

## HiQ INCREASES PROFIT WITH 30 PER CENT

### JANUARY – SEPTEMBER 2015

- Net sales increase to total SEK 1,098.9 (989.6) million
- Operating profit (EBIT) of SEK 128.3 (99.0) million; operating margin of 11.7 per cent
- Pre-tax profit of SEK 128.1 (99.3) million
- Profit after tax of SEK 99.6 (76.8) million
- Earnings per share of SEK 1.87 (1.46)
- Cash flow from operations of SEK 97.8 (47.9) million
- Liquid assets of SEK 153.2 million

### JULY – SEPTEMBER 2015

- Net sales total SEK 316.6 (294.9) million
- Operating profit (EBIT) of SEK 38.7 (32.7) million; operating margin of 12.2 per cent
- Pre-tax profit of SEK 38.7 (32.6) million
- Profit after tax of SEK 30.1 (25.2) million
- Earnings per share of SEK 0.56 (0.48)

### SIGNIFICANT EVENTS DURING THE PERIOD JANUARY - SEPTEMBER

- HiQ signs a framework agreement with Kammarkollegiet (The Legal, Financial and Administrative Services Agency in Sweden) regarding systems development
- HiQ wins framework agreement with Hansel – the government’s central purchasing body in Finland
- HiQ provides technical know-how to the Ngulia project, aiming to save black rhinos from extinction
- HiQ develops new communication platforms for the city of Västerås, public transport in Västmanland county, Nordic Green Energy, Sweden Action Games and Backyard Babies
- HiQ signs framework agreement with a global company within active safety in the automotive field
- HiQ wins the assignment to develop digital services for the users at the University of Turku
- HiQ is acknowledged as one of Sweden’s Career Companies
- S-mobile, a banking service developed by HiQ, wins the “Contactless & Mobile Award”

### SIGNIFICANT EVENTS DURING THE THIRD QUARTER

- HiQ wins the assignment as new web and mobile partner to Mölnlycke Health Care
- HiQ is selected as partner to a global telecom operator within IoT and digital transformation
- HiQ simplifies the business processes for Finnish infrastructure and construction company Destia
- HiQ develops a new communication platform for the municipality of Kungälv
- HiQ helps a major grocery store operator to simplify and improve its services to loyalty customers
- Jenny Normark Sperens assumes her position as HiQ’s new Head of Corporate Communications

### SIGNIFICANT EVENTS AFTER THE END OF THE PERIOD

- HiQ’s Annual Report/HiQ Magazine wins the Swedish design award “Svenska Designpriset”
- The city of Västerås’s website, which was developed by HiQ, is ranked as top-5 in Sweden

*This information is such as HiQ is required to make public according to the Swedish Securities Act and/or the Swedish Financial Instruments Trading Act. This report was released for publication at 07:30 CET on 22 October 2015.*

*HiQ helps to make the world a better place by making people’s lives simpler. We are the perfect partner for everyone eager to achieve results that make a difference in a digital world. Founded in 1995, HiQ currently has 1,400 specialists in four countries and is listed on the NASDAQ Stockholm MidCap List. For more information and inspiration, please visit [www.hiq.se](http://www.hiq.se)*

## PRESIDENT'S STATEMENT

We grow with 11 per cent and we increase our profit with 30 per cent during the first nine months of the year. We create results and advance our position despite a market that is, as usual, impacted by the uncertainty in our surrounding world. We continue having a strong financial position with a cash flow of SEK 97.8 million so far during the year, and liquid assets of SEK 153.2 million.

In the third quarter we continue winning new exciting assignments. HiQ is for example chosen as new web and mobile partner to Mölnlycke Health Care. We also continue delivering successful projects, such as the new communication platform for the municipality of Kungälv. The new solution makes it easier for the citizens to access information and for the municipality to distribute it.

The digitalisation of society continues at a quick pace. Our clients' maps are being redrawn and new companies and business models are surfacing all the time. When we started 20 years ago, technology was the driver of innovation. Today, innovation is increasingly born in the combination of people's needs, behaviour, and the possibilities generated by technology. Many clients see both possibilities and threats with digitalisation, and are now facing new needs for change.

In this development a company like HiQ plays an important part. We have the know-how and the experience within all elements – technology, people and business – and can therefore help our clients all the way from strategy, concept and design to technical development, implementation and operation.

Because of our range we today work at all levels within our clients' organisations – with IT and R&D as well as on the marketing and business development side. We win new types of assignments in which we create user-friendly, digital solutions that help our clients to reach out and work simpler and more efficiently. It's more and more common that we win these assignments in competition with for example communication agencies, as the product and service itself is more often seen as a new channel for communication.

No one can predict which innovations are waiting ahead of us. But what we do know is that the rate of change is high, that the digital development has only just begun, and that

we at HiQ will have our hands full. Therefore we continue to recruit at a fast pace and we look forward to welcoming more new employees during the rest of the year. We are happy that so many skilled and dedicated people want to work with us. That HiQ is an attractive employer is displayed in August when the students of Hyper Island select the 100 most attractive employers in the world. In their list, HiQ is ranked above renowned companies like Amazon, Skype and Warner Bros.

Our employees are our stars, and the ones helping and simplifying for our clients to create value for their clients every day. Regardless if the task is pedagogic learning aids for school, or digital tools that help retirement homes in providing even better care. Or perhaps large companies or authorities that use smart solutions to connect all of their systems in order to increase efficiency – which in the end benefits both employees and citizens.

New technology and digital innovations create endless possibilities. But in order for all of these possibilities to create real value, and contribute to a better planet, factors like responsibility and leadership, at all levels, are critical. Now and in the future. At HiQ, our focus has always been to simplify people's lives and create a better world – an incentive that has never felt more relevant.

HiQ's offer also feels more relevant and applicable than ever, and we have a continued strong position in the market. HiQ is and will therefore continue being the company that delivers results and value for our clients, while contributing to a better and more joyful world.

*Lars Stugemo, President and CEO of HiQ*

## MARKET AND OFFER

HiQ's domestic market is the Nordic region and we are also winning assignments globally. Today, we work with clients in, for example, London and California. With technical expertise in our DNA, and a deep know-how within users, communication, and business, we help our clients to utilise the new technology and to tackle the challenges.

HiQ is often named partner to companies that see digitalisation as a crucial factor for a successful business. HiQ is, in these cases, bringing both innovative power and technical know-how to the development of the company and its business.

HiQ also wins assignments that involve assuming overall responsibility for specific areas. Traditionally, typical examples include software development, testing, quality assurance, or simulation. Today, we have the range to deliver everything from digital strategies to user experience and concept development, and help our clients all the way from idea to operation.

HiQ also operates extensive projects close to our clients – so called home shoring projects.

## NEWS DURING THE QUARTER

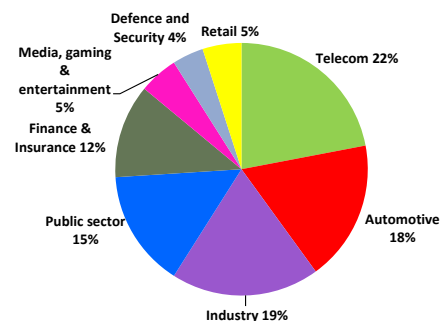
Examples of news announced in the third quarter:

- HiQ wins the assignment as web and mobile partner to Mölnlycke Health Care, the world-leading provider of single-use surgical and wound care products. The contract as development and management partner covers production of both internal and external communication solutions. Mölnlycke Health Care employs around 7,500 people and operates in 90 countries worldwide.
- HiQ creates an integration solution for Suomen Lähikauppa (SLK) in Finland, helping the grocery store operator to improve its services to loyalty customers. Through its two nationwide store chains, Siwa and Valintatalo, the group has nearly 700 stores and practically everyone in Finland as customers.
- HiQ is selected as business development partner to a global telecom operator. HiQ's assignment is to develop the company's business within Internet of Things (IoT) and digital transformation.

- HiQ helps the Finnish infrastructure and construction company Destia to simplify their business processes. The collaboration means that HiQ takes overall responsibility for Destia's integrations. Destia has around 1,500 employees and the company's services concern nearly all Finns.
- HiQ simplifies and improves for the citizens in Kungälv through the creation of the municipality's new communication platform. HiQ has had overall responsibility for both design and technical development.
- Jenny Normark Sperens assumes the position as HiQ's new Head of Corporate Communications. She has most recently worked as Director of Communication at Swedish ICT.

Announced after the end of the period:

- HiQ wins the prestigious design award Svenska Designpriset in the category "Information – Annual Report – Print". Out of 20 nominees HiQ is the jury's number one. The Annual Report 2014 is combined with the HiQ Magazine and was created together with the agency Kärnhuset.
- The city of Västerås's website, developed by HiQ and launched earlier this year, is named one of Sweden's top-5 municipality websites, when Sveriges Kommuner och Landsting (The Swedish Association of Local Authorities and Regions) present the review "Information for everyone? A follow-up evaluation 2015". Sweden's 290 municipalities are evaluated in the annual review, based on how easy it is to find information on their websites.



HiQ sales per industry over the past 12 months.

## MARKET SEGMENTS

### TELECOM

Mobility and network connection are today a given for all clients in all industries. Since 1995, HiQ has a very strong standing in this segment and works with global and market-leading clients. We have extensive technical expertise as well as commercial competence within telecommunication systems.

For 20 years we have been working with suppliers, operators, users and legislative authorities. Our know-how and experience within telecom and mobility creates great value for clients and projects in all industries, as digitalisation and trends such as Internet of Things (IoT) are now breaking through with full force.

For example, HiQ helps Microsoft Devices with an IoT solution for data gathering and analytics. The aim with the gathered data is to improve quality of the mobile devices as well as the end-user experience.

Some of our clients in this segment are Ascom Wireless Solutions, Com Hem, Doro, Ericsson, Microsoft Devices, Nokia, Telenor, TDC and Tele2.

### AUTOMOTIVE

Vehicles and their components are nowadays connected and able to communicate with each other, which simplifies for people and increases safety on our roads.

The automotive industry is one of the segments in which the Internet of things certainly generates new services and innovations. As an example, HiQ has helped Volvo Cars to develop the technology for "Roam delivery", making it possible to have ordered goods delivered straight to the trunk of one's connected car.

Together with innovative clients we are developing solutions within active safety, such as road trains, which contribute to enhanced safety and reduced fuel consumption. We are also developing a 360-degree field of vision around vehicles. This makes it possible to identify hazards and thereby avoid accidents.

HiQ is also increasingly involved in projects aimed at developing eco-friendlier vehicles. Technology plays a crucial part in finding effective solutions to reduce emissions and minimise fuel consumption.

Some of our clients in this segment are BorgWarner, Scania, Volvo Cars and Volvo Group.

### INDUSTRY

More and more companies are completely dependent on, and open to the possibilities of digitalisation. In this development, HiQ creates new business offers and solutions that streamline and strengthen operations.

HiQ has a strong position in the industry sector and works with several global players. For example, HiQ is strategic partner to Finnair and SAS, with the responsibility to help the airline companies with development, support and operation of business critical crew management systems.

The drive to simplify and improve is strong within the segment, and this creates opportunities for HiQ. We help many companies to streamline their business processes, for example the Finnish infrastructure and construction company Destia. By taking an overall responsibility for Destia's integrations HiQ makes sure that the company's business systems function seamlessly together, which benefits both Destia's operations and, in the end, nearly all Finns.

Some of our clients in this segment are ABB, Assa Abloy, Atlas Copco, Bombardier, Dekra, Destia, Electrolux, Empower, Finnair, Jeppesen Systems, Kuusakoski, Kerava Energy, Nordic Green Energy, SAS, SKF and Svevia.

### PUBLIC SECTOR

Authorities and public organisations are constantly striving to improve service levels and make the citizens' lives simpler. To do so, the sector is constructing technical solutions and services that streamline and strengthen its operations. HiQ has more than ten years experience of developing these kinds of critical solutions.

During the year HiQ helps many Swedish municipalities to improve their communication and the contact with their inhabitants. In October the city of Västerås's website, which HiQ has developed, is ranked in the top-5 among Sweden's 290 municipalities, in a review of how simple it is to find information on the website. This validates that the solution HiQ delivered really simplifies for citizens.

HiQ continues to grow within the healthcare segment and now has a number of framework agreements with

municipalities and county councils. Through strategy and technology, we simplify for both healthcare providers and patients. We see great possibilities to simplify within this important segment.

Some of our clients in this segment are the Swedish Public Employment Service, the city of Gothenburg, Hansel, Kammarkollegiet (The Legal, Financial and Administrative Services Agency in Sweden), Kungälv municipality, the Swedish Civil Contingencies Agency, the Swedish Post and Telecom Authority, the Government of Sweden, the Swedish Tax Agency, Stockholm County Council, the city of Västerås, Region Västra Götaland, the University of Turku and the Finnish customs.

### FINANCE AND INSURANCE

Today, we take for granted that we can manage our bank errands easily, quickly and securely – gladly with a mobile device. Because of this, the segment is developing at a fast pace. At HiQ, we combine our financial know-how with our expertise in digitalisation to create competitive offers within mobile payments and banking services. An area in which HiQ continues being a leading player in the Nordics. We are proud of the figures showing that millions of people are using the different services that HiQ has worked with, for example Swish, that HiQ developed together with Bankgirot for Sweden's six largest banks.

We have also developed the S-mobile service for the S Group in Finland. The innovative solution has won international recognition and offers a fully integrated loyalty program, which combines a mobile bank with a retailer's customer bonus system. S-mobile had over 100,000 downloads in the first weeks after its launch.

Some of our clients in this segment are Bankgirot, Collector, Fennia, Finanskompetens, Handelsbanken, LähiTapiola, Nordea, OP Pohjola Group, the S Group, SEB, Skandiabanken, Swedbank, the Traffic Assurance Association, Varma and Wasa Kredit.

### MEDIA, GAMING AND ENTERTAINMENT

Thanks to today's technology, this industry continues to change rapidly. Today, we can stream high-quality media content almost regardless of where we are. At HiQ we use our know-how and experience within areas such as interaction design and user behaviour when we help both the experienced players and the start-ups to create new solutions.

Today's viewers can decide for themselves where, when and how they want to watch TV, and HiQ is part of developing a number of services for various media companies in the Nordic region and elsewhere in Europe. HiQ is also involved in developing online gaming. This, too, is a constantly evolving industry, and the Nordic companies are successful on the global gaming market.

In addition, HiQ has also worked with gamification and digital learning for several years, in the private as well as the public sector. Schools offer huge possibilities to create new ways of learning, for example through digital and interactive learning aids like "The Isle of Qnods" that HiQ has helped the client Natur & Kultur to develop.

Some of our clients in this segment are Channel 4, DICE, Fintoto, GTECH, the Gothenburg Symphony Orchestra, King, MTG Radio, MTV 3 Finland, Natur & Kultur, Rovio, Spotify, Utbildningsradion and Veikkaus.

### DEFENCE AND SECURITY

We live in a time in which defence and security are becoming more and more important. The view of the world is uncertain and the question of defence is put higher on the agenda – not least is IT security becoming even more important for both companies and authorities. HiQ's experience in this area is extensive, as it has been since the start 20 years ago.

With our expert know-how, HiQ has been developing training simulators for the JAS 39 Gripen fighter aircraft since the early 1990s. Hundreds of pilots worldwide have been trained in simulators that HiQ helps to develop.

At HiQ we have always been good at using knowledge from one industry in other segments. In 2015 we are, as an example, combining our know-how within telecom and mobility with our experience within security, as we contribute with technical know-how and project management in the Ngulia project in Kenya. The Ngulia initiative uses sensor technology and other techniques to protect the black rhino and park rangers from poachers.

Some of our clients in this segment are BAE, the Swedish Defence Materiel Administration (FMV), the Swedish Armed Forces, Linköping University and SAAB.

## RETAIL

Today, our shopping behaviour is completely different than it was only a few years back. Shopping online is convenient and simple, and e-commerce is constantly breaking new records.

HiQ has a thorough understanding of the industry and we supply leading international retail chains with services ranging from concept and design to quality assurance. HiQ works within a broad range that includes e-commerce, mobile commerce, procurement and logistics systems, and tools for marketing and sales.

As an example, HiQ is helping Suomen Lähikauppa (SLK) in Finland to improve its services to loyalty customers. Thanks to the integration solution that HiQ implements, shoppers receive extensive customer loyalty benefits in SLK's nearly 700 stores around Finland. The integration solution is built to withstand 10 000 parallel actions per second.

Some of our clients in this segment are ICA, Suomen Lähikauppa, Stockmann, Vianor, and Volvohandelns Utvecklings AB.

## THE GROUP'S DEVELOPMENT

HiQ continues creating good results in a market that is, as usual, impacted by the uncertainty in our surrounding world. The demand for digitalisation and IT services continues to be strong and we at HiQ work persistently to meet the needs of our clients. We are hiring, growing, and winning new clients, assignments and framework agreements. Our profitability is strong and growth is good.

Finland continues to show "sisu" and performs a very strong third quarter. The company continues to grow within several segments and delivers many successful projects, for example within retail and industry.

In Stockholm, HiQ is a leading player with presence in all market segments. The company continues to develop well and strengthens its position further during the third quarter.

HiQ in Mälardalen has a clear presence in the industry and defence segments and performs a good third quarter. During the period, it's decided that the business in Arboga will be consolidated with HiQ's other offices in the region.

In Gothenburg, HiQ continues being the leading innovation- and technology company, with strong presence in above all the automotive and telecom segments. HiQ continues to broaden its operations in Western Sweden and wins new global clients during the quarter.

In Skåne challenging winds are blowing also during the autumn. HiQ continues focusing on broadening its operations and winning new clients in new segments.

HiQ's business in Linköping and Norrköping continues performing well. The company presents a good result in the third quarter and has a strong presence within the telecom and industry segments.

In Karlskrona, HiQ performs a good result on a market dominated by telecom and defence.

## DELIVERY MODELS

HiQ offers a flexible delivery model with the client in focus. We provide specialist expertise for projects on site and also undertake projects at our own facilities and via our near shore office.

We also offer complete teams that are both efficient and successful in creating results. These teams are increasingly being requested.

The number of undertakings for our clients is growing and is today a significant part of our business. Undertakings are projects in which we are responsible for the end-result and in charge of staffing.

## MARKETING & COMMUNICATIONS

HiQ works actively to strengthen the brand through marketing, PR, collaborations and activities.

In the beginning of October HiQ's Annual Report/HiQ Magazine wins the prestigious Swedish Design Award (Svenska Designpriset) with the motivation: "For a captivating forward movement in both colour and shape, with varied and surprising stories". This is proof of HiQ's position at the forefront of engaging communication. The publication, created together with the agency Kärnhuset, is also nominated for the Swedish Publishing Award.

In this year's issue of the HiQ Magazine we look at the times we live in and on how simplicity becomes even

more important as technology infuses our lives. The articles tell the stories about, for example, the “queen of crime novels” who was HiQ’s first consultant, about technology challenging death, about the robots’ roles in our lives and about the Finnish start-up phenomenon.

## EMPLOYEES

At the end of the reporting period, HiQ has 1,387 (1,381) employees, of which 1,289 (1,300) were on active duty.

## SALES AND PROFIT

HiQ sales for the period total SEK 1,098.9 (989.6) million.

Operating profit (EBIT) is SEK 128.3 (99.0) million, equivalent to a margin of 11.7 (10.0) per cent.

Group net financials for the period total SEK -0.3 (0.2) million.

Pre-tax profit (PTP) is SEK 128.1 (99.3) million.

## INVESTMENTS

Group net investment in fixed assets during the period total SEK 5.5 (5.7) million. SEK 0.5 (1.1) million of this total is invested in new premises, SEK 0.5 (1.3) million in equipment and SEK 4.5 (3.2) million in financial leasing.

## FINANCIAL POSITION

Cash flow from operations total SEK 97.8 (47.9) million.

Group liquid assets at 30 September total SEK 153.2 (111.2) million. This is a decrease in liquid assets of SEK 26.8 million since 1 Januari 2015. This is the consequence of a shareholder’s dividend in May of SEK 2.60 per share, totalling approximately SEK 138 million, in the form of a split and mandatory redemption programme.

Interest-bearing net assets total SEK 126.2 (84.2) million at the end of the reporting period.

Owner’s equity at the end of the reporting period total SEK 675.9 (638.5) million, and the equity/assets ratio as a measure of solidity is 71.4 (71.4) per cent.

During December 2012, the trustee manager of SAAB Automobile AB, posted reimbursement demands to HiQ of SEK 4.3 million (VAT included) for services delivered by HiQ (see note 28 in Annual Report 2014). According to the information HiQ currently have, the Court of Gothenburg will make a decision in the case during the first six months of 2016.

## FUTURE PROSPECTS

HiQ helps clients to simplify and improve by making use of our expertise in technology, business and operations. We contribute to the development of modern society, in which digitalisation, mobility and a connected lifestyle are rapidly driving the demand for new products, services and business models.

Our expertise and sustained strong financial position allow us to identify opportunities to advance our positions even further in the market segments and areas in which we operate.

HiQ’s overall strategy is to be an innovative and leading specialised service company with the core of its operations in the Nordic region.

HiQ’s growth strategy is to grow organically and to complement organic growth with strategic acquisitions. HiQ’s acquisition strategy aims to strengthen the company’s geographical reach by increasing its Nordic presence and we seek to acquire companies that add new areas of expertise to HiQ.

HiQ is convinced that there will be long-term growth in all segments in which the company is active. We also believe the future will see a steady rise in the number of industries for which digitalisation and new technology are critical factors for success.

Our strategy is to:

- be a high quality consultancy firm that creates value for clients, co-workers and shareholders
- be profitable, generate good growth and strong cash flow, and to create good long-term yield to our shareholders
- be the leading company in the Nordic region within our industry

HiQ prioritises quality, profitability and growth – in that order. HiQ does not provide any forecasts.

## SHARES

On 30 September 2015 there was a total of 53,617,793 shares in HiQ International AB (publ). This is an increase of 478,770 shares from the number of shares on 1 January 2015. The increase is a consequence of the

conversion of share warrants in May. The proceeds from the issue of shares amounts to SEK 18.2 million.

## REDEMPTION OF SHARES

On 24 March 2015 the Annual General Meeting approved a shareholders' dividend of SEK 2.60 per share (totalling SEK 138,2 million) in the form of a split and a mandatory redemption programme. Trading in the redemption shares took place from 14 April up to and including 27 April. Payment was made on 8 May 2015. This decision is above HiQ's long-term dividend policy, which states that the long-term dividend level should amount to around 50 per cent of HiQ's profit after tax.

## OPTIONS

On 24 March 2015 the Annual General Meeting approved a share warrant programme for HiQ employees.

The programme consists of two series. The first series was issued in May and was available for all employees in Sweden, Finland, and Denmark. A total of 355,000 warrants were issued in the May series. The second series will be issued in November. A maximum of 1,000,000 warrants can be issued during the year.

When all outstanding warrants, including this year's programme, are fully exercised, the dilution effect will be approximately 4.4 per cent.

## PARENT COMPANY

Profit after tax for HiQ International AB (publ) total SEK 46.3 (7.0) million.

On 30 September 2015, the company's interest-bearing net assets total SEK 96.8 (74.9) million, adjusted owner's equity total SEK 414.2 (400.2) million and the equity/assets ratio is 76.8 (75.9) per cent.

Net investments for the period total SEK 0.0 (0.0) million.

## ACCOUNTING PRINCIPLES

This interim report is produced in accordance with IAS 34 'Interim Reporting' and the Swedish Annual Accounts Act.

The same accounting principles are used for this report as for the company's most recent annual report with the exception of certain changes in standards (noted in HiQ's annual report for 2014) and interpretations that have since come into effect. These are, however, not

considered to have any impact on the consolidated accounts during the reporting period.

For the parent company, the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's RFR 2 are applied.

## SIGNIFICANT RISKS AND UNCERTAINTIES

HiQ's operations are influenced by a number of different factors; some of these lie within the company's control, others do not. For a consulting company such as HiQ, operations are affected by various factors including standard operational and commercial risks. Examples of these risks are recruitment, project risks, competition and pressure on prices, development prospects for major clients, bad debts, and the ability to enter into framework agreements. Market-related risks include business cycle risks. Financial risks include currency risks and interest risks.

For a detailed description of significant risks and uncertainties, please see page 12 in the HiQ Annual Report for 2014.

## ANNUAL GENERAL MEETING

Annual General Meeting for 2015 will take place on 22 March 2016 at 10.00 (CET) at the company's offices in accordance with a decision by the Board of HiQ International AB. Notice of the Annual General Meeting will be published on the company website and in Post & Inrikes Tidningar no later than four weeks before this date and will also be advertised in Swedish newspaper *Svenska Dagbladet*.

In accordance with the decision of HiQ's Annual General Meeting on 24 March 2015, a nominating committee has been appointed consisting of Jan Andersson, Swedbank Robur Fonder, Björn Henriksson, Nordea funds, and Johan Strandberg, SEB Investment Management. The Committee has also appointed the chairman of HiQ Anders Ljungh as a member of the nominating committee.



Shareholders wishing to submit proposals to the nominating committee can do so by e-mail to [valberedning@hiq.se](mailto:valberedning@hiq.se) or by mail to HiQ International's headquarters in Stockholm, address:

The Nominating Committee  
HiQ International AB  
Box 7421  
SE-103 91 Stockholm  
Sweden

Proposals for consideration by the nominating committee are to be submitted by 22 January 2016.

## FINANCIAL REPORTS FOR 2015/2016

Year-end report January–December 2015: 27 January 2016

Interim report January–March 2016: 25 April 2016

Interim report January–June 2016: 11 August 2016

Interim report January–September 2016: 19 October 2016

## FOR FURTHER INFORMATION, PLEASE CONTACT:

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Stockholm, 22 October 2015

The Board of HiQ International AB (publ)

This report has not been subject to scrutiny by the company's auditors.

HiQ is required by Swedish law (the Securities Market Act and/or the Financial Instruments Trading Act) to publish the information in this interim report. This report was made public at 07:30 (CET) on 22 October 2015.

**HiQ International Group**  
**Company registration number 556529-3205**

**Statement of comprehensive income**

SEK 000s	Jan-Sep 2015	Jan-Sep 2014	July-Sep 2015	July-Sep 2014	RTM	2014
Net sales	1 098 946	989 635	316 583	294 865	1 488 152	1 378 841
Assignment-specific external expenses	-138 255	-114 462	-42 082	-35 151	-183 353	-159 560
Staff costs	-763 252	-711 672	-214 064	-205 604	-1 032 224	-980 644
Other external expenses	-61 366	-56 864	-19 358	-18 924	-85 445	-80 943
Depreciation	-7 730	-7 591	-2 367	-2 461	-10 427	-10 288
<b>Operating profit</b>	<b>128 343</b>	<b>99 046</b>	<b>38 712</b>	<b>32 725</b>	<b>176 703</b>	<b>147 406</b>
Finance income	133	715	16	70	548	1 130
Finance costs	-406	-471	-65	-148	-611	-676
<b>Pre-tax profit</b>	<b>128 070</b>	<b>99 290</b>	<b>38 663</b>	<b>32 647</b>	<b>176 640</b>	<b>147 860</b>
Income tax	-28 517	-22 524	-8 519	-7 420	-38 860	-32 867
<b>Profit for the period attributable to shareholders</b>	<b>99 553</b>	<b>76 766</b>	<b>30 144</b>	<b>25 227</b>	<b>137 780</b>	<b>114 993</b>

**Other comprehensive income**

**Items that may be subsequently reclassified to profit or loss**

Exchange differences on translating foreign operations	-2 599	7 160	5 443	-965	6 131	15 890
<b>Other comprehensive income for the period</b>	<b>-2 599</b>	<b>7 160</b>	<b>5 443</b>	<b>-965</b>	<b>6 131</b>	<b>15 890</b>
<b>Profit for the period attributable to shareholders</b>	<b>96 954</b>	<b>83 926</b>	<b>35 587</b>	<b>24 262</b>	<b>143 911</b>	<b>130 883</b>

**Earnings per share attributable to shareholders (based upon profit for the period)**

Earnings per share before dilution, SEK	1,87	1,46	0,56	0,48	2,59	2,18
Earnings per share after dilution, SEK	1,86	1,45	0,56	0,48	2,58	2,17
Average number of shares, thousands	53 352	52 752	53 618	52 752	53 234	52 784
Average number of shares, after dilution, thousands	53 581	52 873	53 844	52 829	53 415	52 890

**The HiQ International Group**  
**Company registration number 556529-3205**

**Balance Sheet**

SEK 000s	30 Sep 2015	30 Sep 2014	31 Dec 2014
<b>ASSETS</b>			
<b>FIXED ASSETS</b>			
Tangible fixed assets	34 500	35 708	36 073
Intangible fixed assets			
Goodwill	340 242	334 751	343 211
Other intangible fixed assets	108	1 019	820
Financial fixed assets	18 802	18 220	15 066
<b>Total fixed assets</b>	<b>393 652</b>	<b>389 698</b>	<b>395 170</b>
<b>CURRENT ASSETS</b>			
Accounts receivable, trade	234 492	207 097	281 485
Current income tax assets	15 354	28 065	20 366
Other receivables	8 277	3 051	3 709
Prepaid expenses and accrued income	141 813	154 895	108 283
Liquid assets	153 230	111 245	180 050
<b>Total current assets</b>	<b>553 166</b>	<b>504 353</b>	<b>593 893</b>
<b>Total assets</b>	<b>946 818</b>	<b>894 051</b>	<b>989 063</b>
<b>SHAREHOLDERS' EQUITY AND LIABILITIES</b>			
<b>Shareholders' equity</b>			
Shareholders' equity attributable to shareholders	675 858	638 543	698 169
<b>Total shareholders' equity</b>	<b>675 858</b>	<b>638 543</b>	<b>698 169</b>
<b>Non-current liabilities</b>			
Long-term interest-bearing debt	21 367	21 349	21 946
Deferred tax liabilities	24	194	140
<b>Total non-current liabilities</b>	<b>21 391</b>	<b>21 543</b>	<b>22 086</b>
<b>Current liabilities</b>			
Short-term interest-bearing debt	5 702	5 740	5 789
Accounts payable, trade	44 829	51 298	49 123
Other liabilities	70 184	62 614	82 367
Accrued expenses and prepaid income	128 854	114 313	131 529
<b>Total current liabilities</b>	<b>249 569</b>	<b>233 965</b>	<b>268 808</b>
<b>Total shareholders' equity and liabilities</b>	<b>946 818</b>	<b>894 051</b>	<b>989 063</b>

**HiQ International Group**

Company registration number 556529-3205

SEK 000s	Jan-Sep 2015	Jan-Sep 2014	July-Sep 2015	July-Sep 2014	RTM	2014
<b>Cash flow analysis</b>						
Cash flow before change in operating capital & investments	107 895	70 183	26 130	19 566	160 441	122 729
Change in operating capital	-10 127	-22 259	-11 388	-25 189	-6 643	-18 775
Cash flow before investments	97 768	47 924	14 742	-5 623	153 798	103 954
Cash flow from investments	-952	-2 641	-167	-968	-1 623	-3 312
Cash flow after investments	96 816	45 283	14 575	-6 591	152 175	100 642
Cash flow from investments activities	-123 636	-141 387	-540	-1 942	-110 190	-127 941
Change in liquid assets	-26 820	-96 104	14 035	-8 533	41 985	-27 299
Liquid assets at the start of the period	180 050	207 349	139 195	119 778	111 245	207 349
Liquid assets at the end of the period	153 230	111 245	153 230	111 245	153 230	180 050
<b>Change in shareholders' equity</b>						
Amount at the start of the period	698 169	690 978	640 271	614 281	638 543	690 978
Dividends / redemption	-138 161	-137 154	0	0	-138 161	-137 154
Warrant premiums	703	793	0	0	1 049	1 139
Share issue conversion of warrants	18 193	0	0	0	30 516	12 323
Total comprehensive income for the period	96 954	83 926	35 587	24 262	143 911	130 883
Amount at the end of the period	675 858	638 543	675 858	638 543	675 858	698 169
<b>Key figures</b>						
Operating profit (EBIT)	128 343	99 046	38 712	32 725	176 703	147 406
Operating margin	11,7%	10,0%	12,2%	11,1%	11,9%	10,7%
Profit margin	11,7%	10,0%	12,2%	11,1%	11,9%	10,7%
Capital employed	702 927	665 632	702 927	665 632	702 927	725 904
Operating capital	549 697	554 387	549 697	554 387	549 697	545 854
Return on operating capital	23,4%	18,6%	7,2%	6,1%	32,0%	27,9%
Return on shareholders' equity	14,5%	11,5%	4,6%	4,0%	21,0%	16,6%
<b>Financial position</b>						
Expensed investments in computers	1 799	2 261	560	743	2 599	3 061
Liquid assets	153 230	111 245	153 230	111 245	153 230	180 050
Interest-bearing net cash	126 161	84 156	126 161	84 156	126 161	152 312
Shareholders' equity	675 858	638 543	675 858	638 543	675 858	698 169
Equity/assets ratio	71,4%	71,4%	71,4%	71,4%	71,4%	70,6%
<b>Employees</b>						
Number of employees at end of period	1 387	1 381	1 387	1 381	1 387	1 412
Number of employees in duty at end of period	1 289	1 300	1 289	1 300	1 289	1 301
Average number of employees	1 266	1 226	1 246	1 232	1 267	1 237
Value added per employee	684	641	198	187	924	881
Turnover per employee	868	807	254	239	1 174	1 115
Operating profit per employee	101	81	31	27	139	119
<b>Share data</b>						
No. of shares at end of period, thousands	53 618	52 752	53 618	52 752	53 618	53 139
Average no. of shares before dilution, thousand	53 352	52 752	53 618	52 752	53 234	52 784
Average no. of shares after dilution, thousand	53 581	52 873	53 844	52 829	53 415	52 890
Profit per share before dilution, SEK	1,87	1,46	0,56	0,48	2,59	2,18
Profit per share after dilution, SEK	1,86	1,45	0,56	0,48	2,58	2,17
Shareholders' Equity per share, SEK	12,61	12,10	12,61	12,10	12,61	13,14

## HiQ International Group

Company registration number 556529-3205

## Segment reporting

	Jan - Sep 2015			
	Sweden	Finland	Group and elim	Group
Net sales from external clients	909 415	189 531		1 098 946
Net sales from other segments	802	337	-1 139	0
<b>Net sales</b>	<b>910 217</b>	<b>189 868</b>	<b>-1139</b>	<b>1 098 946</b>
Operating profit	103 390	36 271	-11 318	128 343
Operating margin %	11,4%	19,1%		11,7%
Financial net				-273
Profit before tax				128 070
Assets*	632 380	306 846	7 592	946 818
	Jan - Sep 2014			
	Sweden	Finland	Group and elim	Group
Net sales from external clients	828 489	161 146	0	989 635
Net sales from other segments	0	0	0	0
<b>Net sales</b>	<b>828 489</b>	<b>161 146</b>	<b>0</b>	<b>989 635</b>
Operating profit	91 045	19 015	-11 014	99 046
Operating margin %	11,0%	11,8%		10,0%
Financial net				244
Profit before tax				99 290
Assets*	593 190	285 210	15 651	894 051
	July - Sep 2015			
	Sweden	Finland	Group and elim	Group
Net sales from external clients	257 747	58 836	0	316 583
Net sales from other segments	83	4	-87	0
<b>Net sales</b>	<b>257 830</b>	<b>58 840</b>	<b>-87</b>	<b>316 583</b>
Operating profit	31 281	11 751	-4 320	38 712
Operating margin %	12,1%	20,0%		12,2%
Financial net				-49
Profit before tax				38 663
Assets*	632 380	306 846	7 592	946 818
	July - Sep 2014			
	Sweden	Finland	Group and elim	Group
Net sales from external clients	245 173	49 692	0	294 865
Net sales from other segments	0	0	0	0
<b>Net sales</b>	<b>245 173</b>	<b>49 692</b>	<b>0</b>	<b>294 865</b>
Operating profit	30 619	8 073	-5 967	32 725
Operating margin %	12,5%	16,2%		11,1%
Financial net				-78
Profit before tax				32 647
Assets*	593 190	285 210	15 651	894 051

\* Assets per segment consists of assets used in the daily operations and that could be allocated to a specific segment. This means that tangible fixed assets and current assets are included. Financial assets have not been allocated to specific segments.

**HiQ International AB, Parent Company**  
**Company registration number 556529-3205**

**Income Statement**

SEK 000s	Jan-Sep 2015	Jan-Sep 2014	RTM	2014
Net sales	23 666	21 131	38 962	36 427
Assignment-specific external expenses	-893	-789	-6 742	-6 638
Other external expenses	-16 262	-13 840	-20 903	-18 481
Staff costs	-18 251	-17 482	-23 364	-22 595
Depreciation and write-downs	-439	-470	-586	-617
<b>Operating profit</b>	<b>-12 179</b>	<b>-11 450</b>	<b>-12 633</b>	<b>-11 904</b>
Profit from shares in Group companies	55 304	16 013	147 202	107 911
Finance income	1 058	639	1 521	1 102
Finance costs	-417	-830	-1 608	-2 021
<b>Pre-tax profit</b>	<b>43 766</b>	<b>4 372</b>	<b>134 482</b>	<b>95 088</b>
Appropriations	0	0	0	0
Income tax	2 519	2 594	-13 900	-13 825
<b>Profit for the period</b>	<b>46 285</b>	<b>6 966</b>	<b>120 582</b>	<b>81 263</b>
<b>Profit for the period attributable to shareholders</b>	<b>46 285</b>	<b>6 966</b>	<b>120 582</b>	<b>81 263</b>

**Balance Sheet**

SEK 000s	30 Sep 2015	30 Sep 2014	31 Dec 2014
<b>ASSETS</b>			
<b>FIXED ASSETS</b>			
Tangible fixed assets	718	1 304	1 157
Financial fixed assets	408 919	409 013	406 399
<b>Total fixed assets</b>	<b>409 637</b>	<b>410 317</b>	<b>407 556</b>
<b>CURRENT ASSETS</b>			
Accounts receivable, trade	921	75	141
Receivables-Group companies	3 915	2 840	40 208
Current income tax assets	22 705	28 177	6 797
Other receivables	1 192	1 120	856
Prepaid expenses and accrued income	3 803	9 556	3 874
Liquid assets	96 813	74 895	110 452
<b>Total current assets</b>	<b>129 349</b>	<b>116 663</b>	<b>162 328</b>
<b>Total assets</b>	<b>538 986</b>	<b>526 980</b>	<b>569 884</b>

**SHAREHOLDERS' EQUITY AND LIABILITIES**

<b>Shareholders' equity</b>			
Total restricted equity	46 781	46 695	46 733
Total non-restricted equity	367 395	353 496	440 424
<b>Total shareholders' equity</b>	<b>414 176</b>	<b>400 191</b>	<b>487 157</b>
<b>Current liabilities</b>			
Accounts payable, trade	1 343	7 221	4 975
Liabilities - Group companies	110 821	108 055	67 451
Other liabilities	616	638	1 059
Accrued expenses and prepaid income	12 030	10 875	9 242
<b>Total current liabilities</b>	<b>124 810</b>	<b>126 789</b>	<b>82 727</b>
<b>Total shareholders' equity and liabilities</b>	<b>538 986</b>	<b>526 980</b>	<b>569 884</b>