Q4

2012

Bouvet quarterly report

27 February 2013

About Bouvet

Bouvet provides services in the fields of information technology, digital communication and enterprise management. At 30 September, it had 881 employees divided between 14 offices in Norway and Sweden.

The company is a strategic partner for a number of enterprises, helping them to shape digital solutions which create new business opportunities. Clients appreciate Bouvet's good grasp of their operations, and a broad range of services allows it to act as a turnkey supplier. Bouvet is committed to maintaining long-term client relationships.

Bouvet's regional model with local offices confers clear benefits in marketing work and competitiveness. Many enterprises consider it important that the supplier of business-critical systems has a local presence and expertise. This also makes it easier to establish a long-term relationship and thereby acquire knowledge of the client's business and systems.

As a result of its clear concentration on the principles for managing the business, Bouvet comes across as a solid, well-run and reputable company. In addition to its standards for delivering good solutions, the company sets strict requirements for ethics, conflicts of interest, security, openness and accountability. Bouvet's close relations with clients are possible because the company and its employees execute their assignments with a high degree of integrity.

Highlights of the fourth quarter 2012

- Operating revenues rose by 8.7 per cent from the same period of 2011 to NOK 280.5 million
- Operating profit was NOK 21.2 million, down from NOK 25.3 million in the same quarter of 2011
- Cash flow from operations was NOK 94.7 million, compared with NOK 61 million in the fourth quarter of 2011
- The workforce increased by 102 people over the full year and eight in the fourth quarter
- Good demand and higher hourly rates than in the previous quarter

Key figures

MILLIONS NOK	OCT-DEC 2012	OCT-DEC 2011	CHANGE %	JAN-DEC 2012	JAN-DEC 2011	CHANGE %
Revenue	**280,5**	258,1	8,7 %	1 030,3	897,2	14,8 %
Operating profit (EBIT)	**21,2**	25,3	-16,1 %	78,2	88,0	-11,1 %
Ordinary profit before tax	**21,8**	25,8	-15,5 %	80,2	89,9	-10,8 %
Profit for the period	**14,7**	18,1	-19,1 %	56,6	63,9	-11,5 %
Net cash flow operations	**94,7**	61,0	55,4 %	97,4	57,8	68,4 %
Cash and cash equivalents	**137,8**	114,4	20,5 %	137,8	114,4	20,5 %
Number of employees (end of period)	**881**	779	13,1 %	881	779	13,1 %
Number of employees (average)	**879**	773	13,7 %	848	716	18,4 %
Earnings per share	**1,41**	1,74	-19,1 %	5,41	6,13	-11,7 %
Diluted earnings per share	**1,39**	1,72	-19,1 %	5,35	6,06	-11,8 %
EBIT margin	**7,6 %**	9,8 %		7,6 %	9,8 %	
Equity ratio	**34,7 %**	35,0 %		34,7 %	35,0 %	

Financial results

Operating revenues

Bouvet had operating revenues of NOK 280.5 million in the fourth quarter, compared with NOK 258.1 million in the same period of 2011. That represented a rise of 8.7 per cent. Rates for the group's hourly based services increased by 3.4 per cent compared with the fourth quarter of 2011. The billing ratio for Bouvet's consultants was down by 1.3 percentage points from the same quarter of the year before. Operating revenues from the sale of services by sub-contractors totalled NOK 48.3 million, down by NOK 0.5 million from the fourth quarter of 2011. A 13.7 per cent increase in the average number of employees from the fourth quarter of 2011 contributed to an 8.7 per cent rise in total operating revenues.

Sales to existing clients made good progress during the quarter. Clients who also used the group in the fourth quarter of 2011 accounted for 93.6 per cent of operating revenues. In addition, clients acquired since 31 December 2011 contributed a total of NOK 18 million to fourth-quarter operating revenues.

Operating revenues for the full year amounted to NOK 1 030.3 million, an increase of 14.8 per cent from 2011. Rates for the group's hourly based services increased by two per cent compared with the year before. The billing ratio for Bouvet's consultants was down by 1.1 percentage points from the same period of the year before. Overruns of the originally estimated time in fixed-price contracts, mentioned in the interim report for the second quarter, reduced operating revenues for the year by NOK 9.2 million. The year also had two fewer working days than 2011, representing a reduction of NOK 9.1 million in operating revenues for the year. Operating revenues from the sale of services by sub-contractors totalled NOK 186.2 million, up by NOK 23 million or 14.1 per cent from 2011. An 18.4 per cent increase in the average number of employees from 2011 contributed to 14.8 per cent growth in total operating revenues.

Bouvet's strategy is to use services from sub-contractors when it lacks the capacity to meet demand with its own personnel or when clients require leading-edge expertise outside the group's priority areas. The sub-contractor share of total revenues was 17.2 per cent for the fourth quarter and 18.1 per cent for the full year, compared with 18.6 per cent and 18.1 per cent for the respective periods of 2011. The group's long-term target is that this share should be 15 per cent of total operating revenues.

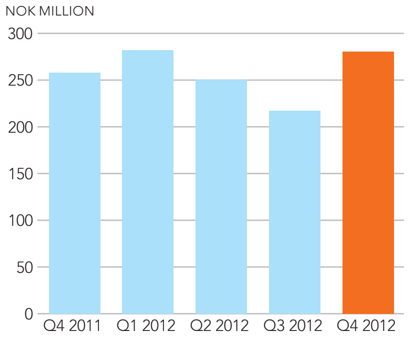
Operating costs

Bouvet's operating costs, including depreciation and amortisation, were NOK 259.3 million for the fourth quarter, up from NOK 232.8 million in the same period of 2011. That represents an increase of 11.4 per cent. Payroll costs increased because the average number of employees rose, in addition to the general growth in pay rates. The group experienced a general rise in pay of 3.4 per cent over the past 12 months. The cost of sales was NOK 45.7 million, compared with NOK 44.8 million in the fourth quarter of 2011, and primarily comprised procurement of sub-contractor services and the hire of course instructors. During the fourth quarter, the group wound up a closed defined-benefit pension scheme. This yielded a one-off reduction of NOK 5.8 million in payroll costs for the fourth quarter. Other operating costs rose by 10.5 per cent from the fourth quarter of 2011 to NOK 29.5 million. The increase from the same period of 2011 largely reflected higher costs for rent and management of premises.

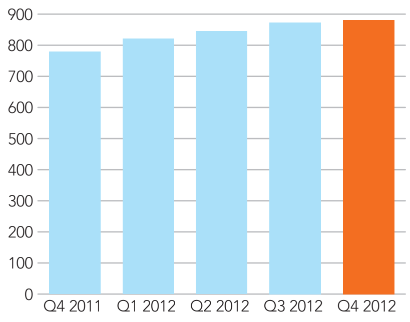
Operating costs for the full year rose by 17.7 per cent, while revenues were 14.8 per cent up from 2011.

Payroll costs also grew for the full year as the result of an increase in the number of employees, which is the principal explanation for the growth in operating costs. The rise in payroll costs from 2011 was NOK 107.2 million or 19.4 per cent, while the average workforce grew by 18.4 per cent. The cost of sales climbed by NOK 21 million or 13.9 per cent from 2011. Other operating costs for the full year were up by NOK 12.5 million or 12.7 per cent to NOK 110.8 million. NOK 4.3 million of this increase reflected higher costs for rent and management of premises. Costs associated with recruitment, social benefits and telecommunications also grew by NOK 6.2 million as a consequence of the expansion in the workforce.

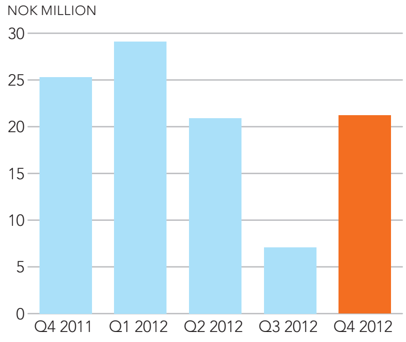
Revenues



Employees (end of period)



Operating profit (EBIT)



Profit

Operating profit (EBIT) for the fourth quarter came to NOK 21.2 million, compared with NOK 25.3 million in the same period of 2011. That represented a decline of 16.1 per cent The EBIT margin thereby fell from 9.8 per cent in the fourth quarter of 2011 to 7.6 per cent. Net profit came to NOK 14.7 million, down from NOK 18.1 million in the same period of 2011. Diluted earnings per share were NOK 1.39 for the quarter, compared with NOK 1.72 in the same period of 2011.

EBIT for the full year came to NOK 78.2 million, compared with NOK 88 million for 2011. That represents a reduction of 11.1 per cent. The EBIT margin for the full year was 7.6 per cent, compared with 9.8 per cent in 2011. Net profit for 2012 came to NOK 56.6 million, giving diluted earnings per share of NOK 5.35. That represents a reduction from 2011, when net profit was NOK 63.9 million and diluted earnings per share came to NOK 6.06.

Cash flow, liquidity and capital adequacy

Cash flow from operations for the group was NOK 94.7 million in the fourth quarter, compared with NOK 61 million in the same period of 2011. Cash flow in the fourth quarter was affected positively by increases of NOK 26.8 million in unpaid government charges and special taxes, NOK 4.3 million in accounts payable and NOK 27.9 million in other current liabilities from the third quarter of 2012. Working capital related to accounts receivable and work in progress fell by NOK 31 million from the third quarter of 2012, and also had a positive effect on cash flow.

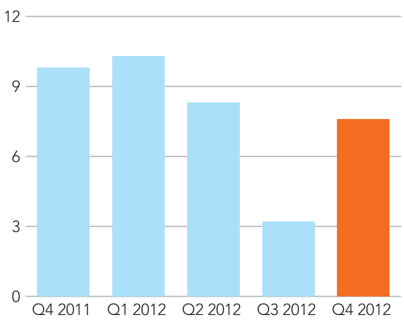
The group's client portfolio consists mainly of large, solid listed companies and public enterprises. No bad debts were suffered during the fourth quarter, and the group has good oversight and control of its receivables.

Bouvet has no interest-bearing debt. Bank deposits at 31 December totalled NOK 137.8 million, compared with NOK 114.4 million a year earlier. The group had an undrawn overdraft facility of NOK 50 million at 31 December. Bouvet held 939 of its own shares at the same date. Equity at 31 December totalled NOK 142.3 million, representing an equity ratio of 34.7 per cent. Corresponding figures a year earlier were NOK 137.6 million and 35 per cent. Bouvet's long-term target is to maintain an equity ratio in excess of 30 per cent.

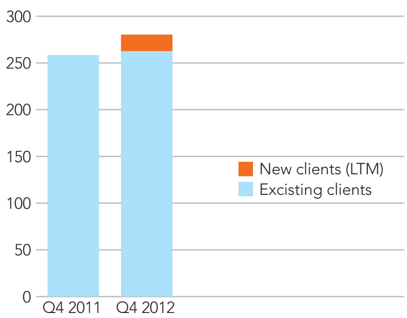
Segment reporting

The group does not report internally by business areas or segments in an accounting sense. Its business is homogenous and pursued within the Nordic market for IT consultancy services. Risk and return are followed up at departmental level within homogenous consultancy departments with shared markets, on a project basis and per consultant. This does not provide a basis for segment reporting, which is accordingly not presented. Should changes be made to the group's business, the possibility that these changes might provide a basis for segment reporting will be assessed.

EBIT-margin



Revenues – client split



Developments and market

Developments

Bouvet's profit was weaker than expected in the third quarter, and a number of measures were therefore initiated. Good profitability now has a higher priority than strong growth. One consequence of this is that the number of consultants increased more slowly than in earlier quarters. Great efforts were devoted to sales and the utilisation of available capacity, and attention focused on tailoring expertise and services to market requirements. Bouvet is now using its own consultants for a number of the assignments which sub-contractors were previously hired to do. These measures boosted the billing ratio by 4.8 percentage points compared with the third quarter. Bouvet has also experienced a 1.9 per cent increase in rates for its own time-based services from the third quarter. Closer follow-up of employees meant that workforce turnover continued to decline and is now down to an acceptable level.

Market

The Norwegian market for ICT services and digital communication is good, and Bouvet is experiencing strong demand. It sees that clients are investing more in response to new demands for digitised business processes, digital communication, mobility, security, traceability, collaboration, integration and more efficient ICT portfolio management. Bouvet has developed expertise and services which equip it to deliver in line with these new requirements. The Swedish market is demanding and demand has declined.

ICT systems are playing an increasingly important role in the production of goods and services by enterprises. These systems are tailored to the business, but organisation and business processes must also be matched to the new ways of working. Bouvet has developed services to support clients with these organisational changes, and increased sales in this area during the fourth quarter.

Bouvet has a long-term and stable customer base. A clear and positive pattern exists of clients coming back and ordering more support from Bouvet. Such long-term partnerships mean that Bouvet's consultants become well informed about the business and needs of a client, which benefits the latter. These relationships mean that Bouvet is less exposed to economic fluctuations and reduce the company's sales costs. In parallel, Bouvet also builds up new client relationships.

Regional developments

Rogaland region

Bouvet in Rogaland offers a broad range of services which are in ever-growing demand. A number of clients, particularly in the oil and gas sector, are sharply expanding their use of the company. Total, Aibel and ConocoPhillips are among the clients which showed the biggest increases during the quarter.

Long-term collaboration with clients brings development of services closer to business-critical areas of the enterprise. Examples include the way Bouvet facilitates processes close to the business and contributes to organisational development and the establishment of new central functions at the client. In Rogaland, the company had breakthroughs with this type of service at ENI and Wintershall during the quarter.

The customer base is very solid. New clients during the quarter included the Norwegian Automobile Club (NAF), the Office of the Auditor-General, Avinor and Tampnet. A high level of activity in the market and good availability of new employees characterised the period. Work on service, application performance and identity management was intensified, with promising opportunities for increased market shares.

The Olavstoppen subsidiary maintained its good progress, delivering solid results and good growth during the quarter.

Eastern region

Demand for most of Bouvet's services remains good in the eastern region. Big clients such as the armed forces, CappelenDamm, Color Line, Statnett, DNV, the Employment and Welfare Service (NAV), the Norwegian Directorate for Education and Training and the State Agency for the Recovery of Fines, Damages and Costs showed continued confidence in Bouvet during the quarter.

System development, integration, user experiences and SAP account for the biggest volume of assignments in the eastern region. However, Bouvet's expertise mix means that it is winning ever more work in digital communication, brand building, social media and learning applications. An example of the last of these is a contract from the Bank of Norway to develop a game which will teach young people about the mechanisms involved in fixing the level of Norwegian interest rates.

Statoil won the 2012 Farmand prize for best concept and design for its annual report. This was designed and developed by Bouvet, which has also won the job of designing Statoil's next annual report, which will be published for the web, tablets and mobile phones.

Establishing a branch office in Sandvika has been a success in terms both of recruitment and of winning access to clients west of Oslo. During its first year, this office expanded strongly and secured assignments during the fourth quarter from such local clients as the Norwegian State Housing Bank and the Uloba cooperative. The latter employs 6 000 personal assistants for disabled people, and has chosen Bouvet as its partner in the IT area.

Bouvet won new frame agreements during the quarter with the Norwegian Broadcasting Corporation (NRK), Statistics Norway (SSB), the armed forces and the Norwegian Public Roads Administration. The Doyén housing company and Hurtigruta Carglass were new clients during the quarter.

Northern region

Demand for Bouvet's services in the northern region is extremely good. Activity increased with key clients in the region, such as Statoil, the Mid-Norway Regional Health Authority, the Norwegian Labour Inspection Authority, the Directorate for Nature Management and the Norwegian University of Science and Technology (NTNU).

Bouvet is constantly developing its range of services for the northern region. One example is that the company now provides business intelligence services to Statoil. Another is the air ambulance service in Bodø, a new client receiving assistance from Bouvet in developing a new visual identity.

Bergen region

The market for Bouvet's services in the Bergen region is good. Over the past year, the company has secured a broader client base in the region – including a good foothold in the banking/finance and media sectors.

Bouvet's team at the City of Bergen has been shown continued confidence in 2013. Its work includes developing the Answer Out service, which will provide residents with digital announcements from the city council in a secure manner. Answer Out will be a national common component which all Norwegian local authorities will be able to adopt.

Statoil is the biggest client in the region, and Bouvet delivers a broader range of services than before to the oil company's operations in Bergen. Solutions being developed for Statoil include an application to plan drilling operations.

During the four quarter, Bouvet won a contract to develop a website for Toro. New assignments for IT security and mobile solutions were also secured during the period.

Southern region

Activity is high in the southern region within industry, the oil and gas business and the public sector. Aker Solutions and Statoil are among the biggest clients in this region.

Collaboration solutions based on Microsoft's SharePoint technology are much in demand. A substantial contract on developing such solutions was secured during the quarter from Gassnova. Construction and property company Kruse Smith has also entered into a framework agreement with Bouvet in the area.

Much consulting activity related to financial management, business intelligence and introducing electronic billing takes place in the region. Bouvet also supports a number of clients with international projects which mean that its consultants do work in such countries as China and the Philippines. The Eco-Lighthouse foundation became a new client during the quarter.

Sweden region

The Swedish market for IT consultancy services was demanding in the fourth quarter, with reduced demand and the postponement of advertised contracts and assignments. Bouvet has adjusted its capacity and expertise to accord with demand in the market. During the period, the group's Swedish arm won important assignments for system development and communication services. In particular, clients who operate across the Nordic region have increased their demand and entered into important contracts with Bouvet in Sweden. They include Affinion Nordic and the Ikano bank.

Bouvet's frame agreements with SAS and ICA have been renewed. A new client is Upplands Väsby local authority, which awarded a contract to develop a new intranet solution. Other clients who have commissioned more work include Comprima, the Skåne region, Procordia (Orkla), Wilh Wilhelmsen and the Swedish Transport Agency.

Purposeful sales work means that more consultants now need to be recruited for system development, architecture and consultancy as well as for communication services and web design.

Employees

The workforce increased by eight people during the fourth quarter to reach 881 at 31 December. That represents an increase of 102 people from a year earlier. Bouvet has continued its work on systematic expertise development and close follow-up of employees. This further reduced workforce turnover during the fourth quarter. The company is now in a period when attention is concentrated more on financial results than on expanding the number of employees.

Risk

The group is exposed at any time to various forms of operational, market and financial risk. The board and executive management work continuously on risk management and control. This is described in more detail under corporate governance in the annual report for 2011 (section 10: risk management and internal control). In the board's view, no significant changes occurred over the past three months in the various risks to which the group is exposed.

Prospects

Digital solutions are acquiring an increasingly central role in communication and in the production of goods and services. Bouvet's expertise in consultancy, design and development of such solutions is likely to be in great demand in coming years.

Measures launched to improve profitability in Bouvet have begun to yield results. They will be maintained and are expected to yield further effects. Bouvet has a solid client base and a range of services tailored to market demand. The company is accordingly well positioned for continued profitable growth.

Contacts

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CFO
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Declaration by the board and the chief executive

We hereby confirm that, to the best of our knowledge, the interim financial statements for the period 1 January to 31 December and the fourth quarter of 2012 have been prepared in accordance with IAS 34, and that the information presented in the financial statements gives a true and fair view of the overall assets, liabilities, financial position and results of the Bouvet ASA group. We also confirm, to the best of our knowledge, that the interim report gives a true and fair view of important events in the accounting period and their influence on the interim financial statements, the principle risks and uncertainties facing the business in the next accounting period, and significant transactions with close associates.

Oslo, 27 February 2013
The board of directors of Bouvet ASA

Åge Danielsen
Chair of the board

Randi Helene Røed
Deputy chair

Grethe Høiland
Director

Ingebrigt Steen Jensen
Director

Kay Vare Johnsen
Worker director

Axel Borge
Worker director

Sissel Johnsen Mannsåker
Worker director

Sverre Hurum
President and CEO

Condensed interim financial statements

Consolidated income statement

NOK 1000	UNAUDITED OCT-DEC 2012	UNAUDITED OCT-DEC 2011	CHANGE	CHANGE %	UNAUDITED JAN-DEC 2012	JAN-DEC 2011	CHANGE	CHANGE %
REVENUE	280 466	258 094	22 372	8,7 %	1 030 349	897 245	133 104	14,8 %
OPERATING EXPENSES								
Cost of sales	45 726	44 781	945	2,1 %	171 763	150 811	20 952	13,9 %
Personell expenses	181 147	159 294	21 853	13,7 %	659 412	552 223	107 189	19,4 %
Depreciation fixed assets	2 568	1 881	687	36,5 %	9 317	7 195	2 122	29,5 %
Amortisation intangible assets	294	161	133	82,6 %	774	649	125	19,3 %
Other operating expenses	29 535	26 718	2 817	10,5 %	110 847	98 348	12 499	12,7 %
Total operating expenses	259 270	232 835	26 435	11,4 %	952 113	809 227	142 886	17,7 %
Operating profit	21 196	25 259	-4 063	-16,1 %	78 236	88 018	-9 782	-11,1 %
FINANCIAL ITEMS								
Other interest income	1 087	667	420	63,0 %	2 788	2 180	608	27,9 %
Other financial income	10	68	-58	-85,3 %	65	143	-78	-54,4 %
Other interest expense	-301	-62	-239	385,5 %	-492	-180	-312	173,3 %
Other finance expense	-206	-146	-60	41,1 %	-418	-286	-132	46,1 %
Net financial items	590	527	63	12,0 %	1 943	1 857	86	4,6 %
Ordinary profit before tax	21 786	25 786	-4 000	-15,5 %	80 179	89 875	-9 697	-10,8 %
Income tax expense								
Tax expense on ordinary profit	7 135	7 671	-536	-7,0 %	23 622	25 992	-2 370	-9,1 %
Total tax expense	7 135	7 671	-536	-7,0 %	23 622	25 992	-2 370	-9,1 %
Profit for the period	14 651	18 115	-3 464	-19,1 %	56 557	63 884	-7 327	-11,5 %
Assigned to:								
Shareholders in parent company	14 434	17 777			55 455	62 773		
Non-controlling interests	217	338			1 102	1111		

Statement of other income and costs

NOK 1000	UNAUDITED OCT-DEC 2012	UNAUDITED OCT-DEC 2011	CHANGE	CHANGE %	UNAUDITED JAN-DEC 2012	JAN-DEC 2011	CHANGE	CHANGE %
Currency translation differences	-28	71	-99	-139,4 %	46	-118	164	-139,0 %
Sum other income and costs	-28	71	-99	-139,4 %	46	-118	164	-139,0 %
Profit for the period	14 651	18 115	-3 464	-19,1 %	56 557	63 884	-7 327	-11,5 %
Total profit	14 623	18 186	-3 563	-19,6 %	56 603	63 766	-7 163	-11,2 %
Assigned to:								
Shareholders in parent company	14 403	17 848			55 501	62 655		
Non-controlling interests	217	338			1 102	1 111		
Diluted earnings per share	1,39	1,72	-0,32	-18,9 %	5,35	6,06	-0,71	-11,7 %
Earnings per share	1,41	1,74	-0,33	-18,9 %	5,41	6,13	-0,72	-11,7 %

Consolidated balance sheet

NOK 1000	UNAUDITED 31.12.2012	31.12.2011	CHANGE	CHANGE %
ASSETS				
NON-CURRENT ASSETS				
INTANGIBLE ASSETS				
Deferred tax asset	0	1 162	-1 162	-100,0 %
Goodwill	18 457	18 504	-47	-0,3 %
Other intangible assets	5 543	3 658	1 885	51,5 %
Total intangible assets	24 000	23 324	676	2,9 %
FIXED ASSETS				
Office equipment	7 815	4 675	3 140	67,2 %
Office machines and vehicles	2 011	1 418	593	41,8 %
IT equipment	12 802	11 314	1 488	13,2 %
Total fixed assets	22 628	17 407	5 221	30,0 %
FINANCIAL NON-CURRENT ASSETS				
Other long-term receivables	11	10	1	10,0 %
Total financial non-current assets	11	10	1	10,0 %
Total non-current assets	46 639	40 741	5 898	14,5 %
CURRENT ASSETS				
Work in progress	78 073	96 575	-18 502	-19,2 %
Trade accounts receivable	125 499	126 444	-945	-0,7 %
Other short-term receivables	22 239	15 321	6 918	45,2 %
Cash and cash equivalents	137 845	114 355	23 490	20,5 %
Total current assets	363 656	352 695	10 961	3,1 %
TOTAL ASSETS	410 295	393 436	16 860	4,3 %

Consolidated balance sheet

NOK 1000	UNAUDITED 31.12.2012	31.12.2011	CHANGE	CHANGE %
EQUITY AND LIABILITIES				
EQUITY				
PAID-IN CAPITAL				
Share capital	10 250	10 250	0	0,0 %
Own shares - nominal value	-1	0	-1	I/A
Share premium fund	10 000	10 000	0	0,0 %
Total paid-in capital	20 249	20 250	-1	0,0 %
EARNED EQUITY				
Other equity	119 756	115 357	4 400	3,8 %
Total earned equity	119 756	115 357	4 400	3,8 %
Non-controlling interests	2 336	2 011	325	16,2 %
Total equity	142 341	137 618	4 724	3,4 %
LONG-TERM DEBT				
Pension obligations	0	6 191	-6 191	-100,0 %
Deferred tax	1 723	0	1 723	I/A
Total long-term debt	1 723	6 191	-4 468	-72,2 %
SHORT-TERM DEBT				
Trade accounts payable	37 534	28 451	9 083	31,9 %
Income tax payable	19 390	26 065	-6 675	-25,6 %
Public duties payable	98 897	87 693	11 204	12,8 %
Other short-term debt	110 410	107 418	2 992	2,8 %
Total short-term debt	266 231	249 627	16 604	6,7 %
Total liabilities	267 954	255 818	12 136	4,7 %
TOTAL EQUITY AND LIABILITIES	410 295	393 436	16 860	4,3 %

Consolidated statement of cash flows

NOK 1000	UNAUDITED OCT-DEC 2012	UNAUDITED OCT-DEC 2011	UNAUDITED JAN-DEC 2012	JAN-DEC 2011
CASH FLOW FROM OPERATING ACTIVITIES				
Ordinary profit before tax	21 786	25 785	80 179	89 875
Paid tax	-9 646	15	-27 280	-18 631
Ordinary depreciation	2 568	1 881	9 317	7 195
Amortisation intangible assets	294	161	774	649
Share based payments	1 825	637	4 658	3 151
Changes in work in progress, accounts receivable and creditors	39 624	-15 467	28 530	-65 828
Difference between expensed pension and payments/disbursements in pension schemes	-2 520	2 859	-6 191	747
Changes in other accruals	40 807	45 111	7 397	40 672
Net cash flow from operating activities	94 738	60 982	97 384	57 831
CASH FLOWS FROM INVESTING ACTIVITIES				
Sale of fixed assets	0	334	0	389
Purchase of fixed and intangible assets	-2 524	-3 639	-17 219	-9 745
Net cash flow from investing activities	-2 524	-3 304	-17 219	-9 355
CASH FLOWS FROM FINANCING ACTIVITIES				
Purchase of own shares	-9 450	-8 542	-9 450	-8 542
Sales of own shares	4 802	4 303	4 802	4 355
Dividend payments	0	0	-52 027	-42 262
Net cash flow from financing activities	-4 648	-4 239	-56 675	-46 449
Net changes in cash and cash equivalents	87 566	53 439	23 490	2 026
Cash and cash equivalents at the beginning of the period	50 279	60 917	114 355	112 329
Cash and cash equivalents at the end of the period	137 845	114 355	137 845	114 355

Consolidated statement of changes in equity

NOK 1000	SHARE CAPITAL	OWN SHARES	SHARE PREMIUM FUND	TOTAL PAID-IN EQUITY	OTHER EQUITY	NON-CONTROLLING INTERESTS	TOTAL EQUITY
Equity at 01.01.2012	10 250	0	10 000	20 250	115 357	2 011	137 618
Total comprehensive income					55 501	1 102	56 603
Purchase/sale of own shares (net)		-1		-1	-4 646		-4 647
Employee share scheme					4 794		4 794
Dividend				-	-51 250	-777	-52 027
Equity at 31.12.2012 (Unaudited)	10 250	-1	10 000	20 249	119 756	2 336	142 341
Equity at 01.01.2011	10 250	-1	10 000	20 249	95 441	1 137	116 827
Total comprehensive income					62 655	1 111	63 766
Purchase/sale of own shares (net)		1		1	-1 976		-1 975
Employee share scheme					1 263		1 263
Dividend					-42 025	-237	-42 262
Equity at 31.12.2011	10 250	0	10 000	20 250	115 357	2 011	137 618

Notes

Note 1: Accounting principles

The group made no changes to the accounting principles applied in 2012. This interim report is presented in accordance with the International Financial Reporting Standards (IFRS) and interpretations determined by the European Union, and have been prepared in accordance with IAS 34. The interim financial statements have not been audited, do not include all the information required in annual financial statements and should be viewed in conjunction with the group's annual report for 2011.

Key figures group

NOK 1000	OCT-DEC 2012	OCT-DEC 2011	CHANGE %	JAN-DEC 2012	JAN-DEC 2011	CHANGE %
INCOME STATEMENT						
Operating revenue	**280 466**	258 094	8,7 %	1 030 349	897 245	14,8 %
EBITDA	**24 058**	27 301	-11,9 %	88 327	95 863	-7,9 %
Operating profit (EBIT)	**21 196**	25 259	-16,1 %	78 236	88 018	-11,1 %
Ordinary profit before tax	**21 786**	25 786	-15,5 %	80 179	89 875	-10,8 %
Profit for the period	**14 651**	18 115	-19,1 %	56 557	63 884	-11,5 %
EBITDA-margin	**8,6 %**	10,6 %	-18,9 %	8,6 %	10,7 %	-19,8 %
EBIT-margin	**7,6 %**	9,8 %	-22,8 %	7,6 %	9,8 %	-22,6 %
BALANCE SHEET						
Non-current assets	**46 639**	40 741	14,5 %	46 639	40 741	14,5 %
Current assets	**363 656**	352 695	3,1 %	363 656	352 695	3,1 %
Total assets	**410 295**	393 436	4,3 %	410 295	393 436	4,3 %
Equity	**142 341**	137 618	3,4 %	142 341	137 618	3,4 %
Long-term debt	**1 723**	6 191	-72,2 %	1 723	6 191	-72,2 %
Short-term debt	**266 231**	249 627	6,7 %	266 231	249 627	6,7 %
Equity ratio	**34,7 %**	35,0 %	-0,8 %	34,7 %	35,0 %	-0,8 %
Liquidity ratio	**1,37**	1,41	-3,3 %	1,37	1,41	-3,3 %
CASH FLOW						
Net cash flow operations	**94 738**	60 982	55,4 %	97 384	57 831	68,4 %
Net free cash flow	**92 214**	57 678	59,9 %	80 165	48 475	65,4 %
Net cash flow	**87 566**	53 439	63,9 %	23 490	2 026	1059,3 %
Cash flow margin	**33,8 %**	23,6 %	43,0 %	9,5 %	6,4 %	46,6 %
SHARE INFORMATION						
Number of shares	**10 250 000**	10 250 000	0,0 %	10 250 000	10 250 000	0,0 %
Weighted average basic shares outstanding	**10 249 602**	10 240 998	0,1 %	10 249 900	10 247 431	0,0 %
Weighted average diluted shares outstanding	**10 368 716**	10 357 289	0,1 %	10 369 686	10 362 238	0,1 %
EBIT per share	**2,05**	2,43	-15,8 %	7,49	8,44	-11,2 %
Diluted EBIT per share	**2,02**	2,40	-15,7 %	7,41	8,35	-11,3 %
Earnings per share	**1,41**	1,74	-19,1 %	5,41	6,13	-11,7 %
Diluted earnings per share	**1,39**	1,72	-19,1 %	5,35	6,06	-11,8 %
Equity per share	**13,89**	13,43	3,4 %	13,89	13,43	3,4 %
Dividend per share	**0,00**	0,00	0,0 %	5,00	4,10	22,0 %
EMPLOYEES						
Number of employees (year end)	**881**	779	13,1 %	881	779	13,1 %
Average number of employees	**879**	773	13,7 %	848	716	18,4 %
Operating revenue per employee	**319**	334	-4,4 %	1 215	1 253	-3,0 %
Operating cost per employee	**295**	301	-2,1 %	1 123	1 130	-0,7 %
EBIT per employee	**24**	33	-26,2 %	92	123	-25,0 %

Definitions

Cash flow margin	Net cash flow operations / Operating revenue
Diluted earnings per share	Profit after tax / weighted average diluted shares outstanding
Diluted EBIT per share	EBIT / weighted average diluted shares outstanding
Dividend per share	Paid dividend per share througout the year
Earnings per share	Profit after tax / weighted average basic shares outstanding
EBIT	Operating profit
EBIT per employee	EBIT / average number of employees
EBIT per share	EBIT / weighted average basic shares outstanding
EBITDA	Operating profit + depreciation fixed assets and intangible assets
EBITDA-margin	EBITDA / operating revenue
EBIT-margin	EBIT / operating revenue
Equity per share	Equity / number of shares
Equity ratio	Equity / total assets
Liquidity ratio	Current assets / Short-term debt
Net free cash flow	Net cash flow operations +net cash flow investments
Number of shares	Number of issued shares at the end of the year
Operating cost per employee	Operating cost / average number of employees
Operating revenue per employee	Operating revenue / average number of employees
Weighted average basic shares outstanding	Issued shares adjusted for own shares on average for the year
Weighted average diluted shares outstanding	Issued shares adjusted for own shares and share scheme on average for the year

Local presence gives closeness to our customers

The Group has offices in Oslo, Trondheim, Bergen, Haugesund, Stavanger, Kristiansand, Arendal, Skien, Sandvika, Sandefjord, Malmö, Örebro and Stockholm. Our philosophy is that competence should be utilized across the company, while projects are attached locally. This means that our customers will have a local account manager and project manager, but access to competence independent of its location.

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