Netel

Q1

Financial performance in line with normal seasonal variations and growth with both new customers and geographies

First quarter

Continuing operations[1]

- Net sales increased 2.7 per cent to MSEK 694 (676), of which organic growth was 2.7 per cent
- Adjusted EBITA amounted to MSEK 20 (19), with an adjusted EBITA margin of 2.9 per cent (2.8)
- EBITA amounted to MSEK 14 (17), with an EBITA margin of 2.0 per cent (2.5)
- Operating profit (EBIT) amounted to MSEK 12 (16), with an operating margin of 1.7 per cent (2.3)
- Loss for the period amounted to MSEK -4 (-3)
- Earnings per share for continuing operations before and after dilution amounted to SEK -0.08 (-0.05)
- Earnings per share including discontinuing operations before and after dilution amounted to SEK -0.17 (-0.17)
- Cash flow from operating activities amounted to MSEK -29 (-57)
- Net debt excluding lease liabilities amounted to MSEK 721 (645) and net debt excluding lease liabilities/adjusted EBITDA amounted to 3.0 (2.6)
- Order backlog increased to SEK 4.0 (3.3) billion

Significant events during the first quarter

- Decision announced to sell the Finnish operations. In this financial report, the Group excluding the Finnish operations is reported as continuing operations and the operations in Finland as discontinuing operations.
- New framework agreement in Infraservices with Norrköping Municipality for installation and maintenance of road lighting.
- New two-year framework agreement in Telecom for installation, service and maintenance of Tele2's broadband network in Sweden.
- Agreement in Power with Norwegian power company Glitre Nett for expansion of a transformer station.

Important events after the end of the quarter

- New framework agreement in Power with the Norwegian power company Glitre Nett Sør.
- New framework agreements in Infraservices with the municipalities of Järfälla and Sigtuna.

Revised financial targets

- The Board has revised the financial targets. The revised financial targets are annual organic growth of 3–5 per cent and annual adjusted EBITA margin of 5–7 per cent. The target for capital structure remains unchanged.

	Jan-Mar		R12 Apr-Mar	Full-year
SEK millions	**2025**	**2024**	**2024/2025**	**2024**
Continuing operations				
Net sales	694	676	3 302	3 284
Net sales growth (%)	2,7%	7,3%	2,2%	3,1%
Adjusted EBITA	20	19	170	169
Adjusted EBITA margin (%)	2,9%	2,8%	5,2%	5,2%
EBITA	14	17	149	152
EBITA margin (%)	2,0%	2,5%	4,5%	4,6%
EBIT	12	16	142	145
EBIT margin (%)	1,7%	2,3%	4,3%	4,4%
Net debt excluding leasing	721	645	721	662
Net debt excluding leasing/Adjusted EBITDA R12 (Ratio)	3,0	2,6	3,0	2,9

[1] Continuing operations refer to the Group excluding the Finnish operations.

CEO's comments

We are delivering on our growth strategy

Across all our divisions, we have recently won contracts that demonstrate our ability to deliver on our strategy to grow with existing and new customers. We also expanded our geographic presence both in Norway and Sweden, thereby strengthening our position in stable, long-term market segments. The order backlog remains high, which reflects our position as well as the strong underlying markets.

The first months of the year are characterised by ramping up our projects for forthcoming deliveries. The first quarter is therefore normally the weakest of the year in terms of sales, profitability and cash flow. This quarter's financial performance is thus normal in terms of seasonal variation.

Our markets are driven by the strong megatrends of electrification, digitalisation and modernisation of critical infrastructure. This, in combination with our growth strategy to grow with new and existing customers and expand our geographic presence, is reflected in solid demand and a continued high order backlog of SEK 4.0 billion. Net sales increased 2.7 per cent during the quarter, mainly due to strong growth for Power in Norway.

The adjusted EBITA margin amounted to 2.9 per cent (2.8) for the quarter, positively impacted by increased profitability in Telecom while Infraservices and Power had a negative impact. Our new digital tools and systems are now implemented and the integration process has started and will continue throughout the year. We see their potential and expect positive margin effects gradually during the year.

Performance by the divisions

Sales in Infraservices decreased 11.3 per cent for the quarter, though this is in comparison with an unusually strong first quarter in 2024. We can see that price competition remains fierce in our market segments since actors who would normally focus on the housing market are now seeking out new customers and business. This led to lower margins, although our business is growing and we are growing with new and existing customers at the same time as we are expanding our geographic presence. We started taking measures as early as last year to optimise costs and resources.

Power grew 23.8 per cent during the quarter as a result of the strong performance in Norway where we acquired new, significant customers and expanded our geographic presence. The framework agreement with Glitre Nett Sør means that we are building a new organisation in Mandal, in Agder county. The framework agreement has a potential term of four years and lays the foundation for our expansion in Agder. The EBITA margin decreased 2.3 percentage points to 2.8 per cent.

Sales in Telecom decreased 3.8 per cent, but the quarter was characterised by a high level of ramping up ahead of forthcoming deliveries, not least under the new, expanded framework agreements with customers such as Tele2 in Sweden and Telenor in Norway. Profitability improved despite the high number of projects in start-up phase. The margin-improving measures we implemented last year in Norway are expected to continue having effects during the year.

Revised financial targets

We revised our financial targets to reflect what we currently expect to deliver financially over the next few years. When setting the financial targets, we took the project-driven nature of our operations into account, which leads to annual variations in outcome, as well as the growing share of recurring service contracts. We now expect annual organic growth of 3–5 per cent and annual adjusted EBITA margin of 5–7 per cent. The target for capital structure remains unchanged: net debt, excluding lease liabilities, in relation to adjusted EBITDA R12M of a multiple below 2.5.

Netel not directly exposed to tariffs

We are following the development of trade tariffs closely, of course, and our current assessment is that Netel will not be directly affected. We are today protected by indexation clauses in our customer agreements and in many of our projects, customers pay for the purchase and delivery of materials. Nor does Netel have any operations or sales in the US.

Sale of operations in Finland

In January we announced our decision to sell the Finnish operations. The selling process is going according to plan and the aim is to complete the transaction in 2025. By divesting the Finnish operations, we are freeing up resources to focus on the major markets in Sweden and Norway, as well as the growth markets of Germany and the UK.

Future outlook

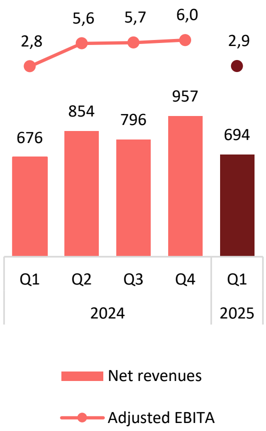
We have successfully delivered in our strategy and are continuing to strengthen our positions in markets driven by strong underlying megatrends. Every day I see evidence of the strength Netel has in the form of highly skilled and motivated employees. We are a highly skilled team with a clear focus on a shared goal: making Netel even stronger. As a result, I am confident in our ability to deliver on our financial targets and grow profitably.

Jeanette Reuterskiöld
President and CEO

Condensed consolidated financial performance

The Finnish operations are reported as discontinuing operations in this report. Earnings from Finnish operations have been excluded from the individual rows in the consolidated income statement and are recognised as net earnings in profit for the period, discontinuing operations. For more information on the accounting policies and reporting of the income statement, balance sheet and cash flow for discontinuing operations, see the notes Key accounting policies and Reports of discontinuing operations. Comments in this report refer to continuing operations unless otherwise stated.

Net sales and adjusted EBITA margin, continuing operations



First quarter

Continuing operations

Net sales

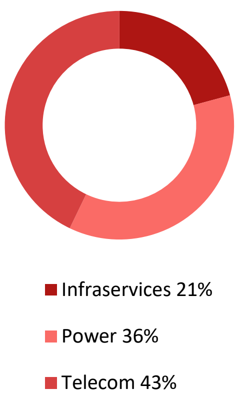
Net sales increased organically by 2.7 per cent to MSEK 694 (676) in the first quarter due to growth in Power in Norway and Telecom in Germany. Exchange rate effects had a negative impact of -1.1 per cent.

Order bookings were favourable during the quarter and the order backlog increased to MSEK 4,036 (3,332). The order backlog amounted to MSEK 4,023 at the end of the year.

Earnings

EBITDA increased 7.0 per cent to MSEK 36 (33) and the EBITDA margin improved to 5.1 per cent (4.9). EBITA decreased -16.4 per cent to MSEK 14 (17), and the EBITA margin was 2.0 per cent (2.5). EBITA was positively impacted by increased profitability in Telecom while Infraservices and Power had a negative impact.

Net sales per segment, continuing operations



Adjusted EBITDA increased 17.3 per cent to MSEK 42 (35) and the adjusted EBITDA margin improved to 6.0 per cent (5.2). Adjusted EBITA increased 5.0 per cent to MSEK 20 (19) and the margin amounted to 2.9 per cent (2.8). Adjustments have been made for items affecting comparability of MSEK 6 (2), of which restructuring costs of MSEK 5 pertained to organisational changes.

Depreciation/amortisation and impairment amounted to MSEK -24 (-18). Depreciation was charged with SEK 3 million because of a non-recurring leasing adjustment.

Net financial items amounted to MSEK -17 (-20) for the quarter. Interest expenses amounted to MSEK -14 (-18), of which MSEK -1 (-1) was attributable to lease liabilities.

Earnings before tax decreased -32.1 per cent to MSEK -5 (-4) during the quarter.

Loss after tax amounted to MSEK -4 (-3). Tax amounted to MSEK 1 (1), leading to an effective tax rate of 17.6 per cent. The tax expense for the first quarter 2024 has not been adjusted for discontinued operations. Including discontinued operations, the effective tax rate for the first quarter 2024 amounted to 11 per cent.

Net Income discontinuing operations, net after tax amounted to MSEK -4 (-6). Loss after tax including discontinuing operations amounted to MSEK -8 (-8).

Cash flow and financial position

Cash flow from operating activities amounted to MSEK -29 (-57) for continuing operations. The improvement is mainly driven by lower operating working capital. Including discontinuing operations, cash flow from operating activities amounted to MSEK -30 (-89).

During the quarter, cash flow from investing activities for continuing operations was MSEK -13 (-38). The first quarter 2024 was impacted by earn-out payments. Including discontinuing operations, cash flow from investing activities amounted to MSEK -13 (-38).

Cash flow from financing activities amounted to MSEK 8 (-54) for continuing operations. Including discontinuing operations, cash flow from financing activities amounted to MSEK 8 (-54).

Cash flow for the period amounted to MSEK -32 (-147) for continuing operations. Including discontinuing operations, cash for the period amounted to MSEK -35 (-180).

Cash and cash equivalents for continuing operations at the end of the period amounted to MSEK 218, compared with MSEK 261 at the start of the quarter. Unutilised credit facilities totalled MSEK 277 compared with MSEK 302 at the start of the period, which together with cash and cash equivalents means a total of MSEK 497 in available funds compared with MSEK 563 at the start of the period.

Net debt, which is defined as current and non-current interest-bearing liabilities from credit institutions less cash and cash equivalents and current investments, amounted to MSEK 804 at the end of the quarter compared with MSEK 745 at the start of the quarter. Net debt excluding lease liabilities was MSEK 721 at the end of the quarter compared with MSEK 662 at the start of the quarter. The leverage ratio calculated in accordance with the Group’s financial target was a multiple of 3.0 at the end of the period, which is above the capital structure target in the medium term.

Current and non-current interest-bearing liabilities primarily comprise bank financing and lease liabilities. These commitments amounted to MSEK 1,023 at the end of the quarter compared with MSEK 1,006 at the start of the quarter.

Total assets amounted to MSEK 2,839 compared with MSEK 2,968 at the start of the quarter and equity to MSEK 1,078 compared with MSEK 1,095 at the start of the quarter. In the balance sheet, MSEK 46 was recognised for assets held for sale and MSEK 64 was recognised for liabilities directly associated with assets held for sale.

Segments

Continuing operations

Netel's segments correspond to the Infraservices, Power and Telecom divisions. Operations in Finland are recognised as discontinuing operations and are not included in the segment reporting.

Infraservices division

	Jan-Mar			R12 Apr-Mar	Full-year	
MSEK	**2025**	**2024**	**Δ**	**2024/2025**	**2024**	**Δ**
Continuing operations						
Net Sales	144	163	-11,3%	826	844	-2,2%
of which						
Sweden	*144*	*163*	*-11,3%*	*757*	*776*	*-2,4%*
EBITA	4	9	-57,5%	49	54	-9,2%
EBITA margin	2,6%	5,3%	-2,8	5,9%	6,4%	-0,5

Net sales decreased by 11.3 per cent to MSEK 144 (163) during the quarter, compared with an unusually strong first quarter in 2024. Price competition remains fierce in Netel's market segments since actors who would normally focus on the housing market are now seeking out new customers and business.

After the end of the quarter, new framework agreements were announced with the municipalities of Järfälla and Sigtuna. The agreement with Järfälla Municipality covers land remediation and restoration of areas, including former boat storage sites. The agreement runs for two years with the possibility of a two-year extension. The agreement with Sigtuna covers, among other things, the expansion and modernisation of the water and sewage network in Sigtuna Municipality. The contract runs for three years, with the possibility of extension for up to five years.

EBITA decreased by -57.5 per cent MSEK 4 (9), with an EBITA margin of 2.6 per cent (5.3) for the quarter. The decrease was due to increased price competition and lower sales. Measures were introduced in 2024 to optimise costs and resources in the division.

Power division

	Jan-Mar			R12 Apr-Mar	Full-year	
MSEK	**2025**	**2024**	**Δ**	**2024/2025**	**2024**	**Δ**
Continuing operations						
Net Sales	252	204	23,8%	1 054	1 005	4,8%
of which						
Sweden	*126*	*124*	*1,6%*	*655*	*653*	*0,3%*
Norway	*123*	*80*	*54,9%*	*396*	*352*	*12,4%*
EBITA	7	10	-31,9%	73	76	10,0%
EBITA margin	2,8%	5,0%	-2,3	6,9%	7,6%	-0,7

Net sales grew 23.8 per cent to MSEK 252 (204) in the quarter as a result of strong growth in Norway.

A new agreement was signed during the quarter with the Norwegian power company Glitre Nett, a new customer for Netel. The agreement covers the expansion of a transformer station in Spikkestad, southwest of Oslo, and is valued at approximately MSEK 50. Netel is responsible for the planning and execution of ground and construction work, as well as high-voltage installations. A new three-year framework agreement with

Norrköping Municipality was announced during the quarter for the installation and maintenance of road lighting. The agreement runs for three years with the possibility of extension 1+1+1+1 years and the order value is estimated at approximately MSEK 12 per year. The agreement means that Netel is expanding geographically in central Sweden.

After the end of the quarter, Netel announced a new framework agreement with the Norwegian power company Glitre Nett Sør. The agreement with Glitre Nett includes planning and the execution of ground and construction work, as well as high-voltage installations. As a result of the agreement with Glitre Nett, Netel has expanded its presence in Norway with a new organisation in Mandal, in Agder County. The framework agreement has a potential term of four years and lays the foundation for Netel's expansion in Agder.

EBITA decreased -31.9 per cent to MSEK 7 (10) in the quarter and the EBITA margin was 2.8 per cent (5.0).

Telecom division

	Jan-Mar			R12 Apr-Mar	Full-year	
MSEK	**2025**	**2024**	**Δ**	**2024/2025**	**2024**	**Δ**
Continuing operations						
Net Sales	298	309	-3,8%	1 423	1 435	-0,8%
of which						
Sweden	*61*	*64*	*-4,8%*	*277*	*280*	*-1,1%*
Norway	*178*	*190*	*-6,2%*	*899*	*910*	*-1,3%*
Germany	*37*	*35*	*6,6%*	*176*	*174*	*1,3%*
UK	*18*	*24*	*-24,6%*	*64*	*70*	*-8,6%*
EBITA	2	-4		21	14	47,7%
EBITA margin	0,8%	-1,4%	2,2	1,5%	1,0%	0,5

Net sales decreased by -3.8 per cent to MSEK 298 (309) in the quarter, impacted by normal seasonal variations with a high share of ramp-up of projects with, among all, service assignments for Tele2 in Sweden and Telenor in Norway.

During the quarter, a new two-year framework agreement for installation, service and maintenance of Tele2's broadband network in Sweden was signed. The new agreement is more comprehensive than the previous one, covering a larger geographical area as well as more services. The agreement runs for two years with the possibility of extension on an annual basis.

EBITA improved to MSEK 2 (-4) during the quarter and the EBITA margin increased to 0.8 per cent (-1.4) for the quarter.

Other information

Discontinuing operations

Netel announced on 16 January 2025 that the Board of Directors had decided to initiate a process aimed at selling the Finnish operations, a decision for which management resolved to commence preparations during the fourth quarter of 2024. Through a sale, Netel can focus on Infraservices, Power and Telecom in the larger markets in Sweden and Norway as well as the growth markets in Germany and the UK, where Netel is assessed to have greater opportunities to create value in the short and long term and reach the company's financial targets. The sales process commenced immediately and operations in Finland continue to be operated and developed. Netel expects to complete the process in 2025.

Significant events after the end of the reporting period

On 3 April 2025, Netel announced a new framework agreement with the municipal company Sigtuna Vatten & Renhållning AB. The agreement includes, among other things, the expansion and modernisation of the water and sewage network in Sigtuna Municipality. The contract runs for three years, with the possibility of extension for up to five years.

On 7 April 2025, Netel announced a new framework agreement with the Norwegian power company Glitre Nett Sør. The agreement with Glitre Nett includes planning and the execution of ground and construction work, as well as high-voltage installations. As a result of the agreement with Glitre Nett, Netel has expanded its presence in Norway with a new organisation in Mandal, in Agder County. The framework agreement has a potential term of four years and lays the foundation for Netel's expansion in Agder.

On 9 April 2025, Netel announced a new framework agreement with Järfälla Municipality. The agreement covers land remediation and restoration of areas, including former boat storage sites. The agreement runs for two years with the possibility of a two-year extension.

Employees

The number of employees at the end of the quarter in continuing operations was 837 (818). The average number of employees for the quarter in continuing operations was 832 (821).

The number of employees at the end of the quarter in discontinuing operations was 46 (44). The average number of employees for the quarter in discontinuing operations was 44 (46).

The number of employees is calculated as full-time equivalents.

Revised financial targets

To better account for the fact that a large part of Netel's operations is project-based, which leads to annual variations in outcomes, the Board of Directors has revised the financial targets as follows:

Revenue growth
Annual organic growth of 3–5 per cent.

Margin
Annual adjusted EBITA margin of 5–7 per cent.

Capital structure (unchanged)
Net debt (excluding lease liabilities) in relation to adjusted EBITDA R12M of a multiple below 2.5. The leverage ratio can temporarily be exceeded in connection with acquisitions.

The previous financial targets were:

Revenue growth
Annual growth target of 10 per cent, including inorganic growth.

Margin target
Adjusted EBITA margin above 7 per cent in the medium term.

Capital structure
Net debt (excluding lease liabilities) in relation to adjusted EBITDA R12M of a multiple below 2.5. The leverage ratio can temporarily be exceeded in connection with acquisitions.

Dividend policy

Pay-out ratio of 40 per cent of the Group's net profit, considering other factors such as acquisition opportunities, financial position, cash flow and organic growth opportunities.

Long-term incentive programme LTIP

Netel has a long-term incentive programme – LTIP – where some of the participants in the programme will have the opportunity to acquire shares in the company (warrants), while other participants will have the opportunity to receive a cash amount based on the share price (synthetic options).

LTIP 2024/2027

The LTIP 2024/2027 programme includes members of the Executive Team and certain other key employees of the Group, totalling eight persons. The programme includes 750,000 warrants and 214,000 synthetic options. Both warrants and synthetic options may be exercised during the period from 1 June 2027 up to and including 31 August 2027. The subscription/exercise price amounts to 150% of the volume-weighted average price paid during five trading days ending on 17 May 2024, which was SEK 22.39. The terms and conditions of the warrants contain a so-called net strike recalculation clause, which means that the subscription price and the number of shares that each warrant entitles to subscription for will be recalculated before the exercise period. Participants have been offered to purchase the options at market value, with a subsidy in the form of a cash payment equivalent to approximately 50% of the investment amount. The benefit corresponding to the subsidy is recognised as share-based payment in accordance with IFRS 2, meaning personnel costs over the vesting period of three years.

The fair value on the allotment date amounted to SEK 1.88 for warrants and SEK 1.87 for synthetic options. The maximum number of warrants has been subscribed.

The Group has expensed SEK 58,750 during the year in accordance with IFRS 2 for share-related remuneration.

Parent Company

The Parent Company's net sales amounted to MSEK 7 (7) for the quarter. The Parent Company was charged with personnel costs and certain financial expenses.

Risks and uncertainties

There are several strategic, operational and financial risks and uncertainties that could impact the Group's financial results and position. Most of these can be managed by internal procedures, although some are governed by external factors to a greater extent. Risks and uncertainties are related to IT and control systems, suppliers, disputes related to projects, seasonal and weather variations and currencies, but could also arise in the event of new competition, changed market conditions and macroeconomic factors or changed customer behaviour. Interest rate risk also exists for the Group. A weaker macroeconomic situation, higher interest rates and inflation pressure could have a negative impact on demand from customers and entail project delays. Netel cannot currently assess the scope of any potential recession, the level of inflation, expected interest rates or long-term effects of trade tariffs. It is thus also difficult to assess the effects on the Group's operations. Netel's business model is based on a low level of the Group's assets being tied up in own operations, for example, in machines, which makes the Group more financially agile during recessions. The Netel Group is also affected by weather factors. An early or late winter with lower temperatures has a negative impact on excavation projects, while autumn storms can lead to more assignments to secure power lines. For a more detailed description of the risks and uncertainties for the Group and the Parent Company, refer to the 2024 Annual Report.

Netel works actively to monitor and continuously evaluate sustainability-related risk and their impact on the Group's operations and earnings. As part of this governance, the Executive Team has started to monitor and evaluate the Group's climate impact and how the Group is affected by climate-related risks. The Executive Team is also following up compliance among subsidiaries regarding, for example, the Code of Conduct, work-related injuries and legal disputes.

Owners

On 31 March 2025, Netel Holding AB (publ) had 3,470 shareholders (3,099), an increase of 12.0 per cent since 31 March 2024. The five largest shareholders were IK VII fund via Cinnamon International S.à.r.l (46.67 per cent), Nordnet Pensionsförsäkring (6.57 per cent), Swedbank Robur Fonder (4.27 per cent), Cicero Fonder (3.64 per cent) and Avanza Pension (1.63 per cent).

There were a total of 48,511,873 shares and votes in Netel on 31 March 2025. All shares are ordinary shares.

Financial statements

Condensed consolidated statement of profit or loss

	Jan-Mar		R12 Apr-Mar	Full-year
SEK millions	**2025**	**2024**	**2024/2025**	**2024**
Continuing operations				
Operating income				
Net sales	694	676	3 302	3 284
Other operating income	2	1	50	48
Total revenue	**697**	**677**	**3 352**	**3 332**
Operating expenses				
Material and purchased services	-392	-407	-2 098	-2 113
Other external expenses	-78	-64	-313	-299
Personnel costs	-191	-172	-725	-706
Depreciation and amortisation	-24	-18	-75	-69
Operating profit/loss (EBIT)	**12**	**16**	**142**	**145**
Profit/loss from financial items				
Net financial items	-17	-20	-72	-75
Earnings before tax	**-5**	**-4**	**69**	**70**
Taxes	1	1	-12	-12
Net Income continuing operations	**-4**	**-3**	**57**	**58**
Discontinuing operations				
Net Income discontinuing operations, net after tax	*-4*	*-6*	*-104*	*-105*
Earnings for the period	**-8**	**-8**	**-47**	**-47**
Earnings for the period is attributable to				
Parent company's shareholders	-8	-8	-47	-47
Non-controlling interests	-	-	-	-
Earnings per share				
Earnings per share before and after diltution continuing operations (SEK)	-0,08	-0,05	1,17	1,20
Earnings per share before and after diltution including discontinuing operations (SEK)	-0,17	-0,17	-0,97	-0,96
Average number of shares before and after dilution (thousands)	48 512	48 512	48 512	48 512

Condensed consolidated statement of comprehensive income

	Jan-Mar		R12 Apr-Mar	Full-year
SEK millions	**2025**	**2024**	**2024/2025**	**2024**
Earnings for the period	-8	-8	-47	-47
Other comprehensive income				
Translation differences for the period	-9	7	-8	8
Translation differences discontinuing operations	1	1	-1	-0
Other comprehensive income for the period	**-8**	**8**	**-9**	**8**
Comprehensive income for the period	**-17**	**-0**	**-56**	**-39**
Comprehensive income for the period is attributable to				
Parent company's shareholders	-17	-0	-56	-39
Non-controlling interests	-	-	-	-

Condensed consolidated statement of financial position

SEK millions	31 Mar 2025	31 Mar 2024	31 Dec 2024
ASSETS			
Non-current assets			
Goodwill	1 234	1 242	1 242
Intangible assets	209	202	202
Property, plant and equipment	161	171	162
Financial non-current assets	15	14	15
Deferred tax assets	7	16	7
Total non-current assets	**1 626**	**1 644**	**1 628**
Current assets			
Inventories	2	7	2
Current receivables	946	1 038	1 015
Cash and cash equivalents	218	278	261
Assets held for sale	46	-	62
Total current assets	**1 212**	**1 323**	**1 340**
Total assets	**2 839**	**2 967**	**2 968**
EQUITY AND LIABILITIES			
Equity			
Equity attributable to the parent company's shareholders	1 078	1 133	1 095
Equity attributable to non-controlling interests	-	-	-
Total equity	**1 078**	**1 133**	**1 095**
Non-current interest-bearing liabilities	954	965	958
Non-current non-interest-bearing liabilities	80	94	80
Total non-current liabilities	**1 033**	**1 059**	**1 038**
Current interest-bearing liabilities	69	51	49
Current non-interest-bearing liabilities	594	723	707
Liabilities directly associated with assets held for sale	64	-	78
Total current liabilities	**727**	**774**	**835**
Total equity and liabilities	**2 839**	**2 967**	**2 968**

Condensed consolidated statement of changes in equity

	Equity attributable to the parent company's shareholders						
SEK thousands	**Share capital**	**Other contributed capital**	**Translation reserve**	**Retained earnings including profit/loss for the period**	**Total equity attributable to the parent company's shareholders**	**Non-controlling interest**	**Total equity**
Opening equity 1 Jan 2024	**746**	**1 470 810**	**-20 703**	**-317 415**	**1 133 438**	**-**	**1 133 438**
Profit/loss for the period	-	-	-	-8 218	-8 218	-	-8 218
Other comprehensive income	-	-	8 212	-	8 212	-	8 212
period	**-**	**-**	**8 212**	**-8 218**	**-6**	**-**	**-6**
Transactions with Group owners							
Completed issues	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Closing equity 31 Mar 2024	**746**	**1 470 810**	**-12 491**	**-325 633**	**1 133 432**	**-**	**1 133 432**
Opening equity 1 Jan 2025	**746**	**1 471 691**	**-13 130**	**-364 212**	**1 095 095**	**-**	**1 095 095**
Profit/loss for the period	-	-	-	-8 325	-8 325	-	-8 325
Other comprehensive income	-	-	-8 382	-	-8 382	-	-8 382
period	**-**	**-**	**-8 382**	**-8 325**	**-16 707**	**-**	**-16 707**
Transactions with Group owners							
Completed issues	59	-	-	-	59	-	59
Total	**59**	**-**	**-**	**-**	**59**	**-**	**59**
Closing equity 31 Mar 2025	**805**	**1 471 691**	**-21 512**	**-372 537**	**1 078 447**	**-**	**1 078 447**

Condensed consolidated statement of cash flows including discontinuing operations

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Operating profit/loss	7	10	56
Reversal of non-cash items	20	15	38
Interest received	1	1	5
Interest paid	-14	-18	-65
Tax paid	-20	-26	-58
Cash flow from operating activities before changes in working capital	**-7**	**-17**	**-24**
Changes in inventories	0	1	2
Changes in operating receivables	57	15	8
Changes in operating liabilities	-81	-86	73
Cash flow from operating activities	**-30**	**-89**	**59**
Acquisition of non-current assets	-13	-8	-42
Acquisition of subsidiaries and businesses	-	-30	-124
Sale of non-current assets	0	0	4
Cash flow from investing activities	**-13**	**-38**	**-162**
New share issue	-	-	-
Amortisation of lease liabilities	-14	-12	-46
Proceeds from current and non-current loans and credits	25	11	14
Amortisation of current and non-current loans and credits	-3	-53	-57
Cash flow from financing activities	**8**	**-54**	**-89**
Cash flow for the period	-35	-180	-192
Cash and cash equivalents at the beginning of the period	265	446	446
Translation difference in cash and cach equivalents	-10	12	11
Cash and cash equivalents at the end of the period	**220**	**278**	**265**
of which from continuing operations	*218*	*278*	*261*
of which from discontinuing operations	*2*	-	*4*

Consolidated statement of cash flows for continuing operations

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Cash flow from continuing operations			
Cash flow from operating activities	-29	-57	115
Cash flow from investing activities	-13	-38	-162
Cash flow from financing activities	10	-52	-87
Cash flow for the period from continuing operations	**-32**	**-147**	**-134**

Notes to the financial statements in summary

Key accounting policies

This interim covers the Swedish Parent Company Netel Holding AB (publ), Corp. Reg. No. 559327–6263, and its subsidiaries. The activities of the company and its subsidiaries (the "Group") include the provision of the construction and maintenance of infrastructure in Sweden, Norway, Finland, Germany and the UK within the divisions of Infraservices, Power and Telecom. The Parent Company is a limited company with its registered office in Stockholm, Sweden. The address of the head office is Fågelviksvägen 9, SE-145 84 Stockholm.

Netel Holding AB (publ) applies International Financial Reporting Standards (IFRS) as adopted by the EU. The Group's interim report has been prepared in accordance with IAS 34 Interim Financial Reporting and applicable parts of the Annual Accounts Act (1995:1554). The interim report for the Parent Company has been prepared in accordance with Chapter 9 Interim Reports of the Annual Accounts Act and RFR 2 Reporting for Legal Entities. For the Group and the Parent Company, the same accounting policies, calculation bases and assessments have been applied as in the latest annual report for Netel Holding AB (publ), with the exception of hedge accounting. A more detailed description of the Group's applied accounting policies as well as new and future changes in standards can be found in the latest published annual report. For a complete description of the Group and the Parent Company's applied accounting policies, see Note 1 in the 2024 Annual Report and the description below. In addition to the financial statements and their accompanying notes, disclosures pursuant to IAS 34 are provided in the interim information, which comprise an integral part of this financial report.

All amounts in this report are stated in millions of Swedish kronor (MSEK) unless otherwise stated. Differences in rounding off may occur.

Hedging of net investment in foreign operations

In addition to bank loan in Swedish kronor (SEK), Netel has a bank loan in Norwegian kronor (NOK) amounting to MNOK 200, corresponding to MSEK 199 at the time of borrowing. The loan is valued at the exchange rate on the balance sheet date. This loan was identified to secure the net investment in the Norwegian subsidiaries including the Parent Company's lending to the companies amounting to an equivalent amount (MNOK 200) that was identified as an expanded net investment. Hedge accounting is applied, which is why gains or losses from currency translation of the loan are recognised in other comprehensive income and accumulated in equity to the extent that the hedge is effective. Any ineffective portion of the hedging relationship is recognised in net financial items in the income statement. Accumulative gains or losses recognised in other comprehensive income are presented in a separate item of equity and reclassified from equity to profit or loss as a reclassification adjustment on divestment or part divestment of the foreign operation. The hedge ratio is 1:1 for the hedge and an economic relationship is deemed to exist since the underlying currency risk in the loan and net investment are well matched. The Group did not recognise any ineffectiveness during the period.

Warrants

Obligations for the Group's warrants are recognised as personnel costs over the period of service based on the estimated number of rights expected to be vested. The fair value is calculated on the allotment date and recognised in equity. The estimate of the number of shares expected to be vested is reassessed at the end of each reporting period and any differences are recognised in profit or loss with corresponding adjustments made in equity.

Synthetic options

Obligations for the Group's synthetic options are recognised as personnel costs over the period of service based on the estimated number of rights expected to be vested. The fair value of the liability is remeasured at the end of each reporting period and recognised as an employee benefit obligation in the balance sheet. Any changes in fair value are recognised in profit or loss as personnel costs. In the event that synthetic options are forfeited due to the employee not meeting the service conditions, the liability is derecognised and previously recognised expenses are reversed.

Segment reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker is responsible for allocating resources and assessing the performance of the operating segments. In the Group, this function has been identified as the President and CEO. An operating segment is a part of the Group that conducts operations that earn revenue and incur costs, and for which discrete financial information is available. The Group is categorised into segments based on the internal structure of its business operations, which means that there are three operating segments: the Infraservices, Power and Telecom divisions.

The same accounting policies are used in the segments as for the Group, except for leases in accordance with IFRS 16. Leasing according to IFRS 16 was not allocated on the division level. Consequently, the divisions' leases are reported as if they were operating leases. The Group presents revenue and earnings before interest, tax and amortisation (EBITA) per segment.

Earnings per share

Earnings per share before dilution are calculated by dividing net profit attributable to holders of ordinary shares in the Parent Company by the weighted average number of outstanding ordinary shares during the year. Earnings per share after dilution are calculated by dividing net profit attributable to holders of ordinary shares in the Parent Company, adjusted where applicable, by the sum of the weighted average number of ordinary shares and potential ordinary shares that may give rise to a dilution effect. The dilution effect of potential ordinary shares is only reported if a recalculation of ordinary shares would lead to a decrease in earnings per share after dilution.

Estimates and judgements

The preparation of the interim report requires that company management makes assessments and estimates and makes assumptions that affect the application of the accounting policies and the reported amounts of assets, liabilities, revenue and expenses. The actual outcome may differ from these estimates and assessments. The critical assessments and sources of uncertainty in estimates are the same as in the latest published annual report. See Note 1 in the 2024 Annual Report for more information.

Operating segments

For accounting and monitoring purposes, the Group has divided its operations into three operating segments based on how the Group CEO evaluates the Group's operations. The three operating segments are the Infraservices, Power and Telecom divisions. The Group CEO primarily uses earnings before interest, tax and amortisation (EBITA) in assessing the performance of the operating segments. Other adjustments at Group level are included under Group-wide items and eliminations, for example, transaction costs and other Group-wide costs that are not allocated at segment level.

Discontinuing operations

Netel announced on 16 January 2025 that the Board of Directors had decided to initiate a process aimed at selling the Finnish operations, a decision for which management resolved to commence preparations during the fourth quarter of 2024. The Finnish operations are recognised as discontinuing operations in the Group's income statement for 2024 and the first quarter of 2025. The consolidated statement of profit or loss for 2023 has been restated in accordance with the same principles. Earnings from the Finnish operations have been excluded from the individual rows in the consolidated statement of profit or loss and are instead recognised as net earnings under Discontinuing operations, net after tax, which are attributable in their entirety to the Parent Company's shareholders. Discontinuing operations are included in the consolidated statement of cash flows. Additional information on cash flow regarding discontinuing operations is presented in Note. In the statement of financial position as of 31 December 2024, assets and liabilities attributable to discontinuing operations have been reclassified as Assets held for sale and Liabilities attributable to assets held for sale. The statement of financial position for prior periods may not, in accordance with IFRS, be restated and is therefore unchanged.

Segment reporting

Jan-Mar 2025	Infraservices	Power	Telecom	Total segments	Group-wide	Group total
Continuing operations						
Revenue from external customers	144	252	298	694	0	694
Revenue from other segments	-	-	-	-	-	-
Total revenue	**144**	**252**	**298**	**694**	**0**	**694**
EBITA	**4**	**7**	**2**	**13**	**1**	**14**

Jan-Mar 2024	Infraservices	Power	Telecom	Total segments	Group-wide	Group total
Continuing operations						
Revenue from external customers	163	204	309	676	-0	676
Revenue from other segments	-	-	-	-	-	-
Total revenue	**163**	**204**	**309**	**676**	**-0**	**676**
EBITA	**9**	**10**	**-4**	**15**	**3**	**17**

Apr-Jun 2024	Infraservices	Power	Telecom	Total segments	Group-wide	Group total
Continuing operations						
Revenue from external customers	223	278	354	855	-0	854
Revenue from other segments	-	-	-	-	-	-
Total revenue	**223**	**278**	**354**	**855**	**-0**	**854**
EBITA	**17**	**20**	**6**	**43**	**-1**	**42**

Jul-Sep 2024	Infraservices	Power	Telecom	Total segments	Group-wide	Group total
Continuing operations						
Revenue from external customers	221	207	368	796	-0	796
Revenue from other segments	-	-	-	-	-	-
Total revenue	**221**	**207**	**368**	**796**	**-0**	**796**
EBITA	**14**	**9**	**10**	**33**	**1**	**34**

Oct-Dec 2024	Infraservices	Power	Telecom	Total segments	Group-wide	Group total
Continuing operations						
Revenue from external customers	238	317	402	957	-0	957
Revenue from other segments	-	-	-	-	-	-
Total revenue	**238**	**317**	**402**	**957**	**-0**	**957**
EBITA	**14**	**37**	**2**	**53**	**5**	**58**

Klicka eller tryck här för att ange text.

Revenue from contracts with customers

Currently, the Group only conducts Infraservices in Sweden. Power operations are conducted in Sweden and Norway. Telecom operations are conducted in all four countries Sweden, Norway, Germany and the UK. The Finnish operations are recognised as discontinuing operations.

Jan-Mar 2025	Infraservices	Power	Telecom	Total segments	Discontinuing operations	Group total
Business area						
Sweden	144	126	61	**332**		332
Norway	-	123	178	**301**		301
Finland	-	-	-	**-**	34	34
Germany	-	-	37	**37**		37
United Kingdom	-	-	18	**18**		18
Group-wide	-	3	3	**6**		6
Revenue from contracts with customers	**144**	**252**	**298**	**694**	**34**	**728**
Type of service						
Framework agreement	44	82	222	**348**	23	372
Project	100	167	72	**340**	11	351
Group-wide	-	3	3	**6**	-	6
Revenue from contracts with customers	**144**	**252**	**298**	**694**	**34**	**728**

Jan-Mar 2024	Infraservices	Power	Telecom	Total segments	Discontinuing operations	Group total
Business area						
Sweden	163	124	64	**351**		**351**
Norway	-	80	190	**269**		**269**
Finland	-	-	-	**-**	38	**38**
Germany	-	-	35	**35**		**35**
United Kingdom	-	-	24	**24**		**24**
Group-wide	-	-	-4	**-4**		**-4**
Revenue from contracts with customers	**163**	**204**	**309**	**676**	**38**	**714**
Type of service						
Framework agreement	40	65	257	**362**	33	**395**
Project	123	138	56	**317**	6	**323**
Group-wide	-	-	-4	**-4**		**-4**
Revenue from contracts with customers	**163**	**204**	**309**	**676**	**38**	**714**

Reports for discontinuing operations

Netel announced on 16 January 2025 that the Board of Directors had decided to initiate a process aimed at selling the Finnish operations, a decision for which management resolved to commence preparations during the fourth quarter of 2024. Through a sale, Netel can focus on Infraservices, Power and Telecom in the larger markets in Sweden and Norway as well as the growth markets in Germany and the UK, where Netel is assessed to have greater opportunities to create value in the short and long term and reach the company's financial targets. The sales process commenced immediately and operations in Finland continue to be operated and developed. Netel expects to complete the process in 2025.

In the tables below, Finnish operations are recognised as discontinuing operations separately from the Group's continuing operations. As a direct consequence of the decision of initiating the process of selling the Finnish operations, Netel has evaluated assessments and assumptions in the operations and estimated the costs related to the sales process with the aim of completing the process in 2025. The evaluation has led to adjustments of revenue and costs in relation to risks and opportunities in ongoing projects and the ongoing sales process, which is recognised in profit or loss for the fourth quarter of 2024.

	Jan-Mar		R12 Apr-Mar	Full-year
SEK millions	**2025**	**2024**	**2024/2025**	**2024**
Discontinuing operations				
Net sales	34	38	236	241
Other operating income	-	-	-	-
Total revenue	**34**	**38**	**236**	**241**
Operating expenses				
Material and purchased services	-24	-30	-243	-250
Other external expenses	-3	-3	-38	-38
Personnel costs	-11	-9	-42	-40
Depreciation and amortisation	-	-1	-2	-3
Operating profit/loss (EBIT)	**-4**	**-5**	**-89**	**-90**
Profit/loss from financial items				
Net financial items	-0	-0	-1	-1
Earnings before tax	**-4**	**-6**	**-90**	**-91**
Taxes	-0	-0	-14	-14
Net Income fom discontinuing operations	**-4**	**-6**	**-104**	**-105**

SEK millions	31 Mar 2025	31 Dec 2024
Assets held for sale		
Tangible and intangible non-current assets	8	9
Inventories	3	3
Current receivables	33	45
Cash and cash equivalents	2	4
Total assets held for sale	**46**	**62**
Liabilites directly associated with assets held for sale		
Current interest-bearing liabilities	4	2
Current non-interest-bearing liabilities	61	76
Total Liabilites directly associated with assets held for sale	**64**	**78**

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Cash flow from discontinuing operations			
Cash flow from operating activities	-1	-31	-56
Cash flow from investing activities	-	-	-
Cash flow from financing activities	-2	-2	-2
Cash flow for the period from discontinuing operations	**-3**	**-33**	**-58**

Financial instruments

The Group's financial instruments measured at fair value only refer to contingent considerations and fund holdings (see below). For other financial assets and liabilities, the carrying amounts are good approximations of the fair value.

Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The table below shows financial instruments measured at fair value, based on the classification of the fair value hierarchy. The different levels are defined as follows:

Level 1 – Quoted prices (unadjusted) in active markets for identical assets and liabilities.

Level 2 – Other observable input data for the asset or liability than quoted prices included in level 1, either direct (i.e. price quotes) or indirect (i.e. derived from price quotes).

Level 3 – Input data for the asset or liability that are not based on observable market data (i.e. unobservable input data).

Fund holdings

The Group holds funds included in the item Financial non-current assets. Fund holdings are measured at fair value by use of quoted prices in active markets for identical assets and are thus found in level 1 of the valuation hierarchy.

Contingent consideration

For some of the Group's business combinations, there are contingent considerations. The contingent considerations are dependent on the average EBITA for the business combinations over one to three years. The considerations will be settled in cash.

The contingent considerations are included in the items Non-current non-interest-bearing liabilities and Current non-interest-bearing liabilities in the amount of MSEK 2 (133). The contingent considerations are found in level 3 of the valuation hierarchy.

Other holdings and liabilities measured at fair value

The Group holds currency futures that are included in the item Current non-interest-bearing liabilities. These currency futures are measured at fair value through indirect calculations from underlying currencies, according to data received from the counterparty/bank, and thus are found in level 2 of the valuation hierarchy.

Fund holdings	**31 Mar 2025**	**31 Mar 2024**	**31 Dec 2024**
Opening balance	**7**	**6**	**6**
Investments	0	0	1
Divestments	-	-	-
Change in value recognised through profit or loss	-	-	-
Translation difference	-	-	-
Closing balance	**7**	**6**	**7**

Contingent considiration	**31 Mar 2025**	**31 Mar 2024**	**31 Dec 2024**
Opening balance	**2**	**162**	**162**
Acquisition of subsidiaries and businesses	-	-	-
Paid considirations	-	-30	-124
Change in value recognised through profit or loss	-	-	-37
Translation difference	-0	1	1
Closing balance	**2**	**133**	**2**

Other liabilities recognised at fair value	**31 Mar 2025**	**31 Mar 2024**	**31 Dec 2024**
Opening balance	**0**	**-1**	**-1**
Changes in recognised liabilities	-	-	-
Change in value recognised through profit or loss	-0	0	1
Translation difference	-	-	-
Closing balance	**-0**	**-0**	**0**

Transactions with related parties

No significant changes took place during the year for the Group or the Parent Company in relationships or transactions with related parties compared to what has been described in Note 32 of the 2024 Annual report for Netel Holding AB (publ).

Management	31 Mar 2025	31 Mar 2024
Sales of goods and services	-	-
Purchase of goods and services	-	-
Interest income	-	-
Interest expenses	-	-
Receivables (closing)	-	-
Debt (closing)	-	-

Condensed income statement for the Parent Company

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Operating income			
Net sales	7	7	27
Other operating income	-	-	-
Total revenue	**7**	**7**	**27**
Operating expenses			
Personnel costs	-3	-4	-18
Other external expenses	-1	-1	-6
Operatin profit (EBIT)	**3**	**1**	**2**
Net financial items	7	-4	4
Earnings after financial items	**9**	**-3**	**6**
Appropriations	-	-	-5
Earnings before tax	**9**	**-3**	**1**
Taxes	-2	-1	-
Earnings for the period	**8**	**-3**	**1**

Condensed balance for the Parent Company

SEK millions	31 Mar 2025	31 Mar 2024	31 Dec 2024
ASSETS			
Non-current assets			
Shares in subsidiaries	1 622	1 622	1 622
Financial non-current assets	8	7	8
Total non-current assets	**1 630**	**1 629**	**1 630**
Current assets			
Receivables from Group companies	785	770	789
Other current assets	0	0	-
Cash and cash equivalents	1	14	1
Total current assets	**786**	**783**	**790**
Total assets	**2 416**	**2 412**	**2 420**
EQUITY AND LIABILITIES			
Equity			
Share capital	1	1	1
Other equity	1 490	1 479	1 482
Total equity	**1 490**	**1 479**	**1 483**
Total untaxed reserves	**23**	**23**	**23**
Non-current interest-bearing liabilities	875	882	878
Non-current non-interest-bearing liabilities	9	8	9
Total non-current liabilities	**885**	**890**	**888**
Current interest-bearing liabilities	8	7	9
Current non-interest-bearing liabilities	11	13	19
Total current assets	**18**	**20**	**27**
Total equity and liabilities	**2 416**	**2 412**	**2 420**

Stockholm, 25 April 2025

Jeanette Reuterskiöld
President and CEO

This report is unaudited.

Selected financial information

Definitions and a reconciliation of alternative performance measures for Netel Holding AB (publ) are presented here in accordance with the guidelines from the European Securities and Markets Authority (ESMA) regarding the use of alternative performance measures. These guidelines require expanded disclosures regarding the financial measures not defined by IFRS. Alternative performance measures are measures showing historical or future financial results, financial position or cash flows that are not defined by IFRS.

Netel Group uses alternative performance measures to monitor and describe the Group's financial position and to provide additional useful information where relevant for the user's understanding of the financial statements. These performance measures are not directly comparable with similar performance measures used by other companies. The performance measures stated below are presented in the interim report.

Alternative performance measures not defined under IFRS

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Continuing operations			
Net sales growth (%)	2,7%	7,3%	3,1%
Organic sales growth (%)	2,7%	6,7%	2,9%
EBITDA	36	33	215
EBITDA margin (%)	5,1%	4,9%	6,5%
EBITA	14	17	152
EBITA margin (%)	2,1%	2,5%	4,6%
Items affecting comparability	6	2	18
Adjusted EBITDA	42	35	232
Adjusted EBITDA margin (%)	6,0%	5,2%	7,1%
Adjusted EBITA	20	19	169
Adjusted EBITA margin (%)	2,9%	2,8%	5,2%
Net debt	721	645	662
Net debt/Adjusted EBITDA R12 (Ratio)	3,0	2,6	2,9
Equity ratio (%)	38,0%	38,2%	36,9%
Order backlog	4 036	4 023	4 023

Reconciliation of growth in net sales

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Continuing operations			
Net sales previous period	676	630	3 186
Acquired net sales	-	4	4
Organic net sales	694	672	3 280
Total net sales growth (%)	2,7%	7,3%	3,1%
Organic net sales growth (%)	2,7%	6,7%	2,9%

Reconciliation of EBITDA, EBITDA margin, adjusted EBITDA, adjusted EBITDA margin

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Continuing operations			
Net sales	694	676	3 284
Operating profit/loss (EBIT)	12	16	145
Depreciation and amortisation of tangible and intangible assets	24	18	69
EBITDA	**36**	**33**	**215**
EBITDA margin (%)	5,1%	4,9%	6,5%
Items affecting comparability			
Acquisition-related costs	-	-	-
Other items affecting comparability	6	2	18
Total items affecting comparability	**6**	**2**	**18**
Adjusted EBITDA	**42**	**35**	**232**
Adjusted EBITDA margin (%)	6,0%	5,2%	7,1%

Reconciliation of EBITA, EBITA margin, adjusted EBITA and adjusted EBITA margin

	Jan-Mar		Full-year
SEK millions	**2025**	**2024**	**2024**
Continuing operations			
Net sales	694	676	3 284
Operating profit/loss (EBIT)	12	16	145
Depreciation and amortisation of intangible assets	2	1	6
EBITA	**14**	**17**	**152**
EBITA margin (%)	2,1%	2,5%	4,6%
Items affecting comparability			
Acquisition-related costs	-	-	-
Other items affecting comparability	6	2	18
Total items affecting comparability	**6**	**2**	**18**
Adjusted EBITA	**20**	**19**	**169**
Adjusted EBITA margin (%)	2,9%	2,8%	5,2%

Reconciliation of net debt, net debt excluding lease liabilities and net debt/adjusted EBITDA R12M (Ratio)

SEK millions	31 Mar 2025	31 Mar 2024	31 Dec 2024
Continuing operations			
Non-current interest-bearing liabilities	954	965	958
Current interest-bearing liabilities	69	51	49
Total interest-bearing liabilities	**1 023**	**1 016**	**1 006**
Leasing liabilites	84	93	83
Cash and cash equivalents	218	278	261
Net debt	**804**	**738**	**745**
Net debt excluding leasing	**721**	**645**	**662**
Adjusted EBITDA R12	238	252	232
Net debt exluding leasing liabilites/Adjusted EBITDA R12 (Ratio)	**3,0**	**2,6**	**2,9**

We now report net debt excluding lease liabilities, instead of previously reporting net debt including lease liabilities, as it better reflects our financial target. This measure provides a more relevant picture of our indebtedness.

Reconciliation of equity ratio

SEK millions	31 Mar 2025	31 Mar 2024	31 Dec 2024
Total equity	1 078	1 133	1 095
Total assets	2 839	2 967	2 968
Equity ratio (%)	**38,0%**	**38,2%**	**36,9%**

Definitions and reasons for use

Performance measures	Definition	Reason for use
EBITA*	Earnings before amortisation of intangible assets	EBITA is used to analyse the profitability generated by the underlying operations
EBITA margin*	EBITA as a percentage of net sales	The EBITA margin is used to illustrate the underlying operations' profitability
EBITDA*	Earnings before interest, taxes, depreciation and amortisation.	EBITDA is used to analyse the profitability generated by the underlying operations
EBITDA margin*	EBITDA as a percentage of net sales	The EBITDA margin is used to illustrate the underlying operations' profitability
Adjusted EBITA*	EBIT before amortisation of intangible assets, adjusted for items affecting comparability	Adjusted EBITA is used to analyse the profitability generated by the underlying operations
Adjusted EBITA margin*	Adjusted EBITA as a percentage of net sales	The adjusted EBITA margin is used to illustrate the underlying operations' underlying profitability
Adjusted EBITDA*	Earnings before interest, taxes, depreciation and amortisation, adjusted for items affecting comparability	Adjusted EBITDA is used to analyse the underlying profitability generated by the underlying operations
Adjusted EBITDA margin*	Adjusted EBITDA as a percentage of net sales	The adjusted EBITDA margin is used to illustrate the underlying operations' underlying profitability
Items affecting comparability*	Items affecting comparability are revenue and expenses of a non-recurring character such as capital gains from divestments, transaction costs in connection with M&As or capital raises, larger integration costs for acquisitions or planned reconstructions, and expenses following strategic decisions and major reconstructions that result in a discontinuation of operations	Items affecting comparability are used to highlight the income items that are not included in the operating activities to create a clear view of the underlying earnings trend
Cash flow from operating activities	Cash flow attributable to the company's main income-generating operations and operations other than investing activities and financing activities	The measure is a performance measure defined by IFRS
Net sales	The total of sales proceeds from goods and services less discounts provided, VAT and other tax related to the sale	The measure is a performance measure defined by IFRS

Organic growth*	Sales growth excluding material acquisitions in the last 12 months	The measure shows the size of the company's total growth that is organic growth
Order backlog	The remaining order value on the balance sheet date for contracted projects and estimated future volumes from framework agreements	Used to show contracted future net sales attributable to projects
Earnings before tax	Profit for the period before tax	The measure is a performance measure defined by IFRS
Earnings per share (SEK)	Earnings per share before and after dilution attributable to holders of ordinary shares in the Parent Company	The measure (before and after dilution) is a performance measure defined by IFRS
Net debt*	Interest-bearing liabilities (current and non-current) less cash and cash equivalents	The measure shows the size of the company's total assets financed via financial liabilities, taking into account cash and cash equivalents and is a component in assessing financial risk
Net debt excluding lease liabilities*	Net debt less lease liabilities	The measure shows the size of the company's total assets financed via financial liabilities excluding lease liabilities, taking into account cash and cash equivalents and is a component in assessing financial risk
Equity ratio*	Equity as a percentage of total assets	The measure shows the share of the company's total assets financed by the shareholders through equity

* The KPI is an alternative performance measure according to ESMA's guidelines

Webcast presentation and teleconference

Jeanette Reuterskiöld, President and CEO, and Fredrik Helenius, CFO, will present the interim report on Friday, 25 April at 9:00 a.m. (CEST) in a webcast. Questions may be asked both online and by phone. Presentation material is also available at https://netelgroup.com/en/investors/reports-and-presentations/. The presentation will be held in English.

If you want to participate through the webcast, use the link https://netel-group.events.inderes.com/q1-report-2025. It will be possible to submit written questions during the webcast. If you want to ask questions orally via teleconference, please register through the link https://conference.inderes.com/teleconference/?id=5003909. After registration, you will receive a telephone number and ID to log in to the conference. It will be possible to ask questions orally during the teleconference.

Financial information

This report, previous interim reports and annual reports are available at https://netelgroup.com/en/investors/reports-and-presentations/.

Calendar

Second quarter 2025	11 July
Third quarter 2025	24 October
Fourth quarter and Year-end Report 2025	6 February 2026

This information is such that Netel Holding AB (Publ) is obliged to make public in accordance with the EU Market Abuse Regulation. The information was submitted for publication, through the agency of the contact persons below, on 25 April 2025 at 7:30 a.m. CEST.

For further information, contact:

Jeanette Reuterskiöld, President and CEO
+46 70 228 0389
jeanette.reuterskiold@netel.se

Fredrik Helenius, CFO
+46 73 085 5286
fredrik.helenius@netel.se

Åse Lindskog, IR
+46 73 024 4872
ase.lindskog@netelgroup.com

Netel in brief

With over 20 years of experience, Netel is a leader in the development and maintenance of critical infrastructure in Infraservices, Power and Telecom in Northern Europe. We are involved in the entire value chain from design, production and maintenance of our customers' facilities. We are dedicated to securing an accessible and reliable future, where technology unites and transforms society. Netel reported net sales of MSEK 3,284 in 2024 and the number of employees in the Group is approximately 840. Netel has been listed on Nasdaq Stockholm since 2021. Read more at netelgroup.com.

FOUNDED IN	EMPLOYEES	NET SALES IN 2025 R12M	ADJUSTED EBITA IN 2025 R12M
2000	837	3,302 MSEK	170 MSEK

Netel