

Press release 25 October 2022

PION Group's capital market day 2022: "The company is launching a new strategy where the group takes advantage of opportunities in a changing market and updates its financial goals"

Today, PION Group holds its capital market day and in connection with that, the board presents updated financial goals that reflect the new strategy. The company aims to achieve an annual growth of at least 20 percent and an EBITA margin of at least 5 percent until the year 2026.

PION Group's capital market day begins with a presentation by the company's chairman of the board, Lars Kry, where he goes through the new strategy for the company, which is based on three strategic areas: People, Strategy and Tech. This is followed by deep dives into each area with a selection of brands that exist within the segments today.

Given the new strategy, PION Group presents updated financial goals that reflect the company's ambitions going forward. The updated financial goals are: Given the new strategy, PION Group presents updated financial goals that reflect the company's ambitions going forward. The updated financial targets are:

- **Growth target** - Annual growth of at least 20% including organic growth and acquisitions
- **Margin target** - EBITA margin of at least 5 percent
- **Net debt target** - Interest-bearing liabilities of a maximum of 2x EBITA depending on attractive acquisition opportunities
- **Dividend policy** - The priority next year is to create value growth for the shareholders by self-financing good growth.

"It is gratifying to be able to present PION Group and how we will work forward with our portfolio companies in the strategic areas of People, Strategy and Tech. Through our clear focus where our goal is to grow and strengthen the group's margin. The ambition is to create a leading group with a focus on human competence and technical solutions that will create efficiency and develop an increasingly digital labor market," says Lars Kry, chairman of the board of PION Group.

This is information that PION Group AB (publ) is obliged to make public according to the EU's Market Abuse Regulation and the Securities Market Act. The information was submitted, through the contact person below, for publication on October 25, 2022 at 07:00 (CEST).

Time and place:

15:00-17:30

Valhallavägen 117G, Stockholm

Webcast:

PION Group's capital market day will be webcast live for registered participants at 15:00 today. Link to the webcast is available at the following [link](#). A recording of the capital market day and the presentation material will be available afterwards on the company's website.

For questions please contact:

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About us

PION Group is a business group that works to maximize the ability of people and companies to perform at the highest level through competence, technology and strategy. We are convinced that human resources will continue to be the hub of growth in the future as well. We are equally convinced that new technology will improve and accelerate people's abilities at a breakneck pace. That's why we combine Human Resources with Tech Resources.

The name PION comes from the word pioneer which means forerunners, entrepreneurs and settlers. PION Group is located in Sweden, Norway and Finland and represents companies that work with Consulting in, among other things, IT, Tech and Strategy as well as Interim Management, Executive Search, HR-Tech and also recruiting and staffing.

PION Group's operations are conducted under the brands QRIOS, Workspace Recruit, Poolia, Roi Rekrytering, Uniflex and Student Node. The group's parent company PION Group AB is listed on Nasdaq Stockholm, Small Cap. Please read more www.piongroup.se.