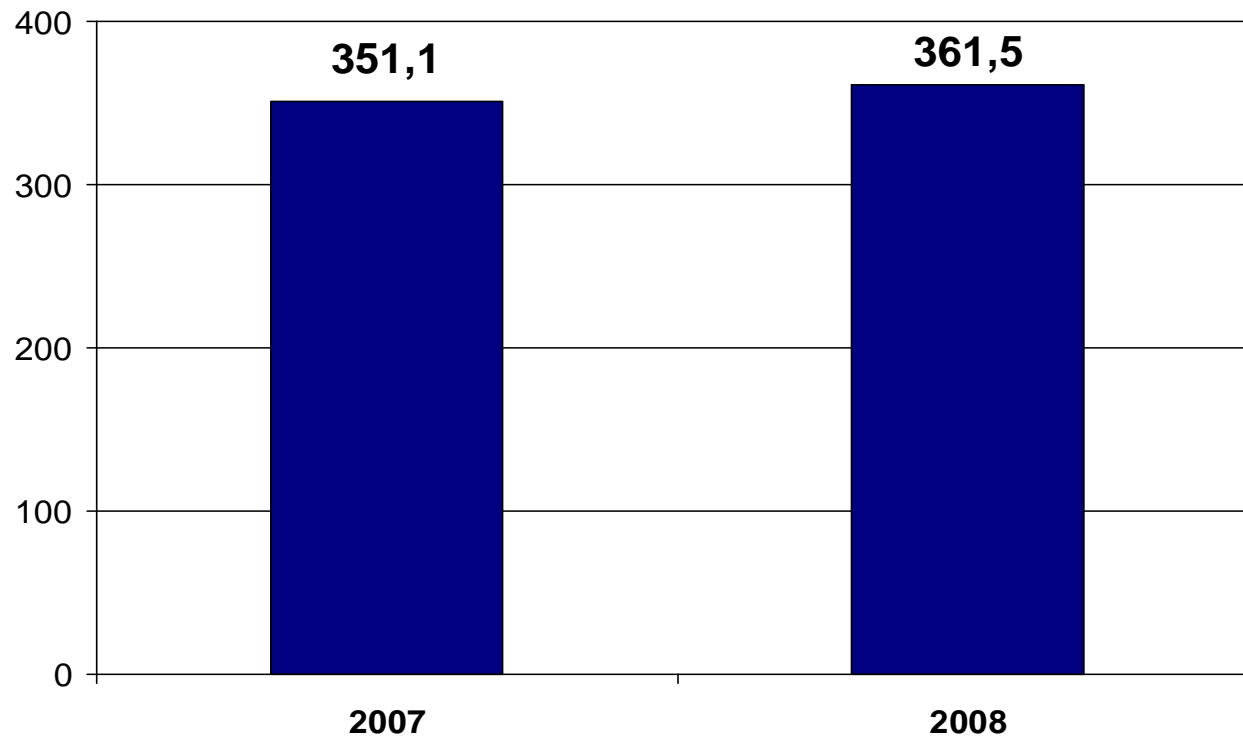


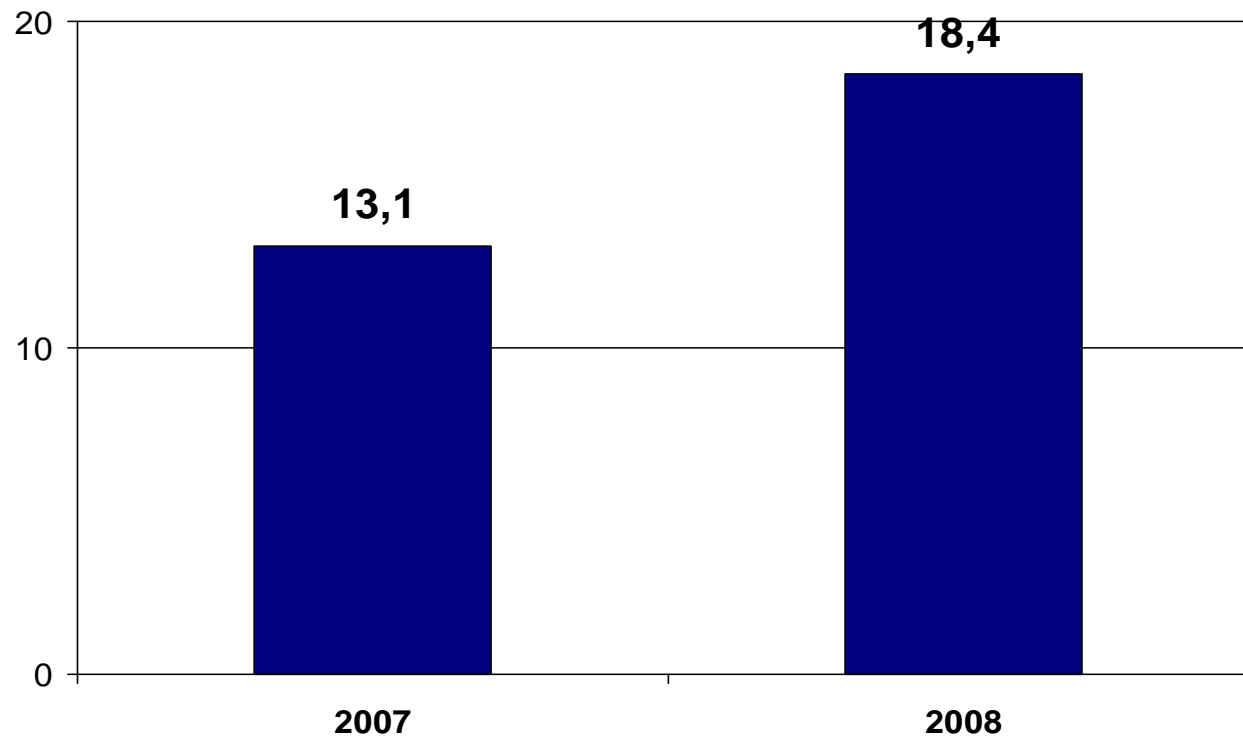
**Fourth quarter report 2008**

# Poolia Group Q4 Revenues (MSEK)



- Revenue growth, + 3%
- Weakened demand in perm, 7% (10%) share of total sales

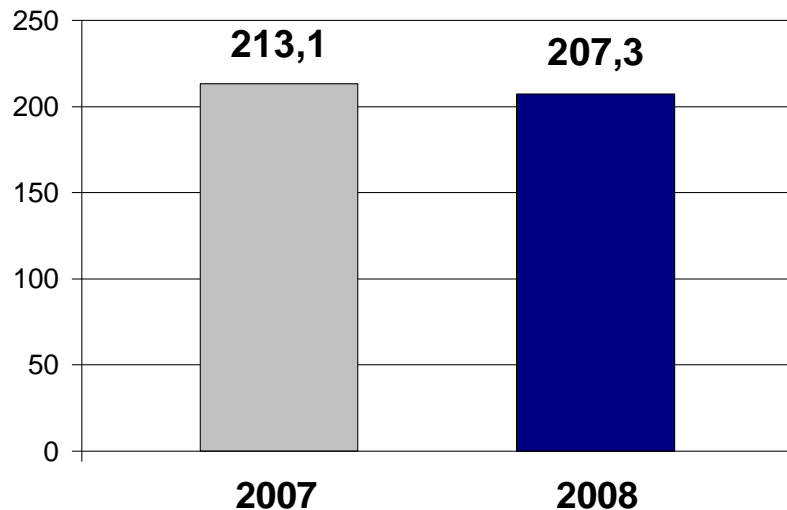
# Poolia Group Q4 Operating Result (MSEK)



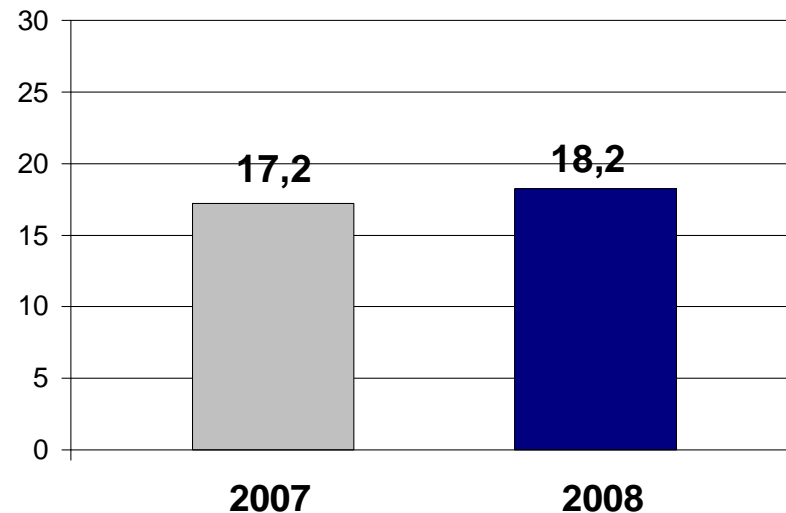
- **Strong increase in Operating Margin, +40%**

# Poolia Sweden Q4 (MSEK)

### Revenues



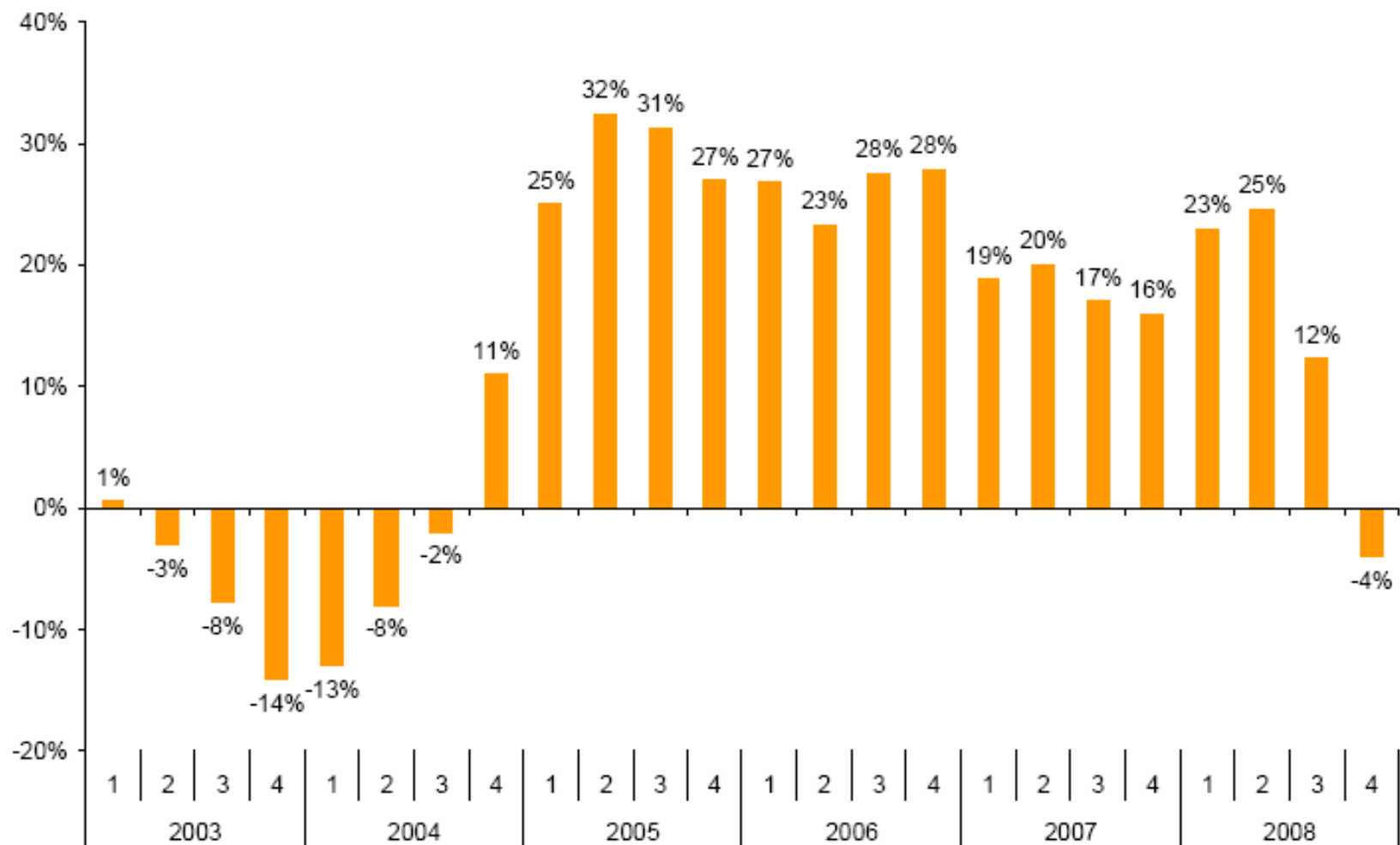
### Operating result



- **Small decline in revenues, -3%**
- **Less requests mainly within permanent placements**
- **Closing down of Karlstad and reduction in Gothenburg**
- **Operating margin of 8,8% generated through increased efficiency**
- **New MD from February 1<sup>st</sup>**

## Omsättningsutveckling i bemanningsbranschen Q1 2003 – Q4 2008

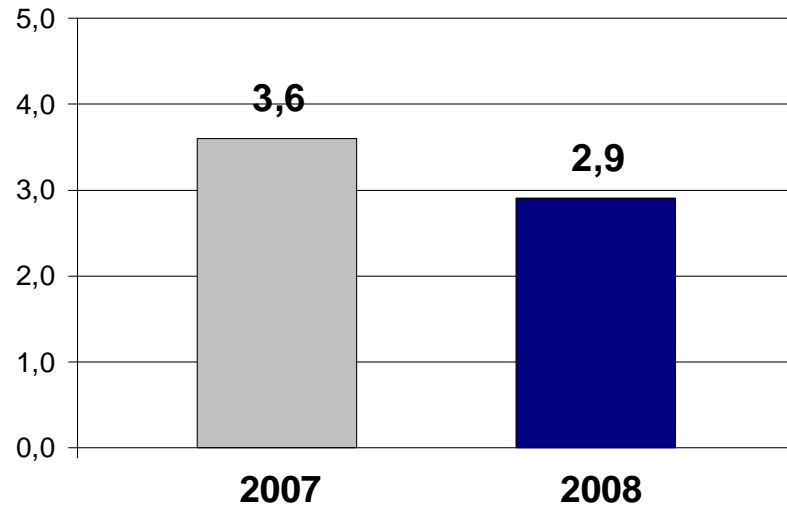
Förändring i procent jämfört med samma kvartal föregående år



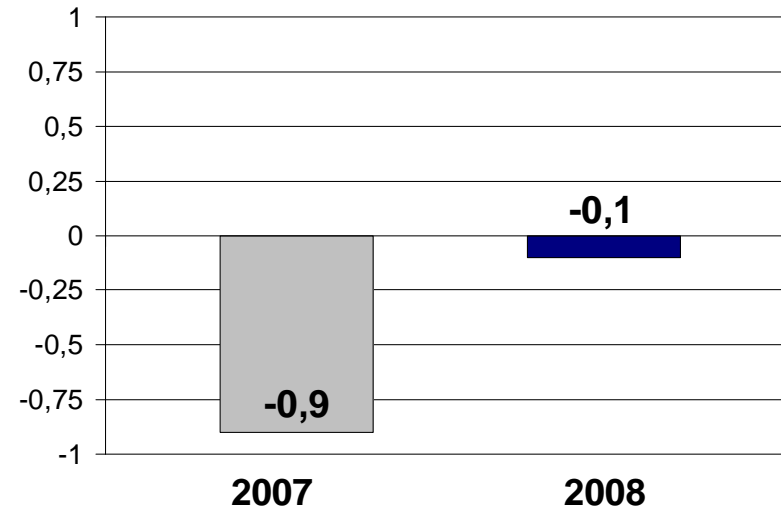
Källa: Bemanningsföretagen

# Poolia Denmark Q4 (MSEK)

### Revenues



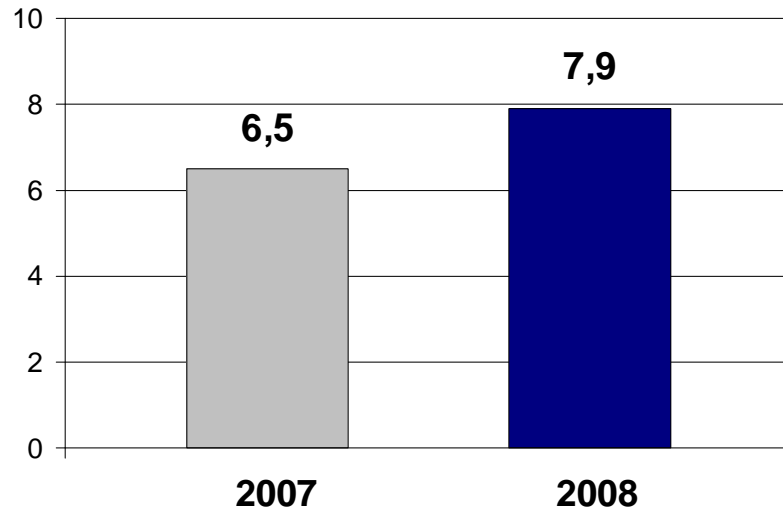
### Operating result



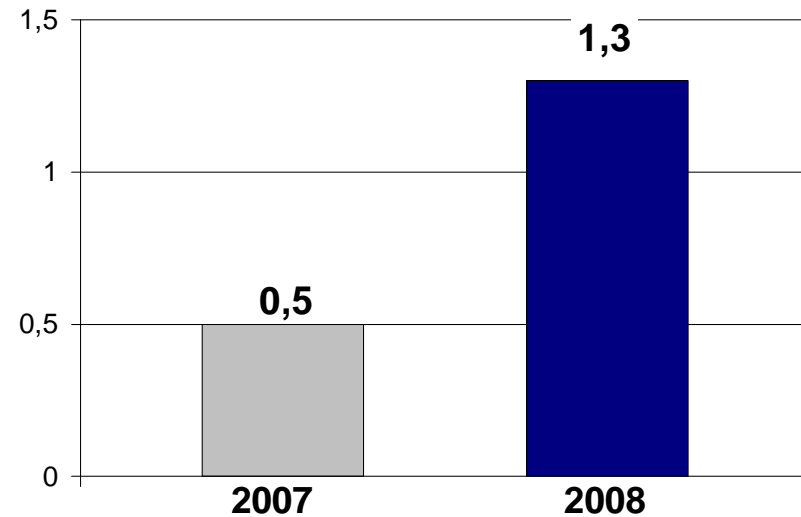
- Change in management and reorganisation
- Cooperation Öresund region
- Market slowdown open up new opportunities

# Poolia Finland Q4 (MSEK)

### Revenues

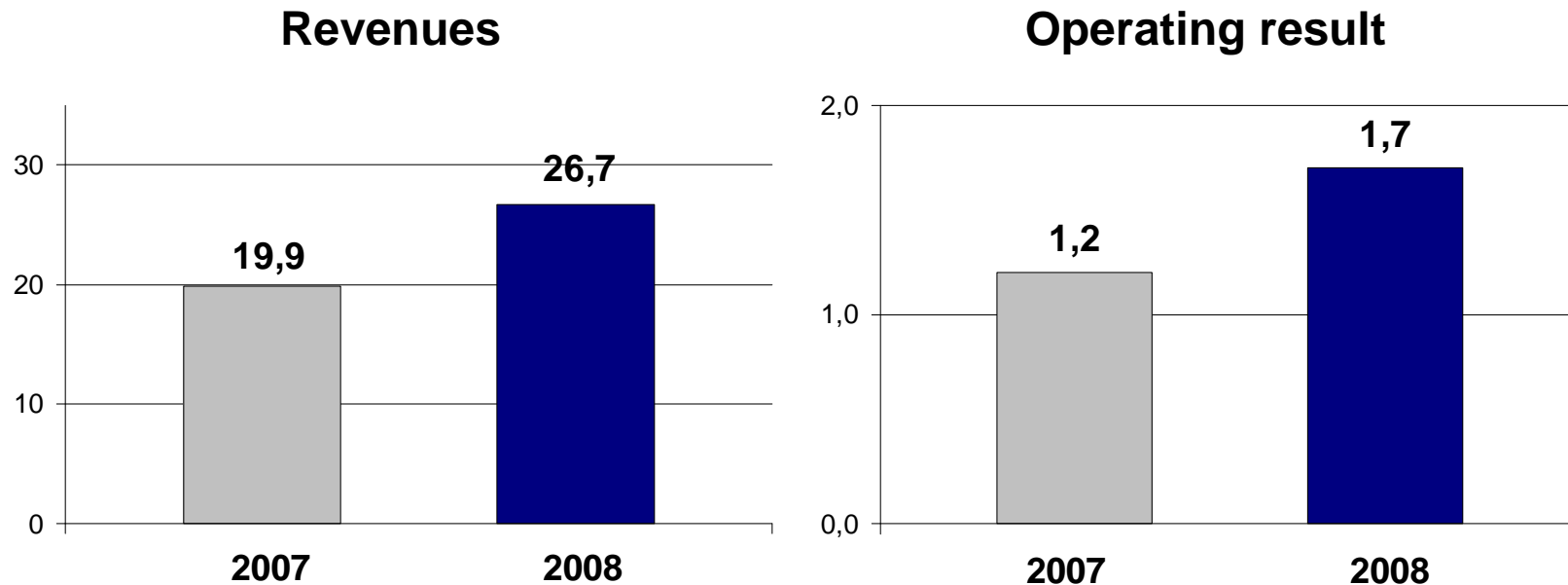


### Operating result



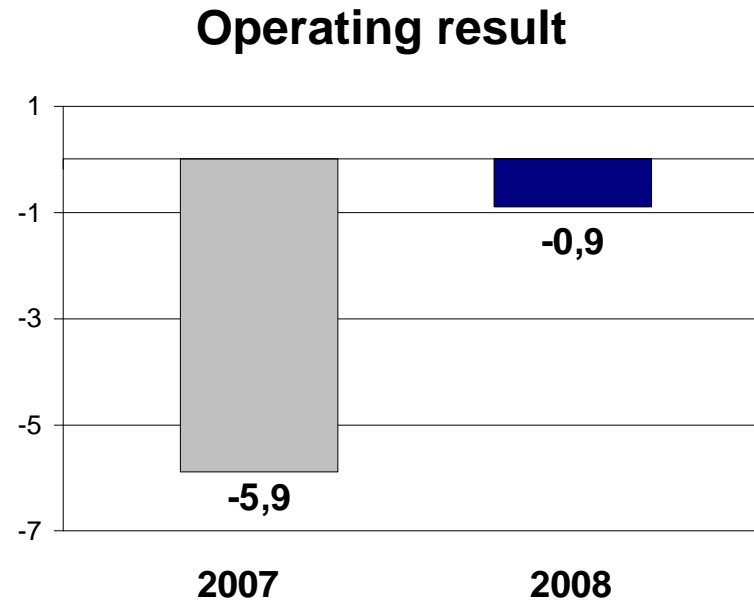
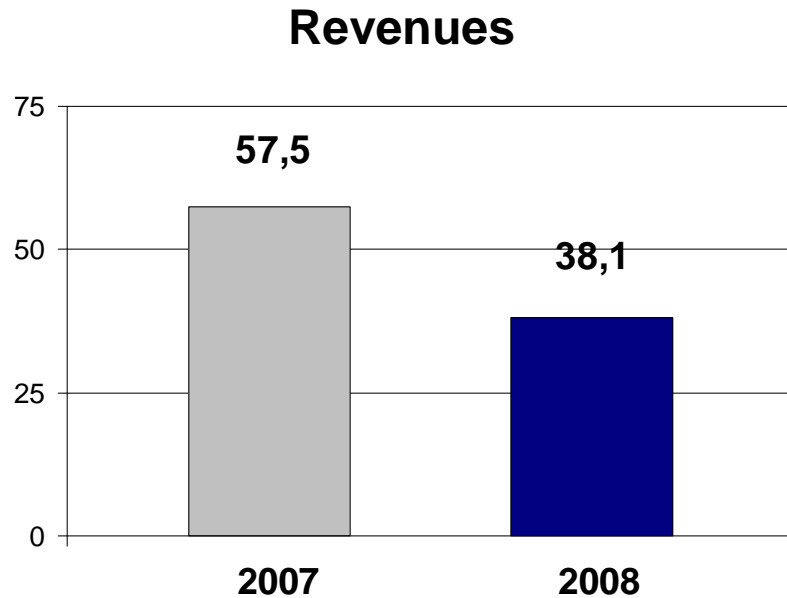
- Strong development in revenue, slight slow down in December
- Office down, opportunities within IT
- Revenues up 31%
- Strong operating margin

# Poolia Germany Q4 (MSEK)



- Continued strong revenue growth, +34%
- No signs of a slow down in demand
- Operating margin 6,4% (6,0%)
- Dusseldorf, Frankfurt and Munchen are top performers

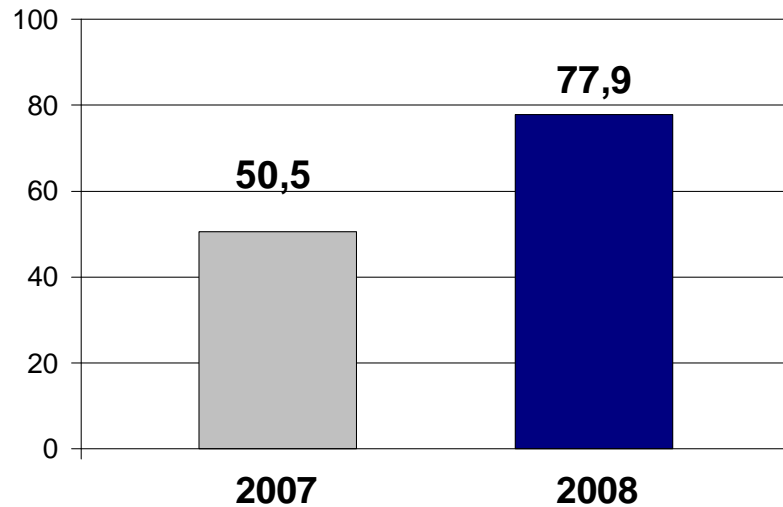
# Poolia UK Q4 (MSEK)



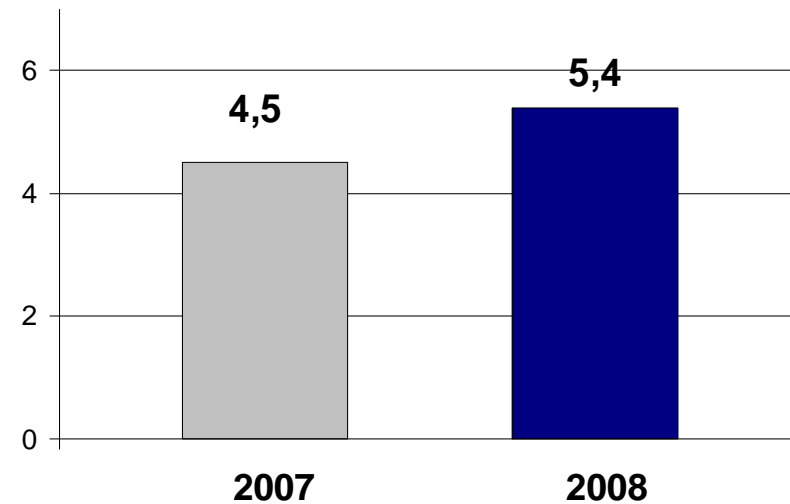
- Highly competitive market
- Negative FX impact on revenue, -5%
- Accounting & Finance strong, Banking improves, Office still weak
- Tight cost control
- Strong focus on staff retention

# Dedicare Q4 (MSEK)

### Revenues

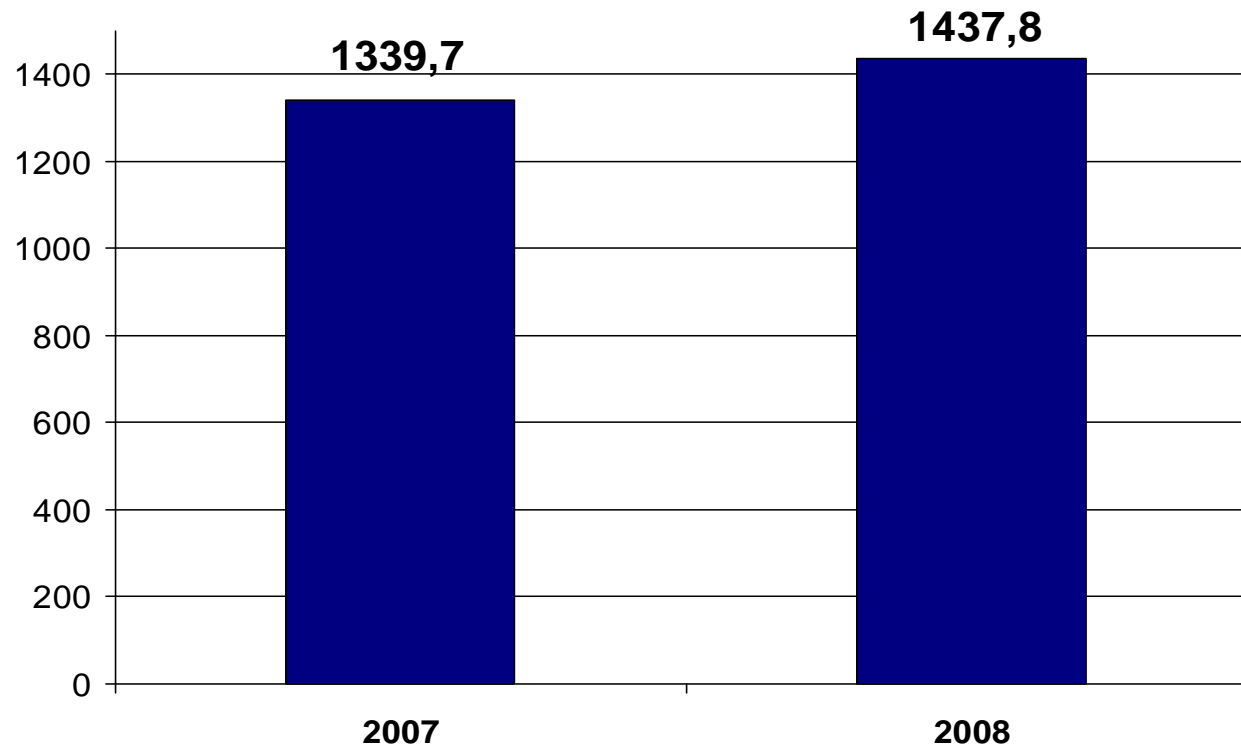


### Operating result



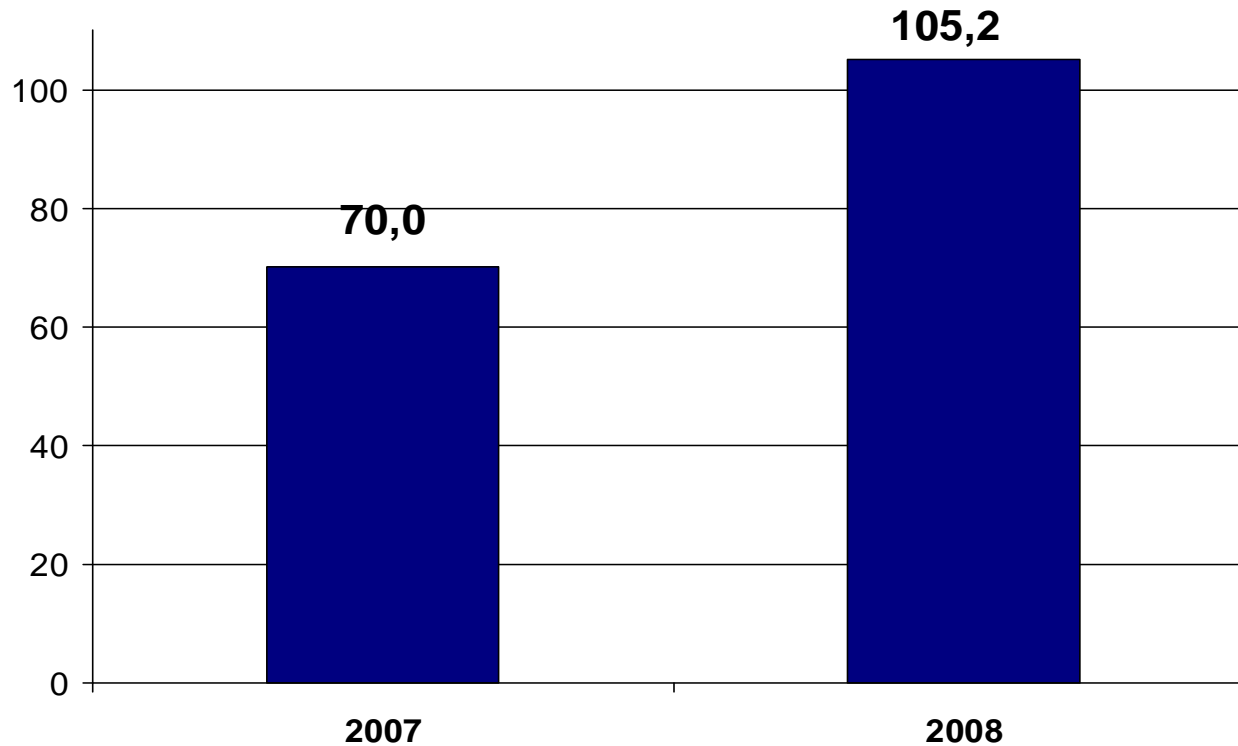
- Continued strong growth, +54%
- Operating margin 7,0% (8,8)
- Potential upside in Norway
- Start-up in Finland

## Poolia Group Revenues January - December 2008 compared with January - December 2007 (MSEK)



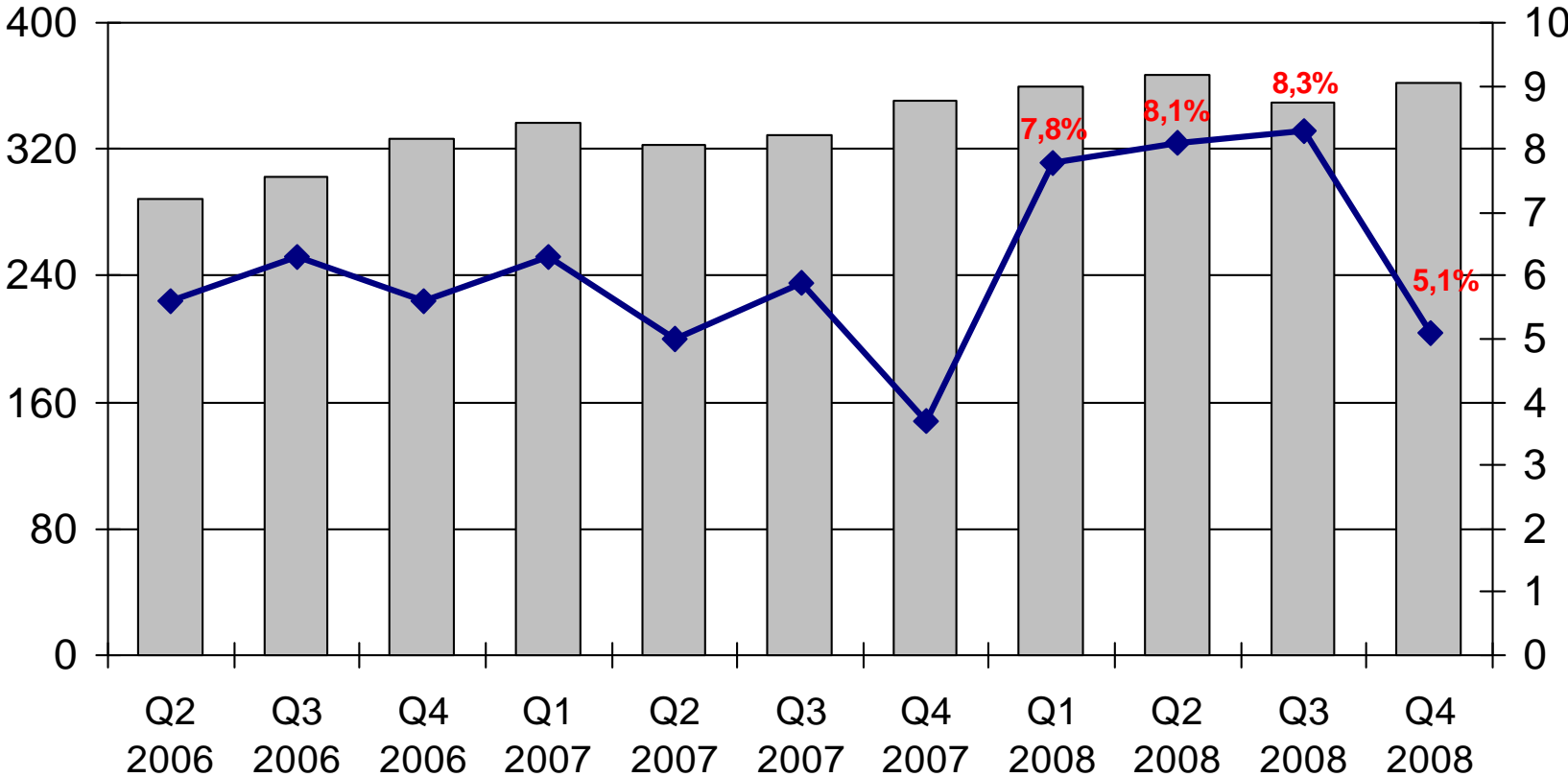
- Revenue growth +7%
- FX negative impact of -1,1%
- Permanent placement share decrease, from 11% to 9%

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









- Operating result up +50%
- All segments have positive margins
- UK has turned last year's loss into profit
- Strong cash flow from operations 105,7 ( 77,7)

# Group Revenues (MSEK) and EBIT margin (%)



*Strong turnaround mainly generated through improved efficiency*

## 2008 in summary

-  Sweden – increased focus on sales has generated sales and profitability
-  United Kingdom – break even result despite very tough market conditions
-  Germany – built a solid platform for future growth
-  Finland – strong growth combined with high margins
-  Denmark – too dependant on perm, more focus on temp sales late 2008
-  Dedicare – very high growth in sales with stabile margins

# Dividend

1,50 SEK (eq 30% of profit after taxes)

3,00 SEK (extra)

4,50 SEK

- Overcapitalised
- Outlook 2009
- Organic growth is our main route
- No major investments

**POOLIA**

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