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Continued growth in a challenging quarter

- Mixed market; with strong underlying demand in the energy sector
- Strong growth and solid order stock, however sequentially lower growth
- Result impacted by negative calendar effect and volatility in certain segments leading to lower utilisation rate
- Strong results in Process Industries, Energy and Management Consulting
- Weak performance in Infrastructure, Industrial & Digital Solutions and AFRY X
- New division heads for Infrastructure and Industrial & Digital Solutions
- Extended improvement program in Infrastructure and restructuring of AFRY X

6,059
Net sales, SEK million

14.3
Total growth, %

8.9
Adj. organic growth, %

326
EBITA, SEK million

5.4 EBITA margin, %

Market update

INDUSTRIAL SECTOR

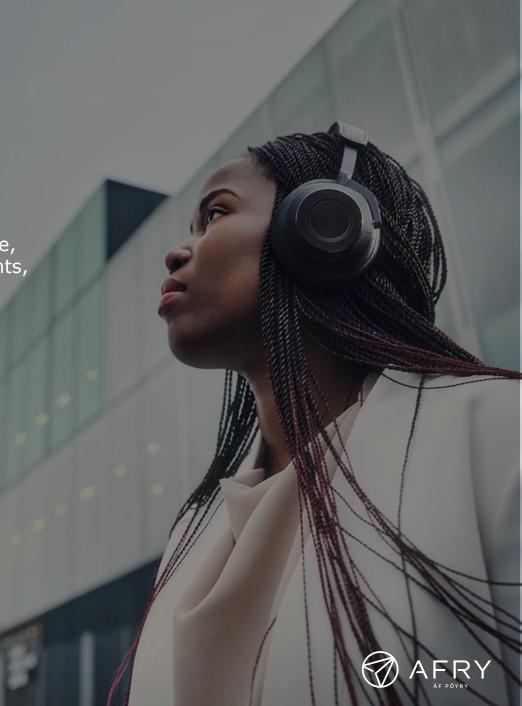
 Mixed market with strong or solid demand in defence and automotive, while longer decision making and postponed project in some segments, e.g pulp & paper CAPEX investments

ENERGY SECTOR

Strong demand driven by green capex industry investments

INFRASTRUCTURE SECTOR

- Continued weak real estate segment in Finland and Sweden
- Public investments in infrastructure and transport at a stable level



Development by division

Infrastructure

8.9% adj. organic growth 3.0% EBITA margin

35%

Industrial & Digital Solutions

6.1% adj. organic growth 5.5% EBITA margin

20%

Share of net sales Q3, 2023

Process Industries

8.4% adj. organic growth 9.5% EBITA margin

AFRY X*

2.4% adj. organic growth -3.7% EBITA margin



*Dismantled as of Oct 1

Energy

9.5% adj. organic growth 9.1% EBITA margin

14%

Management Consulting

13.4% adj. organic growth 12.0% EBITA margin







Changes in Group Executive Management

Robert Larsson, Head of Division Infrastructure

Experienced leader with more than 25 years of deep knowledge from industrial companies

Martin Öman, Head of Division Industrial & Digital Solutions

Customer focused leader with more than 20 years of experience in global industrial companies



Extended improvement program in Infrastructure and restructuring of AFRY X

INFRASTRUCTURE

- Structural and capacity adjustments with a planned reduction of approximately 300 full-time positions,
 whereof 150 positions in Sweden and Finland in Q4 and 150 positions during H1 2024
- Estimated restructuring costs in Q4 of SEK 50 million
- Measures to strengthen commercial management and resource planning
- Intensified portfolio review

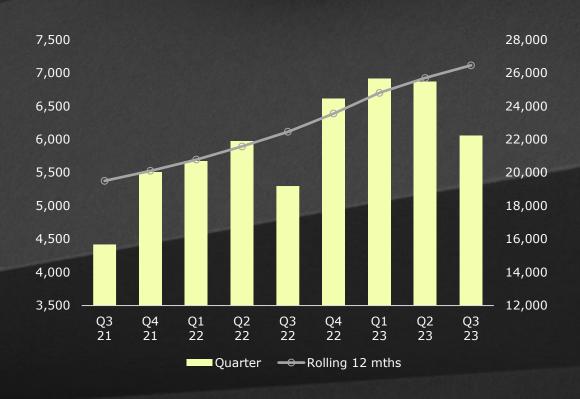
AFRY X

- AFRY X dismantled as a division
- Staff reductions and structural changes involving 45 full-time positions
- Restructuring cost of SEK 16 million in Q3
- Further improvement activities in Q4



Net sales development

NET SALES, SEK MILLION



Q3 2023

SEK 6,059 million

Net sales

14.3%

Total growth

8.9%

Adjusted organic growth

- Continued strong organic growth, supported by sustained level of price increases
- Order stock remains at a high level,
 SEK 20 billion



Strong growth remains but fading sequentially

ADJUSTED ORGANIC GROWTH, %

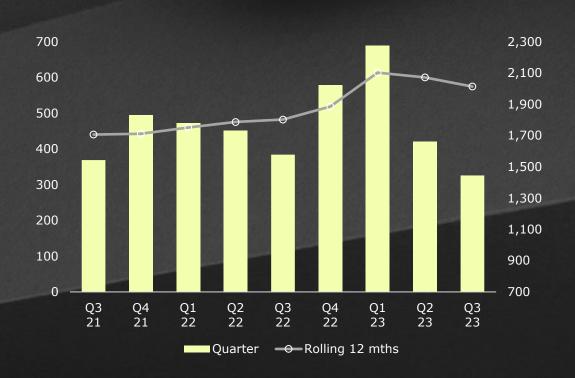


- Growth rates clearly coming down from peak levels in Q1 2023
- First quarter since Q2 2022 with lower than 10% adjusted organic growth
- Similar pattern on order stock development



EBITA development

EBITA, SEK MILLION



Q3 2023

SEK 326 million 5.4%

EBITA

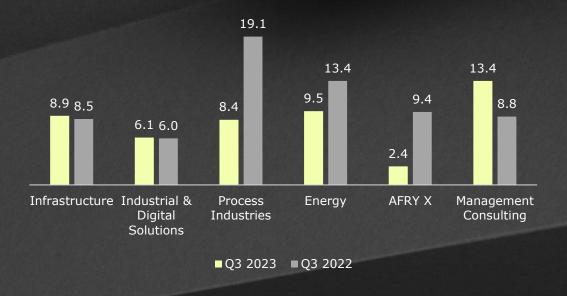
EBITA margin

- EBITA margin development mainly impacted by a negative calendar effect and a lower utilisation rate
- Restructuring of AFRY X in Q3, 16 MSEK accrued as IAC



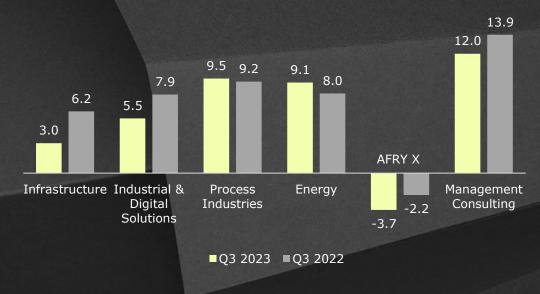
Development by division

ADJUSTED ORGANIC GROWTH, %



- Positive adjusted organic growth across all divisions
- Management Consulting continued strong growth, only division with higher than 10% growth

EBITA MARGIN, %



- Process Industries, Energy and Management Consulting continued strong results in a seasonally weak quarter
- Infrastructure impacted by the slowdown in the real estate market and a negative project item
- Industrial & Digital Solutions reported weak results due to lower utilisation levels in certain segments



Cash flow and financial position

OPERATING CASH FLOW, SEK MILLION



- Improved cash flow from operating activities in Q3 2023
- Working capital increasing in line with growth, significantly less than last year

NET DEBT (EXCL IFRS16), SEK MILLION



Net debt of SEK 5.6 billion, sequentially lower

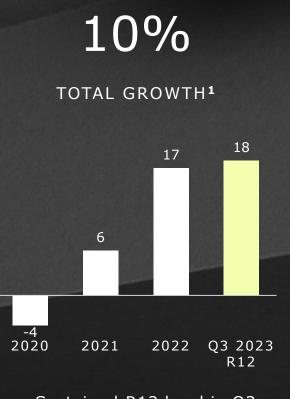
LIQUID ASSETS & CREDIT LINES, SEK MILLION



 Continued strong liquidity at SEK 3.8 billion



Financial targets



Sustained R12 level in Q3, well above target level

10% EBITA MARGIN² 8.6 8.5 8.0 7.6 2020 2021 2022 Q3 2023 R12 R12 EBITA margin pressured in Q3, driven by calendar effects

2.5x

NET DEBT / EBITDA3, EOY



 Sequentially increased leverage in Q3, primarily due to calendar effects on EBITDA



Focus going forward

1

Execution of extended improvement program in Infrastructure

2

Build on our strong position in the industry and energy sectors

3

Develop further resilience and flexibility in a mixed market



