

Growth 3.4 per cent and operating margin (EBIT) 7.4 in the second quarter

Second quarter, April – June 2023

- Sales amounted to SEK 299.3 (289.5) million, corresponding to an increase of 3.4 per cent.
- EBIT was SEK 22.0 (34.5) million, with an operating margin (EBIT) of 7.4 per cent (11.9). The operating margin adjusted for non-recurring items was 8.4 per cent.
- Profit after tax was SEK 16.7 (28.2) million.
- Cash flow from operating activities for the period was SEK 25.3 (48.2) million.
- Earnings per share after dilution amounted to SEK 1.68 (2.95).

First half year, January – June 2023

- Sales amounted to SEK 623.9 (580.0) million, corresponding to an increase of 7.6 per cent.
- EBIT was SEK 62.9 (73.6) million, with an operating margin (EBIT) of 10.1 per cent (12.7). The operating margin adjusted for non-recurring items was 10.6 per cent.
- Profit after tax was SEK 50.3 (60.1) million.
- Cash flow from operating activities for the period was SEK 62.2 (88.3) million.
- Earnings per share after dilution amounted to SEK 5.08 (6.33).

Extract of B3's key figures	Q2			Jan-Jun			Jan-Dec
	2023	2022	Δ%	2023	2022	Δ%	2022
Net Sales, SEK million	299,3	289,5	3,4%	623,9	580,0	7,6%	1 148,1
EBITDA, SEK million	27,2	40,1	-32,2%	73,2	84,2	-13,1%	158,3
EBITDA margin, %	9,1%	13,9%		11,7%	14,5%		13,8%
Operating profit (EBIT), SEK million	22,0	34,5	-36,2%	62,9	73,6	-14,5%	137,7
Operating margin (EBIT), %	7,4%	11,9%		10,1%	12,7%		12,0%
Profit after tax, SEK million	16,7	28,2	-40,8%	50,3	60,1	-16,3%	114,7
Profit per share, SEK	1,68	2,97	-43,4%	5,09	6,36	-20,0%	11,83
Profit per share, SEK	1,68	2,95	-43,1%	5,08	6,33	-19,7%	11,79
Closing number of co-workers ¹	804	733	9,7%	804	733	9,7%	786
Average number of co-workers ¹	803	738	8,8%	797	710	12,3%	741

Alternative key figures with B3 Poland fully consolidated ²	Q2			Jan-Jun			Jan-Dec
	2023	2022	Δ%	2023	2022	Δ%	2022
Net sales incl. B3 Poland, MSEK	336,2	318,2	5,7%	699,4	631,8	10,7%	1 269,5
EBITDA incl. B3 Poland, MSEK	32,0	44,7	-28,4%	84,3	91,7	-8,1%	180,4
EBITDA margin incl. B3 Poland, %	9,5%	14,0%		12,1%	14,5%		14,2%
Operating profit (EBIT) incl. B3 Poland MSEK	26,6	38,9	-31,6%	73,7	80,7	-8,7%	159,0
Operating margin (EBIT) incl. B3 Poland, %	7,9%	12,2%		10,5%	12,8%		12,5%

¹ An adjustment was made for the period January-December 2022. The year-end report for 2022 incorrectly reported the opening number of co-workers as 807, which was adjusted to 786 in connection with the interim report for the first quarter of 2023.

² The table illustrates alternative key figures as if the 50-per cent owned associated company B3 Consulting Poland (B3 Poland) had been consolidated as a subsidiary of the B3 Group. The Group's share of B3 Poland's profit after tax is currently recognised as profit from investments in associated companies under financial income and expenses. The key figures are based on the assumption of 100 % ownership and that no further amortisation/depreciation of additional assets has arisen that is linked to the intended business combination, which is the case if only goodwill is added on such a business combination. In the second quarter net sales in B3 Poland were SEK 36.9 (28.7) million, EBITDA SEK 4.8 (4.6) million, EBIT SEK 4.6 (4.4) million, which in local currency is equivalent to net sales of PLN 14.6 (12.7) million, EBITDA of PLN 1.9 (1.9) million and EBIT of PLN 1.8 (1.9) million. In January-June net sales in B3 Poland were SEK 75.5 (51.8) million, EBITDA SEK 11.1 (7.5) million, EBIT SEK 10.8 (7.1) million, which in local currency is equivalent to net sales of PLN 30.8 (22.9) million, EBITDA of PLN 4.6 (3.2) million and EBIT of PLN 4.4 (3.1) million. In January-December 2022 net sales in B3 Poland amounted to SEK 121.4 million, EBITDA SEK 22.1 million and EBIT 21.2 million.

Please see Note 3 for a full table with definitions of all key figures.

Growth 3.4 % and operating margin (EBIT) 7.4% in the second quarter

Growth and earnings

Sales in the second quarter were SEK 299.3 million, an increase of 3.4 per cent compared with the same period in 2022. Growth is driven by a greater number of consultants but dampened due to a weaker market with lower capacity utilisation in some subsidiaries. New recruitment going forward will therefore mainly focus on the market segments where we see continued strong and long-term demand. The operating profit (EBIT) was SEK 22.0 million, -36.2 per cent compared with the same period in 2022, and the operating margin was 7.4 per cent. Apart from capacity utilisation, earnings were affected by the quarter having one working day less than the same period in 2022, as well as our 20-year anniversary celebration, which gathered all co-workers in Stockholm in May. An investment in the second quarter of SEK 3.3 million in personnel commitment and B3's culture. In the first half year the Group's sales were SEK 623.9 million, which gives 7.6 per cent growth compared with the same period in 2022. The operating profit (EBIT) in the first half year was SEK 62.9 million, with an operating margin of 10.1 per cent.

Weaker market but great opportunities

Parts of the Swedish market are slowing down. At the same time there are several sectors and skills where demand continues to be very strong. One of these is cybersecurity and we are therefore particularly pleased to have recently signed an agreement on a new start up company with one of Sweden's leading profiles in the area, who will lead the new company. AI is also an area that arouses great interest, where we help our clients to use the power of data. We have two companies that are far advanced in this area; B3 Indes AB and B3 Business Transformation AB. Another growth area for us is eHealth, where our companies B3 Healthcare Consulting AB and B3 HealthTech AB are growing considerably.

We are accelerating and braking at the same time

In a weaker market situation we will of course review our costs carefully. In the past 12-month period we have made considerable investments in strengthening the organisation, which will help us meet the targets we communicated on B3's capital market day in October 2022. Now it's time to reap the rewards. This means improved operational efficiency and reduced costs at the beginning of 2024. At the same time we have raised our ambitions regarding a number of start-up companies. In the third quarter we will clarify the expected economic impact of "accelerating and braking at the same time".

New acting CEO and CFO

At the end of June B3's Board announced that Anette Billing wished to leave the role of President and CEO of B3. However, she will continue to work for the next 12 months, focusing on establishing new start-ups in close partnership with the heads of the business areas, among others. The recruitment process for a new CEO has started and in the meantime, as former Chair of the Board of Directors, I have stepped in as acting CEO of the company. Daniel Juhlin is the new Board Chair. Johanna Eriksson has also decided to leave B3 and the role of CFO as of 21 July



Acting President and Chief Executive Officer Sverre

and she will be replaced by André Karlsson as acting CFO. André Karlsson is the Head of Business Control at B3 since 2022.

New business and assignments

During the quarter we strengthened our positions at three of Sweden's major banks and many of Sweden's regions in introducing new journal systems. We are also pleased to be signing a new framework agreement with Nordic Leisure Travel Group with the Ving, Spies and Tjäreborg brands, where we will develop the company's apps. We have also been entrusted with developing new websites for Almi and others.

One of Sweden's most attractive workplaces

At the end of May Karriärföretagen published a survey of students' choices of future employers. B3 was then ranked second in the IT category among third and fourth year students. We have a strong focus on creating a workplace where co-workers thrive and develop, where freedom, learning and gender equality are some of the keywords. We actively promote inclusion and during the quarter have participated in several activities with our partner Changers Hub. We continually work actively to attract new talent to B3. Meeting candidates all the time is the lifeblood of our growth, even in tougher times. B3 is a fantastic company with 29 subsidiaries and a very strong culture. In future all my efforts will be for us to work hard to live our vision; to be Sweden's best consulting company for our co-workers, clients and owners.

High ambitions for the future

The profit for the second quarter was burdened by a weaker market. We are now adjusting to the new market conditions, and I am fully convinced that B3 holds a very strong position and a model that is resilient to hard times. The strength, flexibility and innovative capacity of our 29 subsidiaries is unique – we will always emerge stronger from more challenging market conditions.

Stockholm, July 2023
Sverre Bjerke

Events

In the second quarter

- The Board of directors announced that Anette Billing will be leaving the role of President and CEO of B3 Consulting Group AB (publ) at her own request. Recruitment of a new CEO started immediately. The Board of Directors has appointed Sverre Bjerkeli as acting CEO. Daniel Juhlin has taken over as Chair of the Board.
- Christian Bratt was appointed as new CEO of B3 Consulting Group's specialist company B3 CodeRight AB. Christian Bratt is an experienced leader with a 30-year background of working in IT and the consulting industry and his most recent role was at Knowit Experience.
- Anders Nilsson was recruited as new head of the Digital Experiences & Solutions business area and member of the company's Group Management. Anders Nilsson has sound experience of the IT consulting industry, including more than 20 years at HiQ.
- On 10 May 2023 the Annual General Meeting resolved to exercise the remaining options for the subsidiary B3 Digital Worklife AB. The purchase price for 19,998 shares in B3 Digital Worklife AB was SEK 31.5 million, of which SEK 15.7 million in B3 shares and SEK 15.8 million in cash. The date of possession was 11 May 2023. In connection with possession the Board of Directors decided on a non-cash issue, which increased the share capital by SEK 10,669.60 and the number of shares by 106,696. After the non-cash issue, the total number of shares and votes in B3 was 8,869,794.
- B3 extended its collaboration with Optimizely, which provides software for digital experience platforms as a service, thus strengthening the offer to clients wishing to develop their websites and be at the forefront with their digital presence. During the quarter B3 also strengthened collaboration with Sitevision and as a new partner to Ucommerce and Litium.

In the first quarter

- B3 started a new partnership with Women In Tech, and participated in the largest Nordic technology conference for women, as Co Creating Partner.

- B3 strengthened its collaboration with AWS, Amazon Web Services and took the lead position in the AWS partner network. Tommy Liikamaa was recruited to lead the AWS initiative and to help broaden B3's Cloud business. B3 has a number of ongoing business activities in AWS including with the SGDS Group.
- B3 signed a new framework agreement with Verisure and strengthened the earlier partnership. The new framework agreement includes consulting services in systems development, project management, business intelligence and cloud and runs for three years.
- B3 extended and increased team deliveries for several clients in the public sector and eHealth in line with the new business strategy.
- Fredrik Dolléus took over as new head of B3's Digital Management business area and also as a member of the company's Group Management. Fredrik Dolléus has more than 20 years' experience of digital development in leading roles, as well as a long history in the IT consulting industry.

After the close of the period

- Johanna Eriksson will leave her role as CFO of the B3 Consulting Group at her own request. Johanna Eriksson will remain in her position until 21 July and will then be replaced by André Karlsson as acting CFO.
- B3 is starting a new company in cyber security and strengthening its offer in the security area. Emil Gullers has been recruited to lead the new company.

Group

April-June 2023

Revenue and profit

Sales in the second quarter amounted to SEK 299.3 (289.5) million, which corresponds to growth of 3.4 (24.0) per cent compared with the same period in the previous year. Sales growth in comparison with the same period of the previous year is attributable to an increase in the number of co-workers (about SEK +27 million), increased sales of products & licences (about SEK +4 million) and increased hourly rates (about SEK +11 million). Conversely, sales growth was negatively affected by reduced capacity utilisation (about SEK -21 million), reduced sales related to sub-consultants (about SEK -7 million) and one less working day compared with the same period in the previous year (about SEK -4 million). Sub-consultants account for a small part of sales, amounting during the quarter to 5.8 (8.2) per cent. The average number of co-workers in the quarter amounted to 803 (738), which corresponds to an increase of 65 compared with the same period in the previous year. Total operating expenses in the second quarter were SEK 277.8 (255.2) million. Staff costs were SEK 219.7 (200.4) million, corresponding to 73.4 (69.2) per cent of sales. The operating profit (EBIT) for the quarter was SEK 22.0 (34.5) million, giving an operating margin (EBIT) of 7.4 (11.9) per cent. The reduced operating margin is mainly attributable to lower capacity utilisation in comparison with the second quarter of the previous year and a non-recurring cost for B3's anniversary celebration of about SEK 3.3 million. The capacity utilisation has had a negative trend since the beginning of the year that have continued during the second quarter. The adjusted operating margin (EBIT), taking into account the non-recurring item related to the anniversary celebration was 8.4 per cent.

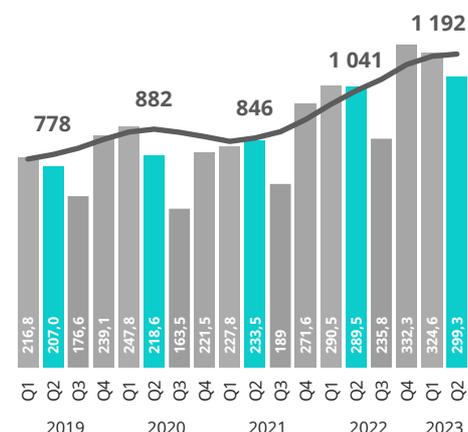
January-June 2023

Revenue and profit

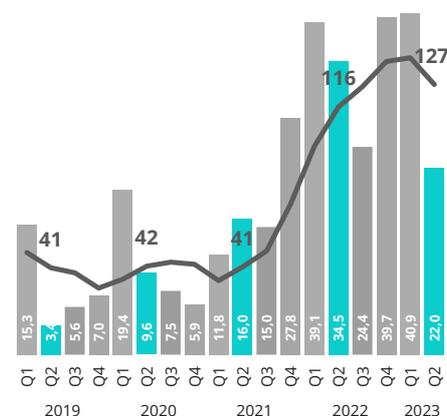
Sales in the period January-June amounted to SEK 623.9 (580.0) million, which corresponds to growth of 7.6 (25.7) per cent compared with the same period in the previous year. Sales growth in comparison with the same period of the previous year is mainly attributable to the increase in the number of co-workers and hourly rates, while reduced capacity utilisation had a negative impact on sales growth. Sub-consultants account for a small part of sales, amounting during the quarter to 5.8 (8.2) per cent. The average number of co-workers in the period amounted to 797 (710), which corresponds to an increase of 87 compared with the same period in the previous year. Total operating expenses in the period January-June were SEK 562.1 (508.5) million. The expenses have increased given the investments that have been carried out. Staff costs were SEK 444.2 (400.0) million, corresponding to 73.4 (69.2) per cent of sales. The operating profit (EBIT) for the period was SEK 62.9 (73.6) million, giving an operating margin (EBIT) of 10.1 (12.7) per

cent. The reduced operating margin is mainly attributable to lower capacity utilisation in comparison with the same period in the previous year and a non-recurring cost for B3's anniversary celebration of about SEK 3.5 million. The adjusted operating margin (EBIT), taking into account the non-recurring item related to the anniversary celebration was 10.6 per cent.

Sales per quarter and R12 (SEK million)



Operating profit (EBIT) per quarter and R12 (SEK million)



Operating margin (EBIT) per quarter (%)



Financial position and cash flow

The Group's cash flow in the second quarter 2023 was SEK -69.9 (7.1) million. Cash flow from operating activities in the second quarter 2023 was SEK 25.3 (48.2) million, where the operations had a positive cash flow of SEK 8.9 (30.8) million and working capital changed by SEK 16.4 (17.4) million. Cash flow from investing activities was SEK 3.9 (0.5) million and derives mainly from dividends received from associated companies. Financing activities affected the cash flow by SEK -99.1 (-41.6) million, which is mainly attributable to dividends and acquisition of shares in subsidiaries.

The Group's cash flow in the period January-June 2023 was SEK -47.8 (39.7) million. Cash flow from operating activities in the period January-June 2023 was SEK 62.2 (88.3) million, where the operations had a positive cash flow of SEK 51.5 (77.6) million and working capital changed by SEK 10.7 (10.7) million. Cash flow from investing activities was SEK 2.3 (-0.1) million and derives mainly from dividends received from associated companies and shareholder's contributions paid to associated companies. Financing activities affected the cash flow by SEK -112.3 (-48.5) million, which is mainly attributable to dividends and acquisition of shares in subsidiaries.

The Group's cash and cash equivalents as at 30 June 2023 amounted to SEK 35.6 (93.9) million.

Equity as at 30 June 2023 amounted to SEK 182.1 (223.4) million. As at 30 June 2023 the Group had a net cash balance (+)/net debt (-), excluding impact of IFRS 16 Leases, of SEK 11.6 (53.9) million. The Net debt (excluding IFRS 16)/EBITDA ratio on a rolling 12-month basis is -0,1. The equity/assets ratio is 32.1 (36.9) per cent.

Associated companies

B3's growth strategy is partly based on growth through acquisition and through establishment of entrepreneur-driven companies (called start-ups). For these an agreement on options on remaining holdings is normally made between B3 and the entrepreneurs concerned. The purchase price for these holdings is based on the performance of the company in question for a three-to-five-year period and can be paid either in cash or in the form of shares in B3.

The entrepreneur-driven companies start as associated companies. As associated companies, the results of these investments are recognised in the B3 Group's net financial income with B3's shareholding in accordance with the equity method. Companies that report particularly good growth and profitability potential are consolidated into the Group in the long term as B3 gradually increases its shareholding. See page 1 and Note 3 for alternative performance measures linked to associated companies.

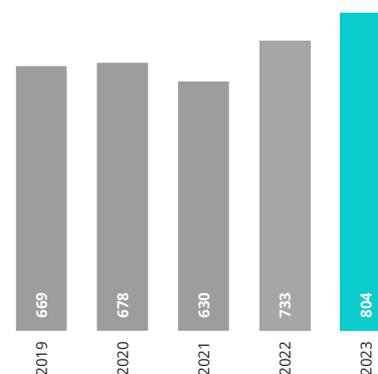
Subsidiaries

On 10 May 2023 the Annual General Meeting resolved to exercise the remaining options for the subsidiary B3 Digital Worklife AB. The purchase price for 19,998 shares in B3 Digital Worklife AB was SEK 31.5 million, of which SEK 15.7 million in B3 shares and SEK 15.8 million in cash. The date of possession was 11 May 2023. In connection with possession the Board of Directors decided on a non-cash issue, which increased the share capital by SEK 10,669.60 and the number of shares by 106,696. After the non-cash issue, the total number of shares and votes in B3 was 8,869,794.

Co-workers

Since the turn of the year B3 has continued to report growth in the number of co-workers, mainly consisting of an increase in the number of consultants. As at 30 June 2023 the number of co-workers was 804 (733).

Number of co-workers on 30 June 2019-2023

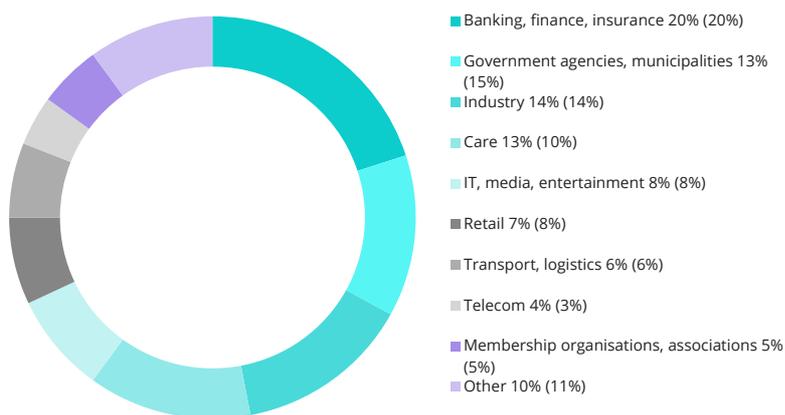


Clients

At the close of the second quarter 2023 B3 had no individual client that represents more than five per cent of the Group's total sales. B3's ten largest clients together account for about 25 per cent of the Group's sales and the 40 next largest clients represent about 35 per cent of sales. About 50 per cent of B3's sales are related to industries with low or moderate cyclical dependence. In addition, revenues from our own framework agreements constitute about 15 per cent of the Group's sales.

During the quarter B3 has strengthened its positions with new assignments at three of Sweden's major banks, including consultants and competence within System Development, Data engineer, Epic Owner, Architecture, Test leader and AI Roadmap etc. B3 has also increased delivery to most of Sweden's regions to consolidate the introduction of new journal systems. Two examples are Region Dalarna and Region Stockholm. B3 has signed a new framework agreement with Nordic Leisure Travel Group including the brands Ving, Spies and Tjäreborg, which applies to the entire Group. B3 will, among other things, support NTLG with app development. B3 has also won new contracts to develop new websites for Almi, among others, where B3 works in a logged-in state for Almi's website, with a focus on streamlining and digitalising value-creating services.

Share of revenue per industry sector, Jan-June 2023 (Jan-June 2022)



Segment reporting

As of January 2023, B3 has changed the names of its business areas as well as restructuring three subsidiaries between business areas to streamline our service offer better. The change is not deemed to have any material impact on the financial statements. For a detailed list of the segments' revenue and profit with restated comparative figures, please see Note 2.

Digital Experience & Solutions business area (formerly Digital Innovation)

The business area focuses on development of applications, digital customer experiences, products and services. Digital Experience & Solutions accounts for 39.0 (41.7) per cent of the Group's sales in a rolling twelve-month period, July 2022 – June 2023.

In the second quarter of 2023 sales amounted to SEK 121.8 (124.6) million, corresponding to a decrease of -2.2 (15.8) per cent. The operating profit (EBIT) was SEK 7.1 (13.8) million, giving an operating margin (EBIT) of 5.8 (11.1) per cent.

The reduced operating margin in the year's second quarter is mainly attributable to lower capacity utilisation.

Digital Management business area

The business area focuses on services in digitalisation and operations development, agile transformation, change leadership, security, decision support and eHealth. Digital Management accounts for 30.2 (29.9) per cent of the Group's sales in a rolling twelve-month period, July 2022 – June 2023.

In the second quarter of 2023 sales amounted to SEK 92.6 (94.3) million, corresponding to a decrease of -1.8 (33.8) per cent. The operating profit (EBIT) was SEK 4.6 (10) million, giving an operating margin (EBIT) of 5.0 (10.6) per cent.

The decreased sales in the year's second quarter are mainly due to lower capacity utilisation, given the lower demand in the market for the services the business area provides.

Cloud & Technology Platforms business area (formerly Cloud & Tech)

The business area focuses on services relating to effective, secure, scalable and accessible infrastructure. The market is largely driven by the transfer of new and existing solutions to the cloud, where IT security issues are in focus. Cloud & Technology Platforms accounts for 30.8 (28.4) per cent of the Group's sales in a rolling twelve-month period, July 2022 – June 2023.

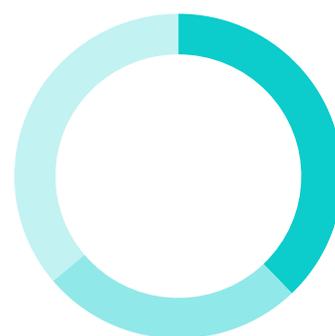
In the second quarter 2023 sales amounted to SEK 95.8 (87.8) million, corresponding to an increase of 9.1 (40.6) per cent. The operating profit (EBIT) was SEK 9.2 (12.4) million, giving an operating margin (EBIT) of 9.6 (14.1) per cent. Demand for the services of the business area continued to be high in the second quarter of the year.

Sales, share per business area, R12. Q3 22-Q2 23 (Q3 21-Q2 22)



■ Digital Experience & Solutions 39,0% (41,7%)
■ Digital Management 30,2% (29,9%)
■ Cloud & Technology Platforms 30,8% (28,4%)

EBIT, share per business area, R12 Q3 22-Q2 23 (Q3 21-Q2 22)



■ Digital Experience & Solutions 37,8% (38,5%)
■ Digital Management 26,0% (27,8%)
■ Cloud & Technology Platforms 36,2% (33,7%)

Parent company

The B3 Consulting Group AB (publ) is the parent company for the operations in all the subsidiaries. The parent company is responsible for group-wide services such as IT, accounting, administration, employer branding, HR, business development and marketing. The parent company is also responsible for the overall offer in relation to major framework agreement clients.

April-June 2023

Revenue and profit

The parent company's net sales in the second quarter amounted to SEK 77.8 (70.7) million, which derives from framework agreements with clients common to the Group and invoiced via B3 Consulting Group AB (publ). The parent company's total operating income amounted to SEK 106.2 (95) million. The difference between the parent company's sales and total operating income consists of re-invoicing to subsidiaries of group-wide services. The operating profit (EBIT) in the second quarter amounted to SEK 0.3 (-1.5) million.

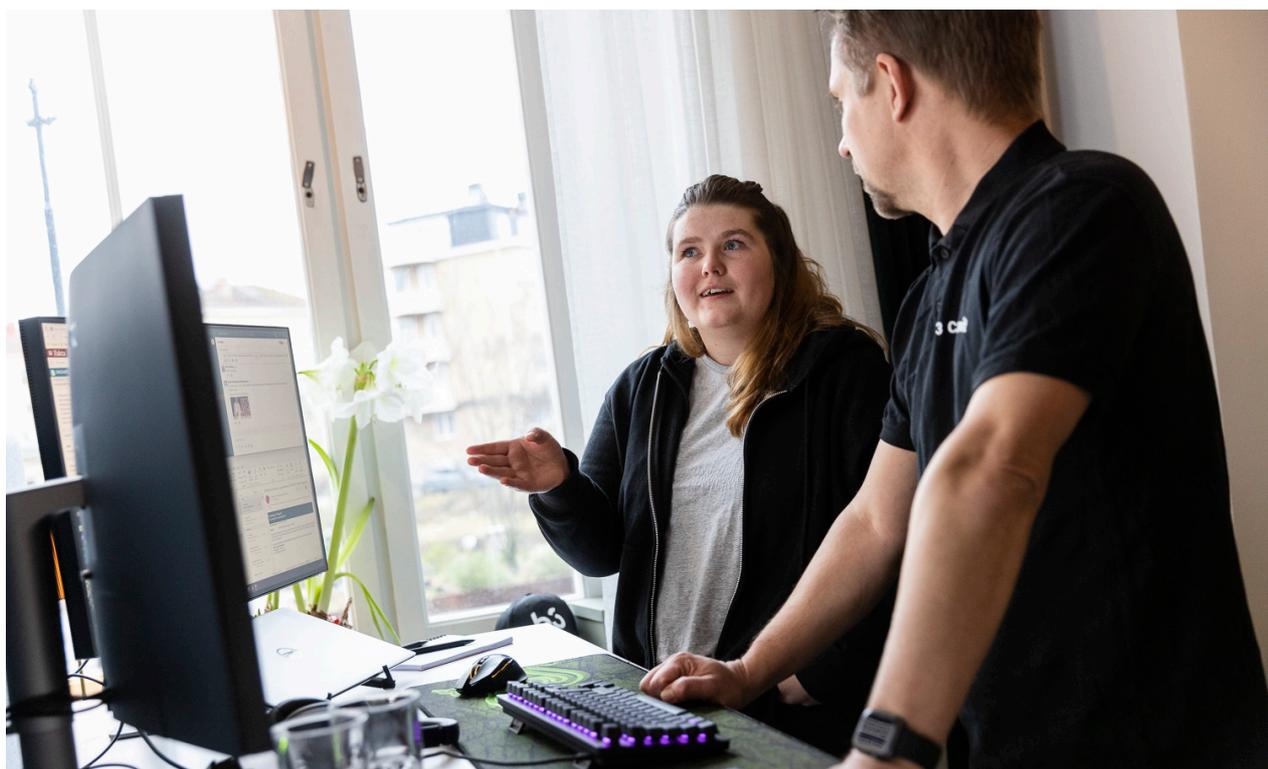
January-June 2023

Revenue and profit

The parent company's net sales in the period January-June full year amounted to SEK 153.2 (138.9) million, which derive from framework agreements with clients common to the Group and invoiced via B3 Consulting Group AB (publ). The parent company's total operating income amounted to SEK 212 (186.8) million. The difference between the parent company's sales and total operating income consists of re-invoicing to subsidiaries of group-wide services. The operating profit (EBIT) for the period January-June was SEK -0.2 (-3.8) million.

Financial position

Cash and cash equivalents as at 30 June 2023 amounted to SEK 35.5 (93.8) million. The parent company has overdraft facilities with a limit of SEK 35.0 (35.0) million, of which SEK 0.0 (0.0) million has been used. The company has a loan raised in 2021 for SEK 48 million. The loan will be amortised over a three-year period. As at 30 June 2023 the remaining debt is SEK 24 million. The interest expense is based on STIBOR plus 2.25 per cent. The parent company's equity as at 30 June 2023 amounted to SEK 200.7 (224.1) million.



Other information

Outlook and financial targets

The B3 Group will develop in pace with improved delivery capacity as a result of recruitment, start-ups and acquisition, based on client demand and the general investment climate. The Group makes no forecasts.

The Board of Directors has communicated the following financial targets:

- Reach SEK 1.7 billion in annual sales at the close of 2025.
- Report a 12 per cent operating margin (EBIT) over time.
- Borrowings should normally be less than 1.5 times EBITDA.
- The company is to annually distribute up to two thirds of its profit after tax attributable to the shareholders of B3 Consulting Group AB (publ), while taking into account the Group's capital requirements to deal with changes in working capital, and for investments, mainly acquisitions.
- In addition the company can distribute value to the shareholders via buy back of own shares. The purpose is to give the Board of Directors greater room for manoeuvre in working on the company's capital structure, as well as the ability to manage supplementary purchase prices and option agreements.

Both staff costs and other external costs are growing faster than sales (accumulated SEK 482.6 million), which is not satisfactory. It will take some time to reverse this. In the past 12-month period the Group has made considerable investments in strengthening its organisation, which will help us meet our communicated financial targets. Considering the weaker market situation, B3 is also carefully reviewing costs. New clear targets and measures to improve the Group's margins are being developed, and they are expected to be presented in the third quarter. At the beginning of 2024 we expect to be able to reap the benefits of measures taken in 2023 in the form of higher operational efficiency and reduced costs.

Risks and uncertainties

In its operations the B3 Group may be exposed to various risks. Some of these the company can control while others

lie outside the control of the company. The Group's material business risks consist of reduced demand for consulting services in the client market, price pressure and the ability to recruit and retain competent co-workers. The B3 Group is also subject to financial risks such as currency risk, interest rate risk, credit risk, liquidity risk and risk of cost increases linked to high inflation. The B3 Group makes regular assessments of its risk exposure and works to minimise it. Material risks and uncertainties are described in the Annual Report for 2022 in the section "Risks and risk management" in the administration report and under Note 3.

The war in Ukraine and subsequent energy crisis, increased inflation and higher interest rates generate major uncertainty in many sectors. B3's assessment is that the consequent market situation has deteriorated since the turn of the year. The Board of Directors and Group Management are following developments carefully and will take action as needed.

The B3 share

The B3 share has been listed on Nasdaq Stockholm since December 2016. On 30 June 2023 there was a total of 8,869,794 shares, of which 300,229 shares held by the company. Each share entitles the holder to one vote. The shares are distributed among 6,334 owners as at 30 June 2023. The share capital amounted to SEK 886,979.4.

Signing of the report

The Board of Directors and President certify that the interim report for the period January-June 2023 gives a fair presentation of the Group's and the Parent Company's operations, financial position and performance and describes material risks and uncertainties facing the Parent Company and the companies included in the Group.

Stockholm, 21 July 2023

The report has not been subject to review by the company's auditors.

The Board of Directors of B3 Consulting Group AB (publ)

Daniel Juhlin
Chair of the Board

Mikael Cato
Member of the Board

Leif Frykman
Member of the Board

Kristin Lindmark
Member of the Board

Marika Skärvik
Member of the Board

Sverre Bjerkeli
Member of the Board & Chief Executive Officer

Consolidated financial statements

Consolidated income statement

SEK million	Not	Q2		Jan-Jun		Jan-Dec
		2023	2022	2023	2022	2022
Net sales	2	299,3	289,5	623,9	580,0	1 148,1
Other operating income		0,5	0,2	1,1	2,1	3,1
Operating revenue		299,8	289,7	625,0	582,1	1 151,2
Engagement-specific external expenses		-32,9	-35,0	-69,2	-69,1	-139,1
Other external expenses		-20,0	-14,2	-38,4	-28,8	-63,9
Staff costs		-219,7	-200,4	-444,2	-400,0	-789,9
Depreciation/amortication and impairment		-5,2	-5,6	-10,3	-10,6	-20,6
Operating profit		22,0	34,5	62,9	73,6	137,7
Profit from financial investments						
Financial income		0,1	0,1	0,1	1,7	2,1
Profit from investments in associated companies	4	1,4	2,0	3,5	1,9	7,0
Financial expenses		-1,0	-0,7	-1,8	-1,4	-2,9
Profit after financial items		22,5	35,9	64,7	75,8	143,9
Taxes		-5,8	-7,7	-14,4	-15,7	-29,2
PROFIT FOR THE PERIOD		16,7	28,2	50,3	60,1	114,7
Income for the period attributable to:						
Parent company's shareholders		14,4	25,5	43,3	54,5	103,3
Non-controlling interests		2,3	2,7	7,0	5,6	11,4
PROFIT FOR THE PERIOD		16,7	28,2	50,3	60,1	114,7
Earnings per share (before and after dilution), SEK		1,68	2,97	5,09	6,36	11,83
Earnings per share (before and after dilution), SEK		1,68	2,95	5,08	6,33	11,79

Consolidated statement of comprehensive income

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME, SEK MILLION	Q2		Jan-Jun		jan-dec
	2023	2022	2023	2022	2022
Profit for the period	16,7	28,2	50,3	60,1	114,7
Other comprehensive income for the period	0,0	0,0	0,0	0,0	0,0
Comprehensive income for the period	16,7	28,2	50,3	60,1	114,7
Comprehensive income for the period attributable to:					
Parent company's shareholders	14,4	25,5	43,3	54,5	103,3
Non-controlling interests	2,3	2,7	7,0	5,6	11,4
Comprehensive income for the period	16,7	28,2	50,3	60,1	114,7

Consolidated balance sheet

SEK MILLION	30 Jun		31 Dec
	2023	2022	2022
ASSETS			
<i>Non-current assets</i>			
Intangible non-current assets	214,7	216,2	215,5
Right-of-use, assets	58,2	54,8	62,3
Property, plant and equipments	2,0	3,0	2,5
Investments in associated companies	17,5	9,3	16,5
Deferred tax assets	2,8	2,9	2,8
Other non-current receivables	2,9	3,6	3,6
Total non-current assets	298,1	289,8	303,2
<i>Current assets</i>			
Trade receivables	173,5	167,1	199,8
Receivables from associated companies	5,9	2,5	1,4
Current tax assets	8,9	12,7	6,8
Other receivables	0,4	3,0	0,3
Prepaid expenses and accrued income	45,4	37,2	28,1
Cash and cash equivalents	35,6	93,9	83,4
Total current assets	269,7	316,4	319,8
TOTAL ASSETS	567,8	606,2	623,0
EQUITY AND LIABILITIES			
<i>Equity</i>			
Share capital	0,9	0,9	0,9
Other contributed capital	98,5	98,5	98,5
Retained earnings including profit for the period	59,8	98,2	95,6
Equity attributable to the parent company shareholder	157,4	197,6	195,0
Non-controlling interests	24,7	25,8	33,0
Total equity	182,1	223,4	228,0
<i>Non-current liabilities</i>			
Other provisions	0,9	0,5	0,4
Interest-bearing non-current liabilities	43,5	63,1	55,9
Other non-current liabilities	0,1	0,0	0,1
Total non-current liabilities	44,5	63,6	56,4
<i>Current liabilities</i>			
Interest-bearing current liabilities	43,9	37,3	44,1
Trade payables	32,0	33,3	37,0
Liabilities to associated companies	2,5	0,0	0,2
Current tax liabilities	-	0,0	3,4
Other current liabilities	170,8	159,5	178,9
Accrued expenses and deferred income	92,0	89,1	75,0
Total current liabilities	341,2	319,2	338,6
TOTAL EQUITY AND LIABILITIES	567,8	606,2	623,0

Consolidated cash flow statement

SEK MILLION	Not	Q2		Jan-Jun		Jan-Dec
		2023	2022	2023	2022	2022
Operating activities						
Operating profit		22,0	34,5	62,9	73,6	137,7
Adjustment for non-cash items	5	4,3	6,1	10,3	17,7	32,5
Interest received		0,2	0,4	0,2	2,0	2,8
Interest paid		-1,1	-1,0	-1,9	-1,7	-3,6
Income tax paid		-16,5	-9,2	-20,0	-14,0	-16,2
Cash flow from operating activities before change in working capital		8,9	30,8	51,5	77,6	153,2
Increase (-) Decrease (+) in operating receivables		9,5	8,8	4,5	-10,8	-32,4
Increase (-) Decrease (+) in operating liabilities		6,9	8,6	6,2	21,5	30,9
Cash flow from operating activities		25,3	48,2	62,2	88,3	151,7
Investing activities						
Acquisition of property, plant and equipment		0,4	0,0	-0,1	0,0	-0,5
Acquisition of intangible non-current assets		0,0	0,5	-0,1	-0,1	-0,3
Shareholders' contributions paid to associated companies		3,7	0,0	3,7	0,0	0,0
Shareholders' contributions paid to associated companies		-0,2	0,0	-1,2	0,0	-3,7
Cashflow from investing activities		3,9	0,5	2,3	-0,1	-4,5
Financial activities						
Amortisation of loans		-4,0	-4,0	-8,0	-8,0	-16,0
Amortisation of loans IFRS 16		-4,5	-4,4	-8,8	-7,3	-18,8
Dividend paid to parent company shareholders		-67,7	-30,0	-67,7	-30,0	-30,0
Deposits		0,0	0,0	0,7	0,0	0,0
Buy back own shares		0,0	0,0	0,0	0,0	-50,0
Dividend paid to non-controlling interests		-7,1	-3,2	-9,3	-3,2	-3,2
Transactions with non-controlling interests		-15,8	0,0	-19,2	0,0	0,0
Cash flow from financing activities		-99,1	-41,6	-112,3	-48,5	-118,0
Cash flow for the period		-69,9	7,1	-47,8	39,7	29,2
Reconciliation of change in cash and cash equivalents						
Opening balance cash and cash equivalents		105,5	86,8	83,4	54,2	54,2
Closing balance cash and cash equivalents		35,6	93,9	35,6	93,9	83,4
Change in liquid assets		-69,9	7,1	-47,8	39,7	29,2

Parent company financial statements

Parent company income statement

SEK MILLION	Q2		Jan-Jun		Jan-Dec
	2023	2022	2023	2022	2022
Net sales	77,8	70,7	153,2	138,9	275,9
Other operating income	28,4	24,3	58,8	47,9	101,4
Operating revenue	106,2	95,0	212,0	186,8	377,3
Operating expenses					
Engagement-specific external expenses	-75,4	-72,7	-154,3	-142,4	-284,5
Other external expenses	-10,4	-7,6	-21,1	-15,4	-32,7
Staff cost	-19,6	-15,7	-35,8	-31,6	-62,9
Depreciation/amortisation and impairment	-0,5	-0,6	-1,0	-1,2	-2,2
Other operating expenses	0,0	0,1	0,0	0,0	0,0
Operating profit	0,3	-1,5	-0,2	-3,8	-5,0
Profit from financial investments					
Profit from investments in group companies	4,3	1,4	4,3	1,4	72,9
Other interest and similar profit/loss items	3,4	0,0	3,9	0,3	2,5
Interest expenses and similar profit/loss items	-0,8	-0,2	-0,8	-0,5	-1,2
Profit after financial items	7,2	-0,3	7,2	-2,6	69,2
Taxes	-0,9	0,3	-0,7	0,7	0,8
PROFIT FOR THE PERIOD	6,3	0,0	6,5	-1,9	70,0

Parent company balance sheet

SEK MILLION	30 Jun		31 Dec
	2023	2022	2022
ASSETS			
<i>Non-current assets</i>			
Intangible non-current assets	3,0	4,5	3,8
Property, plant and equipments	0,4	0,6	0,4
	3,4	5,1	4,2
<i>Financial assets</i>			
Investments in group companies	358,8	328,5	328,5
Receivables from group companies	6,0	0,9	0,0
Investments in associated companies	7,7	2,9	6,6
Deferred tax assets	1,8	1,6	1,8
Other non-current receivables	2,1	2,8	2,8
	376,4	336,7	339,7
Total non-current assets	379,8	341,8	343,9
<i>Current assets</i>			
<i>Current receivables</i>			
Trade receivables	41,4	35,9	49,5
Receivables from group companies	49,9	51,8	130,8
Receivables from associated companies	0,0	2,1	0,1
Tax assets	1,2	0,0	0,4
Other receivables	0,1	0,4	0,0
Prepaid expenses and accrued income	13,7	10,3	8,2
	106,3	100,5	189,0
Cash and bank balances	35,5	93,8	83,4
Total current assets	141,8	194,3	272,4
TOTAL ASSETS	521,6	536,1	616,3
EQUITY AND LIABILITIES			
<i>Equity</i>			
<i>Restricted equity</i>			
Share capital	0,9	0,9	0,9
	0,9	0,9	0,9
<i>Non-restricted equity</i>			
Retained earnings	193,3	225,2	175,2
Profit for the period	6,5	-2,0	70,0
	199,8	223,2	245,2
Total equity	200,7	224,1	246,2
<i>Non-current liabilities</i>			
Liabilities to credit institutions	8,0	24,0	16,0
Other non-current liabilities	8,0	24,0	16,0
<i>Current liabilities</i>			
Liabilities to credit institutions	16,0	16,0	16,0
Trade payables	11,8	12,0	10,3
Liabilities to group companies	260,0	238,1	288,9
Liabilities to associated companies	1,6	0,0	4,0
Other current liabilities	12,4	9,4	20,9
Accrued expenses and deferred income	11,1	12,5	14,0
Total current liabilities	312,9	288,0	354,1
TOTAL EQUITY AND LIABILITIES	521,6	536,1	616,3

Notes

Not 1. Accounting policies and valuation principles

B3 applies International Financial Reporting Standards (IFRS) as adopted by the EU. This interim report was prepared in accordance with the Annual Accounts Act and IAS 34 Interim Financial Reporting. The Group's accounting policies are unchanged in comparison with the most recently submitted annual report. A complete description of accounting policies and valuation principles is given in the Annual Report for 2022 under Note 2.

The parent company prepares its accounts in accordance with the Annual Accounts Act and the Swedish Financial Reporting Board recommendation RFR 2 and applies the same accounting policies and valuation principles as in the Annual Report for 2022.

Not 2. Operating segments and breakdown of revenue

An operating segment is a part of the Group that conducts operations from which it can generate income and incur expenses and for which separate financial information is available. For further description of the operating segments, please refer to page 7.

As of January 2023 B3 has changed the names of its segments as well as restructuring three subsidiaries between segments to better streamline the service offer. The change is not deemed to have any material impact on the financial statements.

Segment reporting

	Q2		Q2		Q2		Q2		Q2	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Revenue from external clients	113,4	118,1	87,8	88,1	83,6	77,7	14,5	5,6	299,3	289,5
Revenue from other segments	8,4	6,5	4,8	6,2	12,2	10,1	-25,4	-22,8	-	-
Total revenue	121,8	124,6	92,6	94,3	95,8	87,8	-10,9	-17,2	299,3	289,5
Operating profit	7,1	13,8	4,6	10,0	9,2	12,4	0,4	-1,7	21,3	34,5
Operating margin	5,8%	11,1%	5,0%	10,6%	9,6%	14,1%	n/a	n/a	7,1%	11,9%

	Jan-Jun		Jan-Jun		Jan-Jun		Jan-Jun		Jan-Jun	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Revenue from external clients	238,6	237,8	183,2	176,1	175,9	160,3	26,2	5,8	623,9	580,0
Revenue from other segments	13,3	12,2	8,7	8,7	24,3	18,6	-46,3	-39,5	-	-
Total revenue	251,9	250,0	191,9	184,8	200,2	178,9	-20,1	-33,7	623,9	580,0
Operating profit	22,4	30,6	15,4	21,3	23,6	25,0	1,5	-3,3	62,9	73,6
Operating margin	8,9%	12,2%	8,0%	11,6%	11,8%	14,0%	n/a	n/a	10,1%	12,7%

¹ Other includes group eliminations, group adjustments and parent company.

As of January 2023, two companies have changed segment from Digital Management to Digital Experience & Solutions and one company from Digital Experience & Solutions to Cloud & Technology Platforms. Key figures have been restated for 2022 to correspond to the structure from January 2023. For the first half of 2023 this means an increase in revenue for Digital Experience & Solutions of SEK 18.1 million, for Cloud & Technology Platforms this means an increase in revenue of SEK 21.4 million.

Revenue broken down by segment

	Q2		Q2		Q2		Q2		Q2	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Revenue from external clients	113,4	118,1	87,8	88,1	83,6	77,7	14,5	5,6	299,3	289,5
Revenue from other segments	8,4	6,5	4,8	6,2	12,2	10,1	-25,4	-22,8	-	-
Total revenue	121,8	124,6	92,6	94,3	95,8	87,8	-10,9	-17,2	299,3	289,5
Industry sector										
Government agency, municipality	8,6	7,0	14,9	24,5	13,8	13,1	2,7	-6,8	40,0	40,4
Banking, finance, insurance	11,8	14,3	25,6	24,5	19,9	15,8	5,0	0,4	62,4	57,9
Care	4,8	7,4	24,8	19,0	3,2	1,6	4,9	-0,6	37,8	30,1
IT, media, entertainment	15,4	17,5	1,7	2,3	6,6	6,2	-0,3	1,1	23,4	25,4
Industry	29,2	15,8	5,3	5,0	8,2	6,2	0,3	1,3	43,0	28,0
Transport/Logistics	6,3	6,4	5,1	5,4	3,8	3,4	1,0	0,4	16,3	15,9
Telecoms	1,0	5,7	0,8	1,3	10,0	10,1	0,4	1,1	12,2	16,1
Retail	13,3	12,9	1,9	2,6	5,2	4,5	-0,1	0,3	20,2	19,5
Membership organisations and associations	12,4	10,9	3,0	2,4	1,9	1,9	-0,1	0,1	17,1	13,8
Other	10,6	21,4	4,6	1,3	11,0	14,9	0,8	8,3	26,9	42,4
Total revenue	113,4	118,1	87,8	88,1	83,6	77,7	14,5	5,6	299,3	289,5
	Jan-Jun		Jan-Jun		Jan-Jun		Jan-Jun		Jan-Jun	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Revenue from external clients	238,6	237,8	183,2	176,1	175,9	160,3	26,2	5,8	623,9	580,0
Revenue from other segments	13,3	12,2	8,7	8,7	24,3	18,6	-46,3	-39,5	-	-
Total revenue	251,9	250,0	191,9	184,8	200,2	178,9	-20,1	-33,7	623,9	580,0
Industry sector										
Government agency, municipality	17,3	14,8	32,0	34,9	29,7	28,2	5,1	0,2	84,1	81,0
Banking, finance, insurance	23,7	30,6	52,4	48,1	37,0	31,6	10,1	-0,7	123,2	113,9
Care	11,7	13,0	50,0	37,4	7,4	4,5	10,0	-1,4	79,0	60,3
IT, media, entertainment	33,8	33,3	3,8	4,4	15,3	12,2	-1,2	1,5	51,7	48,3
Industry	59,9	35,4	11,5	11,3	17,1	13,3	0,3	2,5	88,8	60,5
Transport/Logistics	14,1	14,1	10,7	10,6	8,2	7,4	1,8	0,5	34,8	32,9
Telecoms	1,9	10,0	1,9	2,3	22,3	18,9	0,0	1,7	26,2	30,1
Retail	28,6	27,2	4,3	5,8	11,5	8,9	-0,7	0,2	43,7	40,1
Membership organisations and associations	23,7	20,0	5,3	5,6	3,8	4,2	-0,4	0,2	32,4	29,2
Other	23,9	39,4	11,3	15,7	23,7	31,2	1,1	1,1	60,1	83,7
Total revenue	238,6	237,8	183,2	176,1	175,9	160,3	26,2	5,8	623,9	580,0

¹ Other includes group eliminations, group adjustments and parent company

Not 3. Key figures - Group

	Q2		Jan-Jun		Jan-Dec
	2023	2022	2023	2022	2022
Net sales, MSEK	299,3	289,5	623,9	580,0	1 148,1
Sales growth %	3,4%	24,0%	7,6%	25,7%	25,7%
Operating profit before depreciation/amortisation and impairment	27,2	40,1	73,2	84,2	158,3
Operating margin before depreciation/amortisation and impairment	9,1%	13,9%	11,7%	14,5%	13,8%
Operating profit (EBIT), MSEK	22,0	34,5	62,9	73,6	137,7
Operating margin (EBIT) %	7,4%	11,9%	10,1%	12,7%	12,0%
Equity-assets ratio %	32,1%	36,9%	32,1%	36,9%	36,6%
Average number of employees ¹	785	719	779	693	724
Average number of co-workers ¹	803	738	797	710	741
Closing number of employees ¹	786	715	786	715	768
Closing number of co-workers ¹	804	733	804	733	786
Balance sheet total, MSEK	567,8	606,2	567,8	606,2	623,0
Return on equity %	7,6%	12,5%	32,1%	28,8%	54,3%
Earnings per share, SEK	1,68	2,97	5,09	6,36	11,83
Earnings per share, SEK	1,68	2,95	5,08	6,33	11,79
Alternative key figures with B3 Poland fully consolidated					
Net sales incl. B3 Poland, MSEK	336,2	318,2	699,4	631,8	1 269,5
EBITDA incl. B3 Poland, MSEK	32,0	44,7	84,3	91,7	180,4
EBITDA margin incl. B3 Poland %	9,5%	14,0%	12,1%	14,5%	14,2%
Operating profit (EBIT) incl. B3 Poland, MSEK	26,6	38,9	73,7	80,7	159,0
Operating margin (EBIT) % incl. B3 Poland, %	7,9%	12,2%	10,5%	12,8%	12,5%

¹ An adjustment was made for the period January-December 2022

Derivation of certain key figures

	Q2		Jan-Jun		Jan-Dec
	2023	2022	2023	2022	2022
Net sales	299,3	289,5	623,9	580,0	1 148,1
Increased net sales compared with previous year	9,8	56,0	43,9	118,7	226,2
Sales growth	3,4%	24,0%	7,6%	25,7%	24,5%
Operating profit (EBIT)	22,0	34,5	62,9	73,6	137,7
Depreciation/amortisation and impairment	5,2	5,6	10,3	10,6	20,6
Operating profit before depreciation/amortisation and impairment EBITDA	27,2	40,1	73,2	84,2	158,3
Operating profit before depreciation/amortisation and impairment EBITDA	27,2	40,1	73,2	73,6	158,3
Net sales	299,3	289,5	623,9	580,0	1 148,1
Operating margin before depreciation/amortisation and impairment (EBITDA), %	9,1%	13,9%	11,7%	12,7%	13,8%
Operating profit (EBIT)	22,0	34,5	62,9	73,6	137,7
Net sales	299,3	289,5	623,9	580,0	1 148,1
Operating margin (EBIT), %	7,4%	11,9%	10,1%	12,7%	12,0%
Operating profit (EBIT)	22,0	34,5	62,9	73,6	137,7
Impairment loss on intangible non-current assets	-	-	-	-	-
Operating profit before depreciation/amortisation EBITA	22,0	34,5	62,9	73,6	137,7
Equity including non-controlling interests.	182,1	223,4	182,1	223,4	228,0
Balance sheet total	567,8	606,2	567,8	606,2	623,0
Equity-assets ratio	32,1%	36,9%	32,1%	36,9%	36,6%
Profit after tax	16,7	28,2	50,3	60,1	114,7
Equity including non-controlling interests opening balance	256,0	228,4	194,6	194,6	194,6
Equity including non-controlling interests closing balance	182,1	223,4	182,1	223,4	228,0
Average equity	219,1	225,9	188,4	209,0	211,3
Return on equity, %	7,6%	12,5%	26,7%	28,8%	54,3%
Interest-bearing non-current liabilities	-43,5	-63,6	-43,5	-63,6	-55,9
Interest-bearing current liabilities	-43,9	-37,3	-43,9	-37,3	-44,1
Cash and cash equivalents	35,6	93,9	35,6	93,9	83,4
Net debt(-)/Net cash balance(+) incl. IFRS 16	-51,8	-7,0	-51,8	-7,0	-16,6
Interest-bearing non-current liabilities ¹	-8,0	-24,0	-8,0	-24,0	-16,0
Interest-bearing current liabilities ¹	-16,0	-16,0	-16,0	-16,0	-16,0
Cash and cash equivalents	35,6	93,9	35,6	93,9	83,4
Net debt(-)/Net cash balance(+) excl. IFRS 16¹	11,6	53,9	11,6	53,9	51,4
Derivation of alternative key figures with B3 Poland fully consolidated					
Net sales	299,3	289,5	623,9	580,0	1 148,1
Net sales B3 Poland	36,9	28,7	75,5	51,8	121,4
Net sales incl. B3 Poland	336,2	318,2	699,4	631,8	1 269,5
EBITDA	27,2	40,1	73,2	84,2	158,3
EBITDA B3 Poland	4,8	4,6	11,1	7,5	22,1
EBITDA incl. B3 Poland	32,0	44,7	84,3	91,7	180,4
EBITDA margin incl. B3 Poland, %	9,5%	14,0%	12,1%	14,5%	14,2%
Operating profit (EBIT)	22,0	34,5	62,9	73,6	137,7
Operating profit (EBIT) B3 Poland	4,6	4,4	10,8	7,1	21,3
Operating profit (EBIT) incl. B3 Poland	26,6	38,9	73,7	80,7	159,0
Operating margin (EBIT) % incl. B3 Poland	7,9%	12,2%	10,5%	12,8%	12,5%

¹ The 2022 comparative figures for Interest-bearing liabilities and Net debt/Net cash balance excluding IFRS 16 are adjusted. The liabilities were previously reported including lease liabilities for cars. These are now excluded so that all IFRS 16 liabilities are excluded.

Not 4. Profit from investments in associated companies

SEK MILLION	Q2		Jan-Jun		jan-dec
	2023	2022	2023	2022	2022
Profit share from investments in associated companies	1,4	2,0	3,5	3,3	8,4
Proceeds from sale of associated companies	0,0	0,0	0,0	-1,4	-1,4
Profit from investments in associated companies	1,4	2,0	3,5	1,9	7,0

Not 5. Adjustment for non-cash items

SEK MILLION	Q2		Jan-Jun		jan-dec
	2023	2022	2023	2022	2022
Depreciation/amortisation and impairment	5,2	5,6	10,3	10,6	20,3
Capital gains/losses on non-current assets	-0,3	0,1	-0,7	1,4	1,6
Other	-0,6	0,4	0,7	5,7	10,6
Adjustments for non-cash items	4,3	6,1	10,3	17,7	32,5

Not 6. Business acquisitions

In the second quarter the Annual General Meeting resolved to acquire the outstanding subsidiary shares from the minority shareholders of Digital Worklife AB, thereby increasing ownership to 100 per cent. The acquisition was completed on 11 May with a purchase price of SEK 31.5 million divided between SEK 15.7 million in shares in B3 and SEK 15.8 million in cash. For more information please refer to the notice to attend the Annual General Meeting and appendices on the Group's website <https://ir.b3.se/>.

Not 7. Supplementary disclosures concerning financial assets and liabilities

The fair value of the Group's other financial assets and liabilities, which are not measured at fair value on the balance sheet, are estimated in all material respects to correspond to the carrying amounts.

Level 1: Fair value is determined in accordance with prices quoted in an active market for the same instruments

Level 2: Fair value is determined on the basis of either direct (for example price) or indirect (derived from prices) observable market data that is not included in level 1

Level 3: Fair value is determined on the basis of inputs that are not based on observable market data

Not 8. Transactions with related parties

On 10 May 2023 the Annual General Meeting resolved to acquire the remaining shares in the subsidiary B3 Digital Worklife AB. The acquisition was completed on 11 May and the sellers, Martin Stenström and Per-Ola Löwing, received the purchase price of SEK 31.5 million divided between SEK 15.7 million in shares in B3 and SEK 15.8 million in cash. The transaction was on commercial terms.

Apart from the above, none of the shareholders, board members, senior management or related parties of B3 Consulting Group AB (publ) had any direct or indirect participation in any business transactions with the company that are or were unusual by their nature or in terms of their conditions. Nor has the company granted loans, issued guarantees or surety bonds to or for the benefit of any of the shareholders, board members, senior management or related parties. Agreements on services with related parties, including associated companies, are on a commercial basis. No other transactions that have had a material impact on the Group's financial position and performance have taken place between B3 Consulting Group AB (publ) and related parties.

Not 9. Seasonal variations

In general the first and second quarters have a relatively even work rate. The third quarter includes most of the holiday period and the fourth quarter is the most work-intensive. Revenue and earnings outcome are closely linked to the work intensity. The number of working days in the second quarter 2023 amounted to 59 as compared with 60 in the same period of the previous year and in the period January-June 2023 there were 123 as compared with 123 in the same period of the previous year. The full year 2023 has two fewer working days than the full year 2022.

Definitions of key figures

B3 presents some financial measures that are not defined in accordance with IFRS, called alternative performance measures. B3 considers that these measures provide valuable supplementary information to investors and the company's management, as they enable evaluation of trends and the company's performance. Since not all companies calculate financial measures in the same way, these are not always comparable with those used by other companies. These financial measures should therefore not be regarded as a replacement for measures defined in accordance with IFRS.

Number of employees at the close of the period.

Definition: Number of employees at the close of the period.

Use: As the company's costs and revenues are largely dependent on its employees the company considers that the key figure contributes to understanding the company's development.

Number of co-workers at the close of the period

Definition: The number of employees and the number of associated consultants (who only work for B3) at the close of the period.

Use: As the company's costs and revenues are largely dependent on its co-workers the company considers that the key figure contributes to understanding the company's development.

Return on equity

Definition: Profit after tax as a percentage of average equity including non-controlling interests. If the key figure is calculated for a period shorter than one year the result is used for that period. Average equity capital has been calculated as opening balance plus closing balance of equity capital, including non-controlling interests, divided by two.

Use: The company considers that this key figure provides a good picture of the company's historical profitability.

Balance sheet total

Definition: Total of the company's assets on the balance sheet.

Use: The balance sheet total provides a picture of the company's assets at a certain point in time. The balance sheet total is used when calculating other key figures, such as equity/assets ratio.

EBITA

Definition: Operating profit before any impairment of intangible assets.

Use: The key figure is presented as it is a measure of a company's financial performance. The company considers that the key figure contributes to investors' understanding of the company's performance if there has been an impairment loss on intangible assets during the period and over time.

Average number of employees

Definition: The number of employees at the start of the period plus the number of employees at the close of the period divided by two. For the full year each quarter's closing balances are added together and divided by the number of quarters.

Use: As the company's costs and revenues are largely dependent on its employees the company considers that the key figure contributes to understanding the company's development.

Average number of co-workers

Definition: The number of co-workers at the start of the period plus the number of co-workers at the close of the period divided by two. For the full year each quarter's closing balances are added together and divided by the number of quarters.

Use: As the company's costs and revenues are largely dependent on its co-workers the company considers that the key figure contributes to understanding the company's development.

Net sales

Definition: The company's revenue during the period.

Use: The key figure is used to provide a picture of the company's total revenue for services and goods sold during the period.

Net sales including B3 Poland

Definition: The Group's net sales in the period with the addition of net sales, excluding sales to the B3 Group, in the associated company B3 Consulting Poland.

Use: The measurement is intended to illustrate the extent of and growth in B3 operations, including major associated companies for which there is an intention in the future to take control and consolidate as subsidiaries. At present the only such associated company is B3 Consulting Poland.

Net debt(-)/Net cash balance(+), excluding IFRS 16

Definition: Interest-bearing current and non-current debt excluding IFRS 16 leasing liabilities less cash and cash equivalents and other interest-bearing assets (blocked funds, deposits).

Use: The measure provides a picture of how fast the company can repay its debts.

Sales growth

Definition: The percentage change in net sales in the past period compared with the same period in the previous year.

Use: The key figure is assessed by the company to contribute to understanding of the company's historical development.

Earnings per share

Definition: Profit for the period attributable to the parent company's shareholders net after tax, divided by the average number of outstanding shares in the company.

Use: The company considers that this measure provides a good picture of the company's performance.

Operating margin before depreciation/amortisation and impairment (EBITDA)

Definition: EBITDA in relation to net sales for the same period.

Use: The key figure is reported as it is a commonly used measure of a company's financial performance. The company considers that the key figure contributes to investors' understanding of the company's performance during the period and over time.

Operating margin before depreciation/amortisation and impairment (EBITDA) including B3 Poland

Definition: EBITDA including the associated company B3 Consulting Poland in relation to net sales including B3 Consulting Poland for the same period.

Use: See operating profit before depreciation/amortisation and impairment (EBITDA) including B3 Consulting Poland

Operating margin (EBIT)

Definition: Operating profit in relation to net sales for the same period.

Use: The key figure is presented to provide a picture of the company's performance generated in operating activities during the period and over time. The measure reflects the profitability of the operations. It is useful for monitoring effectiveness of operations before taking tie-up of capital into account. The key figure is used both internally in governance and monitoring of operations and for comparison with other companies in the industry.

Operating margin (EBIT) including B3 Poland

Definition: Operating profit including the associated company B3 Consulting Poland in relation to net sales including the associated company B3 Consulting Poland for the same period.

Use: See operating profit (EBIT) including B3 Consulting Poland.

Operating profit before depreciation/amortisation and impairment (EBITDA)

Definition: Operating profit for the period before depreciation/amortisation and impairment of property, plant and equipment and intangible non-current assets.

Use: The key figure is reported as it is a commonly used measure of a company's financial performance. The company considers that the key figure contributes to

investors' understanding of the company's performance during the period and over time. Put simply, the measure shows the profit generating cash flow in the operations.

Operating profit before depreciation/amortisation and impairment (EBITDA) including B3 Poland

Definition: Operating profit for the period before depreciation/amortisation and impairment of property, plant and equipment and intangible non-current assets, including the associated company B3 Consulting Poland for the same period.

Use: The measurement is intended to illustrate the profitability of B3 operations, including major associated companies for which there is an intention in the future to take control and consolidate as subsidiaries. At present the only such associated company is B3 Consulting Poland.

Operating profit (EBIT)

Definition: Profit before tax for the period, interest expense, interest income and profit from interests in associated companies.

Use: The key figure is presented to provide a picture of the company's performance generated in operating activities during the period and over time.

Operating profit (EBIT) including B3 Poland

Definition: The Group's operating profit with the addition of the entire operating profit for the associated company B3 Consulting Poland.

Use: The measurement is intended to illustrate the profitability of B3 operations, including major associated companies for which there is an intention in the future to take control and consolidate as subsidiaries. At present the only such associated company is B3 Consulting Poland.

Net debt (excluding IFRS 16)/EBITDA on a rolling 12-month basis

Definition: Net debt, excluding impact of IFRS 16 "Leases", as a percentage of a rolling 12-month EBITDA.

Use: The measure provides a picture of how fast the company can repay its debts.

Equity-assets ratio

Definition: Closing equity including non-controlling interests as a percentage of the balance sheet total.

Use: The company considers that the key figure contributes to investors' understanding of the company's financial position at the close of the period. A sound equity/assets ratio enables preparation for downturns and provides financial preparedness for growth.



Presentation of the report

A webcast presentation will be available for investors, analysts and the media today at 09.00. The webcast can be accessed via www.b3.se/ir. Select "See all" under "Reports and presentations". It is possible to email questions via the webcast, as well as in advance via ir@b3.se

Shortly after publishing this quarterly report, it will also be available in English. Please click on "En" in the top menu on our website www.b3.se

About B3

B3 Consulting Group is an expansive consulting company with just over 800 co-workers. We help Sweden's foremost companies and organisations to create tomorrow's opportunities using digital transformation and operations development. We also endeavour to build a corporate culture that values our diversity, experiences and common energy. Satisfied clients, together with top results in the Great Place To Work (GPTW) survey and five DI Gazelle awards are evidence of a sustainable model for success. Sales in 2022 amounted to SEK 1 148 million, with an operating profit of SEK 138 million. There are offices in Stockholm, Borlänge, Gävle, Gothenburg, Jönköping, Linköping, Malmö, Sundsvall, Örebro, as well as associated companies in Krakow and Warsaw. B3 is listed on Nasdaq Stockholm, small cap. More information can be found at www.b3.se

Calendar

Interim report January-September 2023	25 October 2023 (after stock market close)
Year-end report January-December 2023	14 February 2024 (after stock market close)
Annual Report 2023	4 April 2024
Interim report January-March 2024	25 April 2024
Annual General Meeting for 2023	8 May 2024
Interim report January-June 2024	17 July 2024
Interim report January-September 2024	24 October 2024

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This information is information that B3 Consulting Group AB (publ) is obliged to disclose pursuant to the EU Market Abuse Regulation and Securities Market Act. The information was released for public disclosure, through the agency of the contact persons above, on 21 July, 2023, at 07.00 CET.