



INTERIM REPORT 1 JANUARY – 31 MARCH 2020

Quarterly period January - March

- Poolia's revenue amounted to SEK 370 (436) million.
- Operating profit amounted to SEK 1.7 (11.4) million, with an operating margin of 0.4 (2.6) percent.
- Profit before tax was SEK 0.1 (12.0) million.
- Profit after tax was SEK -1.0 (10.1) million.
- Earnings per share, before and after dilution, amounted to SEK -0.02 (0.22).
- Cash flow from operations amounted to SEK 31.4 (25.6) million, equal to SEK 0.67 (0.55) per share.
- The first quarter 2020 saw the outbreak of a global pandemic as a consequence of the covid-19. It is believed that the pandemic has adversely affected the Group's sales and earnings towards the end of the quarter.

From the CEO

The Group's revenue for the first quarter was lower at SEK 370 million, compared with SEK 436 million in the same period of 2019. This represents a decline of 15%. Operating profit for the quarter was SEK 1.7 (11.4) million, and the operating margin was 0.4% (2.6%).

Demand for staffing services at the start of 2020 was primarily characterised by the unease to which the spread of Covid 19 gave rise. This led to lower revenues and earnings for the Group as a whole. The largest decline was experienced in Germany and Norway, where the countries were largely under lockdown. In Sweden, which has been characterised by more relaxed approach, we have been hit to a lesser extent, albeit that we have also experienced a clearly adverse effect. We have taken a number of measures to adjust our cost base to the prevailing circumstances. On all markets on which we operate, the tools at the disposal of the respective governments are being used. These primarily include various types of temporary layoffs of our personnel as well as tax amelioration.

In Sweden, both Poolia and Uniflex reported lower revenue and earnings. The downturn was greatest within the automotive industry, as well as the tourism and visitor industry. Revenues from our recruitment business also fell. Demand from our clients within pharmaceuticals, FMCG and the public sector was largely unchanged. Towards the end of April, many of the industrial companies that had wholly or partially suspended operations began to resume their production on a smaller scale.

In Germany, many companies have remained totally closed or allowed personnel to work from home during March and April. This has detrimentally impacted our business. Therefore, from the beginning of April we have laid off parts of our workforce, but we plan to take them back once the situation improves.

In Norway, we have continued to enjoy strong demand for our Poolia services and from the construction sector. However, within Oil/Gas, which is our largest area, we have had no temporary staffing at all during March and April. The oil price war within the sector has also had an adverse impact. However, thanks to Norway's generous layoff rules, we have been able to manage the situation satisfactorily.

Finland is the country in which we have experienced the least impact from the Corona crisis. However, demand for our recruitment services has declined.

Our future growth now depends on the rate at which the public authorities on our markets choose to relax the restrictions. However, towards the end of April we have seen signs that more companies are beginning to take the first steps towards normalised production. Although these are challenging times, I am confident as regards the future. We have a strong balance sheet and good cash reserves. We have good relations with our clients and skilled personnel. All in all, we are thus ready to address both additional downturns as well as the recovery which will arrive once the global economy improves again.

Jan Bengtsson
Managing Director and CEO

Business concept

Poolia's business concept is to assist companies and organisations with staffing and recruitment of qualified competencies. Competencies contributing to the success of our clients.

Financial objectives

- Profitable growth over a business cycle
- To distribute at least 50% of profit for the year

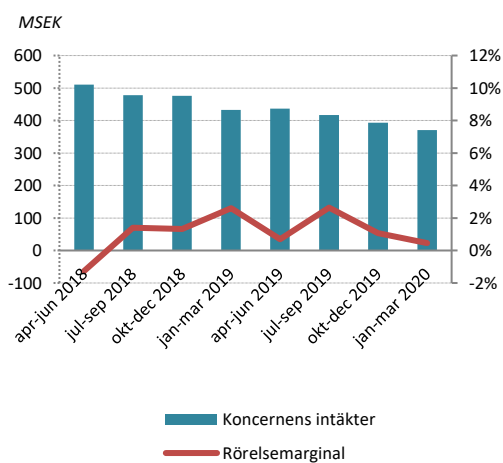
Our vision

Poolia's vision is: The right person. In the right place. Every time.

JANUARY - MARCH GROUP

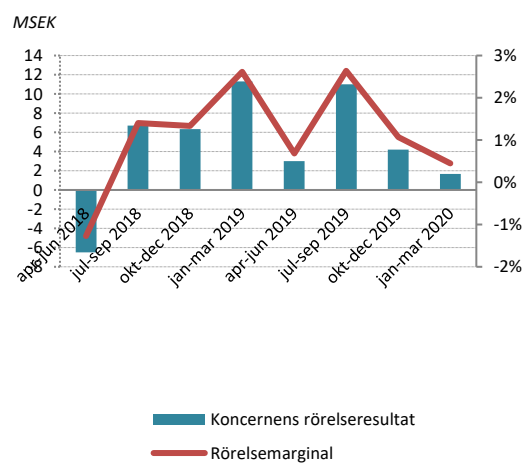
Revenue

The Group's revenue declined by 15 percent to SEK 370 (436) million. Currency effect had a positive impact of 0.2 percent. Temporary staffing is the largest service area. Permanent placement's share of revenue was 6 (7) percent.



Earnings

Operating profit for the Group amounted to SEK 1.7 (11.4) million, with an operating margin of 0.4 (2.6) percent. The Group's net financial items amounted to SEK -1.5 (0.6) million. Profit before tax was SEK 0.1 (12.0) million. The Group's tax was SEK -1.1 (-1.9) million.



POOLIA SWEDEN

Revenue

Poolia Sweden's revenue amounted to SEK 114 (130) million, a decline of 12 percent compared to the same period previous year. Permanent placement's share of revenue was 12 (16) percent during the quarter.

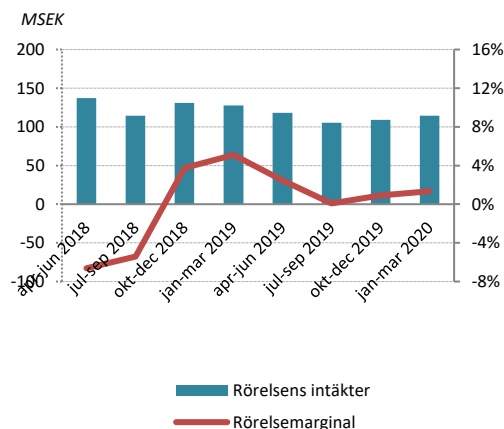
Earnings

Poolia Sweden's operating profit was SEK 1.5 (6.5) million. The operating margin was 1.3 (5.0) percent.

Comment

In Sweden Poolia reported lower revenue and earnings. The downturn was largest within the automotive industry, as well as the tourism and visitor industry. Revenues from our recruitment business also fell. Demand from our clients within pharmaceuticals, FMCG and the public sector was largely unchanged. Towards the end of April, many of the industrial companies that had wholly or partially suspended operations began to resume their production on a smaller scale.

Share of the Group's revenue in the quarter



UNIFLEX SWEDEN

Revenue

Uniflex Sweden's revenue amounted to SEK 192 (222) million, a decline of 13 percent compared to the same period previous year.

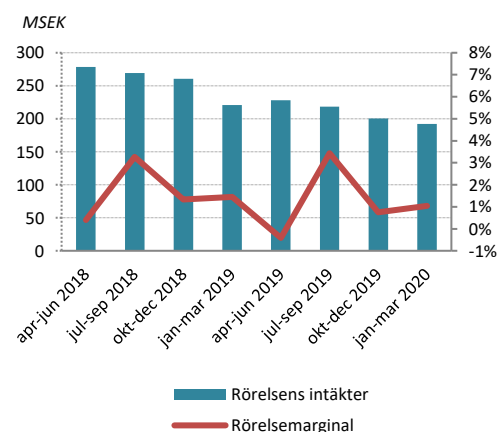
Earnings

Uniflex Sweden's operating profit was SEK 2.0 (3.2) million. The operating profit was 1.0 (1.5) percent.

Comment

Uniflex Sweden's revenues and earnings fell. The largest negative impact was from the automotive industry. On the other hand, demand from the pharmaceuticals and FMCG industries was stable. Towards the end of April, many of the industrial companies that had suspended operations began to resume their production on a smaller scale.

Share of the Group's revenue in the quarter



POOLIA FINLAND

Revenue

Poolia Finland's revenue amounted to SEK 10 (13) million, a decline of 22 percent compared to the same period previous year. Permanent placement's share of revenue was 16 (9) percent during the quarter.

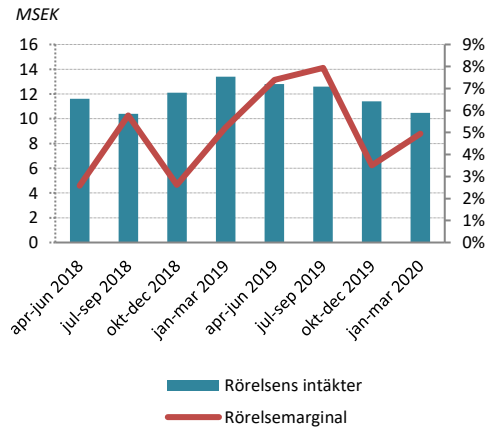
Earnings

Poolia Finland's operating profit was SEK 0.5 (0.7) million. The operating margin was 5.0 (5.4) percent.

Comment

Revenue and earnings for Poolia Finland fell in the wake of the Covid 19 pandemic, but Poolia has emerged relatively unscathed and achieved a good operating margin in the quarter.

Share of the Group's revenue in the quarter



UNIFLEX FINLAND

Revenue

Uniflex Finland's revenue amounted to SEK 8 (7) million, an increase of 11 percent compared to the same period previous year.

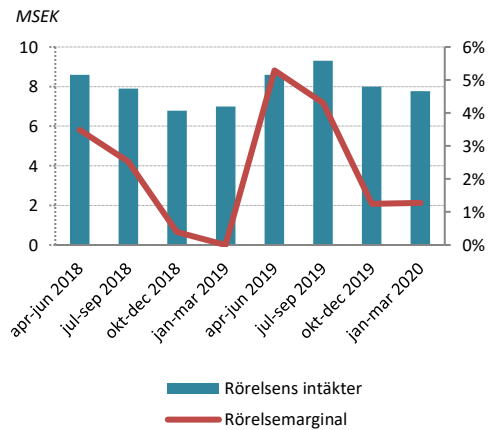
Earnings

Uniflex Finland's operating margin was SEK 0.1 (0.0) million. The operating margin was 1.3 (0.0) percent.

Comment

To date, Uniflex Finland's revenues and earnings have not been affected by the ongoing pandemic.

Share of the Group's revenue in the quarter



POOLIA GERMANY

Revenue

Poolia Germany's revenue amounted to SEK 34 (40) million, a decline of 15 percent compared to the same period previous year. Permanent placement's share of revenue was 13 (19) percent during the quarter.

Earnings

Poolia Germany's operating profit was SEK -1.7 (0.8) million. The operating margin was -4.9 (2.1) percent.

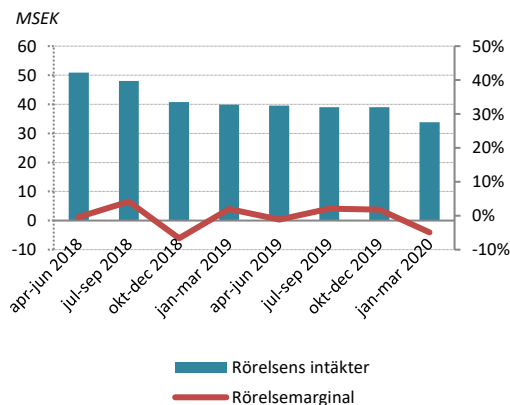
Comment

In Germany, many companies have remained totally closed or allowed personnel to work from home during March. This has adversely affected us and led to reduced revenue and losses in the quarter. We have, therefore, laid off parts of our workforce since the beginning of April, but we are prepared to take them back once the situation improves again.

Share of the Group's revenue in the quarter



Poolia Germany
9%



UNIFLEX NORWAY

Revenue

Uniflex Norway's revenue amounted to SEK 12 (24) million, a decline of 51 percent compared to the same period previous year.

Earnings

Uniflex Norway's operating profit was SEK -0.8 (0.0) million. The operating profit was -7.0 (0.0) percent.

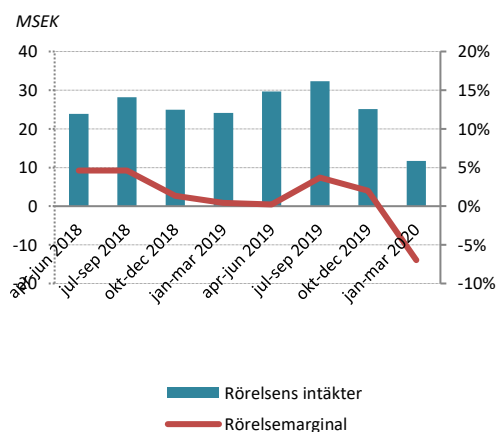
Comment

In Norway, we have enjoyed continued strong demand from the construction sector for our Poolia services. However, Within Oil/Gas, which is our largest area, we have had no temporary staffing at all during March and thus far in April. The oil price war within the sector has also adversely affected us. This has led to reduced revenue and losses in the quarter. However, thanks to Norway's generous layoff rules we have been able to manage the situation satisfactorily.

Share of the Group's revenue in the quarter



Uniflex Norway
3%



Operating segments

Poolia applies segment reporting in accordance with the internal reporting, which in addition to geographic distribution also includes a division between Poolia and Uniflex.

For Poolia, the geographic segments consist of Sweden, Finland and Germany, whereas Uniflex comprises Sweden, Norway and Finland. All parent company costs are distributed over the operating segments.

REVENUE PER OPERATING SEGMENT

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Poolia Sweden	114,3	130,0	460,1
Poolia Germany	33,8	39,9	157,4
Poolia Finland	10,5	13,4	50,2
Uniflex Sweden	192,0	221,5	867,5
Uniflex Norway	11,7	24,1	111,1
Uniflex Finland	7,8	7,0	32,9
Total revenue	370,1	435,8	1 679,1

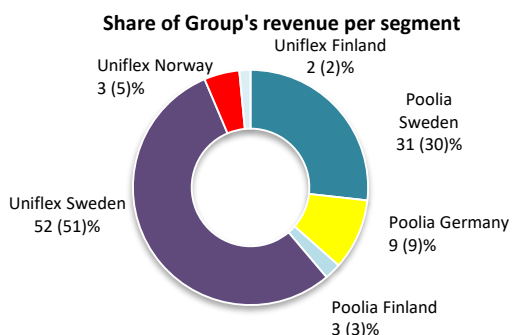
OPERATING PROFIT/LOSS PER OPERATING SEGMENT

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Poolia Sweden	1,5	6,5	10,5
Poolia Germany	-1,7	0,8	1,9
Poolia Finland	0,5	0,7	3,0
Uniflex Sweden	2,0	3,2	11,3
Uniflex Norway	-0,8	0,0	1,9
Uniflex Finland	0,1	0,0	1,0
Total operating profit/loss	1,7	11,4	29,6
Financial items	-1,6	0,6	-0,7
Profit/loss before tax	0,1	12,0	28,9

JANUARY – MARCH GROUP

Revenue

Revenue for the Group's operations declined by 15 percent and amounted to SEK 370 (436) million. The currency effect had a positive impact of 0.2 percent. Temporary staffing is the largest service area. Permanent placement's share of revenue was 6 (7) percent. The chart below shows the Group's revenue by segment during the period.



Earnings

Operating profit amounted to SEK 1.7 (11.4) million, with an operating margin of 0.4 (2.6) percent. The Group's net financial items amounted to SEK -1.6 (0.6) million. Profit before tax was SEK 0.1 (12.0) million. The Group's tax expense was SEK -1.1 (-1.9) million.

Liquidity and financing

The Group's cash and cash equivalents at 31 March 2020 were SEK 53.9 (58.4) million. Cash flow from operating activities during the period was SEK 31.4 (25.6) million. The equity/assets ratio at 31 March 2020 was 31.6 (27.1) percent.

The Group's Swedish business has a joint cash pool and an overdraft facility of SEK 40 (40) million. At 31 March 2020 SEK 0.0 (22.2) million of this amount had been utilised. The Parent Company's credit utilisation is recognised in the Parent Company.

Investments

The Group's investments in non-current assets during the period were SEK 1.8 (0.4) million.

The share

Poolia's shares are listed on Nasdaq Stockholm, Small Cap, under the ticker POOL B. 31 March 2020 there was a total of 46 636 868 shares issued, divided by 10 864 300 A-shares and 35 772 568 B-shares. The share price at 31 March 2020 was SEK 3.68. During the period 3 647 308 shares were traded at a total value of SEK 20.7 million.

Dividend policy and dividend

Poolia's long term dividend policy is that the annual dividend normally shall exceed 50 percent of the Group's profit after tax.

In light of the prevailing uncertainty as a consequence of the Covid 19 pandemic and in order to further strengthen Poolia's already strong financial position and to enhance the company's financial stamina, the Board of Directors proposes that no dividend be issued to the shareholders.

Employees

The average number of full-time equivalents was 2 528 (2 892). The number of employees at 31 March 2020 was 3 431 (3 766).

Seasonal variations

Number of working days during 2020 per segment is shown in the table below.

	Sweden	Germany	Finland	Norway
Jan - Mar	63(63)	63(63)	63(63)	62(63)
Apr - Jun	60(59)	60(60)	60(60)	59(58)
Jul - Sep	66(66)	66(66)	66(66)	66(66)
Oct - Dec	63(62)	63(60)	63(61)	63(62)
Full year	252(250)	252(249)	252(250)	250(249)

Parent company

Group management, development and financial management are centralised in the Parent Company. All Parent Company expenses are allocated to the operating segments. Revenue during the period was SEK 2.8 (3.3) million and profit after financial items was SEK 2.4 (11.0) million. The decline is mainly explained by the decreased dividends from subsidiaries during the first quarter 2020.

Significant risks and uncertainties

Risks and risk management are described in Poolia's 2019 Annual Report. The risks can be summarised as big competition in the market, economic fluctuations, dependence on clients and individuals, legislation and regulations and financial risks. Significant risks and uncertainties at 31 March 2020 are unchanged from those at 31 December 2019.

During 2020, the Covid 19 pandemic has resulted in new risks since demand for the Group's services has fallen as a consequence of an extremely weakened economy in general. In order to mitigate the risks of long-term adverse consequences for Poolia, group management and the Board of Directors are regularly analysing and assessing underlying trends and changes on the market, as well as any stimulus packages and ameliorations in the countries in which the Group operates. Plans of action are structured based on these analyses and measures are taken immediately with the aim of managing or mitigating the risks.

Nomination Committee

The Nomination Committee for the 2020 annual general meeting, which comprises Petter Stillström (AB Traction), Fredrik Palmstierna and Björn Örás, with Petter Stillström having been appointed as chairman of the Nomination Committee, has been appointed through the Chairman of the Board convening the three largest shareholders in terms of votes who, if they so wished, each appointed a representative to comprise a Nomination Committee together with the Chairman of the Board.

Significant events during the reporting period

The Covid 19 pandemic broke out during the reporting period. It appears that this will, at least in the short term, have a major impact on the staffing industry, with many companies and organisations signalling that they plan terminate their own personnel and reduce external consultants and temporary staffing. Poolia has already experienced weaker demand in some parts of the business. The management and the Board of Directors are regularly monitoring in the operations in this context in order to enable prompt and effective management of any risks and situations that may arise.

Events after the reporting period

No significant events occurred after the reporting period.

Related party transactions

There were no related party transactions during the period that had a significant effect on the Company's financial position and performance.

CONDENSED CONSOLIDATED COMPREHENSIVE INCOME

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Operating income	370,1	435,8	1 679,1
Operating expenses			
Staff costs	-337,7	-399,3	-1 560,4
Other expenses	-23,5	-17,1	-57,7
Depreciation of assets	-7,3	-8,0	-31,4
Operating profit/loss	1,7	11,4	29,6
Finance income	0,6	1,2	1,1
Finance costs	-2,1	-0,6	-1,8
Profit/loss before tax	0,1	12,0	28,9
Tax	-1,1	-1,9	-5,2
Profit/loss for the period	-1,0	10,1	23,7
Other comprehensive income			
<i>Items that will be reclassified to the income statement</i>			
Translation differences	3,2	0,1	-3,7
Total comprehensive income for the period	2,2	10,2	20,0
Operating margin, %	0,4	2,6	1,8
Profit margin, %	0,0	2,8	1,7
Profit/loss for the period attributable to:			
Shareholders of the Parent	-0,9	10,1	23,7
Non-controlling interests	-0,1	0,1	0,0
Earnings per share, before and after dilution, SEK			
Earnings per share	-0,02	0,22	0,51
Total comprehensive income attributable to:			
Shareholders of the Parent	2,3	10,1	20,0
Non-controlling interests	-0,1	0,1	0,0

CONDENSED CONSOLIDATED BALANCE SHEET

<i>Amounts in SEK millions</i>	2020-03-31	2019-03-31	2019-12-31
Assets			
<i>Non-current assets</i>			
Goodwill	21,2	19,3	20,9
Right-of-use assets	55,9	68,0	39,3
Other tangible assets	6,6	5,2	6,0
Deferred tax assets	8,4	12,9	9,6
<i>Current assets</i>			
Current receivables	348,9	407,7	375,3
Cash and cash equivalents	53,9	58,4	29,9
Total assets	494,9	571,5	481,0
Equity and liabilities			
Equity	155,4	155,0	153,2
Non-controlling interests	1,0	0,1	1,0
Total equity	156,4	155,1	154,2
<i>Non-current liabilities</i>			
Lease liabilities, non-current	33,9	44,7	18,6
<i>Current liabilities</i>			
Interest-bearing liabilities	0,0	22,5	0,0
Lease liabilities, current	22,1	23,9	20,3
Other current liabilities	282,5	325,3	287,9
Total equity and liabilities	494,9	571,5	481,0

CONDENSED CONSOLIDATED CASH FLOW STATEMENT

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Profit/loss before tax	0,1	12,0	28,9
Adjustments	10,3	10,2	28,0
Paid taxes	-3,1	-3,3	-1,8
Cash flow from operating activities before change in working capital	7,3	18,9	55,1
Increase (-)/decrease (+) in current receivables	29,5	28,0	57,0
Increase (+)/decrease (-) in current liabilities	-5,4	-21,3	-58,3
Cash flow from operating activities	31,4	25,6	53,8
Cash flow from investing activities	-1,8	-0,4	-2,2
Dividend to shareholders	0,0	0,0	-11,7
Borrowings/Repayment of borrowings	0,0	-17,6	-40,1
Repayment of lease liabilities	-6,1	-7,3	-28,0
Cash flow from financing activities	-6,1	-24,9	-79,7
Cash flow for the period	23,5	0,3	-28,1
Cash and cash equivalents at beginning of period	29,9	57,5	57,5
Exchange differences in cash and cash equivalents	0,5	0,6	0,5
Cash and cash equivalents at end of period	53,9	58,4	29,9

CONDENSED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Opening balance	153,2	144,9	144,9
Total comprehensive income for the period attributable to shareholders of the Parent	2,2	10,1	20,0
Dividend to shareholders of the Parent	0,0	0,0	-11,7
Closing balance attributable to shareholders of the Parent	155,4	155,0	153,2
Non-controlling interests	1,0	0,1	1,0
Total equity, closing balance	156,4	155,1	154,2

CONDENSED INCOME STATEMENT – PARENT COMPANY

<i>Amounts in SEK millions</i>	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Operating income	2,8	3,3	11,7
Operating expenses			
Staff costs	-2,1	-2,5	-8,4
Other expenses	-0,6	-0,7	-2,9
Depreciation of assets	-0,1	-0,1	-0,4
Operating profit/loss	0,0	0,0	0,0
Finance income	2,4	11,1	27,7
Finance costs	-0,1	-0,1	-0,3
Profit/loss after financial items	2,4	11,0	27,4
Group contributions	0,0	0,0	11,9
Tax	0,0	0,0	-2,7
Profit/loss for the period	2,4	11,0	36,7
Total comprehensive income for the period	2,4	11,0	36,7

CONDENSED BALANCE SHEET – PARENT COMPANY

<i>Amounts in SEK millions</i>	2020-03-31	2019-03-31	2019-12-31
Assets			
<i>Non-current assets</i>			
Investments in Group companies	33,7	33,7	33,7
Receivables from Group companies	38,7	40,7	38,7
Deferred tax assets	3,1	5,8	3,1
Other non-current assets	0,1	0,5	0,2
<i>Current assets</i>			
Current receivables	1,1	1,5	0,9
Receivables from Group companies	30,0	40,1	33,4
Cash and cash equivalents	1,3	0,0	0,1
Total assets	108,0	122,3	110,1
Equity and liabilities			
Equity	89,5	73,0	87,1
Liabilities to Group companies	16,3	24,1	20,6
Interest-bearing liabilities	0,0	22,2	0,0
Other current liabilities	2,2	3,0	2,4
Total equity and liabilities	108,0	122,3	110,1

THE GROUP'S KEY FINANCIAL RATIOS BY QUARTER

	2020	2019	2019	2019	2019	2018	2018	2018
	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun	Jan-Mar	Oct-Dec	Jul-Sep	Apr-Jun
Operating income	370,1	393,1	420,1	439,3	435,8	476,0	478,2	510,8
Growth, %	-15,1	-17,4	-12,1	-14,0	-8,7	-6,9	-2,0	5,1
Operating margin, %	0,5	1,1	2,6	0,7	2,6	1,3	1,4	-1,3
Profit margin, %	0,0	0,9	2,5	0,6	2,8	1,0	1,3	-1,2
Return on capital employed ¹ , %	9,8	14,3	15,9	14,0	10,1	10,6	13,7	22,9
Return on total assets ¹ , %	3,9	5,8	6,2	5,1	3,5	3,5	4,5	7,6
Return on equity ² , %	8,2	15,4	17,9	13,1	8,3	7,6	7,5	17,6
Equity/assets ratio, %	31,6	32,1	30,1	26,4	27,1	27,3	25,9	24,8
Risk-bearing capital, %	31,6	32,1	30,1	26,4	27,1	27,3	25,9	24,8
Number of FTEs, average	2 528	2 638	3 026	2 956	2 892	3 380	3 424	3 410
Revenue per employee, SEK 000	146	149	139	149	151	141	140	150
Number of shares, average ³ , (000)	46 637	46 637	46 637	46 637	46 637	46 637	46 637	46 637
Number of shares, outstanding ³ , (000)	46 637	46 637	46 637	46 637	46 637	46 637	46 637	46 637
Basic earnings per share ² , SEK	-0,02	0,06	0,19	0,05	0,22	0,13	0,02	-0,11
Equity per share, SEK	3,35	3,31	3,34	3,15	3,33	3,11	2,96	2,95
Cash flow per share, SEK	0,67	0,15	0,24	0,21	0,55	0,17	-0,33	-0,04
Share price at the end of the period, SEK	3,68	6,08	5,70	6,50	7,30	7,82	11,90	13,15

¹ Trailing 12 months.

² No dilutive effects.

³ Converted as if the merger with Uniflex AB had occurred on 1 January 2017.

THE GROUP'S KEY FINANCIAL RATIOS BY PERIOD

	2020	2019	2019
	Jan-Mar	Jan-Mar	Jan-Dec
Operating margin, %	0,4	2,6	1,8
Profit margin, %	0,0	2,8	1,7
Basic earnings per share ¹ , SEK	-0,02	0,22	0,51
Equity per share, SEK	3,35	3,33	3,31

¹ No dilutive effects.

RECONCILIATION OF ALTERNATIVE PERFORMANCE MEASURES

Definitions of key ratios can be found on page 16. In the interim report, Poolia presents certain Alternative Performance Measures (APM) that are not defined under IFRS. Poolia has chosen to present the Company's Alternative Performance Measures as a separate appendix, in accordance with the guidelines of the European Securities and Markets Authority (ESMA). The appendix is published at www.poolia.com.

NOTES

NOTE 1 ACCOUNTING PRINCIPLES

The interim report has been prepared in accordance with IAS 34 Interim Financial Reporting and the Swedish Annual Accounts Act, and for the Parent Company in accordance with the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's recommendation RFR 2 Accounting for Legal Entities. Unless specified otherwise below, the accounting policies applied for the Group and the Parent Company are consistent with the accounting policies applied when preparing Poolia's 2019 Annual Report. New or revised IFRS and IFRIC interpretative statements with effect from 1 January 2020 have had no essential impact on Poolia's financial reports.

NOTE 2 DISTRIBUTION OF REVENUE ACCORDING TO IFRS 15

Amounts in SEK millions

Jan-Mar 2020	Poolia Sweden	Poolia Germany	Poolia Finland	Uniflex Sweden	Uniflex Norway	Uniflex Finland	Group
Operating income							
Temporary staffing	101	29	9	191	12	7	348
Permanent placement	14	5	2	1	0	1	22
Total operating income	114	34	10	192	12	8	370
Timing of revenue recognition							
Performance obligation satisfied at one point in time	14	5	2	-	-	-	20
Performance obligation satisfied over time	101	29	9	192	12	8	350
Total	114	34	10	192	12	8	370

Amounts in SEK millions

Jan-Mar 2019	Poolia Sweden	Poolia Germany	Poolia Finland	Uniflex Sweden	Uniflex Norway	Uniflex Finland	Group
Operating income							
Temporary staffing	110	32	12	220	24	6	404
Permanent placement	20	7	1	2	0	1	32
Total operating income	130	40	13	222	24	7	436
Timing of revenue recognition							
Performance obligation satisfied at one point in time	20	7	1	-	-	-	29
Performance obligation satisfied over time	110	32	12	222	24	7	407
Total	130	40	13	222	24	7	436

DEFINITIONS

KEY RATIOS DEFINED UNDER IFRS

Earnings per share

Profit/loss after tax for the period divided by the average number of shares.

KEY RATIOS NOT DEFINED UNDER IFRS

Growth

Increase in operating income compared to the same period in the previous year, expressed as a percentage.

Proportion of risk-bearing capital

Equity, including non-controlling interests and provisions for taxes, as a percentage of total assets.

Return on equity

Profit/loss after tax divided by average equity.

Return on capital employed

Profit/loss before tax plus finance costs divided by average capital employed.

Return on total assets

Profit/loss before tax plus finance costs divided by average total assets.

Equity per share

Equity divided by the number of shares outstanding.

Revenue per employee

Operating income divided by the average number of FTEs.

Operating margin

Operating profit as a percentage of operating income.

Equity/assets ratio

Equity, including non-controlling interest, as a percentage of total assets.

Capital employed

Total assets less total current liabilities, including provisions for taxes.

Profit margin

Profit before tax as a percentage of operating income.

Cash flow per share

Cash flow from operations divided by the average number of shares outstanding before dilution.

Operating profit

Operating income less operating expenses.

OPERATIONAL MEASURES

Number of full-time employees (FTE), average

The total hours of hours worked during the period divided by the normal number of working hours for a full-time employee.

Annual General Meeting and future reporting dates

The Annual General Meeting will be held on 28 April 2020 at 15:00 in the Company's premises at Torsgatan 11 in Stockholm.

Interim report January-June 2020	24 July 2020
Interim report January-September 2020	26 October 2020
Year-end report 2020	17 February 2021

Statement by the Board of Directors

The Board of Directors and the Managing Director hereby certify that the interim report for the period January-March 2020 provides a true and fair view of the operations, financial position and financial performance of the Parent Company Poolia AB and the Group, and describes material risks and uncertainties that the Company and Group companies face.

Stockholm, 28 April 2020

Björn Örås
Chairman of the Board

Dag Sundström
Board member

Anna Söderblom
Board member

Jenny Pizzignacco
Board member

Eva Gidlöf
Board member

Jan Bengtsson
Managing Director and CEO

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

This is information that Poolia AB (publ) is obliged to make public pursuant to the EU Market Abuse Regulation and the Securities Markets Act. The information was submitted for publication through the contact person below at 14.00 (CEST) on 28 April 2020. The Swedish version was published 28 April 2020 at 13.30 (CEST).

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