

One-GN transformation well on track. Hearing continued strong organic growth, while Enterprise executed well in stabilizing markets and SteelSeries outperformed the market. Sequential margin improvements resulted in strong positive free cash flow

## GN Store Nord

0%

organic growth

- GN delivered continued focused execution across the company resulting in 1% revenue growth compared to Q2 2023. Group organic revenue growth was 0%
- Adj. EBITA was DKK 495 million, equal to an adj. EBITA margin improvement of 1.9 percentage points compared to Q2 2023 (0.6 percentage points lower than Q3 2022), driven by tightly managed OPEX. This led to strong free cash flow excl. M&A of DKK 279 million and in combination with the disposal of BelAudição, the net interest-bearing debt decreased from DKK 12,073 million to DKK 11,333 million
- GN announced its transformation into one integrated company to capture innovation synergies, to better serve customer needs, and to simplify the operating model. This will entail freeing up resources to invest in future innovation and ultimately create shareholder value as a fully integrated innovation powerhouse. The company has identified DKK ~600 million in cost synergies (across COGS and OPEX) to be realized by 2026 of which roughly two-thirds will be achieved in 2024
- Reflecting the narrowed guidance for GN Hearing and GN Audio, GN Store Nord's organic revenue growth guidance is narrowed from "-4% to +2%" to "-2% to 0%". As a consequence of the identified cost synergies, the Group will incur a further DKK ~ -300 million in non-recurring items in 2023 due to redundancies and process streamlining activities. No non-recurring items for 2024 are expected to drive these synergies

## GN Hearing

15%

organic growth

- GN Hearing delivered continued strong organic revenue growth of 15%, driven by strong performance of ReSound OMNIA resulting in continued significant market share gains in a stable growing hearing aid market
- Adj. EBITA margin was 16.4% in the Core business, equal to an increase of 2.3 percentage points compared to Q2 2023 (increase of 5.6 percentage points compared to Q3 2022), driven by tightly managed OPEX
- Following a stronger than expected Q3 2023, GN Hearing is narrowing its organic revenue growth guidance from "9% to 13%" to "11% to 13%". The EBITA margin in the core business of "14% to 16%" is confirmed to allow for further investments to drive growth including launch activities for ReSound Nexia

## GN Audio

-8%

organic growth

- GN Audio executed well resulting in 4% revenue growth compared to Q2 2023. As a consequence of a high comparison base organic revenue growth was -8%
- The Enterprise market experienced general volume stabilization during the quarter, leading to Enterprise revenue in line with Q2 2023 resulting in an organic revenue growth of -13%
- Both Consumer and SteelSeries delivered solid double-digit revenue growth compared to Q2 2023. Strong execution in SteelSeries led to market share gains and organic revenue growth of 10%, while Consumer delivered -8% organic revenue growth
- Adj. EBITA margin was 11.9%, equal to an improvement of 2.4 percentage points compared to Q2 2023 (2.7 percentage points lower than Q3 2022), primarily driven by tightly managed OPEX
- Following a Q3 performance in line with expectations, GN Audio's organic revenue growth guidance is narrowed from "-10% to -4%" to "-9% to -7%". GN Audio's adj. EBITA margin is confirmed at "10% to 12%"

## Financial overview Q3 2023

DKK million – Q3 2023	GN Hearing			GN Audio			
	Core	Emerging	GN Hearing	Enterprise	Consumer	SteelSeries	GN Audio
<b>Revenue</b>	<b>1,590</b>	<b>63</b>	<b>1,653</b>	<b>1,838</b>	<b>329</b>	<b>623</b>	<b>2,790</b>
Organic growth	15%	17%	15%	-13%	-8%	10%	-8%
<b>Adj. EBITA**</b>	<b>261</b>	<b>-42</b>	<b>219</b>				<b>331</b>
Adj. EBITA margin**	16.4%		13.2%				11.9%

DKK million	GN Store Nord*			GN Hearing			GN Audio		
	Q3 2023	Q3 2022	Growth	Q3 2023	Q3 2022	Growth	Q3 2023	Q3 2022	Growth
<b>Revenue</b>	<b>4,443</b>	<b>4,701</b>	<b>-5%</b>	<b>1,653</b>	<b>1,554</b>	<b>6%</b>	<b>2,790</b>	<b>3,147</b>	<b>-11%</b>
Organic growth	0%	-1%		15%	0%		-8%	-2%	
<b>Adj. Gross profit**</b>	<b>2,230</b>	<b>2,355</b>	<b>-5%</b>	<b>1,025</b>	<b>1,014</b>	<b>1%</b>	<b>1,205</b>	<b>1,341</b>	<b>-10%</b>
Adj. Gross profit margin**	50.2%	50.1%	0.1%p	62.0%	65.3%	-3.3%p	43.2%	42.6%	0.6%p
<b>Adj. EBITA**</b>	<b>495</b>	<b>548</b>	<b>-10%</b>	<b>219</b>	<b>119</b>	<b>84%</b>	<b>331</b>	<b>461</b>	<b>-28%</b>
Adj. EBITA margin**	11.1%	11.7%	-0.6%p	13.2%	7.7%	5.5%p	11.9%	14.6%	-2.7%p
Non-recurring items	-65	-59		-29	-38		-36	-21	
<b>Adj. Earnings per share (EPS)***</b>	<b>2.33</b>	<b>2.68</b>	<b>-13%</b>						
Free cash flow excl. M&A	279	-217	496	115	60	55	215	21	194

\* Including "Other", \*\* Excluding non-recurring items (DKK -36 million in OPEX in GN Audio, DKK -6 million in COGS in GN Hearing and DKK -23 million in OPEX in GN Hearing), \*\*\* Excluding non-recurring items (DKK -65 million OPEX and COGS) and amortization of acquired intangible assets

# Financial highlights

(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)	Full year 2022 (aud.)
<b>GN Hearing</b>					
Revenue	1,653	1,554	4,994	4,420	6,227
Revenue growth	6%	15%	13%	13%	17%
Organic growth	15%	0%	15%	2%	5%
Gross profit margin	61.6%	63.6%	60.8%	61.4%	62.7%
EBITA*	190	81	411	17	453
EBITA margin*	11.5%	5.2%	8.2%	0.4%	7.3%
ROIC (EBITA*/Average invested capital)	10%	3%	10%	3%	5%
Free cash flow excl. M&A	115	60	114	-441	-377
Cash conversion (Free cash flow excl. M&A/EBITA*)	61%	74%	28%	NA	-83%
<b>GN Audio</b>					
Revenue	2,790	3,147	8,057	8,997	12,460
Revenue growth	-11%	29%	-10%	16%	19%
Organic growth	-8%	-2%	-9%	-9%	-7%
Gross profit margin	43.2%	42.6%	42.8%	42.8%	41.9%
EBITA*	295	440	664	1,117	1,299
EBITA margin*	10.6%	14.0%	8.2%	12.4%	10.4%
ROIC (EBITA*/Average invested capital)	7%	20%	7%	20%	17%
Free cash flow excl. M&A	215	21	375	-70	-91
Cash conversion (Free cash flow excl. M&A/EBITA*)	73%	5%	56%	-6%	-7%
<b>GN Store Nord</b>					
Revenue	4,443	4,701	13,051	13,417	18,687
Revenue growth	-5%	24%	-3%	15%	18%
Organic growth	-0%	-1%	-1%	-5%	-3%
Gross profit margin	50.1%	49.5%	49.7%	48.9%	48.9%
EBITA*	430	489	934	1,004	1,560
EBITA margin*	9.7%	10.4%	7.2%	7.5%	8.3%
Profit (loss) before tax	295	273	295	371	725
Effective tax rate	23.1%	21.2%	23.1%	21.3%	21.4%
ROIC (EBITA*/Average invested capital)	7%	10%	7%	10%	9%
Earnings per share, basic (EPS)	1.47	1.54	1.40	1.94	4.00
Earnings per share, fully diluted (EPS diluted)	1.46	1.54	1.40	1.94	3.99
Free cash flow excl. M&A	279	-217	323	-1,186	-1,291
Cash conversion (Free cash flow excl. M&A/EBITA*)	65%	-44%	35%	-118%	-83%
Equity ratio	31.3%	23.2%	31.3%	23.2%	22.2%
Net interest-bearing debt**	11,333	15,241	11,333	15,241	14,561
Net interest-bearing debt (period-end)/EBITDA**	5.9	7.2	5.9	7.2	7.1
Outstanding shares, end of period (thousand)	145,534	127,956	145,534	127,956	127,973
Average number of outstanding shares (thousand)	145,335	127,853	136,648	127,775	127,823
Average number of outstanding shares, fully diluted (thousand)	145,411	128,139	136,768	128,133	128,126
Treasury shares, end of period (thousand)	5,361	9,238	5,361	9,238	9,220
Share price at the end of the period	127.8	134.1	127.8	134.1	159.8
Market capitalization	18,592	17,159	18,592	17,159	20,444

ROIC and NIBD/EBITDA are calculated based on EBITA and EBITDA for the latest four quarters

\* Excluding gain (loss) on divestments of operations etc. and amortization of acquired intangible assets but including amortization of development projects and software developed in-house.

\*\* NIBD including Loans to dispensers

\*\* Incl. buybacks as part of share based incentive programs

# GN Hearing

Fourth consecutive quarter of strong performance by ReSound OMNIA leading to 15% organic revenue growth and significant market share gains across regions. Launch of ReSound Nexia to sustain innovation leadership. Financial guidance narrowed

## Highlights Q3 2023

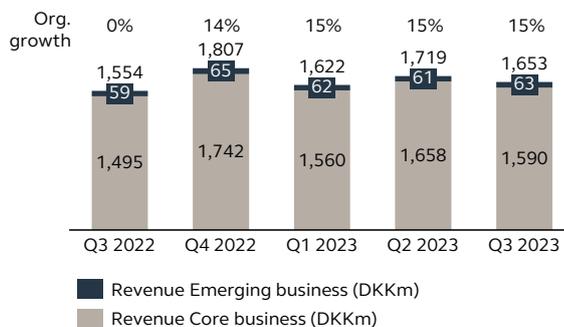
- GN Hearing delivered continued strong organic revenue growth of 15%, driven by strong performance of ReSound OMNIA resulting in continued significant market share gains in a stable growing hearing aid market
- Adj. EBITA margin was 16.4% in the Core business, equal to an increase of 2.3 percentage points compared to Q2 2023 (increase of 5.6 percentage points compared to Q3 2022), driven by tightly managed OPEX
- Following a stronger than expected Q3 2023, GN Hearing is narrowing its organic revenue growth guidance from “9% to 13%” to “11% to 13%”. The EBITA margin in the core business of “14% to 16%” is confirmed to allow for further investments to drive growth including launch activities for ReSound Nexia

## Revenue

GN Hearing delivered organic revenue growth of 15%, leading to a revenue growth of 6%, due to -7% impact from the development in foreign exchange rates and -2% impact from M&A. The Emerging business continued to grow the category of this new user segment and delivered 17% organic revenue growth, while initiating a roll-out of product offering into new channels. The Core business delivered 15%. The strong performance was a result of the continued momentum of ReSound OMNIA which has driven solid double digit organic revenue growth for four consecutive quarters.

In the first 9 months of 2023, GN Hearing delivered 15% organic revenue growth and a revenue of DKK 4,994 million.

### GN Hearing revenue development



## North America

In North America, GN delivered organic revenue growth of 19% as a result of strong performance across channels. This was driven by continued market share gains in a

market, which grew faster than the historical trends of 2-4%. Consequently, North America delivered revenue growth of 8% including around -9% impact from the development in foreign exchange rates and around -2% impact from M&A.

In the first 9 months of 2023, GN Hearing delivered strong organic revenue growth of 19% in North America.

## Europe

In Europe, GN Hearing delivered 4% organic revenue growth with particular strong performance in France and the UK. Consequently, Europe delivered revenue growth of 1% including around -3% impact from M&A in relation to the disposal of BelAudição. The market growth in Europe is estimated to be slightly positive in the quarter.

In the first 9 months of 2023, GN Hearing delivered organic revenue growth of 8% in Europe.

## Rest of World

In the Rest of World region GN delivered 18% organic revenue growth with particular strong performance in China, Japan and Australia in a normalized hearing aid market. Consequently, Rest of World delivered revenue growth of 9% including around -9% impact from the development in foreign exchange rates.

In the first 9 months of 2023, GN Hearing delivered organic revenue growth of 15% in the Rest of World region.

## Earnings and other financial highlights

Adj. gross profit reached DKK 1,025 million in Q3 2023 corresponding to a gross margin of 62.0% compared to 65.3% in Q3 2022. The decline in gross margin was driven by retail disposals including BelAudição and Beltone corporate retail and well as increasing input costs. Compared to Q2 2023, the gross margin increased 1 percentage points due to declining input costs.

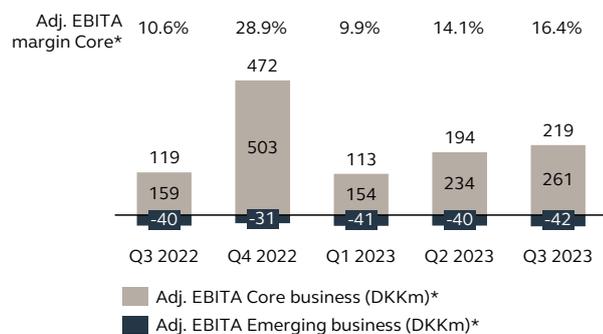
In the first 9 months of 2023, GN Hearing delivered an adj. gross margin of 61.5%.

OPEX was prudently managed during the quarter with a reduction in selling and distribution costs as well as R&D, offset by increasing general and administrative expenses primarily due to IT. Consequently, total OPEX excl. non-recurring items and hedging effects decreased by 6% compared to Q3 2022.

GN Hearing's adj. EBITA was DKK 219 million, with the Core business delivering adj. EBITA of DKK 261 million, equal to an EBITA margin of 16.4% compared to 10.6% in Q3 2022. The development reflects the significant market share gains on top of tightly managed OPEX driving operating leverage. Compared to Q2 2023, the adj. EBITA margin in the Core business increased 2.3 percentage points as a function of gross margin improvements and operating leverage. The Emerging business delivered an EBITA of DKK -42 million due to continued investments in lead generation to drive topline growth. Reported EBITA amounted to DKK 190 million reflecting non-recurring items of DKK -29 million.

In the first 9 months of 2023, the adj. EBITA margin in the Core business was 13.5%, while the adj. EBITA margin in GN Hearing was 10.5%.

#### GN Hearing adj. EBITA development



\*Excluding non-recurring items

Free cash flow excl. M&A was DKK 115 million in Q3 2023 compared to DKK 60 million in Q3 2022, mainly driven by stronger earnings. Following the disposal of BelAudição, reported free cash flow was DKK 556 million. In the first 9 months of 2023, free cash flow excl. M&A was DKK 114 million.

#### Non-recurring items

For Q3 2023, non-recurring items amounted to DKK -29 million as a result of continued design for manufacturing initiatives, simplification of supply chain as well as targeted redundancies.

#### GN Hearing non-recurring items

(DKK million)	Q3 2022	Q3 2023	YTD 2023
Revenue	-	-	-
Production costs	-26	-6	-33
<b>Gross profit</b>	<b>-26</b>	<b>-6</b>	<b>-33</b>
Development costs	-	-1	-10
Selling and distribution costs	-4	-14	-41
Management and administrative expenses	-8	-8	-31
Other operating income and costs, net	-	-	-
<b>EBITA</b>	<b>-38</b>	<b>-29</b>	<b>-115</b>

#### Product launches

##### Launching ReSound Nexia

On September 28, GN Hearing announced its next hearing aid family ReSound Nexia, which pioneers a new era of hearing through sound, design and connectivity. ReSound Nexia delivers exceptional speech understanding in noisy environments, while offering industry leading access to and awareness of surrounding sounds. Moreover, it comes in a new rechargeable microRIE form factor which is 25% smaller than the standard RIE ensuring best possible on-ear comfort without compromising on performance. ReSound Nexia is the first hearing aid in the industry equipped with Bluetooth® LE Audio, the new standard for connectivity. It allows multiple simultaneous connections and hands-free calls with other compatible devices, as well as higher sound quality with significantly lower battery consumption. Finally, it includes GN Hearing's first CROS/BiCROS system developed for people with single-sided deafness.

#### Market development

In Q3 2023, the market grew slightly faster than the historical growth rates of 4-6% volume growth and -1% to -2% market ASP decline. Following a few years of volatility the market has now normalized. GN Hearing is projecting markets to grow at the high-end of the structural 4-6% volume growth for 2023.

# GN Audio

Focused commercial excellence in Enterprise and continued market share gains in SteelSeries led to sequential improvement in revenue and EBITA. Financial guidance narrowed

## Highlights Q3 2023

- GN Audio executed well resulting in 4% revenue growth compared to Q2 2023. As a consequence of a high comparison base organic revenue growth was -8%
- The Enterprise market experienced general volume stabilization during the quarter, leading to Enterprise revenue in line with Q2 2023 resulting in an organic revenue growth of -13%
- Both Consumer and SteelSeries delivered solid double-digit revenue growth compared to Q2 2023. Strong execution in SteelSeries led to significant market share gains and organic revenue growth of 10%, while Consumer delivered -8% organic revenue growth
- Adj. EBITA margin was 11.9%, equal to an improvement of 2.4 percentage points compared to Q2 2023 (2.7 percentage points lower than Q3 2022), primarily driven by tightly managed OPEX
- Following a Q3 performance in line with expectations, GN Audio's organic revenue guidance is narrowed from "-10% to -4%" to "-9% to -7%". GN Audio's adj. EBITA margin is confirmed at "10% to 12%"

## Revenue

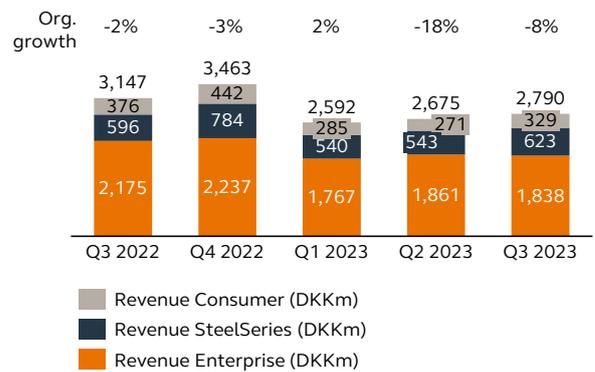
Compared to Q2 2023, GN Audio increased revenue by 4% leading to a revenue of DKK 2,790 million, equal to an organic revenue growth of -8% due to the high comparison base from Q3 2022. Revenue growth was -11%, while the impact from the development in foreign exchange rates was -3%.

As a result of continued execution, Enterprise revenue was DKK 1,838 million, which was in line with Q2 2023 and equal to an organic revenue growth of -13% due to the high comparison base from Q3 2022, which was benefitting from an easing supply chain. Following a few years of significant market volume declines in the Enterprise markets, Q3 2023 saw general volume stabilization.

Strong performance in the consumer-oriented businesses led to 17% growth for these businesses combined compared to Q2 2023 in stabilizing markets. SteelSeries continued to take market shares globally in the premium gaming gear market, leading to a strong organic revenue growth of 10% resulting in absolute revenue of DKK 623 million. The Consumer business delivered revenue of DKK 329 million, equal to an organic revenue growth of -8% due to the narrowed product portfolio, while preparing for the important fourth quarter with innovation leading product launches.

In the first 9 months of 2023, GN Audio delivered organic revenue growth of -9% and a revenue of DKK 8,057 million.

## GN Audio revenue development



## North America

In North America, GN Audio delivered -11% organic revenue growth due to a challenging comparison base from last year. The Enterprise market saw its stabilization trend from Q2 2023 continue into Q3 2023. As a result, Q3 2023 revenue was in line with Q2 2023. Revenue growth in North America was -18%, including around -7% impact from the development in foreign exchange rates.

In the first 9 months of 2023, GN Audio delivered organic revenue growth of -14% in North America.

## Europe

In Europe, GN Audio delivered organic revenue growth of -10% and revenue growth of -9% as a consequence of the high comparison base from last year. The overall revenue in Europe in Q3 2023 was in line with the level realized in Q2 2023 due to a stabilizing market.

In the first 9 months of 2023, GN Audio delivered -9% organic revenue growth in Europe.

## Rest of World

In the Rest of World region, GN Audio delivered 1% organic revenue growth, while revenue growth was -7% with -8% impact from the development in foreign exchange rates. The overall revenue in Rest of World was materially stronger in Q3 2023 compared to Q2 2023.

In the first 9 months of 2023, GN Audio delivered -3% organic revenue growth in Rest of World.

## Earnings and other financial highlights

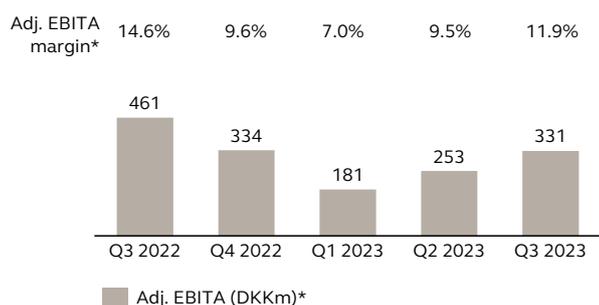
GN Audio delivered gross profit of DKK 1,205 million in Q3 2023, equal to a gross margin of 43.2% compared to 42.6% in Q3 2022. The development reflects the business mix as well as ongoing promotional activities in the

consumer-oriented businesses, but more than offset by a positive impact from easing freight costs and FX.

OPEX was prudently managed during the quarter with sustainable cost savings being executed, leading to OPEX excl. non-recurring items and hedging effects decreasing by 4% compared to Q3 2022. Compared to Q2 2023, OPEX excl. non-recurring items decreased with 6%.

GN Audio's adj. EBITA ended at DKK 331 million, translating into an adjusted EBITA margin of 11.9%, compared to 14.6% in Q3 2022. The development reflects the revenue decline, partly off-set by tightly managed OPEX. Compared to Q2 2023, the adj. EBITA margin increased by 2.4 percentage points reflecting the revenue increase and cost reduction initiatives. Reported EBITA was DKK 295 million, reflecting DKK -36 million in non-recurring items. In the first 9 months of 2023, GN Audio delivered an adj. EBITA margin of 9.5%.

#### GN Audio adj. EBITA development



\*Excluding non-recurring items

Free cash flow excl. M&A was DKK 215 million compared to DKK 21 million in Q3 2022. The strong increase in cash flow was mainly driven by continued prudent cost management and well-managed working capital. In the first 9 months of 2023, free cash flow excl. M&A was DKK 375 million.

#### Non-recurring items

Acknowledging the uncertain environment, GN Audio continued to take actions to reduce the cost base and defend the agility of the company. For this purpose, GN Audio booked non-recurring items of DKK -36 million in Q3 2023 related to cost reduction measures.

#### GN Audio non-recurring items

(DKK million)	Q3 2022	Q3 2023	YTD 2023
Revenue	-	-	-
Production costs	-	-	-
<b>Gross profit</b>	-	-	-
Development costs	-	-	-37
Selling and distribution costs	-	-33	-33
Management and administrative expenses	-21	-3	-31
Other operating income and costs, net	-	-	-
<b>EBITA</b>	<b>-21</b>	<b>-36</b>	<b>-101</b>

#### Product launches

##### Shipping of Jabra PanaCast 50 Video Bar System

During September, GN Audio started shipment of the PanaCast 50 Video Bar System, which is an integrated solution, that includes an Android based compute unit for easy deployment.

##### Launching Jabra Elite 8 & 10

Late August, GN Audio unveiled its two most advanced earbuds ever, which strengthened its innovation leadership in the premium true wireless category. The **Jabra Elite 8 Active**, will set a new standard for durability and fit. Built for much more than running or sports, they are designed to be durable enough for users regardless of what they choose to do and wherever life takes them.

**Jabra Elite 10** earbuds promise the best combination of comfort, sound and calls anywhere, for both work and life. These true wireless earbuds, which are optimized for enjoying content in Dolby Atmos, are truly immersive and Jabra's first earbuds to support Dolby Head Tracking, enabling a more natural sound experience.

##### Launching SteelSeries' Alias line of microphones

Early October, SteelSeries announced the next area for category expansion with the launch of SteelSeries Alias - the future of gaming microphones. The new line of microphones powered by Sonar for Streamers creates and delivers the ultimate streaming experience.

#### Market development

In Q3 2023, the Enterprise market stabilized across regions. We expect gradually improving markets, but the timing of the recovery path is still uncertain. While the market remains challenged in the short-term we continue to believe in the long term attractiveness of the market driven by hybrid working and the continued upgrade of collaboration tools to make the experience seamless and more efficient. The consumer-oriented markets are continuing to see stabilization, following the material market decline in 2022, but with limited growth expected for 2023 as a whole. Once the current market challenges are behind us, we expect the market to return to growth.

# GN Store Nord

Relentless execution of capital plan leading to a DKK 740 million reduction in net interest-bearing debt. Future synergies of DKK ~600 million identified in relation to the One-GN transformation

## Highlights Q3 2023

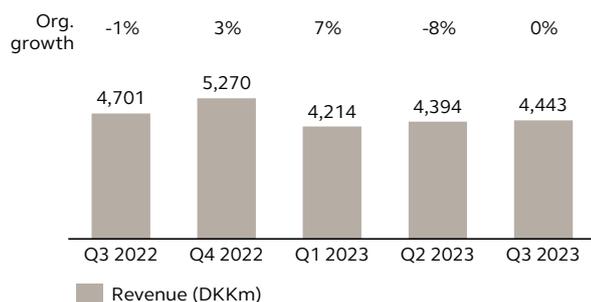
- GN delivered continued focused execution across the company resulting in 1% revenue growth compared to Q2 2023. Group organic revenue growth was 0%
- Adj. EBITA was DKK 495 million, equal to an adj. EBITA margin improvement of 1.9 percentage points compared to Q2 2023 (0.6 percentage points lower than Q3 2022), driven by tightly managed OPEX. This led to strong free cash flow excl. M&A of DKK 279 million and in combination with the disposal of BelAudição, the net interest-bearing debt decreased from DKK 12,073 million to DKK 11,333 million
- GN announced its transformation into one integrated company to capture innovation synergies, to better serve customer needs, and to simplify the operating model. This will entail freeing up resources to invest in future innovation and ultimately create shareholder value as a fully integrated innovation powerhouse. The company has identified DKK ~600 million in cost synergies (across COGS and OPEX) to be realized by 2026 of which roughly two-thirds will be achieved in 2024
- Reflecting the narrowed guidance for GN Hearing and GN Audio, GN Store Nord's organic revenue growth guidance is narrowed from "-4% to +2%" to "-2% to 0%". As a consequence of the identified cost synergies, the Group will incur a further DKK ~ -300 million in non-recurring items in 2023 due to redundancies and process streamlining activities. No non-recurring items for 2024 are expected to drive these synergies

## Revenue

GN delivered 0% organic revenue growth, leading to -5% revenue growth, as a result of -4% impact from the development in foreign exchange rates and -1% impact from M&A.

In the first 9 months of 2023, GN delivered organic revenue growth of -1%, while revenue growth was -3%.

### GN Store Nord revenue development

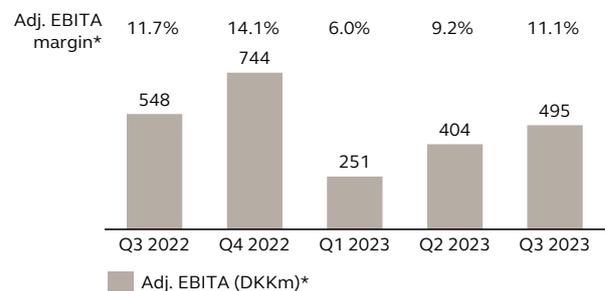


## Earnings and other financial highlights

EBITA in Other amounted to DKK -55 million, compared to DKK -32 million in Q3 2022 driven by timing effects. GN Store Nord's adj. EBITA was DKK 495 million compared to DKK 548 million in Q3 2022, primarily driven by negative operating leverage in GN Audio as a result of the revenue decline as well as ongoing promotional activities in the consumer-oriented businesses. This corresponds to an adj. EBITA margin of 11.1% in Q3 2023 compared to 11.7% in Q3 2022. Due to the strong execution in the quarter, the adj. EBITA margin increased sequentially by 1.9 percentage points. In the first 9 months of 2023, GN delivered an adj. EBITA margin of 8.8%.

Reported EBITA was DKK 430 million, reflecting non-recurring items of DKK -65 million due to initiatives to restore profitability across GN Hearing and GN Audio.

### GN Store Nord adj. EBITA development



\*Excluding non-recurring items

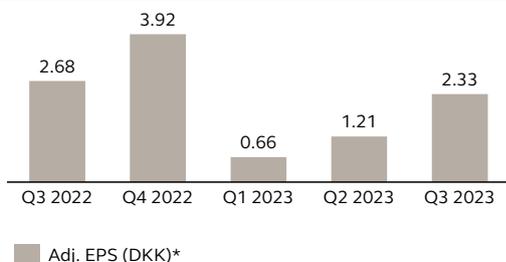
Amortization of acquired intangible assets amounted to DKK -99 million compared to DKK -125 million in Q3 2022. Financial items were DKK -91 million in the quarter compared to DKK -90 million in Q3 2022. The development reflects the general increase in interest rate levels, but offset by a positive non-cash revaluation of balance sheet items due to changes in FX. Share of profit (loss) in associates was DKK -5 million compared to DKK -1 million in Q3 2022, while gain on disposals were DKK 60 million in the quarter reflecting a non-cash gain from the disposal of BelAudição.

The adj. profit before tax was DKK 360 million (reported profit before tax was DKK 295 million) compared to DKK 332 million in Q3 2022. The effective tax rate was 23.1% compared to 21.2% in Q3 2022 due to a previous R&D tax relief scheme in Denmark not being prolonged. Adj. net profit was DKK 277 million in Q3 2023 (reported net profit of DKK 227 million) compared to DKK 262 million in Q3 2022. In the first 9 months of 2023, adj. net profit was DKK 393 million.

Free cash flow excl. M&A of DKK 279 million compared to DKK -217 million in Q3 2022, driven by the solid earnings

level and a relentless focus on balance sheet items. Following the disposal of BelAudição, free cash flow was DKK 720 million. In the first 9 months of 2023, free cash flow excl. M&A was DKK 323 million (free cash flow of DKK 728 million).

#### GN Store Nord adj. EPS development



\*Excluding non-recurring items and amortization of acquired intangible assets

Adj. earnings per share (Adj. EPS) was DKK 2.33 in Q3 2023 compared to DKK 2.68 in Q3 2022 driven by the increase in earnings. In the first 9 months of 2023, GN delivered an adj. earnings per share of DKK 4.74.

Equity in GN Store Nord amounted to DKK 9,711 million compared to DKK 7,202 million in Q3 2022. The increase was driven by the private placing as well as positive net profits.

#### Capital structure

Net interest-bearing debt decreased significantly to DKK 11,333 million in Q3 2023 compared to DKK 12,073 million by the end of Q2 2023, driven by the strong free cash flow generation including the disposal of BelAudição. As a result, the adj. leverage ended at 4.9x. Reported leverage ratio was 5.9x reflecting DKK -404 million non-recurring items in the last four quarters. By the end of Q3 2023, GN had cash and cash equivalents of DKK 1,726 million. Moreover, GN has access to an undrawn revolving credit facility of DKK 3.9 billion (EUR 520 million) with maturity in 2027.

#### Execution of capital plan

On May 24, GN announced a new capital plan to prepare for repayment of approximately DKK 7 billion debt that matures in 2024 and effectively pushes all material debt maturities to 2026. Execution of the four pillars of the plan continues to progress well. The pillars are:

- **Equity:** An accelerated bookbuild of a directed issue and private placing of 17 million new shares and existing treasury shares executed on May 24, 2023, which generated DKK 2.6 billion net proceeds
- **Debt refinancing:** New DKK 6.0 billion (EUR 800 million) term loan facility maturing in 2026 replaced existing DKK 3.9 billion (EUR 520 million) term loan. The new loan was signed and finalized on September 27, 2023
- **Disposals:** DKK 1.0 – 2.0 billion to be generated by disposals of selected assets. Disposal of BelAudição announced on June 28 generated DKK ~500 million in Q3 2023. Moreover, GN has agreed a sale and leaseback of the company's headquarter, which will generate net proceeds of DKK ~500 million during Q4 2023

- **Operational measures:** Cash at hand and positive free cash flow excl. M&A for 2023 and 2024 at Group level; DKK 279 million cash flow excl. M&A generated in Q3 2023, and DKK 323 million in first 9 months of 2023

#### Foreign exchange exposure

GN has hedged a substantial part of the expected net cash-flow in foreign currencies to secure the EBITA contribution of the material trading currencies for the next 12 months across both GN Hearing and GN Audio.

#### One-GN

GN continues to execute on its strategy built on more than 150 years of technology-driven enhancement of vital human senses with the underlying philosophy of bringing people closer. Over the past several years, GN has been redefined from a hardware to a software-enabled company; repositioned from mainly being perceived as a hearing aid company to becoming a fully integrated innovation powerhouse with strong positions and substantial future growth opportunities in attractive hearing, audio, video, and gaming markets.

As a natural next step, GN announced its transformation into one integrated company to capture innovation synergies, to better serve customer needs, and to simplify the operating model. This will entail freeing up resources to invest in future innovation and ultimately create shareholder value. This includes a transformation to being governed by one Board, one Group CEO, one Group CFO and one Executive Leadership Team. The Board has appointed Peter Karlstromer as Group CEO.

As part of the one company transformation, GN has identified company-wide synergies which will support and accelerate the margin improvement across the Group. The company has identified DKK ~600 million in cost synergies (across COGS and OPEX) to be realized by 2026 of which roughly two-thirds will be achieved in 2024. As a consequence of the identified cost synergies, the Group will incur a further DKK ~ -300 million in non-recurring items in 2023 due to redundancies and process streamlining activities. No non-recurring items are expected for 2024 to drive these synergies.

#### Management quote

*“During Q3, GN Hearing delivered strong organic growth for the fourth consecutive quarter, our Enterprise business executed well in stabilizing markets, while our consumer-oriented businesses delivered strong double-digit revenue growth sequentially. As a whole, we saw continued strong execution across the company leading to improved margin levels compared to Q2 2023 and healthy cash flow, which together with the disposal of BelAudição supports the successful execution of GN’s capital plan. We are also excited to embark on the transformation into a one-company setup, which over time will unlock company-wide synergies due to a simpler, faster, and more powerful operating model.”*

Peter Karlstromer, CEO of GN Store Nord

# Financial guidance 2023

(Financial guidance is narrowed on November 10, 2023)

## Financial guidance 2023

	Organic revenue growth		Adjusted EBITA margin <sup>2)</sup>		Non-recurring items (DKK million) <sup>3)</sup>	
	New	Old	New	Old	New	Old
<b>GN Hearing</b>	<b>11% to 13%</b>	9% to 13%				
- Core Business			<b>14% to 16%</b>	14% to 16%	<b>~ -150</b>	~ -150
- Emerging Business <sup>1)</sup> (DKK million)			<b>~ -150</b>	~ -150		
<b>GN Audio</b>	<b>-9% to -7%</b>	-10% to -4%	<b>10% to 12%</b>	10% to 12%	<b>~ -150</b>	~ -150
Other (DKK million)			<b>~ -200</b>	~ -200	<b>~ -300</b>	
<b>GN Store Nord</b>	<b>-2% to 0%</b>	-4% to +2%			<b>~ -600</b>	~ -300

Note 1) Emerging Business mainly includes the JabraEnhance.com (formerly Lively)

Note 2) Excluding non-recurring items

Note 3) GN is expecting to incur additional non-recurring items of DKK ~ -300 million in Q4 2023 related to the transformation of One-GN due to redundancies and process streamlining activities. These non-recurring items will most likely be incurred across legal entities. No further non-recurring items for 2024 are expected to drive these synergies

Based on foreign exchange rates as of November 10, 2023

### Primary risk factors in relation to the financial guidance

The basic assumptions behind the guidance remain more uncertain than normal. Primary risk factors include inflationary pressures, consumer sentiment and general economic uncertainty. GN's supply chains, including component sourcing and local and geopolitical instability and deteriorating trade relations may impact key suppliers and GN's operations.

### Forward-looking statements

The forward-looking statements in this report reflect the management's current expectations of certain future events and financial results. Statements regarding the future are, naturally, subject to risks and uncertainties, which may result in considerable deviations from the outlook set forth. Furthermore, some of these expectations are based on assumptions regarding future events, which may prove incorrect. Changes to such expectation and assumptions will not be disclosed on an ongoing basis, unless required pursuant to general disclosure obligations to which GN is subject.

Factors that may cause actual results to deviate materially from expectations include – but are not limited to – general economic developments and developments in the financial markets, technological developments, changes and amendments to legislation and regulations governing GN's markets, changes in the demand for GN's products, competition, fluctuations in sub-contractor supplies and developments in ongoing litigation (including but not limited to class action and patent infringement litigation in the United States).

Due to the COVID-19 situation – which impacts the company in many different ways – it must be stressed that the basic assumptions behind the guidance remain significantly more uncertain than normal.

# Additional information

## Teleconference

GN will host a teleconference at 11.00 am CET on November 10, 2023. Please visit [www.gn.com](http://www.gn.com) to access the teleconference. Presentation material will be available on the website approximately one hour prior to the start of the teleconference.

For further information please contact:

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## Financial calendar 2024

Annual Report 2023:	February 8, 2024
Annual general meeting*:	March 13, 2024
Interim Report Q1 2024:	May 2, 2024
Interim Report Q2 2024:	August 22, 2024
Interim Report Q3 2024:	November 7, 2024

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\* Proposals to the agenda for the GN Store Nord Annual General Meeting must be submitted no later than six weeks before the meeting (i.e., January 30, 2024)

GN Store Nord A/S  
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Denmark  
Company reg. no. 24257843

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## Financial statements

### Financial statements

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## Quarterly reporting by segment

(DKK million)	Q1 2022 (unaud.)	Q2 2022 (unaud.)	Q3 2022 (unaud.)	Q4 2022 (unaud.)	Q1 2023 (unaud.)	Q2 2023 (unaud.)	Q3 2023 (unaud.)	YTD 2022 (unaud.)	YTD 2023 (unaud.)	Full year 2022 (aud.)
<b>Income statement</b>										
<b>Revenue</b>										
GN Hearing	1,337	1,529	1,554	1,807	1,622	1,719	1,653	4,420	4,994	6,227
GN Audio	2,522	3,328	3,147	3,463	2,592	2,675	2,790	8,997	8,057	12,460
<b>Total</b>	<b>3,859</b>	<b>4,857</b>	<b>4,701</b>	<b>5,270</b>	<b>4,214</b>	<b>4,394</b>	<b>4,443</b>	<b>13,417</b>	<b>13,051</b>	<b>18,687</b>
<b>Organic growth</b>										
GN Hearing	2%	4%	0%	14%	15%	15%	15%	2%	15%	5%
GN Audio	-30%	10%	-2%	-3%	2%	-18%	-8%	-9%	-9%	-7%
<b>Total</b>	<b>-21%</b>	<b>8%</b>	<b>-1%</b>	<b>3%</b>	<b>7%</b>	<b>-8%</b>	<b>0%</b>	<b>-5%</b>	<b>-1%</b>	<b>-3%</b>
<b>Gross profit</b>										
GN Hearing	801	924	988	1,194	979	1,039	1,019	2,713	3,037	3,907
GN Audio	1,006	1,502	1,341	1,376	1,062	1,183	1,205	3,849	3,450	5,225
<b>Total</b>	<b>1,807</b>	<b>2,426</b>	<b>2,329</b>	<b>2,570</b>	<b>2,041</b>	<b>2,222</b>	<b>2,224</b>	<b>6,562</b>	<b>6,487</b>	<b>9,132</b>
<b>Gross profit margin</b>										
GN Hearing	59.9%	60.4%	63.6%	66.1%	60.4%	60.4%	61.6%	61.4%	60.8%	62.7%
GN Audio	39.9%	45.1%	42.6%	39.7%	41.0%	44.2%	43.2%	42.8%	42.8%	41.9%
<b>Total</b>	<b>46.8%</b>	<b>49.9%</b>	<b>49.5%</b>	<b>48.8%</b>	<b>48.4%</b>	<b>50.6%</b>	<b>50.1%</b>	<b>48.9%</b>	<b>49.7%</b>	<b>48.9%</b>
<b>Development costs</b>										
GN Hearing	-138	-142	-146	-124	-166	-130	-126	-426	-422	-550
GN Audio	-189	-166	-188	-238	-188	-226	-190	-543	-604	-781
Other *	-21	-16	-10	-27	-13	-14	-19	-47	-46	-74
<b>Total</b>	<b>-348</b>	<b>-324</b>	<b>-344</b>	<b>-389</b>	<b>-367</b>	<b>-370</b>	<b>-335</b>	<b>-1,016</b>	<b>-1,072</b>	<b>-1,405</b>
<b>Selling and distribution costs and administrative expenses etc.</b>										
GN Hearing	-733	-776	-761	-634	-760	-741	-703	-2,270	-2,204	-2,904
GN Audio	-672	-804	-713	-956	-711	-751	-720	-2,189	-2,182	-3,145
Other *	-38	-23	-22	-35	-30	-29	-36	-83	-95	-118
<b>Total</b>	<b>-1,443</b>	<b>-1,603</b>	<b>-1,496</b>	<b>-1,625</b>	<b>-1,501</b>	<b>-1,521</b>	<b>-1,459</b>	<b>-4,542</b>	<b>-4,481</b>	<b>-6,167</b>
<b>EBITA</b>										
GN Hearing	-70	6	81	436	53	168	190	17	411	453
GN Audio	145	532	440	182	163	206	295	1,117	664	1,299
Other *	-59	-39	-32	-62	-43	-43	-55	-130	-141	-192
<b>Total</b>	<b>16</b>	<b>499</b>	<b>489</b>	<b>556</b>	<b>173</b>	<b>331</b>	<b>430</b>	<b>1,004</b>	<b>934</b>	<b>1,560</b>
<b>EBITA margin</b>										
GN Hearing	-5.2%	0.4%	5.2%	24.1%	3.3%	9.8%	11.5%	0.4%	8.2%	7.3%
GN Audio	5.7%	16.0%	14.0%	5.3%	6.3%	7.7%	10.6%	12.4%	8.2%	10.4%
<b>Total</b>	<b>0.4%</b>	<b>10.3%</b>	<b>10.4%</b>	<b>10.6%</b>	<b>4.1%</b>	<b>7.5%</b>	<b>9.7%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>8.3%</b>
<b>Depreciation and software amortization</b>										
GN Hearing	-38	-41	-42	-41	-42	-41	-36	-121	-119	-162
GN Audio	-45	-48	-54	-47	-46	-45	-43	-147	-134	-194
Other *	-35	-37	-36	-21	-21	-27	-29	-108	-77	-129
<b>Total</b>	<b>-118</b>	<b>-126</b>	<b>-132</b>	<b>-109</b>	<b>-109</b>	<b>-113</b>	<b>-108</b>	<b>-376</b>	<b>-330</b>	<b>-485</b>
<b>EBITDA</b>										
GN Hearing	-32	47	123	477	95	209	226	138	530	615
GN Audio	190	580	494	229	209	251	338	1,264	798	1,493
Other *	-24	-2	4	-41	-22	-16	-26	-22	-64	-63
<b>Total</b>	<b>134</b>	<b>625</b>	<b>621</b>	<b>665</b>	<b>282</b>	<b>444</b>	<b>538</b>	<b>1,380</b>	<b>1,264</b>	<b>2,045</b>
<b>EBITA</b>										
Amortization and impairment of acquired intangible assets	-103	-96	-125	-116	-102	-101	-99	-324	-302	-440
Gain (loss) on divestment of operations etc.	-1	-6	-	-2	-1	1	60	-7	60	-9
<b>Operating profit (loss)</b>	<b>-88</b>	<b>397</b>	<b>364</b>	<b>438</b>	<b>70</b>	<b>231</b>	<b>391</b>	<b>673</b>	<b>692</b>	<b>1,111</b>
<b>Share of profit (loss) in associates</b>										
Financial items	17	5	-1	-2	-1	-46	-5	21	-52	19
<b>Profit (loss) before tax</b>	<b>-227</b>	<b>325</b>	<b>273</b>	<b>354</b>	<b>-56</b>	<b>56</b>	<b>295</b>	<b>371</b>	<b>295</b>	<b>725</b>
<b>Tax on profit (loss)</b>										
<b>Profit (loss)</b>	<b>-178</b>	<b>255</b>	<b>215</b>	<b>278</b>	<b>-43</b>	<b>43</b>	<b>227</b>	<b>292</b>	<b>227</b>	<b>570</b>
<b>Balance sheet</b>										
<b>Inventories</b>										
GN Hearing	770	816	892	850	842	841	856	892	856	850
GN Audio	2,012	2,282	2,968	2,666	2,506	2,449	2,353	2,968	2,353	2,666
Other *	-	-	-	-	-	-8	-	-	-	-
<b>Total</b>	<b>2,782</b>	<b>3,098</b>	<b>3,860</b>	<b>3,516</b>	<b>3,348</b>	<b>3,282</b>	<b>3,209</b>	<b>3,860</b>	<b>3,209</b>	<b>3,516</b>
<b>Trade receivables</b>										
GN Hearing	1,144	1,262	1,266	1,442	1,446	1,398	1,451	1,266	1,451	1,442
GN Audio	1,975	2,890	2,729	2,589	2,314	2,429	2,827	2,729	2,827	2,589
Other *	2	2	-	-	-	-13	-	-	-	-
<b>Total</b>	<b>3,121</b>	<b>4,154</b>	<b>3,995</b>	<b>4,031</b>	<b>3,760</b>	<b>3,814</b>	<b>4,278</b>	<b>3,995</b>	<b>4,278</b>	<b>4,031</b>
<b>Net working capital</b>										
GN Hearing	1,036	1,078	1,052	1,323	1,380	1,281	1,196	1,052	1,196	1,323
GN Audio	1,646	2,021	2,145	1,937	2,222	1,872	1,930	2,145	1,930	1,937
Other *	-165	-319	-259	-151	-43	-102	-120	-259	-120	-151
<b>Total</b>	<b>2,517</b>	<b>2,780</b>	<b>2,938</b>	<b>3,109</b>	<b>3,559</b>	<b>3,051</b>	<b>3,006</b>	<b>2,938</b>	<b>3,006</b>	<b>3,109</b>
<b>Free cash flow excl. M&amp;A</b>										
GN Hearing	-175	-326	60	64	-132	131	115	-441	114	-377
GN Audio	-140	49	21	-21	-304	464	215	-70	375	-91
Other *	-242	-135	-298	-148	-142	27	-51	-675	-166	-823
<b>Total</b>	<b>-557</b>	<b>-412</b>	<b>-217</b>	<b>-105</b>	<b>-578</b>	<b>622</b>	<b>279</b>	<b>-1,186</b>	<b>323</b>	<b>-1,291</b>
<b>Acquisitions and divestments of companies</b>										
<b>Free cash flow</b>	<b>-7,037</b>	<b>-216</b>	<b>-15</b>	<b>11</b>	<b>-36</b>	<b>-</b>	<b>441</b>	<b>-7,268</b>	<b>405</b>	<b>-7,257</b>

\* "Other" comprises Group Functions, GN Ejendomme and eliminations, including held for sale classification.

## Regional growth composition Q3 2023

(DKK million)	GN Hearing		GN Audio		Consolidated total	
	Q3 2023 (unaud.)	Q3 2022 (unaud.)	Q3 2023 (unaud.)	Q3 2022 (unaud.)	Q3 2023 (unaud.)	Q3 2022 (unaud.)
<b>Europe - revenue</b>	<b>430</b>	<b>425</b>	<b>1,278</b>	<b>1,408</b>	<b>1,708</b>	<b>1,833</b>
Organic growth	4%	7%	-10%	16%	-7%	14%
FX growth	0%	1%	1%	1%	1%	1%
M&A growth	-3%	17%	0%	15%	-1%	15%
<b>Revenue growth</b>	<b>1%</b>	<b>24%</b>	<b>-9%</b>	<b>32%</b>	<b>-7%</b>	<b>30%</b>
<b>North America - revenue</b>	<b>830</b>	<b>770</b>	<b>842</b>	<b>1,021</b>	<b>1,672</b>	<b>1,791</b>
Organic growth	19%	-3%	-11%	-26%	2%	-16%
FX growth	-9%	18%	-7%	12%	-8%	15%
M&A growth	-2%	2%	0%	34%	-1%	20%
<b>Revenue growth</b>	<b>8%</b>	<b>17%</b>	<b>-18%</b>	<b>20%</b>	<b>-7%</b>	<b>19%</b>
<b>Rest of World - revenue</b>	<b>393</b>	<b>359</b>	<b>670</b>	<b>718</b>	<b>1,063</b>	<b>1,077</b>
Organic growth	18%	-3%	1%	-1%	7%	-2%
FX growth	-9%	6%	-8%	10%	-8%	9%
M&A growth	0%	0%	0%	29%	0%	17%
<b>Revenue growth</b>	<b>9%</b>	<b>3%</b>	<b>-7%</b>	<b>38%</b>	<b>-1%</b>	<b>24%</b>
<b>Total revenue</b>	<b>1,653</b>	<b>1,554</b>	<b>2,790</b>	<b>3,147</b>	<b>4,443</b>	<b>4,701</b>
Organic growth	15%	0%	-8%	-2%	0%	-1%
FX growth	-7%	9%	-3%	7%	-4%	7%
M&A growth	-2%	6%	0%	24%	-1%	18%
<b>Revenue growth</b>	<b>6%</b>	<b>15%</b>	<b>-11%</b>	<b>29%</b>	<b>-5%</b>	<b>24%</b>

\* "Other" comprises Group Shared Services, GN Ejendomme and eliminations

## Regional growth composition YTD 2023

(DKK million)	GN Hearing		GN Audio		Consolidated total	
	YTD 2023 (unaud.)	YTD 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)
<b>Europe - revenue</b>	<b>1,436</b>	<b>1,269</b>	<b>3,885</b>	<b>4,232</b>	<b>5,321</b>	<b>5,501</b>
Organic growth	8%	11%	-9%	-4%	-5%	-1%
FX growth	-1%	1%	1%	1%	1%	1%
M&A growth	6%	9%	0%	10%	1%	10%
<b>Revenue growth</b>	<b>13%</b>	<b>22%</b>	<b>-8%</b>	<b>7%</b>	<b>-3%</b>	<b>10%</b>
<b>North America - revenue</b>	<b>2,411</b>	<b>2,100</b>	<b>2,413</b>	<b>2,881</b>	<b>4,824</b>	<b>4,981</b>
Organic growth	19%	-4%	-14%	-19%	0%	-12%
FX growth	-1%	13%	-2%	11%	-2%	12%
M&A growth	-3%	2%	0%	31%	-1%	18%
<b>Revenue growth</b>	<b>15%</b>	<b>11%</b>	<b>-16%</b>	<b>23%</b>	<b>-3%</b>	<b>18%</b>
<b>Rest of World - revenue</b>	<b>1,147</b>	<b>1,051</b>	<b>1,759</b>	<b>1,884</b>	<b>2,906</b>	<b>2,935</b>
Organic growth	15%	3%	-3%	-5%	3%	-2%
FX growth	-6%	5%	-4%	8%	-4%	6%
M&A growth	0%	0%	0%	26%	0%	16%
<b>Revenue growth</b>	<b>9%</b>	<b>8%</b>	<b>-7%</b>	<b>29%</b>	<b>-1%</b>	<b>20%</b>
<b>Total revenue</b>	<b>4,994</b>	<b>4,420</b>	<b>8,057</b>	<b>8,997</b>	<b>13,051</b>	<b>13,417</b>
Organic growth	15%	2%	-9%	-9%	-1%	-5%
FX growth	-2%	7%	-1%	5%	-2%	5%
M&A growth	0%	4%	0%	20%	0%	15%
<b>Revenue growth</b>	<b>13%</b>	<b>13%</b>	<b>-10%</b>	<b>16%</b>	<b>-3%</b>	<b>15%</b>

\* "Other" comprises Group Shared Services, GN Ejendomme and eliminations

## Consolidated income statement

(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)	Full Year 2022 (aud.)
Revenue	4,443	4,701	13,051	13,417	18,687
Production costs	-2,219	-2,372	-6,564	-6,855	-9,555
<b>Gross profit</b>	<b>2,224</b>	<b>2,329</b>	<b>6,487</b>	<b>6,562</b>	<b>9,132</b>
Development costs	-335	-344	-1,072	-1,016	-1,405
Selling and distribution costs	-1,091	-1,182	-3,310	-3,424	-4,563
Management and administrative expenses	-368	-310	-1,172	-1,104	-1,587
Other operating income and costs, net	-	-4	1	-14	-17
<b>EBITA*</b>	<b>430</b>	<b>489</b>	<b>934</b>	<b>1,004</b>	<b>1,560</b>
Amortization and impairment of acquired intangible assets	-99	-125	-302	-324	-440
Gain (loss) on divestment of operations etc.	60	-	60	-7	-9
<b>Operating profit (loss)</b>	<b>391</b>	<b>364</b>	<b>692</b>	<b>673</b>	<b>1,111</b>
Share of profit (loss) in associates	-5	-1	-52	21	19
Financial items	-91	-90	-345	-323	-405
<b>Profit (loss) before tax</b>	<b>295</b>	<b>273</b>	<b>295</b>	<b>371</b>	<b>725</b>
Tax on profit (loss)	-68	-58	-68	-79	-155
<b>Profit (loss) for the period</b>	<b>227</b>	<b>215</b>	<b>227</b>	<b>292</b>	<b>570</b>
<b>Attributable to:</b>					
Non-controlling interests	14	18	36	44	59
Shareholders in GN Store Nord A/S	213	197	191	248	511
<b>Earnings per share (EPS):</b>					
Earnings per share (EPS)	1.47	1.54	1.40	1.94	4.00
Earnings per share, fully diluted (EPS diluted)	1.46	1.54	1.40	1.94	3.99

\* Excluding gain (loss) on divestments of operations etc. and amortization of acquired intangible assets but including amortization of development projects and software developed in-house.

## Consolidated statement of comprehensive income

(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)	Full Year 2022 (aud.)
<b>Profit (loss) for the period</b>	<b>227</b>	<b>215</b>	<b>227</b>	<b>292</b>	<b>570</b>
<b>Other comprehensive income</b>					
<b>Items that will not be reclassified to profit or loss</b>					
Actuarial gains (losses)	-	-	-	-	7
Tax relating to actuarial gains (losses)	-	-	-	-	-2
<b>Items that may be reclassified subsequently to profit or loss</b>					
Adjustment of cash flow hedges	45	-	62	5	-73
Foreign exchange adjustments, etc.	126	344	-34	800	258
Tax relating to other comprehensive income	-10	-	-13	-1	16
<b>Other comprehensive income (loss) for the period</b>	<b>161</b>	<b>344</b>	<b>15</b>	<b>804</b>	<b>206</b>
<b>Total comprehensive income (loss) for the period</b>	<b>388</b>	<b>559</b>	<b>242</b>	<b>1,096</b>	<b>776</b>
<b>Attributable to:</b>					
Non-controlling interests	14	18	36	44	59
Shareholders in GN Store Nord A/S	374	541	206	1,052	717

## Consolidated balance sheet

(DKK million)	Sep. 30 2023 (unaud.)	Jun. 30 2023 (unaud.)	Mar. 31 2023 (unaud.)	Dec. 31 2022 (aud.)	Sep. 30 2022 (unaud.)
<b>Assets</b>					
Intangible assets	17,323	17,115	17,548	17,546	17,731
Property, plant and equipment	1,071	1,097	1,198	1,255	1,329
Investments in associates	295	269	315	319	348
Deferred tax assets	490	476	481	491	491
Other non-current assets	1,795	1,711	1,636	1,612	1,663
<b>Total non-current assets</b>	<b>20,974</b>	<b>20,668</b>	<b>21,178</b>	<b>21,223</b>	<b>21,562</b>
Inventories	3,209	3,282	3,348	3,516	3,860
Trade receivables	4,278	3,814	3,760	4,031	3,995
Tax receivables	159	119	108	107	185
Other receivables	690	788	837	722	605
Cash and cash equivalents	1,726	1,008	676	990	870
<b>Total current assets</b>	<b>10,062</b>	<b>9,011</b>	<b>8,729</b>	<b>9,366</b>	<b>9,515</b>
Assets held for sale	-	569	-	-	-
<b>Total assets</b>	<b>31,036</b>	<b>30,248</b>	<b>29,907</b>	<b>30,589</b>	<b>31,077</b>
<b>Equity and liabilities</b>					
<b>Equity</b>	<b>9,711</b>	<b>9,283</b>	<b>6,630</b>	<b>6,800</b>	<b>7,202</b>
Bank loans and issued bonds, non-current	7,537	7,496	12,142	9,866	10,711
Lease liabilities, non-current	214	212	253	262	298
Pension obligations	7	7	8	7	7
Provisions, non-current	180	175	140	138	134
Deferred tax liabilities	899	881	914	915	1,013
Other non-current liabilities	844	811	802	867	820
<b>Total non-current liabilities</b>	<b>9,681</b>	<b>9,582</b>	<b>14,259</b>	<b>12,055</b>	<b>12,983</b>
Bank loans and issued bonds, current	5,999	6,034	4,181	6,016	4,970
Lease liabilities, current	95	98	95	109	132
Trade payables	1,593	1,621	1,166	1,554	1,855
Tax payables	167	111	131	226	44
Provisions, current	212	199	225	223	224
Other current liabilities	3,578	3,212	3,220	3,606	3,667
<b>Total current liabilities</b>	<b>11,644</b>	<b>11,275</b>	<b>9,018</b>	<b>11,734</b>	<b>10,892</b>
Liabilities directly associated with assets held for sale	-	108	-	-	-
<b>Total equity and liabilities</b>	<b>31,036</b>	<b>30,248</b>	<b>29,907</b>	<b>30,589</b>	<b>31,077</b>

## Consolidated statement of cash flow

(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)	YTD 2023 (unaud.)	YTD 2022 (unaud.)	Full Year 2022 (aud.)
<b>Operating activities</b>					
Operating profit (loss)	391	364	692	673	1,111
Depreciation, amortization and impairment	355	405	1,113	1,132	1,534
Other non-cash adjustments	-33	-68	8	-41	58
<b>Cash flow from operating activities before changes in working capital</b>	<b>713</b>	<b>701</b>	<b>1,813</b>	<b>1,764</b>	<b>2,703</b>
Changes in working capital	42	-133	126	-872	-1,293
<b>Cash flow from operating activities before financial items and tax</b>	<b>755</b>	<b>568</b>	<b>1,939</b>	<b>892</b>	<b>1,410</b>
Financial items, net	-112	-327	-291	-552	-598
Tax paid, net	-31	-45	-147	-204	-185
<b>Cash flow from operating activities</b>	<b>612</b>	<b>196</b>	<b>1,501</b>	<b>136</b>	<b>627</b>
<b>Investing activities</b>					
Development projects	-246	-190	-743	-643	-1,005
Investments in other intangible assets, net	-55	-130	-259	-280	-454
Investments in property, plant and equipment, net	-21	-104	-53	-166	-204
Investments in other non-current assets, net	-11	11	-123	-233	-255
Company acquisitions	-	-15	-36	-7,268	-7,257
Company divestments	441	-	441	-	-
<b>Cash flow from investing activities</b>	<b>108</b>	<b>-428</b>	<b>-773</b>	<b>-8,590</b>	<b>-9,175</b>
<b>Cash flow from operating and investing activities (free cash flow)</b>	<b>720</b>	<b>-232</b>	<b>728</b>	<b>-8,454</b>	<b>-8,548</b>
<b>Financing activities</b>					
Proceeds from share placement, net of costs	-	-	2,640	-	-
Paid dividends	-	-	-32	-198	-208
Share-based payment (exercised)	38	15	40	20	22
Increase/decrease in bank loans and other adjustments	-98	517	-2,636	3,273	3,530
<b>Cash flow from financing activities</b>	<b>-60</b>	<b>532</b>	<b>12</b>	<b>3,095</b>	<b>3,344</b>
<b>Net cash flow</b>	<b>660</b>	<b>300</b>	<b>740</b>	<b>-5,359</b>	<b>-5,204</b>
Cash and cash equivalents beginning of period	1,060	560	990	6,208	6,208
Adjustment foreign currency, cash and cash equivalents	6	10	-4	21	-14
Belaudicao - assets held for sale	-	-	-	-	-
<b>Cash and cash equivalents, end of period</b>	<b>1,726</b>	<b>870</b>	<b>1,726</b>	<b>870</b>	<b>990</b>

## Consolidated statement of equity

(DKK million)	Other reserves				Proposed dividends for the year	Retained earnings	Equity, shareholders in GN Store Nord A/S	Non-controlling interests	Total equity
	Share capital*	Foreign exchange adjustments	Hedging reserve	Treasury shares					
<b>Balance at December 31, 2021</b>	<b>553</b>	<b>-1,104</b>	<b>6</b>	<b>-3,731</b>	<b>214</b>	<b>10,291</b>	<b>6,229</b>	<b>-</b>	<b>6,229</b>
Profit (loss) for the period	-	-	-	-	-	248	248	44	292
Adjustment of cash flow hedges	-	-	5	-	-	-	5	-	5
Foreign exchange adjustments, etc.	-	800	-	-	-	-	800	-	800
Tax relating to other comprehensive income	-	-	-1	-	-	-	-1	-	-1
Other comprehensive income for the period	-	800	4	-	-	-	804	-	804
Total comprehensive income for the period	-	800	4	-	-	248	1,052	44	1,096
Reduction of the share capital	-4	-	-	297	-	-293	-	-	-
Share-based payment (granted)	-	-	-	-	-	105	105	-	105
Share based payment (exercised)	-	-	-	64	-	-44	20	-	20
Reclassification of non-controlling interests by recognizing a put option liability	-	-	-	-	-	-6	-6	-44	-50
Paid dividends*	-	-	-	-	-198	-	-198	-	-198
Dividends, treasury shares	-	-	-	-	-16	16	-	-	-
<b>Balance at September 30, 2022</b>	<b>549</b>	<b>-304</b>	<b>10</b>	<b>-3,370</b>	<b>-</b>	<b>10,317</b>	<b>7,202</b>	<b>-</b>	<b>7,202</b>

(DKK million)

<b>Balance at December 31, 2022</b>	<b>549</b>	<b>-846</b>	<b>-51</b>	<b>-3,366</b>	<b>-</b>	<b>10,514</b>	<b>6,800</b>	<b>-</b>	<b>6,800</b>
Profit (loss) for the period	-	-	-	-	-	191	191	36	227
Adjustment of cash flow hedges	-	-	62	-	-	-	62	-	62
Foreign exchange adjustments, etc.	-	-34	-	-	-	-	-34	-	-34
Tax relating to other comprehensive income	-	-	-13	-	-	-	-13	-	-13
Other comprehensive income for the period	-	-34	49	-	-	-	15	-	15
Total comprehensive income for the period	-	-34	49	-	-	191	206	36	242
Increase of share capital	55	-	-	-	-	2,031	2,086	-	2,086
Share-based payment (granted)	-	-	-	-	-	47	47	-	47
Share-based payment (exercised)	-	-	-	78	-	-57	21	-	21
Purchase of treasury shares	-	-	-	547	-	-	547	-	547
Reclassification of non-controlling interests by recognizing a put option liability	-	-	-	-	-	4	4	-4	-
Paid dividends*	-	-	-	-	-	-	-	-32	-32
<b>Balance at September 30, 2023</b>	<b>604</b>	<b>-880</b>	<b>-2</b>	<b>-2,741</b>	<b>-</b>	<b>12,730</b>	<b>9,711</b>	<b>-</b>	<b>9,711</b>

\* shares of DKK 4 each

## Note 1 – Accounting policies

This interim report has been prepared in accordance with IAS 34 “Interim Financial Reporting” as adopted by the EU and Danish interim financial reporting requirements for listed companies.

### **New standards, interpretations and amendments adopted by GN Store Nord**

As of January 1, 2023, GN Store Nord adopted all relevant new or revised International Financial Reporting Standards and IFRIC Interpretations with effective date January 1, 2023, or earlier. The new or revised Standards and Interpretations did not affect recognition and measurement or result in any material changes to disclosures. Apart from this, the accounting policies applied are unchanged from those applied in the Annual Report 2022.

## Note 2 – Segment disclosures Q3 2023

Income statement	GN Hearing		GN Audio		Other**		Consolidated total	
	Q3 2023 (unaud.)	Q3 2022 (unaud.)						
(DKK million)								
Revenue	1,653	1,554	2,790	3,147	-	-	4,443	4,701
Production costs	-634	-566	-1,585	-1,806	-	-	-2,219	-2,372
<b>Gross profit</b>	<b>1,019</b>	<b>988</b>	<b>1,205</b>	<b>1,341</b>	<b>-</b>	<b>-</b>	<b>2,224</b>	<b>2,329</b>
Development costs	-126	-146	-190	-188	-19	-10	-335	-344
Selling and distribution costs	-542	-585	-549	-597	-	-	-1,091	-1,182
Management and administrative expenses	-161	-142	-171	-145	-36	-23	-368	-310
Other operating income and costs, net	-	-34	-	29	-	1	-	-4
<b>EBITA*</b>	<b>190</b>	<b>81</b>	<b>295</b>	<b>440</b>	<b>-55</b>	<b>-32</b>	<b>430</b>	<b>489</b>
Amortization and impairment of acquired intangible assets	-14	-23	-85	-102	-	-	-99	-125
Gain (loss) on divestment of operations etc.	60	-	-	-	-	-	60	-
<b>Operating profit (loss)</b>	<b>236</b>	<b>58</b>	<b>210</b>	<b>338</b>	<b>-55</b>	<b>-32</b>	<b>391</b>	<b>364</b>
Share of profit (loss) in associates	-	-1	-	-	-5	-	-5	-1
Financial items	-51	-20	-84	-116	44	46	-91	-90
<b>Profit (loss) before tax</b>	<b>185</b>	<b>37</b>	<b>126</b>	<b>222</b>	<b>-16</b>	<b>14</b>	<b>295</b>	<b>273</b>
Tax on profit (loss)	-44	-8	-30	-47	6	-3	-68	-58
<b>Profit (loss) for the period</b>	<b>141</b>	<b>29</b>	<b>96</b>	<b>175</b>	<b>-10</b>	<b>11</b>	<b>227</b>	<b>215</b>
<b>Cash flow statement</b>								
	GN Hearing		GN Audio		Other**		Consolidated total	
(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)						
<b>Operating activities before changes in working capital</b>	<b>297</b>	<b>223</b>	<b>443</b>	<b>473</b>	<b>-27</b>	<b>5</b>	<b>713</b>	<b>701</b>
Cash flow from changes in working capital	14	42	-3	-203	31	28	42	-133
<b>Cash flow from operating activities excluding financial items and tax</b>	<b>311</b>	<b>265</b>	<b>440</b>	<b>270</b>	<b>4</b>	<b>33</b>	<b>755</b>	<b>568</b>
Cash flow from investing activities:								
Development projects	-95	-84	-152	-106	1	-	-246	-190
Other	405	-26	5	-112	-56	-100	354	-238
<b>Cash flow from operating and investing activities before financial items and tax</b>	<b>621</b>	<b>155</b>	<b>293</b>	<b>52</b>	<b>-51</b>	<b>-67</b>	<b>863</b>	<b>140</b>
Tax and financial items	-65	-95	-78	-46	-	-231	-143	-372
<b>Cash flow from operating and investing activities (free cash flow)</b>	<b>556</b>	<b>60</b>	<b>215</b>	<b>6</b>	<b>-51</b>	<b>-298</b>	<b>720</b>	<b>-232</b>
Cash flow from M&A activities	441	-	-	-15	-	-	441	-15
<b>Free cash flow excl. M&amp;A</b>	<b>115</b>	<b>60</b>	<b>215</b>	<b>21</b>	<b>-51</b>	<b>-298</b>	<b>279</b>	<b>-217</b>
<b>Additional information</b>								
	GN Hearing		GN Audio		Other**		Consolidated total	
(DKK million)	Q3 2023 (unaud.)	Q3 2022 (unaud.)						
Revenue distributed geographically								
Denmark	15	26	58	62	-	-	73	88
Europe	415	399	1,220	1,346	-	-	1,635	1,745
North America	830	770	842	1,021	-	-	1,672	1,791
Rest of World	393	359	670	718	-	-	1,063	1,077
<b>Revenue</b>	<b>1,653</b>	<b>1,554</b>	<b>2,790</b>	<b>3,147</b>	<b>-</b>	<b>-</b>	<b>4,443</b>	<b>4,701</b>
Incurred development costs	-152	-146	-262	-220	-19	-11	-433	-377
Capitalized development costs	95	84	152	106	-	-	247	190
Amortization, impairment and depreciation of development projects***	-69	-84	-80	-74	-	1	-149	-157
<b>Expensed development costs</b>	<b>-126</b>	<b>-146</b>	<b>-190</b>	<b>-188</b>	<b>-19</b>	<b>-10</b>	<b>-335</b>	<b>-344</b>
EBITDA	226	123	338	494	-26	4	538	621
Depreciation and software amortization	-36	-42	-43	-54	-29	-36	-108	-132
<b>EBITA*</b>	<b>190</b>	<b>81</b>	<b>295</b>	<b>440</b>	<b>-55</b>	<b>-32</b>	<b>430</b>	<b>489</b>
EBITA margin	11.5%	5.2%	10.6%	14.0%	N/A	N/A	9.7%	10.4%
Number of employees, end of period	4,311	5,018	2,547	2,777	360	370	7,218	8,165

\* Excluding gain (loss) on divestments of operations etc. and amortization of acquired intangible assets but including amortization of development projects and software developed in-house.

\*\* "Other" comprises Group Shared Services, GN Ejendomme and eliminations

\*\*\* Does not include amortization of acquired intangible assets, cf. definition of EBITA

## Note 2 – Segment disclosures Q3 2023 (Continued)

Balance sheet	GN Hearing		GN Audio		Other*		Consolidated total	
	Sep. 30 2023 (unaud.)	Sep. 30 2022 (unaud.)						
(DKK million)								
<b>ASSETS</b>								
Goodwill	4,501	5,003	6,870	6,897	-	-	11,371	11,900
Development projects	1,164	1,047	1,133	874	-	-4	2,297	1,917
Other intangible assets	239	490	2,336	2,637	1,080	787	3,655	3,914
Property, plant and equipment	346	476	291	408	434	445	1,071	1,329
Investments in associates	284	301	11	13	-	34	295	348
Deferred tax assets	426	411	157	157	-93	-77	490	491
Loans to dispensers and ownership interests	1,186	1,125	-	-	4	-	1,190	1,125
Other financial assets	597	536	8	2	-	-	605	538
<b>Total non-current assets</b>	<b>8,743</b>	<b>9,389</b>	<b>10,806</b>	<b>10,988</b>	<b>1,425</b>	<b>1,185</b>	<b>20,974</b>	<b>21,562</b>
Inventories	856	892	2,353	2,968	-	-	3,209	3,860
Trade receivables	1,451	1,266	2,827	2,729	-	-	4,278	3,995
Receivables from group companies**	-	-	-	-	-	-	-	-
Tax receivables	83	135	119	55	-43	-5	159	185
Other receivables	372	347	189	266	129	-8	690	605
Cash and cash equivalents	164	329	295	367	1,267	174	1,726	870
<b>Total current assets</b>	<b>2,926</b>	<b>2,969</b>	<b>5,783</b>	<b>6,385</b>	<b>1,353</b>	<b>161</b>	<b>10,062</b>	<b>9,515</b>
Assets held for sale	-	-	-	-	-	-	-	-
<b>Total assets</b>	<b>11,669</b>	<b>12,358</b>	<b>16,589</b>	<b>17,373</b>	<b>2,778</b>	<b>1,346</b>	<b>31,036</b>	<b>31,077</b>
<b>EQUITY AND LIABILITIES</b>								
<b>Equity</b>	<b>5,692</b>	<b>5,537</b>	<b>10,540</b>	<b>4,877</b>	<b>-6,521</b>	<b>-3,212</b>	<b>9,711</b>	<b>7,202</b>
Bank loans and issued bonds, non-current	-	-	4	7	7,533	10,704	7,537	10,711
Lease liabilities, non-current	127	193	45	63	42	42	214	298
Pension obligations	-	-	7	7	-	-	7	7
Provisions, non-current	118	86	58	44	4	4	180	134
Deferred tax liabilities	307	319	633	744	-41	-50	899	1,013
Other non-current liabilities	455	517	389	301	-	2	844	820
<b>Total non-current liabilities</b>	<b>1,007</b>	<b>1,115</b>	<b>1,136</b>	<b>1,166</b>	<b>7,538</b>	<b>10,702</b>	<b>9,681</b>	<b>12,983</b>
Bank loans and issued bonds, current	-	1	-	10	5,999	4,959	5,999	4,970
Lease liabilities, current	56	76	35	42	4	14	95	132
Trade payables	254	353	1,259	1,400	80	102	1,593	1,855
Amounts owed to group companies**	3,212	4,003	1,088	7,263	-4,300	-11,266	-	-
Tax payables	84	10	274	136	-191	-102	167	44
Provisions, current	135	163	77	61	-	-	212	224
Other current liabilities	1,229	1,100	2,180	2,418	169	149	3,578	3,667
<b>Total current liabilities</b>	<b>4,970</b>	<b>5,706</b>	<b>4,913</b>	<b>11,330</b>	<b>1,761</b>	<b>-6,144</b>	<b>11,644</b>	<b>10,892</b>
Liabilities held for sale	-	-	-	-	-	-	-	-
<b>Total equity and liabilities</b>	<b>11,669</b>	<b>12,358</b>	<b>16,589</b>	<b>17,373</b>	<b>2,778</b>	<b>1,346</b>	<b>31,036</b>	<b>31,077</b>
<b>Invested capital***</b>	<b>8,379</b>	<b>8,944</b>	<b>12,425</b>	<b>12,856</b>	<b>1,394</b>	<b>964</b>	<b>22,198</b>	<b>22,765</b>
<b>Average invested capital</b>	<b>8,662</b>	<b>7,848</b>	<b>12,641</b>	<b>7,933</b>	<b>1,179</b>	<b>859</b>	<b>22,482</b>	<b>16,640</b>

\* "Other" comprises Group Shared Services, GN Ejendomme and eliminations

\*\* Net amount

\*\*\* Includes Net working capital (Inventories, Trade receivables, Other receivables, Trade payables and Other current liabilities), Goodwill, Development projects, Other intangible assets, Property, plant and equipment, Loans to dispensers and ownership interests and Provisions

## Note 2 – Segment disclosures YTD 2023

Income statement	GN Hearing		GN Audio		Other**		Consolidated total	
	YTD 2023 (unaud.)	YTD 2022 (unaud.)						
(DKK million)								
Revenue	4,994	4,420	8,057	8,997	-	-	13,051	13,417
Production costs	-1,957	-1,707	-4,607	-5,148	-	-	-6,564	-6,855
<b>Gross profit</b>	<b>3,037</b>	<b>2,713</b>	<b>3,450</b>	<b>3,849</b>	<b>-</b>	<b>-</b>	<b>6,487</b>	<b>6,562</b>
Development costs	-422	-426	-604	-543	-46	-47	-1,072	-1,016
Selling and distribution costs	-1,685	-1,689	-1,625	-1,735	-	-	-3,310	-3,424
Management and administrative expenses	-522	-482	-555	-543	-95	-79	-1,172	-1,104
Other operating income and costs, net	3	-99	-2	89	-	-4	1	-14
<b>EBITA*</b>	<b>411</b>	<b>17</b>	<b>664</b>	<b>1,117</b>	<b>-141</b>	<b>-130</b>	<b>934</b>	<b>1,004</b>
Amortization and impairment of acquired intangible assets	-50	-56	-252	-268	-	-	-302	-324
Gain (loss) on divestment of operations etc.	61	-7	-1	-	-	-	60	-7
<b>Operating profit (loss)</b>	<b>422</b>	<b>-46</b>	<b>411</b>	<b>849</b>	<b>-141</b>	<b>-130</b>	<b>692</b>	<b>673</b>
Share of profit (loss) in associates	-17	21	-1	-	-34	-	-52	21
Financial items	-153	25	-245	-182	53	-166	-345	-323
<b>Profit (loss) before tax</b>	<b>252</b>	<b>-</b>	<b>165</b>	<b>667</b>	<b>-122</b>	<b>-296</b>	<b>295</b>	<b>371</b>
Tax on profit (loss)	-60	-	-39	-142	31	63	-68	-79
<b>Profit (loss) for the period</b>	<b>192</b>	<b>-</b>	<b>126</b>	<b>525</b>	<b>-91</b>	<b>-233</b>	<b>227</b>	<b>292</b>

Cash flow statement	GN Hearing		GN Audio		Other**		Consolidated total	
	YTD 2023 (unaud.)	YTD 2022 (unaud.)						
(DKK million)								
<b>Operating activities before changes in working capital</b>	<b>795</b>	<b>438</b>	<b>1,084</b>	<b>1,339</b>	<b>-66</b>	<b>-13</b>	<b>1,813</b>	<b>1,764</b>
Cash flow from changes in working capital	57	-61	75	-811	-6	-	126	-872
<b>Cash flow from operating activities excluding financial items and tax</b>	<b>852</b>	<b>377</b>	<b>1,159</b>	<b>528</b>	<b>-72</b>	<b>-13</b>	<b>1,939</b>	<b>892</b>
Cash flow from investing activities:								
Development projects, investment	-292	-271	-451	-372	-	-	-743	-643
Other investing activities	222	-519	-19	-7,135	-233	-293	-30	-7,947
<b>Cash flow from operating and investing activities before financial items and tax</b>	<b>782</b>	<b>-413</b>	<b>689</b>	<b>-6,979</b>	<b>-305</b>	<b>-306</b>	<b>1,166</b>	<b>-7,698</b>
Tax and financial items	-263	-268	-314	-119	139	-369	-438	-756
<b>Cash flow from operating and investing activities (free cash flow)</b>	<b>519</b>	<b>-681</b>	<b>375</b>	<b>-7,098</b>	<b>-166</b>	<b>-675</b>	<b>728</b>	<b>-8,454</b>
Cash flow from M&A activities	405	-240	-	-7,028	-	-	405	-7,268
<b>Free cash flow excl. M&amp;A</b>	<b>114</b>	<b>-441</b>	<b>375</b>	<b>-70</b>	<b>-166</b>	<b>-675</b>	<b>323</b>	<b>-1,186</b>

Additional information	GN Hearing		GN Audio		Other**		Consolidated total	
	YTD 2023 (unaud.)	YTD 2022 (unaud.)						
(DKK million)								
Revenue distributed geographically								
Denmark	52	63	149	164	-	-	201	227
Europe	1,384	1,206	3,736	4,068	-	-	5,120	5,274
North America	2,411	2,100	2,413	2,881	-	-	4,824	4,981
Rest of World	1,147	1,051	1,759	1,884	-	-	2,906	2,935
<b>Revenue</b>	<b>4,994</b>	<b>4,420</b>	<b>8,057</b>	<b>8,997</b>	<b>-</b>	<b>-</b>	<b>13,051</b>	<b>13,417</b>
Incurred development costs	-489	-454	-790	-701	-49	-51	-1,328	-1,206
Capitalized development costs	292	271	451	372	-	-	743	643
Amortization, impairment and depreciation of development projects***	-225	-243	-265	-214	3	4	-487	-453
<b>Expensed development costs</b>	<b>-422</b>	<b>-426</b>	<b>-604</b>	<b>-543</b>	<b>-46</b>	<b>-47</b>	<b>-1,072</b>	<b>-1,016</b>
EBITDA	530	138	798	1,264	-64	-22	1,264	1,380
Depreciation and software amortization	-119	-121	-134	-147	-77	-108	-330	-376
<b>EBITA*</b>	<b>411</b>	<b>17</b>	<b>664</b>	<b>1,117</b>	<b>-141</b>	<b>-130</b>	<b>934</b>	<b>1,004</b>
EBITA margin	8.2%	0.4%	8.2%	12.4%	N/A	N/A	7.2%	7.5%
Number of employees, end of period	4,311	5,018	2,547	2,777	360	370	7,218	8,165

\* Excluding gain (loss) on divestments of operations etc. and amortization of acquired intangible assets but including amortization of development projects and software developed in-house.

\*\* "Other" comprises Group Shared Services, GN Ejendomme and eliminations

\*\*\* Does not include amortization of acquired intangible assets, cf. definition of EBITA

### Note 3 – Incentive plans

As of September 30, 2023, the total number of outstanding warrants in GN Hearing was 798 (0.1% of the shares issued in GN Hearing). The total number of outstanding warrants in GN Audio was 199 (0.1% of the shares issued in GN Audio). The total number of outstanding options in GN Store Nord is 3,950,927 (2.6% of the shares issued in GN Store Nord).

### Note 4 – Shareholdings

On September 30, 2023, members of the board of directors and the executive management, respectively, own 76,918 and 34,250 shares in GN Store Nord.

On September 30, 2023, GN owns 5,361,240 treasury shares, equivalent to 3.6% of the 150,912,715 shares issued.

The GN stock is 100% free float, and the company has no dominant shareholders. William Demant Invest A/S has reported an ownership interest in excess of 10%, while Norges Bank has reported an ownership interest in excess of 5% of GN's share capital. Foreign ownership of GN is estimated to be around 70%.

### Note 5 – Divestment of companies

The disposal of BelAudição, Unipessoal Lda (“BelAudição”) was completed on 14 September 2023.

The transaction demonstrates GN Hearing's commitment to its successful strategy of not owning retail and instead focusing on being a key supplier to strong independent hearing aid dispensers. GN finalized the acquisition of BelAudição – a long-time GN Hearing customer – in 2022 to facilitate a generational transition. GN Hearing has, therefore, carefully considered potential buyers to back the next phase of BelAudição's impressive growth journey while securing that GN Hearing remains a key supplier of hearing aids to the business.

(DKK million)

Non-current assets	(461)
Current assets	(101)
Current liabilities	41
Non-current liabilities	67
<b>Disposed net assets</b>	<b>(454)</b>
Cash consideration received	485
Fair value of assets received	37
<b>Directly attributable costs</b>	<b>(7)</b>
<b>Net proceeds</b>	<b>515</b>
<b>Gain on divestment (pre-tax)</b>	<b>61</b>

### Note 6 – Restricted cash

Included in the DKK1,726 million cash and cash equivalents on the Statement of Financial Position is DKK 746 million which is restricted to be used for coming debt repayments and other related costs in accordance with the capital plan. This amount includes the proceeds received from the sale of BelAudição.

### Note 7 – Subsequent events

Subsequent to September 30 2023, GN has agreed a sale and leaseback of the Group's headquarters in Ballerup. The transaction is part of the new capital plan announced on May 24.

# Statement by the Executive Management and the Board of Directors

Today, the board of directors and the executive management have reviewed and approved the interim report for GN Store Nord A/S for the period January 1 – September 30, 2023.

The interim report, which has not been audited or reviewed by the company's auditors, has been prepared in accordance with IAS 34 "Interim Financial Reporting" as adopted by the EU and Danish disclosure requirements for listed companies.

In our opinion, the interim report gives a true and fair view of the group's assets, liabilities and financial position at

Ballerup, November 10, 2023

September 30, 2023, and of the results of the group's operations and cash flows for the period January 1 – September 30, 2023.

Further, in our opinion the executive management's review gives a true and fair view of the development in the group's operations and financial matters, the results of the group for the period and the group's financial position as a whole and describes the significant risks and uncertainties pertaining to the group.

## Executive Management

**Peter Karlstromer**  
CEO, GN Store Nord

**Søren Jelert**  
CFO, GN Store Nord

## Board of Directors

**Jukka Pekka Pertola**  
Chairman

**Klaus Holse**  
Deputy Chairman

**Hélène Barnekow**

**Ronica Wang**

**Anette Weber**

**Leo Larsen**

**Cathrin Inge Hansen**

**Claus Holmbeck-Madsen**



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