

INVESTOR PRESENTATION Q4 2025



∠REJLERS

REJLERS AT A GLANCE

NORDIC PRESENCE

Rejlers is one of the leading engineering consultancy firms in the Nordic region. Our cutting-edge expertise helps companies, public authorities and other organisations meet the societal challenges of tomorrow. We create value as a catalyst for our clients' efforts to achieve a sustainable society.

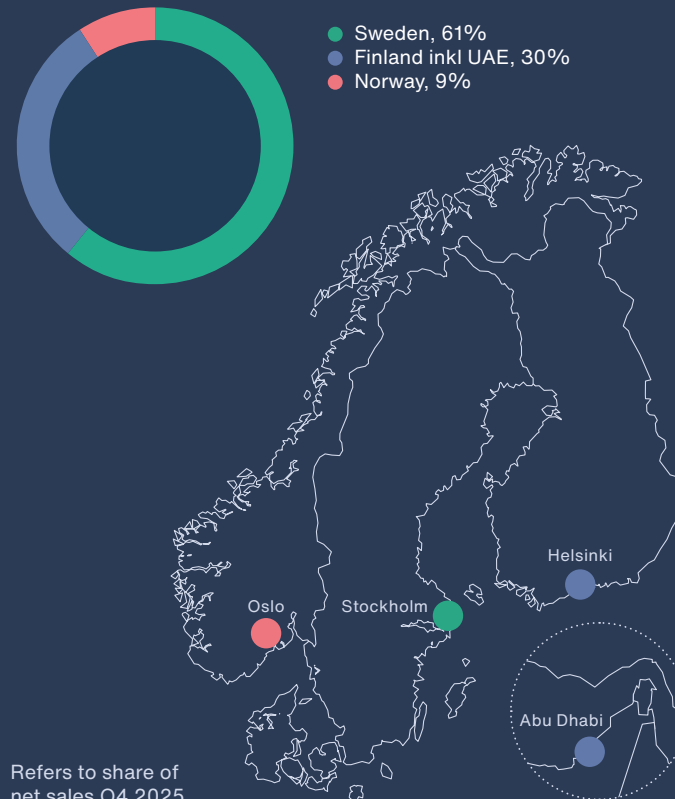
STRONG PLATFORM

Rejlers has a strong foundation, with over 80 years of history, a team of app 3,400 experts, a large network of qualified partners, and high customer satisfaction.

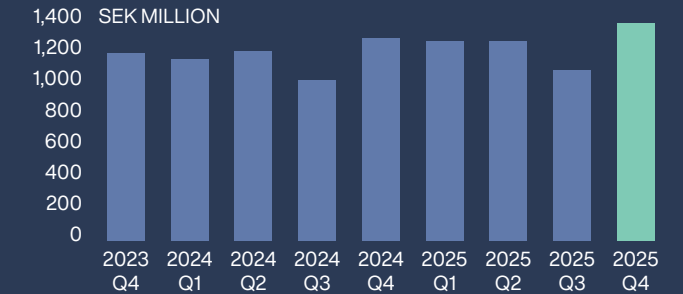
OUR CUSTOMER OFFERING

- To accelerate value and profitability
- To catalyze our customers' transformation within the Energy transition, Industry transformation and by futureproofing communities
- To contribute with knowledge and innovation
- To transform business by being the engine in the project

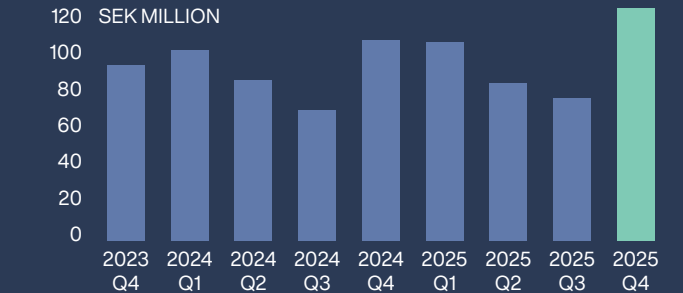
NET SALES DISTRIBUTION



NET SALES DEVELOPMENT



EBITA DEVELOPMENT



OPERATIONAL HIGHLIGHTS Q4 2025



1,310.7

Net sales: SEK 1,310.7 million (1,223.3), + 7.1 %

120.0

EBITA: SEK 120.0 million (103.4)



Good utilisation and higher fees

2030

Sustainable business strategy aiming for 2030

5.8 %

Organic growth excl currency effects, 5.8 % (6.8)

9.2 %

EBITA margin: 9.2 % (8.5)

3X

Tripled EBITA results since 2020



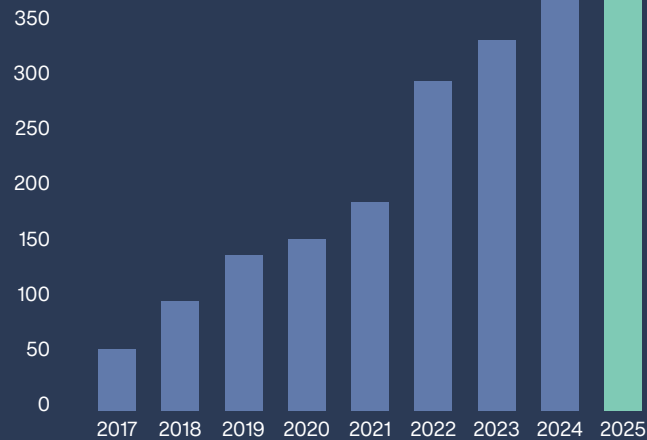
The transformation continues

REJLERS 9 YEARS

ADJ. EBITA

377.7 SEK M

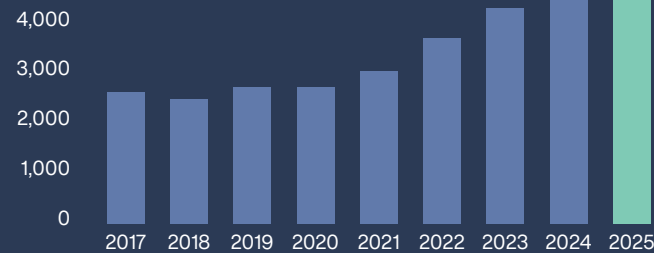
400 SEK MILLION



NET SALES

4,741 SEK M

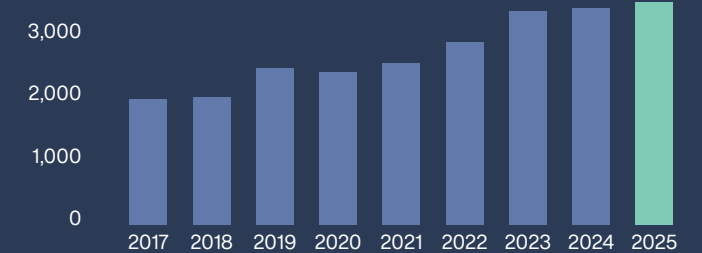
5,000 SEK MILLION



EMPLOYEES

3,383

4,000 NUMBER



FINANCIAL HIGHLIGHTS

REJLERS GROUP

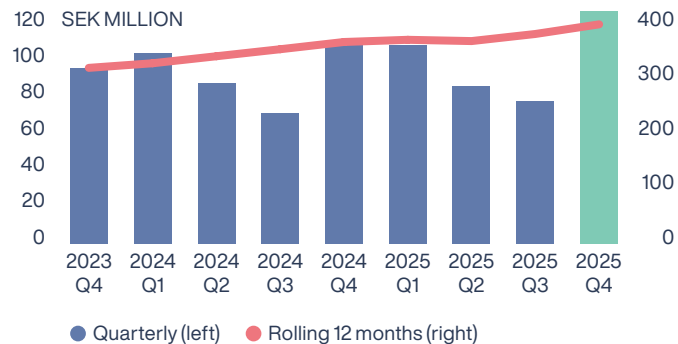
OCT–DEC 2025

- Net sales SEK 1,310.7 million (1,223.3), + 7.1 %
- EBITA SEK 120.0 million (103.4)
- EBITA margin 9.2 % (8.5)
- Earnings per share before dilution SEK 2.88 (3.73)

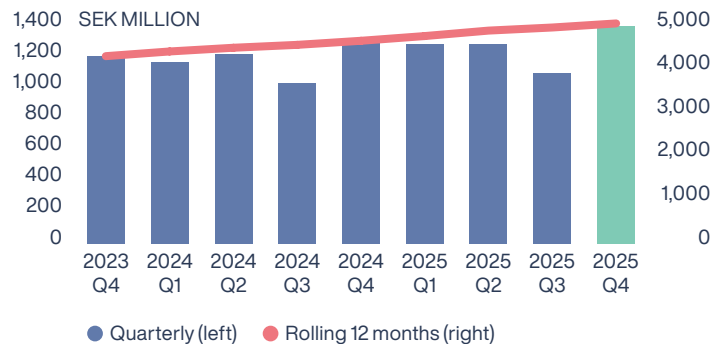
JAN–DEC 2025

- Net sales SEK 4,741.0 million (4,430.7), + 7.0 %
- EBITA SEK 377.7 million (352.3)
- EBITA margin 8.0 % (8.0)
- Earnings per share before dilution SEK 8.74 (10.03)

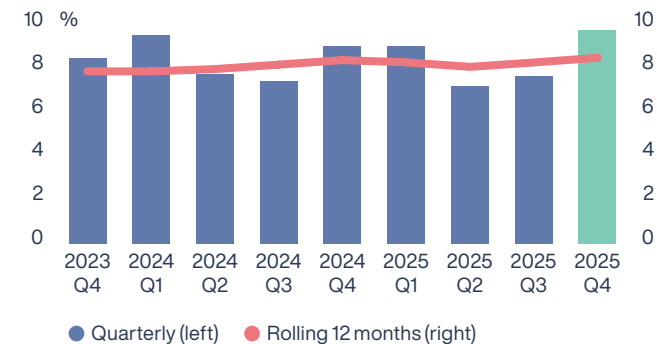
EBITA



NET SALES



EBITA MARGIN



FINANCIAL HIGHLIGHTS

REJLERS SWEDEN

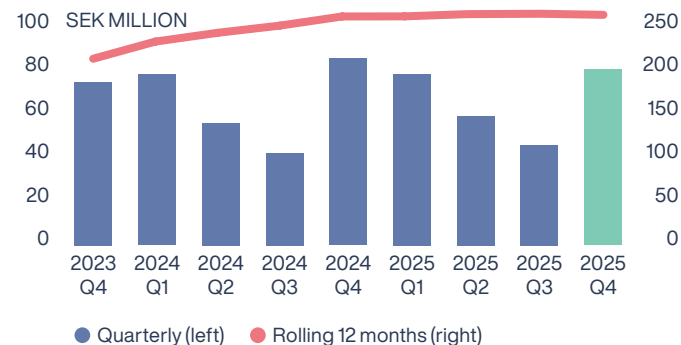
OCT–DEC 2025

- Net sales amounted to SEK 819.1 million (771.6)
- EBITA SEK 75.7 million (80.4)
- EBITA margin 9.2 % (10.4)

JAN–DEC 2025

- Net sales amounted to SEK 2,921.6 million (2,720.8)
- EBITA SEK 248.1 million (246.3)
- EBITA margin 8.5 % (9.1)

EBITA



FINANCIAL HIGHLIGHTS

REJLERS FINLAND

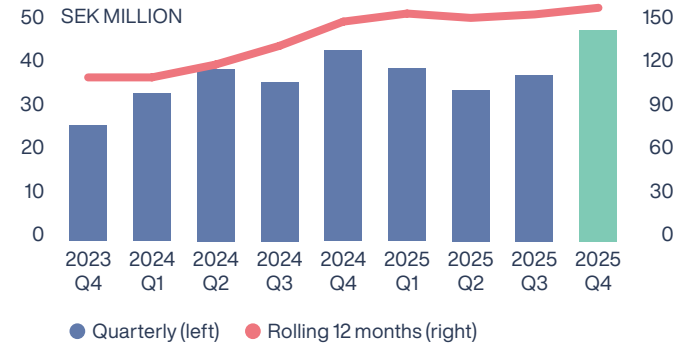
OCT–DEC 2025

- Net sales amounted to SEK 394.7 million (378.7)
- EBITA SEK 45.5 million (41.1)
- EBITA margin 11.5 % (10.9)

JAN–DEC 2025

- Net sales amounted to SEK 1,507.2 million (1,429.2)
- EBITA SEK 151.1 million (144.3)
- EBITA margin 10.0 % (10.1)

EBITA



FINANCIAL HIGHLIGHTS

REJLERS NORWAY

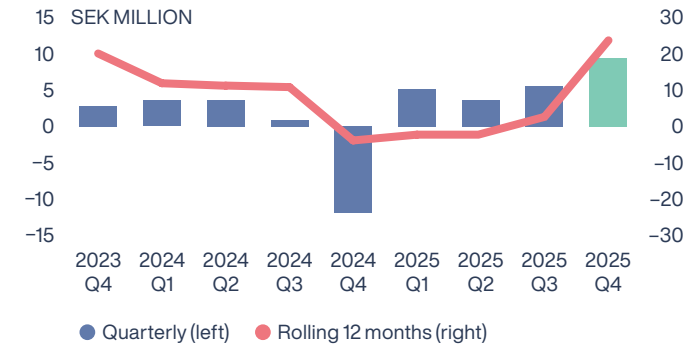
OCT–DEC 2025

- Net sales amounted to SEK 120.8 million (88.8)
- EBITA SEK 8.8 million (-11.2)
- EBITA margin 7.3 % (-12.6)

JAN–DEC 2025

- Net sales amounted to SEK 389.4 million (317.5)
- EBITA SEK 22.2 million (-3.7)
- EBITA margin 5.7 % (-1.2)

EBITA





THANK YOU!