



Overview of the year 2022

Annual General Meeting
27 March 2023

Summary of the year 2022

Strong performance and earnings

- A clear profitability uplift and record-high earnings through performance improvement actions made.
- Operating cash flow improved despite the cost inflation and higher sick leave levels.
- 12 acquisitions were closed in 2022, with a total annual revenue of EUR 94.3 million.

Revenue

2,352.1 EURm

(2,139.5)

Adjusted EBITA

105.8 EURm (87.7)

4.5% margin (4.1%)

Revenue growth

8.6% organic (-2.0%)

9.9% total (-0.7%)

Operating cash flow

144.3 EURm (103.8)

before financial and
tax items

Order backlog

1,943.3 EURm

(1,863.8), +4.3%

Revenue distribution

Services 66.8% (65.5%)

Projects 33.2% (34.5%)



Operating environment 2022

The economic uncertainty has increased

Services 66.8% (65.5%) of Group 2022 revenue

- › The market demand and general investment activity remained positive.
- › Caverion has continued to see a general increasing interest for services supporting sustainability.
- › There has also been increasing interest towards long-term and large-scale service agreements.
- › Growth has been limited by the availability of competent workforce and delays in the supply chain.

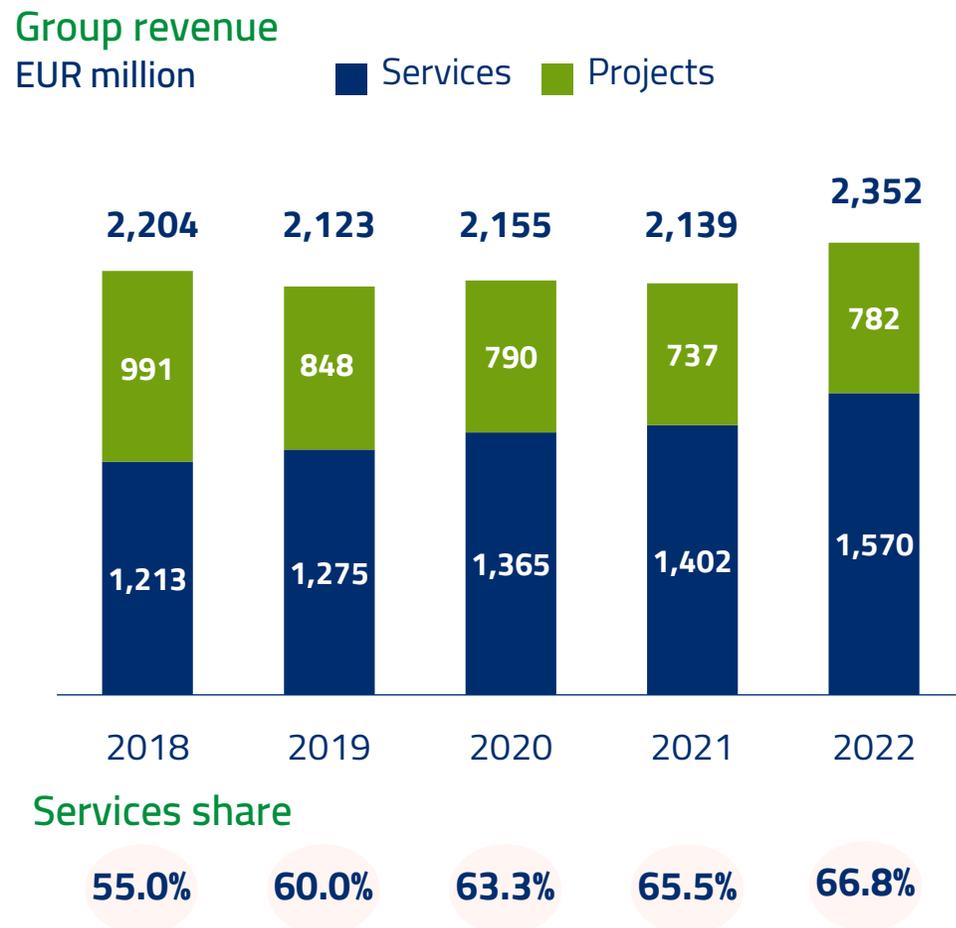
Projects 33.2% (34.5%) of Group 2022 revenue

- › The market demand remained mostly stable.
- › The interest for energy improvement projects has picked up, driven by the focus on energy consumption due to the energy crisis.
- › The market was impacted by increases in material prices, delays in decision-making and supply chain as well as uncertainty in the business environment, especially related to new construction.



Summary of 2022

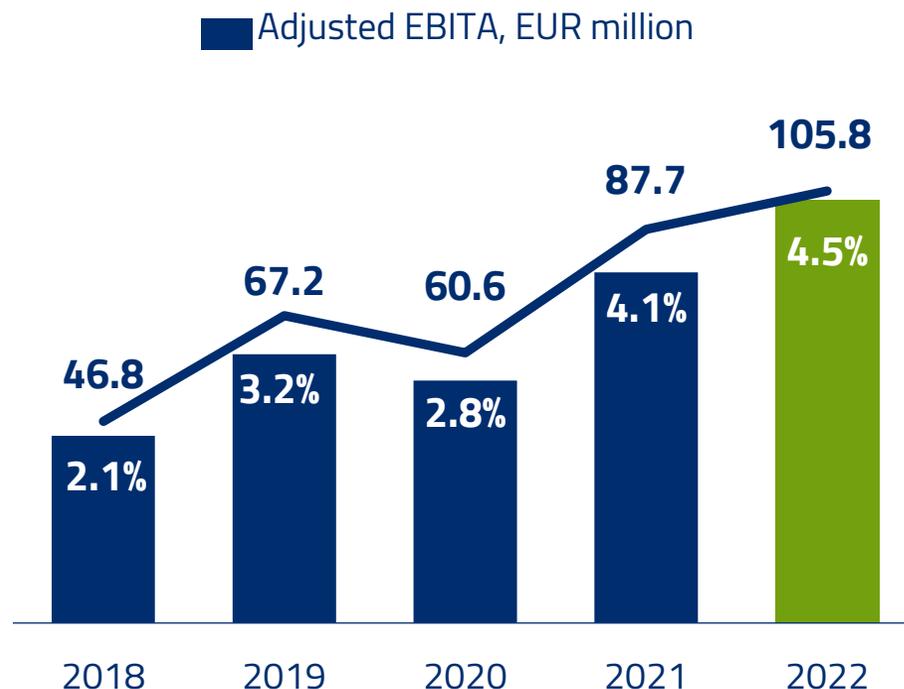
Revenue up supported by strong organic growth



- > Revenue amounted to EUR 2,352.1 (2,139.5) million, up by +9.9% (+10.9% in locals).
 - > Organic growth was +8.6%.
- > Business unit revenues:
 - > Services +12.0% (+12.9% locals; +9.5% organic)
 - > Projects +6.1% (+7.0% locals; +6.8% organic)
- > Growth in all divisions as a result of increased underlying activity and partly indirectly due to inflation impact
- > 12 acquisitions completed

Summary of 2022

Profitability improved despite the cost inflation and higher sick leave levels



Note! Comparative figures for 2018 have not been restated according to IFRS 16.
Adjusted EBITA = EBITA before items affecting comparability (IAC)

- > Adjusted EBITA 105.8 (87.7) m€, up by 20.7%, margin 4.5% (4.1%)
 - > Both Services and Projects improved their profitability.
 - > Divisions Austria, Finland, Industry and Norway progressed well. Division Denmark continued the positive performance improvement.

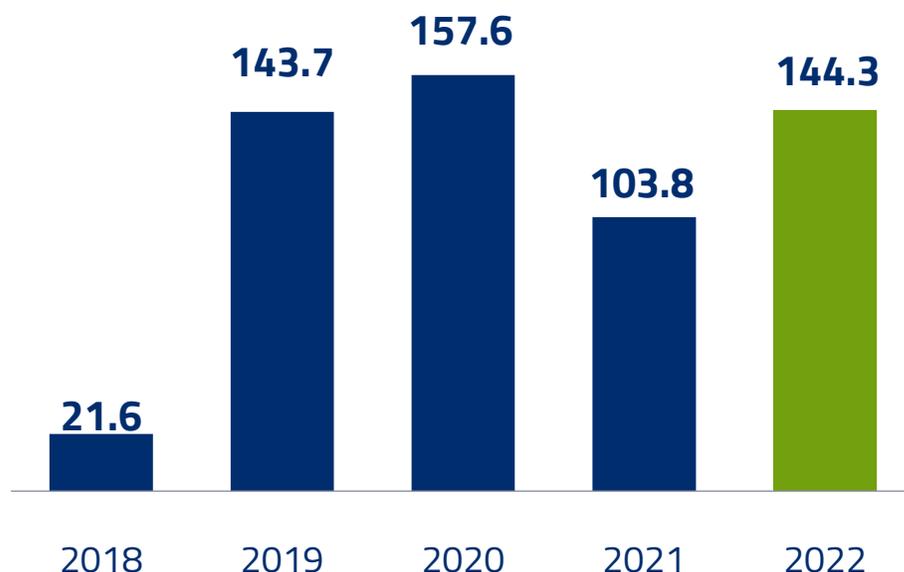
- > EBITA 86.1 (59.4) m€, up by 44.9%, margin 3.7% (2.8%)

- > EPS EUR 0.32 (0.17) per share

Summary of 2022

Operating cash flow improved in 2022

Operating cash flow before financial and tax items EUR million



- > Operating cash flow before financial and tax items was EUR 144.3 (103.8) million
 - > Cash conversion 100.6% (91.2%)
 - > Change in working capital of EUR 9.4m (-21.0m)

- > Free cash flow: EUR 32.9 (67.2) million
 - > Impact of acquisitions of EUR 85.3m (9.7m)

- > Liquidity position at year-end: cash and cash equivalents EUR 81.2 (130.9) million

As of 2019 figures according to IFRS16

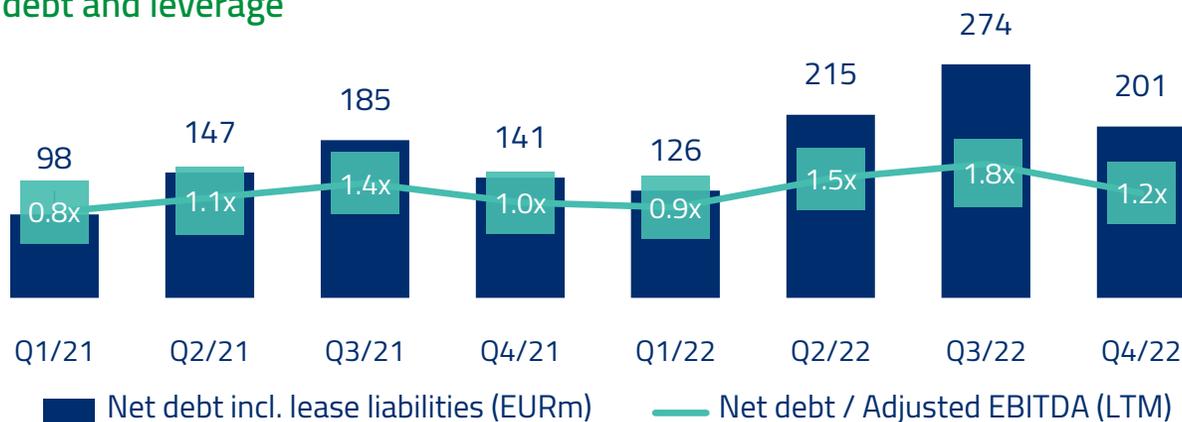
Operating cash flow before financial and tax items = adjusted results for the period + change in working capital

Cash conversion = Operating cash flow before financial and tax items (LTM) x100 / EBITDA (LTM)

Leverage

Net debt impacted by investments in the acquisitions

Net debt and leverage

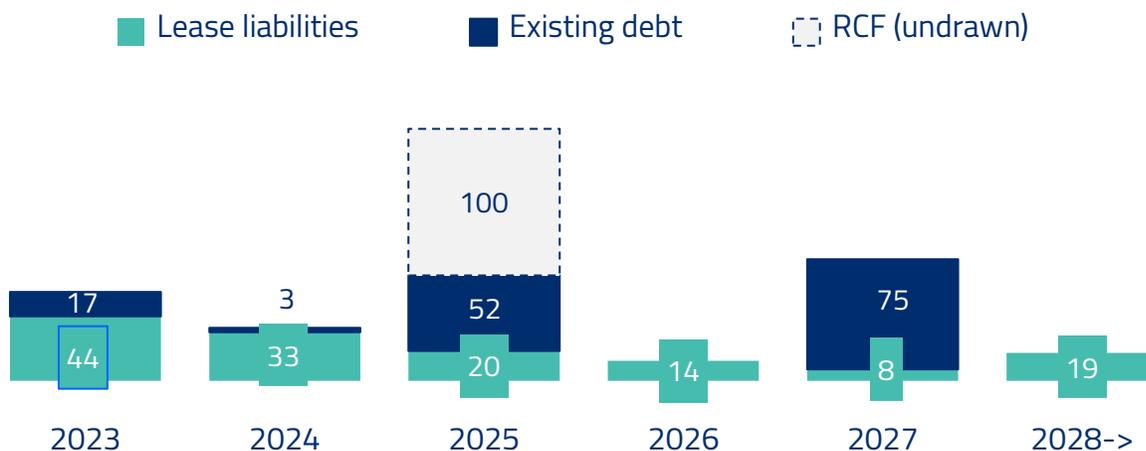


> Interest-bearing net debt incl. lease liabilities: EUR 200.9m (140.7m), excl. lease liabilities: EUR 63.4m (5.0m)

> Cash and cash equivalents of EUR 81.2m (130.9m)

> Net debt/Adjusted EBITDA according to group's financial targets at the end of the year: 1.2x (1.0x). Group's target limit is less than 2.5x.

Debt maturity structure on 31 December 2022, EUR million

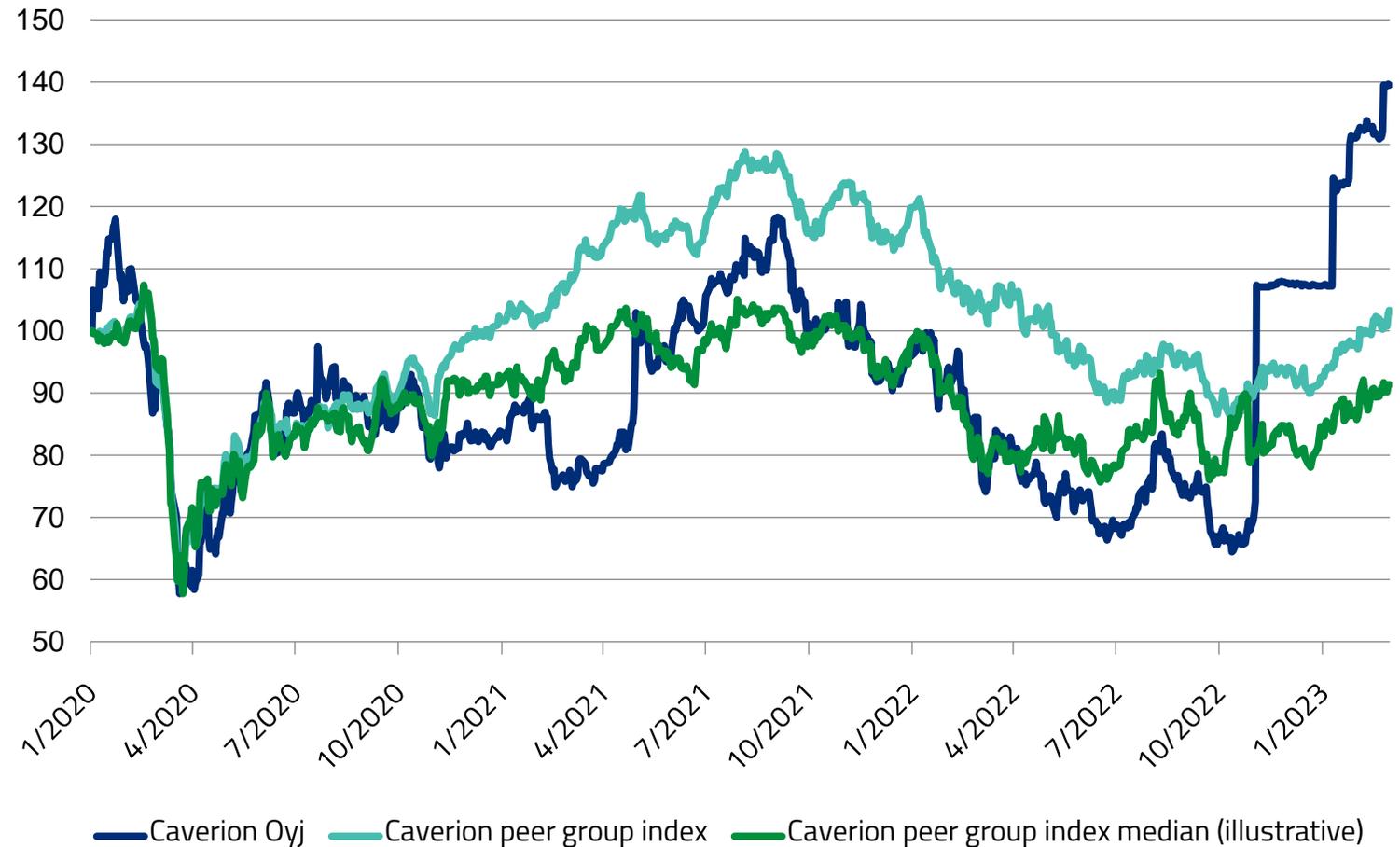


> EUR 35m hybrid bond has first call date in May 2023.

> Caverion has a balanced debt maturity profile, where most of the long-term debt matures in 2025 and in 2027.

Caverion's total return development vs. key peers

- > Before the tender offer launch on 3 November 2022, the total shareholder return was not satisfactory, but developed still largely in line with the peer group median.
- > Caverion and most of its peers were hit to a certain extent by the pandemic.
- > Caverion's market capitalisation was EUR 946m at the end of 2022.
- > 21,672 shareholders at the end of February 2023



Total return development 1 January 2020 – 1 March 2023

Note: Illustrative. Might differ from calculated TSR. Median includes peer companies operating in similar industries

Directly registered shareholders on 28 February 2023

Largest shareholders		Shares, pcs	% of shares	Change after 12/2021, pcs
1	Herlin Antti	21,054,392	15.2	-
2	Fennogens Investments SA (Ehrnrooth family)	14,169,850	10.2	-
3	Crayfish Bidco Oy	13,647,263	9.8	13,647,263
4	Varma Mutual Pension Insurance Company	9,035,780	6.5	-692,627
5	Mandatum companies	5,663,569	4.1	-96,323
6	Ilmarinen Mutual Pension Insurance Company	4,162,955	3.0	560,000
7	Elo Mutual Pension Insurance Company	2,565,640	1.8	-663,943
8	Caverion Oyj	2,447,447	1.8	-55,020
9	Säästöpankki funds	1,962,447	1.4	-1,739,115
10	Brotherus Ilkka	1,803,765	1.3	-
11	Aktia funds	1,250,000	0.9	200,000
12	The State Pension Fund	1,050,000	0.8	-1,000,000
13	Kaleva Mutual Insurance Company	969,025	0.7	-
14	Nordea funds	913,044	0.7	-1,069,495
15	Veritas Pension Insurance Company Ltd.	755,000	0.5	151,530
16	Sinituote Oy	572,400	0.4	-200,000
17	Samfundet folkhälsan i Svenska Finland rf	374,400	0.3	200,600
18	Wihuri funds	283,000	0.2	-
19	Brotherus Monica	244,000	0.2	-
20	Maa- ja Vesitekniikan Tuki ry.	175,000	0.1	-
20 largest, total		83,098,977	59.8	
All shares		138,920,092	100.00	

Updated strategy launched in May 2022

Our strategy for sustainable growth in 2022-2025

OUR DIFFERENTIATION

We create sustainable impact for every customer with the solutions we design and deliver, reliably and transparently every time.

OUR BUSINESS FOCUS

Adding value through Advisory, Engineering and Digital

Services along the lifecycle

Outstanding installation and maintenance throughout our regions and disciplines

OUR WINNING CAPABILITIES

Customer-centric solutions

Segment expertise and commercial excellence

Operational excellence in the field

The best experts in the right places

OUR STRATEGIC THEMES

People

Digitalisation

Sustainability

Customer experience



Sustainability targets and offering





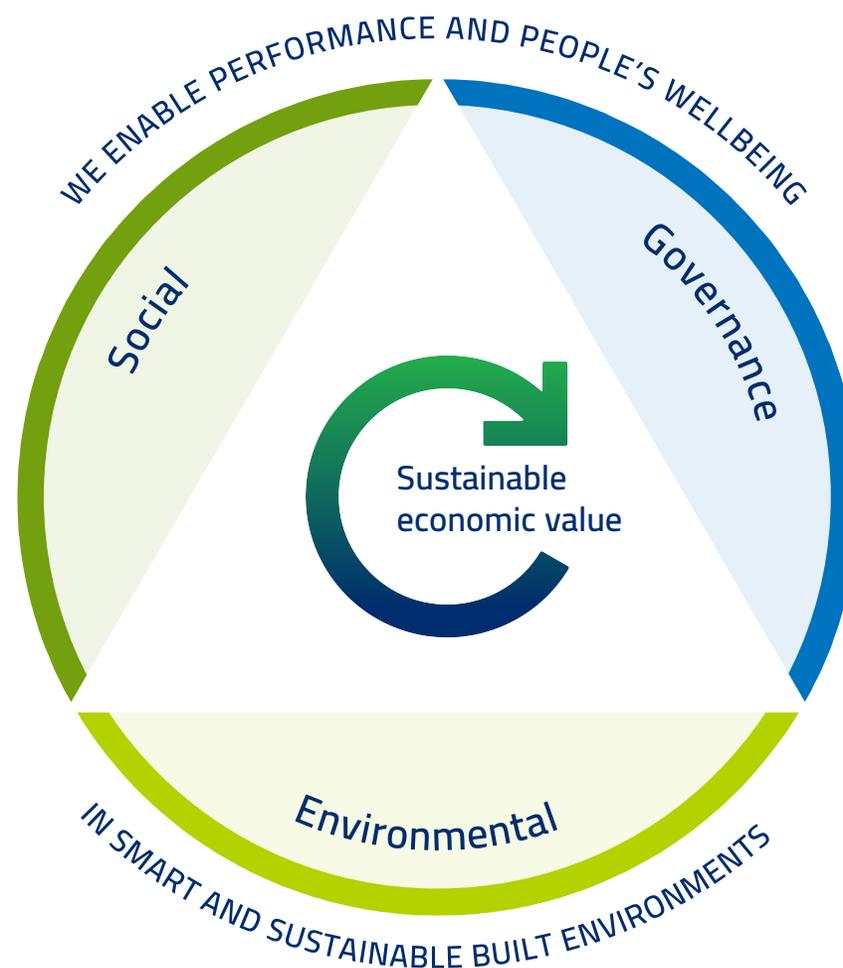
Caverion sustainability strategy focus areas & targets by 2025

Caring for our people

We provide our people a **safe and sustainable environment with diversity, equity and inclusion**, backed up by training and processes.

Increasing our carbon handprint

We maximise our positive **handprint** with a directed effort on identifying and developing smart and sustainable solutions to **advise** our customers.



Ensuring sustainable value chain

We **comply with legal requirements and Caverion policies** supported by meaningful **reporting** and **supplier engagement**.

Decreasing our carbon footprint

We develop detailed targets and **emission reduction plans** for our footprint while engaging our suppliers and customers to reduce the emissions throughout our value chain.

By 2030...

Our positive carbon handprint is **10x** greater than our own carbon footprint *

* Scope 1-2



Progress in our sustainability targets

Sustainability targets	2020	2021	2022	2025 Target
Our business makes sustainable impact				
Total carbon footprint defined and measured (%)	66%	80%	90%	100%
All of our offering has a defined carbon handprint (%)	-	20%	25%	100%
5 times carbon handprint over footprint (Scope 1-2)	>1x	>2x	>3x	>5x
We care for our employees				
Lost Time Injury Frequency Rate (LTIFR) <2	4.2	4.0	4.0	<2
Our employees trained in sustainability (%)	-	N/A *	30% **	100%
Share of female employees (%)	11%	11%	11%	15%
We ensure efficient and high-quality implementation of sustainability				
Supplier Code of Conduct sign-off rate (%)	63%	66%	74%	>90%
All tender requests include sustainability criteria (%)	-	-	-	100%

E

S

G



By 2030, our positive carbon handprint is 10x greater than our own carbon footprint

* Sustainability eLearning not yet available. Two other ESG related eLearnings conducted with performance rates of 86% (Safety eLearning) and 92% (Code of Conduct eLearning).
 ** Sustainability eLearning available since Q4/2022. During the year two other ESG related eLearnings conducted with performance rates of 97% (InfoSec eLearning) and 97% (Code of Conduct eLearning).

Financial targets and dividend proposal

Financial targets

Mid-term financial targets until the end of 2025		Actual 2022	Actual 2021
Cash conversion (LTM)	Operating cash flow before financial and tax items / EBITDA > 100%	100.6%	91.2%
Profitability	Adjusted EBITA > 5.5% of revenue	4.5%	4.1%
Organic revenue growth	3–4% p.a. over the strategy period	8.6%	-2.0%
M&A revenue growth	2–3% p.a. over the strategy period	2.2%	-0.2%
Debt leverage	Net debt/LTM Adjusted EBITDA < 2.5x	1.2x	1.0x
Dividend policy	Distribute at least 50% of the result for the year after taxes, however, taking leverage level into account	62% *	100% **

*Calculated as Dividend per earnings (%). Board of Directors' proposal to the Annual General meeting.

**Calculated as Dividend per earnings (%). The Annual General Meeting approved the proposal of the Board of Directors according to which a dividend of EUR 0.17 per share was paid from the distributable funds of the company for the financial year 2021. The dividend was paid on 6 April 2022.

Guidance

Guidance for 2023

In 2023, Caverion Group's revenue (2022: EUR 2,352.1 million) and adjusted EBITA (2022: EUR 105.8 million) will grow compared to 2022.

Dividend

- › Board's dividend proposal for the AGM on 27 March 2023: Dividend of EUR 0.20 per share for the year 2022.

