

eWork Scandinavia AB

Interim report January – March 2009

- Continued growth during Q1, but growth rate declines in comparison with 2008.
- Net revenue increased by 6.3 percent in comparison with 2008.
- Further strong pressure on prices from the Company's customers.
- Several important framework agreements were signed with large customers at Nordic level, as well as on eWork's four national Nordic markets.

INTERIM REPORT (JANUARY – MARCH 2009)

- Net revenue increased to SEK 473.1 million (445.0).
- Operating profit declined to SEK 6.0 million (12.1).
- Profit after tax amounted to SEK 4.8 million (8.7).
- Cash flow from operations amounted to SEK -9.5 million (19.1).
- Operating margin declined to 1.3 percent (2.7).
- EPS after tax was SEK 0.29 (0.57).

eWork is the Nordic region's leading consultant broker. By working with specialist small and medium-sized consulting firms, we are able to offer our customers the most competent and experienced consultants in the Nordic regions in most specialised areas – particularly within IT, telecoms, technology and business development.

“Consultants for all customers and customers for all consultants”

Market and business position

The demand for eWork's services continued to remain strong during the first quarter of 2008 and the Company's net revenue increased by just over 6 percent in comparison with the corresponding period in 2009. Considering the current economic climate orders received were satisfactory and amounted to SEK 409 million (497), a reduction of 21.5 percent. During the period eWork had an average of 1,421 consultants (1,286) on assignments, an increase of just less than 11 percent in comparison with 2008. Projects to cut costs implemented by customers and price reductions of a magnitude of 10-15% have affected profits and operating margins during the period. Several projects to reduce internal costs in the Company have been initiated during the quarter, which are expected to produce an effect during the second half of the year.

A number of new framework agreements were signed in 2008 with service and industrial companies, including public customers, while many existing agreements were extended. eWork Denmark was chosen by SKI (National Procurement Ltd) as one of the suppliers in IT consulting services to receive framework agreements in 2009 within all areas of competence. The framework agreements are worth a total value of DK 1.4 billion on an annual basis, and apply to the Danish public sector. Other framework agreements signed during the quarter include the Social Insurance Agency, EDB Industry, the Swedish Board for Study Support, the National Government Employee Pensions Board, ECDC, a large company in telecom with operations all over the world, and Hansel (Finland, public sector).

eWork relies on good access to consultants who want to sell their services via the company. An average of 450 new consultants a month placed their profiles on eWork's database in 2008. At the end of the period there were close to 40,000 specialists in a wide range of different areas of competence on eWork's consulting network.

An increasing number of customers feel the need to review their consultant management costs. There are significant opportunities for customers to radically reduce their costs in relation to consultant management with the help of eWork, and during the quarter eWork has been working to develop and clarify our offers within this area. eWork has identified several customers where we could contribute to saving 35-55% in administration times by reducing the number of suppliers and using eWork as a contact interface for resource consultants. Efforts to help customers to renegotiate prices with consultants already on assignments have continued during the first quarter of 2009. During this quarter eWork has conducted a national marketing campaign with the new message adapted to the market. This has resulted in a significant increase in the number of spontaneous inquiries and interest from customers to receive assistance from eWork to review their sourcing strategies for resource consultants.

Operations in Sweden, Finland and Norway have achieved their financial targets. A new CEO has been recruited during the quarter for Denmark, and several replacements have been made. The new CEO takes up his post as of May 5.

The international organisation development company Great Place to Work Institute invites companies every year to compete in the competition "Sweden's Best Workplace", which is arranged in several countries. Employees reply to a large number of questions about how

they experience their employer. A total of 86 companies applied to the competition in Sweden, and eWork came in an honourable 4th place. Great Place to Work also issued several special prizes and eWork was awarded the prize for Sweden's Best Workplace for new recruits.

Net revenue

Net revenue for the period was SEK 473.1 million (445.0) MSEK, an increase of 6.3 percent. In Sweden, net revenue declined by 1 percent to SEK 341.4 million. In Finland it increased by 63 percent to SEK 74.1 million, and in Norway by 20 percent to SEK 32.1 million. In Denmark it declined by 6 percent to SEK 25.4 million.

Profit

Operating profit during the period was SEK 6.0 million (12.1), and profit after financial items amounted to SEK 6.5 million (12.1). The decline in profit is mainly a result of further pressure on prices from the company's customers, because Easter fell during the first quarter of 2009, and because personnel costs remain high. The Company has since the turn of the year begun to review its overall costs, which will produce results in the second half of 2009.

Profit after tax amounted to SEK 4.8 million (8.7).

Financial Position

The equity/assets ratio was 18.3 percent (13.0) at 31 March 2009. The improvement is primarily due to a good result in 2008 and the new share issue carried out at the end of May 2008.

The cash flow from current operations amounted during the period to SEK -9.5 million (19.1). The main reason for the negative cash flow during the period was a repayment of an advance from a customer of SEK 12.3 million and tax payments of SEK 10.5 million.

The Group's net interest-bearing assets were SEK 100.6 million (100.6) at the end of the current period. The large cash balance is a result of different due dates for receipts and payments.

Personnel

Competition on qualified staff remains high, but thanks to its business success eWork has managed to attract qualified personnel.

The average number of employees in the Group during the current period amounted to 150 (112).

The gender distribution was 55 percent women and 45 percent men.

Parent company

The Parent Company's net revenue for the current period amounted to SEK 341.4 million (345.3). Profit after financial items amounted to SEK 3.5 million (8.6), and profit after tax to SEK 2.7 million (6.2). The Parent Company's equity at the end of the quarter amounted to SEK 79.2 million (54.4), and the equity/assets ratio was 20.2 percent (14.7).

Significant risks and uncertainty factors

In general, eWork's significant business risks are composed of weaker demand for consultancy services, difficulties in attracting and retaining competent personnel, price risks and credit risk, as well as currency risks to a minor degree.

Accounting principles

The Company applies the International Financial Reporting Standards (IFRS), as adopted by the EU. This interim report has been prepared in accordance with IAS 34 – Interim Financial Reporting. The Parent Company's accounts have been prepared in accordance with the Annual Accounts Act and the recommendations in RFR 2.2 – Accounting for Legal Entities.

Events further to the end of the period

No significant events have taken place further to the end of the period.

Forecast

Market trends during 2009 are difficult to assess. eWork's structure capital in the form of many different framework agreements provide the Company with good potential to assert itself in a receding overall market. The Company anticipates that customers will continue with cost-reducing measures in the form of consolidating the number of suppliers, price-pressure on existing contracts, and replacement in favour of cheaper deliveries in existing projects. We believe this trend will affect eWork to a lesser extent than traditional consultant firms. The reason for this is that eWork's business model offers customers a flexible cost structure and considerable potential for supplier consolidations, and also that eWork's overall costs are more adaptable in comparison with traditional consultant firms.

However, given the uncertainty of current economic developments, the Board of Directors has chosen to wait with providing a forecast for 2009. The Board of Directors nonetheless believes that due to the overall weakening market and rationalisation measures of its customers it will be difficult to achieve similar results in 2009 compared with those of 2008.

Financial calendar

10 August 2009	Interim report January – June 2009
10 November 2009	Interim report January – September 2009

Stockholm, 11 May 2009

Sven Hagströmer
Chairman of the Board

Jeanette Almberg
Board Member

Magnus Berglind
Board Member

Dan Berlin
Board Member

Staffan Salén
Board Member

Erik Törnberg
Board Member

Claes Ruthberg
CEO and Board Member

This year-end report has been examined by eWork Scandinavia AB's auditor.

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Consolidated	Jan-Mar	Jan-Mar	Full year
Income statement (SEK thousands)	2009	2008	2008
Net revenue	473.062	445.002	1.885.927
Other operating income	529	103	2.504
	473.591	445.105	1.888.431
Operating costs			
Cost of goods sold	-432.605	-403.410	-1.704.787
Gross profit	40.986	41.695	183.644
Other external costs	-7.040	-8.412	-42.920
Personnel costs	-27.789	-21.190	-99.812
Depreciation and impairment of assets	-174	-38	-510
Other operating costs	0	0	0
	-35.003	-29.640	-143.242
Operating profit	5.983	12.055	40.401
Profit/loss from financial investments			
Financial income	785	140	3.741
Financial cost	-288	-140	-2.212
Financial net	496	0	1.529
Profit after financial items	6.479	12.055	41.930
Tax on profit for the year	-1.710	-3.364	-11.980
Profit for the period	4.769	8.691	29.950

Consolidated

Balance Sheet (SEK thousands)

	2009-03-31	2008-03-31	2008-12-31
Assets			
Intangible assets	2.174		2.447
Property, plant and equipment	899	1.007	899
Other long-term receivables	413	242	419
Deferred tax asset	2.349	531	2.104
Total non-current assets	5.835	1.780	5.869
Trade receivables	395.157	347.132	400.363
Other receivables	4.357	213	1.065
Prepaid expenses and accrued income	4.564	1.381	989
Cash at bank and in hand	100.584	100.649	109.765
Total current assets	504.662	449.375	512.182
Total assets	510.497	451.155	518.051
Equity and liabilities			
Share capital	2.174	1.963	2.174
Restricted reserves	6.355	6.371	6.355
Total restricted equity	8.529	8.334	8.529
Other capital contribution	45.773	0	45.773
Retained profit	34.475	41.520	4.244
Profit for the period	4.768	8.691	29.951
Total non-restricted equity	85.016	50.211	79.968
Total equity	93.545	58.545	88.497
Trade payables	384.353	322.299	373.168
Tax liabilities	3.307	9.103	11.756
Other liabilities	14.553	41.663	24.365
Accrued expenses and deferred income	14.739	19.545	20.265
Total current liabilities	416.952	392.610	429.554
Total equity and liabilities	510.497	451.155	518.051

Changes in equity, (SEK thousands)	Jan-Mar 2009	Jan-Mar 2008	Full year 2008
Opening balance	88.497	50.182	50.183
Dividend	0		-38.321
Options program	0		
New share issue	0		45.951
Profit for the period	4.769	8.691	29.951
Buy-back of own shares	0	-20	-20
Exchange rate differences	279	-308	753
Closing balance	93.545	58.545	88.497

Cash flow - Group	Jan-Mar 2009	Jan-Mar 2008	Full year 2008
Cash flow before changes in working capital	-4.007	9.113	32.237
Changes in working capital, incl. current investments	-5.529	9.946	-10.080
Cash flow from operating activities	-9.536	19.059	22.157
Cash flow from investment activities	-284	-172	-3.915
Cash flow from financial activities	0	-20	7.630
Cash flow for the period	-9.820	18.867	25.872
Cash and cash equivalents at beginning of period	109.765	82.000	82.003
Exchange rate differences	638	-219	1.891
Cash and cash equivalents at end of period	100.583	100.648	109.765

Key figures	Jan-Mar 2009	Jan-Mar 2008	Full year 2008
Revenue growth (%)	6	80	39
Operating margin (%)	1,3	2,7	2,1
Return on equity (%)			43
Equity/assets ratio (%)	18,3	13,0	17,1
Quick ratio (%)	121	114	119
Average number of employees	150	112	128
Revenue per employee (SEK thousands)	3.154	3.974	14.734

Data per share*	Jan-Mar 2009	Jan-Mar 2008	Full year 2008
Earnings per share, before dilution (SEK)	0,29	0,57	1,79
Earnings per share, after dilution (SEK)	0,28	0,56	1,77
Average number of shares, before dilution (thousands)	16.725	15.356	13.589
Average number of shares, after dilution (thousands)	16.907	15.607	13.764
No of shares on BS date, before dilution (thousands)	16.725	15.356	16.725
No of shares on BS date, after dilution (thousands)	16.907	15.607	16.907

* The figures are adjusted for the split of 2:1 on 22 April 2008

Parent company	Jan-Mar	Jan-Mar	Full year
Income statement (SEK thousands)	2009	2008	2008
Net revenue	341.410	345.275	1.444.795
Other operating income	529	103	2.390
	341.939	345.378	1.447.185
Operating costs			
Cost of goods sold	-315.000	-314.706	-1.311.883
Gross profit	26.939	30.672	135.302
Other external costs	-4.289	-6.011	-24.738
Personnel costs	-19.301	-15.915	-75.330
Depreciation and impairment of assets	-135	0	-297
Other operating costs	0	0	0
Other cost	-23.726	-21.926	-100.365
Operating profit	3.213	8.746	34.937
Profit/loss from financial investments			
Loss from participations in group companies	0		-6.319
Sundry interest income and similar items	317	15	3.014
Interest expense and similar items	-43	-119	-224
Profit after financial items	3.487	8.642	31.407
Appropriations			
Tax on profit for the year	-831	-2.443	-10.720
Profit for the period	2.656	6.199	20.687

Parent company

Balance Sheet (SEK thousands)

	2009-03-31	2008-03-31	2008-12-31
Assets			
Intangible assets	2.174		2.447
Property, plant and equipment	382	631	402
Participations in group companies	2.067	3.387	2.067
Other long-term receivables	51		51
Total financial assets	2.118	3.387	2.118
<i>Total non-current assets</i>	4.674	4.018	4.968
Trade receivables	290.350	268.247	298.294
Receivables from group companies	22.858	16.312	20.726
Other receivables	3.491	146	345
Prepaid expenses and accrued income	3.720	1.128	233
Total short-term assets	320.420	285.833	319.598
Cash at bank and in hand	67.445	79.404	89.614
<i>Total current assets</i>	387.865	365.237	409.212
Total assets	392.539	369.255	414.180
Equity and liabilities			
Share capital	2.174	1.963	2.174
Restricted reserves	6.355	6.355	6.355
Total restricted equity	8.529	8.318	8.529
Share premium	4.414	3.043	4.414
Non-restricted reserves	63.563	36.829	42.876
Profit for the period	2.656	6.199	20.687
Total non-restricted equity	70.634	46.071	67.977
Total equity	79.163	54.389	76.506
Trade payables	299.782	189.981	299.187
Tax liabilities	2.677	8.489	11.416
Other liabilities	1.005	33.458	17.561
Accrued expenses and deferred income	9.912	82.938	9.510
Total current liabilities	313.376	314.866	337.674
Total equity and liabilities	392.538	369.255	414.180

QUARTERLY VALUES
CONSOLIDATED INCOME STATEMENT,
KSEK

	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun	Jan-Mar
	2009	2008	2008	2008	2008
Net revenue	473.591	529.700	423.406	490.220	445.105
Operating expenses	-35.003	779.329	-413.427	-479.504	-29.640
Operating profit	5.983	779.329	-413.427	-479.504	12.055
Financial net	496	0	0	0	0
Profit after financial items	6.479	779.329	-413.427	-479.504	12.055
Tax on profit for the period	-1.710	-2.385	-2.983	-3.248	-3.364
Profit for the period	4.769	776.944	7.674	8.408	8.691

CONSOLIDATED BALANCE SHEET, KSEK

	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun	Jan-Mar
	2009	2008	2008	2008	2008
Assets					
Intangible assets	2.174	2.447	707	-	-
Property, plant and equipment	899	899	1.024	1.160	1.007
Financial assets	2.762	2.523	1.617	1.209	773
Short term assets	399.514	401.428	422.443	400.884	347.345
Cash at bank and in hand	100.584	109.765	97.735	100.957	100.649
Total assets	510.497	518.051	527.433	517.661	451.155
Equity and liabilities					
Share capital	2.174	2.174	2.174	2.165	1.963
Non-restricted equity	85.016	79.968	80.631	71.875	50.211
Total	93.545	88.497	82.805	74.040	58.545
Current liabilities	416.952	429.554	444.628	443.621	392.610
Total equity and liabilities	510.497	518.051	527.433	517.661	451.155

	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun	Jan-Mar
	2009	2008	2008	2008	2008
KEY FIGURES					
Revenue growth (%)	6	33	55	78	80
Operating margin (%)	1,3	1,0	2,4	2,2	2,7
Return on equity (%)	18,3	17,1	15,7	14,3	13,0
Equity/assets ratio (%)	121	119	118	116	114
Average number of employees	150	150	139	125	112
Revenue per employee (SEK thousands)	3.154	3.517	3.047	3.232	3.974

	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun	Jan-Mar
	2009	2008	2008	2008	2008
DATA PER SHARE					
Earnings per share, before dilution (SEK)	0,29	0,31	0,46	0,50	0,57
Earnings per share, after dilution (SEK)	0,28	0,30	0,45	0,50	0,56
Average number of shares, before dilution (thousands)	16.725	16.725	16.725	15.789	15.356
Average number of shares, after dilution (thousands)	16.907	16.907	16.907	15.956	15.607
No of shares on BS date, before dilution (thousands)	16.725	16.725	16.725	16.656	15.356
No of shares on BS date, after dilution (thousands)	16.907	16.907	16.907	16.781	15.607

* The figures are adjusted for the split of 2:1 on 22 April 2008

NOTE 1**Consolidated
operating segments
kSEK**

	Sweden		Finland		Norway		Denmark		Consolidated	
	Q1 2009	Q1 2008	Q1 2009	Q1 2008	Q1 2009	Q1 2008	Q1 2009	Q1 2008	Q1 2009	Q1 2008
Net revenue	341 409	345 275	74 069	45 988	32 137	26 757	25 447	26 983	473 062	445 003
Cost of goods sold	-315 000	-314 708	-66 380	-41 296	-28 423	-23 331	-22 802	-24 077	-432 605	-403 412
Pesonnell and other cost	-23 590	-21 923	-4 747	-2 981	-2 895	-2 156	-3 597	-2 539	-34 829	-29 599
Depreciation	-135		-23	-13	-16	-25			-174	-38
Operating profit	2 684	8 644	2 919	1 698	803	1 245	-952	367	5 454	11 954
Assets	392 539	369 255	73 473	38 582	39 873	29 694	29 537	33 323	535 422	470 854
Liabilities	313 376	314 865	59 935	32 300	36 521	28 638	29 978	32 863	439 810	408 666