Annual report 2024

ENEA

Content

1. About Enea

2. Business concept and services

3. Reports

4. Additional information

The currency for all amounts stated in this Annual Report is Swedish kronor unless otherwise stated. For thousand and million of Swedish kronor, the abbreviations SEK 000 and SEK m are used respectively. Unless otherwise stated, all amounts are for current operations, and amounts in brackets are for 2023. The audited annual accounts are on pages 21-69. The Sustainability Report on pages 76-92 has been reviewed by the Auditors in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report.

This document is a translation of the Swedish language original. In the event of any discrepancy between the two versions, the Swedish version shall take precedence.

About Enea

About Enea

Enea is a global leader specializing in software for telecommunications and cybersecurity. Our vision is to make the world's communication safer and more efficient – a driving force that, together with our passion for technological innovation, is at the core of our business. We develop and deliver reliable solutions that enhance security, performance, and intelligence in digital communication. Our technology enables stable and secure connectivity for billions of people around the world every day, a responsibility we take very seriously.

We take pride in contributing to a safer and more efficient digital world for both individuals and businesses. Our product portfolio includes advanced firewalls that protect mobile networks from cyberattacks, as well as solutions for traffic classification, video traffic optimization, and Wi-Fi network management. Through continuous innovation and strategic acquisitions, we constantly strengthen our offerings and global presence.

Enea has over 480 employees worldwide, is present in more than 20 markets, and has partnerships with over 100 leading communication service providers. We continue to invest in innovation and strategic collaborations to ensure long-term growth and competitiveness.

Key figures 2024

904
SEK million Net sales

34%
EBITDA Adjusted, margin

23%
Research and Development

Key facts 2024

Stockholm Headquarters

~480 Employees

30+ Nationalities

Nasdaq Stockholm

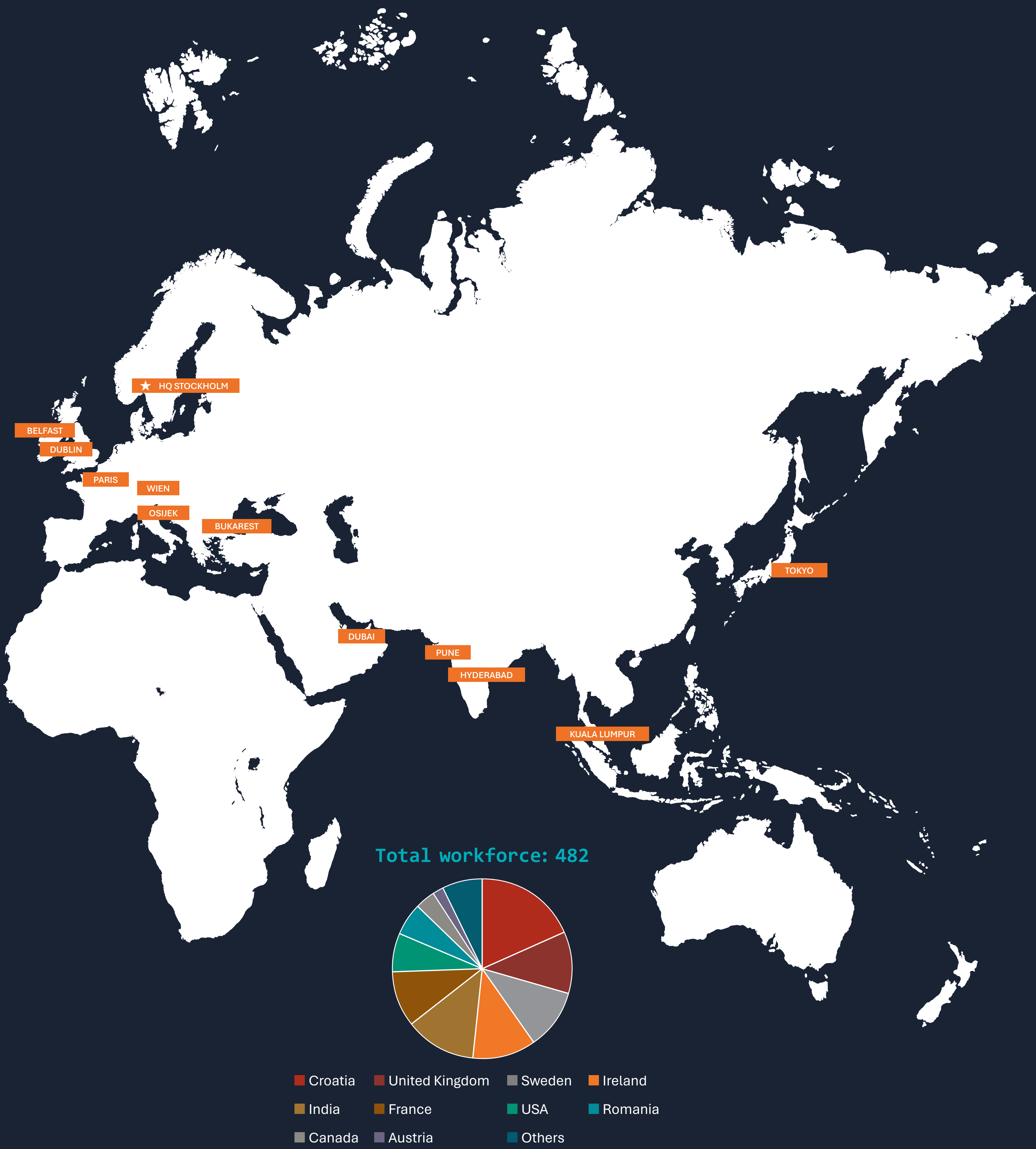
20+ Markets

30%* of the world's mobile services depend on Enea software every day, when they connect to mobile networks or use the internet.

* OSE included, the figure is over 40%

We have always been pioneers

Enea was founded in 1968 in Sweden. Did you know we were involved in receiving Sweden's very first email? The terminal it was sent to was donated by Enea to the Swedish Museum of Technology in 2023.


HQ STOCKHOLM
BELFAST
DUBLIN
PARIS
WIEN
OSIJEK
BUKAREST
DUBAI
PUNE
HYDERABAD
KUALA LUMPUR
TOKYO
Total workforce: 482
Croatia
United Kingdom
Sweden
Ireland
India
France
USA
Romania
Canada
Austria
Others

A great company

Dear shareholders, thank you for your trust and support over the past 18 months. It has meant a lot to Enea as a company and to me personally.

A strong year for Enea
You are investing in a great company that delivered an organic growth of 10 percent in both its security and network businesses in 2024. Despite a generally challenging telecom market, the demand for cybersecurity and network optimization solutions continues to grow. This is the fundamental driver of our growth and an incredibly exciting market that will only become even more compelling over time. We have also strengthened our market position with new offerings in digital fraud protection and AI-driven traffic management, which supports our continued expansion in key growth areas.

We delivered an EBITDA margin of 34 percent and a strong cash flow. Our cash flow enabled the repurchase of 1 008 369 shares in total during 2024, while also reducing our net debt by SEK 92 million. At the end of the year, we also made a change to our debt structure, which will further reduce our interest costs in 2025. All else being equal, this will enhance our profitability in the coming year. Our profit margins and cash flows demonstrate how well our business model scales with growth. They also show that our efforts over the past two years to better balance our cost base and control our investments have had the desired effect. Enea has a strong sales organization that is strategically focused on developing our business globally. During 2024, we signed agreements with more than 20 new customers, defined as either entirely new customers or a new product category for an existing customer. This is an increase of more than 20 percent compared to the previous year. In October 2024, we also signed one of the largest contracts in Enea's modern history, if not the largest, with an existing U.S.-based customer. The three-year agreement for our Network Data Layer-product is worth more than SEK 230 million, with the majority of the revenue to be recognized over the coming years, starting in 2025. The trust we have received through this agreement is incredibly rewarding and strong evidence of the expertise and capability within our organization.

> Enea delivered an organic growth of 10 percent in both its security and network businesses in 2024.

AI strengthens our solutions and organization
At the core of our business is the development of innovative and robust software that makes the world's most advanced telecom networks even more secure and efficient. In 2024, we reinvested 23 percent of our revenue into research and development and also made significant improvements to our product portfolio. Within our security business, we launched AI-driven fraud protection in our Messaging Firewall to block harmful links in SMS, MMS, and RCS messages in real-time. Additionally, we enhanced our Signaling Firewall with advanced features to protect users from call fraud. With these innovations, we are addressing the rapidly growing global demand for stronger protection against cybercrime.

Embedded security solutions, based on our world-leading Embedded DPI library/SDK (Software Development Kit), are also a key component of our security business. Thanks to our leading position, we have expanded our market with a new Threat Detection solution to help our customers enhance their detection systems for cybersecurity threats and data breaches. These systems continuously monitor suspicious activities such as unauthorized access, malware, vulnerabilities, and hacking attempts. We have also strengthened our focus on Network. Among other initiatives, we have further developed the existing acceleration and optimization capabilities within Traffic Management by expanding an AI-based DPI (Deep Packet Inspection) method, built on our proprietary Embedded DPI library/SDK. This development has created additional revenue opportunities, and we have already secured new customers. As quality-assured data becomes crucial for our customers to develop AI-based services, this positions us strongly for future growth.

In addition to new product launches, we have also accelerated the adoption and use of AI tools within our organization. Towards the end of 2024, we introduced a series of AI-generated podcasts to enhance our employees' understanding of the business value and technology behind our latest product launches. Starting in 2025, we launched an internal AI chatbot, "ELLA" (Enhanced Learning & Look-up Assistant), specifically developed to facilitate quick and easy access to product information for our global sales organization. I firmly believe that generative AI will transform many aspects of our business in the coming years. As AI agents are seamlessly integrated into our workflows, our employees will be empowered to achieve new levels of efficiency and creativity. It creates the conditions for improving customer interactions and increasing the value we deliver. It will undoubtedly change the way we work, which is already underway in several areas. As a small example, even this CEO's message has been partially written with the assistance of 'ELLA'.

Our customers make your online life possible

Mobile networks are the backbone of digitalization. Businesses and people rely on robust networks to access information, deliver digital services, and enhance customer experience. Both network performance and security are critical factors. Telecom operators must balance their investments with their relatively slow revenue growth. Global data consumption is increasing exponentially, primarily due to video traffic, but the growth in revenues from internet access remains modest. The transition to 5G and other new technologies requires significant investments in infrastructure. The rapid development of generative AI presents both opportunities and challenges for telecom operators, while also underscoring key issues related to data management and security. I have great respect for the challenges our customers face. To earn their trust, we must therefore be flexible, adaptable, and continue to invest significantly in our products and solutions.

> For us, quality is not just an objective – it is a commitment

Quality is our commitment

Quality is a central part of our daily operations, from how we develop our products to our interactions with customers around the world. For us, quality is not just an objective – it is a commitment. Enea was first ISO 9001 certified in 2006. We are also ISO 27001 certified in our security operations, as this framework places a particular focus on information and IT security. In 2024 we have completed a recertification of our ISO 9001 certification. The audit revealed that Enea has made significant progress towards becoming even more value-oriented and customer-centric. It was also noted that our processes are not in place for the sake of the processes themselves, but to help us deliver quality at every stage, from product development to ensuring that our customers fully realize the value of their investment in our products, which is crucial to a company's operational efficiency. The audit was also very positive regarding our strategic efforts and the extent to which our organization has embraced the new strategy. This was further reflected in our annual employee survey. These internal results are not only encouraging for me as CEO but also serve as valuable insights for customers, employees, and investors, as they are key elements in the company's continued positive development.

An exciting future

We hold a leading market position and offer a unique product portfolio in growing areas, both within and outside the telecom industry. We have a global organization with highly competent and dedicated employees and, just as importantly, many successful customers and competitors who constantly challenge and drive our development. The synergies we are beginning to realize from the acquisitions made over the past eight years not only strengthen our acquisition strategy but also highlight our ability to successfully and sustainably integrate acquisitions. This, combined with our proven earning capacity, makes us optimistic about the future.

In April 2025, I will hand over the role of CEO at Enea to Teemu Salmi, and I would like to take this opportunity to warmly welcome Teemu - you're joining a great company. Finally, I would like to express my sincere gratitude to all of you, shareholders, customers, and employees, for making Enea's long and successful journey possible!

Anders Lidbeck

Acting President and CEO

Year in review 2024

Q1

- Participated in Mobile World Congress 2024, with a notable campaign and live expert discussions on the future of cybersecurity.

- Won the prestigious MEFFY-award in the "Mobile IoT" category for our product IoT Connectivity Control Service (IoT CCS).

Q2

- Won a Global Infosec Award at RSA Conference 2024 for our innovative embedded threat detection technology, recognized for enhancing cybersecurity solutions.

- In partnership with Zain KSA, launched the next-generation groundbreaking security solution for signaling overlay to enhance the protection of telecom networks against advanced threats.

Q3

- Received an order for 5G network data storage valued at USD 2.9 million.

- Signed a contract worth USD 2 million for Traffic Management.

- Announced a partnership with Custocy to deliver a groundbreaking AI-based solution for network threat detection and response, combining advanced analytics with Enea's Deep Packet Inspection technology.

- Employees in Belfast and Dublin participated in a charity run for women's aid. Employees in India engaged with a local orphanage.

Q4

- Signed a contract for Embedded Threat Detection worth USD 2.7 million with a major U.S. client.

- Signed a multi-year Network Data Layer contract valued USD 17.7 million.

- Signed a multi-year support agreement worth over USD 4 million.

- Held a successful Capital Markets Day where our senior leadership team provided updates on key topics, with a focus on Enea's leadership in cybersecurity.

A value creating business

Security business transformation creates growth potential
Enea has in the past decade shifted from Operating Systems (OS) and consulting to a focus on cybersecurity. Legacy OS business has drastically declined, from 70 percent of sales in 2015 to a single-digit percentage of sales today. As a result of increasing demand in this area, investments and the successful acquisition of Adaptive-Mobile, Enea's cybersecurity portfolio has expanded while displaying steady growth. This has positioned the company as a global leader in the sector with the potential to further ramp-up growth. To take advantage of this leading position, Enea will look into supplementing its growth trajectories by focusing on strategic acquisitions to complement and strengthen its cybersecurity offering. One example of this looking back is the DPI functionality from the acquisition of Cosmos, now a cornerstone of Enea's operations.

A large and growing share of recurring revenues
Over the last three years, Enea has increased its recurring revenues to 69 percent of net sales. This has been driven by a strong growth in recurring revenues within our focus areas. This transition has resulted in more stable revenues with a larger potential for continued growth. Going forward, Enea will leverage its product mix to further increase its share of recurring revenues in its profitable product groups Security and Networks.

Increasing profitability opens opportunities
In the last decade, Enea has transitioned to a more diversified, high-margin software portfolio. This reinvention has been achieved while maintaining a strong profitability and cash flow and has supported financial actions including reduced net debt, share buybacks, and strengthening of cash reserves. As Enea continues this transition to a more diversified portfolio with high-margin products, it will lead to strengthened profitability that opens opportunities for new growth initiatives and increasing shareholder value.

The 40-percent rule
The "Rule of 40", or the "40-percent rule", is a method for assessing value creation in software companies. By summing a company's revenue growth and profitability, an ideal benchmark of 40 percent is sought. A reference point for this metric is Redeye's Nordic SaaS (Software-as-a-Service) group, where the median for 41 companies in the sector was 13 percent (Q324). In 2024, Enea achieved revenue growth of 10 percent in its network and security business and an adjusted EBITDA margin, after capitalized development costs according to Redeye's model, of 24.3 percent, which means the combined growth rate and profitability exceeded 34 percent. This places Enea in the top quartile of this reference group.

Financial targets
Enea's financial targets are based on the Company's increased focus on its core business, along with a reduced reliance on its legacy OS business.

Business concept and strategy

Market

Enea operates in the market of telecom networks, indoor networks, cybersecurity solutions and the operation of telecom networks. Our product portfolio offers software solutions that can be embedded, built in and used in a variety of products and environments, giving us a broad market where we target both telecom operators, telecom providers, government institutions and private companies.

DRIVERS FOR GROWTH

The underlying drivers for investment in mobile infrastructure and communications solutions are the ever-increasing market demand and growing regulatory requirements for ubiquitous, robust and secure high-speed communications. Given that service provider revenues are not evolving in line with increased network traffic, this also creates demand for software to better utilize network resources, prevent revenue leakage, and provide competitive differentiation through fast service delivery and superior user experience. Network automation powered by artificial intelligence, migration to cloud platforms, and new generations of Wi-Fi and mobile systems are some of the technology shifts that are already underway and are expected to continue in the coming years. Increasingly, telecom networks are considered critical infrastructure for society and face growing cybersecurity threats. Investments to protect mobile networks and digital communications are a priority area that has received additional focus due to a more uncertain global situation and where recent surveys indicate that many operators have not yet invested enough.

TRENDS

The telecom industry and the market opportunities for Enea are shaped by a number of industry-specific factors, technology development and broader societal and economic trends. Some of the most relevant trends affecting our business include:

1. Fraud and security threats

In 2023, cybersecurity threats escalated from already high levels globally in part boosted by AI capabilities, affecting critical infrastructure including telecoms networks, as well as enterprises and consumers. Fraudulent voice calls, scam messages and major service interruptions have led to a strong increase in public awareness, and attacks on telecoms networks are increasingly considered a national security concern. Encryption of communications intended to improve privacy for users also had the effect of increasing security risks. Many governments are responding with cybersecurity policies and regulations, which will put increased requirements on the telecoms and IT industries to protect networks, data and subscribers, and mitigate geopolitical risks in the provision of services. Likewise, enterprises have increased their own investments in cybersecurity, and are placing higher expectations on their telecom suppliers.

2. Growing data demand

Telecom networks are in the midst of migrating to new generation systems to handle continued data traffic growth, driven by video consumption which is particularly demanding indoors where the majority of all data is consumed. As new revenue streams have not yet materialized from these new investments, operators are focusing on profitability, and that's where Enea's software can play a role. It could be, for example, handling data and video traffic with increased efficiency, or off-loading to Wi-Fi to cost-effectively manage high demands at entertainment venues and indoors for example. Some operators have been able to raise mobile broadband prices based on differentiated network speed packages, and create new offers to cater to the growing gaming market.

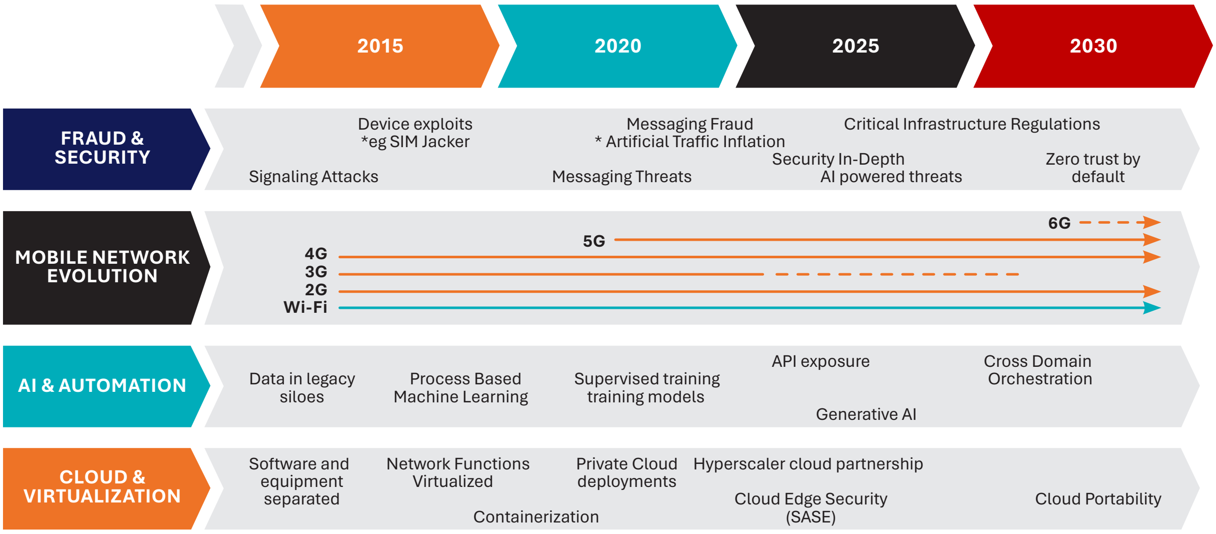
3. Artificial intelligence and automation

The telecom and cybersecurity sectors have been early adopters of the latest artificial intelligence technology. Uses include improving customer service, as well as automating the complex tasks of running networks to improve network performance and efficiency. Enea's products include AI technologies for tasks such as predicting and managing network congestion and for identifying and classifying different types of traffic on a large scale. Since all AI and automation is dependent on relevant and high-quality data, these trends should increase demand for specialized software products that help operators and software vendors collect, manage and apply different types of data in real-time in critical networks.

4. Cloud

Another clear trend is the use of cloud-based solutions. This includes both public and private cloud platforms, with the latter still dominating among mobile operators. This trend has implications for both technology choices and business models. Technically, it is about building software for cloud-based environments and having an underlying software architecture that provides increased flexibility and scalability. Cloud services also enable new business models, such as subscription and usage-based pricing and licensing models.

GLOBAL TECHNOLOGY TRENDS



Enea is well positioned

People, businesses and societal functions all over the world are increasingly dependent on secure and reliable digital communication. The trend towards higher traffic volumes and more connected devices is expected to continue, which creates driving forces for new investments in technology that protect and make communication more efficient. Our business idea is to develop and sell software that protects and streamlines communication in mobile and corporate networks. Technology shifts towards cloud solutions, AI and the fifth generation mobile networks (5G) are changing the dynamics of markets that were previously dominated by a few companies. Traditional solutions, often based on components from a single supplier, are increasingly being replaced by open, cloud-based systems where different companies contribute specialized software. As a leading software supplier, we are well positioned to benefit from this development.

Products and services

Enea offers software products and solutions for digital infrastructure such as telecom and enterprise networks. Our offering is based on a unique collective expertise that our specialists possess in areas such as 5G, cybersecurity and cloud-based solutions. Our portfolio is divided into three product groups: Network, Security & Operating Systems.

NETWORK

Specialized software solutions to optimize and manage data on networks, increase performance and improve customer experience.

Examples of products and offerings:

Management of subscriber data

This portfolio domain enables telecom operators to identify and authenticate users, to provide access to specific network services and plans. The portfolio also includes common storage of subscriber data for a large number of network applications, which not only reduces the number of data silos but also provides cost savings.

Traffic management

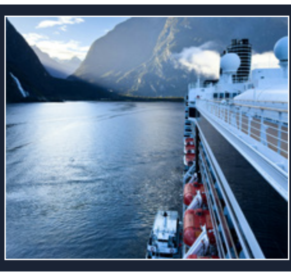
This portfolio domain enables telecom operators to optimize the transmission of encrypted video for a better user experience and more even utilization of network resources. The large number of features allows operators to improve the quality of experience for end users, as well as to classify and filter traffic to protect revenue and prevent fraud.

CASE: ENHANCING INDOOR CONNECTIVITY WITH WI-FI OFF LOADING SOLUTION FOR THREE UK

Facing connectivity challenges on the London Underground, Three UK partnered with Enea to provide a reliable and seamless mobile experience for its customers. Through Enea's Aptilo Service Management Platform (SMP) and partnerships with third-party Wi-Fi providers, Three UK offers automatic and secure Wi-Fi access in underground stations without needing additional infrastructure. This solution ensures continuous, high-speed connectivity in challenging environments, improving the customer experience and relieving pressure on cellular networks. Since implementing Enea's Wi-Fi offloading solution, Three UK has seen increased user engagement and data usage, demonstrating the value of Wi-Fi offloading for delivering consistent service and optimizing network efficiency.

CASE: ENHANCING MOBILE DATA QUALITY WITH ENEA FOR ONE.NZ

To improve customer experience and achieve top network rankings, One.NZ partnered with Enea to boost mobile data performance across New Zealand. Using Enea's TCP Acceleration, One.NZ enhanced data speeds and ensured smoother connectivity on 4G and 5G networks, providing users with faster downloads and fewer interruptions. This technology allowed One.NZ to meet high standards in network reliability and customer satisfaction, solidifying its leadership in telecom quality.



SECURITY

Specialized cybersecurity software solutions to protect networks against intrusions, threats and attacks.

Examples of products and offerings:

Mobile Network Security

This portfolio provides mobile operators with protection for the network's signaling protocol against multiple threats, including personal data leakage and certain forms of fraud. Additionally, it secures revenue and regulatory compliance in the delivery of Application-to-Person (A2P) traffic for mobile network operators and communications platform as a service (CPaaS) providers.

Wi-Fi management and Internet of Things (IoT) services

This portfolio domain enables telecom operators to offer public Wi-Fi services with the most comprehensive set of B2C and B2B use cases. In addition, with the help of a cloud solution, operators can more quickly and easily create services for the secure connection of Internet of Things devices.

CASE: THE ADAPTIVE SIGNALING FIREWALL AT TELECOM EGYPT

Enea provided a real-time voice protection solution for Telecom Egypt, addressing major fraud threats like caller ID spoofing used to impersonate trusted entities, such as government departments and banks. These fraud threats led to financial scams and customer complaints about unauthorized charges. With Enea's Adaptive Signaling Firewall, Telecom Egypt met regulatory requirements and reduced scam calls by 90%, proactively safeguarding subscribers and minimizing revenue losses. This deployment highlights Enea's flexible and scalable approach to network security, showcasing its powerful capability for real-time fraud prevention and customer protection.

CASE: AI PIONEER CUSTOCY ENHANCES SPEED AND PRECISION WITH ENEA'S TECHNOLOGY

French startup Custocy is a pioneer in AI-based cybersecurity for enterprise networks. With multiple layers of various AI functions, Custocy's platform can recognize threats immediately and identify larger attacks over time. This makes it easier to prioritize and handle threats smoothly, while also drastically reducing the number of false alarms. By integrating Enea's software Qosmos ixEngine and Qosmos Threat Detection SDK, the AI platform becomes more precise in detecting threats and works faster as data is processed more efficiently. Custocy's CEO, Sebastien Sivignon, says, "Enea Qosmos ixEngine is the industry gold standard for network traffic data and will improve our performance and efficiency."

OPERATING SYSTEMS

High-performance real-time operating systems for telecom, networking and embedded applications.

Examples of products and offerings:

Real time operating systems

They enable customers to launch new solutions faster, reduce risk, and lower costs throughout the product cycle. Products for communication between applications and computer equipment, which, among other things, make better use of the processor's capacity.

Business model

BUSINESS AND SALES MODELS
Our business model is based on the development and sale of software and product-related services such as installation, configuration, support and maintenance. Most often, the software is licensed to the customer, where recurring revenue is created with time and volume-based licenses, production licenses, as well as technical support and maintenance. We also provide software as a service (SaaS), where the customer pays for usage and the software is provided using cloud-based technology. This especially applies to all of the above when we sell our products outside the telecom industry.

We work in parallel with two different sales models. The first is about direct sales aimed at telecom operators and service providers in key markets in North America, Europe and Asia. We have continuously strengthened our sales organization and have large-scale implementations and long-term deals with many of the world's leading telecom operators and service providers. In the second sales model, our software is delivered in collaboration with selected partners; both large system suppliers where we complement their portfolio and specialized implementation partners. This makes it possible to offer products and solutions to customers and in markets that we would have difficulty reaching on our own.

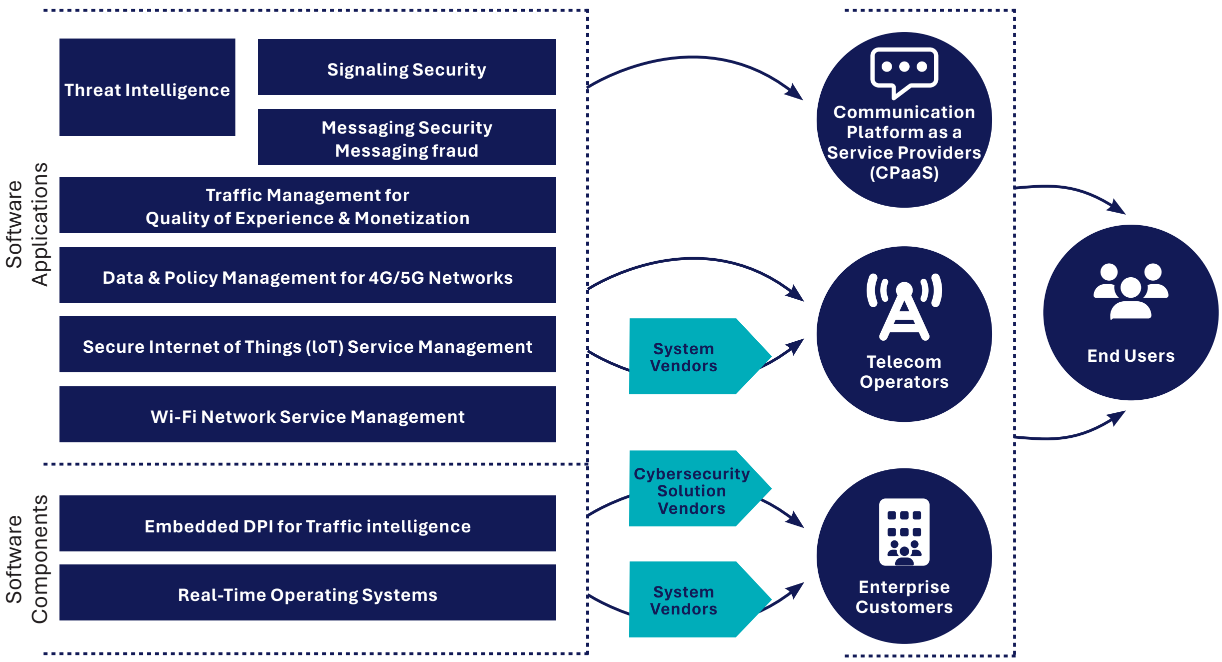
CUSTOMERS AND COMPETITORS

Our largest customer group consists of large telecom operators who use our software in their networks to deliver communications services to subscribers and businesses. This is a strategically important customer group that provides opportunities for long-term contracts with stable income, and at the same time sets high demands that fuel our innovation and drive our competitiveness. We have long-standing relationships with many of the world's largest and most technically advanced telecom operators, where we strive to introduce more of our portfolio. In addition, our well-established indirect sales partnerships with major system suppliers effectively expand our market reach. During the year, we won twenty new customers, proof of our ability to gain market share with our market-leading software and strong customer relationships.

Another important customer group consists of enterprise software vendors that use our software as sub-components of their solutions under licence. For example, our Deep Packet Inspection traffic classification software, which is integrated into customers' own applications for use in enterprise networking and cybersecurity solutions. In these market segments our commercial model is based on deployment volume which leads to a high proportion of recurring revenues. In some cases, competition consists of customers' internal projects where they try to develop their own functionality instead of buying ready-made software components and libraries.

Another customer segment where we have established a strong position is with large Communication Platform as a Service (CPaaS) providers and message aggregators. These customers use our AI-based messaging security firewalls to protect businesses and subscribers from unwanted and fraudulent SMS traffic. In this area, service-based business models and cloud-based delivery models are becoming common.

PRODUCT PORTFOLIO AND SALES MODELS



Strategy

Our strategy is to identify and focus on areas where there is both underlying growth and good profitability and the opportunity to go from challenger to market leader.

OUR GROWTH STRATEGY

Our growth in recent years has been driven by the Network Solutions product group, whose turnover has grown thanks to a combination of our own investments and strategic acquisitions. The strategy for these investments is based on identifying and focusing on areas where there is both underlying growth and good profitability, as well as an opportunity to go from challenger to market leader.

One example is traffic management in mobile networks, where a steep increase in video traffic combined with rising operating costs creates demand for video optimization among mobile operators worldwide.

Another example is the classification of network traffic, a central function of most security solutions.

A third example deals with cybersecurity for mobile networks, where increased traffic exchange between operators leads to new security threats.

What all these areas have in common is that today we have a world-leading position and a market-leading product portfolio.

OUR PRODUCT STRATEGY

In order to capture growth, our product strategy is based on three pillars: Enhance, Expand, Evolve.

- Enhance value to customers involves improving existing product and service offerings based on customer feedback, with the aim of retaining and growing our existing revenue streams.
- Expand to adjacent areas means using our strong foothold in a well-established area to enter another nearby area. By doing this, we can broaden our addressable market or tap into additional customer's investment pools with the aim of increasing our revenues.
- Evolve to new product offerings entails adopting new technologies like AI to drive and develop future product offerings not only for this year but also for the years to come.

INVESTMENT AREAS

An important investment area for us going forward is cyber-security. Here, in recent years, we have substantially strengthened our market position at the same time as the need for improved security in mobile networks is continuously increasing throughout the world. We are well positioned within this growing market and we will continue our efforts to gradually broaden our offer and expand our customer base. Artificial Intelligence is an area of technology that has an accelerating importance in this market, as well as in most of our business areas. We will therefore increase our rate of investment precisely within this technology area. Another important area of investment for us is securing the competitiveness of our products in the emerging 5G networks. Our customers must feel secure with their investment and that our products deliver regardless of the generation of the telecom network. This is an important part of our product strategy. During 2024 we also strengthened our traffic management portfolio in order to create even bigger opportunities for our customers to actively work with their traffic streams and thereby their revenue streams.

ACQUISTIONS

Our strategy is based on creating long-term, organic growth within the network and security segments. At the same time, complementary acquisitions are an important way to increase the growth rate, and in recent years we have successfully acquired and integrated several companies in these areas. With a strong financial position, we have good opportunities to finance further acquisitions and potential acquisition candidates are continuously evaluated.

ENEA'S STRATEGIC ACQUISITIONS THROUGHOUT THE YEARS

2008
Swedish **ZealCore**, Romanian **IP Devel SRL** and French **Netbricks.**

2016
Qosmos, leading in IP-traffic classification and network intelligence.

2018
Openwave Mobility, the markets most scaleable NFV-platform with solutions for mobile operators.

2020
Aptilo, solutions for policy and access management within Wi-Fi and Internet of Things.

2021
AdaptiveMobile Security, a leader in security solutions for mobile networks.

Reports

Directors' report

The board and managing director of Enea AB (publ) reg. no. 556209-7146, with registered office in Stockholm, hereby submit the annual report and consolidated financial statements for the financial year 2024. Balance sheet and income statement for the group and for the parent company will be approved at the annual general meeting on May 6, 2025.

Enea is a global supplier of software for telecommunications and cybersecurity. The revenue is mainly generated within the Network Solutions and Network Security product groups, which includes mobile and fixed telecommunications as well as corporate networks. The software that Enea supplies enables, among other things, mobile operators to improve the security of their networks, ensure consistent and good quality of different types of services and to manage large amounts of data in a resource efficient manner.

Products and solutions are sold directly to network operators and are also integrated into solutions from system suppliers.

Today, over four and a half billion people use Enea's solutions and services to communicate via mobile phones and the internet.

REVENUE

Enea's total revenue 2024 amounted to SEK 920.2 million (934.5). Net sales decreased by 1 percent (2) to SEK 904.3 million (912.7). Currency adjusted, net sales decreased by 1 percent (6).

Net sales from product group Network Solutions increased by 10 percent (-10) and amounted to SEK 429.7 million (391.3). Net sales from product group Security Solutions increased by 9 percent (-2) and amounted to SEK 392.4 million (359.9). Net sales from product group Operating Systems amounted to SEK 82.2 million (161.4), a decrease by 49 percent (29). The significant decrease in product group Operating Systems is explained by lower royalty revenues and the one-time transaction in first quarter 2023.

PROFIT/LOSS

Enea's operating profit excluding non-recurring items amounted to SEK 134.8 million (122.2), corresponding to an operating margin of 14.9 percent (13.4). Non-recurring items consist of write-down of accounts receivable and provisions for restructuring costs. Operating profit amounted to SEK 122.4 million (-499.5), corresponding to an operating margin of 13.5 percent (-54.7). Financial currency effects on the group's results amounted to SEK 28.9 million (-30.0). Gross margin for the full year amounted to 78.7 percent (77.0). Financial net result for the full year amounted to SEK 8.1 million (-56.9). Result after tax amounted to SEK 143.1 million (-550.7) for the full year. Earnings per share amounted to SEK 6.96 (-25.80) for the full year.

CASH FLOW AND FINANCIAL POSITION

Cash flow from operating activities amounted to SEK 279.2 million (258.9) and total cash flow amounted to SEK -114.2 million (37.7). Cash flow from changes in working capital varies between quarters, among other things depending on when income from major licensing deals is received. Cash and cash equivalents at the end of the year amounted to SEK 161.5 million (261.8). Total interest-bearing liabilities at the same time amounted to SEK 278.1 million (469.8), divided into SEK 51.3 million (27.1) in short-term interest-bearing liabilities and SEK 226.7 million (442.7) in long-term interest-bearing liabilities.

Total assets at year-end amounted to SEK 2,544.9 million (2,582.3) and net debt at the end of the year amounted to SEK 116.6 million (209.1). Enea continues to have a strong financial position with an equity ratio of 72.7 percent (65.1).

INVESTMENTS AND DEPRECIATION

The year's investments amounted to SEK 92.7 million (98.2). Depreciation and write-downs amounted to SEK 152.6 million (696.3). Capitalized product development costs amounted to SEK 85.8 million (88.1). Depreciation and write-downs related to these amounted to SEK 84.8 million (204.1). Depreciation attributable to leasing assets amounted to SEK 18.0 million (18.2).

RESEARCH AND DEVELOPMENT

Enea's business strategy is based on developing new products and enhancing existing solutions, which require significant investments. At the end of the period, the value of capitalized development costs amounted to SEK 232.8 million (219.7). Investments are directed towards markets with strong growth and profitability potential and are made based on thorough analysis. However, if products fail to achieve technical or commercial success, this may have a negative impact on the company's operations and financial position, potentially leading to adjustments in strategy and priorities.

In 2024, product development costs amounted to SEK 271.4 million (830.5), of which write-down affected result with SEK 0 million (530.0). Adjusted for write-down, product development costs amounted to SEK 271.4 million (300.5), corresponding to 30.0 percent (32.9) of net sales for the period. Product development costs excluding depreciation but including capitalized costs amounted to SEK 210.4 million (226.2), corresponding to 23.3 percent (24.8) of turnover for the period.

THE PARENT COMPANY

The parent company's operations are primarily focused on staff functions and administration regarding business management, economics, finance, IT and administration.

The parent company's turnover for the full year amounted to SEK 62.2 million (67.9) and profit before appropriations and tax amounted to SEK -7.1 million (1.0). The financial net result for the parent company was SEK 15.8 million (17.6) and cash, cash equivalents and financial investments amounted to SEK 0.1 million (0.1) at the end of the year.

The parent company's investments amounted to SEK 2.1 million (3.0). Number of employees in the parent company at the end of the year was 14 (15). The parent company does not conduct its own operations, and its risks are mainly attributable to operations in the subsidiaries.

GUIDELINES FOR REMUNERATION TO SENIOR EXECUTIVES

Guidelines for remuneration to senior executives can be found in note 4. A remuneration report will be drawn up and submitted to the annual general meeting. It describes how the guidelines have been applied in 2024. No deviations from the guidelines have been made nor from the decision-making process that, according to the guidelines, must be applied to determine compensation.

SUSTAINABILITY REPORT

A sustainability report that has been subject to review by the company's auditors has been drawn up (see pages 76-92).

DIVIDEND POLICY

Enea's ambition is to build a bigger and stronger company, which delivers increasing value to customers, employees and shareholders. Acquisitions that strengthen the company's market position and long-term earning power, as well as continued investments in own product portfolio are important parts in this endeavor. To enable and be well equipped for acquisitions, Enea needs to have a strong and flexible capital structure. This can sometimes mean that the company is net leveraged. Therefore, the board also needs to consider the company's long-term investment needs but also the financial position when considering dividends.

During the year, Enea acquired 1,008,369 own ordinary shares for a total of SEK 73.8 million.

Enea's long-term dividend policy is that at least 30 percent of the profit after tax must be transferred to the shareholders. However, consideration must be given to the company's financial position, cash flow, acquisition opportunities and future prospects. Given the company's acquisition opportunities and growth strategy for the coming years, the board proposes no dividend for 2024.

PROPOSED APPROPRIATION OF PROFITS

The following funds are at the disposal of the parent company (SEK):

Share premium reserve	562,748,745
Retained earnings	133,923,205
Net profit for the year ended	- 99,641
Total	**696,572,309**

The Board of Directors proposes that the funds be allocated so that SEK 696,572,309 is carried forward to the next financial year.

SIGNIFICANT EVENTS

In June, Enea received an order for the 5G Network Data Layer from an existing Tier 1 mobile operator customer in North America. Software licenses valued at USD 2.9 million were recognized in the second quarter of 2024.

In September, Enea signed an agreement for traffic management deployment with a leading telecom operator in the Middle East. The contract value for the first year is USD 2.0 million, with a potential total contract value of USD 5.5 million over a 5-year period. The solution is part of the operator's mobile network modernization and enables efficient management of mobile data traffic, video optimization, and enhanced user experience. Traffic management allows service providers to classify, manage, and accelerate network traffic, which, by reducing data volume, also improves availability in the event of instability or disruptions in international IP links. The agreement includes software licenses, professional services, and support. Software licenses valued at USD 1.4 million was recognized in the third quarter 2024, with the remaining parts of the agreement delivered over the following year. The contract value for the first year is USD 2.0 million, with a potential total contract value of USD 5.5 million over a 5-year period.

In October, Enea signed a renewed agreement for the Stratum Network Data Layer with a Tier 1 network operator in North America. The contract relates to software licenses for the period 2025 to 2027 for legacy and 5G networks, with a confirmed contract value of USD 17.7 million and a potential total contract value of USD 21.3 million. Open orders under the existing agreement are incorporated into the new contract, meaning the total value of up to USD 21.3 million represents an additional USD 9 million to the previous agreement. The majority of the contract relates to recurring software licenses and services for Enea's Stratum product, which will be recognized from the first quarter of 2025 through to the last quarter of 2027. Software licenses valued at USD 0.7 million were recognized in the fourth quarter of 2024. Support and maintenance for the period 2025 to 2027 are not included in this agreement and will be negotiated separately.

In October, Enea signed an extended, time-limited 3-year contract worth USD 2.7 million with an existing U.S. customer in the retail and logistics sector. The customer has already installed iXEngine and Threat Detection SDK to protect its internal networks. The new contract adds the iXEngine Deep File Inspection module, capacity upgrades, and time-limited licenses for Threat Detection SDK and iXEngine Maintenance and Support. The contract value will be recognized over time, with approximately USD 300 thousand recognized in the fourth quarter of 2024.

In November, Enea signed a three-year support and maintenance agreement for the Stratum Network Data Layer project with a Tier 1 network operator in North America, announced on October 22 of this year. The new agreement and addendum signed cover the period 2025 to 2027 for 4G and 5G networks, with a confirmed contract value of USD 4.2 million and a potential total contract value of USD 5.2 million. The agreement will be recognized over the period 2025 to 2027 and will be added to what has already been announced.

In December, Enea received an order for Traffic Management implementation with a Tier 1 telecom operator in the Middle East. The order includes software licenses, services, and support valued at USD 1.0 million. Software licenses valued at USD 0.5 million were recognized in the fourth quarter of 2024, with the remaining parts of the agreement to be delivered in the coming years. The solution is part of the customer's mobile network modernization and enables efficient management of mobile data traffic, video optimization, and an enhanced user experience.

In December, Enea renewed a production license agreement for the Enea OSE operating system with a world-leading customer in professional mobile radio, delivering communication systems for public safety communications in sectors such as law enforcement, fire departments, and ambulance services. The agreement spans three years and is valued at USD 1.6 million, of which USD 0.5 million was recognized in the fourth quarter of 2024.

New CEO and Group President appointed

In November, the Board of Directors of Enea AB appointed Teemu Salmi as the new CEO and Group President of Enea AB, effective from April 1, 2025.

Teemu Salmi joins Enea from the Nordic cybersecurity provider Nixu, where he became CEO in 2022, prior to its acquisition by DNV. Teemu has previously held senior leadership positions at Ericsson and Stora Enso, where he led international sales organizations as well as commercial and technical teams, including several years in the Middle East and Africa. With his extensive background in telecom and cybersecurity, along with his personal qualities, Teemu has the necessary experience and expertise to assume the role of CEO of Enea and successfully lead the company's continued development, creating value for customers, employees, and shareholders.

Other

In May, the company announced that the Board of Directors of Enea AB had decided to utilize the authorization granted at the Annual General Meeting (AGM) in 2024 for the repurchase of its own shares, up to a total amount of SEK 100 million, for the period until and including the day before the AGM in 2025. At the AGM on May 7, 2024, the Board was authorized to decide on the acquisition and transfer of its own common shares. The Board has now decided to exercise this authorization for a new share repurchase program. The repurchase of common shares will be carried out in accordance with the EU Market Abuse Regulation (MAR) and the EU Commission's Delegated Regulation 2016/1052 (the so-called Safe Harbour Regulation). The purpose of the share repurchase program is to enable the company to adjust its capital structure to its capital needs over time, thereby contributing to increased shareholder value. The current intention is that the shares repurchased will be cancelled through a decision at upcoming general meetings.

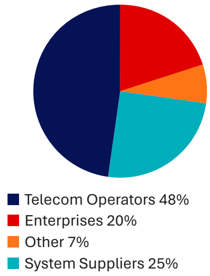
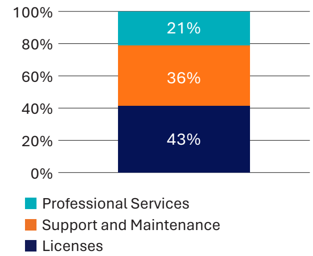
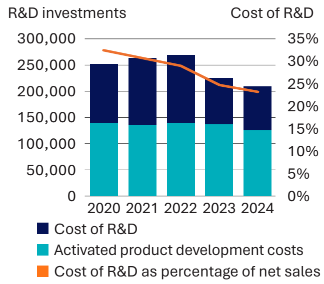
On November 7, the company announced that Board member Mats Lindoff had resigned from the Board with immediate effect at his own request. The reason for his decision was personal. According to Enea's Articles of Association, the Board shall consist of no fewer than five and no more than seven members. After Mats Lindoff's departure, the Board will consist of six members, thus meeting the requirements set out in the Articles of Association.

Significant events after the end of the financial year 2024
No significant events have occurred after the end of the financial year.

Risks and risk management

INTRODUCTION
Enea is exposed to a number of risks that could affect the group's results. The company continuously identifies and manages these risks. Those deemed to have most importance are described below and have been divided into the categories of operational and industry-related and financial risks.

Enea mainly operates in telecom and cybersecurity. Prevailing uncertainties in the outside world, such as the war in Ukraine, energy prices, inflation, interest rates as well as geopolitical tensions in general, affect some customers' risk appetite and willingness to invest. For Enea, this may imply that projects are delayed or not carried out. At the same time, the underlying driving forces for telecom remain, which means a focus on security, virtualization, 5G, and increased network capacity.

	Operational related risks	Comment	Exposure
Global economic conditions	Enea is dependent on growth in mobile communications, the economic development and the growth of the largest customers. Most of the revenue comes from customers in the telecom industry, which means that the macroeconomic risks are not only linked to the economy in general, but also to the development of the telecom industry. If the customers' financial ability to invest decreases, it may have a negative impact on the company's operations and financial position.	A weakening economy mainly has the effect of reducing the customers' willingness to invest, which can lead to lower volumes and difficulties in winning new contracts for Enea's products and services. A weakening economy can also affect customers' sales, which in turn has a negative impact on the part of Enea's revenue that is dependent on volume or capacity utilization.	
Customer and contract structure	Enea's customers are mainly major mobile operators and system suppliers in communication and security. A large part of the revenue comes from a limited number of key customers. Enea's revenue mainly consists of revenue from licenses, maintenance and support, and services. Enea is dependent on customers' continued investments in capacity, efficiency, and new technology. Revenue is partially volume dependent and fluctuates with customers' production volumes.	License revenue consists of both one-off income and income of a recurring nature. The initial customer agreements are normally valid for a period of 3 to 5 years. Agreements with capacity limitations and maintenance and support services are continuously extended. Prices are generally fixed during the contract period. Revenue varies between quarters and financial years, depending on when major contracts are signed and delivery takes place.	In 2024, 42 percent (38) of the company's revenue was generated by the 10 largest customers. The percentage of recurring revenue has increased during the year and accounts for approximately two-thirds of Enea's revenue. 
Products and technology	Enea's business strategy is based on developing new products and improving existing solutions, which means significant investments. In 2023, an efficiency improvement and revaluation of intangible assets was carried out. This updated valuation led to a decision to reduce investments in own product development.	Investments are made in markets with potential for growth and future profitability, and after careful analysis. Investments are prioritized within cloud-based products aimed at data management, security, mobile video traffic, and 5G. The company expects a continued decline in sales within Operating Systems, which is due to key customers increasing the use of open source code in their solutions.	At the end of the year, the value of capitalized development costs amounted to SEK 232.8 million (219.7). 
Skills management	Enea's success is largely dependent on the company's ability to recruit, develop, and retain qualified staff.	There is strong competition for qualified personnel in the IT and telecom industry.	The attrition rate for the group as a whole during the year amounted to 7.8 percent (11.2).
Product liability, intellectual property rights, and litigation	Enea's products are important components in customers' solutions, and inaccuracies could lead to deteriorated customer relations and claims for damages. Furthermore, there is a risk that Enea's intellectual property rights are exposed to infringement or that Enea's products infringe on the intellectual property rights of other companies.	Enea is insured against claims for damages and assesses that the company has sufficient protection and that the risk of damages is limited. Enea also has insurance cover should the company's products infringe on another party's patent or copyright. Enea continuously engages legal expertise to protect its intellectual property rights and reduce the risks of intellectual property infringement.	Regarding litigation, court proceedings, interpretation of local legislation or arbitration, Enea AB or its subsidiaries are currently involved in a small number of disputes. The company's judgement is that none of the current disputes have a negative impact on the company's financial provision, and no allowance has been made for a negative outcome. Disagreements on contract application, or a court ruling against the company could have a negative impact on the company's financial position.
Acquisitions/ divestments	Through carefully selected acquisitions and divestments in recent years, Enea has established a position as a software supplier to telecom operators and system vendors. The company is dependent on these acquisitions continuing to develop in accordance with the assumptions about growth and market position that were made at the time of the respective acquisitions.	The execution of acquisitions always involves risk. The acquired company's relationships with customers, suppliers, and key personnel may be negatively affected. There is also a risk that integration processes may become more costly or time-consuming than expected and that the anticipated synergies may be partially or entirely unrealized.	Acquired intangible assets at the end of 2024 amounted to SEK 1,638.9 million (1,622.6), see further note 10.

	Financial risks	Comment	Exposure
Currency	Currency risk implies that the value of financial assets/liabilities can vary due to changes in exchange rates.	Enea is an international company and the main part of revenue is generated in US dollars and euro. The business is mainly carried out in foreign subsidiaries where income and expenses occur in local currencies.	During the year, a total of EUR 0 million (5) was hedged. There were no outstanding derivatives at the end of 2024. If the Swedish krona had strengthened/ weakened by 10 percent on average in relation to the US dollar with all other variables constant, the year's revenue would have been SEK 54 million lower/ higher. The corresponding amount against Euro is SEK 30 million.
Liquidity	Liquidity risk refers to the risk of not being able to fulfill payment obligations without the cost of obtaining means of payment increasing significantly. Funding risk, refinancing risk and market liquidity risk are sub-components of liquidity risk.	Since December 2024, Enea has a new facility agreement with a facility with a fixed term of EUR 25 million and a revolving facility of SEK 150 million with DNB Bank ASA.	The loan of EUR 25 million has a fixed term of three years and will be amortized by 50 percent until its maturity date, with the full amount due in December 2027. At the end of 2024, available cash and unused credit facilities amounted to SEK 308 million.
Interest rates	Interest rate risk means that the value of financial instruments can vary due to changes in market interest rates.	Enea's interest payments mainly occur quarterly. The margin that the company pays in addition to the underlying market interest rate is governed by predetermined performance measures.	At the end of 2024, the utilized financial facilities amounted to SEK 278 million. If the underlying policy rate changes by 1 percent on average with all other variables constant, the interest cost would increase/decrease by SEK 5 million.
Capital management	The Group's goal regarding capital management is to have a stable financial position that ensures the Group's ability to continue its operations and generate returns for shareholders and benefit other stakeholders.	This is achieved by maintaining an optimal capital structure to keep both costs and capital down. To maintain or adjust the capital structure, the Group can decide on dividends to shareholders, return capital to shareholders, issue new shares, or sell assets to reduce liabilities.	The Group assesses the capital on the basis of the net debt, which at the end of 2024 amounted to SEK 117 million. Net debt is defined as interest-bearing liabilities (SEK 278 million) less cash and cash equivalents (SEK 161 million). Under the terms of the main loan facilities, the Group is obligated to meet customary financial loan terms, such as debt service ratio and net debt/EBITDA. The Group has fulfilled the loan conditions throughout the period. There are no indications that Enea would have difficulties in meeting the covenants when they are next tested at the end of the first quarter of 2025. The Group has no stated target for the debt/equity ratio, but it is continuously adjusted according to the needs of the business. The Board of Directors proposes no dividend for 2024.
Credit risks	Credit risk implies that a party in a financial transaction cannot fulfill an obligation. The main credit risk for Enea is outstanding accounts receivable as well as processed uninvoiced service assignments.	The company's customers are mainly international or locally well-established companies that historically have demonstrated good ability to pay. The customers are distributed over several different countries and markets where differences in payment patterns and currency restrictions occur.	During the year, a SEK 11.2 million (17.9) allowance was created for doubtful debt, see note 12 for more information. For more information on the expected credit loss management, see Note 1 and Note 12. During the year, the result was burdened by a write-down of contract assets of SEK 0.9 million (41.7), as a result of a terminated project.
Climate change	Climate change refers to long-term changes in the climate that can impact economic activity through physical risks, transition risks during a sustainable transformation, and changing regulatory requirements.	Enea's operations are not decisively affected by climate change. Enea identifies risks that may affect the company financially or strategically in the short and long term as well as the company's ability to deliver products and services to customers. Enea has evaluated and assessed risks linked to climate change. These risks include changes, reputation, bodily and material damage, supply chains and commitments to customers.	The conclusion is that the company is currently not affected by risks in any of these areas.

Consolidated statement of comprehensive income

SEK 000 (January 1 - December 31)	Note	2024	2023
Net sales	2, 16	904,269	912,678
Other operating revenue	2	15,921	21,851
Total revenue		**920,190**	**934,529**
Operating expenses			
Cost of sold products and services		-195,747	-21,983
Gross profit		**724,443**	**719,546**
Sales and marketing expenses		-227,945	-290,724
Product development expenses		-271,442	-830,510
Administrative expenses		-102,692	-97,782
Operating profit[1)]	3, 4, 5, 6, 7, 10, 11, 20	**122,364**	**-499,470**
Financial income		278,259	383,256
Financial expenses		-270,156	-440,202
Financial net	8	**8,103**	**-56,946**
Profit before tax		130,467	-556,416
Tax	9	12,588	5,696
Profit after tax		**143,055**	**-550,720**
Other comprehensive income reclassifiable to profit or loss			
Exchange differences		101,168	-22,000
Cash flow hedges, profit before tax		-	428
Cash flow hedges, tax effect		-	-88
Other comprehensive income not reclassifiable to profit or loss			
Pension obligations		-503	987
Total comprehensive income for the year, net of tax		**243,720**	**-571,393**
Net profit attributable to equity holders of the parent		**143,055**	**-550,720**
Comprehensive income attributable to equity holders of the parent		**243,720**	**-571,393**

[1)] Non-recurring items included in operating profit	2024	2023
Operating profit, including non-recurring items	122,364	-499,470
Restructuring costs	4,427	29,410
Write-down	-	529,259
Reservation for reported but not yet received income	8,027	63,019
Operating profit, excluding non-recurring items	**134,818**	**122,218**
Earnings per share [2)], SEK .	6.96	-25.80

[2)] The company does not have any outstanding instruments that could give rise to dilution

Consolidated balance sheet

SEK 000 (December 31)	Note	2024	2023
Assets			
Intangible assets	10	1,873,346	1,844,558
Rights of use assets	7	24,116	38,411
Equipment, tools, fixtures and fittings	11	16,933	18,474
Deferred tax assets	9	20,583	13,139
Other long-term receivables		2,287	2,227
Total fixed assets		**1,937,265**	**1,916,809**
Accounts receivables	12	279,133	228,739
Tax receivables		11,648	26,896
Prepaid expenses and accrued income	13	145,005	140,238
Other receivables		10,307	7,793
Cash and cash equivalents	18	161,518	261,791
Total current assets		**607,611**	**665,457**
Total assets		**2,544,876**	**2,582,266**
Equity	14, 25		
Share capital		24,706	24,706
Other paid-up capital		992,529	992,529
Reserves		432,724	331,556
Retained earnings including profit for the year		401,233	332,491
Total equity		**1,851,192**	**1,681,282**
Provisions			
Other provisions		2,881	2,370
Total provisions		**2,881**	**2,370**
Long-term liabilities			
Deferred tax liabilities	9	67,284	92,409
Long-term liabilities, interest-bearing	23	226,747	442,745
Obligation for employee benefits	24	24,255	19,094
Long-term liabilities, leasing liabilities	7	8,658	22,329
Total long-term liabilities		**326,944**	**576,577**
Current liabilities			
Current liabilities, interest-bearing	23	51,314	27,053
Current liabilities, leasing liabilities	7	16,750	17,306
Accounts payables		21,296	13,749
Tax liabilities		3,616	-
Other liabilities	23	10,538	13,534
Accrued expenses and deferred income	16	260,346	250,395
Total current liabilities		**363,860**	**322,037**
Total equity and liabilities		**2,544,876**	**2,582,266**

Consolidated statement of changes in equity

SEK 000 (January 1 - December 31)	Share Capital	Other paid-up capital	Reserves: Cash Flow Hedges	Reserves: Translation reserve	Retained Earnings incl. profit for the year	Total equity
Opening equity, Jan 1, 2023	**24,706**	**992,529**	**-340**	**353,556**	**920,750**	**2,291,201**
Comprehensive income						
Profit for the year	-	-	-	-	-550,720	-550,720
Other comprehensive income						
Cash flow hedges, profit before tax	-	-	428	-	-	428
Cash flow hedges, tax effect	-	-	-88	-	-	-88
Translation difference	-	-	-	-22,000	-	-22,000
Pension obligations	-	-	-	-	987	987
Total other comprehensive income	**-**	**-**	**340**	**-22,000**	**987**	**-20,673**
Total comprehensive income	**-**	**-**	**340**	**-22,000**	**-549,733**	**-571,393**
Transactions with equity holders						
Share redemption program	-	-	-	-	12	12
Share savings program	-	-	-	-	-11,404	-11,404
Repurchase own shares	-	-	-	-	-27,134	-27,134
Total transactions with equity holders	**-**	**-**	**-**	**-**	**-38,526**	**-38,526**
Closing equity, Dec 31, 2023	**24,706**	**992,529**	**-**	**331,556**	**332,491**	**1,681,282**
Opening equity, Jan 1, 2024	**24,706**	**992,529**	**-**	**331,556**	**332,491**	**1,681,282**
Comprehensive income						
Profit for the year	-	-	-	-	143,055	143,055
Other comprehensive income						
Translation difference	-	-	-	101,168	-	101,168
Pension obligations	-	-	-	-	-503	-503
Total other comprehensive income	**-**	**-**	**-**	**101,168**	**-503**	**100,666**
Total comprehensive income	**-**	**-**	**-**	**101,168**	**142,553**	**243,720**
Transactions with equity holders						
Share redemption program	-	-	-	-	12	12
Repurchase own shares	-	-	-	-	-73,823	-73,823
Total transactions with equity holders	**-**	**-**	**-**	**-**	**-73,811**	**-73,811**
Closing equity, Dec 31, 2024	**24,706**	**992,529**	**-**	**432,724**	**401,233**	**1,851,192**

Consolidated cash flow statement

SEK 000 (January 1 - December 31)	Note 18	2024	2023
Operating activities			
Profit before tax		130,467	-556,416
Adjustment for non-cash items		188,727	696,892
Cash flow from operations before tax paid		**319,194**	**140,476**
Tax paid		-1,776	-3,247
Cash flow from operating activities before change in working capital		**317,418**	**137,229**
Cash flow from change in working capital			
Change in operating receivables		-3,718	153,503
Change in operating liabilities		-34,495	-31,837
Cash flow from change in working capital		**-38,213**	**121,666**
Cash flow from operating activities		**279,205**	**258,895**
Investing activities			
Investments in intangible assets	10	-85,809	-89,247
Investment/disposal in equipment, tools, fixtures and fittings	11	-6,893	-7,298
Investment/disposal of financial assets		18	1,329
Cash flow from investing activities		**-92,684**	**-95,216**
Financing activities[1)]			
Borrowing		290,823	20,636
Amortization of loan		-499,738	-100,205
Amortization of lease liability		-17,998	-19,315
Redemption program		12	12
Repurchase own shares		-73,823	-27,134
Cash flow from financing activities		**-300,724**	**-126,006**
Cash flow for the year		**-114,203**	**37,673**
Cash and cash equivalents at beginning of year		261,791	231,302
Exchange rate difference in cash and cash equivalents		13,930	-7,184
Cash and cash equivalents at end of year		**161,518**	**261,791**

[1)] Financing activities do not include any translation effects impacting cash flow.

Parent company statement of comprehensive income

SEK 000 (January 1 - December 31)	Note	2024	2023
Net sales		**62,229**	**67,861**
Operating expenses			
Administrative expenses		-85,086	-84,390
Operating profit	3, 4, 5, 6, 7, 10, 11, 20	**-22,857**	**-16,529**
Financial income		148,562	247,562
Financial expenses		-132,771	-229,990
Financial net	8	**15,791**	**17,572**
Profit (loss) after financial net		**-7,066**	**1,043**
Appropriations		6,908	-212
Profit (loss) before tax		**-158**	**831**
Tax	9	58	-68
Profit (loss) for the year		**-100**	**763**

Parent company balance sheet

SEK 000 (December 31)	Note	2024	2023
Assets			
Intangible assets	10	1,660	2,320
Equipment, tools, fixtures and fittings	11	4,426	3,993
Participation in group companies	17	208,616	208,616
Total fixed assets		**214,702**	**214,929**
Receivables from group companies	19	986,402	1,163,235
Tax receivables		1,348	1,348
Prepaid expenses and accrued income	13	11,066	10,029
Other receivables		365	631
Cash and cash equivalents	18	85	75
Total current assets		**999,266**	**1,175,318**
Total assets		**1,213,968**	**1,390,247**
Equity	14		
Restricted equity			
Share capital		24,706	24,706
Non-restricted equity			
Share premium reserve		562,749	562,749
Retained earnings		133,922	206,970
Profit (loss) for the year		-100	763
Total equity		**721,277**	**795,188**
Provisions			
Appropriations		1,097	1,136
Total provisions		**1,097**	**1,136**
Long-term liabilities			
Long-term liabilities interest-bearing	23	226,747	442,745
Total long-term liabilities		**226,747**	**442,745**
Current liabilities			
Current liabilities interest-bearing	23	51,314	27,053
Accounts payables		7,402	2,661
Tax liability		-	68
Liabilities to group companies	19	196,356	104,679
Other liabilities		947	922
Accrued expenses and deferred income	16	8,828	15,795
Total current liabilities		**264,847**	**151,178**
Total equity and liabilities		**1,213,968**	**1,390,247**

Parent company statement of changes in equity

SEK 000 (January 1 - December 31)	Restricted equity		Non-restricted equity			
	Share Capital	Statutory Reserve	Share Premium Reserve	Retained earnings	Profit (loss) for the year	Total equity
Opening equity, Jan 1, 2023	**24,706**	**-**	**562,749**	**245,496**	**-**	**832,951**
Share redemption program	-	-	-	12	-	12
Share savings program	-	-	-	-11,404	-	-11,404
Repurchase own shares	-	-	-	-27,134	-	-27,134
Profit for the year	-	-	-	-	763	763
Closing equity, Dec 31, 2023	**24,706**	**-**	**562,749**	**206,970**	**763**	**795,188**
Opening equity, Jan 1, 2024	**24,706**	**-**	**562,749**	**207,733**		**795,188**
Share redemption program	-	-	-	12	-	12
Repurchase own shares	-	-	-	-73,823	-	-73,823
Profit for the year	-	-	-	-	-100	-100
Closing equity, Dec 31, 2024	**24,706**	**-**	**562,749**	**133,922**	**-100**	**721,277**

Parent company cash flow statement

SEK 000 (January 1 - December 31)	Note 18	2024	2023
Operating activities			
Profit (loss) before tax		-158	831
Adjustment for non-cash items		12,565	-9,666
		12,407	**-8,835**
Tax paid		-10	-
Cash flow from operating activities before change in working capital		**12,397**	**-8,835**
Cash flow from change in working capital			
Change in operating receivables		182,931	69,304
Change in operating liabilities		89,476	49,191
Cash flow from change in working capital		**272,407**	**118,495**
Cash flow from operating activities		284,804	109,660
Investing activities			
Investments in intangible assets	10	-	-1,169
Investments in equipment, tools, fixtures and fittings	11	-2,058	-1,789
Cash flow from investing activities		**-2,058**	**-2,958**
Financing activities			
Borrowing		290,813	20,636
Amortization of loan		-499,738	-100,205
Redemption program		12	12
Repurchase own shares		-73,823	-27,134
Cash flow from financing activities		**-282,736**	**-106,691**
Cash flow for the year		**10**	**11**
Cash and cash equivalents at beginning of year		75	64
Cash and cash equivalents at end of year		**85**	**75**

Note 1 Accounting policies

Amounts in thousands of kronor (SEK thousand) unless otherwise stated.

Consistency with standards and legislation

The consolidated accounts have been prepared in accordance with the Swedish Annual Accounts Act, International Financial Reporting Standards (IFRS) published by the International Accounting Standards Board (IASB), and interpretations from the International Financial Reporting Interpretations Committee (IFRIC) as endorsed by the EU. The Swedish Financial Reporting Board's recommendation RFR 1 Supplementary Accounting Rules for Groups has also been applied. The parent company applies the same accounting policies as the group except in the cases described below in the section "Parent company's accounting policies". The inconsistencies between the parent company's and the group's policies stem from the limited potential for applying IFRS to the parent company as a consequence of the Swedish Annual Accounts Act and, in some instances, for tax reasons.

Basis of preparation of parent company's and the Group's financial statements

The Parent Company's functional currency is Swedish kronor (SEK), which is also the reporting currency for the Parent Company and for the Group. This means that the financial statements are presented in Swedish kronor. Assets and liabilities are recognized at historical cost except for certain financial assets and liabilities that are measured at fair value. Preparing the financial statements in accordance with IFRS requires management to make judgments and estimates as well as assumptions that affect the application of the accounting policies and the carrying amounts of assets, liabilities, income and expenses. The estimates and assumptions are based on historical experience and other factors that are deemed reasonable in prevailing circumstances. The results of these estimates and assumptions are then used to assess the carrying amounts of assets and liabilities that are not otherwise clear from other sources. Actual outcomes may differ from these estimates and judgements. The estimates and judgements are reviewed regularly. Changes to estimates are recognized in the period in which the change is made if the change has affected only this period, or in the period in which the change is made and future periods if the change affects both the current period and future periods. Management's judgments in the application of IFRS that have a significant impact on the financial statements and estimates made that may result in material adjustments to the financial statements for the following year are described in more detail in Note 22. The accounting principles set out below for the Group have been applied consistently to all periods presented in the Group's financial statements, unless otherwise stated. The Group's accounting policies have been consistently applied to the reporting and consolidation of the subsidiaries.

Changes to accounting policies and disclosures

New and Amended Standards and Interpretations of Existing Standards applied by the Group

The standards, amendments and interpretations that come into effect for financial years beginning January 1, 2024, have no material impact on the Group's financial statements.

New standards, amendments and interpretations of existing standards that have not been prematurely applied by the Group

A number of new standards as well as changes to interpretations and existing standards will apply for financial years starting after 1 January 2024. These standards are not considered to have a material effect on the Group's accounts, except for IFRS 18 Presentation and Disclosure in Financial Statements described below, and have not been applied prematurely.

IFRS 18 Presentation and Disclosure in Financial Statements is effective for annual periods beginning on or after 1 January 2027 and has not yet been adopted by the EU. IFRS 18 will replace IAS 1 Presentation of Financial Statements and introduce new requirements aimed at achieving greater comparability in the reporting of financial statements of similar entities and providing users with more relevant information and transparency. IFRS 18 introduces, among other things, new requirements for the structure of the income statement and disclosures about certain performance measures. Although IFRS 18 will not affect the recognition or measurement of items in the financial statements, its effects on presentation and disclosures are expected to be significant, particularly those related to the income statement and performance measures defined by management. Management is currently evaluating the precise consequences of applying the new standard to the consolidated financial statements.

Segment reporting

The operating segments are reported in a manner consistent with the internal reporting provided to the highest executive decision-maker. The chief executive decision-maker is the function responsible for allocating resources and assessing the performance of operating segments. In the Group, this function has been identified as the CEO.

Classification, etc.

Fixed assets and long-term liabilities of the Parent Company and the Group consist in all material respects only of amounts that are expected to be recovered or paid after more than twelve months from the balance sheet date. Current assets and current liabilities in the Parent Company and the Group consist in all material respects only of amounts that are expected to be recovered or paid within twelve months from the balance sheet date.

Principles of consolidation

Subsidiary

Subsidiaries are all companies over which the group has a controlling influence. The Group has a controlling influence over a company when it is exposed to or entitled to variable returns from its holdings in the company and can influence the return through its controlling influence in the company. Subsidiaries are included in the consolidated financial statements as of the date on which the controlling interest is transferred to the Group. They are excluded from the consolidated financial statements as of the date on which the controlling influence ceases. The acquisition method is used for accounting for the Group's business combinations. The purchase price for the acquisition of a subsidiary consists of the fair value of the transferred assets, liabilities and the shares issued by the Group. The purchase price also includes the fair value of any assets or liabilities resulting from a contingent purchase price agreement. Acquisition-related costs are expensed as they arise. Identifiable acquired assets, and assumed liabilities in a business combination are initially measured at fair values on the acquisition date. For each acquisition, the Group determines whether all non-controlling interests in the acquired company are reported at fair value or at the shareholding's proportionate share of the acquired company's net assets. The amount with which the purchase price, any non-controlling interest and the fair value on the acquisition date of previous shareholdings exceed the fair value of the Group's share of identifiable acquired net assets is recognised as goodwill. When the difference is negative, this is reported directly in the income statement. Intra-group receivables and liabilities, income or expenses and unrealized gains or losses

Note 1 Accounting policies, continued

arising from intra-group transactions between Group companies are eliminated in their entirety in the preparation of the consolidated financial statements. Unrealized losses are eliminated in the same way as unrealized gains.

Foreign currency

Foreign currency transactions
Transactions in foreign currencies are translated into the functional currency at the exchange rate available on the date of the transaction. Monetary assets and liabilities denominated in foreign currency are translated into functional currency at the exchange rate on the balance sheet date. Exchange rate differences arising from the recalculations are recognised in the income statement. Exchange differences on non-monetary assets and liabilities are recognised in operating profit and exchange differences on monetary assets and liabilities are recognised in net financial items. Non-monetary assets and liabilities recognised at historical cost are translated at the exchange rate at the time of the transaction. Non-monetary assets and liabilities that are recognised at fair value are translated into the functional currency at the prevailing rate at the time of valuation at fair value, the exchange rate change is then recognised in the same way as other changes in the value of the asset or liability. Functional currency is the currency in the primary economic environments in which the companies in the Group conduct their business. The companies that are part of the group are the parent company and subsidiaries. The Parent Company's functional currency, as well as the reporting currency, is Swedish kronor. The Group's reporting currency is Swedish kronor.

Foreign operations' financial statements
Assets and liabilities in foreign operations, including goodwill and other group-related surplus and undervalue, are translated into Swedish kronor at the exchange rate prevailing on the balance sheet date. Income and expenses in a foreign operation are translated into Swedish kronor at an average exchange rate that constitutes an approximation of the exchange rates at each transaction time. Translation differences arising from currency translation of foreign operations are recognised in other comprehensive income. In the event of a divestment of a foreign operation the accumulated translation differences attributable to the business are realised. Accumulated translation differences are presented as a separate category under the item "Reserves".

Revenues

The Group generates revenues from software sales and services and applies IFRS 15 Revenues from Contracts with Customers. The following are the applicable criteria for recognizing license and, where applicable, service revenues:

- Written contract signed by both parties.
- Delivery has taken place, and control has been transferred to the customer.
- The license fee must be a fixed amount or calculated according to a reliable procedure and there are no termination options.
- Payment is likely to be received.

Software sales
Software sales generate revenue in the form of license fees, buyouts (the customer purchases the product indefinitely), royalty revenue, and revenue for support and maintenance. When Enea has the right to report revenue, a contract asset/accrued revenue arises. The contractual asset is converted into a customer receivable when all criteria regarding the right to invoice the customer have been met.

Development licenses and buyouts
A license is a performance obligation. When the customer develops a product, a developer license is paid to Enea. Developer licenses are normally priced per development engineer. The customer can decide to purchase a term-based or perpetual license. For both developer licenses and buyouts, income is recognized when delivery of the software has been completed, and the customer has control over the goods. Income from term-based license fees is accrued over the contract period on a straight-line basis, because during the contract term, the customer is dependent on continuous upgrades and modifications in order to use the license, while the revenue from perpetual license fees and buyouts is recognized at delivery when no performance obligations remain. Support and maintenance are sold in part separately from, and in part together with, the licenses. Separate maintenance contracts normally have a term of 12 months, and the income is allocated on a straight-line basis over the contract term. In the sale of perpetual developer licenses, support and maintenance is included in the license fee, as is entitled to continuous upgrades. In respect of such multi-component contracts, revenue from license sales is recognized in the amount representing the independent sales price of the license in relation to the total sales price pursuant to the contract on delivery of the license. Revenue from the service component, which corresponds to the independent sales price of the service component in relation to the total contracted sales price, is allocated over the service period. The independent sales price of each component is measured based on current market prices of these components when sold separately. Discounts are allocated proportionally to each separate performance obligation (license and support/maintenance). Enea also sells Software as a Service, where the software is cloud-based, and the customer pays for the usage.

Production licenses (royalties)
To deliver a finished product containing Enea's technology, the customer signs a production license. It can be time-based or perpetual and often consists of royalties, i.e. income per unit sold. Royalty income is recognized when full delivery has taken place and performance commitments are considered fulfilled.

Professional Services
Service assignments that are carried out on current account are recognised as income as the work is performed. Service assignments based on a functional commitment are recognised as revenue on a straight-line basis over the agreed period during which the services are provided. A functional commitment means a service function with an indefinite number of services to be maintained for a certain period. Projects carried out at a fixed price are recognised in by degree of completion, which is determined based on the cost of the assignment in relation to the estimated cost of the project as a whole according to percentage of completion method. If there is a risk of loss, individual provisions are made on an ongoing basis.

Government Grants
Government grants are recognised at fair value when it is deemed reasonable certainty of the grant being received, and if possible, in the same period as the related expense is reported. Government grants based on the year's R&D costs in the form of a reduction of income tax payable of SEK 3.4 million (0) has been received in France. Other grants amount to SEK 0 million (0.3). There are no unfulfilled conditions, or any obligations attached to these grants. The group has not received any other forms of government grants.

Note 1 Accounting policies, continued

Operating expenses and financial income and expenses

Leasing costs

The Group leases offices, office equipment and vehicles. The leasing agreements normally run for fixed periods between six months and five years, but there may be the possibility of extension. From 1 January 2019, the leases are reported as rights of use with a corresponding debt. Assets and liabilities from leases are initially reported at present value, where payments are discounted by the lessee's incremental borrowing rate. The incremental borrowing rate is the interest rate that the individual lessee would pay to borrow the necessary funds to purchase an asset of similar value as the right of use in a similar economic environment, with similar terms and conditions and security. Lease payments are allocated between amortization of the liability and interest. Interest is recognized in profit or loss over the lease period in a way that implies a fixed rate of interest for the lease liability being recognized in the period. Assets with right of use are measured at cost, are amortized over the lease term and include the following:

- The amount the lease liability was originally measured at
- Lease payments made at or before the commencement date, after deducting for any benefits received in tandem with entering the lease
- Initial direct expenditure
- Expenditure to maintain the asset in the condition stipulated by the terms and conditions of the lease

Leasing liabilities include the present value of the following lease payments:

- set charges (including set charges in substance), after deductions for any benefits that are to be obtained in connection with the conclusion of the leasing agreement
- variable lease charges dependent on an index or price, valued initially with the help of the index or price on the initial date
- amounts that are expected to be paid by the lessee according to residual value guarantees
- the redemption price for an option to buy if the company is reasonably certain to exercise such an option.

Costs relating to operating leases of low individual value and with a maturity of less than 12 months are recognised in the income statement on a straight-line basis over the lease period. Options to extend and terminate agreements are included in a number of the Group's lease agreements. Most of these extension options have not been included in the lease liability as the Group can replace the assets without significant costs or interruption of operations.

Financial income and expenses

Financial income and expenses may consist of interest income on bank balances, receivables, and fixed-income securities, interest expenses on loans, dividend income, exchange differences, unrealized and realized gains on financial investments and derivative instruments used in financing activities. Interest income on receivables and interest expenses on liabilities is computed by applying the effective interest method. Effective interest is the rate that makes the present value of all future payments received and made during the fixed-interest period equal to the carrying amount of the receivable or liability. Interest income includes allocated amounts of transaction costs and any discounts, premiums and other differences between the original value of the receivable and the amount received when due. The group does not capitalize interest in the cost of assets because the group's development projects do not have a period of longer than one year.

Financial assets and liabilities

The Group classifies its financial assets in the following categories: financial assets valued at fair value via the statement of comprehensive income, financial assets valued at accrued acquisition cost, financial instruments held to maturity and financial assets that can be sold. Classification depends on the purpose for which the instruments were acquired. The Group establishes the classification of the instruments at the time of first recognition.

The Group classifies its financial liabilities in the following categories: financial liabilities valued at fair value via the statement of comprehensive income, plus other financial liabilities valued at accrued acquisition cost.

Risks linked with financial instruments, sensitivity analyses, etc. are described in the section entitled "Risks and risk management" in the annual financial statements.

Financial assets measured at fair value through profit or loss

This category includes assets intended for sale in the short term. Derivatives with positive market value are included in this category if not used for hedge accounting. Investments in corporate bonds and unit trusts are also included in this category. Assets in this category are recognized continuously at fair value and value changes are recognized in the statement of comprehensive income. No financial derivative instruments were classified in this category in the year.

Financial assets valued at accrued acquisition cost

Loans receivable and accounts receivable are non-derivative financial assets with determined or determinable payments which are not listed on an active market. It is significant that they are incurred when the Group supplies money, products or services directly to a customer without the intention of purchasing with the accrued claim. They are included in current assets, with the exception of items with due dates more than 12 months after the balance sheet date which are classified as fixed assets. Assets in this category are valued at accrued acquisition cost after the acquisition date. Accrued historical cost is determined from the effective interest that is calculated at the date of acquisition. Accounts receivable are recognised at the amount expected to be paid following individual assessment. The expected maturity of accounts receivable is short, and so the value has been recognised at a nominal amount without discount. The Group applies a simplified method for impairment testing of accounts receivable in accordance with the rules in IFRS 9. The simplification means that the reserve for expected credit losses is calculated based on the loss risk for the entire term of the receivable and is recognized when the receivable is first recognized.

Financial liabilities measured at fair value through profit or loss

Liabilities in this category are constantly valued at fair value with value changes recorded in the income statement. This category comprises financial liabilities reported by the company at fair value via the statement of comprehensive income. Additional purchase price are valued to present value, as they arise, in this category, as well as derivatives. The effective portion of the change in fair value of a derivative instrument identified as a net investment that qualifies for hedge accounting is recognised through other comprehensive income in the hedging reserve in equity. The ineffective portion of the change in value is recognised immediately in the income statement as other revenues or other expenses. The portion of the gain or loss on a hedging instrument that is deemed to be an effective hedge is recognised in other comprehensive

Note 1 Accounting policies, continued

income and accumulated in equity. The gain or loss attributable to the ineffective portion is recognised directly in the income statement as other income or other expenses.

Financial liabilities measured at amortized cost
Accounts payable are without security and are normally paid within 30 days. The fair value of accounts payable and other liabilities is considered to correspond to their recognised values, as they are current by nature. Borrowing is initially recognised at fair value, net after transaction costs. Borrowing is then recognised at accrued cost and any difference between the amount received (net after transaction costs) and the repayment amount is recognised in the statement of comprehensive income, distributed across the loan period, with the application of the effective interest method. Liabilities that mature within twelve months are classified as current.

Accounting for derivative instruments
Derivatives are included in the balance sheet on contract date and are valued at fair value, both at first inclusion and when subsequently reassessed. All derivatives are reported on an ongoing basis at fair value, with value changes reported in the statement of comprehensive income within operational expenses for the derivatives linked with operational receivables and liabilities or financial items for the derivatives linked with financial assets or liabilities.

Financial instrument by category

	Financial assets measured at fair value through profit or loss	Derivatives used for hedging purposes	Financial assets measured at amortized cost	Total
December 31, 2024				
Assets on the balance sheet				
Derivatives	-	-	-	-
Trade receivables and other receivables, excluding interim receivables	-	-	296,962	296,962
Liquid funds	-	-	161,518	161,518
	-	**-**	**458,480**	**458,480**
December 31, 2023				
Assets on the balance sheet				
Derivatives	-	-	-	-
Trade receivables and other receivables, excluding interim receivables	-	-	238,876	238,876
Liquid funds	-	-	261,791	261,791
	-	**-**	**500,667**	**500,667**

Note 1 Accounting policies, continued

Financial instrument by category, continued

	Financial liabilities measured at fair value through profit or loss	Derivatives used for hedging purposes	Financial liabilities measured at amortized cost	Total
December 31, 2024				
Liabilities on the Balance Sheet				
Liabilities to credit institutions	-	-	278,061	278,061
Leasing liabilities	-	-	25,408	25,408
Derivatives	-	-	-	-
Trade payables and other liabilities	-	-	31,834	31,834
	-	**-**	**335,303**	**335,303**
December 31, 2023				
Liabilities in the Balance Sheet				
Liabilities to credit institutions	-	-	469,798	469,798
Leasing liabilities	-	-	39,635	39,635
Derivatives	-	-	-	-
Trade payables and other liabilities	-	-	27,283	27,283
	-	**-**	**536,716**	**536,716**

Cash and cash equivalents

The components of cash and cash equivalents are cash, banks and special deposits or commercial paper, which have a negligible risk of fluctuations in value and can be easily converted into cash and cash equivalents and have a maturity of no more than three months from the date of acquisition.

Cash and Cash Equivalents	2024	2023
Cash and bank	161,518	261,791
Total	**161,518**	**261,791**

Trade payables and other liabilities

Trade payables are unsecured and are normally paid within 30 days. The fair value of trade payables and other liabilities is considered to correspond to their carrying amounts, as they are by nature short-term.

Current liabilities	2024	2023
Accounts payable	21,296	13,749
Other liabilities	10,538	13,534
Total	**31,834**	**27,283**

Note 1 Accounting policies, continued

Borrowing

	2024		
	Short-term	Long-term	Total
Loans without collateral			
Overdraft facility	3,750	-	3,750
Bank loans	47,564	226,747	274,311
Total	**51,314**	**226,747**	**278,061**

	2023		
	Short-term	Long-term	Total
Loans without collateral			
Overdraft facility	27,053	-	27,053
Bank loans	-	442,745	442,745
Total	**27,053**	**442,745**	**469,798**

Intangible assets

Goodwill
Goodwill represents the difference between the cost of the business combination and the fair value of acquired assets,

assumed liabilities and any liabilities. Goodwill is measured at cost less any accumulated impairment charges. Goodwill is allocated to cash-generating units and tested at least once a year for impairment needs.

Research and development
Expenses for research aimed at obtaining new scientific or technical knowledge are reported as costs when they arise.

Development expenditure, where research results or other knowledge are applied to achieve new or improved products or processes, is recognised as an asset on the balance sheet when the following criteria are met:
- It is technically possible to complete the asset
- it is the company's intention to complete the asset and use or sell it;
- the company has sufficient resources to complete development
- the asset is expected to generate future economic benefits
- it is possible to reliably calculate the costs of completing the asset

The carrying amount includes expenses for materials, direct expenses for wages and salaries and indirect expenses that are reasonably and consistently attributable to the supply. Other expenses for development are recognized in the income statement as expenses when they arise. The development costs reported in the balance sheet are recorded at cost less accumulated depreciation and any impairment.

Other intangible assets
These consist mainly of trademarks, licenses and contractual customer relationships that have been created through business combinations. The assets are reported at fair value on the date of acquisition less accumulated depreciation.

Amortization Policies
Amortization is recognised in the income statement on a straight-line basis over the estimated useful life of intangible assets, unless such useful life is indeterminable. Goodwill is tested for impairment needs on a quarterly basis or as soon as indications arise that indicate that the asset in question has decreased in value. Depreciable intangible assets are depreciated from the date they become available for use. The estimated useful life of capitalized development expenditure is between 3 and 5 years. Acquired product rights are amortized in 5–10 years and acquired contractual customer relationships in 7–10 years.

Tangible Assets

Owned assets
Tangible assets are recognised as assets on the balance sheet if it is likely that future economic benefits will be accrued to the entity and the cost of the asset can be reliably calculated. Tangible assets are reported in the Group at cost after deduction of accumulated depreciation and any impairment. The acquisition value includes the purchase price and the costs directly attributable to the asset to restore it and be in condition for utilization in accordance with the purpose of the acquisition. Examples of directly attributable costs included in the acquisition cost are costs for delivery and handling, installation, consulting services and legal services.

Depreciation policies
Depreciation takes place on a straight-line basis over the asset's estimated useful life. The estimated useful life of property, plant and equipment such as equipment, tools and installations are 5 years. An assessment of an asset's residual value and useful life is made annually.

Impairment
The carrying amounts of the Group's assets, except for deferred tax assets and financial assets, are tested at each balance sheet date to assess whether there is an indication of impairment needs. If such an indication is present, the recoverable value of the asset is calculated. Exempt assets as described above, the valuation is

Note 1 Accounting policies, continued

assessed according to relevant standard. For goodwill and intangible assets that are not yet ready for use, the recoverable value is calculated annually. If it is not possible to determine materially independent cash flows to an individual asset, the assets shall be grouped to the lowest level at which substantially independent cash flows can be identified (a so-called cash-generating unit). An impairment is recognized when the carrying amount of an asset or cash-generating unit exceeds the recoverable value. An impairment charge is charged to the income statement. Impairment of assets attributable to a cash-generating unit (group of units) is primarily allocated to goodwill. Thereafter, a proportional write-down is made of the other assets included in the unit (group of units).

Measurement of recoverable Amount
The recoverable value is the highest of the fair value minus the cost of sales and the value in use. When calculating the value in use, future cash flows are discounted with a discount factor that considers the risk-free interest rate, and the risk associated with the specific asset. For an asset that does not generate cash flows that are substantially independent of other assets, the recoverable value of the cash-generating unit to which the asset belongs is calculated.

Reversal of impairment Losses
Impairment losses on goodwill are not reversed. Impairment losses on other assets are reversed if there has been a change in the assumptions based on which the recovery value was calculated. An impairment is reversed only to the extent that the carrying amount of the asset after reversal does not exceed the carrying amount that the asset would have had in the absence of any impairment, considering the depreciation that would have been made at that time.

Employee benefits

Pensions
Obligations relating to contributions to defined contribution pension plans are recognised as an expense in the income statement when they arise. Pension plans in foreign subsidiaries, except for Enea France and Enea Germany, are classified and reported as defined contribution plans, which means that the Group's earnings are charged with pension costs as the benefits are earned. Employed salaried employees in Sweden are covered by the ITP plan, which is reported as a defined contribution pension plan. Obligations for retirement pension and survivors' pension for salaried employees in Sweden are secured through insurance with Alecta. According to a statement from the Financial Reporting Council, UFR 10, this is a defined benefit plan that covers several employers. Alecta is unable to provide Enea or other Swedish companies with sufficient information to determine an individual company's share of the total obligation and its fiduciary assets. Pension plans under ITP that are secured through an insurance policy with Alecta are therefore reported as a defined contribution plan. The plan is financed on an ongoing basis through pension insurance. Alecta's surplus may be distributed to policyholders and/or insured. The collective consolidation level is the market value of Alecta's assets as a percentage of the insurance liabilities calculated according to Alecta's actuarial calculation assumptions, which are not in accordance with IAS 19. Employees of Enea France and Enea Germany are covered by a defined benefit pension plan. The Group's net liability for defined benefit plans is calculated by estimating the future remuneration earned by the employees through their employment during the current and previous periods. This remuneration is discounted to the present value. The liability recognised in the balance sheet relating to defined benefit pension plans is the present value of the defined benefit obligation. Revaluation gains and losses due to experience-based adjustments and changes in actuarial assumptions are otherwise recognised in comprehensive income during the period in which they arise. Expenses relating to service during previous periods are recognised directly in the income statement.

Compensation in the event of termination
A provision is recognised in connection with the dismissal of staff only if the company is demonstrably obliged to terminate employment before the normal time or when compensation is made as an offer to encourage voluntary resignation. For cases in which the company implements personnel cutbacks, a detailed plan is prepared that covers at least the workplace concerned, positions, and the approximate number of affected employees and disbursements for every personnel category or position, as well as a time schedule for the plan's implementation.

Remuneration for senior executives
Guidelines for remuneration to senior executives are adopted by the Annual General Meeting. For Group Management, market-based salaries and other terms of employment apply. In addition to a fixed annual salary, Group Management also receives variable salaries, which are limited and based on earnings development compared to established targets. Remuneration to certain senior executives within the Enea Group may also be paid in the form of share-based remuneration.

Share-based remuneration
The Group currently has no outstanding incentive programs where settlement is done with shares and where the Company receives services from employees as remuneration for the Group's equity instruments (shares). For more information about incentive programs, see note 20.

Provisions

A provision is recognised in the balance sheet when the Group has an existing legal or informal obligation as a result of an event that has occurred, and it is likely that an outflow of financial resources will be required to settle the obligation, and a reliable estimate of the amount can be made. Where the effect of timing of payment is material, provisions are calculated by discounting the expected future cash flow at a pre-tax interest rate that reflects current market assessments of the time value of money and, if applicable, the risks associated with the liability.

Restructuring
A provision for re structuring is recognised when the Group has established a detailed and formal restructuring plan, and the restructuring has either commenced or has been publicly announced. No provision is made for future operating expenses.

Onerous contracts
A provision for onerous contracts is recognised when the expected benefits that the Group is expected to receive from a contract are lower than the unavoidable costs of meeting the obligations under the contract.

Note 1 Accounting policies, continued

Taxes

Income taxes consist of current tax and deferred tax. Income taxes are recognized in the income statement, except when the underlying transaction is recognized directly against equity, in which case the associated tax effect is recognized in equity. Current tax is tax payable or received in respect of the current year, applying the tax rates decided or in practice decided as of the balance sheet date, including adjustments of current tax attributable to previous periods. Deferred tax is calculated according to the balance sheet method based on temporary differences between the carrying and tax values of assets and liabilities. The following temporary differences are not taken into account; For temporary differences that arose at the time of the first recognition of goodwill, the first recognition of assets and liabilities that are not business combinations and at the time of the transaction do not affect either reported or taxable earnings, temporary differences attributable to participations in subsidiaries that are not expected to be reversed in the foreseeable future are also not taken into account. The valuation of deferred tax is based on how the carrying amount of assets or liabilities is expected to be realised or settled. Deferred tax is calculated using the tax rates and tax rules that have been decided or in practice decided on the balance sheet date. Deferred tax assets relating to deductible temporary differences and loss carry-forwards are recognised only to the extent that it is probable that they will be utilized. The value of deferred tax assets is reduced when it is no longer considered likely that they can be utilized. Any additional income tax that arises on dividends is reported at the same time as when the dividend is reported as a liability.

Financial risks

The main financial risks are liquidity risk, currency risk and interest rate risk. Enea has a financial policy established by the Board of Directors that forms a framework of guidelines for managing financial risks. A more detailed description of the financial risks can be found in the Board of Directors' report.

Earnings per share

The calculation of earnings per share is based on the Group's profit for the year attributable to the parent company's shareholders and on the weighted average number of shares outstanding during the year. In calculating earnings per share after dilution, earnings and the average number of shares are adjusted to take into account the effects of diluted potential ordinary shares, which during reported periods are derived from convertible debentures and options issued to employees. Dilution occurs only when the strike price is lower than the stock market price. The exercise price is adjusted through a supplement for the value of future services linked to the equity-regulated employee stock option programs that are reported as share-based remuneration in accordance with IFRS 2.

Contingent liabilities

A contingent liability is recognised when there is a possible obligation arising from events that have occurred and the existence of which is confirmed only by one or more uncertain future events or when there is a liability that is not recognised as a liability or provision because it is not likely that an outflow of resources will be required.

Parent company's accounting policies

The Parent Company has prepared its annual report in accordance with the Annual Accounts Act (1995:1554) and the Swedish Financial Reporting Board's recommendation RFR 2 Accounting for legal entities. RFR 2 means that the parent company shall apply all IFRS and statements approved by the EU in the annual accounts of the legal entity as far as possible within the framework of the Annual Accounts Act and taking into account the relationship between accounting and taxation. The recommendation specifies the exceptions and additions to be made from IFRS. The differences between the Group's and the parent company's accounting policies are set out below.

Differences between the Group's and the parent company's accounting policies

The differences between the Group's and the parent company's accounting policies are set out below. The accounting principles set out below for the Parent Company have been consistently applied to all periods presented in the Parent Company's financial statements.

Subsidiary

Shares in subsidiaries are reported in the parent company according to the cost method. Dividends received are only recognised as income provided that they are derived from earnings earned after the acquisition. Dividends in excess of these earned earnings are considered a return on investment and reduce the carrying value of the share.

Dividends

Dividends to the parent company's shareholders are recognized as liability in the group's financial statements in the period in which the dividend is approved by the parent company's shareholders. Anticipated dividends from subsidiaries are reported in cases where the parent company alone has the right to decide on the size of the dividend and the parent company has decided on the size of the dividend before the parent company has published its financial statements.

Taxes

In the parent company, untaxed reserves including deferred tax liabilities are reported. In the consolidated financial statements, on the other hand, untaxed reserves are divided into deferred tax liabilities and equity.

Group contributions and shareholder contributions for legal entities

Shareholder contributions are recognised directly against the recipient's equity and capitalized in shares and participations of the donor, to the extent that no impairment is required. Group contributions that the parent company makes to the subsidiaries are reported as a year-end appropriation in the income statement due to the connection between accounting and taxation. Group contributions received are reported as a year-end appropriation. The tax effect is accounted for in accordance with IAS 12.

Note 2 Revenue type and operating segment reporting

Operating segments are reported consistent with internal reporting to the chief operating decision maker (CODM). The CODM is the function responsible for allocating resources and evaluating the performance of segments. In the group, this function has been identified as the CEO, and Enea reports the whole operation as a single segment.

Net sales by revenue type Network Solutions	2024	2023
Licenses	152,068	101,139
Support & maintenance	175,569	187,094
Professional services	102,062	103,093
	429,699	**391,326**

Net sales by revenue type Network Security	2024	2023
Licenses	201 851	188 217
Support & maintenance	104 365	91 950
Professional services	86 164	79 739
	392 380	**359 906**

Net sales by revenue type Operating Systems	2024	2023
Licenses	35,910	109,674
Support & maintenance	44,297	46,744
Professional services	1,983	5,029
	82,190	**161,447**

Net sales by product group	2024	2023
Network Solutions	429 699	391 326
Network Security	392 380	359 906
Operating Systems	82 190	161 447
	904 269	**912 679**

Net sales by region	2024	2023
Sweden	110,507	51,057
Finland	29,351	172,640
USA	208,258	215,403
Americas	130,849	34,980
EMEA excluding Sweden and Finland	383,059	398,889
Asia	42,245	39,709
	904,269	**912,678**

Note 2 Revenue type and operating segment reporting, continued

Fixed assets by region	2024	2023
Sweden	325,912	356,173
Americas	613,804	578,276
Ireland	518,857	509,306
France	422,095	408,621
Rest of Europe and Asia	9,611	10,655
	1,890,279	**1,863,031**

Other operating revenue	2024	2023
Exchange gains on operating receivables/liabilities	15,946	21,185
Government grants	-	304
Other	-25	362
	15,921	**21,851**

Enea has a few major customers that account for a significant share of the company's sales. The ten largest customers accounted for 42 percent (38) of the company's sales in 2024, of which the largest customer accounted for 13 percent (15). Net sales by region is based on the geographical location of customers.

Note 3 Exchange gains and exchange losses

	2024	2023
GROUP		
Exchange gains on operating receivables/liabilities	15,946	21,185
Exchange losses on operating receivables/liabilities	-10,778	-15,323

	2024	2023
PARENT COMPANY		
Exchange gains on operating receivables/liabilities	53	-
Exchange losses on operating receivables/liabilities	-	-90

Note 4 Employees and other senior executives

The Annual General Meeting (AGM) in May 2023 resolved on the following guidelines for remuneration of senior executives:

Who the guidelines cover and their applicability

These guidelines for remuneration of senior executives cover the Chief Executive Officer and other members of group management. The guidelines should be applied to compensation agreed, and amendments to compensation previously agreed, after the guidelines have been adopted by the AGM 2023. Regarding employment terms in other legislatures than Sweden, the relevant adaptations should be made to comply with mandatory local regulation or practice, in order for the overall purpose of these guidelines to be met. These guidelines do not cover compensation resolved by the AGM. The Board of Directors is entitled to temporarily depart from these guidelines wholly or partly if there are special reasons for this in an individual case, and a departure is necessary to serve the company's long-term interests and sustainability, or to ensure the company's profitability. If such departure occurs, this should be stated in the Remuneration Report at the following AGM.

The guidelines refer to the period from the 2023 Annual General Meeting until at the latest the 2027 Annual General Meeting. Matters regarding departure from the guidelines should be subject to consultation by the Remuneration Committee, and decision by the Board of Directors.

The guidelines' promotion of the company's business strategy, long-term interests and sustainability

Enea's ambition is to be a global software company, with a strong and leading position in those markets that it addresses, with yearly sales growth, high profitability and healthy cash flows. Organic growth is the foundation of operations, and work is ongoing to develop, rationalize and optimize it. Strategic and complementary acquisitions will be continuously screened, and if considered to add value for customers and shareholders within a well-considered risk level, Enea will attempt to execute such acquisitions. Enea's target is to maintain an EBIT margin of over 20 percent per year. EBIT margin will vary during quarters, keeping pace with growth. Growth and earnings will vary between years and quarters, mainly depending on how individual deals occur, and the progress of royalty streams. For more information on Enea's strategy, see www.enea.com The Board of Directors' opinion is that the company's ability to attract, motivate and retain high-performing staff and managers is critical for successful implementation of the company's business strategy and protection of the company's long-term interests, including sustainability. This entails the company being able to offer competitive benefits packages. Total compensation should contain a variable component linked to the individual performance of staff and managers, but that is also synchronized with the company's profitability and long-term sustainability.

Forms of compensation, etc.

Remuneration and other employment terms of senior executives should be at market levels. Remuneration consists of basic salary, variable remuneration and pensions. Additionally – and independent of these guidelines – the AGM is entitled to resolve on share or share price-based payments.

Fixed basic salary

The CEO and other senior executives shall be offered a fixed annual cash salary at a level that aims to attract and retain senior executives with the professional and personal skills required to promote Enea's results. The fixed salary shall, as a starting point, be determined per calendar year and normally reviewed annually.

Short-term incentive program (STI)

Enea's STI consists of three parts. Two of these parts relate to the company achieving specific targets, while one is determined by the achievement of individual targets. The majority of compensation is linked to the company's financial targets, while the individual part of compensation corresponds to a lesser proportion of them. The criteria applied relate to the company's targets for sales and EBIT, pursuant to the adopted annual financial statement. The criteria applying to the individual targets should be formulated prior to the end of the first quarter of the financial year the compensation relates to and should be as specific as the criteria relating to the company's targets. The criteria are designed to promote the company's business strategy, long-term interests, as well as sustainability, and accordingly, the company's long-term value creation. The outcome of compensation is subject to consultation by the Remuneration Committee and decided by the Board of Directors for the CEO. For other senior executives, the outcome of compensation is consulted and decided by the Remuneration Committee. Payment of compensation is as soon as possible after the Board meeting where the company's annual financial statement is adopted for the vesting year. Variable remuneration is not pensionable, nor used to calculate vacation pay. The company is not entitled to reclaim this compensation. For the CEO, the STI may be a maximum of 100 percent of fixed basic salary and may be a maximum of 50 percent of total compensation excluding the LTI. For other senior executives, the STI may be a maximum of 150 percent of fixed basic salary and may be a maximum of 60 percent of total compensation excluding the LTIP.

Long-term incentive program (LTI)

Senior executives are eligible for incentive programs that are basically share, or share price, related. An incentive program should be designed to increase participants' commitment to the company's progress and be implemented on market terms. Share and share price-related incentive programs are subject to AGM resolution, and accordingly, are not covered by these guidelines.

Pension

The agreed retirement age for the CEO is 67 years and there is no specifically agreed retirement age for other senior executives. Pension agreements for the CEO are decided by the Board of Directors following a proposal from the Remuneration Committee. Other senior executives in Sweden have pension agreements within the framework of the ITP plan with an expected retirement age of 65 years and pension provisions are related to the employee's salary. Other senior executives in countries other than Sweden may be covered by local pension plans in their respective home countries. In all cases, the pension shall constitute a maximum of 30 percent of the total remuneration excluding LTI. Pension premiums are paid on an ongoing basis. In addition to the above-mentioned pension benefits, the company has no pension obligations to senior executives. Senior executives employed in countries other than Sweden are covered by local pension plans in their respective home countries. These plans are in line with what is offered to other employees in the same countries. Thus, with regard to retirement age and any additional pension obligations, some deviations may be possible with regard to employment relationships subject to rules other than Swedish rules in cases where mandatory rules or local practice so require, whereby the overall purpose of these guidelines shall nevertheless be met.

Other benefits

Other benefits may include, inter alia, life insurance, medical insurance, car benefit and parking space. Premiums and other costs related to such benefits may not exceed 10% of the fixed annual salary.

Notice period and severance pay

The employment or service contracts of senior executives should apply until further notice, or for a specific period. For the CEO, a six-month notice period applies for termination by the company. In addition to dismissal pay, the CEO is entitled to severance pay of six times fixed monthly salary. During the notice period, the employment contract and associated benefits apply. For other senior executives, maximum notice periods of nine months apply to termination by the company. Apart from dismissal pay, other senior executives are not entitled to severance pay. Applicable employment contracts and associated benefits apply during notice periods. Where severance pay is due, no other benefits are payable after the end of the notice period.

Salary and employment terms of employees

Consultation on the Board of Directors' proposal on guidelines for remuneration of senior executives considers salary and employment terms of the company's employees. Information on employees' total compensation, the components of such compensation, as well as increases and rates of increase of compensation over time, have been collated and served as part of the decision-support data for the Remuneration Committee and the Board of Directors when appraising the reasonableness of the guidelines and their ensuing limitations.

Note 4 Employees and other senior executives, continued

Average number of employees	2024 Total	2024 of which men, %	2023 Total	2023 of which men, %
Parent company	14	40	15	44
Subsidiaries	450	84	473	85
Group total	**464**	**83**	**488**	**83**
of which:				
Sweden	46	75	51	80
US	37	78	42	80
Romania	26	78	25	82
Japan	4	100	5	100
France	45	79	46	79
Germany	-	-	7	94
UK	50	91	59	88
Ireland	89	82	51	78
Croatia	82	81	87	85
Austria	9	88	9	89
Spain	4	100	5	100
Canada	12	88	16	77
Malaysia	7	86	7	85
India	52	88	61	87
Other countries	2	100	19	100
Group total	**464**	**83**	**488**	**83**

Board members and senior executives	2024 Total	2024 of which men, %	2023 Total	2023 of which men, %
Board of Directors	7	43	6	67
Other senior executives	8	75	7	67

Salaries, other benefits and social security expenses	2024	2023
GROUP		
Salaries and benefits	414,327	456,031
Share-based payments	-	-11,404
Total salaries and remunerations	414,327	444,627
of which Board of Directors, CEO and other senior executives[1)]	27,931	23,500
Pension expenses[2)]	16,012	27,125
of which defined-benefit pension plans	873	932
of which defined-contribution pension plans	15,139	26,193
Other social security expenses	63,836	83,210
Total	**494,175**	**554,962**

Note 4 Employees and other senior executives, continued

Salaries, other benefits and social security expenses	2024	2023
PARENT COMPANY		
Salaries and benefits	20,121	19,086
Share-based payments	-	-3,185
Total salaries and remunerations	20,121	15,901
of which Board of Directors, CEO and other senior executives[3)]	15,198	10,288
Pension expenses[4)]	2,438	4,583
of which defined-contribution pension plans	2,438	4,583
Other social security expenses	6,523	5,735
Total	**29,082**	**26 219**

1) Of the group´s salaries and benefits, SEK 1,000 thousand (837) is variable remuneration for the group comprising the Board of Directors and CEO.
2) Of the group´s pension expenses, SEK 0 thousand (936) is for the group comprising the Board of Directors and CEO.
3) Of the parent company´s salaries and benefits, SEK 1,000 thousand (837) is variable remuneration for the group comprising the Board of Directors and CEO.
4) Of the parent company´s pension expensed, SEK 0 thousand (880) is for the group comprising the Board of Directors and CEO.

In accordance with the resolution of the Annual General Meeting, Board members elected by the AGM who are not employed by the company received the following remuneration in 2024.

	Director´s fee	Audit Committee fee	Remuneration Committee fee	Technology Committee fee	Total
Kjell Duvebald (Chairman)	550	60	-	-	610
Charlotta Sund	270	-	50	-	320
Anne Gynnerstedt	270	-	30	-	300
Magnus Örnberg	270	100	-	-	370
Mats Lindoff (resigned in Nov 2024)	135	-	-	25	160
Åsa Schwarz	270	-	-	40	310
Thibaut Bechetoille	270	-	-	15	285
Total 2024	**2,035**	**160**	**80**	**80**	**2,355**

In accordance with the resolution of the Annual General Meeting, Board members elected by the AGM who are not employed by the company received the following remuneration in 2023.

	Director´s fee	Audit Committee fee	Remuneration Committee fee	Technology Committee fee	Total
Anders Lidbeck (Chairman)	138	-	-	-	138
Kjell Duveblad	480	100	-	-	580
Jan Frykhammar	68	-	-	-	68
Charlotta Sund	270	-	50	-	320
Mats Lindoff	270	-	50	-	320
Åsa Schwarz	270	60	-	-	330
Total 2023	**1,496**	**160**	**100**	**-**	**1,756**

Note 4 Employees and other senior executives, continued

Summary of compensation and other benefits in 2024.

	Fixed salary	Variable remune-ration	Other benefits	Other remune-ration	Severance pay	Share-based expenses	Total	Pension expense
Acting CEO Anders Lidbeck	-	1,000	-	6,000	-	-	**7,000**	-
Other senior executives (8)	13,592	4,810	344	-		-	**18,746**	2,600
Total 2024	**13,592**	**5,810**	**344**	**6,000**	**-**	**-**	**25,746**	**2,600**

The number of senior executives has varied during the year. Acting CEO Anders Lidbeck is paid compensation in the form of consulting fees.

Summary of compensation and other benefits in 2023.

	Fixed salary	Variable remune-ration	Other benefits	Other remune-ration	Severance pay	Share-based expenses	Total	Pension expense
CEO Jan Häglund	1,790	837	3	-	3,380	-1,370	**4,640**	1,510
TF VD Anders Lidbeck	-	-	-	3,000	-	-	-	-
Other senior executives (9)	14,384	2,658	518	-		-3,854	**13,706**	2,075
Total 2023	**16,174**	**3,495**	**521**	**3,000**	**3,380**	**-5,224**	**18,346**	**3,585**

The number of senior executives has varied during the year. Acting CEO Anders Lidbeck is paid compensation in the form of consulting fees.

Note 5 Auditor's remuneration

Auditing assignments are defined as examinations of the Annual Report and financial statements, as well as of the administration of the Board of Directors and CEO, other duties that the company's Auditors are obliged to conduct, and advice or other assistance required due to observations made during such reviews or during the performance of such other duties. All other work is defined as other assignments. Of Audit assignments, SEK 2.7 million (2.9) relates to PwC Sweden, of tax consulting, SEK 0 million (0.1) relates to PwC Sweden, and of other assignments, SEK 0 million (0) relates to PwC Sweden.

	2024	2023
GROUP		
PricewaterhouseCoopers		
Audit	2,749	2,887
Other statutory assignments	82	30
Tax consultancy	4	129
Other	-	-
PricewaterhouseCoopers		
Audit	913	261
Other statutory assignments	-	-
Tax consultancy	117	89
Other	29	78
	3,894	**3,474**

Note 5 Auditor's remuneration, continued

	2024	2023
PARENT COMPANY		
PricewaterhouseCoopers		
Audit	1,514	1,739
Other statutory assignments	82	30
Tax consultancy	4	129
Other	-	-
	1,600	**1,898**

Note 6 Operating expenses by type

	2024	2023
Consumables and subcontractors	22,966	16,840
Other external costs	135,811	193,314
Staff costs	468,413	508,983
Depreciation/amortization and impairment	170,636	714,862
	797,826	**1,433,999**

Depreciation/amortization and write-down for the year are allocated between cost of sold products and services SEK 1.0 million (1.3) million, sales and marketing expenses SEK 0.2 million (0.4) million, product development costs SEK 146.8 million (688.9) million and administrative costs SEK 22.6 million (24.5) million. SEK 18.0 million (18.2) million of amortization and impairment of the year is for rights of use pursuant to IFRS 16 as well as write-downs of goodwill and balanced development costs of SEK 0 million (530.0).

Note 7 Leasing

Lease arrangements

The following amounts related to leases are recognized in the Balance Sheet:

Right of use assets	2024	2023
Real estate	22,530	36,308
Vehicles	1,586	2,103
	24,116	**38,411**

Additional right-of-use assets during 2024 amounted to SEK 2.4 (13.8) million.

Leasing liabilities	2024	2023
Long-term	8,658	22,329
Short-term	16,750	17,306
	25,408	**39,635**

Maturity analysis of lease liabilities	2024	2023
Within 1 year	16,750	17,306
More than 1 year but within 2 years	4,968	14,478
More than 2 years but within 5 years	2,574	6,688
More than 5 years	1,116	1,163
	25,408	39,635

Not 7 Leasing, continued

The following amounts related to leases are recognized in the Income Statement:

Amortization of rights of use assets	2024	2023
Real estate	17,044	17,036
Vehicles	964	1,126
	18,008	**18,162**

	2024	2023
Interest expenses (included in financial expenses)	1,498	2,008
Expenses related to short-term leases	786	1,306
Expenses related to leased assets where the underlying asset is of low value	270	259
The group has no variable lease payments		

Amount reported in cash flow for the group	2024	2023
Total cash flow related to leased assets	19,054	20,880

The above cash flow includes payments for lease obligations reported in balance sheet as well as short-term leased assets and assets of low value.

Operating lease obligations	2024	2023
PARENT COMPANY		
Lease payments current year	5,945	5,169
Contracted future lease payments within 1 year	5,522	4,799
Contracted future lease payments within 1-5 years	365	4,752

The group recognizes rights of use for of these leases (mainly premises), apart from short-term leases and leases where the underlying asset has low value.

Note 8 Financial net

	2024	2023
GROUP		
Interest income	68,107	54,564
Exchange gains	210,152	328,692
Financial income	**278,259**	**383,256**
Interest expenses	-87,930	-81,066
Other financial expenses	-1,195	-921
Exchange losses	-181,031	-358,215
Financial expenses	**-270,156**	**-440,202**
Financial net	**8,103**	**-56,946**

Note 8 Financial net, continued

	2024	2023
PARENT COMPANY		
Interest income, other	66,360	54,026
Interest income, group companies	68,396	63,483
Exchange gains	13,806	130,053
Financial income	**148,562**	**247,562**
Interest expenses, other	-86,630	-78,755
Interest expenses, group companies	-28,854	-21,064
Other financial expenses	-1,195	-921
Exchange losses	-16,092	-129,250
Financial expenses	**-132,771**	**-229,990**
Financial net	**15,791**	**17,572**

Note 9 Tax

Income taxes recognized in the income statement	2024	2023
GROUP		
Current tax expense		
Tax expense for the period	-21,645	-14,271
Total	**-21,645**	**-14,271**
Deferred tax		
-tax income in capitalized loss carry-forwards	18,575	7,161
-tax expense in loss carry-forwards used in the year	-12,105	-10,589
-tax expense/income related to temporary differences	27,763	23,395
-tax expense/income related to change of tax rate	-	-
Total	**34,233**	**19,967**
Total tax cost, Group	**12,588**	**5,696**

Reconciliation of effective tax	2024	2023
GROUP		
Profit before tax	130,467	-556,416
Standard tax rate 20. 6%	-26,869	114,622

Note 9 Tax, continued

	2024	2023
Tax effect of		
- other tax rates in foreign subsidiaries	12,982	-71,078
- use of capitalized loss carry-forwards	-12,105	-7,161
- use of previously non-capitalized loss carry-forwards	15,208	16,428
- tax losses for which no deferred tax receivable reported	-	-55,102
- recognition of future losses carried forward	18,575	7,161
- non-deductible costs	-6,252	-79,181
- non-taxable revenue	2,098	75,418
- research and development	16,128	7,355
Other tax	-4,332	-2,766
Adjustment of tax for previous years	-2,845	-
Total tax cost, Group	**12,588**	**5,696**
Effective tax rate	**-10%**	**1%**

	2024	2023
PARENT COMPANY		
Current tax		
Tax for the period	58	-68
Tax expense	**58**	**-68**

Reconciliation of effective tax	2024	2023
PARENT COMPANY		
Profit /loss before tax	-158	831
Tax 20.6%	32	-171
Tax effect of		
- non-deductible costs	-22	-182
-non-taxable income	2	2
- tax losses for which no deferred tax receivable reported	-	283
Other tax	-12	-
Adjustment of tax previous years	58	-
Total tax cost, parent company	**58**	**-68**
Effective tax rate	**36%**	**8%**

Deferred tax assets and tax liabilities	2024	2023
GROUP		
The following components are included in deferred tax assets and liabilities		
Deferred tax assets:		
- loss carry forwards	20,139	12 748
- Leasing	249	224
- other temporary differences	195	167
Total deferred tax assets	**20,583**	**13,139**
Deferred tax liabilities:		
- temporary differences	67,284	92,409
Total deferred tax liabilities	**67,284**	**92,409**

Note 9 Tax, continued

Change in deferred tax - Group 2024

Deferred tax assets	**Opening balance**	**Recognized in profit or loss**	**Recognized in other comprehensive income**	**Exchange differences**	**Acquisition of subsidiaries**	**Closing balance**
Loss carry-forwards	12,748	6,470	-	921	-	20,139
Leasing	8,296	-2,877	-	22	-	5,449
Other temporary differences	167	11	-	17	-	195
Net accounting	-8,072	2,880	-	-	-	-5,192
Total deferred tax assets	**13,139**	**6,484**	**-**	**960**	**-**	**20,583**

Deferred tax liabilities	**Opening balance**	**Recognized in profit or loss**	**Recognized in other comprehensive income**	**Exchange differences**	**Acquisition of subsidiaries**	**Closing balance**
Appropriations	25,153	-651	-	-	-	24,502
Intangible assets	38,284	-8,634	-	1,268		30,918
Leasing	8,072	-2,880	-	-	-	5,192
Other temporary differences	28,972	-18,463	-80	1,435	-	11,864
Net accounting	-8,072	2,880	-	-	-	-5,192
Total deferred tax liabilities	**92,409**	**-27,748**	**-80**	**2,703**	**-**	**67,284**

Change in deferred tax - Group 2023

Deferred tax assets	**Opening balance**	**Recognized in profit or loss**	**Recognized in other comprehensive income**	**Exchange differences**	**Acquisition of subsidiaries**	**Closing balance**
Loss carry-forwards	16,380	-3,428	-	-204	-	12,748
Leasing	7,793	493	-	10	-	8,296
Other temporary differences	5,733	-86	-	-5,480	-	167
Net accounting	-7,649	-423	-	-	-	-8,072
Total deferred tax assets	**22,257**	**-3,444**	**-**	**-5,674**	**-**	**13,139**

Deferred tax liabilities	**Opening balance**	**Recognized in profit or loss**	**Recognized in other comprehensive income**	**Exchange differences**	**Acquisition of subsidiaries**	**Closing balance**
Appropriations	19,317	5,836	-	-	-	25,153
Intangible assets	47,571	-9,135	-	-152		38,284
Leasing	7,649	423	-	-	-	8,072
Other temporary differences	49,410	-20,112	88	-414	.	28,972
Net accounting	-7,649	-423	-	-	-	-8,072
Total deferred tax liabilities	**116,298**	**-23,411**	**88**	**-566**	**-**	**92,409**

Deferred tax assets for loss carryforwards relate to subsidiaries in the US and Ireland. According to management's assessment, the capitalized deficit carry-forwards will be able to be used within the next few years based on future profit forecasts and that the deficit has an unlimited useful life. Uncapitalized deferred tax assets for unused deficits amount to a total of SEK 50.8 million (91.8) and relate to the USA and Ireland.

Note 10 Intangible assets

2024	Goodwill	Capitalized develop-ment costs	Product rights	Customer contracts	Trade-marks	Other intangible assets	Total
GROUP							
Accumulated acquisition value							
Opening balance, Jan 1, 2024	1,702,102	873,879	113,288	413,468	29,601	13,928	3,146,266
Acquisition during the year	-	85,809	-	-	-	-	85,809
Sales/disposals	-	-	-	-	-	-84	-84
Translation difference for the year	103,176	37,895	4,861	13,436	1,772	84	161,224
Closing balance, Dec 31, 2024	**1,805,278**	**997,583**	**118,149**	**426,904**	**31,373**	**13,928**	**3,393,215**
Accumulated amortization and write-down							
Opening balance, Jan 1, 2024	-397,949	-654,214	-68,555	-167,872	-1,522	-11,597	-1,301,708
Amortization for the year	-	-84,777	-14,730	-42,864	-533	-587	-143,491
Translation difference for the year	-38,018	-25,841	-3,564	-7,139	-25	-84	-74,671
Closing balance, Dec 31, 2024	**-435,967**	**-764,831**	**-86,849**	**-217,875**	**-2,080**	**-12,268**	**-1,519,870**
Net book value, Dec 31, 2024	**1,369,311**	**232,752**	**31,301**	**209,029**	**29,293**	**1,660**	**1,873,346**

2023	Goodwill	Capitalized develop-ment costs	Product rights	Customer contracts	Trade-marks	Other intangible assets	Total
GROUP							
Accumulated acquisition value							
Opening balance, Jan 1, 2023	1,737 088	800,692	114,753	416,664	30,180	12,766	3,112,143
Acquisition during the year	-	88,078	-	-	-	1,169	89,247
Translation difference for the year	-34,986	-14,891	-1,465	-3,196	-579	-7	-55,124
Closing balance, Dec 31, 2023	**1,702,102**	**873,879**	**113,288**	**413,468**	**29,601**	**13,928**	**3,146,266**
Accumulated amortization and write-down							
Opening balance, Jan 1, 2023	-	-462,372	-55,120	-125,994	-998	-11,089	-655,573
Sales/disposals	-	-	-	-	-	-	-
Amortization for the year	-	-94,631	-14,779	-44,750	-534	-519	-155,213
Write-down for the year	-420,585	-109,451	-	-	-	-	-530,036
Translation difference for the year	22,636	12,241	1,345	2,872	10	11	39,114
Closing balance, Dec 31, 2023	**-397,949**	**-654,214**	**-68,555**	**-167,873**	**-1,522**	**-11,597**	**-1,301,708**
Net book value at Dec 31, 2023	**1,304,153**	**219,666**	**44,733**	**245,595**	**28,079**	**2,331**	**1,844,558**

Note 10 Intangible assets continued

Other intangible assets	2024	2023
PARENT COMPANY		
Accumulated acquisition value		
Opening balance, Jan 1	11,230	10,061
Acquisition during the year	-	1,169
Divestment	-84	-
Closing balance, Dec 31	**11,146**	**11,230**
Accumulated amortization and write-down		
Opening balance, Jan 1	-8,910	-8,402
Amortization for the year	-576	-508
Closing balance, Dec 31	**-9,486**	**-8,910**
Net book value at Dec 31	**1,660**	**2,320**

Capitalized development expenses within Enea relate mainly to internal work on the development of new products. The amortization term for capitalized development expenditure is five years, ten years for product rights, seven to ten years for customer contracts and three to five years for other intangible assets. The remaining amortization term for intangible assets amounts to one to eight years.

Impairment testing of goodwill and Intangible assets

Enea routinely conducts impairment tests on significant assets regardless of whether there is any indication of impairment. As of December 31, 2024, intangible assets amounted to a book value of SEK 1,873.3 million (1,844.6) whereof goodwill amounted to SEK 1,369,3 (1,304,2) million, allocated between Operating System SEK 410.7 million (398.6), Network SEK 632.0 million (590.1) and Security SEK 326.5 million (315.4). Assets with indefinite useful lives are tested yearly for impairment. Individual assets may be subject to more frequent testing if there are indications of impairment. The group's measurement is based on three cash-generating units: Operating System (OS), Network (PAC, Openwave Mobility and Aptilo) and Security (AdaptiveMobile Security and DPI/Qosmos). The impairment tests are based on measurement of value in use. Value in use is measured on the basis of discounted cash flows and are based on group management's financial forecasts over a five-year period. The Gordon model has been used for computing the terminal value of cash flows. Cash flows beyond the five-year period have been forecast using a 2 percent (2) growth rate. Forecast cash flows are based on annual earnings growth for Operating System -1 percent, Network 3 percent, and Security 8 percent, based on estimated growth of existing customers and underlying markets. The cost trend for Operating System is forecasted at 2 percent, Network 2 percent and Security 2 percent. The present value of forecast cash flows was measured by applying a discount rate of 11.5 percent (11.5) after tax respectively 12.5 percent (12.5) pre-tax. The discount rate is judged as consistent with market required returns. Sensitivity analyses have been conducted that consider the discount rate (risk) and long-term growth rate, implying a general reduction in the growth rate after 5 years by 1.0 percentage points and a general increase in the weighted cost of capital by 1.0 percentage point. The sensitivity analyses performed by CGU did not indicate any impairment as at 31 December 2024. Accordingly, management´s opinion is that a reasonable potential change in assumptions would not reduce the recoverable amount below book value. Important assumptions for impairment testing are outlined below:

	Assumptions Network		Assumptions Security		Assumptions Operating System	
Variable	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**
Revenue growth	3%	3%	8%	3%	-1%	1%
Cost trend	2%	2%	2%	2%	2%	2%
Discount rate	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%
Long-term stable growth	2%	2%	2%	2%	2%	2%

During the second quarter 2023, a strategic review of the operations within the Telecom unit was carried out, to assess the future potential of completed investments. The review showed that due to delays in the 5G market, deteriorating macroeconomic outlook and increased required return (WACC), a revaluation of future cash flows and additionally occupied assets needed to be done. This resulted in a write-down of intangible assets during the second quarter 2023 with a total of SEK 530 million, divided between goodwill of SEK 421 million and balanced development costs of SEK 109 million.

Note 11 Equipment, tools, fixtures and fittings

	Group		Parent company	
	2024	2023	2024	2023
Accumulated acquisition value				
At beginning of year	139,237	170,630	18,687	16,966
Acquisition during the year	6,893	8,962	2,058	1,789
Sales via divested operation	-	-	-	-
Sales/disposals	-6,444	-41,825	-342	-68
Translation difference for the year	7,132	738	-	-
	146,818	**139,237**	**20,403**	**18,687**
Accumulated depreciation and write-down				
At beginning of year	-120,763	-149,097	-14,694	-13,273
Sales/disposals	6,444	40,702	342	68
Depreciations via acquired operations	-	-732	-	
Depreciation and write-down for the year	-9,145	-11,012	-1,625	-1,489
Translation difference for the year	-6,421	-624	-	-
	-129,885	**-120,763**	**-15,977**	**-14,694**
Net book value at end of year	**16,933**	**18,474**	**4,426**	**3,993**

Depreciation relates to cost of sold products and services, sales and marketing expenses, product development expenses and administrative expenses.

Not 12 Accounts receivables

Not past due accounts receivable refer to customers with good payment capacity and payment history. Accounts receivable are generally due for payment within 30–90 days. Accounts receivable where there is a need for impairment correspond to the provision for doubtful accounts receivable. A provision is made when measures have been taken to collect the receivable without results and it is assessed that the probability of the customer paying is low. The provision for doubtful accounts receivable amounts to SEK 34.8 million (26.7) and is reported as selling expenses in the income statement. The fair value of accounts receivable corresponds to the carrying amount. Accounts receivable are predominantly in SEK, EUR and USD. The age distribution of accounts receivable is shown below:

Age analysis of accounts receivables	**2024**	**2023**
GROUP		
Not due	197,453	119,303
Overdue 1-60 days	45,446	64,059
Overdue 61-90 days	4,218	10,799
Overdue 90 days	32,016	34,578
Total	**279,133**	**228,739**

Change in doubtful debt	**2024**	**2023**
GROUP		
Opening balance	26,667	10,644
Repayment	-1,440	-1,091
Write -off	-4,036	-
Currency effect	2,392	-769
Allowance for the year [1)]	11,173	17,883
Total	**34,756**	**26,667**

[1)] of which SEK 8.0 million has been reported as non-recurring item.

Note 13 Prepaid expenses, contract assets and accrued income

	2024	2023
GROUP		
Prepaid insurance	1,747	1,537
Prepaid rent	3,139	3,119
Accrued income	121,054	112,215
Other prepaid expenses	19,065	23,367
	145,005	**140,238**

	2024	2023
PARENT COMPANY		
Prepaid insurance	539	556
Prepaid rent	1,313	1,285
Other prepaid expenses	9,214	8,188
	11,066	**10,029**

Contract assets

The group reports the following revenue-related contract assets	**2024**	**2023**
Contract assets relating to fulfilled performance obligations, where entitlement to payment is conditional on factors other than time	115,820	110,980

Contract assets refer to fulfilled performance obligations that have not yet been invoiced, where invoicing is dependent on factors other than time such as contractual terms or additional work. Contract assets are recognized in the balance sheet under accrued income. Contract assets are accrued revenue less unbilled receivables. Unbilled receivables amounted to SEK 5.7 million as of December 31, 2024. Contract assets have been subject to impairment of SEK 0.9 million (41.7) related to a terminated project.

Note 14 Equity

Group

Share capital
As of 31 December 2024, the registered share capital comprised 21,202,484 ordinary shares with a par value of SEK 1.17. Holders of ordinary shares are entitled to a dividend which is determined on a case-by-case basis and the shareholding entitles them to voting rights at the annual general meeting with one vote per share.

Other paid-up capital
Equity contributed by owners. This includes share premium reserves transferred to the statutory reserve as of December 31, 2005. Provisions to the share premium reserve from January 1, 2006 onwards are also recognized as paid-up capital.

Number of shares	2024	2023
Opening number of shares	21,858,231	21,858,231
Canceled shares	-655,747	-
Closing number of shares	**21,202 484**	**21,858,231**

Hedging reserve	2024	2023
Opening hedging reserve	-	-340
Cash flow hedges:		
- fair value gains/losses in the year	-	661
- tax on fair value adjustments	-	-136
- transfers to profit or loss	-	-233
- tax on transfers to profit or loss	-	48
Closing hedging reserve	**-**	**0**

Translation reserve

The translation reserve includes all exchange rate differences that arise when translating net assets from foreign operations that have prepared their financial statements in currencies other than the currency in which the group's financial reports are presented. The parent company and group present their financial reports in Swedish kronor.

	2024	2023
Opening translation reserve	331,556	353,556
Translation difference for the year	101,168	-22,000
Closing translation reserve	**432,724**	**331,556**

Retained earnings including profit for the year
Profit brought forward, including profit (loss) for the year, includes earned profits in the parent company and its subsidiaries. Earlier provisions to the statutory reserve, excluding transferred share premium reserves, are included in this equity item. The total holding of treasury shares as of December 31, 2024, was 1,165,729. The shares are held as treasury shares and were fully paid up on December 31, 2024.

Non-restricted equity

Share premium reserve
When shares are issued at a premium, so the price paid for the shares is higher than their quotient value, an amount corresponding to the amount received over and above the quotient value of the share is transferred to the share premium reserve.

Retained earnings
This consists of the preceding year's non-restricted equity following any statutory reserve provision and dividends paid. With the profit (loss) for the year, this is total non-restricted equity, i.e., the amount available as dividends to shareholders.

See also the Consolidated Statement of Change in Equity and Parent Company Statement of Change in Equity.

Note 15 Earnings per share

	2024	2023
Earnings per share before dilution		
Profit for the year after tax	143,055	-550,720
Average number of shares, 000	20,557	21,349
Earnings per share before dilution, SEK	6.96	-25.80
Earnings per share after dilution		
Profit for the year after tax	143,055	-550,720
Average number of shares, 000	20,557	21,349
Earnings per share after dilution, SEK	6.96	-25.80

Earnings per share is measured by dividing earnings for the period attributable to equity holders of the parent by the average number of shares. The company does not have any outstanding instruments that could give rise to dilution.

Note 16 Accrued expenses, contract liabilities, deferred income and performance obligations

	2024	2023
GROUP		
Deferred support income	114,818	92,863
Accrued staff costs	61,111	77,990
Other deferred income	57,358	59,495
Other	27,059	20,047
	260,346	**250,395**

	2024	2023
PARENT COMPANY		
Accrued staff costs	4,534	6,233
Other	4,294	9,562
	8,828	**15,795**

Note 16 Accrued expenses, contract liabilities, deferred income and performance obligations, continued

Contract liabilities

When Enea receives a payment but has not fulfilled a performance obligation, a contract liability arises, which consist of the deferred income relating to support contracts and licenses. A contract liability is recognized until the performance obligations is fulfilled, or become due for the customer to utilize, when it is recognized as revenue.

The group recognizes the following revenue-related contract liabilities	2024	2023
Contract liabilities relating to unfulfilled performance obligations	175,175	146,427

Opening contract liabilities recognized as revenue in the year	2023	2023
GROUP	65,267	112,084

Unfulfilled long-term performance obligations[1)]	2024	2023
GROUP	537,105	714,512

[1)] Revenue from performance obligations for long-term, irrevocable contracts that will be recognized as revenue in future periods.

The management expects that 76 percent of the transaction price that has been allocated to unfulfilled agreements as of December 31, 2024 will be reported as revenue in the next financial year (SEK 407.3 million). The remaining 24 percent will be reported in the years 2026–2028.

Note 17 Shares in group companies

	Country	Ownership i %
Enea Software AB	Sweden	100
Enea Zealcore AB	Sweden	100
Aptilo Networks AB	Sweden	100
Enea GmbH	Germany	100
Enea KK	Japan	100
Enea Polyhedra Ltd	UK	100
Enea Software SRL	Romania	100
Qosmos Tech SAS	France	100
Openwave Mobility Inc	USA	100
AdaptiveMobile Security Ltd	Ireland	100
Enea Software GmbH	Austria	100
Enea Software d.o.o.	Croatia	100

Note 17 Shares in group companies, continued

	2024	2023
Accumulated cost		
At beginning of year	367,212	367,212
Closing balance, December 31	**367,212**	**367,212**
Accumulated impairment		
At beginning of year	-158,596	-158,596
Closing balance, December 31	**-158,596**	**-158,596**
Book value at end of year	**208,616**	**208,616**

			Book value	
Specification of parent company´s share in subsidiaries	**No of shares**	**%**	**2024**	**2023**
Subsidiary/Corp. reg. no./Reg. Office				
Enea Software AB, 556183-3012, Kista	5,900	100	208,616	208,616
			208,616	**208,616**

Note 18 Cash flow statement

Cash and cash equivalents

The subcomponents included in cash and cash equivalents are cash at bank and special deposits or commercial paper with an insignificant risk of fluctuations in value and that can readily be converted into cash and cash equivalents, and which have a maturity of no more than three months from the time of acquisition.

	Group		Parent company	
Cash and cash equivalents	**2024**	**2023**	**2024**	**2023**
Cash and bank balances	161,518	261,791	85	75
Total	**161,518**	**261,791**	**85**	**75**

	Group		Parent company	
Disclosures on interest	**2024**	**2023**	**2024**	**2023**
Interest income in the period amounted to	68,364	54,464	134,756	117,487
Interest paid in the period amounted to	-89,126	-81,978	-117,033	-101,270

	Group		Parent company	
Adjustment for non-cash items	**2024**	**2023**	**2024**	**2023**
Depreciation/amortization and impairment	170,645	714,424	2,201	1,997
Profit/loss sale from disposal of fixed assets	84	1,025	84	-
Share saving program	-	-12,696	-12,696	-12,696
Appropriations	-	-	-6,908	212
Changes in pension liability	3,811	1,447	-	-
Provisions	332	-2,272	-	-
Interest not paid	1,095	821	1,095	821
Exchange differences	12,759	-5,857	16,093	-
Total	**188,726**	**696,892**	**12,565**	**-9,666**

Note 19 Related parties

Summary of transactions with related parties

Transactions with related parties are on arm's length basis. For information on remuneration of key personnel in executive positions, see Note 4 Employees and personnel expenses, and Note 20 Pensions, share-based payment, benefits to senior executives. The parent company has a close relationship with its subsidiaries (see Note 17).

GROUP

There were no transactions with related parties.

PARENT COMPANY

Related party relationship	Year	Sale of goods and services to related party	Purchase of goods and services from related party	Liability to related party as of Dec 31	Receivable from related party as of Dec 31
Subsidiaries	2024	62,229	11,306	196,356	986,402
Subsidiaries	2023	63,210	19,448	104,679	1,163,235

Note 20 Pensions and share-based payments

Defined-contribution plans

The methods for measuring pension expenses and pension liabilities differ from country to country. Companies report according to local regulations and the reported figures are consolidated in the consolidated financial statements. All pension solutions in foreign subsidiaries, with the exception of Enea Software SAS in France and Enea GmbH in Germany, are defined-contribution plans, which means that the group's profit (loss) is charged with pension expenses as benefits are vested. Salaried employees in Sweden are covered by the ITP plan, which is reported as a defined-contribution pension plan. Obligations for retirement pension and survivors' pension for salaried employees in Sweden are secured through an insurance policy with Alecta. According to a statement from the Swedish Financial Reporting Board, UFR 10, this is a multi-employer defined-benefit plan. Alecta, which is a mutual insurance company that also administers benefits under the pension plan, is unable to provide Enea or other Swedish companies with sufficient information to determine an individual company's share of the total obligation and its assets. Accordingly, ITP pension plans that are vested through an insurance policy with Alecta are reported as defined contribution. The cost for 2024 amounts to SEK 5.0 million (4.2). The cost for 2025 is estimated at the corresponding amount. Alecta's surplus can be distributed to policyholders and/or the insured. At the end of 2024 Alecta's surplus in the form of its collective consolidation ratio amounted to 162 (158) percent. The collective consolidation ratio consists of the market value of Alecta's assets as a percentage of its insurance obligations, calculated in accordance with Alecta's actuarial accounting assumptions, which do not comply with IAS 19.

Defined benefit plans

A number of salaried employees of France and Germany are covered by a defined benefit pension plan. The group's net obligation for defined-benefit plans is measured by estimating future benefits accrued from employment in current and previous periods. These benefits are discounted to present value and recognized as a liability in the Balance Sheet.

	Group		Parent company	
	2024	**2023**	**2024**	**2023**
Costs for defined-contribution plans	15,852	26,193	2,438	4,583
Costs for defined-benefit plans	873	932	-	-

Share-based payment

LTIP 2024

In May 2024, the Annual General Meeting resolved to offer key employees the opportunity to participate in a long-term share-based incentive program based on call options, the Long Term Incentive Program (LTIP). The main objective of the program is to align the interests of shareholders, management and other key personnel to ensure maximum long-term value creation. The LTIP 2024 was to be offered to a total of approximately 20 employees consisting of senior executives and other key personnel, and meant that the participants were given the opportunity to acquire call options at market price entitling them to acquire repurchased ordinary shares in the company.

The exercise price for ordinary shares upon exercise of the call option should have corresponded to 130 percent of the volume-weighted average share price of the company's ordinary shares on Nasdaq Stockholm during the 10 trading days immediately prior to the Annual General Meeting on May 7, 2024.

No call options were acquired under this program in 2024.

LTIP 2021

All outstanding share rights under this program were forfeited in 2024. The profit effect of reversed provisions amounted to SEK 12.6 million in 2023.

	Group	Parent company
LTIP 2021	**2024**	**2023**
Opening no. of warrants allocated	110,000	179,000
Forfeited in the period	-110,000	-69,000
Allocated in the period	-	-
Outstanding at end of period	-	110,000
Number of participants, Dec 31	-	17

Note 21 Translation exposure

Enea's foreign subsidiaries are translated into Swedish kronor in accordance with the current method. This means that Balance Sheets are translated at closing day rates and Income Statements at average rates of exchange for the period.

The rates used for the group's significant currencies are stated in the table below.

	Closing rate		Average rate	
Currency	**2024**	**2023**	**2024**	**2023**
EUR	11.4865	11.0960	11.4322	11.4765
USD	10.9982	10.0416	10.5614	10.6128
GBP	13.8475	12.7680	13.5045	13.1979
JPY	0.0698	0.0710	0.0698	0.0756
RON	2.3082	2.2301	2.2981	2.3196
SGD	8.1085	7.6047	7.9076	7.9012
INR	0.1287	0.1207	0.1262	0.1285
MXN	0.5397	0.5926	0.5796	0.5992
CAD	7.6398	7.5782	7.7143	7.8637
MYR	2.4632	2.1853	2.3127	2.2144
NOK	-	0.9871	-	1.0054

When translating foreign subsidiaries' balance sheets to Swedish kronor, the Group is exposed to fluctuations in exchange rates. The effect on equity in 2024 when translating foreign subsidiaries' accounts to Swedish kronor amounted to SEK 101.2 million (-22,0). The group's equity exposure to exchange rate fluctuations was as follows on the balance sheet date:

	Amount	Translated to SEK at closing rate	Amount	Translated to SEK at closing rate
Currency	**2024**	**2024**	**2023**	**2023**
EUR	34,951	401,465	53,538	594,058
USD	7,336	80,683	6,793	68,213
GBP	15,780	218,514	14,885	190,052
JPY	106,381	7,425	91,538	6,497
RON	2,633	6,077	433	966
SGD	354	2,870	333	2,532
INR	149,719	19,264	103,738	12,521
MXN	646	349	646	383
CAD	434	3,316	333	2,524
MYR	-3,849	-9,481	-3,894	-8,510
NOK	-	-	-	-

Note 22 Critical estimates and judgements

Estimates and judgements, which are reviewed continuously, are based on historical experience and other factors, including expectations of future events that are considered reasonable in prevailing circumstances.

Critical judgments regarding application of the group's accounting policies
Management has discussed the progress, choice and disclosures regarding the group's most important accounting policies and estimates, and the application of these policies and estimates with the Audit Committee. The estimates and judgements mainly include revenue recognition, the measurement of deferred tax assets on loss carry-forwards, the financial effect of business combinations such as. acquisition analysis, and the estimated outcome of contingent considerations, and any impairment. Some important accounting estimates made on application of the group's accounting policies are described below.

Key sources of estimation uncertainty impairment

Testing of goodwill
When measuring the recoverable number of cash-generating units for judging goodwill impairment, a number of assumptions have been made regarding future conditions and estimates of parameters. Enea has conducted a sensitivity analysis of key assumptions in which management found that no reasonable changes to these assumptions would result in any impairment as of December 31, 2024. They are reviewed in Note 10.

Impairment testing of capitalized development expenditure
When measuring the recoverable number of cash-generating units for judging impairment of capitalized development expenditure, a number of assumptions have been made regarding future conditions and estimates of parameters. Enea has conducted a sensitivity analysis of key assumptions in which management found that no reasonable changes to these assumptions would result in any impairment as of December 31, 2024.

Assessment of accounts receivable and contract assets
Enea makes continuous assessments of risks and willingness to pay in both the market and specific customers. Assessments of doubtful receivables are presented in Note 12. Customer contracts are written with caution and accuracy to minimize the risk of credit losses. The sales process includes credit checks and continuous monitoring of the projects' commitments.

Measurement of loss carryforwards
The group's loss carry-forwards are valued on an ongoing basis and when it is likely that taxable profit can be offset against loss carryforwards in a reasonable time frame, a deferred tax asset is recognized. Future profit is forecast and set in relation to the loss carry-forwards, which forms the basis of decision-making data for capitalization.

Note 23 Maturity analysis, financial liabilities and interest

FINANCIAL LIABILITIES	Group		Parent company	
Long-term liabilities, interest-bearing	**2024**	**2023**	**2024**	**2023**
Liabilities to credit institutions[1)]	226,747	442,745	226,747	442,745
Total long-term liabilities, interest-bearing	**226,747**	**442,745**	**226,747**	**442,745**
Current liabilities, interest-bearing	**2024**	**2023**	**2024**	**2023**
Liabilities to credit institutions[1)]	51,314	27,053	51,314	27,053
Total current liabilities, interest-bearing	**51,314**	**27,053**	**51,314**	**27,053**
Current liabilities, non-interest-bearing	**2024**	**2023**	**2024**	**2023**
Accounts payable	21,296	13,749	7,402	2,661
Other liabilities	10,538	13,534	947	922
Accrued expenses, supplier related	16,477	13,617	-	1,718
Total current liabilities, non-interest-bearing	**48,311**	**40,900**	**8,349**	**5,301**
Total financial liabilities	**326,372**	**510,698**	**286,410**	**475,099**

[1)] Enea has one bank loan with maturity 3 years with an interest at EURIBOR 3 M (with a floor) plus a market yield.

Note 23 Maturity analysis, financial liabilities and interest, continued

MATURITY ANALYSIS	Group		Parent company	
Long- and short-term interest-bearing liabilities	**2024**	**2023**	**2024**	**2023**
Within 1 year of reporting date	51,314	27,053	51,314	27,053
More than 1 year, but within 3 years of reporting date	226,747	442,745	226,747	442,745
More than 3 years, but within 5 years of reporting date	-	-	-	-

	Group		Parent company	
Interest	**2024**	**2023**	**2024**	**2023**
Within 1 year of reporting date	10,800	23,532	10,800	23,532
More than 1 year, but within 3 years of reporting date	21,588	7,844	21,588	7,844
More than 3 years, but within 5 years of reporting date	-	-	-	-

	Group		Parent company	
Non-interest-bearing liabilities	**2024**	**2023**	**2024**	**2023**
Within 1 year of reporting date	40,898	40,898	5,301	5,301
More than 1 year, but within 3 years of reporting date	-	-	-	-
More than 3 years, but within 5 years of reporting date	-	-	-	-

	Group		Parent company	
Total liability and interest	**2024**	**2023**	**2024**	**2023**
Within 1 year of reporting date	**110,425**	**91,485**	**70,463**	**55,886**
More than 1 year, but within 3 years of reporting date	**248,335**	**450,589**	**248,335**	**450,589**
More than 3 years, but within 5 years of reporting date	**-**	**-**	**-**	**-**

Note 24 Obligations relating to employee benefits, etc.

The group has defined-benefit pension plans for employees of Enea Software SAS in France and Enea GmbH in Germany. The pension plans are based on employees' pensionable compensation and term of service. The defined-benefit obligation amounted to SEK 10.8 million (9.0) as of December 31, 2024. Costs for defined-benefit pensions totaled SEK 0.9 million (0.9), of which SEK 0.9 million (0.9) was charged to Enea's profit. The costs for 2025 are estimated at approximately EUR 100 thousand.

2024	Defined benefit pension plans
GROUP	
Accumulated cost	
Opening balance, Jan 1, 2023	9,050
Value change/currency translation	1,702
Closing balance, Dec 31, 2023	**10,752**

Defined benefit pension plans are judged to be payable after more than 5 years.

Note 24 Obligations relating to employee benefits, etc, continued

	Group	
Defined benefit obligations	**2024**	**2023**
Present value of unfunded defined benefit obligations	10,752	9,050
Total liability, unfunded obligations	**10,752**	**9,050**

	Group	
Actuarial assumptions, %	**2024**	**2023**
Discount rate	3.40	3,59
Future salary increase	-	-

Note 25 Proposed appropriation of profits

	2024
Parent company, in SEK	
Share premium reserve	562,748,745
Retained earnings	133,923,205
Profit/loss for the year	-99,641
Total	**696,572,309**

The Board of Directors is proposing that the funds be allocated so that SEK 696,572,309 is carried forward.

Note 26 Pledged assets and contingent liabilities

	2024	**2023**
GROUP		
Claim for damage	20,527	16,528
Other exposure	1,206	39,876
Rent deposits	1,908	1,809
	23,641	**58,213**

Note 27 Events subsequent to balance sheet date

No significant events have occurred after the end of the financial year.

Declaration by the Board of directors and CEO

The Board and CEO declare that the consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards, IFRS, as endorsed by the EU, and the Swedish Annual Accounts Act, and give a true and fair view of the group's results of operations and financial position. The Directors' Report for the group and parent company gives a true and fair view of the progress of the group and parent company's operating activities, financial position and results of operations, and covers significant risks and uncertainties affecting the parent company and companies within the group. As stated below, the annual report and consolidated financial statements were approved for issue by the Board of Directors on March 24, 2025. The Consolidated Income Statement and Consolidated Balance Sheet, and the Parent Company Income Statement and Balance Sheet, will be subject to adoption by the Annual General Meeting on May 6, 2025.

Stockholm, March 24, 2025
Enea AB (556209-7146)

Kjell Duveblad
Chairman of the Board

Åsa Schwarz
Board member

Charlotta Sund
Board member

Magnus Örnberg
Board member

Anne Gynnerstedt
Board member

Thibaut Bechetoille
Board member

Jenny Andersson
Employee representative

Anders Lidbeck
President and acting CEO

Our Audit Report was presented on March 25, 2025
Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg
Authorized Public Accountant

Auditor's report

To the general meeting of the shareholders of Enea AB (publ), corporate identity number 556209-7146

Report on the annual accounts and consolidated accounts

Opinions

We have performed an audit of the annual accounts and consolidated accounts of Enea AB (publ) for year 2024. The annual accounts and consolidated accounts of the company are included on pages 21-69 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Our audit approach

Focus and scope of the audit

Enea is a software company that sells software and related services. The customer agreements often contain a combination of software license and services, so-called bundled customer agreements. For this type of customer agreement, control is transferred for each part of the agreement at different times. The income statement is therefore dependent on the contractual terms and thus the income for each part is reported on different occasions and invoicing, and payment takes place at a different time than the income statement. All in all, this means that the revenue recognition of bundled customer agreements is dependent on the management's assessments regarding the distribution of revenue on various sub-components, as well as what has been agreed with the customer. In recent years, Enea has carried out several acquisitions which have led to an increase in the book value of intangible assets in the consolidated accounts. The value of these assets is tested annually for impairment or when there are indications of a need for impairment.

We designed our audit by determining materiality and assessing the risks of material misstatement in the consolidated financial statements. In particular, we considered where the Board of Directors and the Managing Director made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of the Board of Directors and the Managing Director override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the group operates.

Materiality

The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall group materiality for the consolidated financial statements as a whole. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate on the financial statements as a whole.

Key audit matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Key audit matter	How our audit considered the key audit matter
Accounting for bundled customer agreements Bundled customer agreements can consist of several different sub-components such as software license, implementation and the right in the form of support and maintenance during the agreement period. The agreements are therefore divided into sub-components where the income is distributed between the respective parts of the agreement. The income for each subcomponent is then reported when the risks and benefits have been transferred to the customer. This means that the timing of revenue recognition usually does not coincide with invoicing and payment from the customer. This means that the management must make estimates and judgments regarding the price of the various components of the customer agreements. As a result of the inherent complexity of revenue reporting and the element of estimates and judgments from company management, we have assessed revenue from the sale of bundled customer agreements as a key audit matter in the audit. For the accounting principles stated above, we refer you to page 37, as well as notes 2, 13, 16 in the Annual Report for 2024	In our audit, we have focused on evaluating Enea's principles and underlying assumptions for allocate revenue from bundled customer agreements into different components, as well as reviewing and checking selected assumptions. We have done this by taking the following audit measures: • Evaluated the terms of the customer agreements from an accounting perspective. • Evaluated assumptions in principles for revenue recognition. • Analytical review of the revenues over the year. • Reviewed a selection of new customer agreements to ensure that the revenue recognition of these followed Enea's principles, and that the license rights were transferred to the customer at the time of revenue recognition. • Examined a selection of new customer agreements that run over several years to ensure correctly calculated accruals in the accounts. • Verified that revenue was recognized in the correct period and at the correct amount by testing a sample of licenses.
Impairment testing of goodwill and intangible assets In the group's balance sheet, acquisition-related surplus values and goodwill are reported at a value of SEK 12,457 million. Goodwill and acquisition related excess values correspond to the difference between the value of net assets and the purchase price paid for an acquisition. Unlike other fixed assets, there is no amortization of goodwill without goodwill and brands are tested annually for impairment or when there is an indication of the need for impairment. Other acquisition-related fixed assets are depreciated over the estimated useful life. The test, and thus reported values, are dependent on the board's and management's assessments and assumptions, e.g. about growth and future profitability and discount rate. Future events may change these assessments and estimates, and it is therefore particularly important for management to continuously evaluate whether the value of the acquisition-related intangible assets can be justified taking into account the assumptions made. The management's calculation of the asset's value in use is based on next year's budget and forecasts for the following four years. A more detailed description of these assumptions appears in note 10. Impairment tests naturally contain a greater element of estimates and judgments from company management, which is why we have assessed this as a key audit matter in our audit. For the accounting principles stated above, we refer you to page 41 and note 10 in the Annual Report for 2024.	In our audit, we have devoted particular focus to how the company's management examines the need for write-downs and which excess values have been identified. We have, among other things, took the following audit measures: • Evaluated Enea's process for testing goodwill and acquisition-related assets for impairment. • Reviewed how company management identified cash generating units and compared this with how Enea follows up goodwill and acquisition-related assets internally. • Evaluated the reasonableness of assumptions made and carried out sensitivity analyzes for changed assumptions. • Evaluated the reasonableness of the discount rate used with the help of our internal business valuation specialists. • Compared calculated value in use with market value as of 31 December 2024. • Evaluated management's forecasting ability by comparing previously made forecasts against outcomes. • Based on materiality confirmed that sufficient note information is provided.

Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual report and consolidated accounts and can be found on pages 1-20, 74-92 and 103-111 respectively. Other information also includes the remuneration report that we obtained prior to the date of this auditor's report. The board and the managing director are responsible for this other information.

Our opinion on the annual accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibility of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act. and, as regards the consolidated accounts, according to IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. The Board of Directors and the Managing Director are also responsible for such internal control as they determines is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, the Board of Directors and the Managing Director are responsible for the assessment of the company and group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, cease operations or has no realistic alternative to doing any of this.

The Audit Committee shall, without prejudice to the Board of Director’s responsibilities and tasks in general, among other things oversee the company’s financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Revisorsinspektionen’s website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor´s report.

Report on other requirements according to laws and other constitutions

The auditor’s examination of the administration of the company and the proposed appropriations of the company’s profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, We have also audited the administration of the Board of Directors and the Managing Director of Enea AB (publ) for year 2024 and the proposed appropriations of the company’s profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinion

We conducted 'the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor’s Responsibilities section. We are independent in relation of the parent company and group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibility of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company’s profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company and group's type of operations, size and risks place on the size of the parent company's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company’s organization and the management of the company’s affairs. This includes among other things continuous assessment of the company and group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company’s financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors’ guidelines and instructions and among other matters take measures that are necessary to fulfill the company’s accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company’s profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company’s profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration can be found on the Auditor's Inspection's website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

The auditor's examination of the ESEF report

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolodated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Enea AB (publ) for the year 2024.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for Opinions

We have performed the examination in accordance with FAR’s recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors’ responsibility section. We are independent of Enea AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibility of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the ESEF report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHMTL format and a reconciliation of the Esef report with the audited annual accounts and consolodated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

Öhrlings PricewaterhouseCoopers AB, Torsgatan 21, was appointed as Enea AB (publ)'s auditor by the general meeting on 4 May 2024 and has been the company's auditor since 15 May 2007.

Stockholm 25 March 2025
Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg
Authorized Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Financial definitions

Return on equity
Profit (loss) after tax in relation to average equity.

Return on capital employed
Operating profit plus financial income in relation to average capital employed.

Return on total capital
Profit after financial items plus financial costs in relation to average total assets.

Gross margin
Gross profit less reversed additional purchase price in relation to revenue.

Dividend yield
The dividend as a percentage of the market price at year-end.

EBITDA
Profit before financial items plus depreciation and amortization.

Adjusted EBITDA
Profit before financial items plus depreciation and amortization, excluding non-recurring items.

Equity per share
Profit after tax in relation to the average number of shares.

Non-recurring items
Items of a non-repeat nature in normal operations. Non-recurring items include restructuring expenses, non-recurring write-down, expenses for legal advice in major disputes, and transaction expenses relating to major acquisitions. Transaction expenses include expenses for legal and financial advice but exclude financing costs. Reversed additional purchase prices are also included in non-recurring items. The purpose of specifying these items is to clarify the progress of underlying operations.

Cash flow from operation activities per share
Cash flow from operating activities in relation to the average number of shares.

Liquidity
Cash and cash equivalents including short-term investments and short-term receivables in relation to current liabilities.

Net debt
Interest-bearing liabilities and unconditional acquisition-related liabilities less cash and cash equivalents and financial investments, i.e. negative net cash.

Revenue per employee
Revenue in relation to the average number of employees.

Revenue growth
Revenue for the period in relation to revenue in the previous period.

Earnings per share
Profit after tax in relation to the average number of shares.

Interest coverage ratio
Profit after financial net plus financial costs in relation to financial costs.

Operating margin
Operating profit in relation to net sales.

Operating profit excl. non-recurring items
Operating profit before financial items and tax, restated for any non-recurring items.

Debt service ratio
Cash flow from operating activities – ongoing investments + total financial expenses in relation to amortization and total financial expenses during a reference period of twelve months.

Equity ratio
Equity including minority interests in relation to total assets.

Net asset value per share
Net asset value, equivalent to equity, in relation to the total number of shares outstanding.

Capital employed
Total assets less non-interest-bearing liabilities including deferred tax liabilities. Average capital employed has been calculated as opening capital employed plus closing capital employed divided by two.

Dividend per share
Dividend for the current financial year divided by the number of shares on the reporting date.

Profit margin
Profit after financial items in relation to net sales.

Alternative performance indicators

The Annual Report for 2024 refers to the non-IFRS indicators used by Enea and other parties when evaluating Enea's results of operations. These indicators provide Management and investors with valuable information required to analyze trends in the company's business operations. These non-IFRS indicators are intended to complement, not replace, financial indicators presented in accordance with IFRS

Reconciliation of net sales growth

	Full year	
	2024	**2023**
Net sales, SEK m	904	913
Net sales growth, SEK m	-8	-15
Net sales growth, %	-1	-2
Currency effect, unchanged exchange rates previous year, SEK million	-3	37
Currency effect, unchanged exchange rates previous year, %	0	4
Net sales growth, unchanged exchange rate previous year, SEK m	-5	-52
Net sales growth, unchanged exchange rate previous year, %	1	-6

Reconciliation of financial net

	Full year	
	2024	**2023**
Financial income	278	383
Financial expense	-270	-440
Reported financial net, SEK m	**8**	**-57**

Sustainability report

Introduction

Value chain and Materiality assessment

Environment

Social information

Governance

The sustainability report refers to the financial year 2024 and covers pages 76-92. Read more about key sustainability risks and their management on pages 25-27.

Introduction

Sustainability is an important part of Enea's operations and a key factor for our long-term success. We actively work to integrate sustainability aspects throughout our business model. By reducing our impact and enhancing the positive effects of our solutions, we contribute to a more sustainable and secure digital future.

We are proud of how our solutions contribute to secure and open societies through the provision of robust telecommunications that modern society has come to rely on. The collaboration we have with the Internet Watch Foundation helps us develop our services for content filtering, which allows parents to protect their children from harmful and illegal content. Our experts have also researched and shared knowledge about how to secure and protect the role of mobile communications in so-called "hybrid warfare" where networks are essential for society to function – and at the same time can be used as tools of opponents.

The telecom industry accounts for up to 2 percent of global energy consumption, and mobile data traffic will increase. Studies from 2022 show that our traffic management solutions can help an average mobile operator reduce their energy consumption by over 10 percent. Video streaming accounts for most data traffic and is expected to continue to grow in the future. Along with the rapid development of AR and VR, improving the efficiency of video streaming without compromising the user experience has never been more important than now.

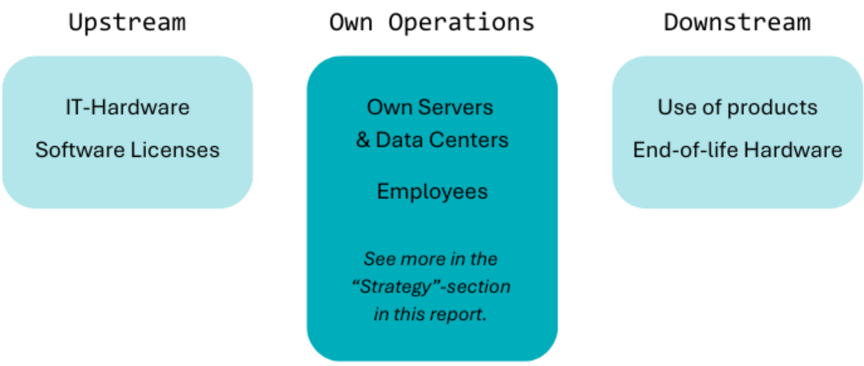
As experts, it is important for us to be involved in shaping industry standards and develop security solutions for mobile networks through our involvement in Mobile Ecosystem Forum and GSMA Fraud and Security Group where we have been a driving force behind new frameworks. In our sustainability efforts we work actively to identify and mitigate potential negative effects of our products and business, while reinforcing the positive impacts.

COMMENTS ON SUSTAINABILITY DATA

In 2024 an external partner was hired to assist Enea in the collection of sustainability data as well as the calculation of climate data. This enabled us to perform more accurate and comprehensive climate calculations than before. For the first time, we are reporting complete Scope 3 emissions.

In cases where activity data was missing, calculations were performed using the spend-based method. Throughout the year, we have made significant improvements in the collection and calculation of sustainability data, particularly in the areas of external data centers, business travel, procurement of goods and services, which have impacted Scope 3 emissions. In line with this, sustainability data for the company AdaptiveMobile Security, acquired in 2021, has been included starting from the 2022 reporting. At the same time, the subsidiary Software Development Services was divested in 2022, and its sustainability data is therefore not part of the 2022 report. Read more on pages 76-92.

Value chain



Enea's software connects, optimizes, and secures communication for the world's leading mobile operators, service providers, cybersecurity and enterprise network providers, as well as government entities.

IMPACT, RISKS, AND OPPORTUNITIES

As a global software provider, our key IROs (Impact, Risks, and Opportunities) primarily arise within our own operations, where we rely on a highly skilled workforce and hardware/software resources to develop the solutions we offer. Additionally, relevant IROs exist in our downstream operations, where the same products play crucial roles in security, enhanced product functionality, and improved customer experience. See Cybersecurity on page 89 and Responsible AI Development on page 90.

A part of our downstream operations involves managing end-of-life IT equipment. Since our infrastructure, including data centers, servers, and office hardware, is critical for delivering secure, reliable, and efficient services, we strive to manage the full lifecycle of our equipment in a responsible and sustainable manner.

We depend on IT equipment, software providers, and cloud service providers in the upstream supply chain, which are essential for delivering our products and services. One important aspect of this is ensuring stable and sustainable electricity, particularly for our data centers and cloud solutions.

To reduce our climate footprint and contribute to a more sustainable digital infrastructure, we strive to select energy-efficient solutions and collaborate with suppliers that prioritize renewable energy. Through this, we actively contribute to the development of a long-term sustainable and climate-smart business model.

COLLABORATION AND LONG-TERM SUSTAINABILITY

Through collaboration with our employees, suppliers, partners, and customers, we ensure the implementation of our sustainability strategy and the maintenance of a successful business model. All these dependencies, both upstream and downstream, have been considered in our initial Double Materiality Assessment, as well as in the evaluation of our working methods and results.

Materiality assessment and material areas

THE DOUBLE MATERIALITY ASSESSMENT AND ENEA'S SUSTAINABILITY EFFORTS

During 2024, Enea conducted a double materiality analysis, based on the 2023 analysis, to update our understanding of the company's significant impacts, risks, and opportunities from a sustainability perspective. The analysis covered the company's own operations as well as its upstream and downstream value chain. Enea has identified several areas where the company has a sustainability impact, including climate change, workforce, business ethics, resource use and circular economy, workers in the value chain, consumers and end-users, cybersecurity, and responsible AI. At the same time, certain areas have not been defined as material for Enea, such as pollution, water and marine resources, biodiversity and ecosystems, and affected communities.

Identified risks and opportunities in sustainability efforts

In terms of risks and opportunities, Enea's double materiality assessment has identified relevant factors in the areas of workforce, business ethics, consumers and end-users, cybersecurity, and responsible AI. Throughout 2024, we have continuously worked on refining our double materiality assessment, which will form the basis of Enea's future reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD). During 2024, we continued our focus on business ethics, climate impact, workplace health and safety, diversity, and gender equality. These areas were prioritized based on societal trends and challenges, the UN Sustainable Development Goals, market demands, regulations, and our ability to drive positive impact. We report key performance indicators and set clear goals for each area.

PRIORITIZED SUSTAINABILITY AREAS

Enea has identified four core sustainability areas: People, Technology, Environment, and Compliance. These were prioritized based on relevance and importance to stakeholders, as well as their impact on Enea's business and reputation.

TECHNOLOGY

Enea has always been at the forefront of technological development, and it is crucial that we develop AI solutions responsibly, even though regulations and frameworks are still evolving. At the same time, cybersecurity is a key sustainability issue for us, as we are a recognized market expert that legislators and industries turn to for guidance and insights. Since we actively combat cybersecurity threats on a global scale, our own IT security is of utmost importance both in terms of implementation and safeguarding its details.

PEOPLE

The People category at Enea includes work environment, well-being, and professional development, an essential investment area with a significant business impact. Diversity and inclusion are central to our social sustainability strategy. An inclusive work environment strengthens innovation, decision-making, and business resilience, while also increasing employee engagement and talent attraction. By ensuring equal opportunities, we contribute to a sustainable and competitive business while promoting human rights throughout the value chain.

COMPLIANCE

Responsible business conduct, including strong business ethics and anti-corruption measures, is crucial for Enea as a global company. Supply chain management is another key sustainability area, which together with compliance and internal controls, provides a 360-degree perspective on our business.

ENVIRONMENT

Enea has been measuring and reporting climate impact since 2021. In the field of energy efficiency, Enea has set concrete goals for its own operations while also developing products that contribute positively to sustainability.

Environment

CLIMATE IMPACT

Enea is a pure software company with no proprietary hardware products, physical logistics, or production facilities. As a global company with employees and customers worldwide, travel plays an important role both in sales and in ensuring an innovative and efficient operation. Since our data centers account for a significant portion of our energy consumption and climate impact, energy efficiency is a key focus area. Enea's goal is to achieve 100 percent renewable energy in our local data centers by 2030.

To enhance transparency, Enea has compiled climate data for 2024 in collaboration with an external partner. 2024 is also the first year that Enea fully reports on Scope 1, Scope 2, and Scope 3. The only exceptions apply to employee commuting. Since commuting accounts for only 2.1 percent of the company's total emissions, we have decided not to include these emissions. Office waste from smaller offices is also excluded, as reliable data and methodologies are not yet available. Where activity-based values are missing, emissions have been estimated using a spend-based method, which results in some uncertainty in the actual emission figures.

The significant difference between the climate reporting for 2023 and 2024 can primarily be attributed to the fact that Enea previously only reported on business travel and energy consumption for leased assets under Scope 3.

Due to a calculation error and supplementary information received after the publication of the previous year's report, updated figures for energy intensity and scope 3 emissions for 2022 are reported here. Metrics for 2024 include Enea's entire operation. Metrics for 2023 include Enea's operations in Austria, Canada, Croatia, France, India, Ireland, Japan, Malaysia, Romania, Singapore, Sweden, South Africa, the Czech Republic, Great Britain, Germany and the USA. Metrics for 2022 include Enea's operations in Austria, Croatia, France, India, Ireland, Japan, Malaysia, Romania, Singapore, Sweden, Great Britain and the USA.

KEY PERFORMANCE INDICATORS

	2024	2023	2022*	2022**
Energy consumption, MWh	2,585	2,605	3,018	3,018
Share of renewable energy	22%	56%	55%	55%
Energy intensity, MWh/sales, SEK million	2.86	2.85	3,.25	3.02
Scope 1 - total CO2 emissions, ton	92	71	24	24
Scope 2 - total CO2 emissions, ton	642	361	389	389
Scope 3 - total CO2 emissions, ton	5,325	547***	646 ***	461 ***
Total CO2 emissions, ton	6,059	976	1,058	874

*Revised figures for 2022. **Reported figures for 2022 in the 2022 report. ****Includes only business travels and energy consumption from leased assets.*

Enea goals

CO_2e neutral
data centers by 2030 in cloud-based data centers and in our on-premise data centers.

100 %
renewable energy in our on-premise data centers by 2030.

EU TAXONOMY

The EU Taxonomy Regulation is an EU-wide classification system designed to identify and verify sustainable economic activities. The regulation aims to direct investments toward activities that contribute to the EU's six environmental objectives. The focus is on industries with significant sustainability impacts, both positive and negative. Companies must first determine whether their operations fall within the scope of the regulation and then assess whether their activities and products meet the taxonomy criteria.

An activity is considered taxonomy-aligned if it:

- contributes significantly to at least one of the environmental objectives, such as reducing climate impact or promoting resource efficiency,
- does not cause significant harm to other environmental objectives and complies with the taxonomy's minimum social safeguards.

THE EU TAXONOMY – SCOPE AND CRITERIA

Contributes substantially to one or more of the environmental objectives	Does not do any significant harm on any of the other environmental objectives	Complies with minimum safeguards related to UNGP, OECD Guidelines and ILO Conventions on group level

1. CLIMATE CHANGE MITIGATION
2. CLIMATE CHANGE ADAPTION
3. THE SUSTAINABLE USE AND PROTECTION OF WATER AND MARINE RESOURCES
4. THE TRANSITION TO CIRCULAR ECONOMY
5. POLLUTION PREVENTION AND CONTROL
6. THE PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS

With external support, we analyzed potentially "eligible" activities within the two activity categories "8.1. Data processing, hosting and related activities" and "8.2 Computer programming, consulting services and related activities". According to the specifications of the EU taxonomy, only category 8.2 was deemed relevant as our core business focuses on developing software for telecom and cybersecurity. The subsequent analysis within business category 8.2 showed that we currently do not have any "eligible" products, thereby eliminating the need for further assessment.

As for "eligibility" to the climate goal "Limiting climate change", “Data-driven solutions for reduced greenhouse gas emissions” that limit climate change, activity category 8.2 is relevant to us, but we currently have no products that are “eligible”. Although many of our solutions can contribute to reducing greenhouse gas emissions, none of them meet the description of being "mainly developed for and primarily aimed at enabling reductions in greenhouse gas emissions" (in the aforementioned example of traffic management, cost savings and user experience are equally important).

Regarding "eligibility" for the climate adaptation goal "Computer programming, consulting services and related activities" activity category 8.2 is again relevant for us. Activities that help customers achieve the climate adaptation goal, so-called enabling activities, are not "eligible". Only internal adaptation efforts, so-called adaptation activities, are "eligible". During 2024, we have made no measurable capital or operational investments in internal adaptation activities. The following tables summarize our reporting in accordance with the EU taxonomy in 2024. In relation to the 2024 financial statements, the absolute turnover here corresponds to the net sales. Taxonomy CapEx is the Group's total capital expenditure in 2024, which is presented in the line of additions, excluding goodwill, in note 10 (Intangible assets) and note 11 (Inventories, tools and installations) and in note 7 (Leases). OpEx includes costs for R&D, maintenance and repair of buildings.

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES[1]

	Nuclear and fossil fuel related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil fuel related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No

[1] *Standard templates for the disclosure referred to in Article 8(6) and (7) of the delegated regulation (EU) 2021/2178*

KPIS OF NON-FINANCIAL UNDERTAKINGS

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities - disclosure covering year 2024

Financial year 2024	Year			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										
Economic activities (1)	Economic activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx. Year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy aligned proportion of aligned (A.1) ore eligible (A.2), year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		SEK M	%	Y; N; EL; N/ EL (b) (c)	Y; N; EL; N/ EL (b) (c)	Y; N; EL; N/ EL (b) (c)	Y; N; EL; N/ EL (b) (c)	Y; N; EL; N/ EL (b) (c)	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%			
Of which Enabling		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	E		
Of which Transitional		0	0%	0%						-	-	-	-	-	-	-	0%		T	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																				
				EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)												
Turnover of Taxonomy-eligible but not environmentally sustain-able activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%									0%			
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		0	0%	0%	0%	0%	0%	0%									0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
TurnOver of Taxonomy-non-eligible activities		904.3	100%																	
Total		904.3	100%																	

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities - disclosure covering year 2024

Financial 2024	Year			Substantial contribution criteria						DNSH criteria (‘Does Not Significantly Harm’)									
Economic activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx. Year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy aligned proportion of aligned (A.1) ore eligible (A.2), year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		SEK M	%	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
Of which Enabling		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	E	
Of which Transitional		0	0%	0%						-	-	-	-	-	-	-	0%		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%									0%		
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		0	0%	0%	0%	0%	0%	0%									0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		106.5	100%																
Total		106.5	100%																

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities - disclosure covering year 2024

Financial 2024	Year			Substantial contribution criteria						DNSH criteria (‘Does Not Significantly Harm’)									
Economic activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx. Year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Taxonomy aligned proportion of aligned (A.1) ore eligible (A.2), year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		SEK M	%	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	Y; N; EL; N/EL (b) (c)	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Of which Enabling		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	E	
Of which Transitional		0	0%	0%						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%									0%		
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		0	0%	0%	0%	0%	0%	0%									0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

OpEx of Taxonomy-non-eligible activities		134.2	100%
Total		134.2	100%

Social information

EMPLOYEES
Our ability to be successful depends on how well we manage to attract and retain both general and top talents in a highly competitive market where technology and security experts are in demand across many industries. Our corporate culture and work environment are decisive. We strive for the work to be rewarding, and we want to provide conditions for everyone to contribute and be able to reach their full potential.

Enea complies with collective agreements for employees in the countries concerned. To contribute to the well-being and health of our employees, we offer (in accordance with local tax, social benefits and employment conditions) benefits that include health insurance and business incentives.

Enea has an employee representative on the board, who participates in all Board meetings and represents the employees' interests.

Category	2024	2023	2022
Employee Engagement index	76*	82	80
Employee Satisfaction - Men	76	-	-
Employee Satisfaction - Women	74	-	-
Headcount (No.)			
Executive Team	9	9	7
Line Managers	93	-	-
Employees	447	-	-
Total	482	463	543
External Workforce (Headcount)	35	-	-
Turnover rate (%)	7.8%**	11%	17%
Employees who have left the company			
Leavers Men (%)	80%	-	-
Leavers Women (%)	20%	-	-
Leavers Other (%)	0%	-	-
Leavers <30 (%)	6%	-	-
Leavers 30-50 (%)	57%	-	-
Leavers >50 (%)	37%	-	-
Total Number	35	-	-
Collective Bargaining Agreement – Employees Covered (No.)	107	N/A***	N/A***
Average Recorded Training Hours per Employee and by Gender			
Average Training Hours - All	25	-	-
Average Training Hours – Men	24	-	-
Average Training Hours - Women	19	-	-
Share of Employees Receiving Performance and Career Development Reviews (%)			
Men	83%	85%	-
Women	17%	15%	-
Total	92%	99%	-

All cells marked with "-" represent data points that were not measured during the applicable year.
*In 2024, a new measurement method was introduced, incorporating additional parameters. **From 2024, employee turnover is measured only in terms of voluntary resignations.
***A collective agreement was in place, but no data was available on the number of employees covered.

Enea goals

80 %
Engagement index of at least

Max 10 %
Staff turnover

DIVERSITY AND GENDER EQUALITY

Enea is an international multifaceted organization. With a multicultural workforce, diversity is already an important strength of our organization, and it makes us more creative, improves our decision-making and strengthens our bottom line.

We have more than 30 nationalities in our workforce and have six nationalities in the management team. Looking at our entire workforce, we strive to improve our gender distribution as it strengthens our ability to innovate, competitiveness and business results.

Category	2024	2023	2022
HeadCount by Gender (No.)			
Male	396	-	-
Female	86	-	-
Other/ Not reported	0	-	-
Share of Women per Employee Category (%)			
Executive Team	33%	33%	29%
Line Managers	14%	14%	13%
Employees	18%	17%	17%
Total Headcount	18%	18%	19%
Share of Women on the Board	50%	50%	43%
Share of Employees by Age Group (%)			
<30 (total)	16%	-	-
<30 (men)	12%	-	-
<30 (women)	4%	-	-
30-50 (total)	60%	-	-
30-50 (number of men)	49%	-	-
30-50 (number of women)	10%	-	-
>50 (total)	24%	-	-
>50 (number of men)	20%	-	-
>50 (number of women)	4%	-	-
Employees by Country (Headcount)			
Croatia	83	87	92
United Kingdom	49	59	70
Sweden	48	51	60
Ireland	51	51	46
India	57	61	91
France	45	46	49
USA	31	42	52
Romania	26	25	89

Category	2024	2023	2022
Employees by Country, continued			
Canada	17	16	13
Austria	8	9	10
Other	32	19	19
Number of nationalities in Executive Management team	6	6	5
Employees by Contract Type and Gender (Headcount)			
Permanent Employees - Total	441	-	-
Permanent Employees - Male	361	-	-
Permanent Employees - Female	80	-	-
Permanent Employees - Other	0	-	-
Temporary Employees - Total	6	-	-
Temporary Employees - Male	4	-	-
Temporary Employees - Female	2	-	-
Temporary Employees - Other	0	-	-

All cells marked with "-" represent data points that were not measured during the applicable year.

Enea goals

30 %

Increase female leaders and overall workforce by 2030 from the 2022 baselines of 13 percent female leaders and 19 percent female workforce.

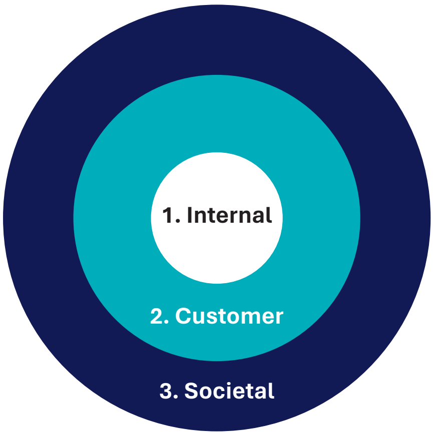
Cybersecurity

Cybersecurity is a material topic for Enea from several perspectives, one could argue that it is at the heart of what we do. Our vision is to make the world's communications safer and more efficient, and our ambition is that our products always contribute to a positive, democratic, sustainable and societal development.

Enea strives to be a responsible global corporate citizen. Our customers use our software to enhance their cybersecurity solutions, either to protect their own systems or to integrate and sell cybersecurity products of their own. The model below illustrates the impact of cybersecurity at various levels within Enea.

The war in Ukraine has demonstrated the multifaceted role of mobile networks. They serve as critical infrastructure for education, access to healthcare services, trade, transportation, financial transactions, and the dissemination of news and information. During times of conflict, mobile networks can also be exploited as a tool of hybrid warfare, used to spread disinformation, identify potential military targets, or restrict access to essential services. Enea has addressed these risks in multiple reports over the years.

As an active member of the GSMA Fraud & Security, we contribute to the guidelines for the GSMA Fraud & Security Group, helping operators mitigate their exposure to signaling attacks (FS.21 Interconnect Signaling Security Recommendations). Our software and intelligence services support approximately 100 mobile networks, protecting billions of subscribers every day.



1. INTERNAL	
+ Positive (Opportunities) Employees feel safe and secure and Enea is considered a solid and professional player in the market.	**- Negative (Risks)** Leakage of data or security breaches would severely harm Enea's reputation resulting in weakened employer brand and potential fines.
2. CUSTOMER	
+ Positive (Opportunities) Better cybersecurity products in our portfolio makes existing customers satisfied and makes us more attractive for potential customers.	**- Negative (Risks)** Underperformance of Enea's cybersecurity products could have a negative impact on sales and overall business growth.
3. SOCIETAL	
+ Positive (Opportunities) Enea's portfolio contains several products that contributes to a safer and better society such as parental control to protect children from damaging content, products that protect users from scam calls and products make networks more energy efficient.	**- Negative (Risks)** If Enea's products, despite all measures in place, are misused, they might have a negative impact on democratic societies and people. Even if miss usages is prevented in Eneas direct control, downstream supply chain needs to be monitored to prevent such risks. Read more about Enea's approach in the Risk section on page 25-27.

Responsible AI development

Artificial Intelligence has advanced at an incredible pace in recent years, impacting Enea in multiple ways. AI enables scammers and hackers to develop more sophisticated and advanced cyber threats than ever before, making it crucial to leverage AI to counteract these risks. AI can also enhance and augment existing software products while also improving the efficiency of internal processes.

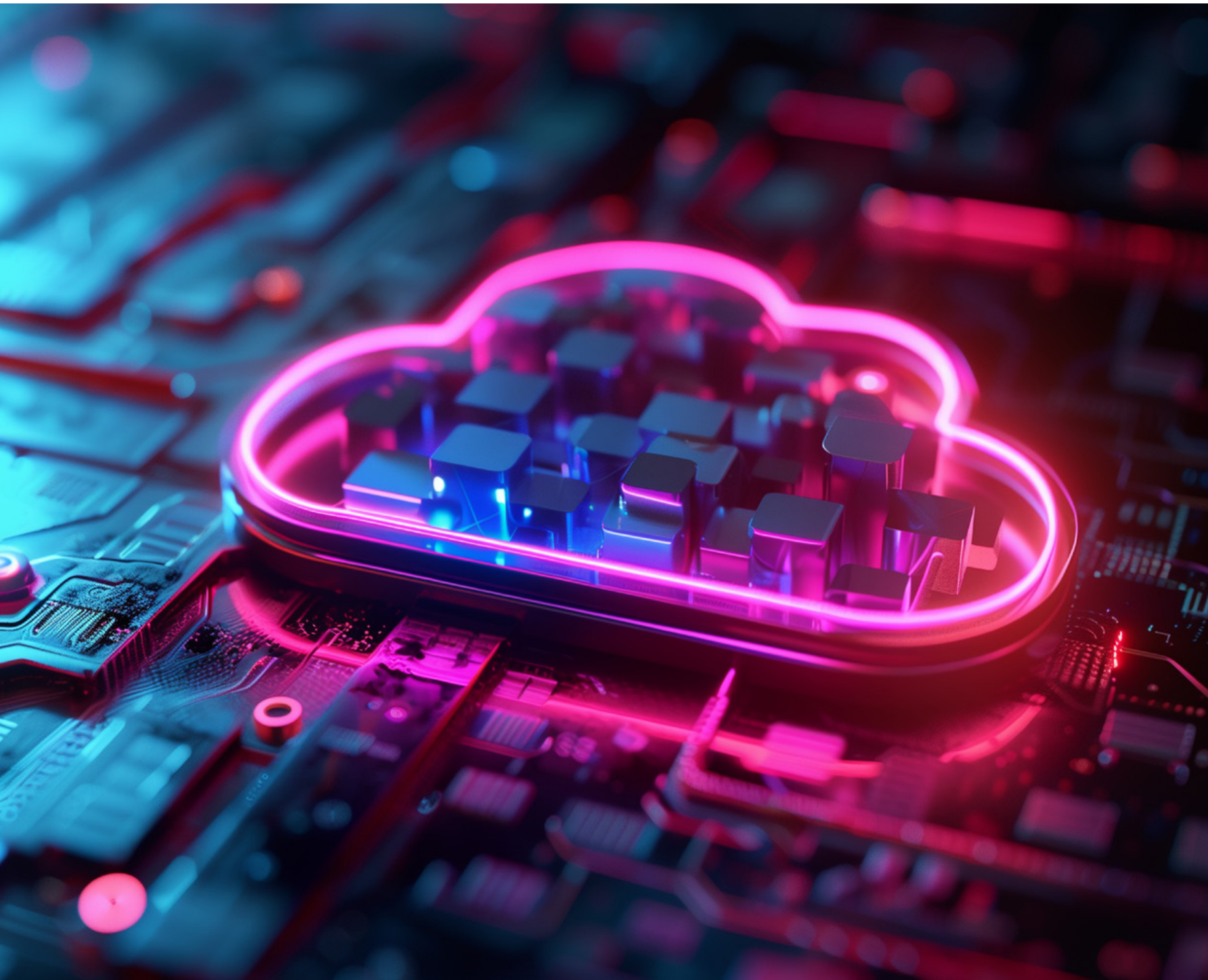
Our ambition is to leverage the power of AI technology to deliver cutting-edge solutions that empower us and our customers to thrive and lead within our business domains.

Enea's future goals:

1. **Improve products and customer experiences**
   Enhance product and customer experiences by implementing AI-driven functionality and use cases in our products. Increase automation and quality of the service.

2. **Optimize business processes**
   Identify and implement AI-driven solutions to streamline internal processes, improving efficiency, automation and reducing operational costs.

3. **Sustainable AI-practices**
   Implement a sustainable AI initiative to enhance knowledge and ensure that AI tools are used responsibly and efficiently in its operations and establish guidelines for AI-driven decision-making and data privacy in compliance with existing and upcoming AI regulations.



Governance and business ethics

SUSTAINABILITY GOVERNANCE

To ensure that the sustainability perspective is integrated into Enea's operations, the relevant business units are responsible for managing sustainability goals, including those set for 2030. These goals are managed within the company's established governance processes and forums, where the Board of Directors holds the ultimate responsibility for reviewing and approving targets and reporting. Read more on page 93.

BOARD OF DIRECTORS

The Board of Directors oversees Enea's sustainability strategy and responsible business practices, receiving reports on progresses and results at least once a year, or more frequently when necessary. The Board approves both the Annual report and the Sustainability report.

ESG COMMITTEE

Enea's ESG Committee is responsible for operational planning and reports to the executive management team. The committee is led by the Chief Marketing and Communications Officer and includes representatives from Finance, Quality and Sustainability, People and Culture, Legal, and Communications.

DEAL COMMITTEE

The Deal Committee reviews and assesses business transactions from a risk perspective, including human rights, ethics, and financial risks. The committee consists of all members of the executive management team and the Chief Legal Officer.

POLICIES, GUIDELINES AND STANDARDS

Enea continuously updates its policies to ensure compliance and relevance. In 2024, the company focused on achieving ISO 27001 compliance across the entire organization. Enea's Code of Conduct and policies apply to all managers and employees across all operations. A structured process is in place to ensure that employees confirm they have read and understood these policies.

CODE OF CONDUCT

Enea's Code of Conduct outlines the company's commitment to ethical business practices, with an emphasis on integrity, respect for human rights, diversity and environmental responsibility. Enea supports internationally recognized human rights, ensuring non-discrimination, privacy protection, freedom of association, and the prohibition of forced labor and child labor. The company promotes an inclusive and fair workplace, where all individuals are treated with dignity and respect, regardless of gender, age, ethnicity, religion, sexual orientation, or other protected characteristics. Enea values diverse perspectives and fosters a safe, healthy, and harassment-free work environment. Employees are encouraged to uphold these standards and contribute to a positive and supportive workplace culture.

Enea is committed to transparency and integrity, ensuring compliance with anti-corruption laws, avoiding conflicts of interest, and adhering to export control regulations. Enea requires its suppliers to uphold similar ethical, environmental, and social standards, as outlined in the Supplier Code of Conduct. This code aligns with the UN Global Compact framework, and Enea's policies and goals are aligned with the UN Sustainable Development Goals (SDGs). Through its operations, Enea contributes to sustainable development in three key areas:

1) Efficient material and energy use for information and communication networks
2) Enabling digitalization
3) Cybersecurity

To enhance ESG performance and track progress, Enea undergoes regular evaluations by independent specialists, including CDP for environmental sustainability, EcoVadis for responsible business practices (including environment, labor rights, human rights, ethics, and sustainable procurement).

Core policies and governance documents:
- Code of Conduct
- Supplier Code of Conduct
- Environmental Policy
- Human Rights Policy
- Security Policy
- Data Protection Policy
- Work Environment Policy

BUSINESS ETHICS

Enea's internal Code of Conduct outlines the rules governing business ethics, including the company's responsibilities towards customers, partners, employees, shareholders, and other stakeholders. All employees are expected to comply with local laws and regulations, including anti-corruption legislation, in their daily work.

Enea's vision is to make global communication safer and more efficient. One of our most important contributions is to provide robust and secure telecom networks as a foundation for economic and social development while engaging in telecom sector advancements in countries that need them most. We recognize that our products, while playing critical roles in security, child protection, revenue assurance, and network performance, could also potentially be misused. Risks include excessive surveillance of groups or individuals and internet censorship. Many countries implement laws and regulations to address societal and security risks, such as restricting terrorism and the spread of false information. The way such content is managed varies significantly between countries and evolves with political developments, creating a dynamic and challenging landscape for Enea to navigate.

To evaluate the impact of our products on human rights, we have established a human rights impact assessment (HRIA) framework. This assessment applies to all products with features that could potentially be misused in ways that affect human rights, including but not limited to Freedom of expression, Freedom of information, Privacy, Freedom of movement, Freedom of assembly and Freedom of religion.

In 2024, Enea did not donate funds to any political party, nor did we engage in lobbying or political advocacy. As part of our responsible business approach, we actively identify, assess, and mitigate risks. We achieve this through for example technical safeguards, such as limiting product functionality, enabling remote monitoring and deactivation and strict commercial agreements governing product usage.

We work with independent rating data assessments to weigh the benefits of enhanced communication against potential risks, ensuring informed business decisions. To ensure proper product usage, Enea's governance processes require all potentially sensitive transactions regardless of value to be assessed based on Intended use case, customer background and country of distribution. All such transactions are subject to review by the Deal Committee, which includes the entire executive management team.

In 2024, Enea declined business opportunities at the Deal Committee level due to ethical concerns. Additionally, Enea automatically refrains from conducting business in certain high-risk countries.

WHISTLEBLOWER PROCESS AND WHISTLEBLOWER PORTAL

As part of our commitment to ethical business practices, Enea has implemented a whistleblower process to ensure transparency and accountability. This process is a key component of our responsible and sustainable corporate culture, allowing employees and other legally entitled individuals to anonymously report concerns about misconduct that contradicts company values or ethical principles.

To guarantee objectivity and anonymity, all reports are handled through a secure whistleblower portal, which is administered by an independent third party. Reports are treated with strict confidentiality and reviewed by designated senior officials, in accordance with applicable laws and regulations.

KEY PERFORMANCE INDICATORS

	2024	2023	2022
Number of cases reported via whistleblower function	0	0	0
Political Funding (SEK)	0	0	0

Enea goals

90 %

of all employees under-go training in the code of conduct every two years.

This is a literal translation of the Swedish original report.

Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Enea AB (publ), corporate identity number 556209-7146.

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2024 on pages 76-92 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm 25 March 2025
Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg
Authorised Public Accountant

Corporate governance report

Enea is a Swedish limited company with its headquarters in Stockholm, Sweden. The company is listed on Nasdaq Stockholm and the group's corporate governance is based on Swedish legislation, as well as the rules and recommendations issued by organizations such as the Swedish Corporate Governance Board and Swedish Securities Council.

GOVERNANCE MODEL

Enea's governance, management, and control are divided between the shareholders at the Annual General Meeting, the Board of Directors, and the CEO in compliance with the Swedish Companies Act and the Board of Directors' Rules of Procedure. During the financial year, Enea complied with the Swedish Code of Corporate Governance issued by the Swedish Corporate Governance Board, and this Corporate Governance Report has been prepared accordingly. This corporate governance report has been subject to statutory review.

1 Shareholders

Enea's shares are listed on Nasdaq Stockholm's Mid Cap list. According to the share register maintained by Euroclear Sweden, there were 21,202,484 shares as of December 31, 2024. On the same date, the share capital was SEK 24,705,525. Enea's holding of treasury shares amounted to 1,165,729 shares, or 5.5 percent of all shares. The largest shareholders, except for Enea AB are Per Lindberg 36.3 percent, Första AP Fonden 8.9 percent, Canaccord Genuity Wealth Management 2.9 percent and Handelsbanken Fonder 2.3 percent. The 10 largest shareholders hold a total of 63.9 percent of the company's capital.

Annual general meeting

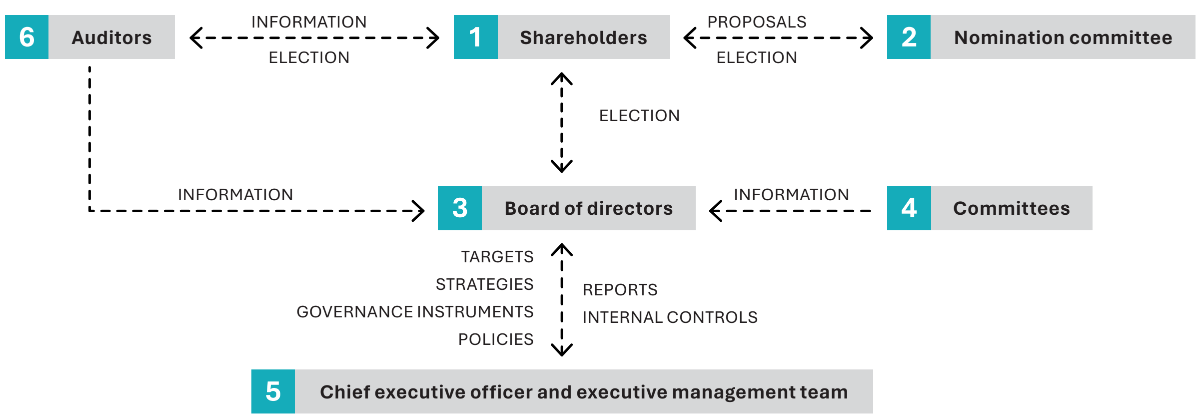
The Annual General Meeting, or where applicable, Extraordinary General Meetings, is Enea's chief decision-making body. All shareholders are entitled to participate in the Annual General Meeting (either in person by proxy through power of attorney) and have a matter considered. The AGM resolves on issues including:

- any amendment of the Articles of Association
- election of the Board of Directors, Chairman of the Board and Auditor
- adoption of Income Statements and Balance Sheets
- appropriation of the company's profit or loss and discharging Board members and the Chief Executive Officer from liability
- principles for appointing a Nomination Committee
- guidelines for remuneration of senior executives

A two-thirds voting majority is required for resolutions to amend the Articles of Association. The AGM was held on May 7, 2024, in Stockholm. Its resolutions included:

- adoption of Income Statement and Balance Sheet of the parent company and group
- discharging the Board members and Chief Executive Officer from liability

GOVERNANCE MODEL - OVERVIEW



- that no dividend would be payable for the financial year 2023
- approving fees for Directors and Auditors
- approving the Board of Directors' remuneration report for the financial year 2023
- approving the Board of Directors' proposed guidelines for remuneration of senior executives
- approving the Nomination Committee's proposal on the principles for appointing a new Nomination Committee
- authorizing the Board of Directors to decide on the purchase and transfer of treasury shares in accordance with the Board's proposal
- authorizing the Board of Directors to decide on new share issues to finance continued growth and expansion
- appointment of the following Directors:
  i. re-election of Kjell Duveblad, Mats Lindoff, Åsa Schwarz and Charlotta Sund and new election of Anne Gynnerstedt, Magnus Örnberg and Thibaut Bechetoille. Anders Lidbeck declined re-election.

Board member Mats Lindoff resigned from the Board, at its own request, on November 7.

Öhrlings PricewaterhouseCoopers AB was re-elected Auditor.

The minutes from the AGM including decision-support documentation has been published at the company's website (www.enea.com) in the Investors section.

2 Nomination committee

The AGM decides on the principles for appointing a new Nomination Committee. The Nomination Committee shall consist of representatives of two major shareholders and the Chairman of the Board. The Nomination Committee may, however, consist of representatives of three or four major shareholders and the Chairman of the Board, if the Chairman of the Board finds that such an interest exists with the major shareholders in connection with the formation of the Nomination Committee. The Chairman of the Board is instructed to contact the four largest registered shareholders in terms of votes as of September 30 and ask them to appoint one member each. If more than two of these shareholders do not wish to appoint a member, additional shareholders in order of size are asked to appoint a representative in the Nomination Committee. A shareholder representative should be appointed Chairman of the Nomination Committee. The names of the members of the Nomination Committee must be published in the company's interim report for the first three quarters of the year. The term of office for the appointed Nomination Committee shall run until a new Nomination Committee takes office. If a significant change occurs in the ownership structure after the Nomination Committee has been constituted, and no later than three months before AGM, the composition of the Nomination Committee must be changed in accordance with the principles above. The Nomination Committee must prepare and submit to the AGM a proposal for the Chairman at the AGM, election of the Chairman and other members of the company's Board, Board remuneration divided between the Chairman and other members as well as the principles for possible compensation for committee work, election and remuneration of the auditor and deputy auditor (if applicable) as well as decisions on principles for the appointment of a new Nomination Committee. The Nomination Committee shall have the right to charge the company with costs for, for example, recruitment consultants and other costs required for the Nomination Committee to be able to fulfill its mission.

The Nomination Committee for the Annual General Meeting 2025 has the following members: Per Lindberg (own mandate), Niklas Johansson (Handelsbanken Fonder), Anna Magnusson (Första AP-fonden), and Kjell Duveblad (Chairman of the Board of Enea AB) participates as co-opted. The Nomination Committee has appointed Per Lindberg as its Chairman, and the Nomination Committee's complete proposals for the AGM 2025, with their reasoning, is published in the invitation to the Annual General meeting. The invitation is published on the company's website (www.enea.com) in the Investors section.

3 Board of directors

Pursuant to its Articles of Association, Enea's Board of Directors should be elected by the AGM and consist of five to seven members, and a maximum of seven deputies. Enea's Board of Directors has been appointed in accordance with the Swedish Code of Corporate Governance and the company's diversity policy. Consideration has been given to the need for versatility, skills, and experience, which in different ways, contribute to Enea's progress, and for the requirement to endeavor for even gender division. Consideration has also been given to Directors being able to reserve the necessary time for their service with the company. The composition of the Board of Directors reflects this, and most Directors have knowledge and long-term experience of the sectors that Enea operates in. Until November 7, the Enea's Board of Directors had seven elected members, thereafter Enea's Board of Directors consisted of six members elected by the Annual General Meeting.

The CEO and CFO participate at every Board meeting and report on the company's business situation, prospects, financial position and events of material significance. Other employees also present reports at Board meetings when necessary. The CFO also serves as the Board's secretary. The CEO does not participate in the parts of Board meetings that discuss the relationship between the CEO and the company. The work of the CEO and other senior executives is appraised at least yearly.

Board of directors' independence
According to the Swedish Code of Corporate Governance, a majority of Board members elected by the AGM should be independent of the company and Management. A minimum of two of these should also be independent of the company's major shareholders.

All Board members were judged as independent in respect of the company and Executive Management Team and major shareholders. For information on Board members and their shareholdings, see page 100.

The work of the board of directors
The Board of Directors' rules of procedure are adopted at the Board meeting following election after the AGM each year and are revised only in special circumstances. Apart from the Board of Directors' duties, the rules of procedure also state the Board of Directors' responsibilities and segregation of duties. The Board of Directors also issues instructions for the President. At the Board meeting following election, staffing of the Board's Audit, Remuneration and Technology committees is also approved. Apart from the Board meeting following election, the Board should hold at least six meetings per year. The Board of Directors should manage the company's affairs in the interests of the company and of all shareholders.

The duties of the Board include:
- formulating business targets and strategy
- appointing, appraising, and where necessary, dismissing, the CEO
- implementing effective systems for monitoring and controlling the company's operations
- ensuring satisfactory control over the company's compliance with laws and other regulations that apply to the company's operations
- formulating the necessary ethical guidelines for the company's conduct
- continuously evaluating strategic and complementary acquisitions
- ensuring corporate communication features openness and is relevant and reliable

4 Audit committee

The overall responsibilities of the Board cannot be delegated, but the Board has constituted an Audit Committee to go to greater depth and consult on critical issues as outlined below. At the board meeting following election after the AGM Magnus Örnberg was appointed Chairman and Kjell Duveblad as a member of the Audit Committee. Enea's CEO, CFO and Auditor are co-opted to the Audit Committee's meetings that are normally held once per quarter.

Minutes are taken at Audit Committee meetings, which are reported to the Board. The Committee is responsible for consulting on the Board's work in terms of:
- quality-assuring the company's financial reporting
- staying informed on the orientation and scope of the audit
- discussing coordination between the external audit and the company's internal control functions, and view of the company's risks
- setting guidelines for services other than auditing that the company may purchase from its Auditors
- appraising the Auditor's work and informing the company's Nomination Committee about this appraisal
- assisting the Nomination Committee on consulting on proposals for the company's Auditors and audit fees

The Audit Committee held six meetings in the year. Primarily, the Committee discussed the presentation of the company's interim reports, product profitability, goodwill and other intangible assets, accounts receivable, risk management, finance-related issues, and internal controls. The company's Auditors report their observations from the audit to the whole Board each year in tandem with the annual financial statement.

Additionally, the Board meets the company's Auditor at least once per year, without Management being in attendance, to receive information on the audit's orientation and scope. The coordination between the external audit and internal controls, and view of the company's risks as above, is also discussed at these meetings.

4 Remuneration committee

The Board's overall responsibilities cannot be delegated as stated above, but the Board has also constituted a Remuneration Committee, whose duty is to consult on issues relating to salary, other benefits, and other employment terms of the CEO, and where appropriate, other members of the Executive Management Team.

The Remuneration Committee is convened as required, and reports on its work to the Board. The Remuneration Committee held one meeting where minutes were taken in the year. At the Board meeting following election after the AGM, Charlotta Sund was appointed Chairman and Anne Gynnerstedt as a member of the Remuneration Committee.

4 Technology committee

The overall goal of the Technology Committee is to give the Board of Directors an opportunity to exchange knowhow and feedback with Management on technology choices for Enea's product and acquisition strategy. The Technology Committee serves an advisory function, and does not discharge the Board of Directors from any liability. The Technology Committee held three meetings in the year. At the Board meeting following election after the AGM, Mats Lindoff was appointed Chairman and Åsa Schwarz as a member of the Technology Committee. Enea's Chief Executive Officer is co-opted to Technology Committee meetings. In addition, if necessary, other key people from Enea's organization. Mats Lindoff was chairman of the technology committee until he resigned from the board on 7 November. The Board appointed Åsa Schwarz as the new Chairman and Thibaut Bechetoille as a new member of the Technology Committee.

Evaluation of the work of the board of directors

The Chairman of the Board is responsible for evaluating the work of the Board. This evaluation has been conducted in a discussion within the Board. Also, the Nomination Committee have been interviewing the board members individually.

5 Chief executive officer and executive management team

Anders Lidbeck has been acting CEO since July 3 2023.

The members of Enea's Executive Management Team are the CEO, CFO, as well as seven managers of central and line functions representing organizational functions and business units. More information on the members of the Executive Management Team in their presentations on page 101.

The Executive Management Team meets twice per month to analyze the business position of all business units, and to discuss other regular and relevant issues. The Executive Management Team also meets several times per year to discuss the company's strategy and report its proposal for a strategy for the coming years to the Board. Based on the approved strategy, the CEO and CFO produce a business plan for the coming year. This business plan is submitted for approval at a Board meeting in December.

6 Auditors

The AGM 2024 elected Öhrlings PricewaterhouseCoopers as Auditor, with Nicklas Kullberg (Authorized Public Accountant) as Auditor in Charge. The company's Auditor conducts a review of the company's internal controls and administration each year, reporting observations and evaluation to the whole Board. The guidelines for the work of the Board are based on the rules of procedure that formalize issues including the segregation of duties within the Board and between the Board and Management. In the year, the Auditor also conducted a review of the annual financial statement, and the Audit Report is included in this Annual Report (page 70). A summary review of the third quarterly financial statement was also conducted, and the company's Auditor presented his Audit Report in the Interim Report for the period January-September.

REMUNERATION OF THE BOARD OF DIRECTORS

A total of SEK 2,490,000 of Directors' fees are payable, divided between SEK 550,000 to the Chairman, and SEK 270,000 to each of the other Directors appointed by the AGM.

Fees for committee work are payable as follows, for the Audit Committee, SEK 100,000 for the Chairman and SEK 60,000 to one member, and for the Remuneration Committee, SEK 50,000 for the Chairman and SEK 30,000 to one member, and for the Technology Committee, SEK 50,000 for the Chairman and SEK 30,000 to one member. The Board's employee representatives do not receive Directors' fees.

REMUNERATION OF SENIOR EXECUTIVES

In order to hire and retain senior executives, the company offers competitive terms and conditions with remuneration at market levels. Overall remuneration to senior executives comprises basic and variable salary, pension provisions, and share-based payment. Basic and variable salary are set yearly at individual level. The model for senior executives' variable salary, and determining its outcome, are subject to decision by the Board after proposal from the Remuneration Committee. Additionally, variable salary is based on performance in relation to targets set yearly, primarily relating to the company's sales and EBIT, as well as individual targets adapted to the individual executive's responsibilities. If these targets are achieved, a portion of maximum variable salary is payable, and if targets are exceeded, more remuneration may be payable, up to a predetermined ceiling. Senior executives may be offered the opportunity to participate in share-based incentive programs, subject to AGM resolution. This means that compensation may also be payable in the form of sharebased payment, providing that the targets and other conditions of such share-based incentive program are satisfied. Remuneration of the Chief Executive Officer is subject to decision by the Board, after proposal from the Remuneration Committee.

During the year, the board addressed the company's strategy and its business operations, as well as compensation for senior executives. The CEO's management report, which includes ongoing monitoring of operations and forecasts, is sent to the board every month, except for January and July. Throughout the year, the board has reviewed these reports, as well as the interim reports, the budget, the business plan for 2025, acquisition plans, and initiated acquisition projects. In addition, the board has discussed employee and management issues, as well as external factors such as competition and technological development.

At the end of the year, the board's work was evaluated. The board held 16 documented meetings and one constitutive meeting in 2024. In addition to the regular board work, some members also participate in the company's audit committee, compensation committee, and technology committee. Attendance at the board meetings during the year is shown in the table.

Pension arrangements

The pension arrangements of the Chief Executive Officer are decided by the Board after proposal from the Remuneration Committee, and make up 30 percent of total salary. Other senior executives in Sweden have pension arrangements lying within the framework set by the ITP (Supplementary Pensions for Salaried Employees) plan, with expected retirement ages of 65, and pension provisions related to employee salary. Pension premiums are paid continuously.

Severance pay

On termination of the Chief Executive Officer's employment, the company will observe a notice period of six months, and the Chief Executive Officer has a notice period of six months to the company. In addition, severance pay corresponding to six months' basic salary is payable for employment terminated by the company.

If a change of control results in a new majority shareholder, the CEO is entitled to severance pay of six months' salary. All dismissal and severance pay are deducted from any other income. For other senior executives, notice periods of up to nine months apply. The Board reserves the right to depart from the proposed guidelines if there are special circumstances in an individual case.

INTERNAL CONTROLS AND RISK MANAGEMENT

The Board is responsible for internal controls and risk management in accordance with the Swedish Companies Act, the Swedish Annual Accounts Act, and the Swedish Code of Corporate Governance.

The Audit Committee monitors Enea's internal control, which does not affect the Board's responsibilities and work otherwise. The purpose is for operations to be pursued expediently and efficiently, and that external reporting complies with legislation and internal regulations governing the company. For this work to be successful, the Board works on a structured basis, delegating specific duties to the Executive Management Team, the Audit Committee, and other staff. Enea states how this work is to be conducted and delegated in policies, such as the Finance Policy and Authorization Policy.

Internal controls over financial reporting

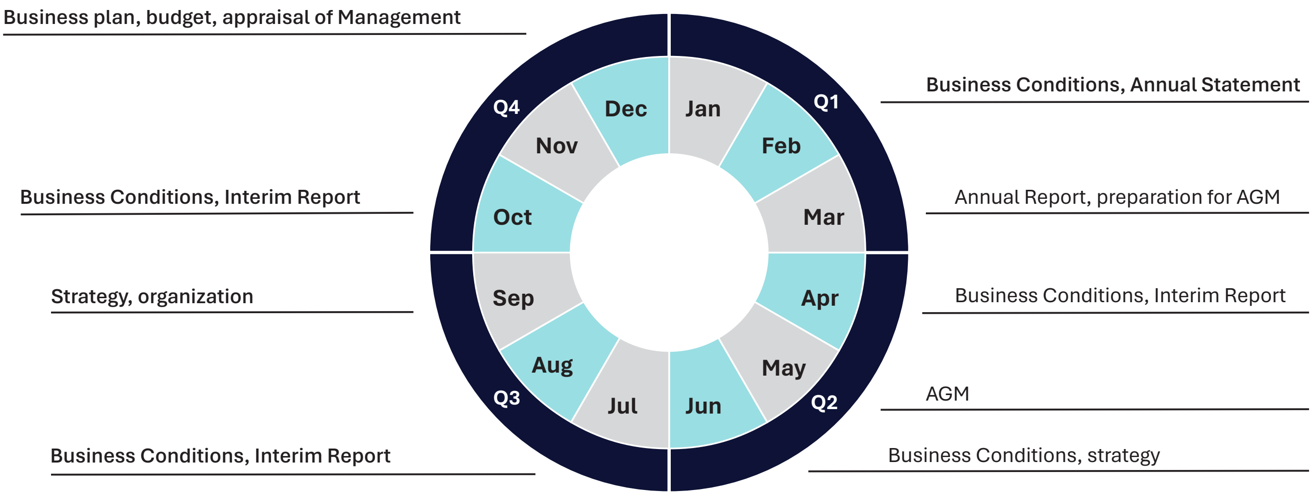
Enea's control environment forms the basis of the company's internal controls over financial reporting. Clear communication of decision paths, authorization, and responsibilities throughout the organization is a key component of Enea's control environment. Enea fulfils the requirements of ongoing work on internal controls and risk management as part of the company's compliance with the Swedish Code of Corporate Governance. For Enea, internal controls over financial reporting are an integrated part of the company's corporate governance. This involves procedures and methods to safeguard the company's assets and the accuracy of financial reporting, which in turn, is

BOARD MEMBERS' MEETING ATTENDANCE 2024

Board member	Board of directors (16 meetings)	Audit committee (6 meetings)	Remuneration committee (1 meetings)	Technology committee (3 meetings)
Kjell Duveblad[1]	16	6		
Åsa Schwarz[2]	16	2		3
Charlotta Sund[3]	16		1	
Magnus Örnberg[4]	9	4		
Anne Gynnerstedt[5]	11			
Thibaut Bechetoille[6]	11			1
Jenny Andersson[7]	16			
Anders Lidbeck[8]	5			
Mats Lindoff[9]	12		1	2

[1] Chairman of the Board. Chairman of the Audit Committe until May 7. Member of the Audit Committee after May 7.
[2] Member of the Technology Committee until November 7. Chairman of the Technology Committee since November 7. Member of the Audit Committee until May 7.
[3] Chairman of the Remuneration Committee.
[4] Board member since May 7. Chairman of the Audit Committe since May 7.
[5] Board member since May 7. Member of the Remuneration Committee since May 7.
[6] Board member since May 7. Member of the Technology Committee since November 7.
[7] Employee Representative.
[8] Resigned from the Board at his own request on May 7.
[9] Resigned from the Board at his own request on November 7. Chairman of the Technology Committee until November 7. Member of the Remuneration Committee until May 7.

WORK OF THE BOARD OF DIRECTORS 2024



designed to protect shareholders' investments in the company. The Board monitors the quality of financial reporting in a number of ways. Each year, the Board adopts rules of procedure, which regulate activities including the Chairman's and CEO's duties. According to these rules, the CEO is responsible for the control environment, and reviews and assures the quality of all financial reporting, as well as ensuring that the Board receives all other reports necessary for evaluation of the group's financial position on an ongoing basis. The instructions for the CEO state the matters that require authorization or approval from the Board. The Board approves rules of procedure for the Board, Audit Committee, Remuneration Committee and Technology Committee at the Board meeting following election after the AGM. Additionally, the Board adopts instructions for the CEO, an approvals list, Finance Policy and instructions for trading in the company's shares. Enea's CEO and Executive Management Team bear operational responsibility for internal controls. Based on the Board's guidelines, as well as legislation and regulation of financial reporting, such as the Swedish Companies Act, the Swedish Annual Accounts Act, and the Swedish Code of Corporate Governance, the Executive Management Team has adopted the segregation of roles and duties for employees that work on financial reporting within the group. The group is divided into units, whose managers are responsible for performance against target and budget, as well as governance issues for their operations. Enea's organizational structure is communicated on the group's intranet, to clarify areas of responsibility and roles for everyone working on financial information. Enea has instructions for the group's staff, stating the authorization of each employee to take certain actions, such as approval and authorization policies. Enea also has a number of policies governing day-to-day work, laying a foundation of internal controls, such as its Finance Policy, Insider Policy (pursuant to the EU MAR), Authorization Policy, IT Policy, Sustainability Policy, and Corporate Communication Policy.

The group also has an Accounting and Financial Reporting Manual, stating the group's accounting policies, and providing reporting instructions. It also includes a schedule for ensuring the availability of consistent and accurate account information at the appropriate times.

The guidelines are updated regularly and communicated to those employees that work directly or indirectly on financial reporting. To safeguard internal controls, all critical governance documents are kept available on Enea's intranet, and in the company's document management system. Accordingly, all staff always have access to the relevant documents and policies. These documents are also classified by authorization level, depending on the roles of individual staff members. The Board receives monthly business reports. The Board analyzes these reports and potential actions are discussed at the following Board meeting. For urgent actions, the Chairman convenes additional Board meetings to consult on the relevant issue. Internal controls are monitored through a number of channels including the Accounting and QA function, Enea's General Counsel, the Delivery function, internal quality meetings, and at quarterly Audit Committee meetings. These functions work on the basis of various targets and control documents to assure the quality of the company's procedures and decision-making.

Risk assessment

The objective of Enea's risk assessment is to safeguard the group's earnings performance and financial position. The Board approves the principles and guidelines governing the company's risk management, while the CEO and Executive Management Team bear operational responsibility. Regular risk assessments of the Executive Management Team and each business unit manager are conducted within Enea's monthly financial follow-ups, with actions taken as necessary. As stated above, Enea's organization is structured to manage, review, and evaluate internal controls. Internal controls are also covered in the company's planning and budgeting process, which involves a yearly review of the risks of operations. The Audit Committee and Board are responsible for analyzing and assessing these risks.

Control activities

Enea's control environment is structured to manage the risks that the Board considers material to internal controls over financial reporting. The control environment is based on the company's organization having clear roles that enable effective segregation of duties, and control activities being capable of discovering and preventing risks of misstatements in financial reporting early.

Examples of activities and documentation for this purpose include

- review conducted by Authorized Public Accountants in addition to the statutory audit
- governance and regular monitoring of the company's accounting
- financial and legal policies
- quarterly updates of the company's forecast
- regular monitoring and review of special segments
- the Board's quarterly review of business conditions, in terms of plans and budgets
- monitoring financial performance of the company's business units and products
- analysis of major transactions, cash flow, balance sheet, and future prospects
- the finance function reviews development projects with the development function, usually each month. Commercial viability and other criteria that new projects need to satisfy are discussed.

Enea has had ISO certification since 2006. The company's product activities comply with the principles defined by ISO 9001:2015. Enea recertifies every third year, and follow-up audits are conducted in intervening years.

INFORMATION AND COMMUNICATION

The governance documents (such as policies, guidelines and manuals) relating to financial reporting are communicated on Enea's intranet and document management system. Each governance document is owned by the department responsible for its content and any revisions.

Most communication is digital, and when necessary, departmental managers meet staff to inform, follow up, and evaluate. Communication of the Board of Directors' material is digital, through a verified and secure channel. The Board's and Executive Management Team's corporate communication rules are stated on pages 94-96. Governance documents for internal and external corporate communication have been prepared to ensure compliance with disclosure liabilities, and to manage communication with internal and external stakeholders.

FOLLOW-UP

Enea's Finance functions within the group are integrated by a single, collective financial control system, and have shared accounting instructions. The company's marketing and sales function deals with current and potential customers in its customer relationship management system, which ensures that Enea's sales staff have access to the necessary information. The company reports regularly to the Board and Audit Committee on compliance with the Code of Conduct and the export legislation that Enea is liable for compliance with, on a regular basis. Against the background of the size and nature of operations, and the current reporting procedures to the Board and Audit Committee, the Board does not consider that constituting a dedicated internal audit function would be justifiable. The internal controls reviewed above are considered sufficient to assure the quality of financial reporting.

Stockholm, March 24, 2025

Enea AB
The Board of Directors

BOARD OF DIRECTORS 2024

Kjell Duveblad

Chairman of the Board
Member of the board since 2008

Born: 1954
Education: M.Sc. Business Administration, Stockholm School of Economics, Sweden.
Previous positions: Sales Director at IBM Svenska AB and President at Oracle Sweden, Nordics and the Baltics.
Other assignments: Chairman of the Board QBNK Holding AB and Board member in a number of unlisted companies.
Main occupation: Management consulting and Board assignments.
Committee service: Member of the Audit Committee.
No. of shares: 30,000

Thibaut Bechetoille

Member of the Board since 2024

Born: 1960
Education: Computer Science Engineer, ENSIMAG Grenoble, France.
Previous positions: President in the French association CroissancePlus, CEO Qosmos, Founder and CEO of MAIAAH!
Other assignments: Board member of Centreon, Bleckwen and Qontrol.
Main occupation: Operating Partner Ring Capital and Board assignments.
Committee service: Member of the Technology Committee.
No. of shares: 0

Charlotta Sund

Member of the Board since 2020

Born: 1963
Education: M.Sc. Industrial Engineering and Management, Linköping University Institute of Technology, Sweden.
Previous positions: President and CEO at Tekniska verken i Linköping AB. Various positions within Ericsson including Senior Vice President, Vice President and various product, market and sales positions.
Other assignments: Board assignments within SSC.
Main occupation: President and CEO SSC, Swedish Space Corporation.
Committee service: Chairman of the Remuneration Committee.
No. of shares: 900

Åsa Schwarz

Member of the Board since 2022

Born: 1973
Education: Bachelor of Arts with a major in Computer and Systems Science and in Business Administration, from Stockholm University och KTH, Sweden.
Previous positions: Sales and marketing manager at Knowit Cybersecurity & Law, management consultant within cybersecurity at Cybercom, KAM at Nexus, and founder of Dagaz.
Other assignments: Board member of Precise Biometrics AB and Virtual Ink Stockholm AB.
Main occupation: Responsible for business development and communication at Knowit Cybersecurity & Law and author.
Committee service: Member of the Technology Committee until November 7, Chairman since November 7.

Anne Gynnerstedt

Member of the Board since 2024

Born: 1957
Education: Bachelor of Law, University of Stockholm, Sweden.
Previous positions: SVP Head Legal and Corporate Security & Resilience, Vattenfall AB, SVP Head Legal Saab AB, Exec management and Head Legal Swedish National Debt Office, Corporate Counsel SAS.
Other assignments: Chairman of Swedish Space Corporation AB and Board member of SVT.
Main occupation: Board assignments.
Committee service: Member of the Remuneration Committee.
No. of shares: 0

Magnus Örnberg

Member of the Board since 2024

Born: 1965
Education: M.Sc. Business Administration, Stockholm School of Economics, Sweden.
Previous positions: CFO SAS, CFO Saab, various financial positions within ABB.
Other assignments: –
Main occupation: CFO Södra Skogsägarna.
Committee service: Chairman of the Audit Committee.
No. of shares: 0

Jenny Andersson

Employee representative for the Swedish Association of Graduate Engineers (Sveriges Ingenjörer) since December 2019

Born: 1973
Education: B.Sc. in Engineering computer Science, KTH, Sweden.
Previous positions: With Enea since 2010 (Quality leader, Release project leader and Test leader).
Main occupation: Group Quality Manager and Sustainability at Enea.
Committee service: None.
No. of shares: 0

Mats Lindoff resigned from the Board at his own request on November 7, 2024.

MANAGEMENT TEAM 2024

Anders Lidbeck
Acting President and CEO

Employed since: 2023
Born in: 1962
Education: M.Sc. in Business Administration and Economics, University of Lund, Sweden.
Previous positions: Chairman and Board Member of Enea. President and CEO of Enea. President and CEO at Telelogic, sales and marketing positions at Nokia, ICL and Telia Megacom, including serving as the President for ICL Direct in Benelux and Vice President of Sales and Marketing for ICL Industry Systems Europe.
No. of shares: 51,760

Ulf Stigberg
Group CFO

Employed since: Aptilo 2001, Enea 2020
Born: 1965
Education: Bachelor of Science in Economics, Luleå University of Technology, Sweden.
Previous Positions: CFO at Aptilo Networks AB, Operations Manager Mobile Internet at Axis Communications AB. Various positions within Ericsson including Regional Marketing Manager, Business Manager, Business Controller, Financial Controller and Electromechanical Designer.
No. of shares: 4,000

Anna de la Cruz Selander
Chief People & Culture Officer

Employed since: 2023
Born: 1968
Education: Master of Business Administration, International Business, School of Business, Economics and Law at the University of Gothenburg, Sweden.
Previous positions: Director Learning, Leadership, Performance & Culture at Northvolt and Klarna Bank. Various positions within Ericsson including Head of Academy and Talent readiness for Sales and Head of Consumer Lab. Trade Secretary Argentina, Swedish Trade Council.
No of shares: 0

Emma Bergvall
SVP, Head of Sales Operations

Employed since: 2022
Born: 1985
Education: Master of Science in Industrial Engineering and Management – International, Linköping University, Sweden.
Previous Positions: Group Sales Operations Manager at Cramo Group. Various positions within Tele2 including Head of Business Sales Support and Sales Process Development and Head of Product Management Large Enterprise.
No. of shares: 100

Osvaldo Aldao
Chief Technology and Product Officer

Employed since: 2021
Born: 1972
Education: M.Sc. in Telecommunications and Electronic Engineering from the Institute of Technology, Buenos Aires, Argentina.
Previous Positions: VP Product Management at Enea since 2021. Various positions within Ericsson including Head of Portfolio, Communications Services, Head of IoT Accelerator and Head of Sales Support.
No. of shares: 1,000

Jean-Pierre Coury
SVP, Head of Embedded Security Business Group

Employed since: Qosmos 2010, Enea 2017
Born: 1977
Education: M.Sc. Telecommunication & Networking Engineering, STRI Toulouse and Exec-MBA, ESSEC, France.
Previous positions: VP Global Sales & Customer Operations at Enterprise Business Unit, Head of Customer operations at Qosmos.
No of shares: 7,693

John Hughes
SVP, Head of Network Security Business Group

Employed since: AdaptiveMobile Security 2006, Enea 2021
Born: 1974
Education: Bachelor of Engineering, Electronic Engineering, Dublin City University, Ireland.
Previous positions: Chief Operating Officer at Enea AdaptiveMobile Security. Commenced career at Vodafone Ireland.
No. of shares: 0

Roland Steiner
SVP, Head of Network Solutions Business Group

Employed since: Siemens 2001, Enea 2019
Born: 1974
Education: M.Sc. Electrical Engineering, Vienna University of Technology, Austria.
Previous positions: VP Global Head of Telco Solutions at Atos, VP Business Unit LTE at Siemens Convergence Creators.
No. of shares: 7,828

Stephanie Huf
Chief Marketing Officer

Employed since: 2022
Born: 1971
Education: B. Business (Marketing) Monash University, Melbourne, Australia.
Previous positions: VP Group Communications at Telia Company, Head of Marketing and Industries at Telia Global and Division X. Various positions within Ericsson including Head of Global Campaigns, Head of Marketing and Communications Industry and Society, and VP Marketing and Public Affairs at Ericsson South East Asia and Oceania. Non-executive Director Information City Australia.
No. of shares: 300

This is a literal translation of the Swedish original report.

Auditor's report on the Corporate Governance Statement

To the general meeting of the shareholders in Enea AB (publ), corporate identity number 556209-7146

Engagement and responsibility

It is the board of directors who is responsible for the corporate governance statement for the year 2024 on pages 93–101 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

Opinions

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm 25 March 2025
Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg
Authorized Public Accountant

Additional information

Five year summary

SEK m	2024	2023	2022	2021	2020
INCOME STATEMENT					
Net sales	904.3	912.7	927.7	863.2	780.6
Other operating revenue	15.9	21.9	37.1	24.3	13.7
Operating expenses	-797.8	-1,434.0	-846.6	-689.7	-620.9
Operating profit	122.4	-499.5	118.1	197.8	173.4
Net financial income/expense	8.1	-56.9	-17.2	4.7	-24.1
Profit before tax	130.5	-556.4	101.0	202.5	149.4
Profit for the period	143.1	-550.7	109.0	185.5	129.8
Results from discontinued operations	-	-	115.9	14.8	12.5
Total	**143.1**	**-550.7**	**224.8**	**200.3**	**142.3**
BALANCE SHEET					
Intangible assets	1,897.5	1,883.0	2,493.7	2,313.4	1,734.5
Other intangible assets	37.5	31.6	43.9	50.3	40.7
Other financial fixed assets	2.3	2.2	3.6	4.3	6.1
Financial assets held for sale, non-current	-	-	-	-	-
Current receivables	446.1	403.7	545.4	454.0	357.5
Financial assets held for sale, current		-	-	-	-
Cash and cash equivalents	161.5	261.8	231.3	211.4	195.1
Total assets	**2,544.9**	**2,582.3**	**3,318.0**	**3,033.3**	**2,334.0**
Shareholders' equity	1,851.2	1,681.3	2,291.2	1,776.0	1,487.5
Long-term liabilities, interest-bearing	226.7	442.7	545.1	469.8	291.7
Long-term liabilities, non-interest-bearing	103.1	136.2	161.3	169.3	141.0
Current liabilities, interest-bearing	51.3	27.1	6.6	268.8	142.2
Current liabilities, non-interest-bearing	312.5	295.0	313.8	349.3	271.7
Total equity and liabilities	**2,544.9**	**2,582.3**	**3,318.0**	**3,033.3**	**2,334.0**
CASH FLOW					
Cash flow from operating activities	279.2	263.5	167.2	333.7	274.2
Cash flow from investing activities	-92.7	-95.2	-138.8	-138.4	-130.9
From investing activities - discontinued operations	-	-	173.2	-	-
Cash flow from investing activities-acquisition of operation	-	-	-	-379.4	-90.5
Cash flow from financing activities	-300.7	-126.0	-205.9	191.5	8.9
Cash flow for the period	**-114.2**	**42.2**	**-4.2**	**7.5**	**61.6**
KEY FIGURES					
Net sales growth, %	-0.9	-1.6	7.5	10.6	-7.8
Operating margin, %	13.5	-54.7	12.7	22.9	22.2
Profit margin, %	14.4	-61.0	10.9	23.5	19.1
Return on capital employed, %	18.4	-27.7	11.1	13.2	10.4
Return on equity, %	8.1	-4.6	14.7	12.3	9.6
Return on total capital, %	15.6	-3.9	12.6	11.1	8.8
Interest coverage ratio, multiple	1.5	-0.3	1.3	3.1	3.9
Equity ratio, %	72.7	65.1	69.1	58.6	63.7
Liquidity, %	167.0	206.6	242.4	107.6	133.5
EBITDA	293.0	215.4	292.8	352.6	275.4
Net debt/EBITDA	0.40	0.97	1.10	1.50	0.87
Average number of employees	464	489	619	504	403
Net sales per employee, SEK m	1.9	1.9	1.5	1.7	1.9
Net asset value per share, SEK	92.39	78.89	106.06	82.66	69.09
Earnings per share, SEK	6.96	-25.80	10.43	9.30	6.63
Earnings per share continued operations, SEK	6.96	-25.80	5.05	8.61	6.05

Glossary

Industry-specific terminology and concepts that occur in this report.

TELECOM

4G
The fourth generation of mobile telecommunications technology. 4G provides access to mobile broadband, IP telephony, gaming services, high-definition mobile TV and more.

5G
5G (5th generation mobile network or 5th generation wireless system) denotes the next major phase of mobile telecommunications standards that enable new areas of use.

A2P - APPLICATION-TO-PERSON
Messages, mainly SMS, sent from an application to mobile phone users via an API.

CPAAS – COMMUNICATIONS PLATFORM AS A SERVICE
When a cloud-based communication platform is provided as a service, it makes it easy for developers to integrate communication solutions, such as A2P SMS.

CSP - COMMUNICATION SERVICE PROVIDER
A collective name for companies that offer telecommunications services or a combination of information and media services, entertainment and services via telecommunications networks.

DPI - DEEP PACKET INSPECTION
DPI is used to inspect data traffic and classify what type of content it is. DPI technology is built into a variety of network solutions, such as firewalls and routers, to enable them to distinguish different types of traffic. Independent DPI solutions are used by telecom operators for traffic management, for example to be able to filter out harmful or unwanted traffic and manage traffic flows better.

GSMA
A trade organization that represents the interests of mobile operators worldwide. Works with industry standards and recommendations, among other things.

IOT – INTERNET OF THINGS
Different connected devices can send information via networks, to each other as well as to applications. For example alarm systems, cars, smart watches and electricity meters.

COMMUNICATION NETWORKS
An overall concept that includes all types of networks for communication between computers, systems and people.

CORE NETWORK
The central part, or brain, of a mobile network. The core network manages the connection of user devices and provides a large number of network services. The core network includes network functions for storing subscriber data, managing access and authentication, managing connections between user devices and mobile networks, controlling signaling and much more.

MOBILE NETWORKS
The mobile network consists of different geographic cells, with their own antenna/base station where mobile phones connect, i.e. the users, and transfer voice and data information between them.

SIGNALING
In mobile networks, signaling refers to the control messages exchanged between network devices to control and manage calls, messages or data traffic.

NETWORK APPLICATION
A service on the network with a specific function or task.

RADIO NETWORK
A network that uses radio as a link to communicate between devices.

REAL TIME OPERATING SYSTEM
A type of operating system used where fast, reliable and secure responses are required within a tight time limit.

ROAMING
When a user travels outside their mobile phone company's range and home network, the phone automatically connects to another phone company's service.

TELECOM OPERATOR
Companies that own and operate telecommunications networks, which can be fixed and mobile.

TELECOM NETWORK
A broader term that includes all types of public networks used to transmit information, including voice, data and video. Can be wired or wireless such as broadband network, cable TV network, fiber network etc.

TRAFFIC MANAGEMENT
When the data traffic on a public network, for example video, is controlled in a way to make operations more efficient or protect the network and its users against harmful or unwanted traffic.

WI-FI
A technology that enables wireless communication and connection between different devices via radio waves, also called wireless LAN.

CYBERSECURITY

DOS - DENIAL OF SERVICE
A type of cyber attack that involves overloading the system and thus making it unavailable.

MALWARE
Umbrella term for malicious software, for example viruses, spyware and trojans.

PHISHING
Involves tricking the recipient into opening a document, downloading a file (malware) or visiting a website via fake text messages, emails or chats.

SIGNALING SECURITY
Refers to functions and techniques to protect networks, communications and user data against attacks aiming to intercept or inject improper signaling messages within and between networks.

The Enea share

SHARE PRICE PERFORMANCE

During the year, Enea's share price has varied between SEK 109.40, the highest on December 9, and SEK 46.65, the lowest on April 24. The closing price at the end of the year was SEK 99.10, which means that Enea's share price during the year has increased by 75.1 percent. This can be compared with the OMX Stockholm All-Share Gross Index (OMXS-GI), which increased by 9.7 during the same period.

TRADING VOLUME

A total of 8.7 million shares were traded during the year at a total value of SEK 606 million (627), which means an average of 34,782 shares (43,802) per trading day.

OWNERSHIP

The number of shareholders was 8,403 on December 31 (9,149). Enea is listed on Nasdaq Stockholm (ticker: ENEA). The company's largest shareholders are Per Lindberg 36.3 percent, First Swedish National Pension Fund 8.9 percent, Enea AB 5.5 percent, Canaccord Genuity Wealth Management 2.9 percent and Handelsbanken fonder 2.3 percent. The 20 largest shareholders together hold 70.8 (71.5) percent of the company's capital. The foreign owners' share corresponded to 22.9 (25.7) percent.

NUMBER OF SHARES

The number of shares amounted to 21,202,484 as of 31 December 2024. At the same time, Enea AB holds a total of 1,165,729 shares, corresponding to approximately 5.5 percent of the total number of shares. An ordinary share has a quota value of SEK 1.13 and entitles to voting rights (one vote per share) at the annual general meeting. The total number of votes is 21,202,484.

Provisions in the articles of association mean that there are no restrictions on the transferability of the shares or each shareholder's right to vote at the annual general meeting.

CAPITAL STRUCTURE

In a company of Enea's nature, where the development and sale of software constitutes an essential part of the business, maintaining a strong financial position is of great importance. In order for Enea to be able to continue to develop also through acquisitions, the company may over time be net leveraged. The board continuously monitors 'the company's long-term financing needs.

DIVIDEND POLICY

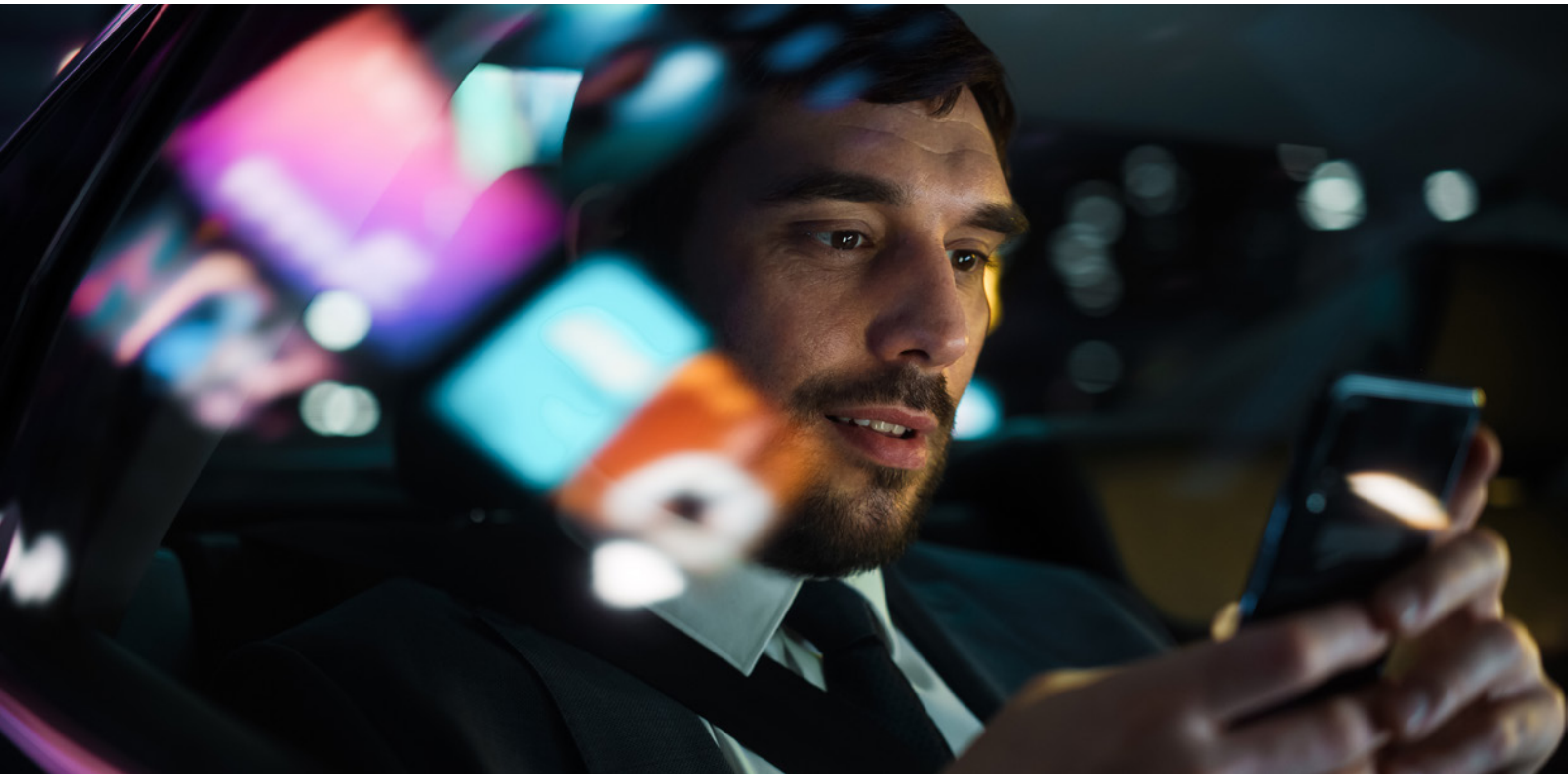
Enea's long-term dividend policy is that at least 30 percent of the profit after tax must be transferred to the shareholders. However, consideration must be given to financial position, cash flow, acquisition opportunities and future prospects. Given the acquisition opportunities and future prospects that Enea's board sees for the coming years, no dividend is proposed for 2024.

AUTHORIZATION – ACQUISITION OF OWN SHARES

The 2024 Annual General Meeting decided to authorize the board to decide on the acquisition and transfer of own shares. Acquisition of own shares may only take place on Nasdaq Stockholm or in accordance with an acquisition offer to all of the company's shareholders. The maximum permitted purchase is such that the holding of treasury shares at no time exceeds 10 percent of all shares of the company.

Transfer of treasury shares is also permitted by means other than via the stock exchange, including the right of transfer waiving shareholders' preferential rights, and with payment other than cash. A maximum of 10 percent of the total number of shares of the company may be transferred. The above authorization may be utilized on one or more occasions and by no later than the Annual General Meeting in 2025.

Acquisition of shares on the stock exchange may only take place at a price within the price interval registered on



the stock exchange at any given time. Transfers in connection with business acquisitions may take place at market value assessed by the board. The purpose of acquiring or transferring own shares is to be able to continuously adapt the company's capital structure to the company's capital needs, to enable financing, in whole or in part, in connection with company acquisitions, and to be able to secure available shares in decided share savings programs.

NEW SHARE ISSUE

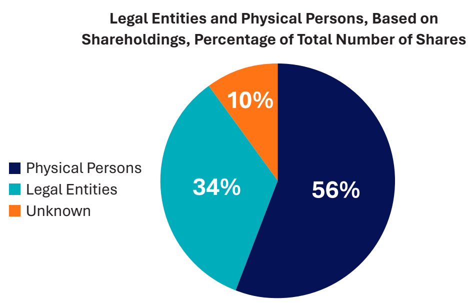
The 2024 Annual General Meeting authorized the board to decide on a new share issue on one or more occasions until the time of the 2025 Annual General Meeting in order to be able to finance continued growth and expansion, for example in connection with company acquisitions. This authorization meant that the Board of Directors is authorized to issue shares corresponding to a maximum of 2,120,248 shares, i.e. a maximum of 10 percent of the number of outstanding shares after the implementation of the cancellation of shares according to the resolution of the annual general meeting.

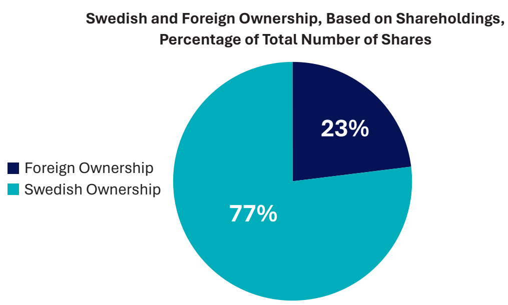
The share issue may take place with or without waiving shareholders' preferential rights. The share price of the new issue should be on market terms. Payment for new shares shall be made in cash, via offset or contribution in kind or other terms stated in chapter 13 § 5.1 point 6 of the Swedish Companies Act. The Board of Directors may otherwise determine the terms and conditions of the new share issue. For more information, see www.enea.com.

INVESTOR RELATIONS

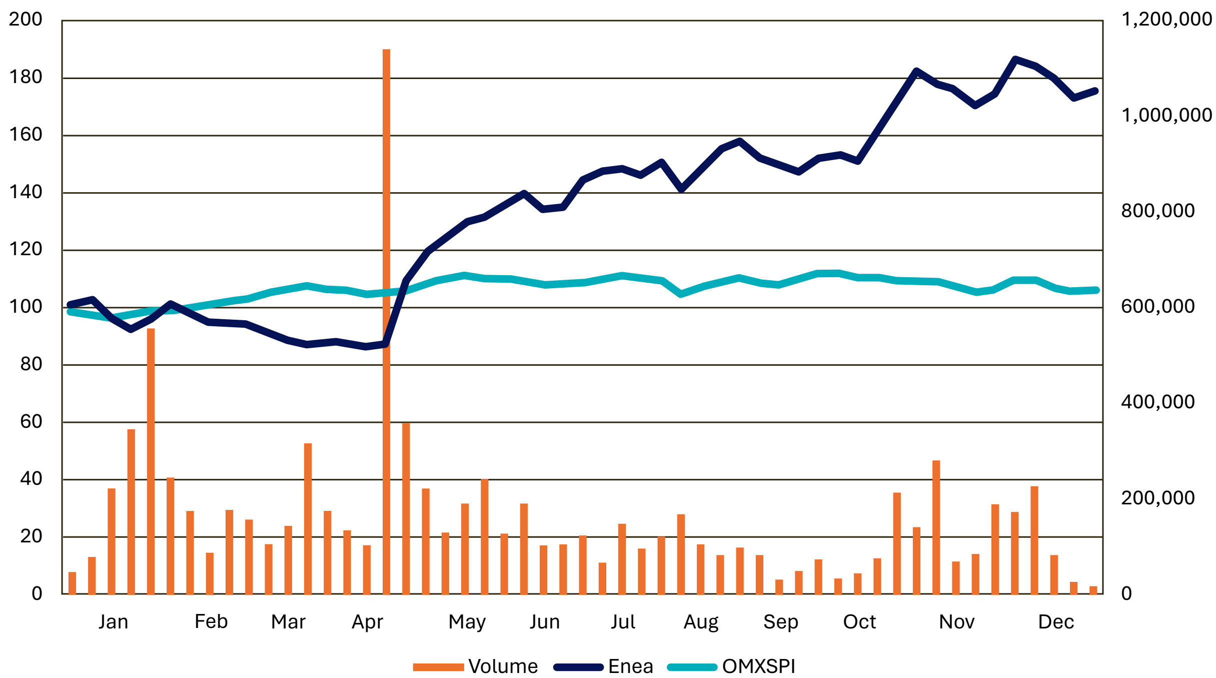
Enea's work with investor relations is characterized by transparency and accurate and relevant information. The company publishes this information in the form of press releases, interim reports and annual reports as well as on Enea's website. Stakeholders can subscribe to press releases and financial reports via email.

Source: Modular Finance AB. Compiled and processed data from, among others, Euroclear, Morningstar and the Swedish Financial Supervisory Authority.





THE SHARE 2024



Share-related key indicators, SEK

	2024	2023	2022	2021	2020
Net asset value per share	92.39	79.89	106.06	82.66	69.09
Earnings per share	6.96	-25.80	10.43	9.30	6.63
Earnings per share after full dilution	6.96	-25.80	5.05	8.61	6.05
Cash flow from operating activities per share	13.58	12.13	7.73	15.43	11.43
Dividend per share[1]	**0**	**0**	**0**	**0**	**0**

[1] *Board of Directors' proposal to the Annual General Meeting 2025*

Shareholders by size of holding, December 31 2024

Holding	No. of Share-holders	No. of Shares	Percentage of Votes and Capital
1-500	7,315	706,655	3.3
501-1,000	485	379,743	1.8
1,001-5,000	459	1,006,076	4.7
5,001-10,000	73	513,856	2.4
10,001-20,000	28	420,677	2
20,001-50,000	13	378,336	1.8
50,001-	30	15,667,447	73.9
Total	**8,403**	**21,202,484**	**100,0**

Ownership by domicile, December 31 2024

Area	Share-holders, percentage	Per-centage of Votes and Capital
Sweden	96.5	77.1
Rest of Nordics	1.0	3.8
United Kingdom	0.2	5.6
USA	0.4	1.4
Other	1.8	12.0
Total	**100,0**	**100,0**

Ten largest shareholders by ownership group, December 31 2024

Shareholder	No. of Shares	Percentage of Votes and Capital
Per Lindberg	7,688,967	36.26%
First Swedish National Pension Fund	1,890,000	8.91%
Enea AB	1,165,729	5.50%
Canaccord Genuity Wealth Management	623,773	2.94%
Handelsbanken Fonder	478,444	2.26%
Holmen Fondförvaltning AS	477,873	2.25%
Herald Investment Management	350,000	1.65%
Athanase Industrial Partners	333,878	1.57%
Nordnet Pensionsförsäkring	285,779	1.35%
Aktia Asset Management	250,000	1.18%
Ten largest shareholders	**13,544,443**	**63.88%**
Other shareholders	7,658,041	36.12%
Total	**21,202,484**	**100.0**

Information to shareholders and financial calendar

Annual general meeting 2025

The shareholders of Enea AB have been invited to the AGM on May 6, 2025, at 4:30 p.m. at scandic Victoria Tower, Arne Beurlings Torg 3 in Kista, Stockholm. Shareholders who wish to attend the AGM must be recorded as shareholder in the share register maintained by Euroclear as of April 25, 2025, and notify attendance to Ena AB no later than April 29, 2025.

Notification of attendance can be given by post, e-mail or telephone (contact information below). Shareholders whose shares are trustee-registered in the name of a bank or other trustee must, to be able to exercise their voting rights at the AGM, request the trustee to register their shares in their own name with Euroclear Sweden AB (so called "voting rights registration"). Such voting rights registration must be implemented by the trustee no later than April 29, 2025, which means that shareholders who wants such voting rights must notify the trustee of their request well in advance before this date.

Financial calendar

Interim Report Q1	April 24
Annual General Meeting	May 6
Interim Report Q2	July 16
Interim Report Q3	October 23
Year-End Report	January 30 2026

Information sources

All financial information is published on Enea's website, and financial reports can also be ordered by mail or e-mail (contact information below).

Contact information

Mail:	Enea AB, Box 1033, 164 21 Kista, Sweden
Email:	ir@enea.com (ordering financial reports)
	agm@enea.com (attendance at AGM)
Telephone:	+46 (0)8 507 14000

Enea AB is a public company (corporate. ID no. 556209-7146) with its registered office in Stockholm, Sweden.

Investor relations

Enea strives to always provide open, accurate, and relevant information to shareholders, investors, and analysts in order to increase knowledge about the Group's operations and shares. Enea provides information in the form of interim reports, annual reports and press releases, and also publishes in-depth information on the company's website. Shareholders and other interested parties can subscribe to press releases and financial reports via e-mail. In 2024, press releases have been issued for major product news, strategically important deals, and agreements of larger contract value. On the website, the general information such as the list of shareholders is updated at the end of each quarter. In case of major changes, the website is updated immediately. Enea applies a 30-day silent period before financial reporting.

Production: Enea in collaboration with Rippler Communications. Photos: Enea's archive, Linda Otterstedt, Adobe Stock, iStock, Shutterstock, Unsplash. Print: Elanders.

History of Enea

Enea, originally abbreviated Engmans Elektronik Aktiebolag, is a Swedish company that was founded in 1968. Today we are around 480 employees all over the globe and are world-leading specialists in software in telecom, cybersecurity and enterprise networks.

So how did we end up here? The foundation of our success is a strategy that builds on our own product development and complementary acquisitions. Investments are made in strategically important areas with good profitability and growth potential, and where we have the greatest opportunity to go from challenger to market leader.

Areas where we quickly have gained a leading position are built-in traffic classification, service management in large-scale Wi-Fi networks, security for mobile networks, and optimization of mobile video traffic. We also launched one of the market's first cloud-based solutions for managing subscriber data in 5G networks.

Over the years, many of our ideas and solutions have been truly groundbreaking. One of the first assignments was to develop a solution for data management in an air traffic control system. The client, the Swedish Civil Aviation Authority, naturally applied very stringent standards on availability and low latency. It is no exaggeration to say that we made history by developing and delivering a real-time operating system in the late 60s.

The success with operating systems laid the foundation for the development of new products and applications in other industries. In 1985, Enea OSE was launched, today one of the world's most used and widespread operating systems. Both Ericsson and Nokia have for a long time used this operating system in so-called radio base stations for several generations of mobile networks.
In the same decade, we became visionaries and pioneers in electronic communication and the Internet. We were the first company in the Nordics to be connected to the internet, received Sweden's first e-mail, and registered the country's first internet domain. At an early stage, Enea was the hub for internet traffic in Sweden.

We also contributed to the rise of mobile data communication. When Ericsson built GSM networks all around the world during the 90s, the latest version of Enea OSE was still a central building block. In the base stations, our real-time operating system enabled the handling of calls and later, mobile data connections. We also developed the first mobile version of HTML (method for formatting text).

Ever since Rune Engman founded Enea in 1968, it has been an innovative company. Our development engineers have always been driven by a passion for new technology. Although the company has been transformed from an IT consultancy into a pure software vendor, what has always been consistent is solving customers' problems with new ways of thinking and innovative solutions.

In recent years, a number of acquisitions have contributed to the strengthening our position in strategically important areas. The integration of Qosmos, Openwave Mobility, Aptilo Networks, and AdaptiveMobile Security, has expanded the product portfolio with some of the market's best solutions in selected areas. This, combined with investments for organic growth, clearly illustrate the strategy we have developed to ensure continued growth and success.

Important milestones

2023
Qosmos ixEngine wins “Best Product” in Global Infosec awards.

2022
Eneas security solution for 5G wins a GLOMO award

2021
Enea IoT CCS wins in World Communications awards.

2021
Enea aquires AdaptiveMobile Security, a leading supplier of security solutions for mobile networks.

2020
Enea aquires Aptilo, a leading supplier of policy and access management solutions within Wi-Fi and IoT (Internet of Things).

2020
Enea launches their first product within traffic management that uses AI.

2018
Enea aquires Openwave Mobility, wich offered the most scalable NFV-platform in the market with solutions for mobile operators.

2016
Enea acquires Qosmos, an unlisted company with leading positions in IP traffic classification and network intelligence.

2016
Openwave, which later becomes Enea, offers the first solution for optimizing encrypted video traffic.

2000s
In 2008, the Romanian company IP Devel SRL is acquired.
Enea expands to three continents.

1990s
In 1998, Enea develops the first mobile version of HTML.
Enea is approaching 500 employees

1980s
In 1989, the company was listed on the stock exchange.
In 1988 Enea launches the first real-time operating system for mobile networks
In 1983 Enea receives Sweden's first e-mail.

1970s
Expansion to Denmark, Germany and France.
5 becomes 75 employees.

1960s
In 1968, Enea was founded by Rune Engman and a group of four programmers.
One of the first assignments was data management for a traffic management system for the Swedish Civil Aviation Authority.

ENEA

www.enea.com