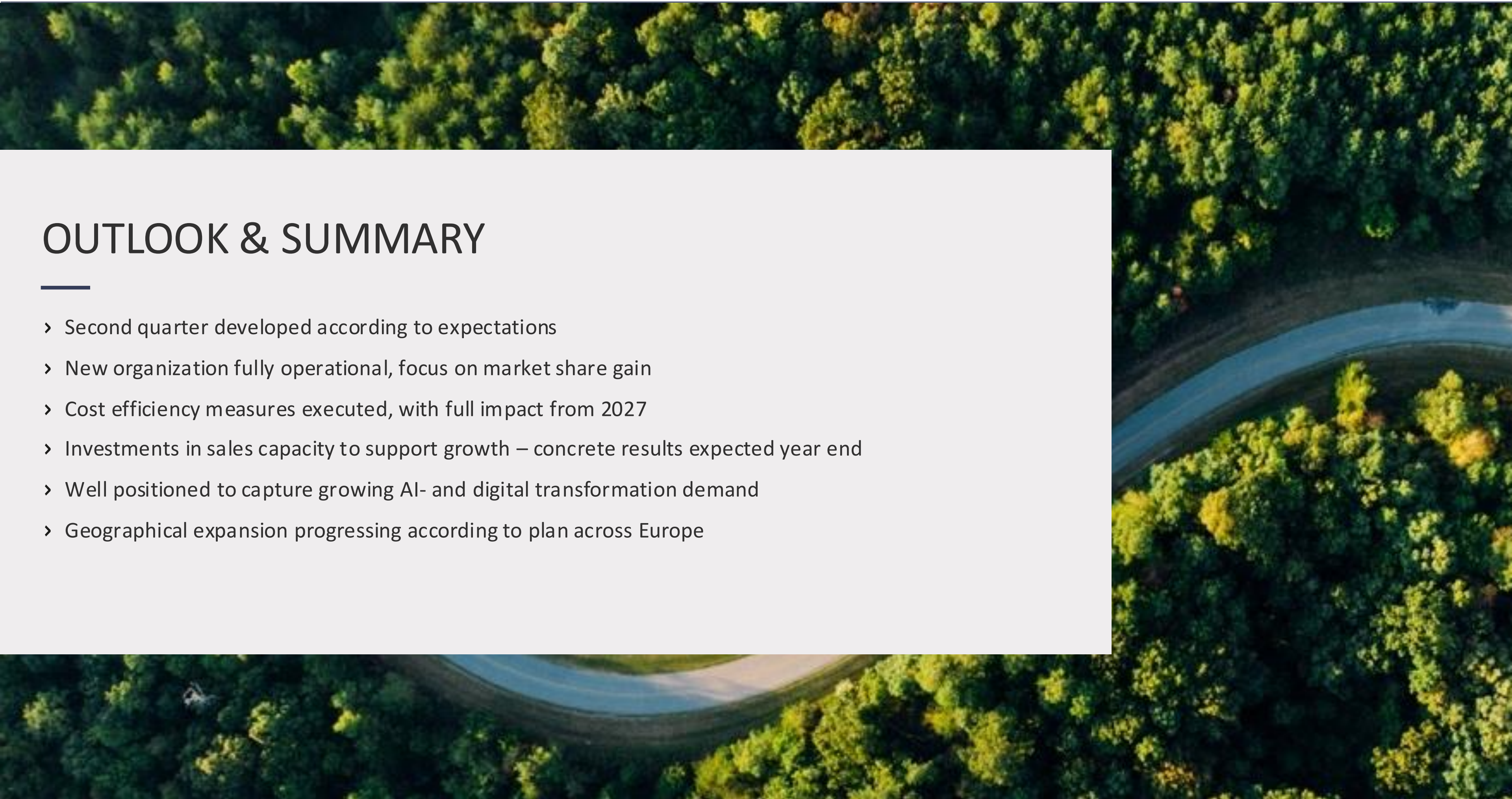
Definition: *Order Intake* is the theoretical total revenue for all contracts signed during the period. Each contract is calculated based on hours over the contract duration (without accounting for public holidays, vacation, or sick leave). The order intake includes revenue from consultants only, i.e.,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

Q2 NET SALES (MSEK)



Q2 EBIT (MSEK)





OUTLOOK & SUMMARY

- Second quarter developed according to expectations
- New organization fully operational, focus on market share gain
- Cost efficiency measures executed, with full impact from 2027
- Investments in sales capacity to support growth – concrete results expected year end
- Well positioned to capture growing AI- and digital transformation demand
- Geographical expansion progressing according to plan across Europe

THANK YOU

EWORK GROUP AB (PUBL)

Sveavägen 13 | SE-111 57 Stockholm | eworkgroup.com

Nasdaq Stockholm: EWORK | Corp. ID No. 556587-8708

Financial calendar

- Q3 2026 report: 22 October
- Q4 2026 report: 19 February (2027)

investorrelations@eworkgroup.com

APPENDIX

THIS IS EWORK GROUP

- Leading independent Total Talent Solutions (TTS) partner 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)	NUMBER OF CLIENTS	ASSIGNED CONSULTANTS
13,741	**>500**	**~10,000**
TALENT NETWORK	**COUNTRY PRESENCE**	**NUMBER OF PARTNERS**
>240,000	**7**	**>35,000**

OUR SERVICES

EWORK SOLUTION FOR CLIENTS

Contingent workforce & Project provider

We source consultants and project provider expertise on Clients' behalf and facilitate their engagements

Managed Service Provider (MSP)

We manage all of the contingent workforce on behalf of Clients, and ensuring compliance with local regulations

Talent & workforce advisory

We advise Clients on total workforce supply, planning and optimization

Value adding services for clients

- Permanent placement
- Protective security
- Corporate PayExpress
- Employer branding

Value adding services for consultants & partners

- PayExpress
- Ework+

OUR PRESENCE

- Currently operating in six established geographical markets: Sweden, Norway, Denmark, Finland, Poland & Slovakia and Belgium.
- The largest and most established market is Sweden.
- Operations in Germany are in start-up phase.
- Netherlands entry decided, preparations are underway.
- Global partnerships expand our talent reach to over 50 countries worldwide.