

Key events in Q1/2025



Laerdal Medical

- Production to start in Johor Bahru mid-2025
- Laerdal is a leader in healthcare simulation, education, and resuscitation training
- First new big win for Johor Bahru since acquisition



Group structure

- New structure with four regions
- EBITA as a new financial indicator
- Regions have boosted activity level and build momentum
- Americas and APAC especially strong with over 30% increase in turnover



Investment in Malaysia

- Investment of EUR 4.3 million in Malaysian factory due to solid outlook
- New SMT and THT lines, and updates on IT infrastructure

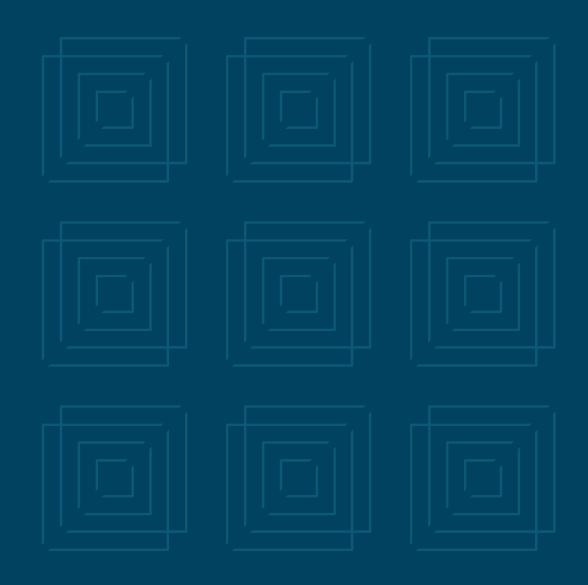


M&A

- We have built M&A and integration capabilities for the last two quarters
- Active pipeline and we continue to look potential targets



Q1 2025 key financials



Quarter unfold as expected confirming positive view on the year

Q1 2025

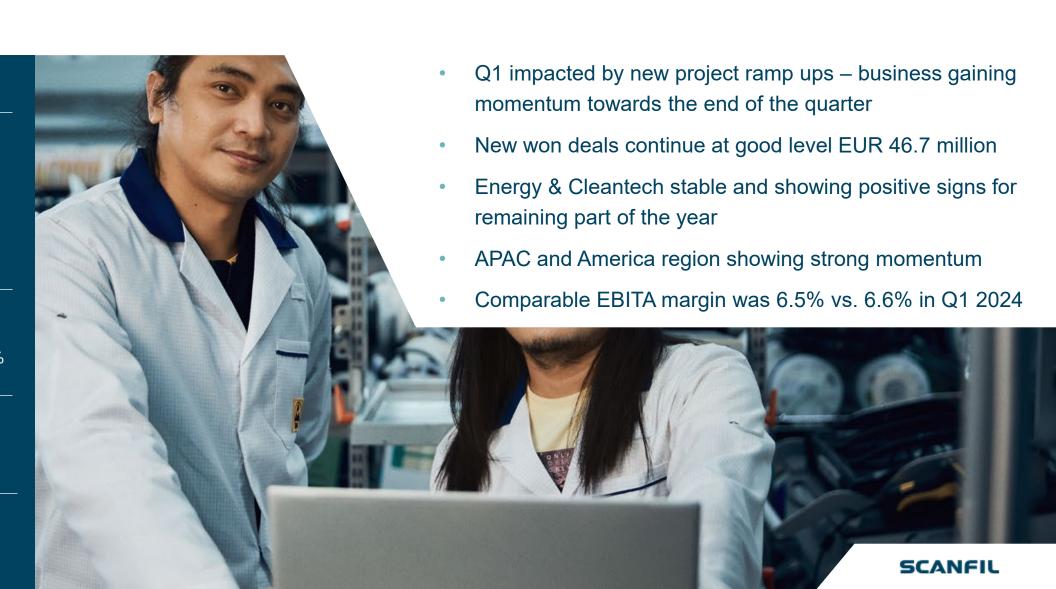
192.6 M€ / -3.2% Turnover / YoY, %

-7.0%
Organic growth, %, YoY

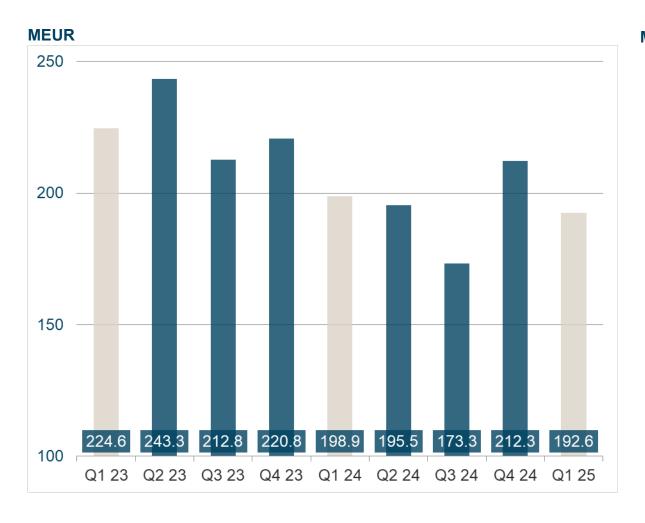
12.6 M€ / 6.5% Comparable EBITA / EBITA-%

11.9 M€ / 6.2% EBIT / EBIT-%

0.13 € / -15.0% EPS / YoY, %

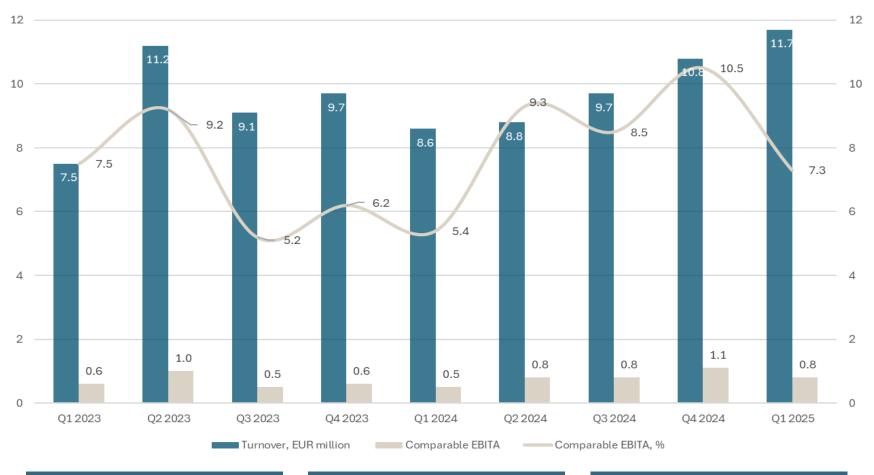


Turnover and EBITA





Americas



Turnover

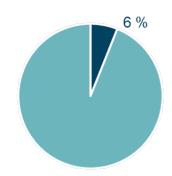
 Strong customer demand, especially in electronics manufacturing

EBITA

 Several New Product Introductions (NPIs) effected profitability

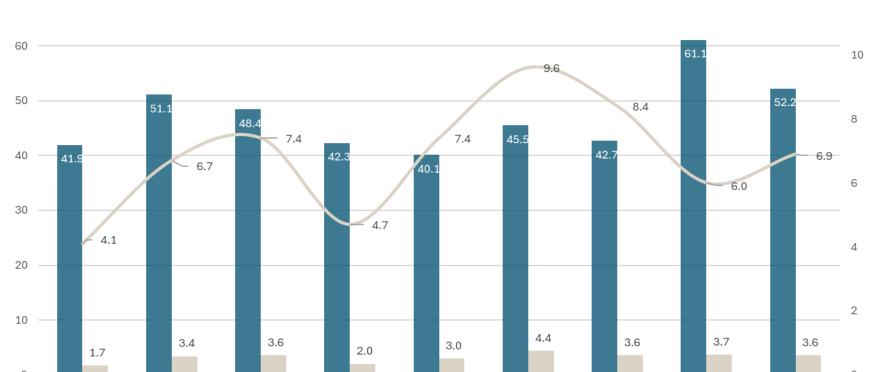
Growth initiatives

 New PCBA line is in use and volume ramping up



APAC





Turnover

Q2 2023

Q3 2023

Turnover, EUR million

Q4 2023

· Good demand in China

Q12023

First new customer to
 Malaysia since the acquisition

EBITA

Q12024

Comparable EBITA

Several New Product Introductions (NPIs) effected profitability

Growth initiatives

Q4 2024

Q1 2025

Q3 2024

——Comparable EBITA, %

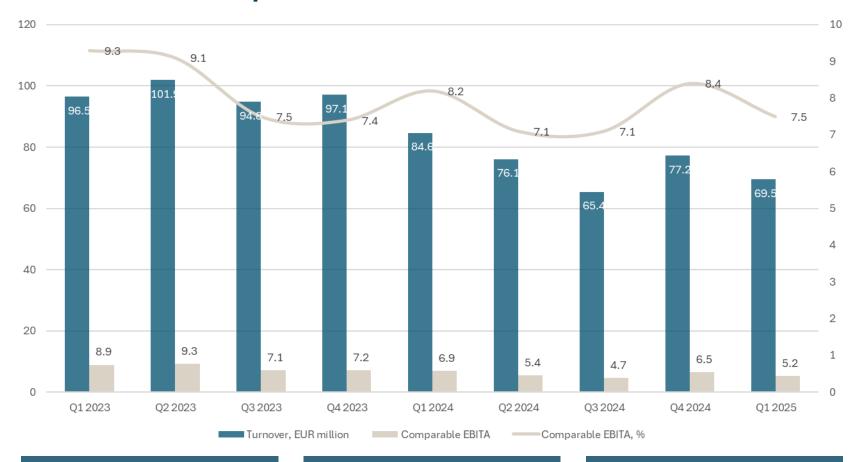
Q2 2024

27 %

 Investment in a new PCBA line to modernize and increase capacity of Malaysian operations



Central Europe



Turnover

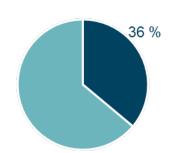
 Project-based customer demand and Energy & Cleantech had a negative effect on turnover

EBITA

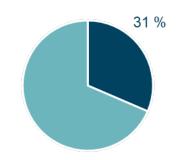
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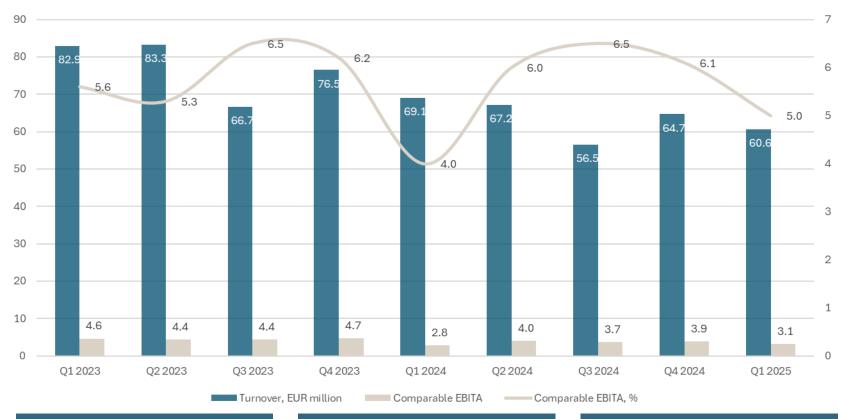
Growth initiatives

- Improvement of Sieradz operations
- High number of customer activities and visits



Northern Europe





Turnover

 Swedish operation affected negatively by project-driven demand

EBITA

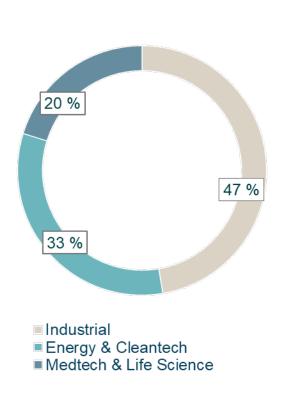
 Volumes declined, but profitability held

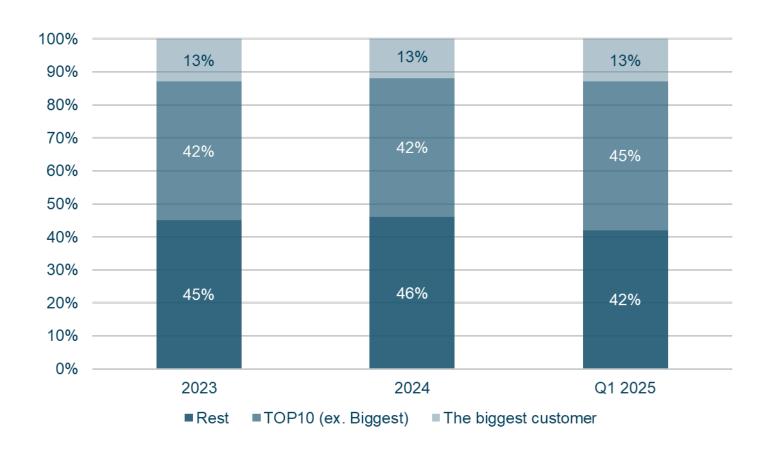
Growth initiatives

 Defense and Medtech & Life Science continue to drive sales



Customer group development

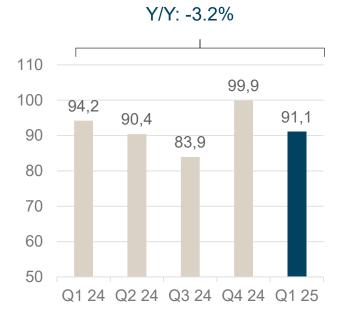




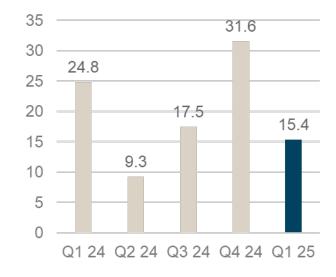


Industrial

Turnover



Won deals

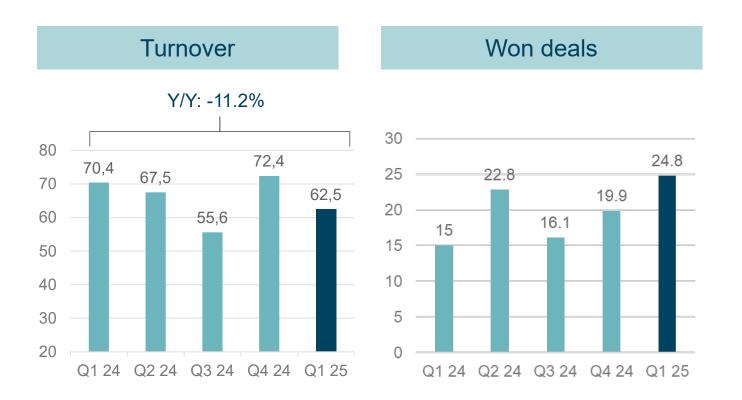


Biggest won deals in Q1 2025

3.0 MEUR	Engineering
3.0 MEUR	Building & Construction
2.0 MEUR	Mining
15.4 MEUR	In total



Energy & Cleantech



Biggest won deals in Q1 2025

13.1 MEUR	Circular economy
4.9 MEUR	General
1.5 MEUR	Climate change adaption
24.8 MEUR	In total



Medtech & Life Science



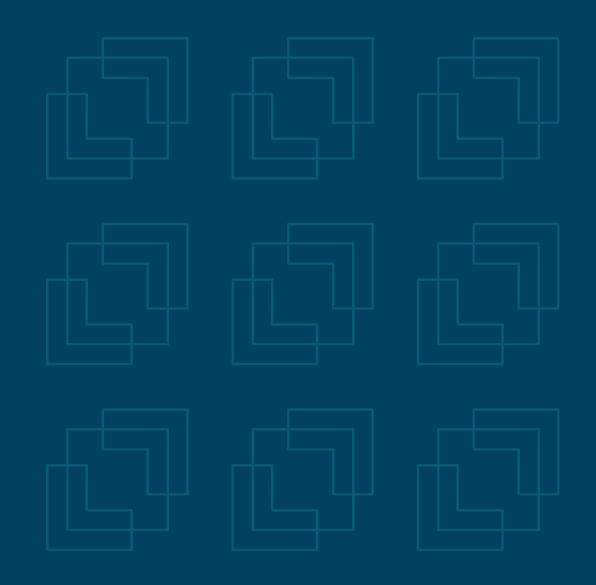
Biggest won deals in Q1 2025

2.2 MEUR	Environmental sensor
1.3 MEUR	Analytical equipment
1.1 MEUR	Laboratory analyzer
6.4 MEUR	In total



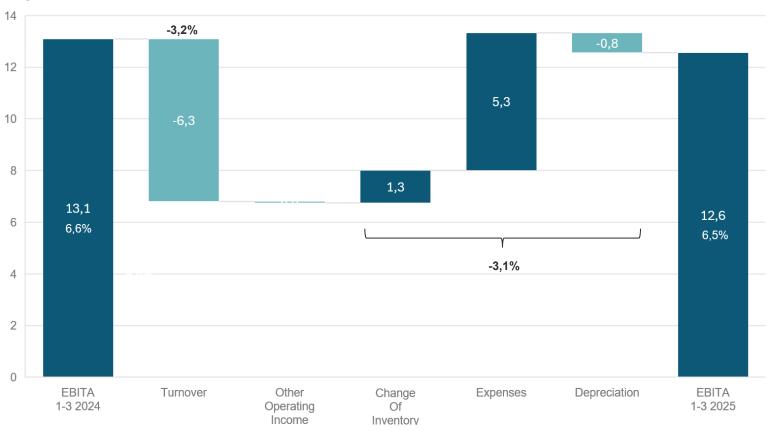
Financials

CFO Kai Valo



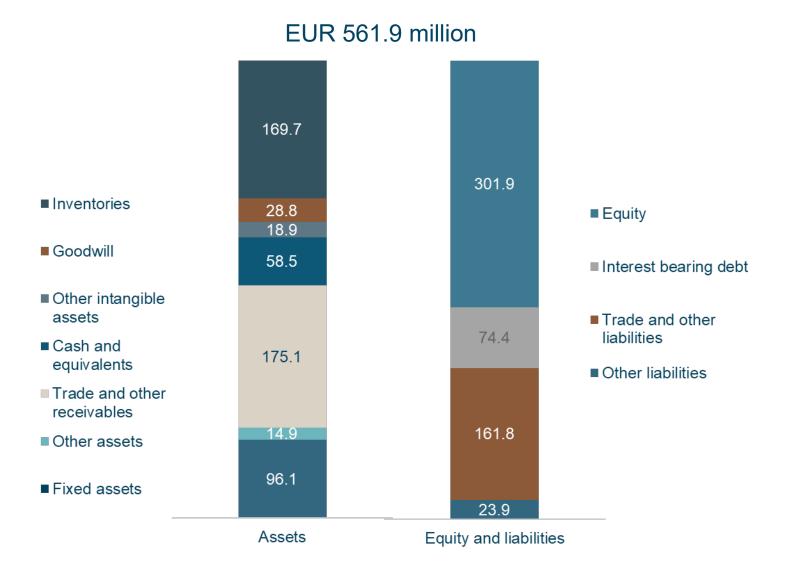
EBITA waterfall January - March YTD

MEUR



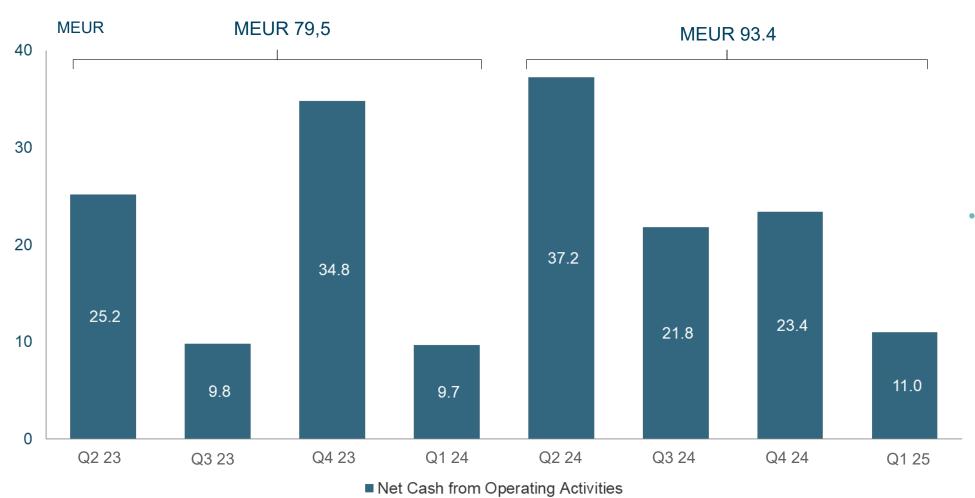
- The turnover for the Q1 was EUR 192.6 million, EUR -6.3 or -3.2 % y/y.
- Operational costs decreased by EUR -5.8 million or -3.1%, nearly compensating the lower turnover.
- The EBITA-margin was at 6.5 % (6.6%).
- The adjusted EBITA for Q1 was EUR 12.6 million. EUR -0.5 million or -4.1% y/y.

Strong financial position



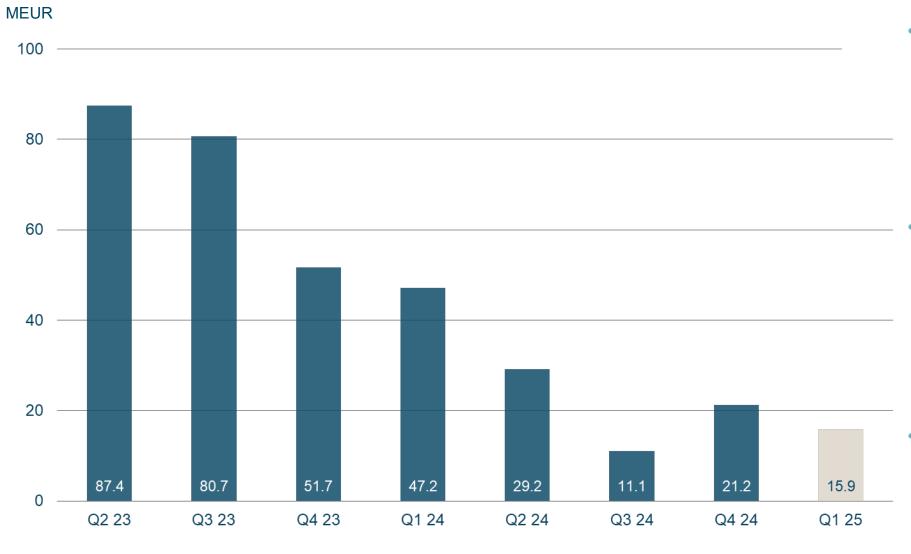
- Inventories 169.7 (198.7)
- Cash and cash equivalents totaled EUR 58.5 (22.3) million
- Fixed Assets 96.1 (85.9)
- Interest-bearing debt totaled EUR
 74.4 (69.5) million
- Equity per share was EUR 4.62 (4.21)

Strong cash generation



- Net cash flow from operating activities was 11.0 (9.7) and free cash flow after investments was EUR 9.3 (5.0) million
- TTM Net cash flow from operating activities was EUR 93.4 (79.5) million, which is supported by EUR 29.0 million inventory reduction

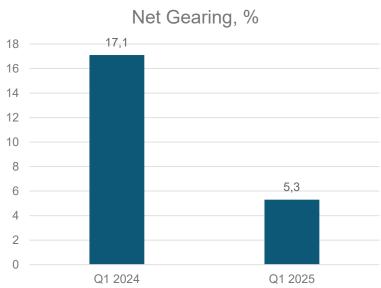
Significant decline in net debt

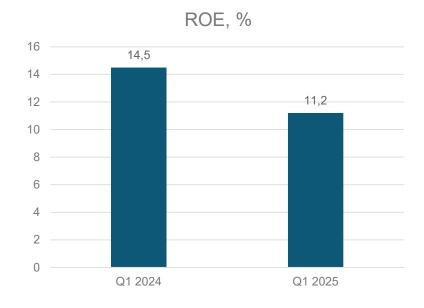


- Net debt was EUR 15.9 (47.2) million
 - Cash and cash equivalents totaled EUR 58.5 (22.3) million
 - Interest-bearing liabilities were EUR 74.4 (69.5) million
- Total liquidity EUR 203.0 (110.9) million
 - EUR 144.5 (88.6) million in unused credit facilities
 - Cash and cash equivalents totaled EUR
 58.5 (22.3) million
- Net debt to EBITDA was 0.35 (0.60)

Key figures







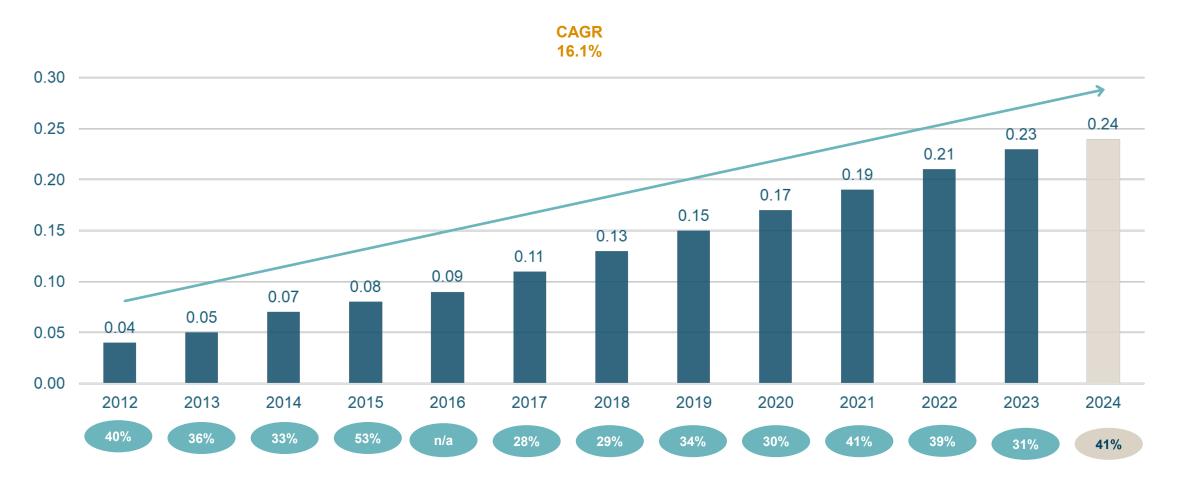


- Equity ratio 54.9% (55.5%)
 - Equity increased by EUR 26.8 million
 - Balance sheet was up by EUR 43.9 million
- Net gearing 5.3% (17.1%)
 - Net debt was EUR 15.9 million and decreased by EUR 31.3 million
 - Total equity EUR 301.9 million
- ROE 11.2% (14.5%)
 - Net profit decreased by EUR -1.5 million
 - Equity increased by EUR 26.8 million
- Earnings per share 0.13 (0.15)
 - Net profit EUR 8.3 million (9.8)



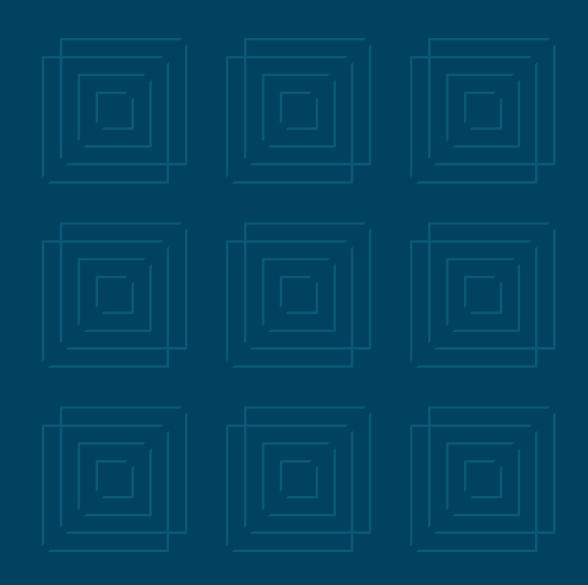
Dividend has grown since 2012

The Board proposes to pay 41% of the EPS i.e. EUR 0.24 per share





Outlook



Outlook and focus in 2025

We expect our turnover to be EUR 780–920 million and comparable EBITA of EUR 55–68 million.

The first quarter was a ramp-up quarter for the projects won in 2024. Momentum builds-up and turnover and EBITA is expected to be increase.

Focus areas:

- Build up sales pipeline with special focus on Energy
 & Cleantech and Medtech & Life Science
- Focus on costs and inventory
- Gearing for growth: Active M&A pipeline, active sales work, building accountability and making organization scalable



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Q&A



Key takeaways

Q1/2025

- Regional segment reporting started
- EBITA replaced Operating Profit (EBIT) in the guidance
- Transition quarter with significant number of project ramp-ups and NPIs
- Comparable EBITA margin remained stable at 6.5% (6.6%)
- Gearing for growth
 - Investment in a new SMT line in Malaysia
 - Positive development as the quarter unfolded coming from project ramp ups and orders for project related business
 - In 2024 a total of EUR 187.5 million in new deals, in Q1 2025 good traction continued with EUR 46.7 million
 - Medtech & Life Science continued to grow other customer groups are expected to bottom out
 - Strong financial position enables organic and inorganic growth



Atlanta plant in the USA

Contact information and analysts

CHRISTOPHE SUT, CEO +358 407 318 411 christophe.sut@scanfil.com

KAI VALO, CFO +358 40 731 8411 kai.valo@scanfil.com

PASI HIEDANPÄÄ, IR and Communications Director +358 50 378 2228 pasi.hiedanpaa@scanfil.com

Carnegie AB, Stockholm

Jakob Söderblom +46 734 178 643 jakob.soderblom@carnegie.se

Inderes Oyj

Antti Viljakainen +358 44 591 2216 antti.viljakainen(at)inderes.fi

Nordea Oyj

Pasi Väisänen +358 9 5300 5192 pasi.vaisanen(at)nordea.com

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