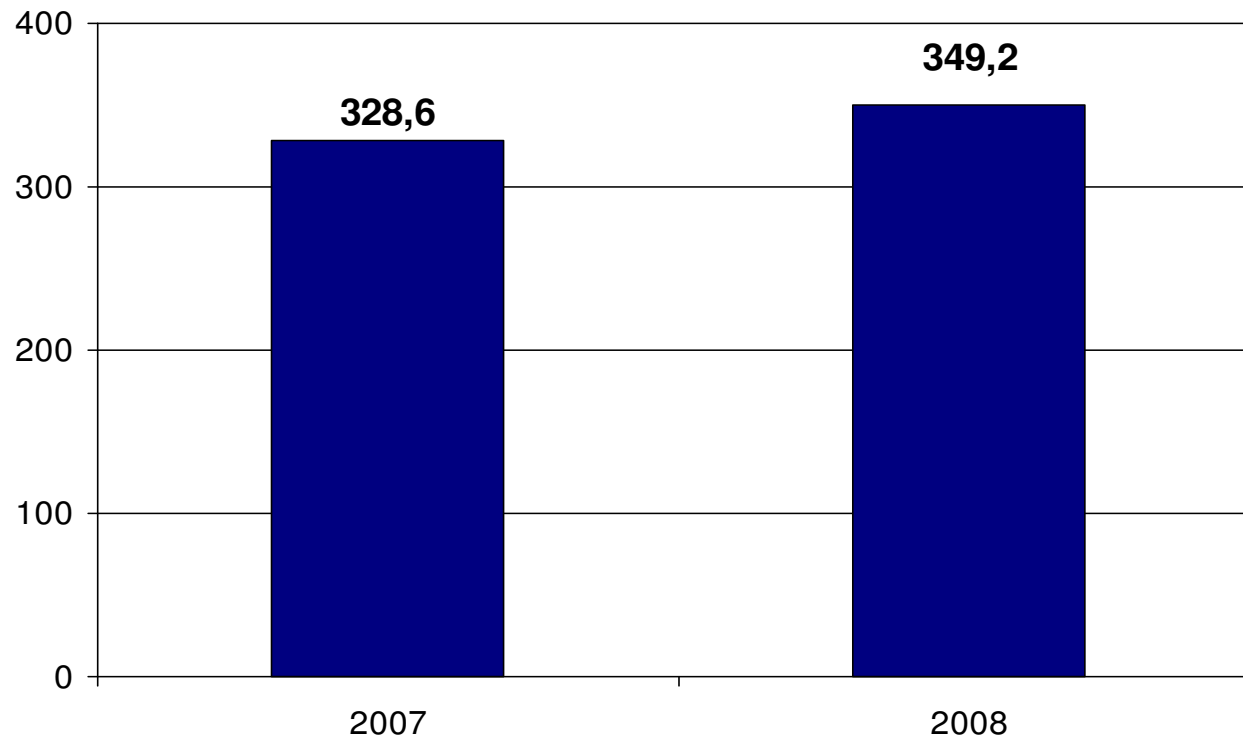


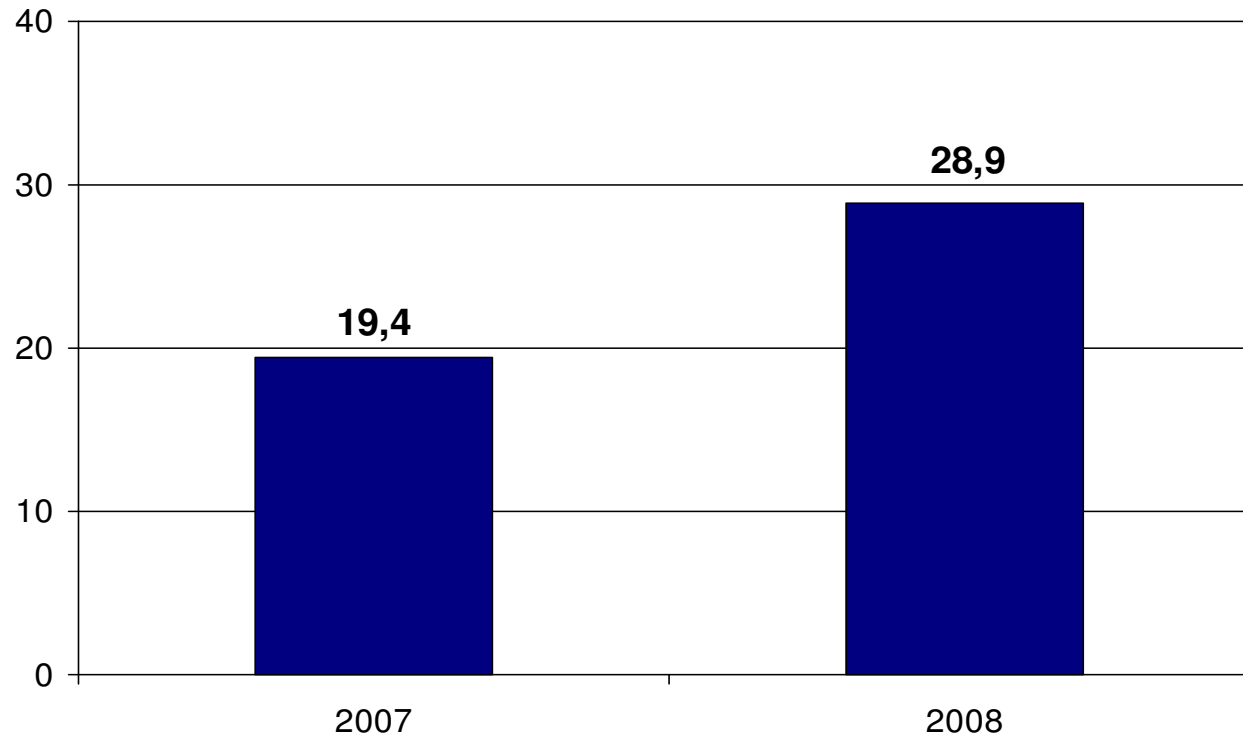
Poolia Group Interim Report Q3 2008

Poolia Group revenues Q3 2008 compared with Q3 2007 (MSEK)



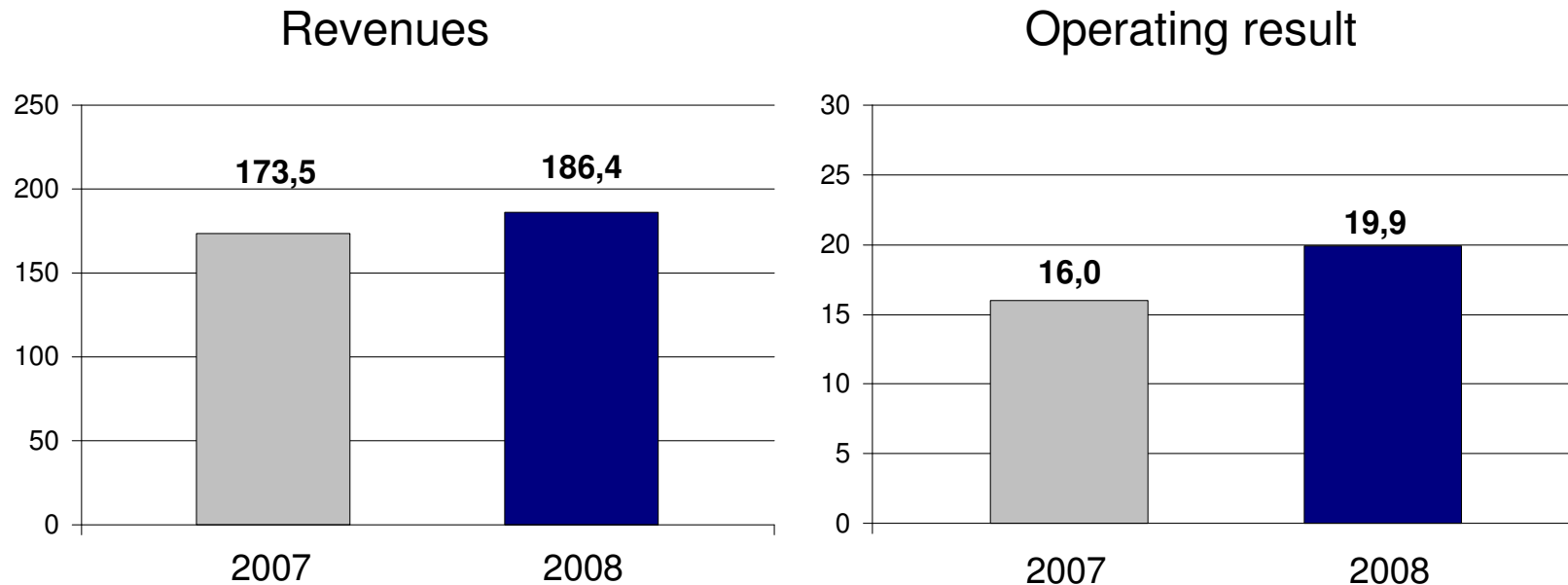
- Revenue growth of +6,3%
- A negative effect of exchange rates has an impact on revenues with -1,4%
- Permshare 8% (11%)

Poolia Group operating result Q3 2008 compared with Q3 2007 (MSEK)



- All time high operating margin 8,3%
- All segments have positive results

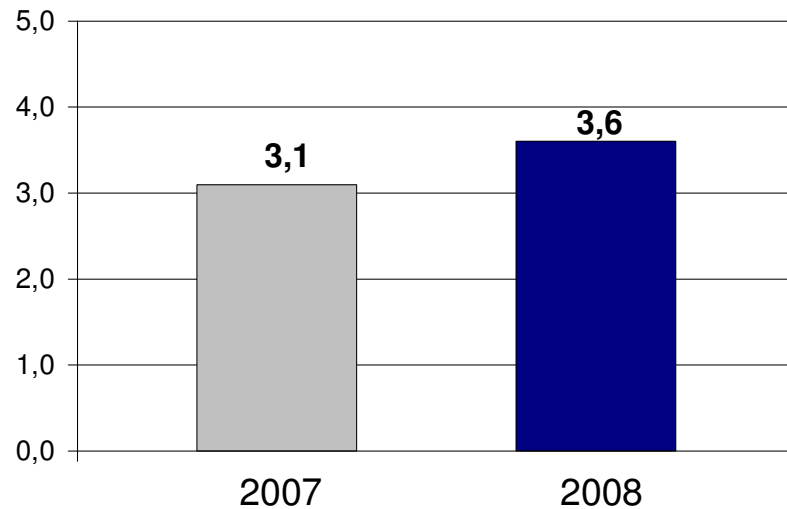
Poolia Sweden Q3 2008 compared with Q3 2007 (MSEK)



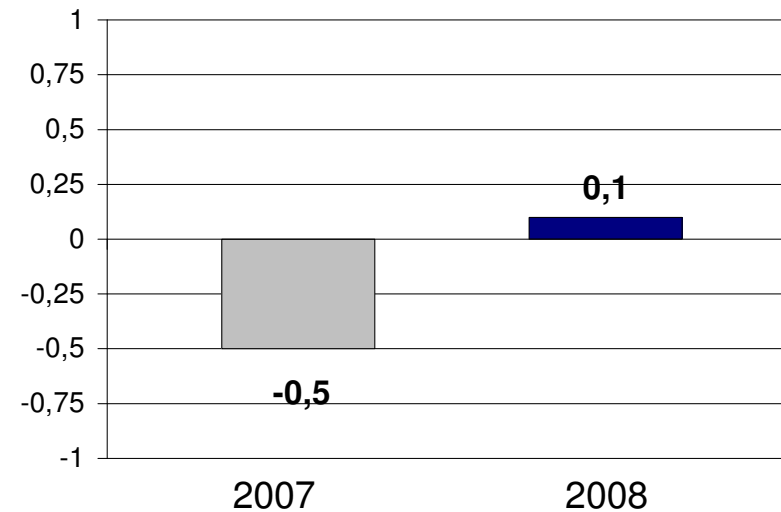
- Continued growth in revenues, +7% compared with last year
- Strongest development in Stockholm and Malmö
- Operating margin of 10,7% generated through increased efficiency
- Number of requests are still growing, but slower decision process

Poolia Denmark Q3 2008 compared with Q3 2007 (MSEK)

Revenues

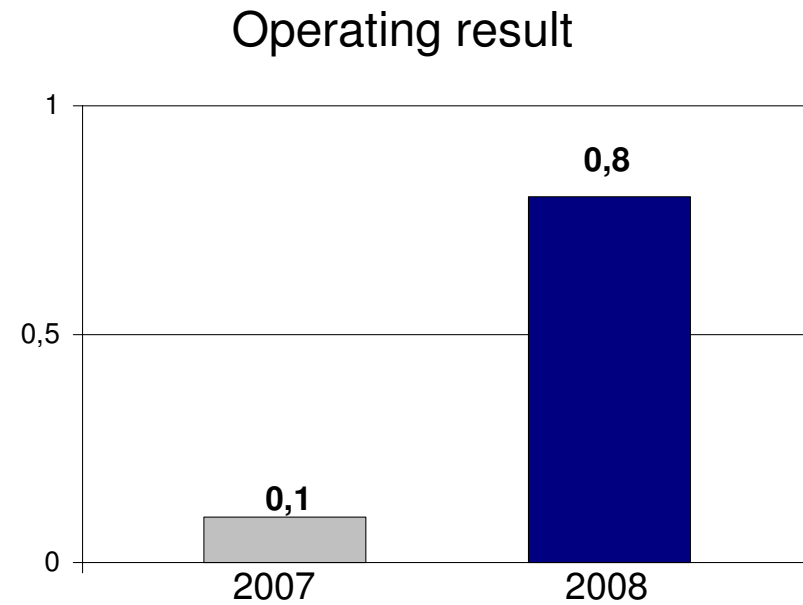
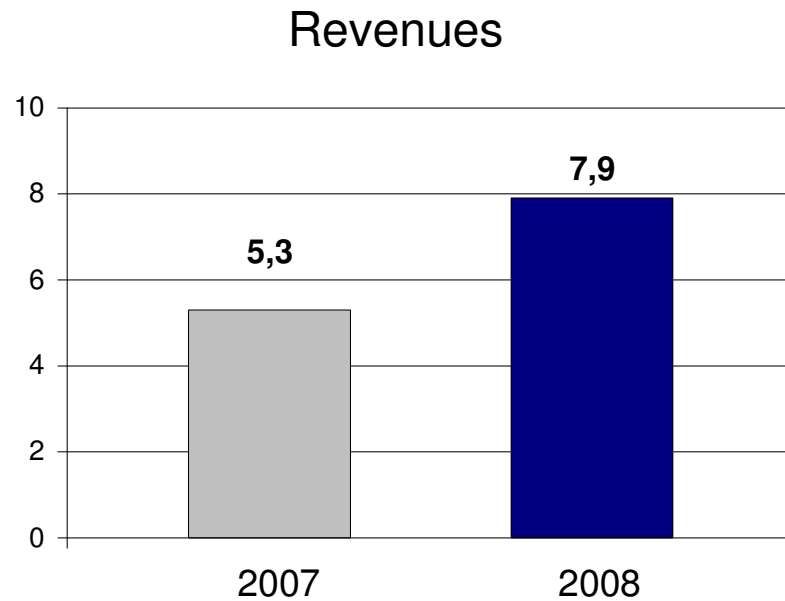


Operating result



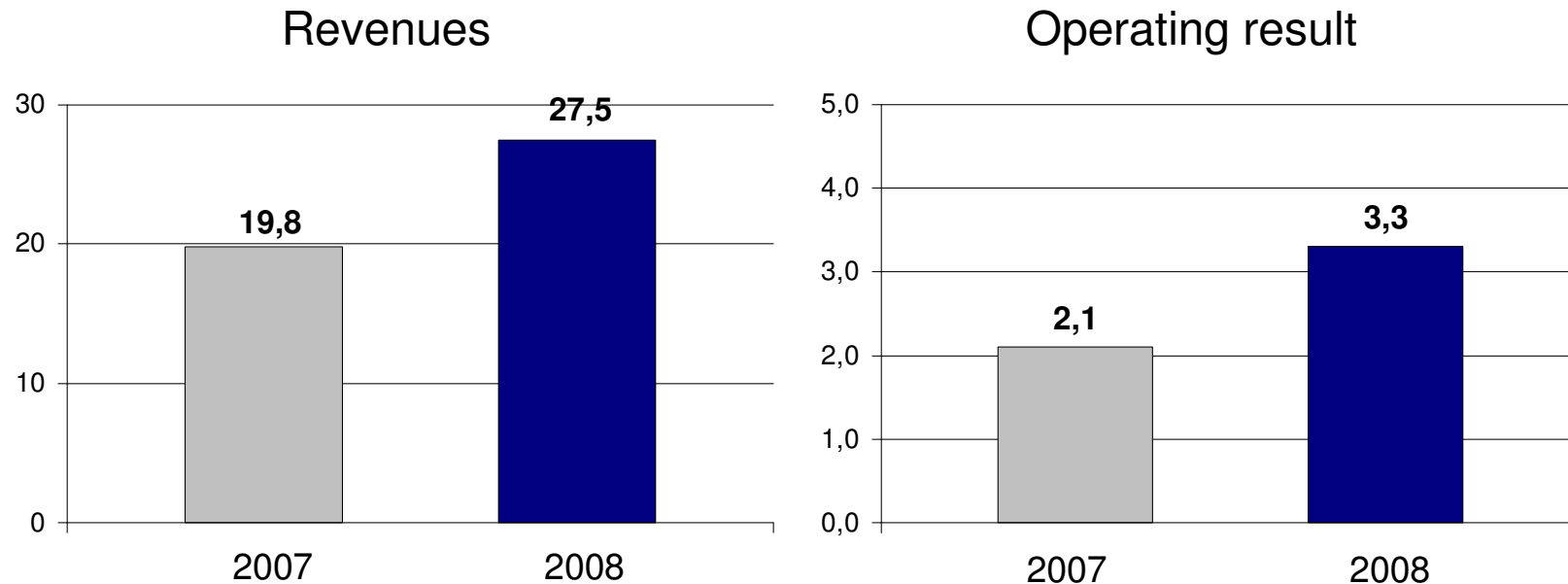
- A positive growth again
- Operating margin 2,5%
- Increased cooperation with south of Sweden through common management

Poolia Finland Q3 2008 compared with Q3 2007 (MSEK)



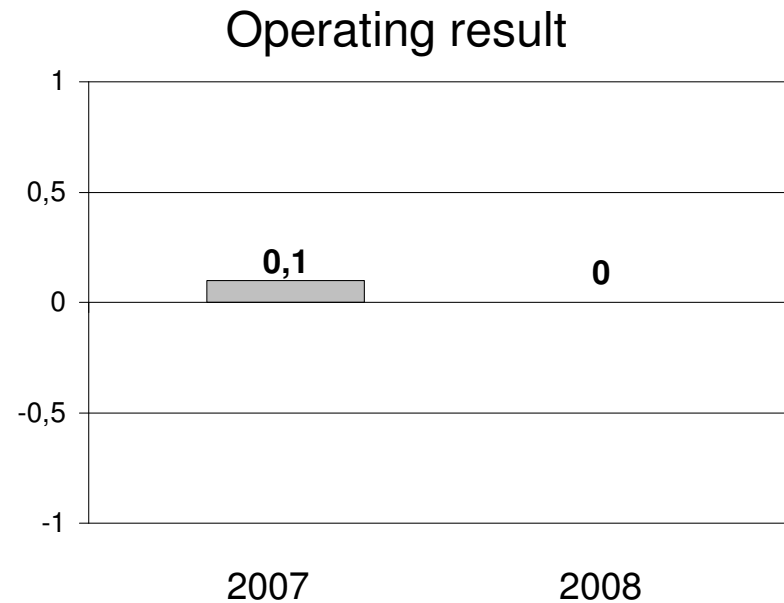
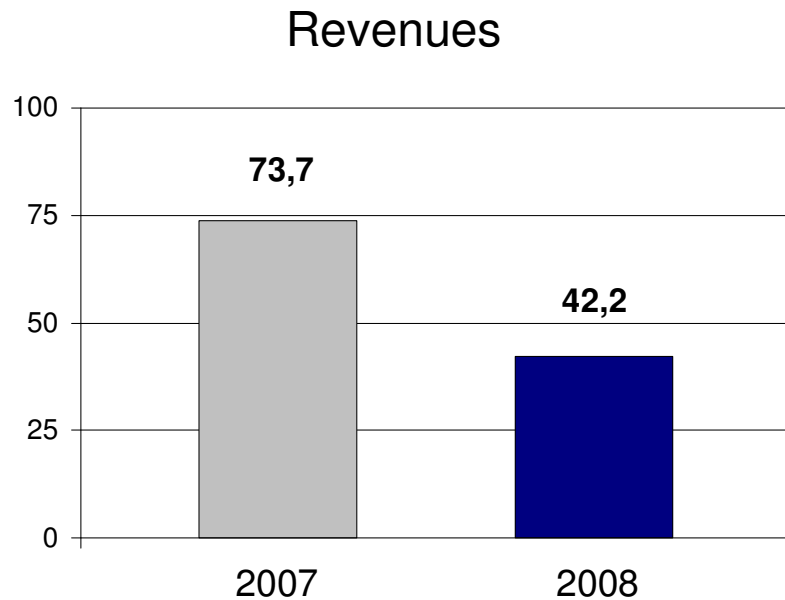
- Very strong development during the quarter
- Revenues grown +50% which also reflects on operating result
- Operating margin 10,4% generated through sales focus and efficiency

Poolia Germany Q3 2008 compared with Q3 2007 (MSEK)



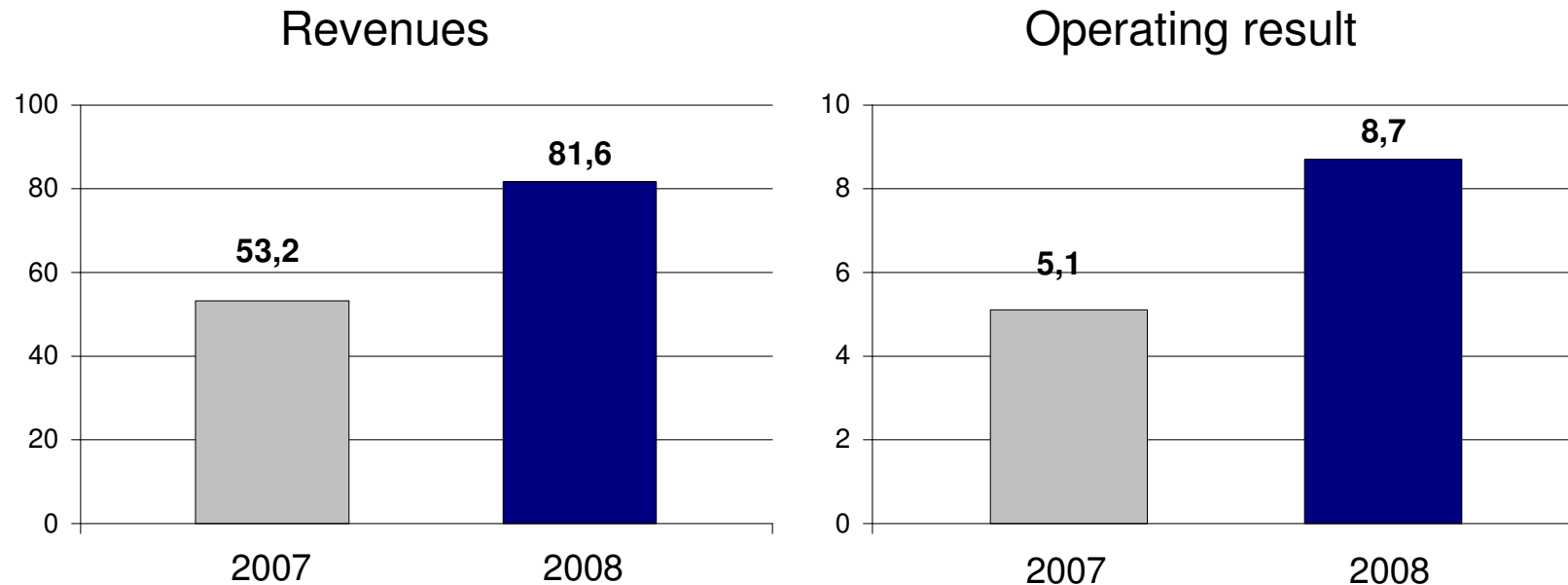
- Continued strong development in revenues, +39%
- Operating margin 12,0%
- Strongest growth in Frankfurt & Dusseldorf
- Positive volume development in new offices (Cologne & Hannover), but still not break even

Poolia Great Britain Q3 2008 compared with Q3 2007 (MSEK)



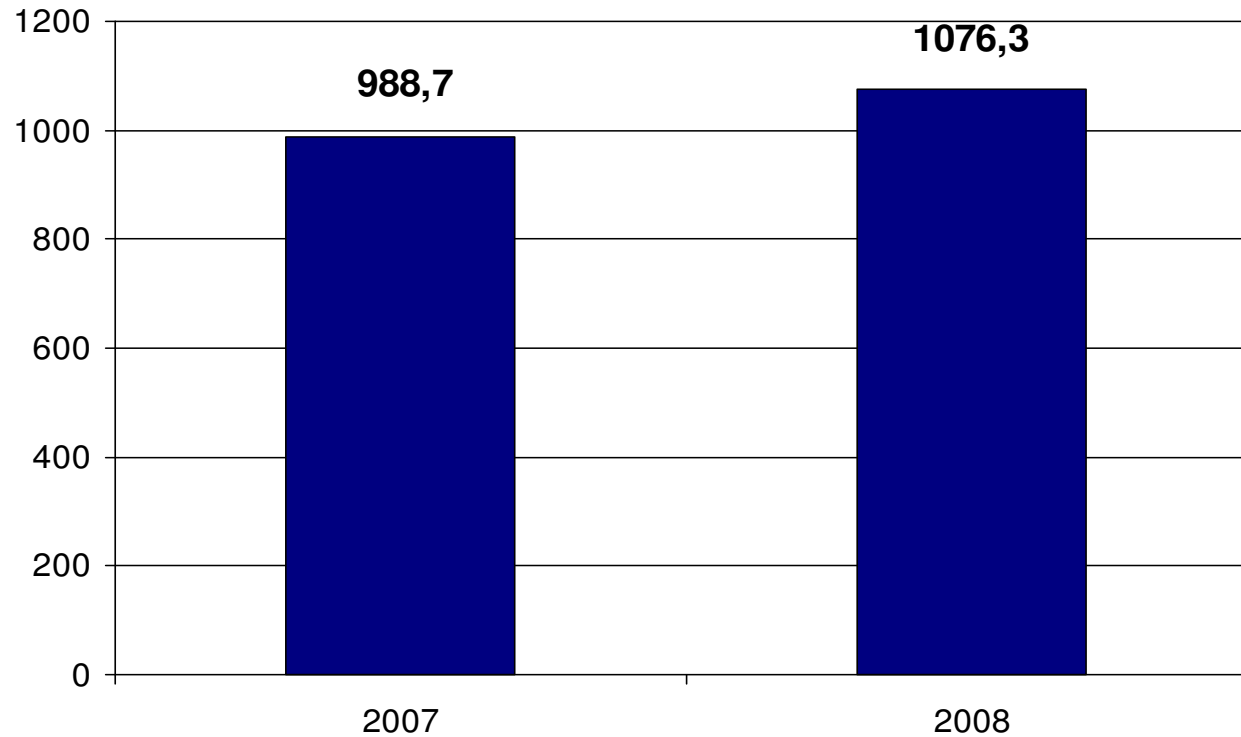
- Slow down in the market, specially in banking
- Negative FX impact on revenue with -8%
- Continued diversification to customers and business areas outside the banking sector
- Strong cost cutting in OH during last nine months
- Strong focus on increased staff retention

Dedicare Q3 2008 compared with Q3 2007 (MSEK)



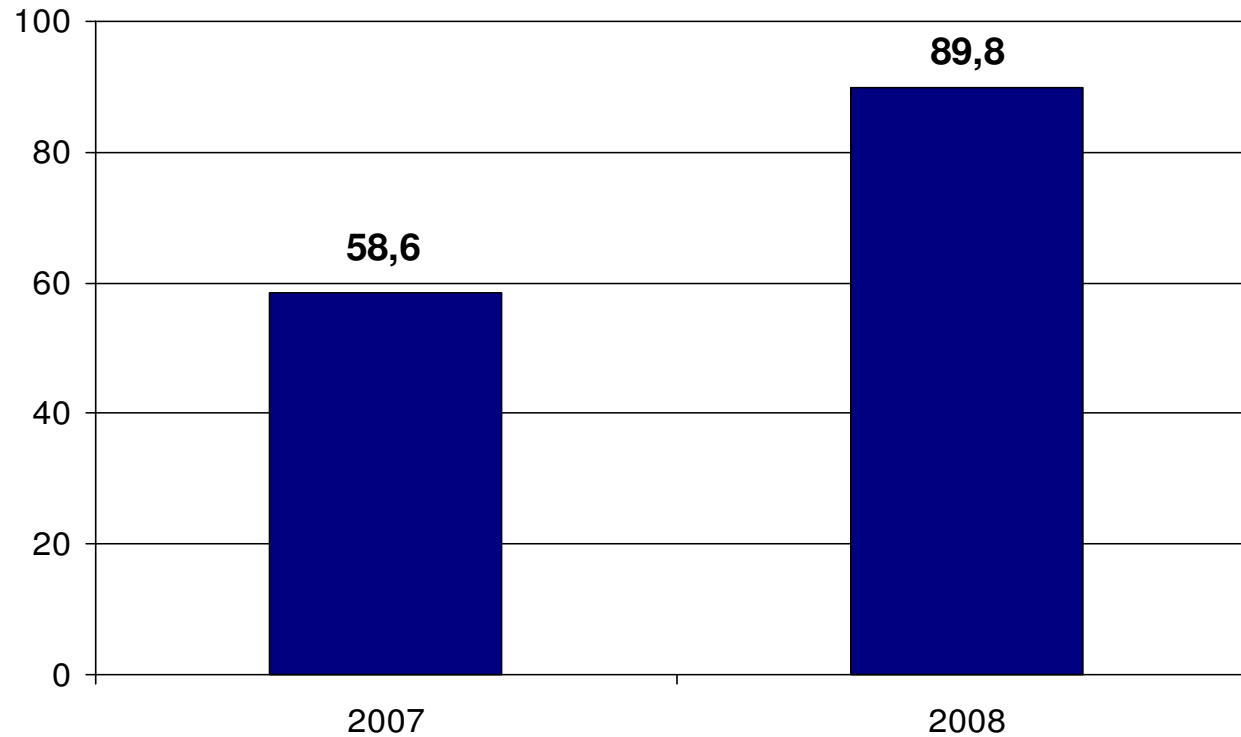
- Continued strong growth, +53%
- Operating margin continues to improve, 10,7%
- Start-up of operations in Finland during October

Poolia Group revenues January - September 2008 compared with January - September 2007 (MSEK)



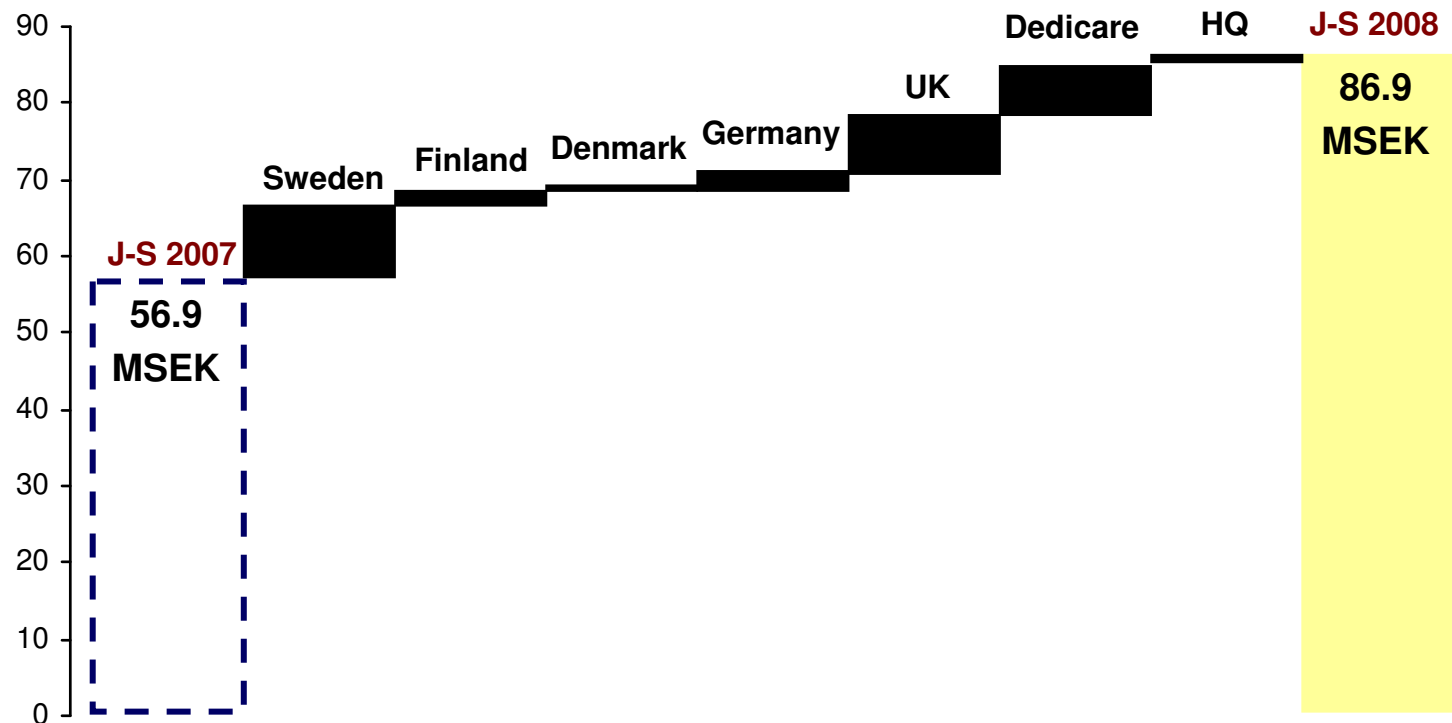
- Revenue growth +9%
- Negative exchange rates have had an impact on revenues with -1,5%
- Permanent placement share has decreased from 11% to 9%

Poolia Group operating result January - September 2008 compared with January - September 2007 (MSEK)



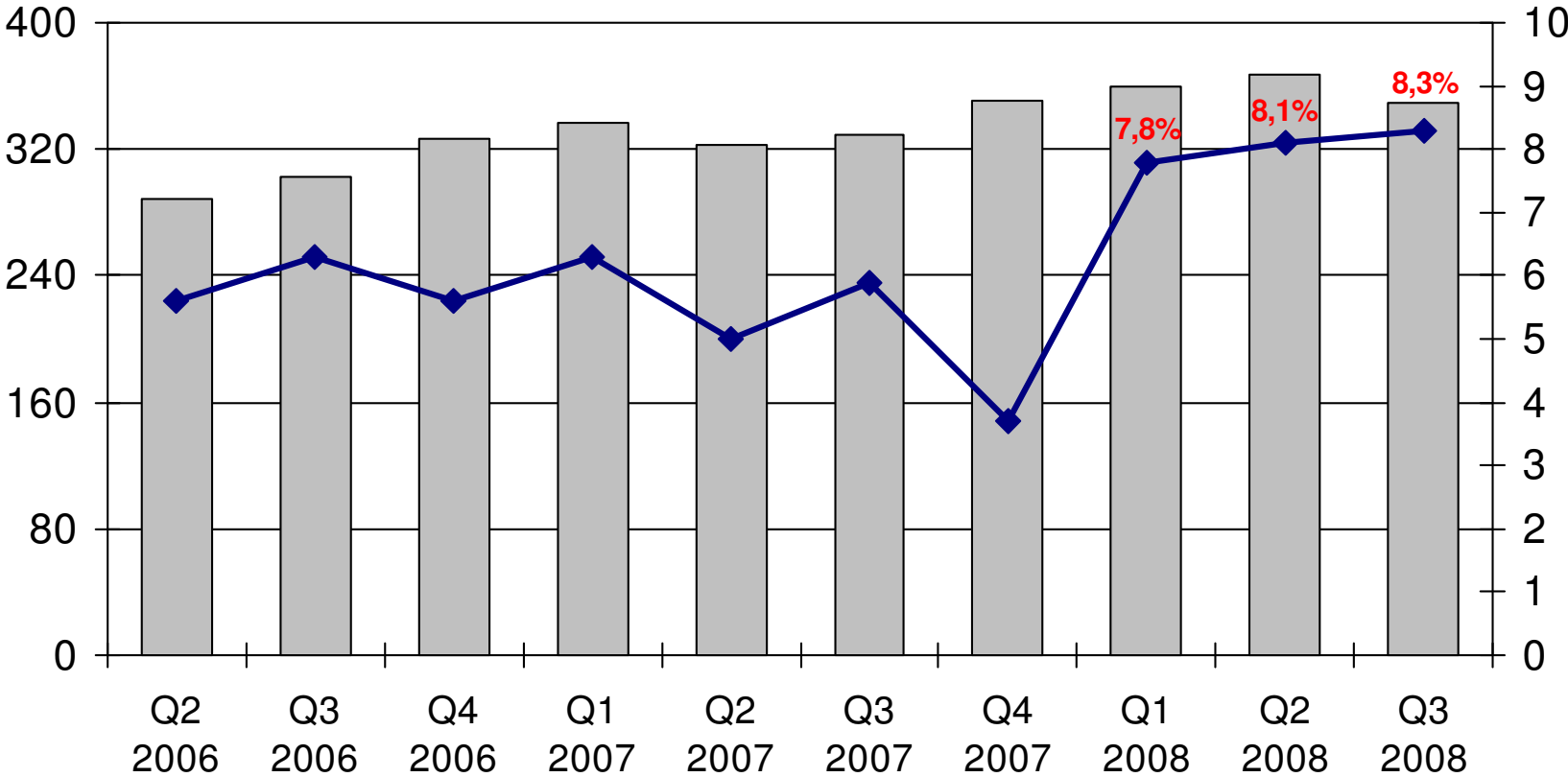
- Operating result increase of +53%
- All segments are making profit
- UK has turned last year's loss into profit
- Strong cash flow from operations 75,0 (49,0)

Contribution to improved EBIT (MSEK)



All units are contributing to operating result improvement

Group Revenues (MSEK) and EBIT margin (%)



Strong turnaround mainly generated through improved efficiency

POOLIA
