DEDICARE

Interim Report

1 January – 30 June 2026

Growth and stronger profitability in the second quarter

Second quarter 2026

- Net sales SEK 387.0 million (351.7)
- EBITA SEK 19.4 million (13.0), adjusted for non-recurring items SEK 19.4 million (14.0)
- EBITA margin 5.0 percent (3.7), adjusted for non-recurring items 5.0 percent (4.0)
- EBIT SEK 17.3 million (10.8)
- EBIT margin 4.5 percent (3.1)
- Profit after financial items SEK 17.7 million (11.7)
- Profit for the period SEK 13.6 million (9.1)
- Basic and diluted earnings per share SEK 1.42 (0.95)

The period January-June 2026

- Net sales SEK 750.2 million (703.1)
- EBITA SEK 28.7 million (23.5), adjusted for non-recurring items SEK 30.1 million (24.4)
- EBITA margin 3.8 percent (3.3), adjusted for non-recurring items 4.0 percent (3.5)
- EBIT SEK 24.5 million (18.9)
- EBIT margin 3.3 percent (2.7)
- Profit after financial items SEK 27.8 million (20.2)
- Profit for the period SEK 21.5 million (16.0)
- Basic and diluted earnings per share SEK 2.25 (1.67)

Performance measures

	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Net sales, SEK million	387.0	351.7	750.2	703.1	1,454.8
Growth, %	*10.0%*	*-20.0%*	*6.7%*	*-19.2%*	*-15.4%*
Organic growth, %	*5.3%*	*-20.0%*	*1.9%*	*-19.2%*	*-16.4%*
EBITA, SEK million	19.4	13.0	28.7	23.5	50.5
EBITA margin, %	*5.0%*	*3.7%*	*3.8%*	*3.3%*	*3.5%*
EBITA adjusted for non-recurring items, SEK million	19.4	14.0	30.1	24.4	54.6
EBITA margin adjusted for non-recurring items, %	*5.0%*	*4.0%*	*4.0%*	*3.5%*	*3.8%*
EBIT, SEK million	17.3	10.8	24.5	18.9	41.4
EBIT margin, %	*4.5%*	*3.1%*	*3.3%*	*2.7%*	*2.8%*
EBIT adjusted for non-recurring items, SEK million	17.3	11.7	25.9	19.8	45.5
EBIT margin adjusted for non-recurring items, %	*4.5%*	*3.3%*	*3.5%*	*2.8%*	*3.1%*
Net profit for the period, SEK million	13.6	9.1	21.5	16.0	33.1
Basic earnings per share, SEK	1.42	0.95	2.25	1.67	3.46
Diluted earnings per share, SEK	1.42	0.95	2.25	1.67	3.46
Cash flow from operating activities, SEK million	-29.2	-33.3	-37.0	6.1	64.4
Equity per share, SEK	32.02	29.55	32.02	29.55	30.44

Chief Executive Officer's statement

Growth and stronger profitability in the second quarter

The positive progress in the first quarter also continued in the second. Dedicare is reporting both higher net sales and stronger profitability than in the corresponding period of the previous year. Our organic growth and organic EBITA margin also improved in the quarter, progress driven by progressively more stable market conditions, rationalisation measures executed and a positive contribution from our acquisition of WeCare. Meanwhile, we're continuing in line with our strategy of broadening our business base and consolidating our positions in segments where we see a long-term need for qualified skills. In the second quarter, Dedicare signed a letter of intent on a possible acquisition of companies in Hyldgaard & Larsen and Sustina ApS in Denmark, which would consolidate our positioning in the Danish social sector and simultaneously expand the group's offering further.

The group's net sales were SEK 387.0 million in the quarter, a 10.0 percent increase compared with the second quarter 2025. Organic growth was 5.3 percent. Our EBITA margin widened to 5.0 percent (3.7), and excluding acquisitions, was 4.0 percent. This progress reflects a combination of higher activity on several markets, a more adapted cost base and positive impacts from our acquisition of WeCare.

Norway remained our largest segment, generating 60 percent of consolidated net sales in the quarter. Net sales were SEK 232.2 million, up by 4.1 percent year on year. The EBITA margin was 8.2 percent (8.1). Our earnings confirm the ability of our Norwegian business to generate stable profitability even on a competitive market. Our scale, close customer relationships and capability to adapt our operations to prevailing market conditions remain key success factors.

Progress in **Sweden** was clearly positive in the quarter. Net sales rose by 22.2 percent to SEK 89.7 million and EBITA improved to SEK 1.9 million (-1.8). These are robust improvements year on year and demonstrate that this operation has taken major steps forward. Progress is explained by improved market conditions, higher demand and the impacts of rationalisation measures executed. After several quarters of poor market conditions, it's positive to see our Swedish operation continuing to grow while simultaneously improving profitability.

Denmark reported a strong quarter with net sales of SEK 59.7 million, a 24.6 percent increase. The EBITA margin widened to 10.4 percent (4.4). Primarily, progress is being driven by the positive contribution of WeCare, which has rapidly become an important addition to our Danish operation and advanced our positioning in the social sector. In the quarter, Dedicare also signed a letter of intent on a possible acquisition of companies in Hyldgaard & Larsen and Sustina, which would mark another step in our strategy of broadening our business base in Denmark's social sector.

Bård Kristiansen
CEO and Managing Director Dedicare AB (publ)

Progress in **the UK** remained challenging. Net sales were SEK 8.8 million, down 27.3 percent year on year. EBITA was SEK -1.0 million (-0.4). Lower demand is having a negative impact on this operation. Work on focusing on those market segments where Dedicare has the best potential to create value continues, not least in international recruitment.

I was pleased to see most of our markets growing in the quarter, and that the group's profitability improved. Meanwhile, the market remains complex, with differences between countries and service segments. Accordingly, our work on broadening our business, improving efficiency and developing new revenue segments remains central.

We also continued developing our processes, usage of digital tools and AI in the quarter. Our goal is to create a more scalable business with higher quality, greater accuracy and efficiency of deliveries. Dedicare is now a more diversified company than previously in geographical and service terms.

Chief Executive Officer’s statement

This enhances our potential to address demand fluctuations while simultaneously exploiting opportunities in segments with a pressing need for qualified skills.

In closing I’d like to say a big thank-you to all our staff and consultants across Norway, Sweden, Denmark and the UK. Your skills, commitment and ability to contribute to health, social care and societal benefit every day are decisive to Dedicare’s progress. With stronger profitability, a broader business base and continued focus on developing our operations, I take a positive view of Dedicare’s ongoing progress.

Bård Kristiansen, CEO & Managing Director

Highlights of previous periods of 2026

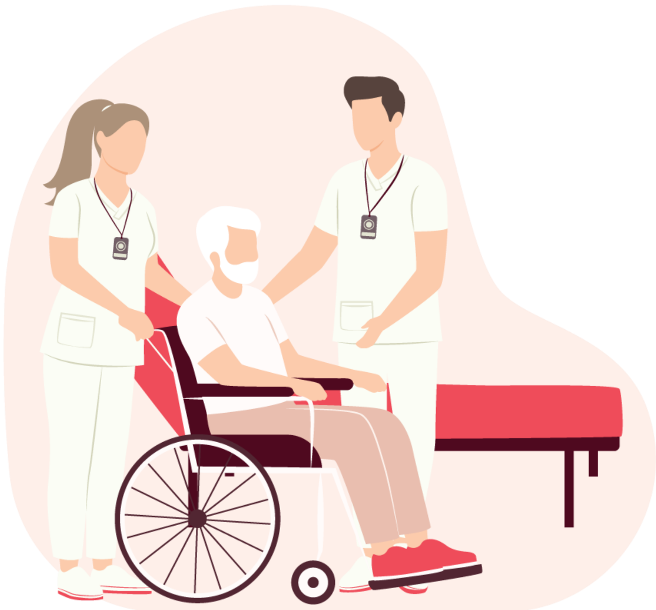
- For the fourth consecutive year, Dedicare Norway was named “Workplace of the Year 2026” by Great Place to Work.

Highlights of the second quarter 2026

- Dedicare signed a letter of intent on a possible acquisition of companies in Hyldgaard & Larsen and Sustina ApS. Acquiring these companies would consolidate Dedicare’s positioning in the Danish social sector, while simultaneously extending the group’s overall service and skills portfolio.

Highlights after the end of the quarter

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



(for more information go to: www.dedicaregroup.com)

Financial information—the group's progress

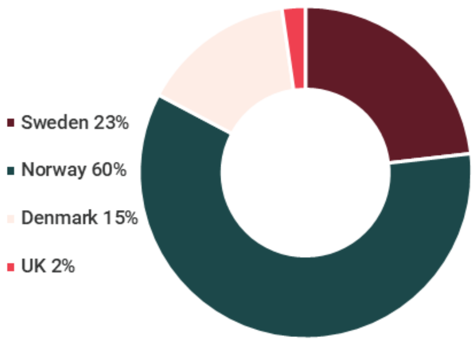
Net sales

Second quarter 2026

Consolidated net sales for the second quarter increased by 10.0 percent to SEK 387.0 million (351.7) compared to the corresponding quarter of the previous year. Organic net sales rose by 5.3 percent. Progress is mainly being driven by increased activity in Sweden and a positive contribution from WeCare. Overall, the quarter demonstrates a progressive stabilisation compared to the previous year, albeit with sustained price pressure, competition and limits affecting parts of the healthcare staffing market.

For more information on the group's segments, see note 1.

Net sales per operating segment Q2 2026



Net sales for the quarter in **Sweden** were up by 22.2 percent to SEK 89.7 million (73.4) compared to the corresponding quarter of the previous year. Progress was also clearly positive in the second quarter because of improved market conditions and increased demand.

Net sales in **Norway** increased by 4.1 percent to SEK 232.2 million (223.1). Currency adjusted, they were down by 1.7 percent, reflecting continued challenging market conditions with price pressure and intensified competition. Norway remains the group's largest segment, generating 60 percent of consolidated net sales in the quarter.

In **Denmark,** net sales grew by 24.6 percent to SEK 59.7 million (47.9). Currency adjusted, net sales increased by 25.5 percent. The increase is due to the acquisition of WeCare, which has consolidated Dedicare's positioning in the social sector and expanded business in Denmark. Organic growth was negative, amounting to -10.4 percent, mainly because of continued limits affecting healthcare staffing.

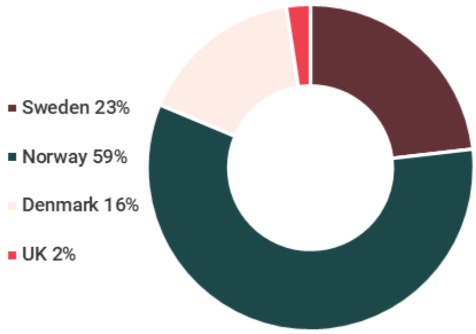
Net sales for the quarter in **the UK** amounted to SEK 8.8 million (12.1), a decrease of 27.3 percent. Currency adjusted, net sales were down by 25.0 percent. The doctor staffing market remained challenging, with low demand and intense competition. Accordingly, Dedicare is continuing to prioritise those parts of its business where it sees the strongest potential, including international recruitment, which performed positively in the period.

The period January – June 2026

Consolidated net sales for the period increased by 6.7 percent to SEK 750.2 million (703.1). In organic terms, net sales increased by 1.9 percent. Progress reflects gradual market stabilisation, primarily through increased activity in Sweden, and the positive contribution from WeCare. Meanwhile, challenging conditions persisted in several segments, with price pressure, competition and staffing limits still impacting progress, primarily in healthcare staffing.

For more information on the group's segments, see note 1.

Net sales per operating segment January – June 2026



In **Sweden**, operations expanded by 22.4 percent to SEK 173.9 million (142.1). Progress is driven by improved market conditions and increased demand.

Norway's sales were SEK 439.8 million (443.2), down by 0.8 percent. Currency adjusted, the decrease was 2.5 percent. The Norwegian operation is being negatively impacted by price pressure, more intense Nordic competition and currency effects.

Net sales in **Denmark** increased by 22.0 percent to SEK 125.9 million (103.2). Currency adjusted, the increase was 25.9 percent. The growth driver is the acquisition of WeCare, which has consolidated Dedicare's positioning in the social sector, and helped broaden its business base in Denmark. Of segment growth of 22.0 percent, organic growth represented -10.8 percent, with this reduction due mainly to healthcare staffing limits.

In **the UK**, net sales for the period were SEK 17.9 million (24.3), down by 26.3 percent. Currency adjusted, net sales reduced by 21.9 percent. Demand in doctor staffing remains weak, while international recruitment is making positive progress.

Financial information—the group's progress

Net sales per operating segment, SEK million	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Sweden	89.7	73.4	173.9	142.1	294.7
Norway	232.2	223.1	439.8	443.2	922.1
Denmark	59.7	47.9	125.9	103.2	208.4
UK	8.8	12.1	17.9	24.3	47.9
Group-wide sales	10.5	11.0	21.1	22.4	43.5
Intersegmental sales	-13.9	-15.8	-28.4	-32.1	-61.8
Total net sales	**387.0**	**351.7**	**750.2**	**703.1**	**1,454.8**

EBITA

Second quarter 2026

Consolidated EBITA for the second quarter was SEK 19.4 million (13.0), a 49.2 percent increase. Excluding acquired operations, EBITA was 14.6 million. The EBITA margin increased to 5.0 percent (3.7). Adjusted for non-recurring items of SEK 0.0 million (-0.9), the EBITA margin was 5.0 percent (4.0). The earnings improvement is being driven by higher sales, reduced expenses and a positive contribution from the acquisition of WeCare.

Sweden's EBITA for the quarter was SEK 1.9 million (-1.8), with an EBITA margin of 2.1 percent (-2.5). Adjusted for non-recurring items related to restructuring, EBITA was SEK 1.9 million (-1.5), equivalent to an EBITA margin of 2.1 percent (-2.0). The earnings improvement reflected positive sales growth, simultaneous with rationalisation measures executed contributing to a more adapted cost base.

Norway's EBITA for the quarter was SEK 19.1 million (18.0), equivalent to an EBITA margin of 8.2 percent (8.1). Currency adjusted, EBITA increased by 3.6 percent. Despite challenging market conditions, with price pressure and increased competition, the segment is still returning healthy profitability. Results reflect close customer relationships and good operational control.

Denmark's EBITA for the quarter was SEK 6.2 million (2.1), with an EBITA margin of 10.4 percent (4.4). Excluding acquired operations, EBITA was SEK 1.4 million. The explanations for the earnings gains are the positive contribution from the acquisition of WeCare. This acquisition has strengthened Dedicare's positioning in the Danish social sector and helped broaden its business base.

For **the UK,** EBITA for the quarter was SEK -1.0 million (-0.4), with an EBITA margin of -11.4 percent (-3.3). Earnings were negatively impacted by reduced sales and still-challenging market conditions in doctor staffing, where demand is weak and competition is still intense. Operations are focused on those parts of the market where Dedicare has the best potential to create value.

Group-wide expenses for the second quarter were SEK -6.8 million (-4.8) at EBITA level. The main explanation for the year-on-year increase is increased activity levels in group-wide functions.

Financial items were SEK 0.4 million (0.9) in the quarter, with the main explanation for the change being higher interest expenses, mainly relating to the acquisition of WeCare ApS. The effect on the quarter was SEK -0.6 million (0.0).

Earnings for the quarter were SEK 13.6 million (9.1).

The period January - June 2026

Consolidated EBITA for the period January-June was SEK 28.7 million (23.5), an increase of 22.1 percent. The EBITA margin was 3.8 percent (3.3). Adjusted for non-recurring items EBITA was SEK 30.1 million (24.4), and the EBITA margin was 4.0 percent (3.5). The main explanation for the earnings gains are higher sales, reduced expenses and a positive contribution from the acquisition of WeCare.

The reported EBITA for the period was charged with SEK -6.1 million (-0.4) of negative currency effects, mainly from unrealised exchange rate fluctuations on revaluations of holdings in Swedish kronor and liabilities in Norwegian kroner. Excluding this effect, the EBITA margin was 4.6 percent (3.4).

Sweden's EBITA was SEK 2.3 million (-3.6), equivalent to an EBITA margin of 1.3 percent (-2.5). Adjusted for non-recurring costs of SEK 0.8 million (0.3) related to the cost savings programme, EBITA was SEK 3.1 million (-3.3), and the EBITA margin was 1.8 percent (-2.3). Earnings improved significantly year on year, driven by higher sales, improved market conditions and the effects of rationalisation measures executed.

Norway's EBITA was SEK 28.1 million (31.7), an 11.4 percent decrease. The EBITA margin was 6.4 percent (7.2). EBITA was negatively affected by SEK -3.1 million (1.1) of unrealised exchange rate fluctuations in the period. Excluding this effect, the EBITA margin was 7.1 percent (6.9). Earnings are still being impacted by challenging market conditions, with price pressure and increased competition, as well as non-recurring costs of SEK 0.6 million (0.1).

Denmark's EBITA was SEK 14.0 million (4.1) with an EBITA margin of 11.1 percent (4.0). Excluding the acquired operation, EBITA was SEK 3.9 million. The explanation for the earnings improvement is the positive contribution from the acquisition of WeCare. Operations were still impacted by limited demand in healthcare staffing, primarily related to restrictions on contracting nurses.

EBITA for **the UK** was SEK -2.2 million (-0.9), corresponding to an EBITA margin of -12.3 percent (-3.7). Earnings were negatively impacted by lower demand in doctor staffing and increased competition and price pressure. Meanwhile, international recruitment progressed positively in the period.

Group-wide expenses for the period were SEK -13.5 million (-7.8) at EBITA level. The higher cost level is mainly explained by negative currency effects from an appreciated Norwegian krone, because the parent company has internal accounts payable denominated in Norwegian kroner. The currency effect on group-wide expenses in the period was SEK -3.2 million (-1.0).

Cont. The period January - June 2026

The cost increase is also due to a higher activity level in group-wide functions. In the previous year, earnings were charged with a non-recurring expense of SEK -0.5 million related to a cost programme.

Financial items were SEK 3.3 million (1.3) in the period. The year-on-year increase is mainly explained by positive currency effects related to a stronger Norwegian krone, because the company has receivables denominated in Norwegian kroner in the form of a dividend.

The financial currency effect in group-wide expenses was SEK 3.6 million, compared to SEK 0.5 million in the previous year. Meanwhile, external interest expenses increased, mainly due to the acquisition of WeCare ApS. The effect on the period was SEK -1.2 million (0.0).

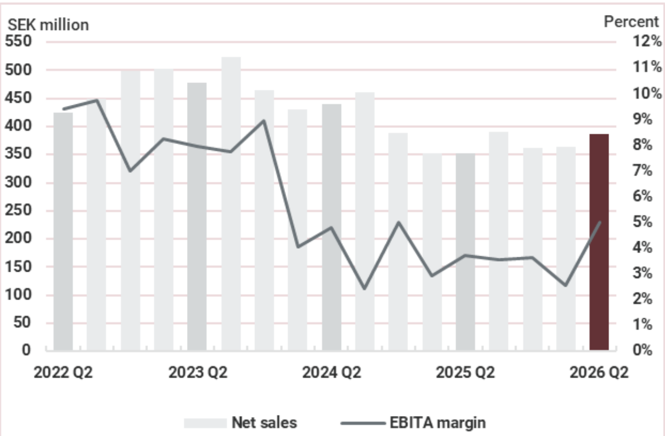
Profit for the period amounted to SEK 21.5 million (16.0).

EBITA per operating segment, SEK million	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Sweden	1.9	-1.8	2.3	-3.6	-5.6
Norway	19.1	18.0	28.1	31.7	59.2
Denmark	6.2	2.1	14.0	4.1	11.2
UK	-1.0	-0.4	-2.2	-0.9	-2.1
Group-wide expenses	-6.8	-4.8	-13.5	-7.8	-12.2
EBITA	**19.4**	**13.0**	**28.7**	**23.5**	**50.5**
Amortisation and impairments of intangible assets	-2.1	-2.2	-4.2	-4.6	-9.1
EBIT	**17.3**	**10.8**	**24.5**	**18.9**	**41.4**
Financial items	0.4	0.9	3.3	1.3	1.4
Profit after financial items	**17.7**	**11.7**	**27.8**	**20.2**	**42.8**

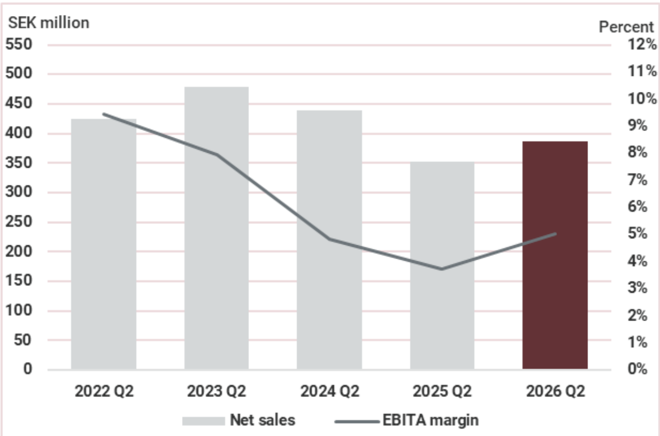
EBITA margin per operating segment	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Sweden	2.1%	-2.5%	1.3%	-2.5%	-1.9%
Norway	8.2%	8.1%	6.4%	7.2%	6.4%
Denmark	10.4%	4.4%	11.1%	4.0%	5.4%
UK	-11.4%	-3.3%	-12.3%	-3.7%	-4.4%
EBITA margin	**5.0%**	**3.7%**	**3.8%**	**3.3%**	**3.5%**

The group's net sales and EBITA margin

Progress of the group's net sales and EBITA margin, per quarter 2022–2026



Progress of the group's net sales and EBITA margin, Q2 2022–Q2 2026



Financial position and liquidity

Cash and cash equivalents

The group's cash and cash equivalents were SEK 70.3 million (95.0) as of 30 June.

Equity

Equity at the end of the period was SEK 306.2 million (282.6), or SEK 32.02 (29.55) per share on the reporting date. The increase is mainly sourced from improved earnings from operations and a positive translation effect of SEK 10.3 million (-8.8) due to the appreciated Norwegian krone in the group's translation of subsidiaries.

Equity/assets ratio

The equity/assets ratio on 30 June was 51.1 percent (49.8).

Cash flow

Total cash flow for the second quarter amounted to SEK -48.2 million (-60.1).

Cash flow from ***operating activities*** was SEK -29.2 million (-33.3) in the second quarter. The improved cash flow for the second quarter is mainly due to improved earnings from operations.

Cash flow from ***investing activities*** was SEK -0.1 million (-0.2) in the second quarter, relating to smaller-scale investments in IT systems.

Cash flow from ***financing activities*** for the second quarter was SEK -18.9 million (-26.6). The year-on-year improvement is mainly due to a reduced dividend paid of SEK 7.2 million.

Total cash flow in the Jan-Jun period was SEK -58.0 million (-37.5).

Cash flow from ***operating activities*** in the half-year period was SEK -37.0 million (6.1). The reduction in cash flow is sourced from a negative change in working capital, in turn mainly dependent on accrued staff-related liabilities being lower than the previous year. This is a consequence of a lower employee headcount in the group and altered payment frequency.

Cash flow from ***investing activities*** for the half-year period was SEK -0.1 million (-0.2). Investments in the year relate mainly to smaller-scale investments in IT systems of SEK -0.1 million (-0.2).

Cash flow from ***financing activities*** for the half-year period was SEK -20.9 million (-43.4). The main explanation for the improvement on the previous year is a lower dividend paid of SEK 7.2 million and there being no repayment of loans in the current year period, against SEK 14.8 million in the previous year.

Investments

Investments in tangible and intangible assets in the second quarter were SEK -0.1 million (-0.2). For the Jan-Jun period, the corresponding investments were SEK -0.1 million (-0.2). The current and previous year's investments occurred in the second quarter and relate to smaller-scale investments in IT systems.

Employees

The average number of employees expressed as full-time equivalents for the second quarter was 1,130 (1,119), and for the Jan-Jun period 1,096 (1,084). This includes 164 (169) subcontracting consultants in the quarter, and 161 (156) for the Jan-Jun period.

Full-time employees per operating segment	**Q2 2026**	**Q2 2025**	**Jan-Jun 2026**	**Jan-Jun 2025**	**Full-year 2025**
Sweden	236	223	231	216	215
Norway	797	790	764	759	747
Denmark	62	68	65	69	66
UK	35	38	36	40	39
Total full-time employees[1]	**1,130**	**1,119**	**1,096**	**1,084**	**1,067**

[1] Number of employees includes subcontracting consultants: 164 (169) in the second quarter and 161 (156) for the Jan-Jun period.

Profitable growth and social benefit

Dedicare has a clear ***strategy*** to address future opportunities in our sectors. By working towards clear goals, focusing on our attractions as an employer and client, market and service development, operational efficiency as well as customer & social benefit, we're continuing to advance our positioning as a leading recruitment and staffing player in healthcare, life science and social work.

Social benefit is the core of Dedicare's ***business model,*** which centres on addressing changeable social needs with qualified professionals.

With more internationalisation and diversification of its business, Dedicare is working systematically to realise its vision: to be one of Europe's leading recruitment and staffing providers in healthcare, life science and social work.

With our ***core values***, our five focus areas set a clear direction and guide our work:

- Attractive Employer
- Attractive Client
- Market & Service Development
- Operational Efficiency
- Customer & Social Benefit

Fundamentally, Dedicare's ***mission*** is about social sustainability and social responsibility, i.e. making a responsible and sustainable contribution to human health, development and quality of life. Accordingly, profitable growth and sustainability go hand in hand at Dedicare. Sustainability work is integrated into Dedicare's strategy and operating activities. By combining quality, compliance, health & safety and societal benefit focused on profitability, we create long-term value for customers, consultants, our employees and wider society. This is also reflected in the fact that several of our strategic corporate goals are also our sustainability goals.

Dedicare's strategy is not just a plan for our future, but also a pledge to keep delivering value to society and our collaborative partners.

We follow up on our strategic goals quarterly, and our performance is summarised below:

Attractive Employer	Attractive Client	Market & Service Development	Operational Efficiency	Customer & Social Benefit
Dedicare will be the best employer in recruitment and staffing by hiring, developing and retaining the best people.	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.	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.	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.	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.
Goal - Quarter **>50** eNPS (scale -100 to 100) **>4** Engagement index (scale 1–5)	Goal - Quarter **>9** consultant satisfaction (scale 1–10)	Goal - Year **>1** new markets or service segments	Goal - Quarter **>6%** EBITA margin	Goal - Quarter **>9** customer satisfaction (scale 1–10)
Performance Q2 2026 **42** eNPS **4.4** Engagement index	Performance Q2 2026 **9.2** consultant satisfaction	Performance YTD 2026 **0** new markets or service segments	Performance Q2 2026 **5.0%** EBITA margin	Performance Q2 2026 **9.4** customer satisfaction

Our markets and customers

Dedicare is active in four geographical markets, Sweden, Norway, Denmark and the UK - and organises its business based on these four segments. Finland is part of the Sweden segment, and in Finland, we provide recruitment for our staffing operations in the other Nordics.

We offer our customers skills in four segments, and our skills portfolio may differ between markets.

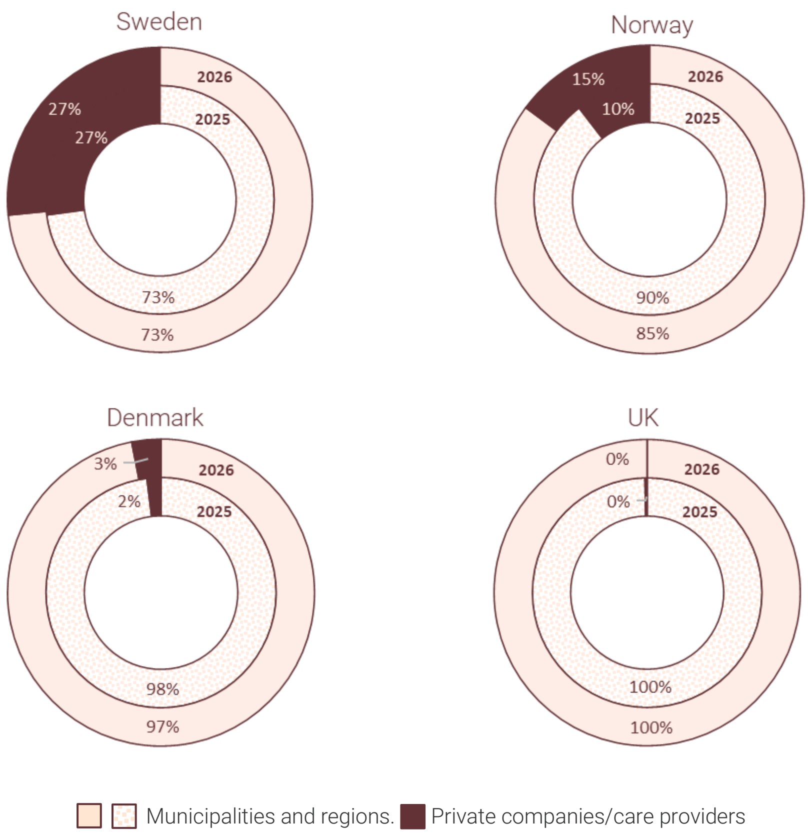
Our offering

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

	Healthcare	Life science	Social work	Pedagogy
Sweden	✓	✓	✓	
Norway	✓	✓	✓	✓
Denmark	✓	✓	✓	
UK	✓			

Customer base

Apart from life science, over 90 percent of the market consists of public sector customers like regional health authorities, municipalities, hospitals and public authorities. The Nordic healthcare staffing market is one of the largest in Europe. The division of the customer base by segment in the second quarter 2026 compared to the corresponding quarter of the previous year follows.



Each segment's largest customer in terms of external net sales in the quarter are presented below:

The City of Stockholm was the largest customer in the quarter in Sweden, representing some 6.7 percent (5.7) of net sales.

The largest customer in Norway, Helse Sør Øst, represented about 5.4 percent (8.0) of net sales.

Region Nord is largest customer in Denmark, with around 10.5 percent (23.5) of net sales.

In the UK, King Edward's remained the segment's largest customer with some 51.3 percent (62.5) of net sales.

Our markets

Sweden is the Nordic region's largest healthcare staffing market and strategically important to Dedicare. The customer base consists of regional health authorities, municipalities and private companies, and operations include staffing and recruitment in healthcare, social work and life science.

Healthcare staffing remains central to operations, but this market remains challenging because of regional authorities' cost focus and restrictive attitude to contracting in healthcare staff. Meanwhile, more stringent standards applying to tenders and framework agreements are favouring established and authorised actors with quality, delivery capability and broad-based offerings. Dedicare assesses the demand in ***social work*** as more stable, with a continued need for qualified social workers from the municipal sector. There are no official market statistics for ***life science,*** but Dedicare's view is that this segment offers good long-term potential driven by technological progress, regulatory standards and a growing need for specialist skills.

In this market, Dedicare is continuing to develop its proposition in Sweden focused on quality, efficiency and long-term value creation.

Norway is the second-largest Nordic healthcare staffing market and Dedicare's largest segment. Its main customers are hospitals, municipalities, private healthcare providers and businesses, and operations cover staffing and recruitment in healthcare, social work, learning support and life science.

Healthcare staffing remains the dominant service segment, where Dedicare enjoys a strong market position, while the market does remain challenging, with reduced purchasing by the public sector, price pressure and increased competition. However, the underlying need for qualified skills remains, which benefits established providers offering quality, delivery capability and broad-based propositions. In ***learning support staffing,*** Dedicare has a strong presence in schools and preschools through its Acapedia brand. Life science is a growth segment where framework agreements, including those for specialist services for hospital pharmacies, enhance its potential for continued growth. ***Social work*** includes staffing of social workers for municipalities.

With secure positioning in its core business and a broader proposition in adjacent segments, Dedicare is well equipped to keep evolving on the Norwegian market.

Denmark is a strategic market for Dedicare, with its main customers being public hospitals and municipalities, with its operation including staffing and recruitment in healthcare, life science, and social work.

Healthcare staffing remains a central service segment, where Dedicare specialises in long-term staffing of doctors and nurses, focusing on continuity and quality. This market remains challenging due to more widespread political regulation and limits on nurse contracting, which have restricted demand across parts of healthcare staffing. Meanwhile, Dedicare has an established position on the market, and framework agreements in place with all Denmark's healthcare regions, laying a stable foundation on a market in change. In ***social work,*** Dedicare extended its offering by launching Dedicare Social, which focuses on social and educational consulting for children and young people.

By combining strong positioning in healthcare with a progressive expansion of its proposition, Dedicare is increasing its relevance on the Danish market.

The UK is Europe's largest market for healthcare staffing, with its main customers being public healthcare providers and other actors that need specialist skills, and operations include traditional doctor staffing as well as international recruitment and staffing.

Doctor staffing remains a central service segment, where Dedicare has framework agreements with the National Health Service (NHS) in England, Scotland and Wales. The market remains challenging due to intense competition, higher price pressure and reduced demand for contracted healthcare staff across the NHS. Meanwhile, the need for international skills remains, especially in more challenging geographical regions, where Dedicare has a clear niche and a differentiated offering. Accordingly, ***International recruitment*** is a strategic service segment where Dedicare offers complete solutions and is continuing to develop its positioning. Meanwhile, traditional staffing has been negatively impacted by market progress and the NHS's sharper focus on internal staffing solutions.

This offers Dedicare good potential to keep developing its specialised business in the UK, focusing on selected niches where the company can create clear customer value.

Other information

The share

On 30 June 2026, 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 0.5.

Ownership structure

Dedicare had 6,366 shareholders on 30 June 2026. 122 shareholders were added in the quarter, while 379 ceased to be shareholders.

Most of Dedicare's shareholders are located in Sweden. As of 30 June 2026, the division was Sweden 92.0 percent, other Nordics 6.64 percent, rest of Europe 1.02 percent, USA 0.06 percent and rest of world 0.27 percent.

Share-based incentive programmes

No incentive programmes have been created

Dedicare AB´s largest shareholders 30 June 2026	No. of shares	Class A Shares	Class B Shares	Holdings, %	Votes, %
Jenny Pizzignacco	1,316,349	1,120,279	196,070	13.77	32.92
Björn Örås	621,577	621,577	-	6.50	17.65
Rödgladan AB	1,810,773	270,051	1,540,722	18.94	16.42
Nordnet Pensionsförsäkring AB	1,047,190	-	1,047,190	10.95	5.95
Pareto Securities AS	405,066	-	405,066	4.24	2.30
Försäkringsaktiebolaget Avanza pension	397,890	-	397,890	4.16	2.26
UBS AG LONDON BRANCH, W8IMY	353,559	-	353,559	3.70	2.01
Caroline Örås	177,000	-	177,000	1.85	1.01
Ålandsbanken ABP	123,263	-	123,263	1.29	0.70
Sara Lilja	110,214	-	110,214	1.15	0.63

Risks and uncertainties

Dedicare's risk management process has identified a number of risk segments. A selection of them with summary reviews follows. For a more detailed description of them, and Dedicare's management process, please refer to pages 27–31 of the Annual Report for 2025.

Regulated operations/political risk

In the Nordics and UK, healthcare is subject to extensive public regulation. In principle, all of Dedicare's operations are in the regulated sector, which means that operations can be fundamentally impacted by new or revised regulation decided by parliament, other elected assemblies or other public authorities.

Essentially, healthcare in the Nordics and UK is publicly financed. Most of Dedicare's sales are to the public sector. Dedicare's private sector customers are also largely active in publicly financed health and social care. Political or operationally founded decisions involving a more restrictive view of purchasing from staffing providers may have a negative impact on Dedicare's operations and growth potential. Public sector cost focus and a restrictive attitude to contracting healthcare staff continued to impact the first half-year in 2026, even if progress on certain markets shows signs of stabilising.

Competition

Dedicare is active on a competitive market with substantial price pressure and altered demand. The investments necessary to start up a staffing operation in healthcare, life science and social work are relatively low compared to many other sectors.

Increased competition or altered customer purchasing patterns may have a negative impact on the group's sales, profitability and growth.

Skills shortages in consulting operation and inability to retain key individuals and managers

There is a general shortage of doctors, nurses, social workers, psychologists and preschool staff across the Nordics, and several staffing providers are competing to attract the same consultants. The shortage of consultants makes it problematic for Dedicare to secure and staff assignments, which ultimately, may negatively impact the company's growth potential. Additionally, this consultant shortage may drive up salaries and impact the company's profitability. Nor is it certain that the company can secure full compensation for such cost increases during the term of existing customer agreements.

The company is also negatively impacted if managers and other key individuals decide to leave the company, partly because important skills are lost, and partly because long-term relationships are important in our sector.

This risk is also impacted by Dedicare's expansion into adjacent service segments, where access to the right specialist skills is decisive to continued progress.

Contract dependency

Dedicare has a small number of customers that generate a high share of the company's total sales.

Regional health authorities and municipalities, as well as private sector providers and the Norwegian and Danish public sector, often conduct joint tenders for staffing services.

If Dedicare is unable to win tenders of large individual customers or moves down their roster, this could have a material negative impact on the group's sales and profitability, at least temporarily. Nor is it unusual for completed tenders to be subject to appeal, and after legal proceedings, needing to be amended or repeated. There is no guarantee that Dedicare will be included in an award decision when the tender is repeated, which in such case would have negative effects on the group's sales and profitability.

Inadequate IT and information security

Increased digitalisation means that Dedicare needs to manage the risks presented by the digital information society. Operations depend on tailored digital systems, a highly functional IT environment and infrastructure, and the ability to address cyberthreats, business continuity and information security risks. Delayed roll-outs of key systems, unplanned outages, cybersecurity vulnerabilities, data breaches and losses are material risks that must be managed.

The group has centralised IT management and works continuously on mitigating the risk of various types of disruption and attack through proactive measures, investments and a systematic approach to IT and information security.

Risk of environmental and climate impact

Increased sales mean more travel for our consultants, and a greater environmental impact because many of our consultants work in different locations to those they live in. Dedicare's environmental policy encourages travel by train and other public transport where possible.

Risk in foreign currency translation

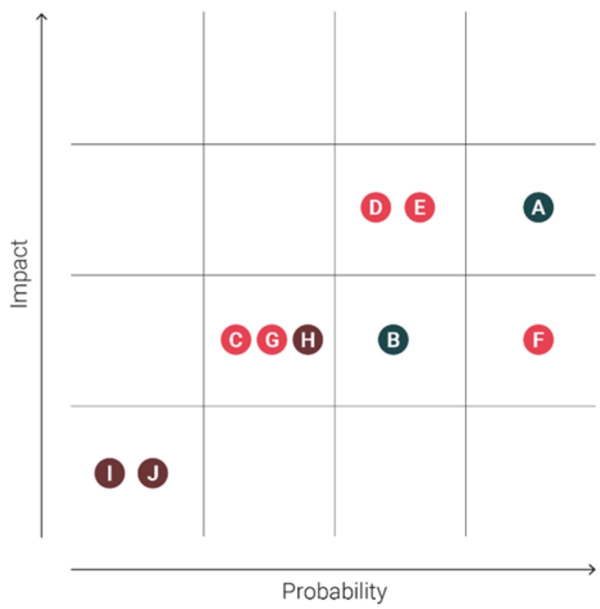
Dedicare's presentation currency is Swedish kronor (SEK). Different companies in the group have different functional currencies. Dedicare is exposed to NOK, DKK, EUR and GBP. Exchange rate fluctuations may have a negative impact on Dedicare's financial position and results of operations. Currency risks are not hedged.

Liquidity risk

Liquidity risk is the risk of potential difficulties in accessing funds to satisfy Dedicare's obligations associated with financial instruments. At present, Dedicare's cash and cash equivalents are invested in accounts or short-term deposits with banks. Dedicare currently has no need to re-finance.

Credit and counterparty risk

Credit and counterparty risk is the risk that a customer or counterparty in a transaction is unable to fulfil its obligations, thus causing the company losses. The company is exposed to credit and counterparty risk when, for example, investing surplus liquidity in financial assets, and in ordinary customer relationships. The effect of a counterparty or customer being unable to fulfil its obligations is that the company may be affected by a customer loss, or lose a capital investment, which would impact Dedicare's results of operations and financial position negatively. By applying high credit rating standards, the group limits its credit risk.



Strategic risks
- A Regulated operations/political risk
- B Competition

Operational risks
- C Inability to retain key individuals and managers
- D Lack of IT security
- E Skills shortage in consulting operation
- F Customer dependency
- G Environmental and Climate Impact

Financial risks
- H Translation of foreign currency
- I Liquidity risk
- J Credit and counterparty risk

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.

For the second quarter 2026, growth was 10.0 percent.

EBITA margin
Dedicare's financial target is EBITA margin, which should be 6.0 percent over time.

For the second quarter 2026, its EBITA margin was 5.0 percent.

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 June 2026, the equity/assets ratio was 51.1 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 2025, the dividend corresponded to 50.6 percent (50.8) of net profit.

Transactions with related parties
No material transactions with related parties occurred in the second quarter 2026.

About Dedicare

Dedicare is one of 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 operates through collective bargaining agreements. In Norway, Dedicare is a member of the Confederation of Norwegian Enterprise (Næringslivets Hovedorganisasjon). In the UK, Dedicare is a member of the REC (Recruitment & Employment Confederation).

Dedicare holds ISO 9001:2015 quality management certification, ISO 14001:2015 environmental management systems certification and ISO/IEC 27001 Information Security Management Systems (ISMS) certification. In Norway, Dedicare also holds ISO 45001:2018 occupational health & safety certification.

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

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

Financial statements, group

Condensed Consolidated Statement of Comprehensive Income

SEK million	note	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Operating revenue						
Net sales	1	387.0	351.7	750.2	703.1	1,454.8
Other operating income		2.5	3.4	3.9	6.6	10.6
Total operating revenue		**389.5**	**355.1**	**754.1**	**709.7**	**1,465.4**
Operating expenses						
Purchased services		-69.1	-60.4	-135.4	-120.8	-243.0
Personnel expenses		-242.9	-232.4	-484.3	-471.6	-995.6
Other operating expenses		-55.5	-46.1	-100.1	-87.6	-164.1
Depreciation and impairments of tangible and intangible assets	2	-4.7	-5.4	-9.8	-10.8	-21.3
Operating profit[1]		**17.3**	**10.8**	**24.5**	**18.9**	**41.4**
Financial items		0.4	0.9	3.3	1.3	1.4
Profit after financial items		**17.7**	**11.7**	**27.8**	**20.2**	**42.8**
Income taxes		-4.1	-2.6	-6.3	-4.2	-9.7
Profit for the period		**13.6**	**9.1**	**21.5**	**16.0**	**33.1**
Other comprehensive income						
Items that may be reclassified to profit						
Exchange differences		2.4	1.7	10.3	-8.8	-17.4
Total comprehensive income for the period		**16.0**	**10.8**	**31.8**	**7.2**	**15.7**
Of which attributable to:						
Parent Company´s shareholders		16.0	10.8	31.8	7.2	15.7
Basic earnings per share (SEK)		1.42	0.95	2.25	1.67	3.46
Diluted earnings per share (SEK)		1.42	0.95	2.25	1.67	3.46

[1]EBIT was affected by non-recurring expenses related to restructuring. For the second quarter, this non-recurring expense was SEK 0.0 million (-0.9), and for the Jan-Jun period, EBIT was impacted by SEK -1.4 million (-0.9).

EBIT for the full year 2025 includes non-recurring items relating to an organisational change in the Norway segment of SEK -2.7 million, restructuring expenses of SEK -0.9 million and acquisition expenses of SEK -0.5 million.

Financial statements, group

Condensed Consolidated Statement of Financial Position

SEK million	Note	30 Jun 2026	30 Jun 2025	Full-year 2025
Non-current assets				
Intangible assets	2,3	192.0	155.4	192.1
Right-of-use assets		30.3	32.1	26.2
Other fixed assets		0.5	1.1	0.6
Deferred tax assets		20.2	15.1	15.9
Deposits paid		4.9	5.1	5.0
Total non-current assets		**247.9**	**208.8**	**239.8**
Current assets				
Current receivables		280.7	264.2	240.4
Cash and cash equivalents		70.3	95.0	116.0
Total current assets		**351.0**	**359.2**	**356.4**
TOTAL ASSETS		**598.9**	**568.0**	**596.2**
Equity		**306.2**	**282.6**	**291.1**
Non-current liabilities				
Provisions		-	0.8	-
Other non-current liabilities	4,5	42.6	22.3	38.8
Deferred tax liabilities		12.9	14.0	12.6
Total non-current liabilities		**55.5**	**37.1**	**51.4**
Current liabilities				
Current tax liabilities		6.9	7.6	14.5
Other current liabilities	4,5	230.3	240.7	239.2
Total current liabilities		**237.2**	**248.3**	**253.7**
TOTAL EQUITY AND LIABILITIES		**598.9**	**568.0**	**596.2**

Financial statements, group

Condensed Consolidated Statement of Changes in Equity

SEK million	30 Jun 2026	30 Jun 2025	Full-year 2025
Equity at beginning of period	**291.1**	**299.3**	**299.3**
Profit for the period	21.5	16.0	33.1
Other comprehensive income			
Items that may be reclassified to profit or loss			
Exchange differences	10.3	-8.8	-17.4
Transactions with shareholders			
Dividend	-16.7	-23.9	-23.9
Equity at end of period	**306.2**	**282.6**	**291.1**

Condensed Consolidated Statement of Cash Flows

SEK million	not	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Operating activities						
Cash flow from operating activities before changes in working capital		22.2	7.8	20.7	11.0	40.5
Changes in working capital		-51.4	-41.1	-57.7	-4.9	23.9
Cash flow from operating activities		**-29.2**	**-33.3**	**-37.0**	**6.1**	**64.4**
Investing activities						
Acquisition of subsidiaries	3	-	-	-	-	-26.8
Acquisition of tangible and intangible fixed assets		-0.1	-0.2	-0.1	-0.2	-0.2
Sales value of tangible and intangible fixed assets		-	0.0	-	0.0	0.0
Cash flow from investing activities		**-0.1**	**-0.2**	**-0.1**	**-0.2**	**-27.0**
Financing activities						
Repayment of loans		-	-	-	-14.8	-14.8
Repayment of lease liability		-2.3	-2.7	-4.3	-4.7	-10.1
Cash deposits		0.1	-0.0	-0.1	-0.0	-0.0
Dividend paid		-16.7	-23.9	-16.7	-23.9	-23.9
Cash flow from financing activities		**-18.9**	**-26.6**	**-20.9**	**-43.4**	**-48.8**
Cash flow for the period		**-48.2**	**-60.1**	**-58.0**	**-37.5**	**-11.4**
Cash and cash equivalents at beginning of period		116.6	155.5	116.0	138.6	138.6
Exchange differences in cash and cash equivalents		1.9	-0.4	12.3	-6.1	-11.2
Cash and cash equivalents at end of period		**70.3**	**95.0**	**70.3**	**95.0**	**116.0**

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.

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.

The new standard IFRS 18 comes into effect on 1 January 2027, which will replace IAS 1 *Presentation of Financial Statements*. The group will be reporting in accordance with IFRS 18 for the first time in the Interim Report for the period ending 31 March 2027. Dedicare expects the Cash Flow Statement of the Interim Report to be affected because it is based on EBIT. Dedicare also expects interest received and paid to be presented in investment activities and financing activities respectively once IFRS 18 starts to apply.

Dedicare AB (publ) already reports a sub-total for EBIT in its Income Statement. The group is conducting a detailed analysis to determine the correct classification of items to ensure that this sub-total satisfies the requirements of IFRS 18. Additionally, net financial income/expense as presented currently will be removed and replaced by a new sub-total indicating earnings before financing and income tax. The new requirements on aggregation and disaggregation may also cause changes to the accounts and notes to give a usable and structured summary. The group is also analysing the metrics currently reported outside the financial statements to determine whether they satisfy the definition of management-defined performance measures (MPMs).

No other new or revised IFRS or interpretation statements from IFRIC that come into effect in 2026 or later had or will have any material impact on Dedicare's financial statements.

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 operations based on the operating segments of Sweden, Norway, Denmark, UK and Group-wide. Group Management analyses and continuously monitors each segment's revenue, EBITA and EBITA margin. EBITA is monitored consistent with the group's financial targets.

The Sweden, Norway, Denmark and UK segments cover the group's services in recruitment and staffing. Segment net sales consist of revenue from these services. The segments' earnings include directly attributable expenses and allocated central expenses such as cost of premises, accounting administration, IT management and marketing. The allocation of central expenses is pursuant to an allocation key based on the segments' sales and FTEs. Finland is included in the Sweden segment.

The Group-wide segment consists of group-wide items such as shareholder-related expenses, amortisation and impairment of surplus values from acquisitions, amortisation related to business transfers, translation effects related to IFRS 16, plus intra-group transactions and eliminations.

Group Management does not monitor any balance sheet items, i.e. no assets or liabilities, from a segment perspective.

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 4-7 of this Interim Report: net sales by operating segment on p. 4-5 and EBITA by operating segment on p. 6-7.

Notes

Note 2. Intangible assets

30 Jun 2026, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening cost	158.9	53.6	15.2	-	16.2	243.9
Exchange differences	3.7	0.9	0.2	-	-0.2	4.6
Closing cost	**162.6**	**54.5**	**15.4**	**-**	**16.0**	**248.5**
Opening accumulated amortisation and impairments	-	-30.9	-11.0	-	-9.9	-51.8
Amortisation in the period	-	-1.9	-1.3	-	-1.0	-4.2
Exchange differences	-	-0.5	-0.2	-	0.2	-0.5
Closing accumulated amortisation and impairments	**-**	**-33.3**	**-12.5**	**-**	**-10.7**	**-56.5**
Closing carrying amount	**162.6**	**21.2**	**2.9**	**-**	**5.3**	**192.0**

30 Jun 2025, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening cost	120.4	56.2	15.8	1.7	16.1	210.2
Cost	-	-	-	-	0.2	0.2
Sold/scrapped	-	-	-	-1.5	-	-1.5
Exchange differences	-3.2	-1.4	-0.4	-0.2	0.0	-5.2
Closing cost	**117.2**	**54.8**	**15.4**	**0.0**	**16.3**	**203.7**
Opening accumulated amortisation and impairments	-	-28.6	-8.6	-1.7	-7.4	-46.3
Sold/scrapped	-	-	-	1.5	-	1.5
Amortisation in the period	-	-1.9	-1.4	-	-1.4	-4.7
Exchange differences	-	0.8	0.2	0.2	0.0	1.2
Closing accumulated amortisation and impairments	**-**	**-29.7**	**-9.8**	**0.0**	**-8.8**	**-48.4**
Closing carrying amount	**117.2**	**25.1**	**5.6**	**-**	**7.5**	**155.4**

Full-year 2025, SEK million	Goodwill	Customer agreements	Database	Trademark	Other intangible fixed assets	Total
Opening cost	120.4	56.2	15.8	1.7	16.1	210.2
Acquisitions	45.6	-	-	-	-	45.6
Cost	-	-	-	-	0.2	0.2
Sold/scrapped	-	-	-	-1.5	-0.1	-1.6
Exchange differences	-7.1	-2.6	-0.6	-0.2	0.0	-10.5
Closing purchase value	**158.9**	**53.6**	**15.2**	**0.0**	**0.2**	**227.9**
Opening accumulated amortisation and impairments	-	-28.5	-8.6	-1.7	-7.4	-46.3
Sold/scrapped	-	-	-	1.5	0.1	1.6
Amortisation in the period	-	-3.8	-2.7	-	-2.6	-9.1
Exchange differences	-	1.5	0.3	0.2	0.0	2.0
Closing accumulated amortisation and impairments	**-**	**-30.9**	**-11.0**	**0.0**	**-9.9**	**-51.8**
Closing carrying amount	**158.9**	**22.7**	**4.2**	**-**	**6.3**	**192.1**

Notes

Note 3. Business combinations

Acquisition of WeCare ApS

On 1 October 2025, the group's Danish company Dedicare A/S acquired 100 percent of the share capital and voting rights of WeCare ApS, CVR no. 40230696. WeCare is an established social and educational consulting firm. The company offers preventative social interventions for children and young people in partnership with Denmark's municipalities. The acquisition consolidates Dedicare's positioning in Danish social work.

The purchase consideration for the acquisition of WeCare was paid in cash. A contingent consideration has been agreed, based on WeCare's earnings performance over the next three years (1 October 2025–30 September 2028). A preliminary acquisition analysis and final evaluation of goodwill and any other intangible assets linked to the acquisition was prepared in the fourth quarter 2025.

Acquisition-related expenses of SEK 0.5 million were recognised as an expense in consolidated earnings in 2025.

The acquired operation contributed total revenue of SEK 17.2 million, and profit after tax of SEK 4.9 million to the group for the period 1 October 2025 to 31 December 2025. If the acquisition had been executed on 1 January 2025, the consolidated pro forma revenue and profit after tax as of 31 December 2025 would have been SEK 38.7 million and SEK 7.3 million respectively.

Business acquisition 1 October 2025, SEK million	**WeCare ApS**
Fair value of consideration transferred	
Amount settled in cash	-29.4
Contingent consideration	-19.9
Total value of consideration transferred	**-49.3**
Carrying amount of identifiable net assets	
Current receivables	3.5
Cash and cash equivalents	2.6
Current tax liabilities	-1.3
Current liabilities	-1.1
Total identifiable net assets	**3.7**
Goodwill on acquisition	45.6
Total	**45.6**
Transferred cash and compensation	-29.4
Acquired cash and cash equivalents	2.6
Net cash flow on acquisition	**-26.8**

Notes

Note 4. Financial liabilities measured at fair value

Financial liabilities measured at fair value, SEK million	30 Jun 2026	30 Jun 2025	Full-year 2025
Contingent considerations			
WeCare ApS	21.7	-	20.0
Total	**21.7**	**-**	**20.0**

The contingent consideration for the year relates to **WeCare ApS** and is based on the company's earnings performance over three years (1 October 2025 - 30 September 2028). The contingent consideration becomes due on 1 December 2028.

This whole liability is classified as non-current in the Consolidated Balance Sheet.

The second contingent consideration for **Dedicare Life Science AB** (previously H&P Search & Interim AB) was revalued in the fourth quarter 2024, and impaired to SEK 0.0 million. There was no pay-out in July 2025.

Note 5. Financial liabilities

SEK million	30 Jun 2026	30 Jun 2025	Full-year 2025
Non-current			
Contingent consideration liability	21.7	-	20.0
Lease liabilities	20.9	22.3	18.8
Total	**42.6**	**22.3**	**38.8**
Current			
Lease liabilities	11.0	10.3	8.1
Total	**11.0**	**10.3**	**8.1**
Total financial liabilities	**53.6**	**32.6**	**46.9**

Performance measures

Quarterly summary

	Q2 2025	Q3 2025	Q4 2025	Q1 2026	Q2 2026
Net sales, SEK million	351.7	389.9	361.8	363.3	387.0
EBITDA, SEK million	16.2	16.9	16.1	12.3	22.0
EBITDA margin, %	4.6%	4.3%	4.5%	3.4%	5.7%
EBITA, SEK million	13.0	13.9	13.1	9.3	19.4
EBITA margin, %	3.7%	3.6%	3.6%	2.6%	5.0%
EBIT, SEK million	10.8	11.7	10.9	7.2	17.3
EBIT-margin, %	3.1%	3.0%	3.0%	2.0%	4.5%
Profit after financial items, SEK million	11.7	11.7	10.9	10.2	17.7
Profit margin, %	3.3%	3.0%	3.0%	2.8%	4.5%
Net profit for the period, SEK million	9.1	9.6	7.5	7.9	13.6
Net Debt, SEK million	-62.4	-64.4	-69.2	-62.4	-16.6
Equity/assets ratio, %	49.8%	51.4%	48.8%	49.0%	51.1%
Return on equity, %	3.1%	3.4%	2.6%	2.6%	4.4%
Cash flow from operating activities, SEK million	-33.3	2.0	56.3	-7.8	-29.2
Number of employees, average[1]	1,119	1,061	1,041	1,061	1,130
Revenue per employee, SEK thousand	314.3	367.5	347.5	342.4	342.4
Share ratio					
Share price at end of period, SEK	45.00	46.95	42.50	40.20	45.90
Basic earnings per share, SEK	0.95	1.01	0.78	0.82	1.42
Diluted earnings per share, SEK	0.95	1.01	0.78	0.82	1.42
Equity per share, SEK	29.55	30.37	30.44	32.08	32.02
Cash flow from operating activities per share, SEK	-3.49	0.21	5.89	-0.82	-3.05
Number of shares before dilution	9,562,642	9,562,642	9,562,642	9,562,642	9,562,642
Number of shares after dilution	9,562,642	9,562,642	9,562,642	9,562,642	9,562,642
Number of outstanding shares	9,562,642	9,562,642	9,562,642	9,562,642	9,562,642

[1]The average number of employees includes subcontracting consultants, see page 8 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.

Return on equity, SEK million	Q2 2026	Q2 2025	*Q2 △*	Jan-Jun 2026	Jan-Jun 2025	*Jan-Jun △*	Full-year 2025
Profit for the period	13.6	9.1	*4.5*	21.5	16.0	*5.5*	33.1
Average equity	306.5	289.1	*17.4*	301.4	292.5	*8.9*	291.8
Return on equity	**4.4%**	**3.1%**	***1.3%***	**7.1%**	**5.5%**	***1.6%***	**11.3%**

Return on total capital, SEK million	Q2 2026	Q2 2025	*Q2 △*	Jan-Jun 2026	Jan-Jun 2025	*Jan-Jun △*	Full-year 2025
Profit after financial items	17.7	11.7	*6.0*	27.8	20.2	*7.6*	42.8
Average total capital	612.7	589.7	*23.0*	607.2	602.7	*4.5*	593.9
Return on total capital	**2.9%**	**2.0%**	***0.9%***	**4.6%**	**3.4%**	***1.2%***	**7.2%**

EBITDA margin, SEK million	Q2 2026	Q2 2025	*Q2 △*	Jan-Jun 2026	Jan-Jun 2025	*Jan-Jun △*	Full-year 2025
EBITDA	22.0	16.2	*5.8*	34.3	29.6	*4.7*	62.7
Net Sales	387.0	351.7	*35.3*	750.2	703.1	*47.1*	1,454.8
EBITDA margin	**5.7%**	**4.6%**	***1.1%***	**4.6%**	**4.2%**	***0.4%***	**4.3%**

Definitions on p. 25.

Financial statements, parent company

Parent company

Support functions such as Group Management, Finance, Corporate Communication, HR and IT Management are conducted in the parent company.

Condensed Parent Company Income Statement

SEK million	note	Q2 2026	Q2 2025	Jan-Jun 2026	Jan-Jun 2025	Full-year 2025
Operating revenue						
Net sales		10.5	11.0	21.1	22.4	43.5
Other operating revenue		1.1	0.6	1.4	1.9	3.8
Total operating revenue		**11.6**	**11.6**	**22.5**	**24.3**	**47.3**
Operating expenses						
Personnel expenses		-9.2	-7.8	-15.4	-14.1	-24.7
Other external expenses		-8.8	-8.6	-20.3	-18.1	-34.7
Depreciation of tangible and intangible assets		-0.5	-0.7	-1.0	-1.4	-2.6
Operating profit		**-6.9**	**-5.5**	**-14.2**	**-9.3**	**-14.7**
Profit from financial items						
Profit from participations in group companies		-	-	-	-	45.7
Other financial items		0.1	-0.2	2.7	-1.5	-2.0
Profit after financial items		**-6.8**	**-5.7**	**-11.6**	**-10.8**	**29.0**
Appropriations		-	-	-	-	0.6
Tax on profit for the period		1.4	1.2	2.3	2.2	3.4
Profit for the period		**-5.4**	**-4.5**	**-9.3**	**-8.6**	**33.0**

Financial statements, parent company

Condensed Parent Company Balance Sheet

SEK million	Note	30 Jun 2026	30 Jun 2025	Full-year 2025
Non-current assets				
Other fixed assets		5.1	7.4	6.2
Shares in subsidiaries		189.4	189.4	189.4
Deferred tax assets		9.5	6.1	7.3
Other financial assets		4.3	4.3	4.3
Total non-current assets		**208.3**	**207.2**	**207.2**
Current assets				
Other current receivables		21.9	17.8	81.8
Cash and bank		58.8	55.5	88.9
Total current assets		**80.7**	**73.3**	**170.7**
TOTAL ASSETS		**289.0**	**280.5**	**377.9**
Equity		**179.9**	**164.2**	**205.9**
Untaxed reserves		**2.7**	**3.3**	**2.7**
Current liabilities				
Other current liabilities		106.4	113.0	169.3
Total current liabilities		**106.4**	**113.0**	**169.3**
TOTAL EQUITY AND LIABILITIES		**289.0**	**280.5**	**377.9**

Condensed Parent Company Statement of Changes in Equity

SEK million	30 Jun 2026	30 Jun 2025	Full-year 2025
Equity at beginning of period	**205.9**	**196.8**	**196.8**
Profit for the period	-9.3	-8.7	33.0
Transactions with shareholders			
Dividend	-16.7	-23.9	-23.9
Equity at end of period	**179.9**	**164.2**	**205.9**

Definitions

Average equity
Average equity at quarter-end.

Average total capital
Average total capital at quarter-end.

Average number of employees (FTE)
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 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)
EBIT before financial income and expenses and tax.

EBIT margin
EBIT divided by net sales.

EBITA
(Earnings before interest, taxes and amortisation)
EBIT before financial income and expenses, tax, amortisation and impairment of intangible assets.

EBITA margin
EBITA 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 divided by average total capital.

Revenue per employee
Net sales divided by the average number of employees.

Total capital
The total of the company's assets, i.e. total assets.

Calendar for financial information

27 October 2026	Interim Report 1 January – 30 September 2026
9 February 2027	Year-end Report 1 January – 31 December 2026

Stockholm, Sweden, 14 July 2026

Bård Kristiansen
CEO & Managing Director

Krister Widström
Chairman

Anders Boman
Director

Siri Nilssen
Director

Jenny Pizzignacco
Director

Anna Söderblom
Director

Review
This Interim Report has not been subject to review by the company's auditors.

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