

# DEDICARE



## Interim Report

1 January – 30 September 2023



# Continued high growth and profitability in the quarter

## Third quarter 2023

- Net sales SEK 524.5 million (450.0)
- EBITDA SEK 43.7 million (45.9)
- EBITDA margin 8.3 percent (10.2)
- EBIT SEK 36.7 million (41.1)
- EBIT margin 7.0 percent (9.1)
- Profit after financial items SEK 37.2 million (39.2)
- Profit for the period SEK 29.2 million (28.9)
- Basic earnings per share SEK 3.05 (3.04)
- Diluted earnings per share SEK 3.02 (3.01)

## The period January — September 2023

- Net sales SEK 1,506.5 million (1,268.7)
- EBITDA SEK 128.7 million (118.2)
- EBITDA margin 8.5 percent (9.3)
- EBIT SEK 109.1 million (104.5)
- EBIT margin 7.2 percent (8.2)
- Profit after financial items SEK 98.4 million (100.4)
- Profit for the period SEK 76.7 million (76.1)
- Basic earnings per share SEK 8.02 (8.00)
- Diluted earnings per share SEK 7.94 (7.92)

## Performance measures

	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
Net sales, SEK million	524.5	450.0	1506.5	1268.7	1,768.0
<i>Growth, %</i>	16.5%	33.1%	18.7%	41.7%	41.5%
EBITDA, SEK million	43.7	45.9	128.7	118.2	156.1
<i>EBITDA margin, %</i>	8.3%	10.2%	8.5%	9.3%	8.8%
Operating profit (EBIT), SEK million	36.7	41.1	109.1	104.5	135.9
<i>Operating margin (EBIT-margin), %</i>	7.0%	9.1%	7.2%	8.2%	7.7%
Net profit for the period, SEK million	29.2	28.9	76.7	76.1	101.3
Basic earnings per share, SEK	3.05	3.04	8.02	8.00	10.69
Diluted earnings per share, SEK	3.02	3.01	7.94	7.92	10.59
Cash flow from currens operations, SEK million	38.3	-14.9	89.6	23.4	105.4
Equity per share, SEK	29.85	24.16	29.85	24.16	27.46

# Chief Executive Officer's statement

Dedicare continued its growth, and our third quarter was in line with our growth and profitability goals. Growth is driven by Norway and Denmark, while Sweden was impacted by contracting limits in several regions. Meanwhile, the tender decision for the four-year nationwide multi-billion kronor tender published in September, and where Dedicare was one of the winners, clearly indicates that contracted healthcare staff are continuing to serve an important function in the regional authorities' mission to deliver high-quality healthcare nationwide in Sweden.

In the third quarter, Dedicare's net sales grew to SEK 524.5 million (450.0), a 16.5 percent increase year on year. Organic growth was 13.5 percent. EBIT was SEK 36.7 million (41.1), so our EBIT margin was 7.0 percent (9.1). Accordingly, we achieved our financial goal of growing by 10 percent over time, and with an EBIT margin of over 7.0 percent.

The great progress continued in our largest segment, **Norway**, with good earnings from doctor and nurse staffing, as well as Dedicare's preschool staffing business Acapedia. The most recent market statistics also indicate that our doctor and nurse business areas are continuing to win market shares, for the 20th consecutive quarter. The operations of Acapedia, which are growing robustly, gained a local presence in Kristiansand in the quarter.

In total, net sales grew by 22.6 percent in Norway, in the quarter, and adjusted for currency effects, net sales were up by 25.5 percent. EBIT amounted to SEK 30.4 million (32.4), and the EBIT margin was 9.0 percent (11.7). The lower EBIT margin compared to an exceptionally strong third quarter of the previous year, is mainly due to increased salaries on the Norwegian market. The new deal with the Norwegian specialist healthcare sector came into effect on 1 October, after the end of the quarter. This is a two-year deal with an extension option, and means that we can continue to provide nurses, specialist nurses and midwives to all hospitals in all Norway's healthcare regions.

Sales of the **Sweden** segment, which makes up over a fifth of the group, were SEK 108.6 million in the third quarter, down by 17.8 percent year on year. EBIT was SEK 4.0 million, a 54.0 percent decrease year on year, and the EBIT margin was 3.7 percent (6.6). Poor progress in the quarter is due to continued staff contracting limits in several healthcare regions. To offset the shortfall here, Dedicare Sweden continues to realigned its business towards current and new business clients, to other regions, municipalities and private healthcare providers.

The tender decision for the major co-ordinated health and medical care tender for all Sweden's 21 healthcare regions was announced in September. We're delighted that Dedicare was one of the successful providers, and thus entrusted to provide nurses and doctors to all Sweden's regions for the next four years. The total value of this tender, in which over 30 suppliers were successful, is SEK 38 billion. The deal clearly demonstrates a substantial need, and that going forward, healthcare staff contracting is perceived as a cost-efficient strategy in the regional authorities' mission to deliver good and equivalent healthcare nationwide. This new deal will run from



Krister Widström  
CEO and Managing Director of Dedicare AB

1 January 2024, but has been subject to appeal at the Administrative Court of Appeal. Until the agreement comes into force, Dedicare will continue to deliver under the deals that we currently have with 20 of the 21 regions.

In August, H&P Search & Interim, acquired in spring 2022, changed corporate name to Dedicare Life Science. With this new branding, we can keep investing with more impact in recruitment and consulting operations in pharmaceuticals, biotechnology and medical devices.

In **Denmark**, our positive progress continued, with net sales and EBIT increasing. Net sales in the quarter were SEK 63.5 million, a 51.9 percent increase. EBIT was up by 43.3 percent, to SEK 4.3 million (3.0) with an EBIT margin of 6.8 percent (7.1).

The **New Markets** segment, with business in the UK—Dedicare UK is continuing its good progress, and we will be opening our Falklands Islands office in the autumn. Net sales for the quarter were SEK 14.0 million, with an EBIT margin of 11.4 percent.

Dedicare's objective is to be at the leading edge in using digital solutions that help improve operational efficiency. As part of these efforts, we launched the Dedicare app in September. The app is an example of digital progress making our consultants' lives easier, while simultaneously streamlining our administration.

We have five strategic focus areas to clarify where we're putting our energies and focus for the whole group, to achieve our short and long-term goals. We're delighted to see how we are achieving or exceeding all quality goals.

Being an attractive employer is an important part of our efforts to become one of Europe's leading recruitment and staffing providers in healthcare, life, science, and social work. In the quarter, we twice got more validation of this work:

- Dedicare made Albright's Green List of Sweden's most gender equal listed companies.

- Dedicare Norway was ranked eighth Best European Workplace (Medium segment) by Great Place to Work.

These are two excellent confirmations that we are really doing the right thing as an employer, and I'd like to thank my colleagues in our organisation who contribute to this work.

**Krister Widström, CEO and Managing Director**



### Highlights in the third quarter 2023

- Dedicare was again appointed to provide nurses and doctors across all Sweden's 21 healthcare regions through the decision in the major nationwide tender for contracted staff.
- From thousands of companies across Europe, Dedicare Norway was ranked eighth Best European Workplace by Great Place to Work.
- In August 2023, H&P Search & Interim AB changed corporate name to Dedicare Life Science AB.

### Highlights after the end of the quarter

- No significant events have occurred after the end of the quarter.

### Highlights in previous periods of 2023

- Dedicare Sweden named Staffing Company of the Year 2022 at the Swedish Recruitment Awards.
- Dedicare Norway wins Workplace of the Year 2023 from Great Place to Work.
- Dedicare App for consultants in our Preschool Staff business launched in April.
- Several Swedish regional authorities introduce limits on contracted doctors and nurses, which has a negative impact on the Swedish operation.
- Norwegian specialist healthcare procurement entity Sykehusinnkjøp's major tender re-appointed Dedicare Norway to provide nurses for all hospitals across all regions of Norway.
- Templars Medical Agency Ltd. changes corporate name to Dedicare Healthcare Ltd. in April.
- Björn Örås, and his company Rödgladan AB, sold 46,260 class A shares to Jenny Pizzignacco. After this transaction, Björn Örås holds both directly and indirectly 26.9 percent of the company's shares, corresponding to 38.9 percent of the votes, and Jenny Pizzignacco holds 12.3 percent of the company's shares, corresponding to 28.9 percent of the votes.



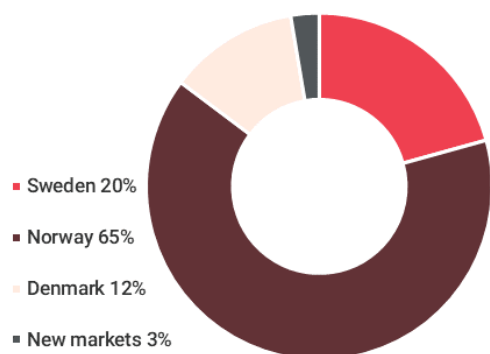
# Financial information—the group’s progress

## Net sales

### Third quarter 2023

Consolidated net sales for the third quarter increased by 16.5 percent to SEK 524.5 million (450.0). Organic growth was 13.5 percent and was SEK 510.5 million. For more information on Dedicare’s segments, see note 1.

### Net sales by operating segment Q3



Some regional authorities in **Sweden** introduced limits on contracting in staff. This meant that net sales for the quarter reduced by 17.8 percent to SEK 108.6 million (132.1). To offset the negative effects, a number of measures were taken to realign operations towards other regions, and to municipalities and private healthcare providers.

Demand for the operation’s services in **Norway** is continuing to increase in all business areas, and net sales for the quarter were up by 22.6 percent to 338.4 million (276.1).

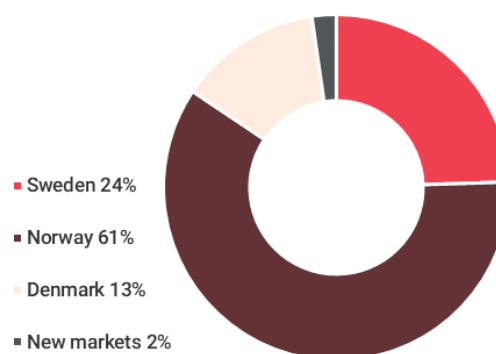
In **Denmark**, net sales increased by 51.9 percent for the quarter to SEK 63.5 million (41.8). The increase relates to both doctor and nurse staffing.

**New Markets** consists of the acquired operation in the UK. Net sales for the quarter were SEK 14.0 million (-).

### The period January – September 2023

Consolidated net sales for the Jan-Sep period increased by 18.7 percent to SEK 1,506.5 million (1,268.7). Organic growth was 15.1 percent and was SEK 1,459.8 million. For more information on Dedicare’s segments, see note 1.

### Net sales by operating segment Jan-Sep



In **Sweden**, net sales for the period decreased by 10.8 percent to SEK 369.0 million (413.6). This decrease is due to several regional authorities introducing limits for contracting in staff effective the end of March 2023.

In **Norway**, net sales for the period increased by 23.3 percent to SEK 902.1 million (731.6). The increase of net sales is due to high demand for services in all business areas.

Net sales in **Denmark** for the period increased by 62.6 percent to SEK 200.9 million (123.5), the Danish operation’s highest net sales ever for the Jan-Sep period. This increase is from both doctor and nurse staffing.

**New Markets** consists of the acquired operation in the UK. Net sales for the quarter were SEK 34.5 million (-).

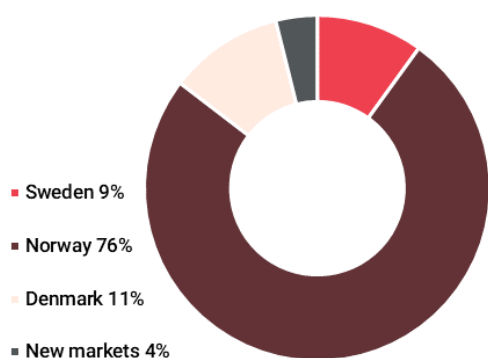
Net sales per operating segment, SEK million	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
Sweden	108.6	132.1	369.0	413.6	562.8
Norway	338.4	276.1	902.1	731.6	1,015.6
Denmark	63.5	41.8	200.9	123.5	178.8
New markets	14.0	-	34.5	-	10.8
<b>Total net sales</b>	<b>524.5</b>	<b>450.0</b>	<b>1,506.5</b>	<b>1,268.7</b>	<b>1,768.0</b>

## EBIT

### Third quarter 2023

Consolidated EBIT for the third quarter was SEK 36.7 million (41.1). EBIT from acquired companies was SEK 1.7 million. The EBIT margin was lower than a strong quarter in the previous year, at 7.0 percent (9.1) in the quarter. The reduced EBIT is mainly due to downsizing by some of Sweden's regions and increased costs of Norwegian market.

#### EBIT by operating segment Q3



**Sweden's** EBIT for the quarter was SEK 4.0 million (8.7), with an EBIT margin of 3.7 percent (6.6). The reduction in EBIT is mainly due to continued downsizing of contracted staff across several regions, which was partly offset by realigning operations towards other regions, and to municipalities, as well as private sector providers.

**Norway's** EBIT for the quarter was SEK 30.4 million (32.4). The EBIT margin was 9.0 percent (11.7), with an exceptionally strong comparative quarter. The lower EBIT margin compared to the third quarter of the previous year is due to higher cost levels, including increased salaries on the Norwegian market.

**Denmark's** EBIT for the quarter was SEK 4.3 million (3.0) with an EBIT margin of 6.8 percent (7.1).

For **New Markets**, EBIT for the quarter was SEK 1.6 million (-) with an EBIT margin of 11.4 percent (-).

**Group-wide expenses** for the third quarter were SEK -3.6 million (-3.0), mainly consisting of amortisation of surplus values from acquisitions and impacted by exchange rate effects on accounts receivable and accounts payable.

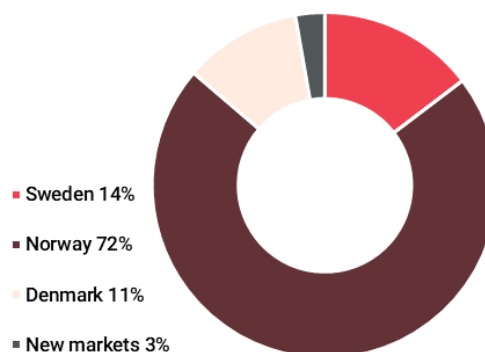
Profit after financial items for the third quarter was SEK 37.2 million (39.2). Financial items were SEK 0.5 million (-1.9), mostly consisting of unrealised exchange gains related to financial items. The change on the corresponding quarter of the previous year is due to appreciation of the Norwegian krone.

Profit for the quarter was SEK 29.2 million (28.9).

### The period January – September 2023

Consolidated EBIT for the period was SEK 109.1 million (104.5), with an EBIT margin of 7.2 percent (8.2). EBIT attributable to acquired companies amounted to SEK 5.9 million. The increased EBIT relates mainly to operational growth. Earnings were charged with SEK 0.2 million of acquisition costs in the period.

#### EBIT by operating segment Jan-Sep



**Sweden's** EBIT for the period was SEK 17.4 million (23.9), with an EBIT margin of 4.7 percent (5.7). The reduction in EBIT is mainly due to downsizing of contracted staff across several regions, which began at the end of March 2023.

**Norway's** EBIT for the period was SEK 84.8 million (84.7). The EBIT margin for the period was 9.4 percent (11.5), where the comparative period was exceptionally strong. The decrease is due to higher cost levels, including increased salaries on the Norwegian market.

**Denmark's** EBIT for the period was SEK 13.0 million (5.9) with an EBIT margin of 6.4 percent (4.7).

For **New Markets**, EBIT for the period was SEK 3.3 million (-) with an EBIT margin of 9.5 percent (-).

**Group-wide expenses** for the period amounted to SEK -9.4 million (-10.0). These expenses mainly consisted of amortisation of surplus values from acquisitions and are impacted by exchange rate effects on accounts receivable and accounts payable.

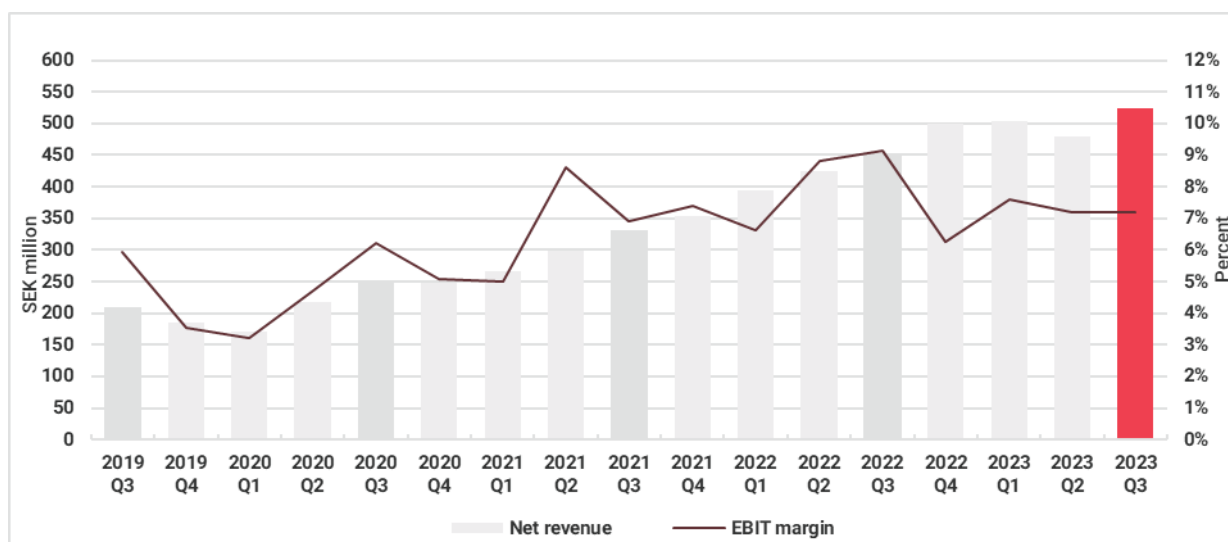
Profit after financial items for the period was SEK 98.4 million (100.4). Financial items were SEK -10.7 million (-4.1), mostly consisting of unrealised exchange gains related to financial items. The change on the corresponding period of the previous year is mainly due to depreciation of the Norwegian krone, but also a higher interest rate level on the group's external loans.

Profit for the period was SEK 76.7 million (76.1).

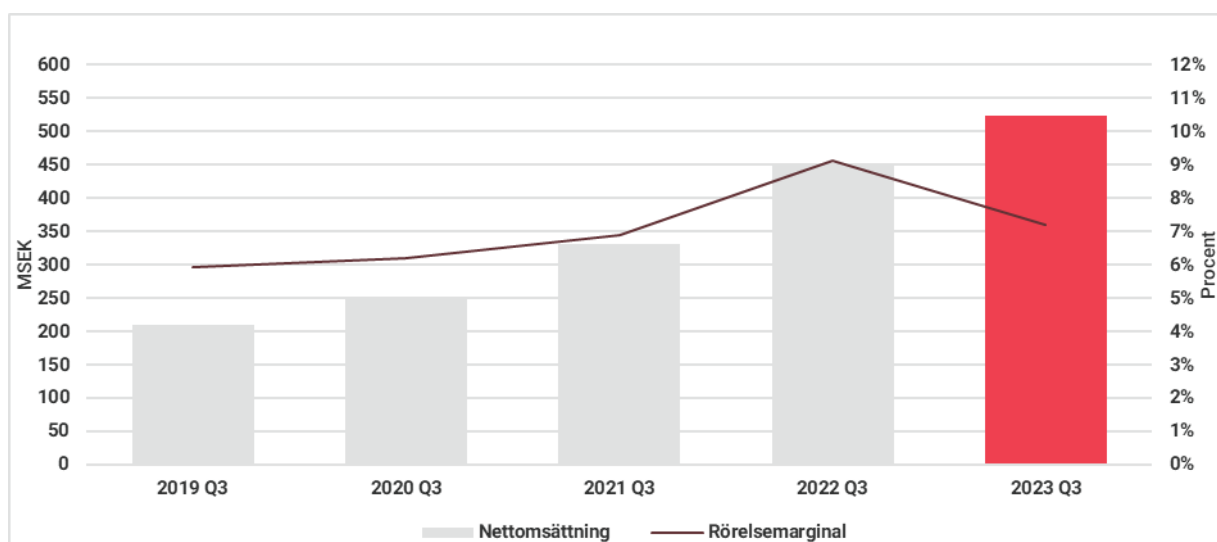
## EBIT

	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
<b>Operating profit per operating segment, SEK million</b>					
Sweden	4.0	8.7	17.4	23.9	31.7
Norway	30.4	32.4	84.8	84.7	112.1
Denmark	4.3	3.0	13.0	5.9	8.8
New markets	1.6	-	3.3	-	1.1
Group-wide costs	-3.6	-3.0	-9.4	-10.0	-17.8
<b>Operating profit</b>	<b>36.7</b>	<b>41.1</b>	<b>109.1</b>	<b>104.5</b>	<b>135.9</b>
Financial items	0.5	-1.9	-10.7	-4.1	-5.6
<b>Profit after financial items</b>	<b>37.2</b>	<b>39.2</b>	<b>98.4</b>	<b>100.4</b>	<b>130.3</b>

Progress of the group's net sales and EBIT margin, Q3 2019 – Q3 2023



Progress of the group's net sales and EBIT margin, Q3 2019 – 2023





## Financial position and liquidity

### Cash and cash equivalents

The group's cash and cash equivalents were SEK 145.0 million (79.3) as of 30 September.

### Equity

Equity at the end of the period was SEK 285.4 million (230.0), or SEK 29.85 (24.16) per share on the reporting date. The increase in equity is mainly due to operational growth and increased EBIT.

### Equity/assets ratio

The equity/assets ratio on 30 September was 39.3 percent (37.3).

### Cash flow

Cash flow from operating activities for the third quarter was SEK 38.3 million (-14.9). The comparative quarter of the previous year included a deposit for the acquisition of the UK operation. The increased cash flow from operating activities between quarters was mainly due to this deposit, but also customary variations in current liabilities and receivables.

In the period Jan-Sep, cash flow from operating activities amounted to SEK 89.6 million (23.4). The increase in cash flow for the period is due to improved working capital, primarily through reduced accounts receivable due to a strong conclusion to the previous year.

Cash flow from investing activities was SEK -0.5 million (-0.8) for the third quarter. Cash flow consists of investments in intangible non-current assets. For the period Jan-Sep, the corresponding number was SEK -8.3 million (-19.3).

Cash flow from financing activities in the third quarter was SEK -5.6 million (-5.3), the corresponding number for the period Jan-Sep was SEK -74.9 million (-59.7), and for both periods was mainly due to dividends to shareholders and amortisation of the finance arranged for Dedicare's acquisition of Dedicare A/S.

### Investments

Investments in tangible and intangible non-current assets in the third quarter amounted to SEK 0.5 million (1.0). Investments in the third quarter were mainly in IT systems. For the period Jan-Sep, the corresponding investments were SEK 3.2 million (3.9), and apart from IT systems, consisted of investments in premises adaptations.

### Employees

The average number of employees expressed as full-time equivalents for the third quarter was 1,296 (1,128), and for the period Jan-Sep, 1,347 (1,150). This number includes 189 (170) subcontracting consultants in the third quarter and 203 (183) for the period Jan-Sep.

	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
<b>Full-time employees per operating segment</b>					
Sweden	284	337	334	376	381
Norway	859	711	853	692	709
Denmark	105	80	116	82	87
New markets	48	-	44	-	53
<b>Total full-time employees<sup>1</sup></b>	<b>1,296</b>	<b>1,128</b>	<b>1,347</b>	<b>1,150</b>	<b>1,230</b>

<sup>1</sup> The number of employees includes subcontracting consultants: 189 (170) in the third quarter, and 203 (183) in the period Jan - Sep.

# Sustainable development

Dedicare's mission is to make a responsible and sustainable contribution to human health, development and quality of life. Our vision is to be one of Europe's leading recruitment and staffing providers in healthcare, life science and social work.

We have five strategic focus areas to clarify to the whole group where we put our energy and focus to achieve our goals in the short and long term—Attractive Employer,

Attractive Client, Market & Service Development, Operational Efficiency, and Customer & Social Benefit.

We follow up on our strategic goals quarterly.





	Ambition	Strategic goal	Performance Q3 2023
Attractive Employer	Dedicare will be the best employer in recruitment and staffing by hiring, developing and retaining the best people.	1. eNPS >50 (scale -100 to 100) 2. Commitment index >4 (scale 1-5)	1. 59 2. 4,3
Attractive Client	Dedicare will be the first choice client for candidates and consultants in healthcare, life science and social work, by offering the broadest selection of assignments and competitive terms of employment.	1. Consultant satisfaction >9 (scale 1-10)	9,3
Market & Service Dev.	Dedicare will work proactively on starting up and developing businesses in new customer segments, geographical regions and job categories that contribute to human health, development and quality of life.	1. One new geographical market and/or new service segment per year	-
Operational Efficiency	Dedicare will have the sector's most efficient business processes for sales, staffing and recruitment by working proactively on innovative, cost-efficient and scalable digital solutions.	1. EBIT margin >7 percent	7,0 percent
Customer & Social Benefit	Dedicare will be a specialist and market leader in attracting and offering skills in healthcare, life science and social work to public and private sector customers, which helps create equivalent and sustainable healthcare.	1. Customer satisfaction >9 (scale 1-10)	9,1

# Our market

Dedicare manages recruitment and staffing operations in four main markets, Sweden, Norway, Denmark and the UK. In Finland, we operate recruitment for our staffing operations in the rest of the Nordics. We offer our customers skills in four segments, and our skills portfolio may differ between markets.

## Our offering

Dedicare offers specialist services in recruitment and staffing in the following segments and markets:

	 Vård	 Life Science	 Socialt arbete	 Pedagogik
Sverige	✓	✓	✓	
Norge	✓	✓	✓	✓
Danmark	✓	✓		
Storbritannien	✓			



## Market progress

**Sweden** is the Nordic region's largest market for healthcare staffing. The main customers are regional health authorities, municipalities and private healthcare providers. Regional healthcare authorities are the largest purchasers of healthcare staffing services, and according to the Swedish Association of Local Authorities and Regions (SKR), over SEK 7.8 billion of staffing was purchased in 2022.<sup>1</sup> The cost of contracted staff was only 4.9 percent of total healthcare personnel expenses in the first half-year of 2023. SKR allocates around 52 percent of cost to doctors, some 45 percent to nurses, and about 3 percent to other healthcare job categories. The demand for social worker staffing has increased in recent years, where the main customers are municipalities. There are no official statistics for the market for life science available for Sweden (or the other Nordics). Dedicare expects the need for consultants and recruitment services to remain high.

**Norway** is the Nordic region's second largest market for healthcare staffing. The main customers are hospitals, municipalities and private sector care providers. The Confederation of Norwegian Enterprise (NHO) estimates procurement of healthcare staff at some SEK 3.4 billion in 2022.<sup>2</sup> Providers that are not members of NHO, and providers from Denmark and Sweden not included in NHO statistics, are additional. We estimate that these providers achieved sales of approximately NOK 1.6 billion in 2022.

Dedicare estimates that around 30 percent of sales are for doctor staffing, some 50 percent for nurses and about 20 percent is divided between other job categories. The healthcare staffing market expanded by 18.9 percent in the second quarter 2023 compared to the corresponding quarter of 2022.

In contracting preschool staff, the market grew by 8.3 percent in the second quarter 2023, compared to the corresponding quarter of 2022. Dedicare's preschool operation Acapedia increased by 60.0 percent. Dedicare increased by 20.1 percent. In the second quarter of 2023, Dedicare consolidated its status as Norway's largest healthcare staffing specialist, with a market share of some 26.7 percent.

No official statistics for the **Danish** healthcare staffing market are available. Dedicare's opinion is that the market for contracting doctors is growing. It also believes the market for contracting nurses is growing.

**The UK** is Europe's largest market for staffing healthcare personnel. According to Staffing Industry Analyst (SIA), procurement of care staff was worth some SEK 43 billion in 2021. The National Health Service (NHS) manages most healthcare staffing through framework agreements in England, Wales, Scotland and Northern Ireland.

<sup>1</sup> SKR: 'Staffing trends for agency health and social care staff.'  
<sup>2</sup> NHO: 'Staffing sector statistics.'

# Other information

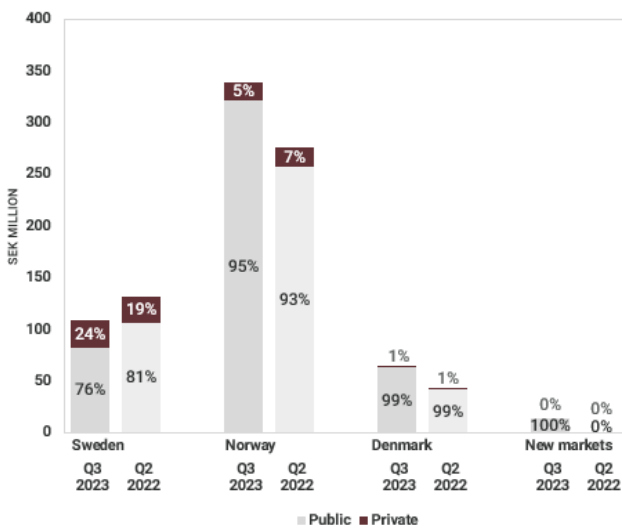
## Financial position and liquidity

With the exception of Life Science, over 90 percent of the market consists of customers like regions, municipalities and public authorities. The Nordics make up one of Europe's larger healthcare staffing markets.

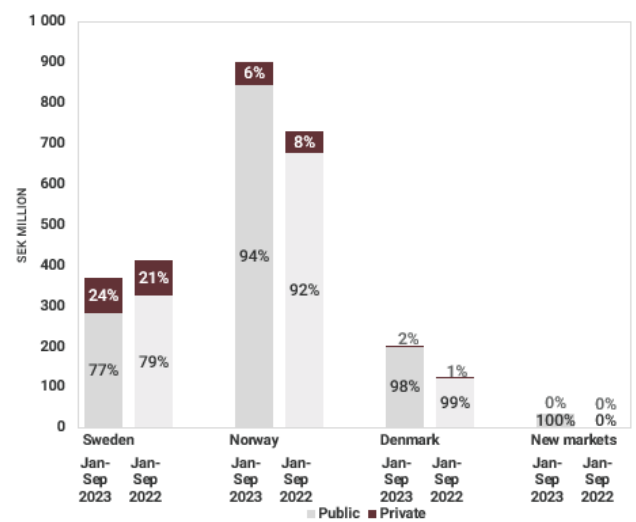
Net sales by segment and revenue category follow, and here, New Markets refers to the UK.



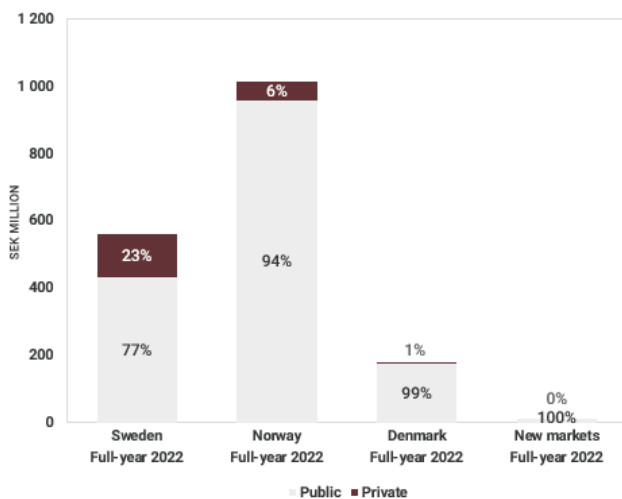
Net sales breakdown Public/Private Q3, by category



Net sales breakdown Public/Private Jan-Sep, by category



Net sales breakdown Public/Private full yr., by category



## The share

On 30 September 2023, the share capital was SEK 4,781,321, divided between 9,562,642 shares, of which 2,011,907 class A shares (carrying one vote) and 7,550,735 class B shares (carrying 1/5 vote) with a quotient value of SEK 0.50.

### Share-based incentive programme

In 2021, the AGM resolved on the issue of a maximum of 90,000 share warrants. Each warrant confers entitlement to one class B share. The warrants have a three-year term from the date the subscription price is determined. All options have been subscribed and no new incentive programmes have been created.

## Risks and uncertainties

Significant risks and uncertainties are reviewed below. For a more detailed description, please refer to Dedicare's Annual Report for 2022.

### Political decisions

On those markets where Dedicare currently operates—Sweden, Norway, Denmark and the UK—healthcare is largely publicly funded. Public funding means that downsizing, cost-cutting, rationalisations and similar measures at central, regional or local government level may have a significant negative impact on Dedicare's operations.

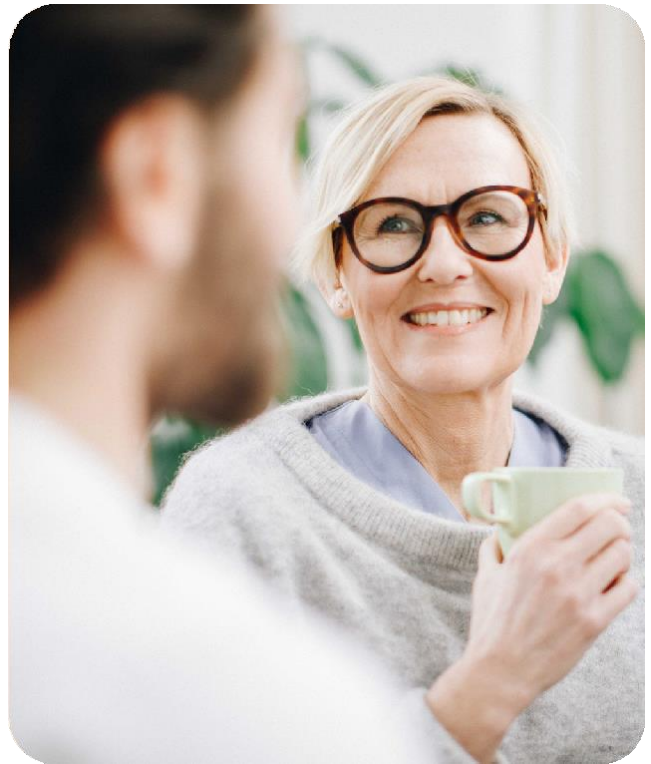
Dedicare's operations may also be heavily affected by the political control of healthcare. The question of procuring staffing services in health and social care is, and has been, the subject of debate. In Sweden, Norway and Denmark, political actions are being conducted to reduce dependency on contracted healthcare staff.

### Contract dependency

Dedicare has a small number of customers that represent a high share of the company's total sales. Usually, staffing services are procured through a collective tendering process. These public tenders are strictly legislated, and generally, a number of priority providers are selected on a roster, who then enter framework agreements.

These agreements usually have two-year terms, with maximum extensions of two years. On each occasion Dedicare was unable to win tenders with large individual customers, or moves down their roster, this could have a material temporary negative impact on the group's sales and profitability. Dedicare works continuously on ensuring that the group has the skills and staffing necessary, so its tenders consistently maintain high quality.

The largest customer in Sweden, SOS Alarm Sweden AB, represented some 7.6 per cent (4.3) of Dedicare Sweden's net sales in the third quarter 2023. In Norway, the largest customer, the Helse Sør Øst regional health authority, generated approximately 9.5 percent (7.2) of Dedicare Norway's total net sales in the third quarter 2023. The North Jutland regional health authority was Dedicare Denmark's largest customer in the third quarter 2023, representing approximately 31.8 percent (34.1) of net sales. The largest customer in the UK for the third quarter 2023 was King Edward's Hospital, which represented approximately 58.02 percent (0) of net sales.



### Contract disputes

Framework agreements with public sector customers in Sweden, Norway and Denmark usually prescribe a liability for Dedicare to pay penalties, and in certain cases, extra costs incurred by a customer if Dedicare is unable to fulfil an agreement it has entered. If, for any reason, Dedicare is unable to complete the assignments the company has undertaken, there is a risk that customers will exercise their right to financial compensation or terminate their contract early.

### Skills shortages in consulting business

A shortage of resources is a potential obstacle to continued growth. Dedicare's core business consists of recruitment and staffing in jobs subject to shortage, which means that attracting as many potential candidates as possible regardless of gender, gender-fluid identity or expression, ethnic origin, sexual orientation, religion or other faith, disability or age, is mission-critical.

Dedicare needs to keep staff turnover at a low level, so consultants remain with the company as long as possible. This is achieved by continuously developing and improving our offering to consultants, where Dedicare's goal is to be the best client in staffing of healthcare, life, science, and social work.

### Inability to attract key staff and managers

Like all service companies, Dedicare is dependent on the people in its business. Dedicare is negatively impacted if managers and other key staff decide to leave the company. This is partly because we lose important skills, and partly because long-term relationships are vital in our sector.

Accordingly, it is critical that we remain an attractive client to staff that have been working with the company for several years, which is why this is one of our five strategic focus areas.

### Medical errors

Dedicare's duty is to provide its customers with the required skills. Hiring is at the customer's premises, which minimises Dedicare's liability risk. Dedicare bears neither patient nor employer liability. However, there is always a risk of errors and mistakes when delivering healthcare services. If healthcare staff that Dedicare provides make a serious error, there is a risk that shortcomings negatively impact the company's reputation despite employer liability resting with the customer.

## Financial goals and performance

### Growth

Over time, Dedicare's objective is to grow by at least 10 percent yearly. Its growth goal includes further acquisitions. In the third quarter, growth was 16.5 percent, 13.5 percent of this being organic.

### EBIT margin

Dedicare's target is for its EBIT margin to exceed 7.0 percent. In the third quarter of 2023, its EBIT margin was 7.0 percent.

To cover liability risks, the group has sufficient insurance tailored to Dedicare's general delivery terms.

### IT security

Growing digitalisation means that Dedicare needs to manage risks associated with the information society. Its business is dependent on the availability of suitable digital systems, a highly functional IT environment and infrastructure. The capability to manage cyberthreats, business continuity and data security risks are additional. Delays in the rollout of key systems, unplanned outages, cybersecurity weaknesses, data infringement and losses are significant risks that need to be managed. The group has centralised IT management, and continuously reduces the risk of various types of attack by taking the necessary action, as well as proactively managing and investing in IT security.

### Transactions with related parties

No material transactions with related parties occurred in the third quarter 2023.

### Equity/assets ratio

Dedicare should have a secure capital base and operations should mainly be financed with equity. The nature of operations implies a limited need for capital. Against this background, Dedicare's opinion is that its equity/assets ratio should be at least 30.0 percent. As of 30 September 2023, the equity/assets ratio was 39.3 percent.

### Dividend policy

Dedicare's target is for its dividend to be at least 50.0 percent of net profit over a business cycle. For the financial year 2022, the dividend was 56.6 percent (57.6) of net profit.

## About Dedicare

Dedicare is the Nordic region's largest recruitment and staffing company in healthcare, life science and social work.

The company is listed on Nasdaq Stockholm, and has operations in Sweden, Norway, Denmark and the UK.

Dedicare has three offices in Sweden, two in Norway, two in Denmark, and two in the UK.

In Sweden, Dedicare is a member of the Employers' Organisation for the Swedish Service Sector (Almega Kompetensföretagen) and the Swedish Association of Care Providers (Vårdföretagarna) and operates through collective bargaining agreements. In Norway, Dedicare is a member of the Confederation of Norwegian Enterprise (Næringslivets Hovedorganisasjon). In Denmark, Dedicare is a member of the Danish Chamber of Commerce (Dansk Erhverv). In the UK, Dedicare is a member of the REC (Recruitment & Employment Confederation).

The company holds ISO 9001:2015 quality management certification, ISO 14001:2015 environmental management systems certification, and ISO 45001:2018 occupational health & safety certification.

### Business concept

Dedicare will be the best at attracting and delivering specialist skills in healthcare, life science and social work.

### Business model

Based on **social needs** for healthcare and social work skills, we have formulated **strategies and objectives** and objectives to satisfy social needs and realise our vision.

By **selling** to the public and private sector, we secure assignments in **recruitment** and **staffing** to satisfy customer needs for resources in health and social care. Society's needs are changing continuously, and we constantly adapt our business to match these changes.

# Financial statements, group

## Condensed Consolidated Statement of Comprehensive Income

SEK million	note	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
<b>Operating revenue</b>						
Net sales	1	524.5	450.0	1,506.5	1,268.7	1,768.0
Activated work for own account		0.3	-	1.3	-	4.3
Other operating income		0.5	4.7	9.8	15.6	16.4
<b>Total operating revenue</b>		<b>525.3</b>	<b>454.7</b>	<b>1,517.6</b>	<b>1,284.3</b>	<b>1,788.7</b>
<b>Operating expenses</b>						
Purchased services		-100.0	-89.0	-306.0	-262.6	-366.6
Personnel expenses		-333.8	-276.2	-930.7	-779.7	-1,085.7
Other operating expenses		-47.8	-43.6	-152.2	-123.9	-180.3
Depreciation and impairments of tangible and intangible assets	2	-7.0	-4.8	-19.6	-13.6	-20.2
<b>Operating profit<sup>1</sup></b>		<b>36.7</b>	<b>41.1</b>	<b>109.1</b>	<b>104.5</b>	<b>135.9</b>
Financial items		0.5	-1.9	-10.7	-4.1	-5.6
<b>Profit after financial items</b>		<b>37.2</b>	<b>39.2</b>	<b>98.4</b>	<b>100.4</b>	<b>130.3</b>
Income taxes		-8.0	-10.3	-21.7	-24.3	-29.0
<b>Profit for the period</b>		<b>29.2</b>	<b>28.9</b>	<b>76.7</b>	<b>76.1</b>	<b>101.3</b>
<b>Other comprehensive income</b>						
<i>Items that may be reclassified to profit</i>						
Exchange differences		-3.3	2.5	3.6	5.2	8.9
<b>Total comprehensive income for the period</b>		<b>25.9</b>	<b>31.4</b>	<b>80.3</b>	<b>81.3</b>	<b>110.2</b>
<b>Of which attributable to:</b>						
Parent Company's shareholders		25.9	31.4	80.3	81.3	110.2
Basic earnings per share (SEK)		3.05	3.04	8.02	8.00	10.69
Diluted earnings per share (SEK)		3.02	3.01	7.94	7.92	10.59

<sup>1</sup> EBIT includes acquisition costs for the period Jan-Sep 2023 of SEK 0.2 million (1.4), and adjusted for these non-recurring costs, EBIT was SEK 109.3 million (105.9).

# Financial statements, group

## Condensed Consolidated Statement of Financial Position

SEK million	Note	30 Sep 2023	30 Sep 2022	Full-year 2022
<b>Assets</b>				
Intangible assets	2	170.1	140.5	171.1
Right-of-use assets		24.7	8.6	28.3
Other fixed assets		2.7	2.1	2.0
Deferred tax assets		10.9	1.5	0.4
Deposits paid		4.9	4.8	4.8
<b>Total fixed assets</b>		<b>213.3</b>	<b>157.5</b>	<b>206.6</b>
<b>Current assets</b>				
Current receivables		368.7	379.0	393.3
Cash and cash equivalents		145.0	79.3	142.8
<b>Total current assets</b>		<b>513.7</b>	<b>458.3</b>	<b>536.1</b>
<b>TOTAL ASSETS</b>		<b>727.0</b>	<b>615.8</b>	<b>742.7</b>
<b>Equity</b>				
		<b>285.4</b>	<b>230.0</b>	<b>262.6</b>
<b>Non-current liabilities</b>				
Provisions		4.8	6.6	4.9
Other non-current liabilities	4	64.3	69.6	92.3
Deferred tax liabilities		16.2	15.8	18.2
<b>Total non-current liabilities</b>		<b>85.3</b>	<b>92.0</b>	<b>115.4</b>
<b>Current liabilities</b>				
Current tax liabilities		37.0	32.5	31.9
Other current liabilities	4	319.3	261.3	332.8
<b>Total current liabilities</b>		<b>356.3</b>	<b>293.8</b>	<b>364.7</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>727.0</b>	<b>615.8</b>	<b>742.7</b>

# Financial statements, group

## Condensed Consolidated Statement of Changes in Equity

SEK million	30 Sep 2023	30 Sep 2022	Full-year 2022
<b>Equity at beginning of period</b>	262.6	178.5	178.5
Profit for the period	76.7	76.1	101.3
<b>Other comprehensive income</b>			
<i>Items that may be reclassified to profit or loss</i>			
Exchange differences	3.6	5.2	8.9
<b>Transactions with shareholders</b>			
Non-cash issue	-	-	12.1
Transaction fees	-0.1	-	-0.1
New shares in issue and share warrants deposited	-	8.3	-
Dividend	-57.4	-38.1	-38.1
<b>Equity at end of period</b>	<b>285.4</b>	<b>230.0</b>	<b>262.6</b>

## Condensed Consolidated Statement of Cash Flows

SEK million	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
<b>Operating activities</b>					
Cash flow from operating activities before changes in working capital	43.3	44.0	99.7	100.4	130.4
Changes in working capital	-5.0	-58.9	-10.1	-77.0	-25.0
<b>Cash flow from operating activities</b>	<b>38.3</b>	<b>-14.9</b>	<b>89.6</b>	<b>23.4</b>	<b>105.4</b>
<b>Investing activities</b>					
Acquisition of subsidiaries	-	0.2	-5.1	-15.4	-27.1
Acquisition of tangible and intangible fixed assets	-0.5	-1.0	-3.2	-3.9	-5.4
<b>Cash flow from investing activities</b>	<b>-0.5</b>	<b>-0.8</b>	<b>-8.3</b>	<b>-19.3</b>	<b>-32.5</b>
<b>Financing activities</b>					
Transaction fees	-	-	-0.1	-	-0.1
Borrowings	-	-	-	28.6	28.6
Repayments of loans	-3.5	-3.3	-10.4	-44.4	-47.8
Repayment of of lease liability	-2.1	-2.0	-7.0	-6.0	-9.1
Cash deposits	-	-	-0.1	0.2	0.3
Dividend paid	-	-	-57.3	-38.1	-38.1
<b>Cash flow from financing activities</b>	<b>-5.6</b>	<b>-5.3</b>	<b>-74.9</b>	<b>-59.7</b>	<b>-66.2</b>
<b>Cash flow for the period</b>	<b>32.2</b>	<b>-21.0</b>	<b>6.4</b>	<b>-55.6</b>	<b>6.7</b>
Cash and cash equivalents at beginning of period	112.1	98.5	142.8	132.4	132.4
Exchange differences in cash and cash equivalents	0.7	1.8	-4.2	2.5	3.7
<b>Cash and cash equivalents at end of period</b>	<b>145.0</b>	<b>79.3</b>	<b>145.0</b>	<b>79.3</b>	<b>142.8</b>

# Notes

## Accounting policies

Dedicare prepares its consolidated accounts in accordance with International Financial Reporting Standards (IFRS).

This Interim Report for the group has been prepared in accordance with IAS 34 Interim Financial Reporting, and for the parent company, in accordance with the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's recommendation RFR 2 Accounting for Legal Entities.

No other new or revised IFRS and interpretation statements from IFRIC that came into effect on 1 January 2022 had any material impact on Dedicare's financial statements. The accounting policies and computation methods applied for the group and parent company are consistent with those accounting policies and computation methods applied when preparing the most recent annual accounts.

## Note 1. Segment information

A division between segments has been determined, based on how Dedicare's Group Management monitors and manages operations to evaluate performance and allocate resources. Group Management monitors segment EBIT both including and excluding items affecting comparability. The identified operating segments are Sweden, Norway, Denmark, New Markets and Group-wide.

The Sweden, Norway, Denmark and New Markets segments consist of business operations in recruitment and staffing in each country, as well as allocated central expenses such as cost of premises, Group Management, Accounting, & Finance, Legal, Corporate Communication, Business Development, HR and IT pursuant to an allocation key based on the segments' net sales.

New Markets still consists of the acquired operation in the UK.

Group-wide consists of group-wide items such as amortisation of surplus values from acquisitions, amortisation related to business transfers, transition to IFRS 16, intragroup transactions, eliminations etc.

The accounting policies applied to segment reporting are consistent with those the group applies.

For more information on Dedicare's operating segments, please refer to pages 4-6 of this Interim Report: net sales per operating segment on p. 4 and EBIT per operating segment on p. 5-6. For more detail on segments, see the Annual & Sustainability Report for 2022.

# Notes

## Note 2. Intangible non-current assets

30 Sep 2023, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening purchase value	112.3	54.3	15.4	1.6	10.5	194.1
Aquisitions	5.1	-	-	-	-	5.1
Investments in the period	-	-	-	-	1.3	1.3
Exchange differences	2.6	1.3	0.3	0.1	-	4.3
<b>Closing purchase value</b>	<b>120.0</b>	<b>55.6</b>	<b>15.7</b>	<b>1.7</b>	<b>11.8</b>	<b>204.8</b>
Opening accumulated amortisation and impairments	-	-16.3	-3.0	-0.4	-3.3	-23.0
Amortisation in the period	-	-6.7	-2.1	-1.2	-1.0	-11.0
Impairment in the period	-	-	-	-0.1	-	-0.1
Exchange differences	-	-0.6	-	-	-	-0.6
<b>Closing accumulated amortisation and impairments</b>	<b>-</b>	<b>-23.6</b>	<b>-5.1</b>	<b>-1.7</b>	<b>-4.3</b>	<b>-34.7</b>
<b>Closing carrying amount</b>	<b>120.0</b>	<b>32.0</b>	<b>10.6</b>	<b>-</b>	<b>7.5</b>	<b>170.1</b>

30 Sep 2022, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening purchase value	61.7	16.6	4.7	-	6.9	89.9
Aquisitions	31.6	22.4	7.8	0.3	-	62.1
Investments in the period	-	-	-	-	3.5	3.5
Reclassification	-	-	-	-	-1.1	-1.1
Exchange differences	3.8	1.2	0.3	-	-	5.3
<b>Closing purchase value</b>	<b>97.1</b>	<b>40.1</b>	<b>12.8</b>	<b>0.3</b>	<b>9.3</b>	<b>159.6</b>
Opening accumulated amortisation and impairments	-	-8.3	-1.0	-	-2.0	-11.3
Reclassification	-	-	-	-	0.1	0.1
Amortisation in the period	-	-4.8	-1.3	-0.1	-1.0	-7.2
Exchange differences	-	-0.7	-	-	-	-0.7
<b>Closing accumulated amortisation and impairments</b>	<b>-</b>	<b>-13.8</b>	<b>-2.3</b>	<b>-0.1</b>	<b>-3.1</b>	<b>-19.3</b>
<b>Closing carrying amount</b>	<b>97.1</b>	<b>26.4</b>	<b>10.5</b>	<b>0.2</b>	<b>6.4</b>	<b>140.5</b>

Full-year 2022, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening purchase value	61.7	16.6	4.7	-	6.9	89.9
Aquisitions	45.3	36.0	10.3	1.6	-	93.2
Investments in the period	-	-	-	-	4.3	4.3
Reclassification	-	-	-	-	-0.7	-0.7
Exchange differences	5.3	1.7	0.4	-	-	7.4
<b>Closing purchase value</b>	<b>112.3</b>	<b>54.3</b>	<b>15.4</b>	<b>1.6</b>	<b>10.5</b>	<b>194.1</b>
Opening accumulated amortisation and impairments	-	-8.3	-1.0	-	-1.9	-11.2
Amortisation in the period	-	-7.0	-1.9	-0.4	-1.3	-10.6
Exchange differences	-	-1.0	-0.2	-	-	-1.2
<b>Closing accumulated amortisation and impairments</b>	<b>-</b>	<b>-16.3</b>	<b>-3.0</b>	<b>-0.4</b>	<b>-3.3</b>	<b>-23.0</b>
<b>Closing carrying amount</b>	<b>112.3</b>	<b>38.0</b>	<b>12.4</b>	<b>1.1</b>	<b>7.3</b>	<b>171.1</b>

# Notes

## Note 3. Business combinations

### Acquisition of Dedicare Life Science AB (formerly H&P Search & Interim AB)

On 1 April 2022, Dedicare acquired 100 percent of the share capital and voting rights of Dedicare Life Science AB, corp. ID no. 556767-6548, which conducts operations in life science on the Swedish market. This acquisition brings a stronger portfolio through operations now being expanded to also include life science. The purchase consideration for the acquisition of Dedicare Life Science AB was paid in cash, as well as shares of Dedicare AB (publ) through a non-cash issue. A contingent consideration has been agreed, based on H&P's earnings performance over the next two and three years respectively. The definitive acquisition analysis and measurement of goodwill and any other intangible assets associated with the acquisition was completed in the third quarter 2022.

### Acquisition of Optimal Medical Ltd.

On 1 October 2022, Dedicare acquired 100 percent of the share capital and voting rights of Optimal Medical Ltd., company no. 09526199, which conducts doctor recruitment and staffing business in the UK, Ireland, and the UK's non-European territories, through its wholly owned subsidiary Dedicare Healthcare Ltd. (formerly Templars Medical Agency Ltd.) The acquisition is consistent with Dedicare's growth strategy, which means the group consolidates its positioning in Europe, and gaining a platform in the UK and Ireland for continued expansion.

The purchase consideration for the acquisition was paid in cash and shares of Dedicare AB (publ) through a non-cash issue. A contingent consideration has been agreed, based on the company's earnings performance over the coming two years. A definitive acquisition analysis and measurement of goodwill and any other intangible assets linked to the acquisition was completed and concluded in the second quarter of 2023. Before conclusion, the purchase consideration was adjusted by SEK 5.1 million as a cash pay-out wholly allocated against goodwill, with no other adjustment.

Acquisition-related expenses of SEK 0.2 million were recognised as an expense in consolidated earnings in the first quarter 2023.

The acquired business contributed total revenue of SEK 14.0 million and EBIT of SEK 1.7 million to the group for the third quarter of 2023, as well as total revenue of SEK 34.5 million and EBIT of SEK 3.1 million for the period Jan-Sep 2023.

## Not 4. Financial liabilities measured at fair value

Financial liabilities measured at fair value, SEK million	30 Sep 2023	30 Sep 2022	Full-year 2022
<i>Contingent considerations</i>			
Dedicare Life Science AB (formely H&P Search & Interim AB)	35.3	33.0	33.5
Optimal Medical Limited	14.4	-	12.6
<b>Total</b>	<b>49.7</b>	<b>33.0</b>	<b>46.1</b>

The contingent considerations for Dedicare Life Science AB (formerly H&P Search & Interim AB) are due for payment in July 2024 and July 2025. Of a total liability of SEK 35.3 million, SEK 17.5 million has been classified as a current liability in the Consolidated Balance Sheet.

The contingent consideration for Optimal Medical Ltd. is due for payment in November 2024.

# Performance measures

## Quarterly summary

	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Net sales, SEK million	450.0	499.3	503.2	478.9	524.5
EBITDA, SEK million	45.9	37.9	44.2	40.7	43.7
EBITDA margin, %	10.2%	7.6%	8.8%	8.5%	8.3%
Operating profit (EBIT), SEK million	41.1	31.3	38.0	34.4	36.7
Operating margin (EBIT-margin), %	9.0%	6.2%	7.6%	7.2%	7.0%
Profit after financial items, SEK million	39.2	29.9	31.3	29.8	37.2
Profit margin, %	8.6%	5.9%	6.2%	6.2%	7.1%
Net profit for the period, SEK million	28.9	25.1	24.5	22.9	29.2
Net Debt, SEK million	7.4	-26.8	-52.5	-0.1	-37.7
Equity/assets ratio, %	37.4%	35.4%	38.1%	36.8%	39.3%
Return on equity, %	13.5%	10.2%	8.9%	8.4%	10.7%
Cash flow from currens operations, SEK million	-14.9	82.0	41.8	9.6	38.3
Number of employees, average <sup>1</sup>	1,128	1,309	1,349	1,400	1,296
Revenue per employee, SEK thousand	399	381	373	342	405
<b>Share ratio</b>					
Share price at end of period, SEK	88.1	122.0	144.0	119.0	88.7
Basic earnings per share, SEK	3.04	2.64	2.57	2.40	3.05
Diluted earnings per share, SEK	3.01	2.61	2.55	2.37	3.02
Equity per share, SEK	24.16	27.46	29.81	27.14	29.85
Cash flow from currens operations per share, SEK	-1.57	8.57	4.37	1.00	4.00
Number of shares before dilution	9,520,395	9,541,519	9,562,642	9,562,642	9,562,642
Number of shares after dilution	9,610,395	9,631,519	9,652,642	9,652,642	9,652,642
Number of outstanding shares	9,520,395	9,562,642	9,652,642	9,652,642	9,652,642

<sup>1</sup> The average number of employees includes subcontracting consultants, see page 7 for more information.

## Reconciliation of alternative performance measures

Dedicare uses alternative performance measures (APMs). Dedicare's APMs are computed on financial statements prepared pursuant to applicable regulations governing financial reporting. The performance measures reviewed below are not consistent with IFRS, but intended to assist stakeholders in analysing Dedicare's earnings and financial structure.

	Q3 2023	Q3 2022	Q3 △	Jan-Sep 2023	Jan-Sep 2022	Jan-Sep △	Full-year 2022
<b>Return on equity, SEK million</b>							
Profit for the period	29.2	28.9	0.3	76.7	76.1	0.6	101.3
Average equity	272.5	214.3	58.2	273.1	202.2	70.9	214.3
<b>Return on equity</b>	<b>10.7%</b>	<b>13.5%</b>	<b>-2.8%</b>	<b>28.1%</b>	<b>37.7%</b>	<b>-9.6%</b>	<b>47.3%</b>
<b>Return on total capital, SEK million</b>							
Profit after financial items	37.2	39.2	-2.0	98.4	100.4	-2.0	130.3
Average total capital	716.2	600.0	116.2	730.7	573.4	157.3	607.3
<b>Return on total capital</b>	<b>5.2%</b>	<b>6.5%</b>	<b>-1.3%</b>	<b>13.5%</b>	<b>17.5%</b>	<b>-4.0%</b>	<b>21.5%</b>
<b>EBITDA margin, SEK million</b>							
EBITDA	43.7	45.9	-2.2	128.7	118.2	10.5	156.1
Net Sales	524.5	450.0	74.5	1,506.5	1,268.7	237.8	1,768.0
<b>EBITA margin</b>	<b>8.3%</b>	<b>10.2%</b>	<b>-1.9%</b>	<b>8.5%</b>	<b>9.3%</b>	<b>-0.8%</b>	<b>8.8%</b>

# Financial statements, parent company

## Parent company

Overall Group Management, finance and IT management are conducted in the parent company.

### Condensed Parent Company Income Statement

SEK million	note	Q3 2023	Q3 2022	Jan-Sep 2023	Jan-Sep 2022	Full-year 2022
<b>Operating revenue</b>						
Net sales		5.0	2.2	15.6	7.0	27.6
Activated work for own account		0.3	-	1.3	-	4.3
Other operating revenue		0.1	1.1	3.0	5.4	5.6
<b>Total operating revenue</b>		<b>5.4</b>	<b>3.3</b>	<b>19.9</b>	<b>12.4</b>	<b>37.5</b>
<b>Operating expenses</b>						
Purchased services		-	0.4	-	-	0.3
Personnel expenses		-9.8	-4.1	-24.8	-16.1	-23.0
Other external expenses		-10.5	-8.8	-33.6	-28.4	-45.4
Depreciation of tangible and intangible assets		-0.4	-0.4	-1.2	-1.4	-1.8
<b>Operating profit</b>		<b>-15.3</b>	<b>-9.6</b>	<b>-39.7</b>	<b>-33.5</b>	<b>-32.4</b>
<b>Profit from financial items</b>						
Profit from participations in group companies		-	-	-	-	85.1
Other financial items		-0.2	-1.6	-11.6	-1.4	-3.1
<b>Profit after financial items</b>		<b>-15.5</b>	<b>-11.2</b>	<b>-51.2</b>	<b>-34.9</b>	<b>49.6</b>
Appropriations		-	-	-	-	34.1
Tax on profit for the period		3.2	-	10.5	-	-
<b>Profit for the period<sup>1</sup></b>		<b>-12.3</b>	<b>-11.2</b>	<b>-40.7</b>	<b>-34.9</b>	<b>83.7</b>

<sup>1</sup> The parent company has no other comprehensive income.

# Financial statements, parent company

## Condensed Parent Company Balance Sheet

SEK million	Note	30 Sep 2023	30 Sep 2022	Full-year 2022
<b>Fixed assets</b>				
Other fixed assets		7.8	6.9	7.6
Shares in subsidiaries		207.1	164.7	201.8
Deferred tax assets		10.5	-	-
Other financial assets		4.3	4.3	4.3
<b>Total fixed assets</b>		<b>229.7</b>	<b>175.9</b>	<b>213.7</b>
<b>Current assets</b>				
Other current receivables		33.6	94.8	199.4
Cash and bank		102.1	59.2	105.6
<b>Total current assets</b>		<b>135.7</b>	<b>154.0</b>	<b>305.0</b>
<b>TOTAL ASSETS</b>		<b>365.4</b>	<b>329.9</b>	<b>518.7</b>
<b>Equity</b>				
		<b>102.8</b>	<b>78.6</b>	<b>200.9</b>
<b>Untaxed reserves</b>				
		<b>27.3</b>	<b>37.1</b>	<b>27.3</b>
<b>Long-term liabilities</b>				
Other long-term liabilities		51.5	64.5	74.9
<b>Total long-term liabilities</b>		<b>51.5</b>	<b>64.5</b>	<b>74.9</b>
<b>Current liabilities</b>				
Other current liabilities		183.8	149.7	215.6
<b>Total current liabilities</b>		<b>183.8</b>	<b>149.7</b>	<b>215.6</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>365.4</b>	<b>329.9</b>	<b>518.7</b>

## Condensed Parent Company Statement of Changes in Equity

SEK million	30 Sep 2023	30 Sep 2022	Full-year 2022
<b>Equity at beginning of period</b>	<b>200.9</b>	<b>143.3</b>	<b>143.3</b>
Profit for the period <sup>1</sup>	-40.7	-34.9	83.7
<b>Transactions with shareholders</b>			
Non-cash issue	-	-	12.1
Transaction fees	-0.1	-	-0.1
New shares in issue and share warrants deposited	-	8.3	-
Dividend	-57.4	-38.1	-38.1
<b>Equity at end of period</b>	<b>102.7</b>	<b>78.6</b>	<b>200.9</b>

<sup>1</sup> The parent company has no other comprehensive income.

# Definitions

## **Average equity**

Average equity at quarter-end.

## **Average total capital**

Average total capital at quarter-end.

## **Average number of employees**

Total hours worked in the period divided by the scheduled working-hours of a full-time employee. The number of employees includes subcontracting consultants.

## **Basic earnings per share**

Profit for the period attributable to holders of ordinary shares of the parent company, divided by the weighted average number of outstanding ordinary shares in the period.

## **Cash flow from operating activities per share**

Cash flow from operating activities per share divided by the average number of outstanding shares before dilution. Indicates the cash flow generated by operating activities.

## **Diluted earnings per share**

Profit for the period after dilution attributable to holders of ordinary shares of the parent company, divided by the weighted average number of potential ordinary shares.

## **EBIT**

(Earnings before interest and taxes)  
Profit or loss before financial items and tax.

## **EBIT margin**

EBIT divided by net sales.

## **EBITDA**

(Earnings before interest, taxes, depreciation and amortisation)  
Operating profit before financial revenue and expenses, tax, depreciation and amortisation of tangible and intangible assets, as well as impairment.

## **EBITDA margin**

EBITDA divided by net sales.

## **Equity/assets ratio**

Equity divided by total capital.

## **Equity per share**

Share of equity attributable to equity holders of the parent divided by number of outstanding shares at the end of the period. Illustrates shareholders' participation in the company's total equity per share.

## **Net debt/net cash**

Interest-bearing liabilities less interest-bearing assets and cash and cash equivalents.

## **Non-recurring items**

Financial effects related to major acquisitions and divestments or other major structural changes, and material non-recurring items relevant to understanding earnings for comparison between periods.

## **Profit after financial items**

EBIT including financial revenue less financial expenses.

## **Profit margin**

Profit after financial items divided by operating revenue.

## **Return on equity**

Profit for the period divided by average equity.

## **Return on total capital**

Profit after financial items plus financial expenses divided by average total capital.

## **Revenue per employee**

Net sales divided by the average number of employees. The average number of employees is computed by dividing the total hours worked in the period by the scheduled working-hours of a full-time employee. The number of employees includes subcontracting consultants.

## **Total capital**

By definition, this is the total of liabilities and equity – total assets.

# Calendar for financial information

9 February 2024	Year-end Report 1 January – 31 December 2023
19 March 2024	Annual & Sustainability Report 2023
25 April 2024	Interim Report 1 January – 31 March 2024
12 July 2024	Interim Report 1 January – 30 June 2024
24 October 2024	Interim Report 1 January – 30 September 2024
7 February 2025	Year-end Report 1 January – 31 December 2024

Stockholm, Sweden, 20 October 2023

Krister Widström  
CEO & Managing Director

This Report has been signed by the CEO and Managing Director after authorisation by the Board of Directors.

## Review

This Interim Report has been subject to summary review by the company's auditors.

## For more information, please contact:



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This information is mandatory for Dedicare AB (publ) to publish pursuant to the EU Market Abuse Regulation (MAR) and the Swedish Securities Markets Act. This information was submitted for publication through the agency of the above contact, at 8 a.m. CET on 20 October 2023.



## Auditor's report

Dedicare AB (publ) 556516–1501

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### **Introduction**

We have reviewed the condensed interim financial information (interim report) of Dedicare AB (publ) as of 30 September 2023 and the nine-month period then ended. The board of directors and the CEO are responsible for the preparation and presentation of the interim financial information in accordance with IAS 34 and the Swedish Annual Accounts Act. Our responsibility is to express a conclusion on this interim report based on our review.

### **Scope of Review**

We conducted our review in accordance with the International Standard on Review Engagements ISRE 2410, Review of Interim Report Performed by the Independent Auditor of the Entity. A review consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with International Standards on Auditing, ISA, and other generally accepted auditing standards in Sweden. The procedures performed in a review do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

### **Conclusion**

Based on our review, nothing has come to our attention that causes us to believe that the interim report is not prepared, in all material respects, in accordance with IAS 34 and the Swedish Annual Accounts Act, regarding the Group, and with the Swedish Annual Accounts Act, regarding the Parent Company.

Stockholm 20 October 2023

PricewaterhouseCoopers AB

Henrietta Segenmark  
Authorized Public Accountant