



POOLiA AB (PUBL)

Interim Report for the period January 1, 2000 – September 30, 2000

- Sales during the first nine months of 2000 rose 103% to SEK 652 M (321).
- Pretax profit amounted to SEK 52.5 M (17.1) and operating profit to SEK 51.4 M (9.2), including a SEK 3.7 M repayment of surplus funds from SPP.
- Earnings per share amounted to SEK 5.52 (2.11).
- The expansion is proceeding as planned and POOLiA opened four new branch offices in Sweden during the quarter.
- Pedagogforum Nordiska AB has been acquired.
- Subsidiaries have been opened in Finland and Denmark.
- Following the end of the period, an Extraordinary General Meeting has been convened in order to seek authorization for the Board to make one or more directed issues of shares up to a maximum of 1.100.000 series B shares.

Sales

Sales rose 103% during the first nine months of 2000 to SEK 652 M (321). Temporary Staffing continues to be the predominant service area, noting growth of 104%. Technical & Industry and Office are still the fastest growing segments within Temporary Staffing. In absolute terms, Accounting is the largest segment. The Office segment noted the largest sales increase compared with the first nine months of 1999.

Sales were distributed as follows by service area:

SEK M	Jan - Sept 2000	Jan - Sept 1999	Change %	% share 2000	% share 1999
Temporary Staffing	599.2	293.4	104	92	91
Recruitment	45.1	25.2	79	7	8
Outsourcing	7.9	2.8	182	1	1
Total	652.2	321.4	103	100	100

Earnings

Pretax profit for the first nine months of 2000 amounted to SEK 52.5 M (17.1). Operating profit totaled SEK 51.4 M (9.2). Operating profit for the period includes a SEK 3.7 M repayment of surplus funds from SPP.

The Group's financial net for the period amounted to income of SEK 1.1 M (7.9). The high net financial income reported in the year-earlier period was attributable to capital gains from sale of shares.

Third quarter

Sales grew 111% during the third quarter of 2000 to SEK 233.4 M (110.5). Pretax profit for the third quarter amounted to SEK 19.0 M (4.7) and operating profit to SEK 18.6 M (3.7).

Significant events during the third quarter

POOLiA acquired Pedagogforum Nordiska AB (POOLiA Teachers) in July. The company, which has been renamed POOLiA Pedagogik AB, is a new business area within POOLiA. POOLiA Teachers focuses on temporary staffing and recruitment in the field of educational services for public and private sector customers. Operations are initially being conducted in Gothenburg and Stockholm.

In September, POOLiA formed a subsidiary in Finland, the Group's first operation outside Sweden. The first office is located in Helsinki.

Also in September, operations were started up in Denmark, with the first office in Copenhagen.

The establishment of branch offices continued during the third quarter, through the opening of new offices in Östersund, Sundsvall, Varberg and Ulricehamn.

Significant events after the close of the report period

The Board of Directors has convened an Extraordinary General Meeting for November 7, to seek authorization for the Board to make one or more directed issues of shares up to a maximum of 1.100.000 series B shares. The aim is that equity will be added for the Company's continued expansion, while simultaneously broadening POOLiA's ownership base. The share issues will provide the potential for expansion both within a number of niche segments in Sweden and in certain markets outside Sweden that offer healthy growth opportunities.

POOLiA opened local offices in Ludvika and Gävle after the close of the report period.

Liquidity and financing

On September 30, 2000, the Group's liquid assets amounted to SEK 67.4 M (97.2). Cash flow from operations was positive in an amount of SEK 31.7 M (5.2). During the third quarter, cash flow was affected negatively by an extension of the credit period for a major project, a credit that has since been settled. Excluding this nonrecurring effect, cash flow during the third quarter was also positive.

During the first nine months of the year, investments in operations and equipment had a negative net effect of SEK 24.4 M on cash flow. During the same period, employee subscription of warrants contributed SEK 1.2 M. Dividend payments amounted to SEK 6.7 M. The equity/assets ratio was 51% (61).

Investments

Investments during the first nine months of the year amounted to SEK 25.6 M (14.5). The establishment of operations in Finland and Denmark and acquisitions of companies in Sweden accounted for SEK 14.1 M of the investments and investments in new business administration systems for SEK 3.9 M. During the period, investments were also made in new premises in Malmö and newly opened local offices.

The third quarter accounted for only a minor proportion of total investments.

Employees

The average number of annual employees during the first nine months of the year was 1,936 (936). The total number of employees on September 30, 2000 was 2,869 (1,851).

Parent Company

The Parent Company conducts general corporate management, development and financial management activities. Sales amounted to SEK 2.9 M (0.2) and pretax profit to SEK 0.5 M (10.5).

Market

According to SPUR (the Swedish Association of Temporary Work Businesses and Staffing Services), sector sales during the first half of 2000 totaled approximately SEK 3,621 M, reflecting growth of about 76% compared with sales of SEK 2,053 M in the year-earlier period. POOLiA's market share during the first half of 2000 was 11.6%, up 1.4 percentage points compared with full-year 1999.

Outlook for 2000

POOLiA's aim for the current fiscal year is to outperform the sector in terms of sales growth, while maintaining healthy profitability.

Condensed consolidated income statement

SEK M	Jan - Sept 2000	Jan - Sept 1999	July - Sept 2000	Full year 1999
Sales	652.2	321.4	233.4	490.7
Personnel expenses	-526.0	-259.9	-188.8	-400.5
Other expenses	-66.8	-49.4	-23.0	-57.4
Profit before depreciation	59.4	12.1	21.6	32.8
Depreciation	-8.0	-2.9	-3.0	-4.8
Operating profit	51.4	9.2	18.6	28.0
Financial items	1.1	7.9	0.4	8.4
Profit before taxes	52.5	17.1	19.0	36.4
Taxes	-15.5	-4.8	-5.6	-8.9
Net profit	37.0	12.3	13.4	27.5

Condensed consolidated balance sheet

SEK M	Sept 30, 2000	Sept 30, 1999	Dec 31, 1999
Fixed assets	59.8	28.9	43.6
Other current assets	205.2	75.3	143.7
Cash and bank balances	67.4	97.2	65.6
Total assets	332.4	201.4	252.9
Shareholders' equity	169.4	122.8	137.9
Deferred tax liability	5.1	1.8	4.9
Long-term liabilities	0.2	0	0.2
Current liabilities	157.7	76.8	109.9
Total liabilities and shareholders' equity	332.4	201.4	252.9

Condensed cash flow statement

SEK M	Jan - Sept 2000	Jan - Sept 1999	July - Sept 2000	Full year 1999
Cash flow from continuing operations	31.7	5.2	-7.2	-12.9
Cash flow from investing	-24.4	-14.6	-2.2	-28.0
Cash flow from financing	-5.5	92.7	0	92.6
Cash flow during the period	1.8	83.3	-9.4	51.7
Liquid assets on January 1	65.6	13.9	76.8	13.9
Liquid assets on September 30	67.4	97.2	67.4	65.6

Key figures

	Jan - Sept 2000	Jan - Sept 1999	July - Sept 2000	Full year 1999
Operating margin, %	7.9	2.9	8.0	5.7
Profit margin, %	8.0	5.3	8.1	7.4
Return on capital employed, %	N/A	N/A	N/A	46.0
Return on total capital, %	N/A	N/A	N/A	22.0
Equity/assets ratio, %	51.0	61.0	51.0	54.5
Share of risk-bearing capital, %	52.5	61.9	52.5	56.4
Number of annual employees, average	1936	936	2128	1048
Revenues per employee, SEK thousands	N/A	N/A	N/A	468
Average number of shares	6 698 388	5 844 088	6 698 388	5 882 218
Number of shares outstanding	6 698 388	6 698 388	6 698 388	6 698 388
Earnings per share after full tax, SEK	5.52	2.11	2.0	4.67
Shareholders' equity per share after full tax, SEK	25.29	18.33	25.29	20.59

Forthcoming financial reports

The Year-end Report for 2000 will be released on February 22, 2001.

Stockholm, November 7, 2000

Mats Edlund
President and Chief Executive Officer

This interim report has not been reviewed specifically by the Company's auditors.

For further information, please contact:

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POOLiA is a leading actor in the Swedish staffing services market.

Operations include the Temporary Staffing, Recruitment and Outsourcing service areas. In each service sector, operations are divided into occupational segments, namely Accounting, Bank & Finance, IT, Office, Technical & Industry, Sales & Marketing, Legal, Teaching and Executive Search