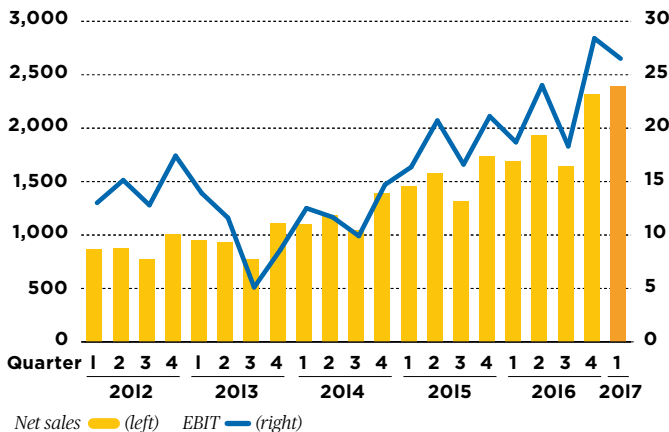
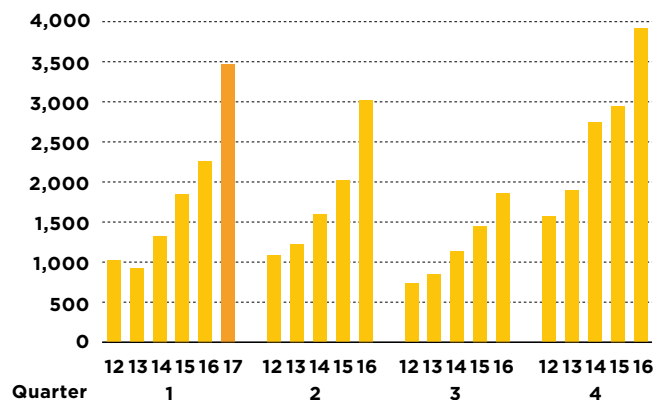


# Strong progress

## First quarter 2017 compared to 2016

- Net sales increased by 42% to SEK 2,389 M (1,685).
- EBIT was up by 40% to SEK 27.4 M (19.6).
- Order intake rose by 52% to SEK 3,475 M (2,284).
- Earnings after tax per share after dilution were SEK 1.21 (0.87).
- The consulting market remains very strong with high demand for consultants in all skill segments where Ework is active.
- Ework is reiterating the outlook for 2017 stated in its Year-end Report 2016: Ework judges that it has the potential for the full year 2017 to continue to progress in line with its long-term targets.

**Net sales and EBIT**
*SEK M*

**Quarterly order intake**
*SEK M*




# High tempo continues

**The strength of the consulting market and Ework's growth in the first quarter exceeded our expectations. Operations are growing with good profitability and we passed 7,500 consultants on assignment. All geographical markets and skill segments contributed to the growth.**

Progress in the first quarter exceeded our planned profitable growth. The market remains really strong and we experienced brisk demand for consultants in virtually all segments where we are active. The combination of new consulting assignments and MSP contracts continued to drive robust net sales and order intake growth. We're delighted that earnings growth was also healthy. Our EBIT was up by 40% and passed SEK 100 M on a rolling 12-month basis for the first time.

I don't want to jump to any overly far-reaching conclusions from growth and earnings increasing in a single quarter. We anticipate growth varying to some extent between quarters, but view the continued advancement of Ework's positioning with satisfaction. Our services are addressing a pressing market need and our delivery organisation has been highly successful in meeting demand. This positive progress facilitates us achieving our growth targets for 2020.

We are especially pleased by the breadth of demand. We are growing on all our geographical markets and in all our established skills segments. New skills segments are also contributing to our margins, which is fully consistent with our perception of a growing number of duties and assignments being executed on a consulting basis on the labour market of the future.

We are continuing to grow with healthy earnings performance in Sweden, which demonstrates that our growth has not in any sense peaked. Our Danish and Norwegian operations have secured strong market positions, and are continuing to grow with healthy profitability. Finland also achieved high growth, but some work still needs to be done for this operation to become profitable. Our fairly recent Polish start-up is continuing to progress well and continuing to secure new and important contracts, and expand delivery volumes.

While still growing with good profitability, we continued our work on future-oriented initiatives. We are reinforcing our delivery organisation and working to enhance our market positioning for the long term. The year has started well, and we're continuing to work at high tempo towards our long-term targets.

Zoran Covic, CEO

FIRST QUARTER 2017

# A really strong market

## Market

The Nordic consulting market was very strong in the first quarter of the year. Demand for consultants for new assignments grew in virtually all the skills segments where Ework is active. This continued the positive trend that featured in the previous year. We think Ework and the broker segment kept increasing their market shares on the consulting market.

Ework's demand indicators such as the number of client enquiries received, applications from consultants, the share of indicated skills segments, etc. suggested continued increased demand. The number of available consultants decreased somewhat, with some increase to consultant pricing, which is a sign of generally higher utilization.

Ework judges that the Swedish, Danish and Norwegian markets are strong. The Finnish market also saw rising demand in the quarter, but Ework regards the situation as too uncertain to consider this a trend-break after a long period of slow demand. Demand for consultants was high on the Polish market.

## The Group's net sales

The Group's net sales for the first quarter increased by 42% to SEK 2,389 M (1,685). Growth was sourced from all geographical markets, consulting sectors and segments. Sweden represented the highest growth in absolute terms, while the Norwegian operation, followed by the Danish, grew fastest in percentage terms.

## The Group's profit

The Group's EBIT for the first quarter increased by 40% to SEK 27.4 M (19.6). Profit after financial items was SEK 27.3 M (19.6). Profit after tax for the quarter amounted to SEK 20.8 M (14.9). The profit increase is a consequence of rising net sales. The group's EBIT is mainly sourced from the Swedish operation, although segments in Norway, Denmark and Finland contributed over half of the increase, and together, now represent 19% of the Group's EBIT.

## Significant events

The Group's order intake was up by 52% on the first quarter of the previous year to SEK 3,475 M (2,284). Order intake includes new assignments and extensions. A portion of increased order intake is due to shorter average contract terms. The number of consultants on assignment increased by 30%, peaking at 7,562 (5,817).

## Sweden

The Swedish operation progressed well. Net sales in the quarter rose by 36% to SEK 1,896 M (1,398). The number of new consulting assignments continued to increase in a sustained strong business cycle and positive demand progress on the consulting market.

EBIT amounted to SEK 22.2 M (18.4), a 21% increase.

The numbers for the Sweden segment still include the Polish operation, which is continuing to perform positively. This market is dynamic and the demand for consultants for new assignments is brisk.

### Norway

Progress in the Norwegian operation was very positive. Income increased due to continued high demand from clients, mainly in the public sector. Net sales rose by 89% to SEK 194.6 M (103.0). EBIT was up to SEK 3.8 M (1.1).

### Denmark

The positive progress of the Danish operation from last year continued. Net sales increased by 69% in the first quarter to SEK 168.6 M (100.0). EBIT increased to SEK 1.8 M (0.8).

### Finland

The net sales of the Finnish operation rose by 55% year on year to SEK 129.9 (83.8). The focus of the Finnish operation remains on restructuring measures to improve profitability. EBIT remained negative, albeit with a slight improvement year on year, at SEK -0.5 M (-0.8).

### Key performance data

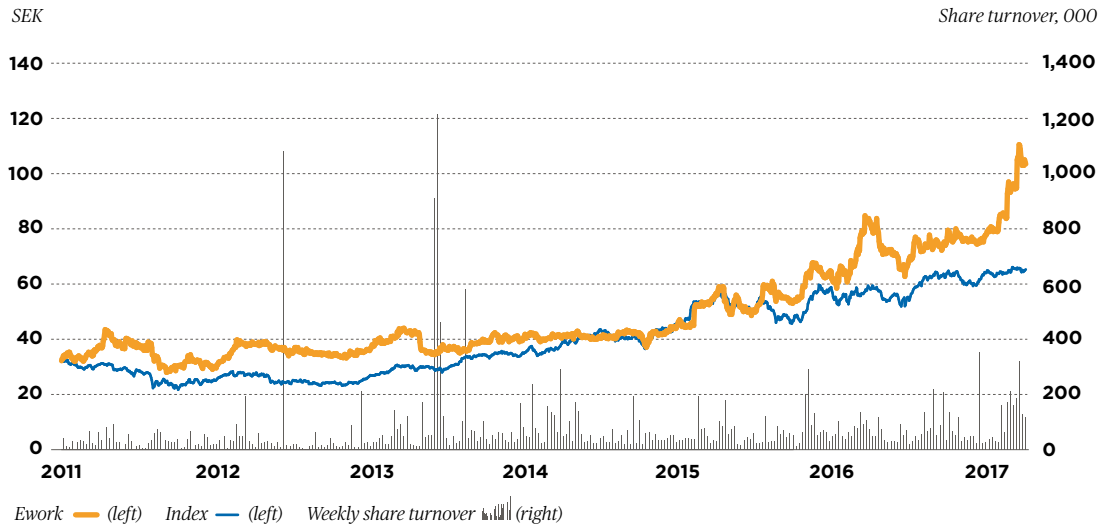
SEK 000	January-March 2017	January-March 2016	Rolling 4 quarters April '16-March '17	Full year 2016
Net sales	2,389,443	1,684,877	8,290,008	7,585,442
EBIT	27,398	19,585	100,760	92,947
Profit before tax	27,259	19,556	101,857	94,154
Profit for the period	20,811	14,900	78,425	72,514
Sales growth, %	41.8	15.6	31.2	24.6
EBIT margin, %	1.1	1.2	1.2	1.2
Profit margin, %	1.1	1.2	1.2	1.2
Return on equity, %	56.3	49.7	55.2	58.4
Total assets	2,482,554	1,863,158	2,482,554	2,328,965
Equity	156,480	127,432	156,480	135,917
Equity/assets ratio, %	6.3	6.8	6.3	5.8
Acid test ratio, %	108	108	108	108
Average number of employees	221	203	217	213
Net sales per employee	10,812	8,300	38,203	35,612
<b>Key performance data per share</b>				
Earnings per share before dilution, SEK	1.21	0.87	4.56	4.22
Earnings per share after dilution, SEK	1.21	0.87	4.56	4.21
Equity per share before dilution, SEK	9.1	7.5	9.1	7.9
Equity per share after dilution, SEK	9.1	7.4	9.1	7.9
Cash flow from operating activities per share before dilution, SEK	-1.32	0.47	3.86	5.64
Cash flow from operating activities per share after dilution, SEK	-1.31	0.46	3.85	5.63
Number of shares outstanding at end of period before dilution (000)	17,188	17,085	17,188	17,188
Number of shares outstanding at end of period after dilution (000)	17,214	17,156	17,214	17,206
Average number of shares outstanding before dilution (000)	17,188	17,085	17,145	17,119
Average number of shares outstanding after dilution (000)	17,211	17,138	17,168	17,135

## Shareholders

As of 31 March 2017	No. of shares	Votes and equity
Staffan Salén and family through company <sup>1</sup>	4,689,945	27.3%
Försäkringsaktiebolaget Avanza Pension	3,228,320	18.8%
Investment AB Öresund	2,022,759	11.8%
Veralda Investment Ltd	907,813	5.3%
Katarina Salén, private and through family company <sup>2</sup>	463,962	2.7%
Patrik Salén and family through company <sup>3</sup>	397,000	2.3%
Jan Pettersson	349,000	2.0%
Claes Ruthberg	290,000	1.7%
Erik Åfors through company <sup>4</sup>	277,291	1.6%
Nordnet Pensionsförsäkring AB	268,095	1.6%
<b>Sub-total</b>	<b>12,889,185</b>	<b>75.0%</b>
Other	4,298,390	25.0%
<b>Total</b>	<b>17,187,575</b>	<b>100%</b>

<sup>1</sup> Salénia AB <sup>2</sup> Polhavet AB <sup>3</sup> Jippa Investment AB <sup>4</sup> Ingo Invest AB

## The Ework share



### Financial position

The equity/assets ratio was 6.3% (6.8) at the end of the period, with the somewhat lower equity/assets ratio due to higher working capital resulting from robust sales growth.

Cash flow from operating activities for the first quarter was SEK -22.6 M (8.0). The main explanation for the wide fluctuations of working capital at reporting dates is that all payments from clients and to consultants are made at month-ends. Accordingly, a modest shift in payments made or received can have a significant effect on cash flow at a specific time. The Group's net interest-bearing assets were SEK 36 M (33) at the reporting date.

### Workforce

The average number of employees increased to 221 (203) excluding consultants employed on a project basis. The increase is due to new appointments resulting from the firm's growth.

### Parent Company

The Parent Company's net sales for the first quarter were SEK 1,868 M (1,400). Profit before financial items was SEK 22.2 M (19.2) and profit after tax was SEK 17.7 M (15.0).

The Parent Company's equity at the end of the quarter was SEK 140 M (126) and the equity/assets ratio was 6.9% (7.8). Otherwise, the above comments regarding the Group's financial position also apply to the Parent Company where appropriate.

### Material risks and uncertainty factors

Ework's material business risks, for the Group and Parent Company, consist of reduced demand for consulting services, difficulties in attracting and retaining skilled staff, credit risks, and to a lesser extent, currency risks. The firm is not aware of any new material business risks in the forthcoming six months. For a more detailed review of material risks and uncertainty factors, please refer to Ework's Annual Report.

### Subsequent events

No significant events have occurred after the end of the reporting period.

### Outlook

Ework is retaining the financial targets stated in the firm's Year-end Report for 2016, and the financial targets for the period 2016-2020: Ework will achieve average annual sales growth of 20% and increase average earnings per share by 20% per year.

Ework thinks that a growing share of the workforce will operate as consultants on the labour market of the future. The market's long-term consolidation trend is expected to continue, which is expected to create good business opportunities for Ework. Ework enjoys a strong market position and competitive offering. Accordingly, Ework expects to keep outgrowing the underlying consultant market in its current geographical markets and skills segments. In addition, it anticipates business opportunities opening up in new geographical markets.

Ework expects demand on the Nordic consulting market to remain strong in 2017 and the consulting market as a whole to grow. In addition, new outsourcing deals may be possible.

Overall, Ework judges that it has the potential for the full year 2017 to continue to progress in line with its long-term targets.

Zoran Covic, CEO

Stockholm, Sweden, 24 April 2017

### Consolidated Statement of Comprehensive Income

SEK 000	Note	January-March 2017	January-March 2016	Rolling 4 quarters April '16-March '17	Full year 2016
<b>Operating income</b>					
Net sales	1	2,389,443	1,684,877	8,290,008	7,585,442
Work performed by the company for its own use and capitalized		2,267	2,002	9,819	9,554
Other operating income		67	8	89	30
<b>Total operating income</b>		<b>2,391,777</b>	<b>1,686,887</b>	<b>8,299,916</b>	<b>7,595,026</b>
<b>Operating costs</b>					
Cost of consultants on assignment		-2,288,265	-1,607,819	-7,921,794	-7,241,348
Other external costs		-25,347	-16,465	-84,992	-76,110
Personnel costs		-50,467	-42,816	-191,332	-183,681
Depreciation, amortisation and impairment of property, plant & equipment and intangible non-current assets		-300	-202	-1,038	-940
<b>Total operating costs</b>		<b>-2,364,379</b>	<b>-1,667,302</b>	<b>-8,199,156</b>	<b>-7,502,079</b>
<b>EBIT</b>		<b>27,398</b>	<b>19,585</b>	<b>100,760</b>	<b>92,947</b>
<b>Profit/loss from financial items</b>					
Net financial income/expense		-139	-29	1,097	1,207
<b>Profit after financial items</b>		<b>27,259</b>	<b>19,556</b>	<b>101,857</b>	<b>94,154</b>
Tax		-6,448	-4,656	-23,432	-21,640
<b>Profit for the period</b>		<b>20,811</b>	<b>14,900</b>	<b>78,425</b>	<b>72,514</b>
<b>Other comprehensive income/costs</b>					
<i>Items that have been reclassified, or are reclassifiable, to profit or loss</i>					
Translation differences on translation of foreign operations for the period		-248	320	1,721	2,289
<b>Other comprehensive income/costs for the period</b>		<b>-248</b>	<b>320</b>	<b>1,721</b>	<b>2,289</b>
<b>Comprehensive income for the period</b>		<b>20,563</b>	<b>15,220</b>	<b>80,146</b>	<b>74,803</b>
<b>Earnings per share</b>					
before dilution (SEK)		1.21	0.87	4.56	4.22
after dilution (SEK)		1.21	0.87	4.56	4.21
<i>Number of shares outstanding at end of the reporting period:</i>					
before dilution (000)		17,188	17,085	17,188	17,188
after dilution (000)		17,214	17,156	17,214	17,206
<i>Average number of outstanding shares:</i>					
before dilution (000)		17,188	17,085	17,145	17,119
after dilution (000)		17,211	17,138	17,168	17,135

**Consolidated Statement of Financial Position**

<i>SEK 000</i>	31 March 2017	31 March 2016	31 December 2016
<b>Assets</b>			
<b>Non-current assets</b>			
Intangible non-current assets	12,345	2,284	<b>9,911</b>
Property, plant and equipment	3,863	1,428	<b>3,584</b>
Non-current receivables	4,947	508	<b>4,290</b>
Deferred tax asset	0	1,366	<b>0</b>
<b>Total non-current assets</b>	<b>21,155</b>	<b>5,586</b>	<b>17,785</b>
<b>Current assets</b>			
Accounts receivable—trade	2,272,100	1,772,970	<b>2,128,139</b>
Prepaid expenses and accrued income	72,688	19,229	<b>45,950</b>
Other receivables	30,478	12,171	<b>24,889</b>
Cash and cash equivalents	86,133	53,202	<b>112,202</b>
<b>Total current assets</b>	<b>2,461,399</b>	<b>1,857,572</b>	<b>2,311,180</b>
<b>Total assets</b>	<b>2,482,554</b>	<b>1,863,158</b>	<b>2,328,965</b>
<b>Equity and liabilities</b>			
<b>Equity</b>			
Share capital	2,234	2,221	<b>2,234</b>
Other paid-up capital	41,967	51,494	<b>41,967</b>
Reserves	-3,988	-5,709	<b>-3,740</b>
Retained earnings including profit for the period	116,267	79,426	<b>95,456</b>
<b>Total equity</b>	<b>156,480</b>	<b>127,432</b>	<b>135,917</b>
<b>Non-current liabilities</b>			
Non-current interest-bearing liabilities	50,013	20,020	<b>50,008</b>
<b>Total non-current liabilities</b>	<b>50,013</b>	<b>20,020</b>	<b>50,008</b>
<b>Current liabilities</b>			
Accounts payable—trade	2,220,358	1,663,494	<b>2,081,920</b>
Tax liabilities	5,430	812	<b>3,434</b>
Other liabilities	19,261	24,744	<b>28,821</b>
Accrued expenses and deferred income	31,012	26,656	<b>28,865</b>
<b>Total current liabilities</b>	<b>2,276,061</b>	<b>1,715,706</b>	<b>2,143,040</b>
<b>Total equity and liabilities</b>	<b>2,482,554</b>	<b>1,863,158</b>	<b>2,328,965</b>



### Consolidated Statement of Changes in Equity

SEK 000	Share capital	Other paid-up capital	Translation reserve	Retained earnings incl. profit for the period	Total equity
<b>Opening equity, 1 Jan. 2016</b>	<b>2,221</b>	<b>51,494</b>	<b>-6,029</b>	<b>64,526</b>	<b>112,212</b>
<b>Comprehensive income for the period</b>					
Profit for the period				14,900	14,900
Other comprehensive income/costs for the period			320		320
<b>Comprehensive income for the period</b>			<b>320</b>	<b>14,900</b>	<b>15,220</b>
<b>Closing equity, 31 Dec. 2016</b>	<b>2,221</b>	<b>51,494</b>	<b>-5,709</b>	<b>79,426</b>	<b>127,432</b>
<b>Opening equity, 1 Apr. 2016</b>	<b>2,221</b>	<b>51,494</b>	<b>-5,709</b>	<b>79,426</b>	<b>127,432</b>
<b>Comprehensive income for the period</b>					
Profit for the period				57,614	57,614
Other comprehensive income/costs for the period			1,969		1,969
<b>Comprehensive income for the period</b>			<b>1,969</b>	<b>57,614</b>	<b>59,583</b>
<b>Transactions with the Group's shareholders</b>					
Dividends		-13,942		-41,584	-55,526
Warrants exercised by staff	13	4,415			4,428
<b>Closing equity, 31 Dec. 2016</b>	<b>2,234</b>	<b>41,967</b>	<b>-3,740</b>	<b>95,456</b>	<b>135,917</b>
<b>Opening equity, 1 Jan. 2017</b>	<b>2,234</b>	<b>41,967</b>	<b>-3,740</b>	<b>95,456</b>	<b>135,917</b>
<b>Comprehensive income for the period</b>					
Profit for the period				20,811	20,811
Other comprehensive income/costs for the period			-248		-248
<b>Comprehensive income for the period</b>			<b>-248</b>	<b>20,811</b>	<b>20,563</b>
<b>Closing equity, 31 Mar. 2017</b>	<b>2,234</b>	<b>41,967</b>	<b>-3,988</b>	<b>116,267</b>	<b>156,480</b>

### Consolidated Statement of Cash Flows

SEK 000	January-March 2017	January-March 2016	Rolling 4 quarters April '16-March '17	Full year 2016
<b>Operating activities</b>				
Profit after financial items	27,259	19,556	101,857	94,154
Adjustment for items not included in cash flow	300	202	1,038	940
Income tax paid	-4,425	-4,334	-17,454	-17,363
	<b>23,134</b>	<b>15,424</b>	<b>85,441</b>	<b>77,731</b>
Increase (-)/decrease (+) in operating receivables	-179,353	-108,054	-556,845	-485,546
Increase (+)/decrease (-) in operating liabilities	133,596	100,599	537,715	504,718
<b>Cash flow from operating activities</b>	<b>-22,623</b>	<b>7,969</b>	<b>66,311</b>	<b>96,903</b>
<b>Investing activities</b>				
Acquisition of property, plant & equipment	-531	-163	-3,241	-2,873
Acquisition of intangible assets	-2,486	-2,002	-10,272	-9,788
<b>Cash flow from investing activities</b>	<b>-3,017</b>	<b>-2,165</b>	<b>-13,513</b>	<b>-12,661</b>
<b>Financing activities</b>				
Warrants exercised	0	0	4,428	4,428
Dividend paid to Parent Company shareholders	0	0	-55,526	-55,526
Borrowings	5	0	5	0
Repayment of loans	0	-48,570	29,988	-18,582
<b>Cash flow from financing activities</b>	<b>5</b>	<b>-48,570</b>	<b>-21,105</b>	<b>-69,680</b>
<b>Cash flow for the period</b>	<b>-25,635</b>	<b>-42,766</b>	<b>31,693</b>	<b>14,562</b>
Cash and cash equivalents at beginning of period	112,202	95,578	53,202	95,578
Exchange rate difference	-434	390	1,238	2,062
<b>Cash and cash equivalents at end of period</b>	<b>86,133</b>	<b>53,202</b>	<b>86,133</b>	<b>112,202</b>

**Parent Company Income Statement**

<i>SEK 000</i>	January-March 2017	January-March 2016	Rolling 4 quarters April '16-March '17	Full year 2016
<b>Operating income</b>				
Net sales	1,867,508	1,396,761	6,606,331	6,135,584
Work performed by the company for its own use and capitalized	2,267	2,002	9,819	9,554
Other operating income	4,733	3,696	14,746	13,709
<b>Total operating income</b>	<b>1,874,508</b>	<b>1,402,459</b>	<b>6,630,896</b>	<b>6,158,847</b>
<b>Operating costs</b>				
Cost of consultants on assignment	-1,793,690	-1,337,210	-6,332,731	-5,876,251
Other external costs	-22,008	-13,813	-73,828	-65,633
Personnel costs	-36,344	-32,032	-142,419	-138,107
Depreciation, amortisation and impairment of property, plant & equipment and intangible non-current assets	-236	-156	-767	-687
<b>Total operating costs</b>	<b>-1,852,278</b>	<b>-1,383,211</b>	<b>-6,549,745</b>	<b>-6,080,678</b>
<b>EBIT</b>	<b>22,230</b>	<b>19,248</b>	<b>81,151</b>	<b>78,169</b>
<b>Profit/loss from financial items</b>				
Other interest income and similar items	633	129	2,808	2,304
Interest expense and similar items	-52	-67	-475	-490
<b>Profit after financial items</b>	<b>22,811</b>	<b>19,310</b>	<b>83,484</b>	<b>79,983</b>
Tax	-5,086	-4,290	-18,665	-17,869
<b>Profit for the period *</b>	<b>17,725</b>	<b>15,020</b>	<b>64,819</b>	<b>62,114</b>

\* Profit for the period corresponds to comprehensive income for the period.

**Parent Company Balance Sheet**

SEK 000	31 March 2017	31 March 2016	31 December 2016
<b>Assets</b>			
<b>Non-current assets</b>			
Intangible non-current assets	12,345	2,284	<b>9,911</b>
Property, plant and equipment	3,053	722	<b>2,840</b>
<b>Financial non-current assets</b>			
Other non-current receivables	4,289	45	<b>3,795</b>
Participations in Group companies	22,084	22,072	<b>22,084</b>
<b>Total financial non-current assets</b>	<b>26,373</b>	<b>22,117</b>	<b>25,879</b>
<b>Total non-current assets</b>	<b>41,771</b>	<b>25,123</b>	<b>38,630</b>
<b>Current assets</b>			
Accounts receivable—trade	1,837,788	1,543,541	<b>1,785,431</b>
Receivables from Group companies	35,356	17,872	<b>36,280</b>
Other receivables	138	486	<b>412</b>
Prepaid expenses and accrued income	42,607	10,837	<b>19,562</b>
Cash and bank balances	58,405	22,568	<b>61,104</b>
<b>Total current assets</b>	<b>1,974,294</b>	<b>1,595,304</b>	<b>1,902,789</b>
<b>Total assets</b>	<b>2,016,065</b>	<b>1,620,427</b>	<b>1,941,419</b>
<b>Equity and liabilities</b>			
<b>Equity</b>			
<b>Restricted equity</b>			
Share capital (17,187,575 shares with par value of SEK 0.13)	2,234	2,221	<b>2,234</b>
Statutory reserve	6,355	6,355	<b>6,355</b>
Development fund	11,821	2,002	<b>9,554</b>
<b>Total restricted equity</b>	<b>20,410</b>	<b>10,578</b>	<b>18,143</b>
<b>Non-restricted equity</b>			
Share premium reserve	49,950	45,535	<b>49,950</b>
Retained earnings	51,613	54,843	<b>-8,235</b>
Profit for the period	17,725	15,020	<b>62,114</b>
<b>Total non-restricted equity</b>	<b>119,288</b>	<b>115,398</b>	<b>103,829</b>
<b>Total equity</b>	<b>139,698</b>	<b>125,976</b>	<b>121,972</b>
<b>Non-current liabilities</b>			
Liabilities to credit institutions	50,013	20,020	<b>50,008</b>
<b>Total non-current liabilities</b>	<b>50,013</b>	<b>20,020</b>	<b>50,008</b>
<b>Current liabilities</b>			
Accounts payable—trade	1,784,569	1,433,858	<b>1,721,795</b>
Tax liabilities	2,561	830	<b>1,647</b>
Other liabilities	16,032	23,517	<b>24,805</b>
Accrued expenses and deferred income	23,192	16,226	<b>21,192</b>
<b>Total current liabilities</b>	<b>1,826,354</b>	<b>1,474,431</b>	<b>1,769,439</b>
<b>Total equity and liabilities</b>	<b>2,016,065</b>	<b>1,620,427</b>	<b>1,941,419</b>

### Accounting principles

The Interim Report for the Group has been prepared in accordance with IAS 34 Interim Financial Reporting and the appropriate provisions of the Swedish Annual Accounts Act. The Interim Report for the Parent Company has been prepared in accordance with the Swedish Annual Accounts Act. The same accounting principles and basis of calculation have been applied as in the Annual Report for 2016. The operations in Poland are reported in the Sweden segment for the present.

### Note 1 The Group's operating segments

First quarter 2017 compared to corresponding period of 2016

SEK 000	Sweden Jan-Mar		Finland Jan-Mar		Denmark Jan-Mar		Norway Jan-Mar		Total Jan-Mar	
	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016
Income from clients	1,896,425	1,398,076	129,869	83,766	168,562	100,007	194,587	103,028	2,389,443	1,684,877
Profit per segment	38,508	30,107	886	561	3,789	2,027	5,135	2,144	48,318	34,839
Group-wide expenses	-16,313	-11,692	-1,360	-1,340	-1,958	-1,195	-1,289	-1,027	-20,920	-15,254
<b>EBIT</b>	<b>22,195</b>	<b>18,415</b>	<b>-474</b>	<b>-779</b>	<b>1,831</b>	<b>832</b>	<b>3,846</b>	<b>1,117</b>	<b>27,398</b>	<b>19,585</b>
Net financial items	-	-	-	-	-	-	-	-	-139	-29
<b>Profit/loss for the period before tax</b>									<b>27,259</b>	<b>19,556</b>

## Definitions

A number of measures and key indicators appearing in the Interim Report are defined below. Most should be considered generally accepted, and of such nature that they could be expected to be presented in this Interim Report to give a view of the Group's results of operations, profitability and financial position. Most measures and key indicators are directly reconcilable with the financial statements.

**Earnings per share** | Profit after tax in relation to the number of shares.

**Consultants on assignment** | The number of consultants working on active full or part-time assignments

**EBIT** | Earnings before interest and taxes

**Equity/assets ratio** | Equity in relation to total assets.

**Equity per share** | Equity in relation to the number of shares outstanding before dilution at the end of the period.

**Interest-bearing assets** | Cash and cash equivalents.

**Net interest-bearing assets** | Cash and cash equivalents less non-interest-bearing liabilities

**Operating margin, EBIT** | EBIT in relation to net sales.

**Profit margin** | Profit before tax in relation to net sales.

**Order intake** | Ordered net sales on new or extended consulting assignment contracts in the period.

**Quick ratio** | Current assets in relation to current liabilities.

**Return on equity** | Profit after tax in relation to average equity.

**Sales growth** | Net sales for the period less net sales for the comparative period in relation to net sales for the comparative period.

**Working capital** | Current assets less current liabilities.

*Ework Group is a market-leading and independent consultant provider operating in northern Europe, which focuses on IT, telecom, technology, and business development. Without having consultants employed, Ework can impartially match every assignment with the right competence from the whole market. Ework was founded in Sweden in 2000, and is now active in Sweden, Denmark, Norway, Finland and Poland. The firm has framework agreements with over 170 leading corporations in most sectors, and over 7,500 consultants on assignment. Ework's head office is in Stockholm. Its shares are listed on Nasdaq Stockholm.*

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### Forthcoming financial reports

Half-year Interim Report	19 July 2017
Interim Report, Nine Months	26 October 2017

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