



Second Quarter 2024

July 19th, 2024

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

Increased Demand, more Profitable Business and Strengthened Margin

- Increased demand for talent in private sector
- Continued good progress in new client wins and frame agreement extensions
- Higher margins in new and extended assignment contracts
- Lower cost base and improved scalability

Second Quarter 2024 in numbers:

- Order intake: SEK 4,924m (5,492) / -10,3%
- Net sales: SEK 4,151m (4,375) / - 5.1%
- Operating profit: SEK 51,8m (38,0m, adj. 41,7m) / 36,2%, adj. 24,3%
- Operating margin (EBIT): 125 bps (87)

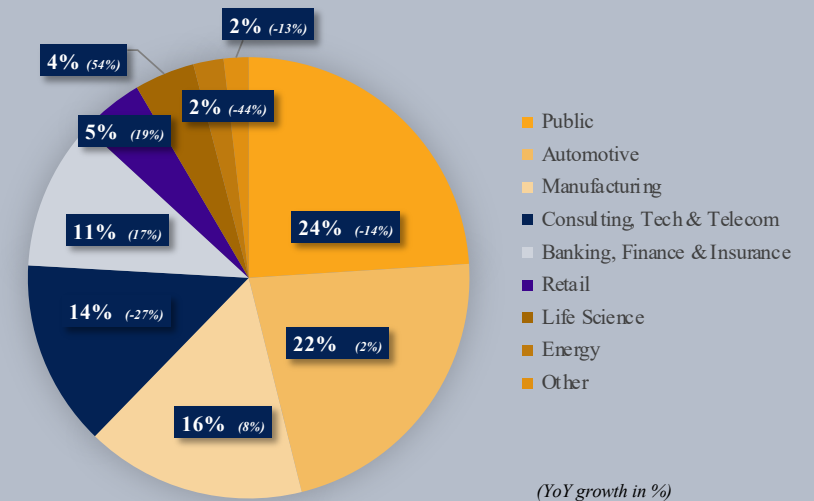


Stronger but volatile Market

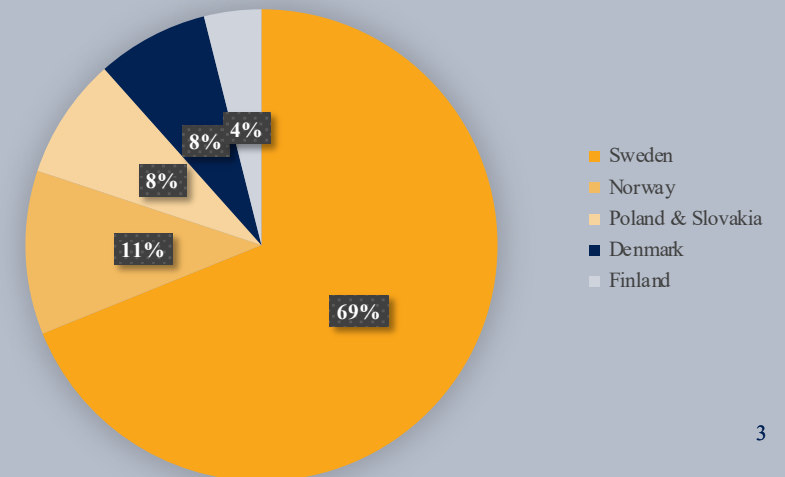
- **Need for talent to drive development**
 - Growth and strategic initiatives
 - Digitalization and AI
 - Green transition
- **Volatility between industries**
 - + Automotive, Life Science and Retail
 - Telecom
 - Public
- **Varying conditions across markets**
 - + Denmark & Finland
 - Sweden
 - Norway - Continued market challenges related to labor legislation



Service Revenue by Industry, Q2



Service Revenue by Market, Q2



Increased Trust and important Client Wins

Swedavia



Transitio



- Increased client value
- Stronger relations
- More value-adding services



Significant advancement of our Service Portfolio

- **New solution for Total Talent Management – PMO**
- **Upgraded solution for Recruitment – RPO**
- **New service targeting client cashflow and working capital - Corporate Pay Express**
- **Upgraded scalable financing solution for Pay Express Services**





Progress in Operational Excellence

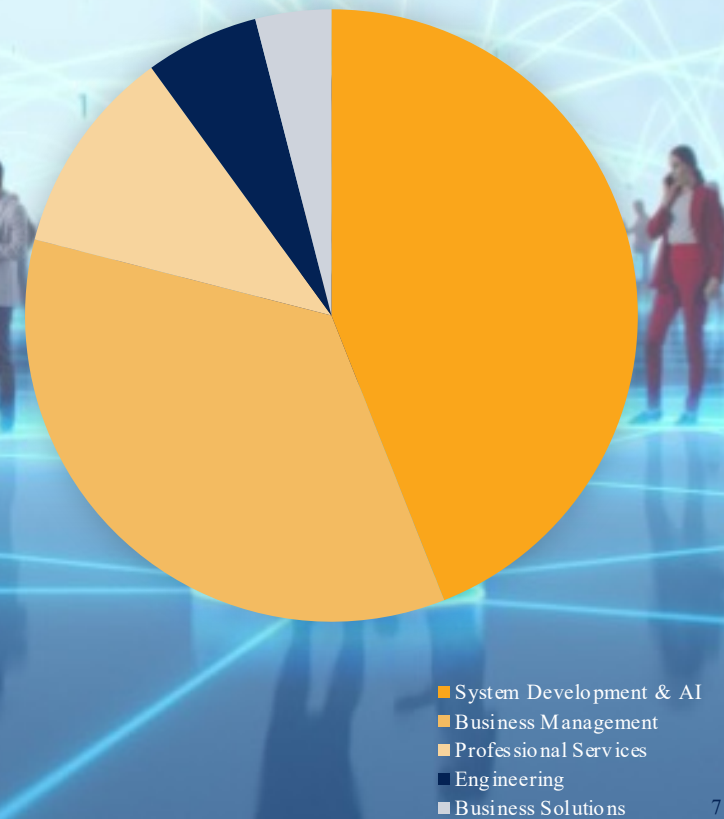
- **Updated Operating Model**
 - Model operational
 - Full alignment with our unified service delivery
 - Securing maximum value contribution:
 - Focus on skill areas in Talent Acquisition
 - Internal load balancing
 - Increased cost efficiency
 - Cross-collaboration & best practice
- **Upgraded internal IT Platform**
 - Project execution according to plan
 - Implementation at the end of 2024
 - Securing maximum value contribution:
 - Scalable standard system based on best practice
 - Improved integration & automation
 - Multidimensional data model
 - Foundation for increased AI usage

Future-proofing our Talent Network

- **Growing global Talent Network**
 - 160,000 Professionals
 - 21,000 Partners
 - More than 50 countries
- **Geographical expansion** - Slovakia & CEE
- **Skills expansion** - AI
- **Increased value creation** - Ework+



Talent Network by Skill Area





Expansion into new Markets

- **Establishment in Slovakia**
 - New client frame agreements in place for both contingent & permanent talent needs
 - Business operations up and running
 - Close collaboration with Poland and other Market Units
- **Blueprint for continued expansion**
- **Capabilities in place to serve our clients as a truly global provider**
- **Pull from existing clients to continue expansion into more markets**

Q2 Financials

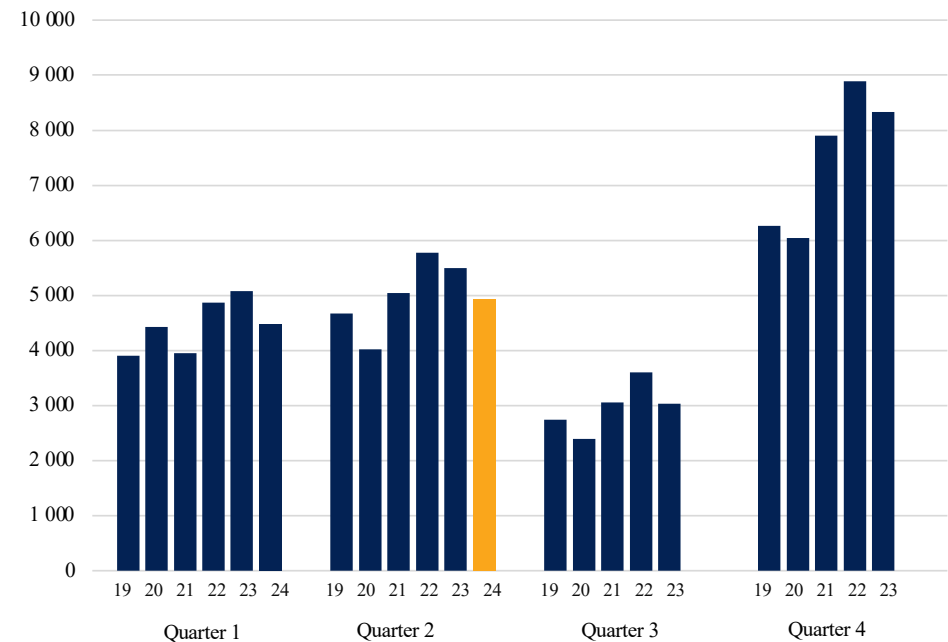
Klas Rewelj,
EVP & CFO



Continued increase in order margin

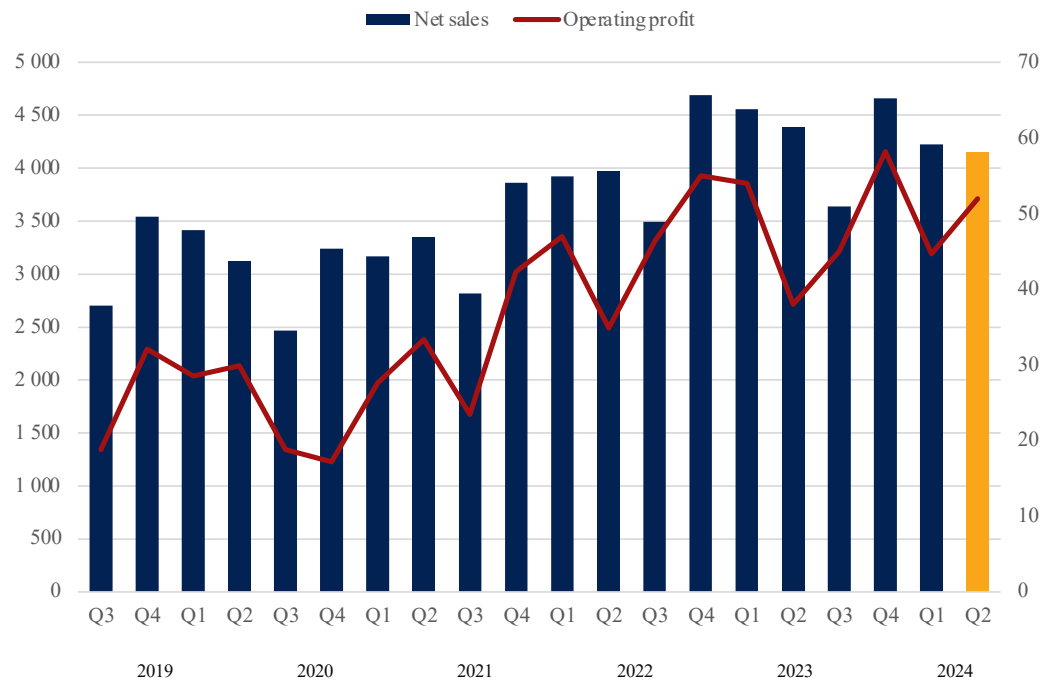
- Order intake -10.3% to MSEK 4,924 (5,492)
 - Two-thirds of the lower order intake from phase out low-margin clients
 - Continued low volumes in Norway
- Increasing requests from Private Sector
 - Increasing demand and more industries and clients returning to growth
 - Recovery in stages
- Positive trend with increasing Order margin
 - Monthly year on year improvement throughout 2024
- Professionals on assignment -9.2% to 11,959, at quarter end

Order intake, quarter (MSEK)



Improved cost efficiency increased EBIT and operating margin

Net sales and operating profit (MSEK)



Net sales -5.1% to SEK 4,151 million

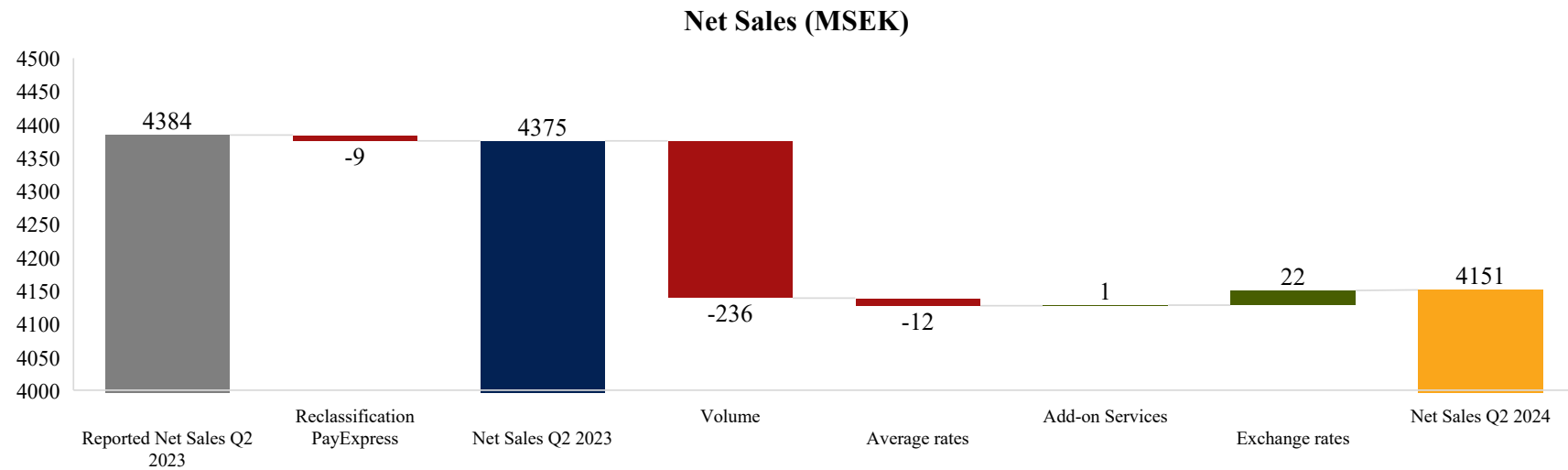
- Mainly due to phase-out of Vattenfall as well as lower volumes in Norway
- One working day more in Q2 contributed to growth

Operating profit (EBIT) +36.2% to SEK 51.8 million

- Excl. 2023 reclassification of financing costs to the financial net, the adjusted increase was 24.3%
- Profit and margin increase explained by increased cost efficiency



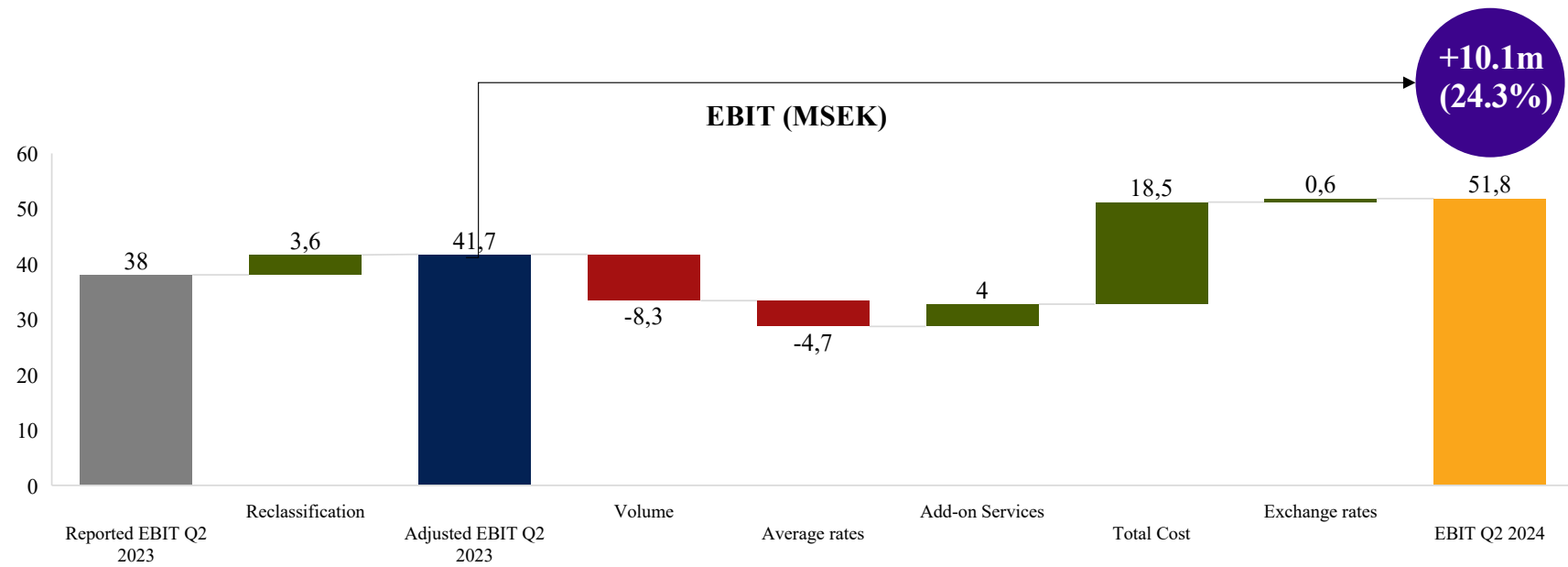
Phase-out of Vattenfall and lower volumes in Norway reduced revenue



- Negative volume effect of SEK -236 m



Increased cost efficiency driving profitability upwards



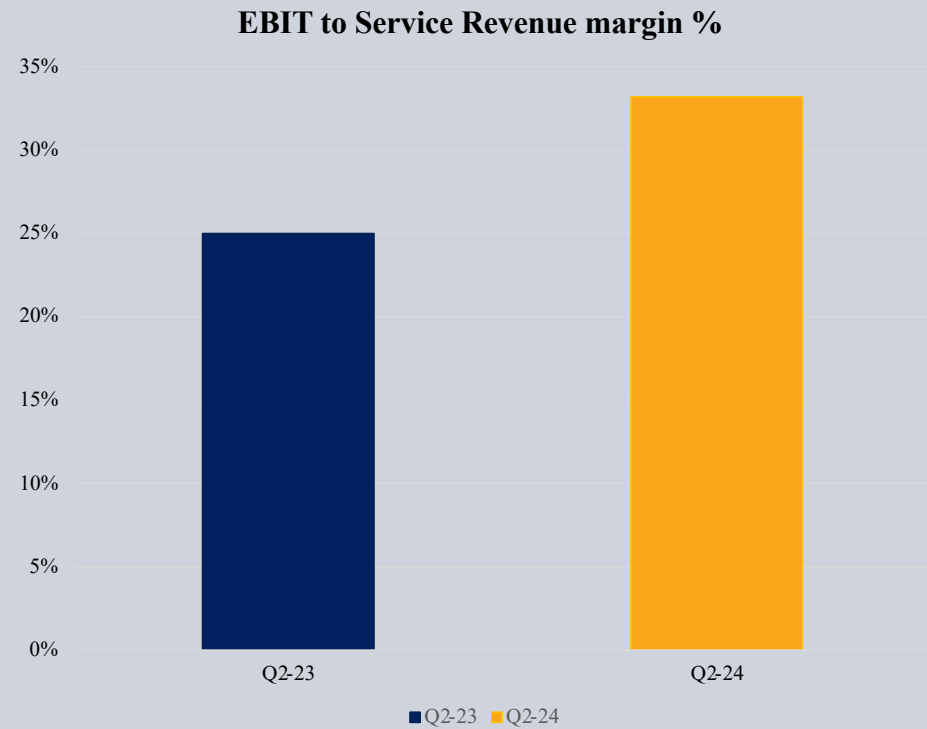
Operating margin

- Operating margin (EBIT) of 125 bps (87 adj 95 bps)
- Solid year on year improvement
- Margin kept down by:
 - Assignments booked in H2 2023
 - Delayed phase-out of “low margin” clients
 - Norway “headwinds”
- Margin increase supported by improved cost efficiency
- Positive outlook supported by sales, increased order margin and further scaling ahead



EBIT in relation to Service Revenue (Gross Profit)

- Introducing a new complementary margin KPI
- Operating profit in relation to our retained income
- EBIT to Service Revenue Margin 33,2% (adj 25,0%)
- Fair benchmark to peers removing “low margin” label





Summary and Outlook

- Increased demand for talent in private sector
- Continued good progress in new client wins and frame agreement extensions
- Higher margins in new and extended assignment contracts
- Lower cost base and improved scalability
- Ework expects to show growth at the end of 2024
- Outlook remains unchanged