

Q1 Q2 Q3 Q4

Lower earnings but underlying stability

First quarter

- Net sales amounted to SEK 2,276 million (2,224), an increase of 2.3 per cent.
- Operating profit amounted to SEK 87 million (121).
- Profit after tax amounted to SEK 35 million (69), and earnings per share totalled SEK 0.39 (0.78).
- Cash flow from operations was SEK 177 million (268).

Significant events during the first quarter

- Nobina's contract with Västtrafik for Grön Express and route 24 was extended by two years until 2021. The contract comprises about 50 buses.
- Region Skåne and the City of Malmö made their final political decisions regarding complete solutions for the conversion of electric buses on routes 3 and 7 in Malmö. The decision provides the conditions for Skånetrafiken and Nobina to agree on a transition to electric buses.
- Nobina commenced a strategic review of its interregional operation and this is expected to be completed in 2017.
- The 2016/2017 Annual General Meeting was held on 31 May in Stockholm. The Meeting approved the Board's motion for a dividend of SEK 3.10 per share, with payment on 8 June, and the motion was approved to introduce a performance-based share-savings scheme for 22 key employees at Nobina. Monica Lingegård and Liselott Kilaas were elected as new Board members.
- The results include one-off expenses of SEK 12 million related to staff redundancy costs.

Significant events after the end of the quarter

- Nobina won a traffic contract in Kungsbacka comprising 15 buses and with a value of SEK 320 million. The contract starts in June 2018 with ten years duration.
- Skånetrafiken extended its contract with Nobina by two years until 2021 in Malmö and is investing in electric buses. The extension comprises a total of scheduled 83 buses, of which 13 are new electric buses.
- SL and Nobina are to develop the city transport in Norrtälje and invest in electric buses. The contract will extend until 2021 and the ambition is to place 5 electric buses in operation in August 2018.
- Troms Fylkestrafikk and Nobina Norway are in agreement not to utilise full extension option which means the existing contract in Tromsø, involving 127 scheduled buses, will end on July 31, 2019.

CEO's comments

We began the year with a quarter in which we increased sales in all of our countries, but last year's extensive contract migrations with major traffic start-ups continue to impact earnings. Higher temporary costs of recruitment and a weaker trend in the interregional operation also contributed to profitability that was lower compared with Q1 last year. Profit before tax amounted to SEK 50 million (86). We have continued to work with the traffic rerouting for the new contracts in Kallhäll and Södertälje, and starting up traffic in Borås and route 25 in Oslo. These contract migrations impact the income statement initially, but will generate rising profitability over time, since contracts are most profitable at the end.

As a part of our work to strengthen our focus, we are implementing a strategic review of our interregional business.

The underlying operation is otherwise developing in line with our strategy and we are continuing to invest in various future-oriented areas. Among several of our clients, plans are currently being made for major investments in electrically driven bus services. For example, during the quarter, the final political decisions were made to begin the conversion to electrical operation in Malmö.

I have now been with Nobina in the role of President and CEO since 1 June. After visiting many parts of the Group and familiarising myself with the business, I can say that I have found a great commitment to taking Nobina into the future and further strengthening our position as the leading public transport company in the Nordic region. The most important thing right now is to continue developing and refining the company's well-established processes to further enable efficiency enhancement in our contract portfolio.

Magnus Rosén
CEO and President

Key ratios

SEK million, except as otherwise indicated	Quarter		Full-year	Rolling 12 months
	March–May 2017	March–May 2016	March 2016 –Feb 2017	June 2016 –May 2017
Net sales	2,276	2,224	8,858	8,910
Operating profit (EBIT)	87	121	494	460
Earnings before tax (EBT)	50	86	355	319
Cash flow for the period	–64	32	114	18
		31 May 2017	31 May 2016	28 Feb 2017
Cash and cash equivalents		741	715	804
Shareholders' equity		1,454	1,180	1,421
Net debt/EBITDA		3.3x	3.8x	3.2x
Equity/assets ratio, %		18.5	15.7	17.9

A complete table of key ratios can be found on page 9.

Nobina in brief

Nobina is the Nordic region's largest and most experienced public transport company. The company's expertise in prospecting, tendering and active management of public transport contracts, in combination with long-term delivery quality, make Nobina the industry leader in terms of profitability, development and initiatives promoting a healthier industry.

Every day, Nobina ensures that about a million people get to work, school or other activities by delivering contracted public transport in Sweden, Norway, Finland and Denmark. In addition, Nobina offers express bus services under the Swebus brand in the Swedish market.

Nobina has sales of nearly SEK 9 billion (2016/2017) and has approximately 12,000 employees, with its head office located in Solna, Stockholm. Nobina's success creates a better society in the form of increased mobility, reduced environmental impact and lower cost to society.

Nobina's strategy

Nobina has stable revenue from contracts that focus on profitability and high quality in execution. A broad contract portfolio, an increasing contribution from new services and cost-efficient operations are essential for continuing profitable growth. At an overall level, four strategic strengths stand out that constitute the company's success factors.

1. Ensuring profitable contracts

Nobina pursues an active contract management to ensure that all contracts are profitable. This comprises an inventory of the contract situation throughout the homogeneous Nordic market, conducting a dialogue with the client regarding contract terms and conditions before these are published in the form of tender documentation, implementing an exact verification of conditions and risks as a basis for tender calculations and pricing that represents the traffic solution required, and never signing a contract solely based on strategic reasons at the cost of profitability.

2. Meeting terms and conditions of contracts

Through an efficient management system, delivery quality is ensured. Another dimension in Nobina's active contract portfolio management is the continuous improvements made in individual contracts. Each contract is regularly evaluated and analysed based on several metrics. Contract comparisons of the latest estimates and actual performance are followed up. Wherever irregularities are identified, Nobina acts quickly to implement selective measures or, when necessary, more comprehensive changes in operations.

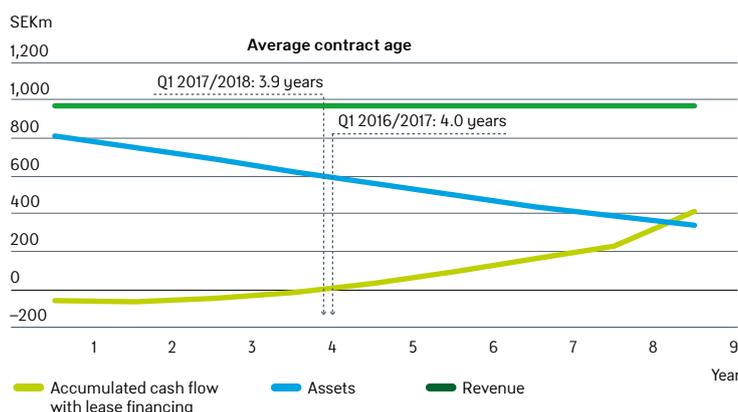
3. Optimised fleet of vehicles

Nobina's buses are purchased and managed by the wholly-owned subsidiary, Nobina Fleet AB. A Group-wide fleet of vehicles affords us competitive advantages as we can optimise the buses at our disposal and centralise expertise about these. Every year, Nobina re-allocates 10–15 per cent of buses to new contracts, and even between countries, which means the fleet of vehicles is utilised as efficiently as possible and that the expected service life is guaranteed. The structure also makes it possible to mix old and new buses when tenders are submitted, which has a positive impact on costs. The fleet is financed largely through ten-year finance leases but are depreciated over 14 years.

4. Minimise risks

It is important to assume that each contract we win is a temporary operation that runs until the contract ends. Accordingly, all resources needed for the individual contract are always organised to coincide with the duration of the agreement in terms of contract and commitment period. By maintaining this independence, Nobina can consider tenders and always price these on completely rational grounds.

The contract portfolio's degree of maturity impacts cash flow and profitability



Market

In the Nordic region, public transport solutions are critical to a sustainable development of society. Sales in the market are estimated at SEK 45 billion, with regional traffic accounting for almost 90 per cent of this figure. In all of the Nordic markets, an average of half of the cost of regional travel is financed through the budgets of regional public administrations.

Regional tendered public transport has shown favourable growth in recent years and is expected to continue to grow moving forward, in line with a political will to increase the use of public transport and as more people choose to travel by bus. There is also a trend in all countries to include more quality criteria as part of the tender process, and towards better compensation models where incentives are based on the number of passengers and the quality experienced by the customers. Models using compensation to operators for kilometres driven and indexation compensation a few times per year are thus less common. We have seen this from clients operating in densely populated and rapidly growing areas, where there is a move towards contracts with balanced terms for operators that enable the delivery of high-quality public transport.

Society is increasingly interested in investing in public transport, particularly in areas with a high population density, such as metropolitan areas where well-developed public transport is important for mobility in society. In addition, public transport is high on the agenda for local politicians as it becomes a more important requirement for building a sustainable society.

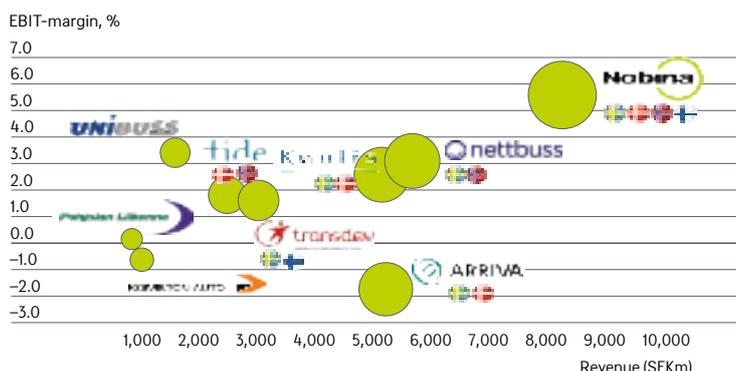
Market updates

- The interest in electric bus solutions among PTAs continues and several tenders contain electric buses, while some existing contracts are being converted to include electric buses.
- Continued favourable trend for contract terms among PTAs in the Norwegian market.
- The bus-for-rail services market continues to develop in a positive direction for all geographic areas.

Nobina's position in the market

With 17 per cent market share (company assessment 2016–2017), Nobina is the largest public transport company in the Nordic region and the only player with operations in all of the Nordic countries. In Sweden, our leading market position is a result of high efficiency and successful work in the management and refinement of contracts. In Finland, in the role as market leader in the Helsinki area, Nobina is well positioned to increase its market share in a growing market. In the Norwegian and Danish markets, Nobina is in a challenger position, while these markets are also growing in terms of volume and the number of contracts. As the Nordic region's largest, most experienced public transport company, the conditions remain good for profitable growth.

The Nordic public transport market for buses



Nobina is the only public transport company with operations in all four Nordic countries, which gives it a unique position with access to tender volumes in all of the countries and economies of scale in both the business and the bus fleet. Other operators are only active in one or two markets.

The size of the bubbles in the image on the left show the Nordic market share for public bus transportation; EBIT margin includes other operations in addition to public bus transportation.

Source: Internal market study based on public information from the most recent year-end report.

Nobina's financial development

First quarter (1 March–31 May 2017)

Net sales

Net sales amounted to SEK 2,276 million (2,224), an increase of 2.3 per cent compared with the corresponding period of the preceding year. The increase is primarily attributable to passenger-driven revenue and extra traffic and is offset by negative effects of last year's contract migration.

Results

Operating profit for the first quarter amounted to SEK 87 million (121), a decline of 28 per cent, and contained an accrual for non-recurring expenses of SEK 12 million related to staff redundancy costs. Reduced efficiency and the effects of contract migration had an adverse impact on operating profit during the period compared with last year. Profit before tax amounted to SEK 50 million (86).

Income tax

As a result of historically deductible losses, Nobina is not subject to any tax payment that affects cash flow. Nobina's income tax in the income statement comprises the change in estimated deferred tax and was a SEK –15 million net (–17) during the first quarter.

Financial position

Cash and cash equivalents amounted to SEK 741 million (715) at the end of the period. In addition, Nobina had funds held on restricted bank accounts of SEK 0 million (1). During the first quarter of the preceding year, SEK 23 million was released from funds held on restricted bank accounts. Nobina has an available bank credit facility of SEK 150 million (150) as of 31 May 2017, of which SEK 0 million (0) was utilised.

Nobina's interest-bearing liabilities amounted to SEK 4,512 million (4,581), mainly divided between financial leasing liabilities of SEK 4,193 million (4,261) and other external liabilities of SEK 274

million (285). Leasing liabilities are recognised as financial leasing and are thus visible in the balance sheet. All of Nobina's liabilities are attributable to the financing of investments in buses and equipment used in operations. Net debt totalled SEK 3,771 million (3,865) at the end of the quarter, and Net debt/EBITDA was 3.3x (3.8x). Shareholders' equity amounted to SEK 1,454 million (1,180). The equity/assets ratio at the end of the period was 18.5 per cent (15.7).

Investments and divestments

Bus investments in the first quarter amounted to SEK –191 million (–105) and other investments were SEK –22 million (–7). Nobina signed financial leasing agreements of SEK 154 million (16). During the quarter, new loans were taken totalling SEK 4 million (50). Nobina's cash investments for procurement of buses, accessories and other PPE amounted to SEK –55 million (–46). Nobina sold buses and other PPE for a value of SEK 22 million (6). The sale generated a capital gain/loss of SEK 0 million (–9).

Cash flow

Cash flow from operations before changes in working capital amounted to SEK 222 million (286). Working capital performed negatively, amounting to negative SEK –45 million (–19).

Cash flow from investing activities amounted to SEK –37 million (–67) while last year's first quarter was impacted by released funds held on restricted bank accounts in an amount of SEK 23 million. Cash flow from investing activities were also impacted by investments in buses and equipment of SEK –59 million (–96), which were financed by loans amounting to SEK 4 million (50).

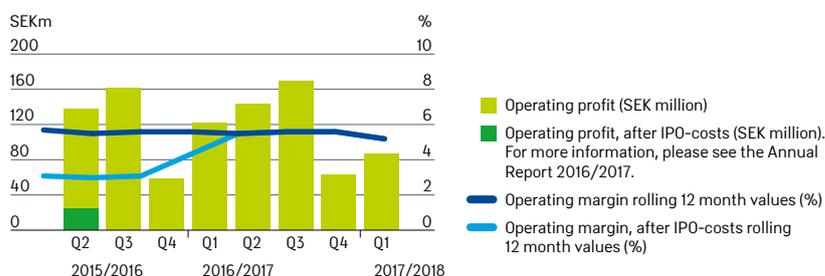
Cash flow from financing activities was SEK –204 million (–169). The first quarter contains new borrowing of SEK 4 million (50) that was used for acquiring buses.

Total cash flow for the quarter was negative SEK –64 million (32).

Net sales



Net sales and margin



Investments (SEK million)

	March–May 2017	March–May 2016	March 2016 –Feb 2017
Investments in new buses	–191	–105	–811
Other investments	–22	–7	–33
Total investments	–213	–112	–844
Lease-financed investments	154	16	554
Non-lease-financed investments	–59	–96	–290
Of which loan-financed investments	4	50	64
Total Cash investments	–55	–46	–226

Results analysis for net sales and earnings

The results analysis below explains accumulated results from the preceding year to the current year, related to net sales and EBT.

Price and volume show the effects of changes in existing traffic contracts relating to prices of performed transport as well as changed transport volumes. This explanatory item includes all traffic contracts carried out by Nobina during both the preceding and current period.

Contract migration shows the effect of changes in the contract portfolio. Started traffic contract entails increased sales, and often an initial adverse impact on earnings due to start-up costs and lower initial efficiency. A concluded traffic contract results in lower sales and loss of the contract's contribution to earnings.

Indexation shows the impact of indexation on net sales compared with underlying cost inflation as regards pay, fuel, consumables,

etc. in existing contracts. This item can also include effects of ex post adjustment of index revenues, with different lag times depending on the structure of the traffic contracts.

Operational efficiency shows the effect on earnings of changes in efficiency in the operations in the form of personnel expenses, maintenance, damage, etc.

Other includes the effect on earnings of sales of buses, property expenses, marketing and sales costs, as well as other administrative expenses.

Net financial items include the effect on earnings of interest payments, exchange rates and other financial items.

Results analysis for the financial year

Explanatory items regarding net sales, operating profit and profit before tax

(SEK million)	Net sales	EBT	Comments on the outcome
Period March–May 2016	2,224	86	
Price and Volume	136	34	The effects of price and volume were positive during the period, both in terms of net sales and EBT, and contain positive effects of incentive revenue and extra traffic.
Contract migration	-143	-11	Transport service start-ups for the quarter and the preceding year's contract adjustments had a negative impact on net sales and EBT. The change in net sales is attributable to Sweden and Finland and was impacted by the negative net of traffic change in the preceding year. EBT was impacted by start-up costs connected with traffic starts.
Indexation	59	10	Positive indexation effects on net sales that impact EBT, which mainly originates from Sweden.
Operational efficiency	-	-39	Negative impact on EBT from an increase mainly in training and sickleave costs and costs for bus maintenance in Sweden and an increase in sickleave costs in Norway.
Other	-	-28	This item includes costs related to properties, IT and projects. In addition one-off expenses related to staff redundancy costs are recognised in this item.
Net financial items	-	-2	Profit for the year was affected by lower bus financing interest rates and negative FX effects.
Period March–May 2017	2,276	50	

Age structure first quarter

Weighted average contract term, years

8.2 (8.1)

The duration of contracts varies between countries, and was on average (weighted by the number of buses) 8.2 years.

Average age of bus fleet, years

5.7 (5.7)

Nobina's bus fleet had a relatively low average age of 5.7 years due to the large number of contract starts in the preceding year.

Weighted age of the contract portfolio, years

3.9 (4.0)

The average contract age (weighted by the number of buses) was 3.9 years.

Segment

Net sales	Quarter		Full-year	Rolling 12 months
	March–May 2017	March–May 2016	March 2016 –Feb 2017	June 2016 –May 2017
(SEK million)				
Net sales by segment				
Nobina Sweden	1,559	1,546	6,058	6,071
Nobina Denmark	131	126	535	540
Nobina Norway	265	233	974	1,006
Nobina Finland	269	263	1,044	1,050
Swebus	58	63	274	269
Central functions & other items	1	3	16	14
Elimination of sales within the Group	–7	–10	–43	–40
Total net sales	2,276	2,224	8,858	8,910

Results	Quarter		Full-year	Rolling 12 months
	March–May 2017	March–May 2016	March 2016 –Feb 2017	June 2016 –May 2017
(SEK million)				
Operating profit/loss by segment				
Nobina Sweden	88	117	412	383
Nobina Denmark	0	2	19	17
Nobina Norway	–11	–1	20	10
Nobina Finland	27	17	73	83
Swebus	–8	–2	3	–3
Central functions & other items	–9	–12	–33	–30
Total operating profit	87	121	494	460
Net financial items	–37	–35	–139	–141
Profit before tax	50	86	355	319
Tax	–15	–17	163	–80
Profit for the period	35	69	518	239

Nobina's first quarter entailed moderate growth for net sales and a lower operating profit compared with the corresponding period last year. Weaker efficiency and the negative impact of contract migration are having an adverse effect on operating profit, and Swebus had a weak quarter driven by low volumes for express bus services.

Sweden

Nobina Sweden's net sales were somewhat higher in the first quarter of the year compared with last year. Expired contracts from the preceding year impacted net sales negatively, while new contracts, incentive revenue and extra traffic had a positive impact. Operating profit was considerably lower during the quarter compared with the corresponding quarter last year, which was in line with expectations and driven by the fact that major contracts expired during the phase in which they have highest profitability, at the same time as new contracts with initially lower profitability were started up. Lower personnel efficiency, costs for bus maintenance and one-off driver education costs also impacted the result for the period. During the period, Nobina Sweden also renewed its contract with Västtrafik to continue two routes with 50 buses for a further two years.

Denmark

Nobina Denmark's net sales increased during the first quarter compared with the prior year period due to growth in the existing contract portfolio. The result from the business is somewhat lower than in the preceding year and was impacted negatively by costs relating to vehicle quality shortcomings. The business demonstrated favourable underlying efficiency with strong performance measures. Q1 last year also included a one-off VAT-refund.

Norway

Nobina Norway's net sales increased strongly for the quarter compared with the prior year period, driven by the start of Route 25 in Oslo, which was implemented during the period and volume increases in the existing portfolio. Operating profit for the quarter was lower than in the corresponding quarter the preceding year and low efficiency driven by personnel costs in Tromsø.

Finland

Nobina Finland's net sales were in line with the prior year period. Operating profit was significantly higher than the first quarter of last year and was positively impacted by the extra traffic brought about by the delays in the extension of the Helsinki subway. The business is displaying strong efficiency regarding personnel costs, which makes a favourable contribution to operating profit.

Swebus

Swebus's net sales declined in the first quarter compared with the year-earlier period, primarily driven by lower volumes in the express bus segment. Operating profit was considerably lower than in the prior year period and the lower volumes could not be offset by corresponding cost adjustments.

Central functions and other items

Central functions and other items includes property costs and costs for IT and project activities. The result also included nonrecurring items related to staff redundancy.

EBIT per segment

Sweden



Denmark



Norway



Finland



Swebus

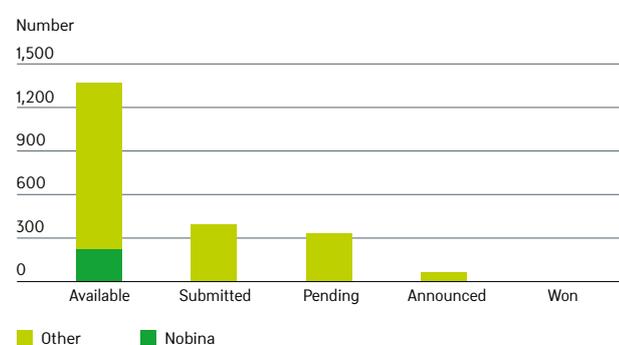


Nobina



Tender and traffic change

Tender volume, to date this year



Definitions:

Available – Available buses in remaining tenders this year

Submitted – Number of buses in tenders submitted by Nobina

Pending – submitted minus announced

Announced – The number of buses in tenders where results have been announced

Won – The number of Nobina's buses awarded in decided tenders

Contract changes, to date this year

The table shows the change of the number of buses in service as a result of started and completed contracts. During the period, Nobina started contracts with 79 buses and no contracts expired.

March–May 2017	Traffic changes during the period (Number of buses)	
	Started	Expired
Sweden	58	0
Norway	21	0
Finland	0	0
Denmark	0	0
Total	79	0

Tender volume, to date this year

The table shows the results of the tendering processes in which Nobina has participated. Nobina submitted tenders that have been announced for 62 buses and did not win any of these.

March–May 2017	Tenders during the period (Number of buses)	
	Completed	Won
Sweden	5	0
Norway	0	0
Finland	0	0
Denmark	57	0
Total	62	0

Traffic starts and terminations during the coming 12 months, June 2017–May 2018

During the coming 12-month period, Nobina will start traffic involving 69 buses. Of these, 19 buses are expected to be newly acquired. During the same period, Nobina will terminate traffic involving 138 buses.

Traffic start-ups

Clients	No. of years	Start of service	Number of buses	New buses
HSL	7	August 2017	8	7
HSL	2	August 2017	19	0
Skånetrafiken	4	December 2017	42	12
Total traffic			69	19

Expired traffic

Clients	End of service	Number of buses
Skyss, Norway	June 2017	44
HSL, Finland	August 2017	16
Kalmar LT	August 2017	78
Total traffic		138

The Nobina share

The Nobina share (ticker: Nobina) is listed on Nasdaq Stockholm and belongs to the Mid Cap and Industry sector segment. As of 31 May 2017, there was a total of 88,355,682 shares in Nobina,

carrying one vote each. The number of shareholders at the close of the period was 16,454. Nobina has no treasury shares.

Key ratios

Nobina	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016–May 2017
Earnings per share (SEK)	0.39	0.78	5.86
Equity per share (SEK)	16.5	13.4	16.1
Number of shares outstanding at end of period	88,355,682	88,355,682	88,355,682
Average number of shares (thousands)	88,356	88,356	88,356

Nobina's financial targets

	Target	2016/2017	Rolling 12 months	Definition
Net sales	Increasing more than the market	8,858	8,910	Nobina aims to grow net sales at a rate faster than the market. Measured in the number of journeys using public transport in the Nordic region).
EBT margin ¹⁾	4.5%	4.0%	3.5%	Nobina will increase profit before tax and achieve an EBT margin in excess of 4.5 per cent in the medium term.
Net debt/EBITDA ²⁾	3.0x–4.0x	3.2x	3.4x	In normal circumstances, Nobina intends to maintain a net debt/equity ratio of between 3.0 and 4.0 in relation to EBITDA.
Dividend policy ³⁾	75% of EBT	77% ⁴⁾	n/a	Nobina has established a dividend policy and anticipates distributing at least 75 per cent of profit before tax (EBT).

1) EBT is defined as profit before tax.

2) Profit/loss for the period before net financial items, taxes, amortisation/impairment of intangible and tangible non-current assets and capital gains/losses on the sale of non-current assets. EBITDA for the past twelve months. Debts can temporarily exceed this range on the start-up of new contracts.

3) Taking into consideration Nobina's cash flow, investment needs and general operating conditions.

4) The Annual General Meeting resolved on a dividend based on the Group's dividend policy.

Information on performance measures

Performance measures for the past five quarters (definitions of performance measures and verification of alternative performance measures (APM) are presented on pages 22–23).

Key ratios

SEK million, except as otherwise indicated	2016/2017				2017/2018
	Q1	Q2	Q3	Q4	Q1
Net sales for the period	2,224	2,146	2,245	2,243	2,276
Operating profit	121	142	168	63	87
Earnings before tax (EBT)	86	107	131	31	50
Profit for the period	69	80	102	267	35
Cash flow for the period	32	-173	154	101	-64
Cash and cash equivalents	715	547	706	804	741
Equity/assets ratio, %	15.7	13.9	15.3	17.9	18.5
EBITDA	293	318	330	220	243
EBITDA margin, %	13.2	14.8	14.7	9.8	10.7
EBITDAR	304	333	343	235	255
EBITDAR margin, %	13.7	15.5	15.3	10.5	11.2
Shareholders' equity	1,180	1,043	1,162	1,421	1,454
Shareholders' equity/ordinary share, SEK	13.4	11.8	13.2	16.1	16.5
Number of buses (on balance-sheet date)	3,670	3,684	3,587	3,564	3,639
Estimated FTEs	9,208	9,244	9,172	8,889	9,411
Production hours	2,940	2,674	2,731	2,896	2,883
Production kilometres	76,435	69,159	73,901	73,581	75,182

Other information

Personnel

Nobina had 9,411 (9,208) employees (FTEs). The change in the number of employees is mainly a result of contract migration. Nobina applies collective agreements and has well-established principles and traditions as to the manner in which work times, remuneration conditions, information and cooperation are negotiated.

Parent Company

The Parent Company has ten (nine) employees who participate in the overall management of the Nobina Group, including financial analysis, follow-up and financing.

Net sales for the financial year, which were comprised entirely of internal services, amounted to SEK 11 million (10) during the first quarter. The pre-tax loss for the first quarter was SEK –21 million (–8).

Cash and cash equivalents as well as restricted bank accounts amounted to SEK 734 million (0) at the end of the period. Investments in PPE and intangible assets amounted to SEK 0 million (0) for the quarter. On 31 May 2017, the Parent Company's equity was SEK 2,868 million (2,920). The equity/assets ratio was 63 (77) per cent.

Transactions with closely related parties

No transactions with closely-related parties have taken place during the financial year.

Seasonal variations

Sales, earnings and cash flow trends vary between quarters and differ as regards the regional and interregional transport operations. For regional operations, the third quarter is the strongest due to a higher traffic volumes, a larger number of working days, and high levels of travel activity for the general public, while the second and fourth quarters are weaker due to lower traffic volumes during vacation and public holiday periods and higher costs during the winter.

The trend as regards interregional operations is different inasmuch as the second quarter is strongest due to a higher number of passengers during the vacation period. The breakdown of sales and earnings by quarter is shown in the key ratio table on page 9.

Risk and uncertainty factors

Nobina is exposed to interest rate risks since the Company's financial and operational leasing agreements primarily carry variable interest. The interest rate risk is largely offset by revenue indexation in traffic contracts. During the quarter, Nobina had no interest-rate hedging.

Nobina is exposed to currency risks in conjunction with translation of the balance sheets and income statements of subsidiaries. Nobina also has indirect exposure to USD/SEK since diesel is purchased in USD on the international commodities markets. Nobina's finance policy provides that, if the need exists, currency risks may be hedged through currency derivatives. Nobina had no currency hedging during the quarter.

Nobina is exposed to changes in the price of fuel in its purchases of diesel. The commodity price accounts for less than one-half of the total diesel price, with the remainder comprising taxes, transportation and processing. Within the contract operations, compensation for changes in the diesel price is obtained through revenue indexation in traffic contracts. The index baskets in the traffic con-

tracts are relatively well matched against the cost breakdown, but compensation takes place with a time lag of one to six months, which results in a negative impact on earnings during a period of increasing prices. An imbalance may also arise between costs incurred in a contract and index-based compensation if the index fails to reflect the actual cost structure. This may, for example, occur if an index is based on the price of diesel, while the contract in question requires buses to be run on biogas. This risk is mitigated through careful assessment in conjunction with the tender process. Most contracts now have an index which matches the type of fuel.

Within Swebus' operations, there is no indexed adjustment of revenues. Increased fuel prices must be compensated for through increased ticket prices, if market conditions so allow. In March, Nobina entered into a diesel cap contract for the Norwegian subsidiary, regarding 500 metric tonnes per month for the period March 2017 through October 2017. The strike price for the cap was NOK 4,450 per metric ton. The constituent cap did not result in any payment to Nobina during the period.

Nobina may be affected by the result of appeals regarding the tender outcome. However, the impact is limited as no vehicle is on order and no other investments will be made before a traffic contract is signed.

For more information regarding risks and uncertainty factors, see the corresponding section in Nobina AB's Annual report 2016/2017.

Disputes

Nobina has an ongoing dispute against Länstrafiken Örebro for faulty gas quality. In addition, there is an ongoing dispute against HSL regarding restricted allocation to Nobina of contracts won and the application of allocation criteria.

Financing

Nobina has as its primary strategy the financing of the purchase of vehicles with financial leasing or loans with a term of ten years at a residual value of 10 per cent. Leasing liabilities are recognised as financial leasing and are, like loans, visible in the balance sheet. All of Nobina's liabilities are attributable to the financing of investments in buses and equipment used in operations.

Nobina has an available bank credit facility of SEK 150 million (150) as of 31 May 2017.

Financial targets and Dividend policy

Nobina's Board has confirmed that the financial targets and the dividend policy that were adopted ahead of the IPO in 2015 continue to apply (see page 9).

Dividend for the financial year 2016/2017

The Annual General Meeting on 31 May 2017, resolved unanimously in favour of the Board's proposal for a dividend for 2016/2017 of SEK 3.10 per share (SEK 2.60 per share), which is in line with the dividend policy. The proposed dividend corresponds to a dividend yield of 5.6 per cent (7.3) based on the share price on the balance-sheet date of 28 February 2017.

Annual General Meeting 2016/2017

Nobina held its Annual General Meeting at the World Trade Center in Stockholm on 31 May 2017. At the Annual General Meeting, the Consolidated and Parent Company income statements and balance sheets for the fiscal year 2016/2017 were approved. The Meeting resolved on a profit distribution for the 2016/2017 fiscal year of SEK 3.10 per share in accordance with the Board's proposal. The CEO and the Board of Directors were discharged from responsibility for the preceding fiscal year.

The Chairman of the Nomination Committee reported on its work and presented proposals for the Board's composition and the Meeting resolved in favour of the Nomination Committee's proposal. Jan Sjöqvist, John Allkins, Ragnar Norbäck and Graham Oldroyd were re-elected as Board members. Monica Lingegård and Liselott Kilaas were elected as new Board members. Jan Sjöqvist was re-elected as Chairman of the Board. Auditing firm PricewaterhouseCoopers AB was re-elected as the company's auditor.

The principles for appointing a Nomination Committee and guidelines on remuneration to senior executives were decided in accordance with the submitted proposal. The Annual General Meeting also resolved, in accordance with the Board's motion, to introduce a performance-based, share savings scheme aimed at increasing the company's ability to retain and recruit key employees. For more information regarding the share savings scheme, see the Board's proposal on the company's website, www.nobina.com.

It was also resolved, in accordance with the motion presented, to authorise the Board, on one or more occasions during the period until the next annual general meeting in 2018, to resolve on the new issue of shares to enable the generation of capital for company acquisitions.

Significant events during the first quarter

- Nobina's contract with Västtrafik for Grön Express and route 24 was extended by two years until 2021. The contract comprises about 50 buses.
- Region Skåne and the City of Malmö made their final political decisions regarding complete solutions for the conversion of electric buses on routes 3 and 7 in Malmö. The decision provides the conditions for Skånetrafiken and Nobina to agree a transition to electric buses. These decisions provide the conditions for Skånetrafiken and Nobina to agree a transition to electric buses in Malmö.
- Nobina commenced a strategic review of its interregional operation and this is expected to be completed in 2017.
- The 2016/2017 Annual General Meeting was held on 31 May in Stockholm. The Meeting approved the Board's motion for a dividend of SEK 3.10 per share, with payment on 8 June, and the motion was approved to introduce a performance-based share-savings program for 22 key employees at Nobina. Monica Lingegård and Liselott Kilaas were elected as new Board members.
- The results include one-off expenses of SEK 12 million related to staff redundancy costs.

Significant events after the end of the quarter

- Nobina won a traffic contract in Kungsbacka comprising 15 buses and with a value of SEK 320 million. The contract starts in June 2018 with ten years duration.
- Skånetrafiken extended its contract with Nobina by two years until 2021 and is investing in electric buses. The extension comprises a total of 83 scheduled buses, of which 13 new electric buses.
- The final political decisions were made regarding a complete solution for the electrification of city traffic in Norrtälje, where the contract with Nobina pertains to five electric buses and is part of the extension option that extends until 2021.
- Troms Fylkestrafikk and Nobina Norway are in agreement not to utilise the full extension option which means the existing contract in Tromsø, involving 127 scheduled buses, will end on July 31, 2019.

Accounting policies

Nobina applies International Financial Reporting Standards (IFRS) as adopted by the EU and applies RFR 1 "Supplementary accounting rules for groups". Nobina applies the same accounting principles and calculation methods as in the annual report for 2016/2017. See pages 22–23 for further details regarding performance measure definitions as well as "Note 1 Company information and accounting principles" in the annual report 2016/2017, except as stated below.

The methods and assumptions used by Nobina when calculating fair value and with respect to accounting principles for financial instruments are described in Notes 30 and 31 of the 2016/17 Annual Report. No transfers were made between any of the valuation levels during the period. The financial statements for the Parent Company, Nobina AB, were prepared in accordance with the Swedish Annual Accounts Act and recommendation RFR 2 "Accounting for Legal Entities", as well as opinions issued by the Swedish Financial Reporting Board. This interim report has been prepared in accordance with IAS 34 and the Swedish Annual Accounts Act and covers pages 1–23 and the interim period information on pages 1–12 thus constitutes an integral part of this financial report.

Assurance

The president hereby provides an assurance that the interim report provides a true and fair view of the operations, financial position and earnings of the Company and the Group and describes the significant risks and uncertainty factors facing the Company and companies within the Group.

Stockholm, 30 June 2017

Magnus Rosén
President and CEO

The content in this interim report has not been subject to review by the Company's auditor.

Financial calendar

Interim report 1 June - 31 August 2017	28 September 2017
Interim report 1 September–30 November 2017	21 December 2017
Year-end Report 2017/2018	5 April 2018
Annual General Meeting 2017/2018	31 May 2018

Telephone conference

Nobina will present the interim report and answer questions during a telephone conference at 10.00 CET on Friday, 30 June 2017. The presentation will be available on the website in connection with the telephone conference. Telephone numbers and web link for participants are available on the website, www.nobina.com.

Contact persons

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www.nobina.com
 Reg. no. 556576-4569

Condensed consolidated income statement

SEK million	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016– February 2017
Net sales	2,276	2,224	8,858
Operating expenses			
Fuel, tires and other consumables	–423	–409	–1,637
Other external expenses	–343	–327	–1,404
Personnel costs	–1,267	–1,195	–4,656
Capital losses from the disposal of non-current assets	0	–9	–14
Depreciation/amortisation of intangible and tangible non-current assets	–156	–163	–653
Operating profit	87	121	494
Profit from net financial items			
Financial income	0	1	1
Financial expenses, note 1	–37	–36	–140
Net financial items	–37	–35	–139
Profit before tax	50	86	355
Income tax	–15	–17	163
PROFIT FOR THE YEAR	35	69	518
Profit for the period attributable to Parent Company shareholders	35	69	518
Earnings per share before dilution (SEK)	0.39	0.78	5.86
Earnings per share after dilution (SEK)	0.39	0.78	5.86
Average number of shares before dilution (000s)	88,356	88,356	88,356
Average number of shares after dilution (000s)	88,356	88,356	88,356
Number of shares outstanding at year-end (thousands)	88,356	88,356	88,356

Statement of consolidated comprehensive income

SEK million	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016– February 2017
Profit for the period	35	69	518
Other comprehensive income			
Items not to be reclassified to profit or loss for the period			
Revaluation of defined-benefit pension plan	0	0	0
Tax on items that will not be reclassified to profit or loss for the period	0	0	0
Items that can later be reclassified to profit or loss for the period			
Exchange-rate differences in foreign operations	–2	1	23
Other comprehensive income for the period, net after tax	–2	1	23
Comprehensive income for the period	33	70	541
COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO PARENT COMPANY SHAREHOLDERS	33	70	541

Condensed consolidated balance sheet

SEK million	31 May 2017	31 May 2016	Full-year 28 Feb 2017
ASSETS			
Non-current assets			
Goodwill	580	575	586
Other intangible assets	5	8	4
Costs for leasehold improvements	35	35	34
Equipment, tools, fixtures and fittings	90	92	72
Vehicles	5,162	5,118	5,178
Deferred tax assets	297	106	306
Assets for pension commitments	19	11	20
Other non-current receivables	4	4	1
Total non-current assets	6,192	5,949	6,201
Current assets			
Inventories	45	44	48
Trade receivables	495	487	495
Other current receivables	42	49	81
Deferred expenses and accrued income	356	293	328
Restricted bank accounts	0	1	0
Cash and cash equivalents	741	715	804
Total current assets	1,679	1,589	1,756
TOTAL ASSETS	7,871	7,538	7,957
SHAREHOLDERS' EQUITY AND LIABILITIES			
Shareholders' equity attributable to Parent Company shareholders	1,454	1,180	1,421
Non-current liabilities			
Borrowing, Note 1	3,762	3,794	3,832
Deferred tax liabilities	130	105	124
Provisions for pensions and similar commitments	45	35	46
Other provisions	36	37	56
Total non-current liabilities	3,973	3,971	4,058
Current liabilities			
Accounts payable	451	414	569
Borrowing, Note 1	705	752	679
Other current liabilities	208	198	215
Accrued expenses and deferred income	1,080	1,023	1,015
Total current liabilities	2,444	2,387	2,478
Total liabilities	6,417	6,358	6,536
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	7,871	7,538	7,957

Condensed consolidated statement of changes in equity

SEK million	Share capital	Other contributed capital	Translation differences	Profit/loss brought forward	Total equity attributable to Parent Company shareholders
Opening equity, 1 March 2016	318	3,212	5	-2,425	1,110
Profit for the year	-	-	-	69	69
Other comprehensive income	-	-	1	-	1
Closing equity, 31 May 2016	318	3,212	6	-2 356	1 180
Opening equity, 1 March 2017	318	3,212	28	-2,137	1,421
Profit for the year	-	-	-	35	35
Other comprehensive income	-	-	-2	-	-2
Closing equity, 31 May 2017	318	3,212	26	-2,102	1,454

There are no non-controlling interests.

Condensed consolidated cash-flow statement

SEK million	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016– February 2017
Cash flow from operating activities			
Profit after financial items	50	86	355
Adjustments for non-cash items	172	200	824
Cash flow from operations before changes in working capital	222	286	1,179
Cash flow from changes in working capital			
Change in inventories	3	1	–2
Changes in operating receivables	6	18	–41
Changes in operating liabilities	–54	–38	97
Total change in working capital	–45	–19	54
Received interest income	–	1	1
Tax paid	–	–	–
Cash flow from operating activities	177	268	1,234
Cash flow from investing activities			
Changes in restricted bank accounts	–	23	24
Investments in PPE and intangible assets, excl. financial leases	–59	–96	–290
Divestment of PPE and intangible assets	22	6	160
Cash flow from investing activities	–37	–67	–106
Cash flow from financing activities			
Amortisation of financial liability	–163	–172	–667
Amortisation of other external loans	–11	–11	–39
New borrowing, other external loans	4	50	64
Interest paid	–34	–36	–142
Dividend	–	–	–230
Cash flow from financing activities	–204	–169	–1,014
Cash flow for the period	–64	32	114
Cash and cash equivalents at the beginning of the period	804	683	683
Cash flow for the period	–64	32	114
Exchange-rate difference	1	–	7
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	741	715	804

Consolidated income statement – Parent Company

SEK million	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016– February 2017
Net sales	11	10	44
Operating expenses			
Other external expenses	-5	-3	-22
Personnel costs	-10	-10	-43
Depreciation/amortisation of intangible and tangible non-current assets	-	-	-
Operating loss	-4	-3	-21
Loss from participations in Group companies	-16	-	277
Financial income	2	1	6
Financial expenses	-3	-6	-16
Net financial items	-17	-5	267
Loss before tax	-21	-8	246
Income tax	-	-	-55
LOSS FOR THE YEAR	-21	-8	191

Since there are no items attributable to other comprehensive income, other comprehensive income is not recognised.

Condensed balance sheet – Parent Company

SEK million	31 May 2017	31 May 2016	Full-year 28 Feb 2017
ASSETS			
Non-current assets			
Participations in Group companies	3,685	3,685	3,685
Deferred tax assets	25	80	25
Receivables from Group companies	–	1	–
Total non-current assets	3,710	3,766	3,710
Current assets			
Receivables from Group companies	74	7	398
Other current receivables	1	1	–
Deferred expenses and accrued income	1	2	1
Cash and cash equivalents	734	–	796
Total current assets	810	10	1,195
TOTAL ASSETS	4,520	3,776	4,905
SHAREHOLDERS' EQUITY AND LIABILITIES			
Shareholders' equity attributable to Parent Company shareholders	2,868	2,920	2,889
Non-current liabilities			
Liabilities to Group companies	–	621	–
Provisions for pensions and similar commitments	10	8	10
Total non-current liabilities	10	629	10
Current liabilities			
Accounts payable	2	2	1
Liabilities to Group companies	1,626	213	1,991
Other current liabilities	7	5	1
Accrued expenses and deferred income	7	7	13
Total current liabilities	1,642	227	2,006
Total liabilities	1,652	856	2,016
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	4,520	3,776	4,905

Condensed Parent Company statement of changes in equity

SEK million	Share capital	Statutory reserve	Share premium reserve	Profit/loss brought forward	Profit/loss for the year	Total shareholders' equity
Opening equity, 1 March 2016	318	1	1,336	1,871	-598	2,928
Transfer of the preceding year's profit/loss	-	-	-	-598	598	-
Profit/loss for the year	-	-	-	-	-8	-8
Closing equity, 31 May 2016	318	1	1,336	1,273	-8	2,920
Opening equity, 1 March 2017	318	1	1,336	1,043	191	2,889
Transfer of the preceding year's profit/loss	-	-	-	191	-191	-
Loss for the year	-	-	-	-	-21	-21
Closing equity, 31 May 2017	318	1	1,336	1,234	-21	2,868

Notes

NOTE 1 FINANCING

SEK million, except as otherwise indicated	Quarter		Full-year
	March–May 2017	March–May 2016	March 2016 –February 2017
Operating leases – buses			
Nominal value of future minimum leasing fees, buses	167	170	174
Present value of future minimum leasing fees, buses	160	162	166
Number of operational leases, buses	436	390	321
Fees for operating leases for the period	12	11	54
Borrowing			
Other loans for bus financing	274	285	280
Finance lease liability	4,193	4,261	4,231
Total	4,467	4,546	4,511
Of which short-term repayment by installment of portion of the Group's borrowings	705	752	679
Of which long-term portion of the Group's borrowing	3,762	3,794	3,832
Total liabilities	4,467	4,546	4,511
Interest expenses and similar loss items			
Interest expense, finance leases	–31	–32	–128
Interest expense, other loans	–2	–3	–10
Other financial expenses	–1	–1	–5
Realised and unrealised exchange gains/losses, net	–3	–	3
Total	–37	–36	–140

NOTE 2 PLEDGED ASSETS AND CONTINGENT LIABILITIES

SEK million, except as otherwise indicated	Group		Parent Company	
	31 May 2017	31 May 2016	31 May 2017	31 May 2016
Pledged assets				
Chattel mortgage	–	–	–	–
Other pledged assets	–	–	–	–
Other pledged assets	150	151	225	267
Contingent assets				
Guarantee of lease obligations and other obligations	–	–	4,467	4,546
Total pledged assets and contingent assets	150	151	4,692	4,813

Glossary

Tender – A traffic company's offer in a tendering process.

EURO 1–EURO 6, EEV – various generations of emission classes for diesel engines.

Express route – A longer route on main roads that provides faster transport through several counties without several stops.

Incentive contract – Normally a production contract that contains, to a larger or smaller degree, a compensation component that is variable and depends on the number of passengers.

Indexation – Adjustment of the contract-based remuneration in accordance with a basket of weighted and predetermined indexes intended to represent important cost elements for the traffic companies, such as salaries, fuel and maintenance, and which occurs at predetermined intervals.

Public transport - Transport services provided for the public in which people travel together.

Concession – Allocated right to uphold a monopoly in a geographic area and which comprises all rights to provide public transport. In Sweden, since the public transport authority reform in the 1980s, the state allocates concessions to clients (municipalities and county councils), which in turn provide public transport services through contracts with traffic companies. These contracts are tendered in accordance with the Swedish Public Tendering Act.

Concessions contract – A form of contract between a traffic company and a client (municipality/county council) that was typical prior to the public transport authority reform and which, in parts, continues for a transitional period. Under these contracts, the traffic company undertakes all aspects of the transport assignment, including the sale of services to passengers.

Local transport – Transport in connection with densely populated areas.

Production contract – A contract in which the traffic company's revenues comprise fixed remuneration for production costs in accordance with predetermined production, a route network, timetable and a number of other requirements as the base. Compensation is based on the number of hours, kilometres, buses or a combination of these.

Regional transport – Transport outside and between built-up areas in a county.

City transport – Transport in a densely populated area.

Traffic company – A company that provides transport services in accordance with a given contract with a client.

Public transport authority reform – In conjunction with the public transport authority reform in the 1980s, the government took over the right to allocate concessions from the municipalities and county councils. Previously, municipalities and county councils allocated concessions to traffic companies; today, the state allocates concessions to municipalities and county councils (clients), which in turn sign contracts with traffic companies for the provision of public transport services. These contracts are tendered in accordance with the Swedish Public Tendering Act.

Traffic contract – A publicly tendered contract for the provision of transport services between a traffic company and a client. The duration of the contract is typically five to ten years, with the option of extending for an additional one or two years. It is based on either a production or an incentive contract.

Traffic planning – Planning of use of resources (vehicle and driver) to conduct transport services in the most efficient manner possible in accordance with the traffic assignment.

Public Transport Authority (PTA) – A municipality or county council allocated concessions by the government to provide public transport through public tendering of services from traffic companies.

Information on performance measures

Definitions

Alternative performance measures

In its interim report, Nobina presents performance measures as supplementary financial measures as defined by IFRS, so-called APM (Alternative Performance Measures). The company is of the opinion that the performance measures provide valuable and significant information for investors and company management, since they facilitate an evaluation of the company's performance. Financial

non-IFRS measures are subject to limitations as analytical tools and should not be regarded as isolated or as replacements for financial measures prepared pursuant to IFRS. Financial non-IFRS measures are reported in order to improve the investors' valuation of the company's results from operations and position. The financial non-IFRS measures presented in this report can differ from similar measures used by other companies.

Key ratios	Description
Rolling 12 months	Total for the most recent four months
EBIT	Operating profit before net financial items and taxes
EBITDA	Operating profit before net financial items, tax, depreciation, amortisation, earnings from sale of fixed assets
EBITDA margin	EBITDA in relation to net sales
EBITDAR	Operating profit before net financial items, tax, depreciation, amortisation, earnings from sale of fixed assets and operating leasing expenses for buses
EBITDAR margin	EBITDAR in relation to net sales
Interest-bearing liabilities	Interest-bearing non-current and current liabilities (external loans, pension liabilities and financial lease liabilities)
Net debt	Interest-bearing non-current and current liabilities (external loans, pension liabilities and financial lease liabilities) after deducting cash and cash equivalents and restricted bank balances
Net debt/EBITDA	Interest-bearing non-current and current liabilities (external loans, pension liabilities and financial lease liabilities) after deducting cash and cash equivalents and restricted bank accounts in relation to EBITDA during four sequential quarters
Renewal rate	All won tenders/All own announced tenders
Retention rate	Defended tenders/Own announced tenders
Average number of employees (FTEs)	The number of hours paid divided by normal working hours for a full-time employee
Cash investments	Cost of investments in non-current assets less sales loan-financed investments
Reallocation rate	Number of buses allocated to a new contract during the year/Total number of buses
Earnings per share	Profit for the year divided by average number of shares
Earnings per share after full dilution	Profit for the year divided by average number of shares after full dilution
Shareholders' equity per ordinary share	Shareholders' equity per ordinary share as per the balance-sheet date
Dividend yield	Dividend in relation to the company's share price as per the balance-sheet date
Equity/assets ratio	Equity in relation to total assets at the end of the financial year
Yield	Revenue per driven kilometre
Contract length	A publicly tendered contract concluded for the provision of transport services between a client and a public transport company. The duration of the contract is typically five to ten years, with the option of extending for an additional one or two years. It is based on either a production or an incentive contract
Production hours	Number of hours produced as part of a contract
Production kilometres	Total number of kilometres produced as part of a contract
Number of buses	The number of buses that are owned on finance or operating leases or rented on a short-term basis at the end of the period

Verification of alternative performance measures

SEK million, except as otherwise indicated	2016/2017				2017/2018	Rolling 12 months	Full-year
	Q1	Q2	Q3	Q4	Q1	June 2016 –May 2017	March 2016 –Feb 2017
Net sales	2,224	2,146	2,245	2,243	2,276	8,910	8,858
Operating profit	121	142	168	63	87	460	494
Earnings before tax (EBT)	86	107	131	31	50	319	355
Cash flow for the period	32	–173	154	101	–64	18	114
EBITDA and EBITDAR:							
Operating profit	121	142	168	63	87	460	494
Capital losses from the disposal of non-current assets	9	13	4	–12	0	5	14
Depreciation/amortisation of intangible and tangible non-current assets	163	163	158	169	156	646	653
Total EBITDA	293	318	330	220	243	1,111	1,161
Fees for operating leases for the period	11	15	13	15	12	55	54
Total EBITDAR	304	333	343	235	255	1,166	1,215
Interest-bearing liabilities:							
Non-current borrowing	3,794	3,940	3,896	3,832	3,762	3,762	3,832
Pension liability	35	41	41	46	45	45	46
Current borrowing	752	752	752	679	705	705	679
Total interest-bearing liabilities	4,581	4,733	4,689	4,557	4,512	4,512	4,557
Cash	–715	–547	–706	–804	–741	–459	–804
Restricted bank accounts	–1	–1	–	–	–	–	–
Total net debt	3,865	4,185	3,983	3,753	3,771	3,753	3,753
EBITDA Q1	293	293	293	293	243		
EBITDA Q2	173	318	318	318	318		
EBITDA Q3	330	330	330	330	330		
EBITDA Q4	227	227	227	220	220		
Total EBITDA full-year	1,023	1,168	1,168	1,161	1,111	1,111	1,161
Net debt/EBITDA	3.78	3.58	3.41	3.23	3.39	3.37	3.23

This is Nobina

>> Our role is:

To promote increased mobility in society

>> Our offering to customers:

Simpler everyday travel

>> We deliver this by:

**Making it friendly, creating simple solutions,
making it good value**

>> We succeed, by living according to our values:

We are here for our customers

We are sensitive to the needs of our customers and show customers courtesy and respect. We keep our promises, develop affordable solutions and make life easier for our customers.

In all we do, we strive to develop

We achieve targets and deliver results. We are resource-efficient and deliver at least the promised quality. We work using management by objectives and systematic follow-up to constantly improve the company and our services.

We respect each other

We safeguard the equal value of all human beings and treat each other with courtesy and respect. Together we create a secure and creative working climate that stimulates initiatives and suggestions for improvements. We take action in the case of lack of respect toward customers, each other and the company.

We safeguard good leadership

We have well-defined requirements for our managers and employees. We put the interests of our clients and the company ahead of our own. We promote boundless cooperation. We provide feedback on work done and highlight achievements. We can manage trust.

We care

We take an active responsibility for the environment and society. We promote health and personal development. We comply with laws and regulations. We are committed and care about each other, our customers and the world around us.

>> We do all of this because we have a vision:

EVERYONE WANTS TO TRAVEL WITH US

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