

Year-end financial report

October – December 2014

- Sales amounted to SEK 354.1 million (313.4)
- EBIT was SEK 23.7 million (22.2)
- EBIT margin was 6.7% (7.1)
- Net profit after tax for the period was SEK 18.6 million (16.3)
- Earnings per share amounted to SEK 0.10 (0.09)

January – December 2014

- Sales amounted to SEK 1,262.9 million (1,195.1)
- EBIT was SEK 65.8 million (60.2)
- EBIT margin was 5.2% (5.0)
- Net profit after tax for the period was SEK 48.8 million (41.5)
- Earnings per share were SEK 0.27 (0.23)

Key events during the year

- Cybercom returned to growth and showed 6% (-11) organic sales growth for the year and 13% (-11) for the fourth quarter
- Outstanding business during the year included the numerous agile teams for Ericsson, secure identification services for the Swedish Tax Agency and the Finnish Population Register Centre, Cybercom's Compliance Portal for SLL and AB Svenska Spel, infotainment solutions for Volvo Group Trucks Technology, Connectivity Management for Cable and Wireless Communication's mobile networks in the Caribbean, implementation of a payment solution for WyWallet and SF Bio's payment app
- Cybercom was recognised for Connectivity, sustainability and international labour during a visit by the UN's Ban Ki-moon
- Our financial position improved and the equity ratio amounted to 72.8% (69.7)
- The debt ratio was lowered to 6% (10)
- The board of directors proposes a dividend of SEK 0.05 per share, totalling SEK 9,021,974.75, equivalent to 18.5% of net profit
- The company's financial targets remain unchanged

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To hear a presentation of this report at 09.30 today, please call +46 8 465 013 85 using conference ID: 933450

Cybercom is an IT consulting company that assists leading companies and organisations to benefit from the opportunities of the connected world. The company's areas of expertise span the entire ecosystem of communications services. Cybercom's domestic market is the Nordic region, and in addition the company offers global delivery capacity for local and international business. Cybercom was founded in 1995 and has been quoted on the NASDAQ OMX Stockholm exchange since 1999.

Comments from the CEO

When we look back on 2014, it is gratifying to note that we are back to showing growth, in line with our strategic plan. We are in a stronger financial position, with good cash flow and a good equity ratio. I am pleased that the board has decided to propose a dividend to our shareholders, which is an important milestone for us and affirmation that our business development is resulting in a stronger and better Cybercom.

With SEK 354.1 million (313.4) in sales in the fourth quarter, we continued with the good growth we turned to in the third quarter. For the full year, we therefore grew by nearly 6%, adding up to sales of SEK 1,262.9 million (1,195.1). This is a consequence of positive performance by all segments and favourable subcontractor business in the public sector, where we are benefitting from our valuable framework agreements.

We are successfully focusing on selected clients for whom we add value and can broaden our Connectivity business. The Swedish Tax Agency, the Swedish National Police Board, the Finnish Population Register Centre and the Finnish National Board of Education are examples of clients in the public sector where our relationships developed well during the year. We are seeing the same thing among our industrial and telecom clients such as ASSA ABLOY, Cable and Wireless Communication, Doro, Ericsson, SF Bio, TomTom and Volvo Cars, as well as Finnish MTV and Itella. During the year we have also formed many new relationships where we see great potential in increasing our cooperation, such as with Atlas Copco, Autoliv, Bravida, Husqvarna, the Swedish Film Institute and WyWallet.

Our EBIT profitability improved by 7% in the fourth quarter to SEK 23.7 million (22.2), resulting in a margin of 6.7% (7.1). The full-year margin strengthened to 5.2% (5.0) through EBIT of SEK 65.8 million (60.2). Net financial income developed well and we increased net profit after tax for the period to SEK 18.6 million (16.3).

We are working in the right direction, but we can deliver better results by continuing to develop our strategic sales efforts, our focus on packaged services, our successful specialisation in Secure Connectivity and our cost structure.

Throughout 2014, we experienced a market of both initiatives and restraint. There were many large procurements, and we held many interesting business dialogues with both existing and new clients. At the same time, the business climate was subdued by the troubled macroeconomic situation. We do not expect this market situation to change in the near term, and we are continuously adapting. During the year, we implemented changes to increase competitiveness, including in the Stockholm operations and in the Öresund region, where we strengthened the management and streamlined the organisation. We are very confident about the entire Öresund region, and we see good opportunities.

Overall, we are living in exciting times with ever new opportunities. Our clients are always looking for ways to drive business transformation, deliver competitive differentiation and improve their customer experience. There is a great realisation that the connected world, digitisation and the Internet of Things can help them deliver on new goals. Cybercom is involved in developing public services for the online connected citizen, we are enhancing the user experience and accessibility for the connected consumer. We are helping communities to become smarter through online infrastructure and we are helping industry to improve the efficiency of resources and energy. We have a strong position with our service offering in Connectivity, which we regard as the route to better business and a more sustainable future. There is great market potential here for the coming years. This is what inspires me and my colleagues.

We brought ourselves closer to our goals in 2014. Looking ahead, we do so with confidence, but also well aware that we have to deal with the many challenges of the market. Our goal in 2015 is to generate more profitable growth and improved value for our shareholders.



Niklas Flyborg
President and CEO

Key events in 2014

- Cybercom continued to strengthen its position in security and was engaged by the Swedish Tax Agency and the Finnish Population Register Centre to develop national identification services for citizens in Sweden and Finland.
- Cybercom was entrusted by Ericsson to deliver numerous new agile teams and, as a consequence, established a new office in Kista.
- Cybercom continued its major development and management project for web-based services for students and training providers for the Finnish National Board of Education.
- Cybercom's Compliance Portal was selected for the management of information security by several new clients, including Svenska Spel, Eltel and Stockholm County Council.
- Cybercom implemented WyWallet's Multipay mobile payment service so that e-retailers can offer mobile phone payments to connected consumers.
- Cybercom won several new framework agreements, such as with SIDA, the Swedish Tax Agency, the Swedish Enforcement Authority and the E-identification Board, and Tele2 chose Cybercom as its strategic partner for machine-to-machine communication, M2M.
- Cybercom was awarded expanded assignments by the Swedish Armed Forces and the Swedish Defence Materiel Administration (FMV), including an assignment containing development and implementation of logistics systems over four years.
- Cable & Wireless Communications selected Cybercom for several Connectivity Management assignments for mobile networks in the Caribbean.
- Cybercom was awarded outsourcing business for the development of infotainment with Volvo Group Trucks Technology.
- Cybercom was re-awarded a contract to manage and develop Finnish media company MTV's consumer-based e-services. MTV has the most comprehensive range of e-services in Finland, for example on the websites MTV.fi, Katsomo.fi and Luukku.com.
- Cybercom and the Swedish Film Institute created an accessible cinema app with audio description so that people with visual impairments can experience film with audio description and spoken text through a smartphone or tablet. The service was launched with the film Gentlemen at Stockholm Film Festival.
- Cybercom's software for wireless Bluetooth technology, blueGO, continued to gain ground among international automakers.
- Cybercom's contract as a competence partner for TomTom was expanded in Poland for the development of digital mapping services.
- UN Secretary-General Ban Ki-moon visited Cybercom together with Prime Minister Fredrik Reinfeldt and Migration Minister Tobias Billström to discuss migration issues, technology and sustainability. Cybercom was also exclusively invited to participate in the UN Climate Change Summit in New York to discuss innovative technologies as tools for a sustainable future.
- Cybercom launched its Procurement Check tool, which is free of charge for everyone in the industry, both colleagues and clients, to help businesses and government agencies to procure more secure IT. It is a balanced concentrate of the established regulations and should be seen as an important checklist for specifying requirements
- Cybercom's headquarters and Stockholm office moved to new activity-based facility located centrally at Sveavägen 20 in Stockholm.

Sales and operating profit

	Q4	Q4	Jan - Dec	Jan - Dec
Cybercom Group, SEK million	2014	2013	2014	2013
Sales	354.1	313.4	1,262.9	1,195.1
Operating profit/loss, EBIT	23.7	22.2	65.8	60.2
EBIT margin, %	6.7	7.1	5.2	5.0
Number of employees at period's end	1,307	1,267	1,307	1,267
	Q4	Q4	Jan - Dec	Jan - Dec
Segment Sweden, SEK million	2014	2013	2014	2013
Sales	250.9	229.8	890.0	885.5
Operating profit/loss, EBIT	19.9	18.5	45.4	45.8
EBIT margin, %	7.9	8.1	5.1	5.2
Number of employees at period's end	806	776	806	776
	Q4	Q4	Jan - Dec	Jan - Dec
Segment Finland, SEK million	2014	2013	2014	2013
Sales	71.1	58.5	251.3	208.1
Operating profit/loss, EBIT	7.8	2.8	18.3	7.7
EBIT margin, %	11.0	4.7	7.3	3.7
Number of employees at period's end	250	244	250	244
	Q4	Q4	Jan - Dec	Jan - Dec
Segment International, SEK million	2014	2013	2014	2013
Sales	44.4	35.0	164.5	142.3
Operating profit/loss, EBIT	2.1	2.7	9.3	10.7
EBIT margin, %	4.8	7.6	5.7	7.5
Number of employees at period's end	232	229	232	229

October – December

Sales amounted to SEK 354.1 million (313.4). EBIT amounted to SEK 23.7 million (22.2). This corresponds to an operating margin of 6.7% (7.1). Currency effects impacted sales by SEK +6.3 million and operating profit by SEK +0.7 million.

Sales increased by 13% compared to the same period last year, with growth in all segments. The Swedish operations showed 9% growth in the quarter, primarily driven by the development of existing and new clients in telecoms and manufacturing. However, this growth is countered by continued change among other major clients in the telecom industry, in accordance with the previous trend. This mainly affects operations in southern Sweden, where the development of new clients has failed to adequately offset this. The Finland segment continues to grow year on year, by 22% this quarter, driven by public sector, but also with good development of our other key clients. Our export-dependent industrial clients are still suffering from the economic situation. The International segment grew by 27% over the previous year, with good performance in all markets. The volume related to nearshore delivery to Sweden and Finland is also increasing.

Developments in telecommunications in southern Sweden have also had a negative impact on utilisation rates during the quarter, and thus hampered the otherwise positive profitability trend in Sweden. Measures have also been implemented to address the unsatisfactory utilisation levels for some teams in Stockholm, but the effect of this is not expected to become apparent until the first half of 2015. In order to accelerate the market penetration in southern Sweden, and thus correct the profitability, the local management has been strengthened from January 2015. The positive trend in profitability in Finland is supported by the programme of layoffs conducted at the end of the previous quarter, with full effect in the fourth quarter. Profitability of the International segment is lower than in the previous year, related to the temporary postponement of a major ongoing project in the International Connectivity Management operations, including the ongoing shift to a higher proportion of sub-consultants in Denmark. During the quarter, changes were implemented in the structure of the Danish business that better supports the changed business model.

The proportion of deliveries through subcontractors this quarter was again higher than last year. This is related to the public sectors in Sweden and Finland and the Danish business, with associated lower margin than with in-house delivery.

No calendar effects impacted the comparison with the previous year since the fourth quarter contained as many days as the same quarter last year.

January – December

Sales amounted to SEK 1,262.9 million (1,195.1), corresponding to growth of 5.7%. EBIT amounted to SEK 65.8 million (60.2). This corresponds to an operating margin of 5.2% (5.0). Currency effects impacted sales by SEK +19.3 million and operating profit by SEK +1.2 million.

Efforts continued during the year to transform the operations in accordance with the previously announced strategy. This has resulted in all segments now turning to growth: 21% in Finland, 15% in International and 0.5% in Sweden. The Swedish operations showed negative growth for the first half, but returned to growth in the third quarter, which continued into the fourth quarter. The lower volumes in the first half negatively impacted profitability in the Swedish operations, while profitability in the second half improved, aided by recent quarters' growth. Despite this, the utilisation rate has been unsatisfactory in some teams in Stockholm and Malmö in the second half, which affected the otherwise positive trend in profitability.

Finland demonstrated strong growth for the entire period, founded on the good development in the public sector and of other key clients in media and retail, while the company's industrial clients showed less willingness to invest. Within the International segment, the Polish and Danish operations are growing related to good demand in the local markets, in Poland by increasing their own resources, while Denmark is mainly growing by more use of subcontractors. The Connectivity Management business in Poland required streamlining measures at the end of the second quarter, after which the business exhibited satisfactory profitability. The changes at Ericsson Modems, where part of the delivery occurred from operations in India, affected the International segment through reduced sales. Meanwhile, deliveries from the Polish operations to projects and commitments with clients in Sweden and Finland gradually increased during the year.

Other income/expense items, January – December

Net financial items amounted to SEK -2.5 million (-6.9). This includes interest expense for bank loans of SEK -2.8 million (-5.0). Net financial items were improved by the reduction in loans, improved liquidity and improved interest rates linked to the company's strong financial position. Pre-tax profit improved to SEK 63.3 million (53.3), which means an improvement in the net margin to 5.0% (4.5). Net profit for the period improved to SEK 48.8 million (41.5). Earnings per share amounted to SEK 0.27 (0.23).

During the period the group's effective tax rate was 22.8% (22.2). The tax expense has been calculated using the current tax rates for the parent company and each subsidiary.

Business and market trends

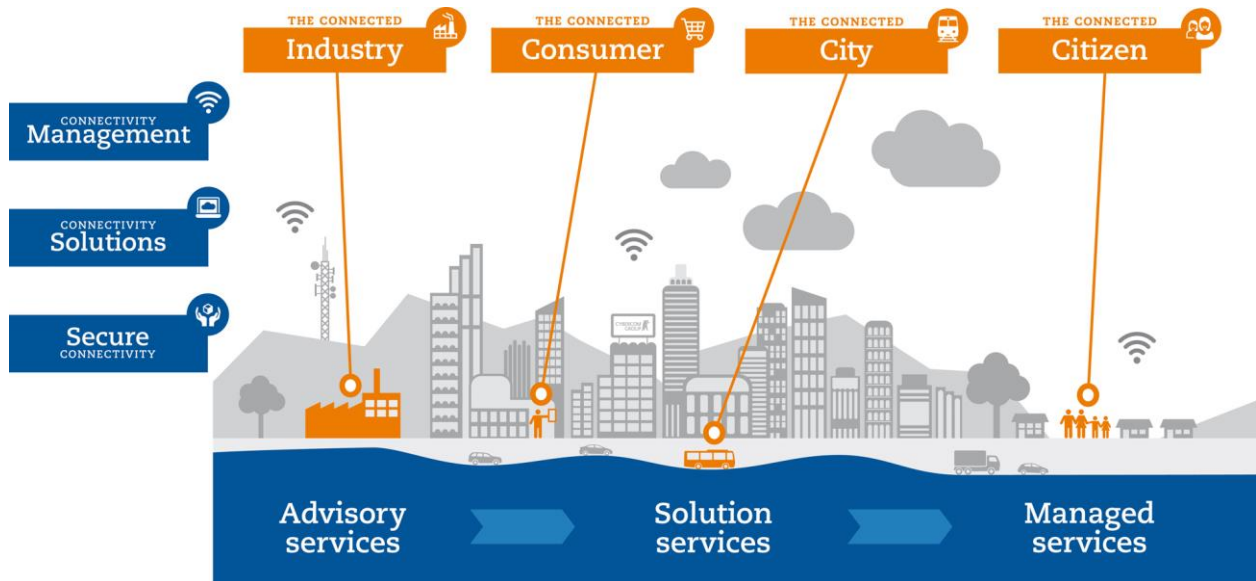
Cybercom is an innovative IT consulting company with 20 years of experience in IT and communications technology. Our consultants enable businesses and organisations to benefit from the opportunities of the connected world, to enhance their competitiveness or to achieve efficiency gains. Cybercom's expertise spans the entire ecosystem of this communication – Connectivity. Our consulting services include strategy and advice, testing and quality assurance, security solutions, system development, systems integration, system management and operation. The company's delivery is both local and global.

Cybercom's principal market is the Nordic region, with established operations in Sweden, Finland and Denmark. Poland, India, Dubai and Singapore are international centres of expertise that partly support the Nordic business and partly represent their own specialised business.

The market for IT services companies in 2014 was characterised by a high level of activity but intense competition from existing companies and increasingly many new providers. The Swedish consulting industry is more often competing with brokers and with the major international offshore companies. Long decision times persist. The market in Skåne is affected by changes for telecoms in Lund. Gothenburg is characterised by cautious restraint, particularly in parts of the automotive industry as they focus on efficiency gains. Linköping remains positive and, similarly, there is an active market in Stockholm.

The market climate in Finland was tough, and the industrial segment remained restrained in terms of capital spending and consulting purchases.

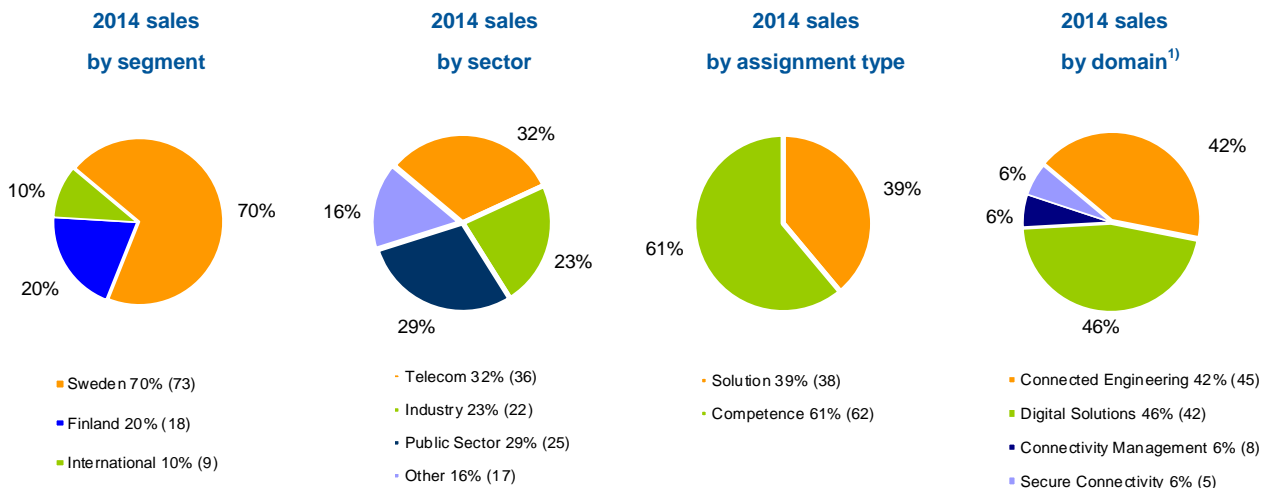
The market for our international Connectivity Management business was solid during the year. The Polish market also showed strong demand, and the proportion of nearshore was in greater demand. The Danish market was mixed, with higher demand in the supply of skills.



Connectivity is a facilitator for both enhanced production and resource efficiency, not least through energy savings. The different perspectives of the connected world are driven by various forces and business logic. Realising this creates solutions for a more sustainable future. With more connected devices (mobile phones, tablets, machines and people) in the world, there is constantly increasing demand for secure technical solutions. This generates a large potential market. Society, different services and business are becoming digital, and consumers' expectations of what technology can achieve are therefore growing, as are the demands for companies to understand the different drivers. Industry is becoming more efficient through M2M, or becoming smarter through the Internet of Things. Authorities and agencies are broadening their services to users, and society is becoming more integrated and efficient. Likewise, cities are becoming smart and more user friendly for residents. More and more consumers are becoming digital, connected. New services are being created and new, unexpected companies are changing the market's playing field, which is becoming global and growing rapidly.

Clients

Cybercom's vision is to be our clients' most trusted business partner in the connected world. Our sales process focus on key account management to create valuable and growing partnerships with selected clients. Our largest clients include Alma Media Group, Cable and Wireless Communication, Ericsson, the Finnish National Board of Education, Millicom, MTV, the Swedish National Police Board, Saab, Sony Mobile and Volvo. The ten largest clients accounted for 38% (43) of total sales. The single largest client accounted for 15% (13) of sales. This means that Cybercom is in line with its target to broaden its client base so that the ten largest clients account for 35% of sales, and with no individual client accounting for more than 15% of sales.



¹⁾ Connected Engineering and Digital Solutions are included in Connectivity Solutions.

Cybercom's sales are distributed close to our goal of having a balanced client portfolio of 30/30/30, and were distributed in the year at 32% (36) telecoms, 29% (25) public sector, and 23% (22) industry. Cybercom has a broad platform of framework agreements, and sales from these amounted to 65% (64). The proportion of turnkey assignments has increased to 39% (38) of sales, in accordance with our stated strategy.

Employees

The number of employees in the group increased to 1,307 (1,267), of which 17% (16) women. The recruitment rate for the fourth quarter was slightly lower than the previous quarter in all segments. The average number of employees (full-time equivalents) in the group increased with 4% to 1,222 (1,180). Of Cybercom's employees, 83% (84) operate in the Nordic countries and 63% (63) in Sweden.

Investments

Net investments in intangible assets and property, plant and equipment during the quarter amounted to SEK 7.4 million (7.3). Investments in the quarter relate mainly to the Finnish cloud operations as well as ongoing reinvestment in offices and computers.

Liquidity and financial position

Cash flow from operating activities during the quarter amounted to SEK 22.1 million (13.4). Cash flow before changes in working capital was SEK 27.4 million (24.1). Changes in working capital during the quarter were SEK -5.3 million (-10.7). Group cash and cash equivalents amounted to SEK 13.8 million (23.7) on December 31, 2014. Interest-bearing liabilities amounted to SEK 69.3 million (111.7). Net debt (interest-bearing liabilities less cash and cash equivalents) amounted to SEK 55.5 million (88.0), which gave debt to equity of 6% (10). The unutilised overdraft facility amounts to SEK 100 million.

Equity on December 31, 2014 was SEK 922.0 million (856.0), which corresponds to a 72.8% (69.7) equity/assets ratio. Equity per share amounted to SEK 5.11 (4.74).

Taxes

During the year the group's effective tax rate was 22.8% (22.2). The tax expense has been calculated using the current tax rates for the parent company and each subsidiary.

The share

During 2014, an average of 0.34 million shares were traded on each trading day. The average turnover has increased to SEK 0.9 million (0.8) per trading day. The highest listing was SEK 2.95, which was recorded on June 6, and the lowest listing was SEK 2.27, on October 13. Cybercom's share price rose by 14.4% during the year, while the NASDAQ OMX small cap index increased by 6.9% in the same period.

Dividend

Cybercom's dividend policy is to pay a dividend to its shareholders of at least 30% of net profit, provided that no special considerations exist with regard to the company's financial position or plans.

Given the company's improved financial position and stabilised profitability, the board will propose that the AGM approve a dividend of SEK 0.05 per share, equalling SEK 9,021,974.75, equivalent to 18.5% of net profit. This level is proposed given that the company's financial targets have not yet been achieved and that a process of change continues to meet the financial goals.

Financial targets

The board's long-term financial targets remain unchanged.

Profitability

Cybercom shall be one of the more profitable companies among its closest comparable competitors and achieve an EBIT margin of 10 percent.

Growth

Cybercom shall strive to achieve growth of 10 percent annually over the business cycle.

Acquisition policy

Organic growth and profitability are the key objectives for Cybercom, but selective acquisitions that create value and contribute to growth will be assessed against this strategy.

Debt policy

Cybercom shall have net debt that does not exceed 30 percent of equity over time.

Dividend policy

Cybercom shall pay a dividend to its shareholders of at least 30 percent of net profit, provided that no special considerations exist with regard to the company's financial position or plans.

Outlook

Cybercom does not publish forecasts.

Risk assessment

Cybercom is, like other companies, exposed to various kinds of risk in its operations. Among the most notable are risks related to the general financial climate and economy, client contracts and clients' ability to pay, staff recruitment and retention, and various financial risks such as currency risks, credit risks and refinancing risks. Risk management is an integral part of Cybercom's management and the financial risks are described in greater detail in the 2013 annual report, note 26. The risks described for the group can also have an indirect effect on the parent company.

In the short and medium terms, the overall global uncertainty and the uncertainty this in turn creates for the business climate are among the more significant risks.

Annual general meeting

Cybercom's annual general meeting 2015 will be held on May 7 at 16.00, at Sveavägen 20 in Stockholm.

Shareholders wishing to have matters considered at the meeting must submit these to Cybercom by March 19 to be included in the notice. Requests should be addressed to the board and be posted to The General Counsel, Cybercom Group AB (publ) at: Box 7574, 103 93 Stockholm, Sweden.

Nomination committee

Cybercom's nomination committee consists of

- Ulf Gillberg, JCE Group AB (committee chairman)
- Evert Carlsson, Swedbank Robur Fonder
- John Örtengren, representative for minority shareholders
- Hampus Ericsson, JCE Group AB, is chairman of Cybercom and participates in the nomination committee without voting rights.

Shareholders wishing to submit proposals to Cybercom's nomination committee can contact the chairman of the nomination committee, Ulf Gillberg, by e-mail: ulf.gillberg@jcegroup.se. Please note that proposals must be received by the nomination committee by March 19, 2015.

Forthcoming reporting dates

Interim Report, January – March 2015

Annual General Meeting 2015

Interim Report, January – June 2015

Interim Report, January – September 2015

Year-end Report, January – December 2015

April 29, 2015

May 7, 2015

July 14, 2015

October 23, 2015

February 11, 2016

Forward-looking statements

This report contains statements concerning, among other things, Cybercom's financial position and performance as well as statements on market conditions that may be forward-looking. Cybercom believes that the expectations reflected in such forward-looking statements are based on reasonable assumptions. However, forward-looking statements involve inherent risks and uncertainties and actual results or outcomes may differ materially from those expressed. Forward-looking statements relate only to the date they were made and, other than as required by applicable law, Cybercom undertakes no obligation to update any of them in light of new information or future events.

Note: Cybercom Group AB (publ) is required to make the information in this interim report public in compliance with the Swedish Securities Market Act. The information was submitted for publication on February 13, 2015 at 07.30. This report has not been reviewed by the company's independent auditor.

Cybercom's annual reports, year-end reports and interim reports are published in Swedish and English. In the event of differences between the English translation and the Swedish original, the Swedish text shall prevail.

Stockholm, February 13, 2015

Niklas Flyborg
President and CEO

Condensed income statement

Cybercom Group, SEK million	Note	Q4 2014	Q4 2013	Jan-Dec 2014	Jan-Dec 2013
Sales		354.1	313.4	1,262.9	1,195.1
Operating expenses					
Other external expenses		-104.7	-78.9	-346.4	-314.8
Employee benefits expenses		-218.7	-205.9	-824.3	-793.9
Depreciation and amortisation		-7.0	-6.4	-26.4	-26.2
Operating profit/loss, EBIT		23.7	22.2	65.8	60.2
Finance income		0.8	0.3	3.3	1.9
Finance costs		-1.2	-1.4	-5.8	-8.8
Profit/loss before tax		23.3	21.1	63.3	53.3
Current tax	4	-5.9	-6.4	-13.3	-13.2
Deferred tax	4	1.2	1.6	-1.2	1.4
Period's profit/loss		18.6	16.3	48.8	41.5

Earnings per share

Cybercom Group, SEK	Q4 2014	Q4 2013	Jan-Dec 2014	Jan-Dec 2013
Earnings per share, basic and diluted	0.10	0.09	0.27	0.23
Average number of shares, basic and diluted	180,439,495	180,439,495	180,439,495	180,439,495

Statement of comprehensive income

Cybercom Group, SEK million	Q4 2014	Q4 2013	Jan-Dec 2014	Jan-Dec 2013
Period's profit/loss	18.6	16.3	48.8	41.5
Other comprehensive income				
Items that can or has been reclassified to profit or loss				
Translation differences in translating data in foreign operations	8.9	5.3	17.2	5.4
Translation differences included in profit and loss	-	-	-	-1.6
Other comprehensive income	8.9	5.3	17.2	3.8
Total comprehensive income	27.5	21.6	66.0	45.3

Condensed statement of changes in equity

Cybercom Group, SEK million	Share capital	Other capital contributions	Translation reserve	Retained earnings	Total equity
Opening balance January 1, 2013	45.1	964.8	-5.9	-193.2	810.8
Period's comprehensive income	-	-	3.8	41.5	45.3
New share issue	-	-0.1	-	-	-0.1
Closing balance December 31, 2013	45.1	964.7	-2.1	-151.7	856.0
Opening balance January 1, 2014	45.1	964.7	-2.1	-151.7	856.0
Period's comprehensive income	-	-	17.2	48.8	66.0
Closing balance December 31, 2014	45.1	964.7	15.1	-102.9	922.0

Condensed balance sheet

Cybercom Group, SEK million	Note	31/12/2014	31/12/2013
<u>Assets</u>			
Goodwill		795.0	788.8
Customer value		21.0	28.7
Other intangible assets		15.1	16.6
Property, plant, and equipment		35.8	26.6
Financial assets		0.0	0.1
Deferred tax assets		16.8	19.5
<i>Total non-current assets</i>		<i>883.7</i>	<i>880.3</i>
Current assets excl. cash and cash equivalents		368.4	324.7
Cash and cash equivalents		13.8	23.7
<i>Total current assets</i>		<i>382.2</i>	<i>348.4</i>
Total assets		1,265.9	1,228.7
<u>Equity and liabilities</u>			
Equity		922.0	856.0
Non-current liabilities, interest-bearing		26.8	70.4
Non-current liabilities, non-interest-bearing		7.1	9.3
<i>Total non-current liabilities</i>		<i>33.9</i>	<i>79.7</i>
Current liabilities, interest-bearing		42.5	41.3
Current liabilities, non-interest-bearing		267.5	251.7
<i>Total current liabilities</i>		<i>310.0</i>	<i>293.0</i>
Total equity and liabilities		1,265.9	1,228.7
Pledged assets and contingent liabilities	2	See note	See note

The carrying amount is believed to represent a realistic estimate of fair value of all financial assets and financial liabilities. The financial assets and liabilities are attributable to measurement categories 2 and 3. For information on measurement methods, please refer to Note 25 in the 2013 annual report.

Condensed statements of cash flow

Cybercom Group, SEK million	Note	Q4 2014	Q4 2013	Jan - Dec 2014	Jan - Dec 2013
Cash flow before changes in working capital		27.4	24.1	78.1	33.6
Changes in working capital		-5.3	-10.7	-25.9	49.6
Cash flow from operating activities		22.1	13.4	52.2	83.2
Investments in tangible and intangible fixed assets		-7.4	-7.3	-23.2	-14.3
Acquisition in subsidiaries/net assets	3	-	-	-0.6	-0.7
Other items		0.1	0.0	0.1	0.1
Cash flow from investing activities		-7.3	-7.3	-23.7	-14.9
New share issue		-	-	-	-0.1
Change in factoring and overdraft facilities		-	-	-	-43.4
Change in other financial liabilities		-11.0	-10.6	-42.6	-21.7
Cash flow from financing activities		-11.0	-10.6	-42.6	-65.2
Period's cash flow		3.8	-4.4	-14.1	3.1
Cash and cash equivalents at period's start		7.9	26.6	23.7	20.3
Exchange differences in cash and cash equivalents		2.1	1.5	4.2	0.3
Cash and cash equivalents at period's end		13.8	23.7	13.8	23.7

Other information

Cybercom Group, SEK million	Q4 2014	Q4 2013	Jan - Dec 2014	Jan - Dec 2013
Share information				
Earnings per share, SEK	0.10	0.09	0.27	0.23
Number of shares at period's end, basic and diluted	180,439,495	180,439,495	180,439,495	180,439,495
Average number of shares, basic and diluted	180,439,495	180,439,495	180,439,495	180,439,495
Financial position				
Equity	922.0	856.0	922.0	856.0
Equity/assets ratio, %	72.8	69.7	72.8	69.7
Equity/share, SEK	5.11	4.74	5.11	4.74
Net investments in tangible and intangible fixed assets	7.4	7.3	23.2	14.3
Cash and cash equivalents	13.8	23.7	13.8	23.7
Net debt	55.5	88.0	55.5	88.0
Employees				
Number of employees at period's end	1,307	1,267	1,307	1,267
Of which women at period's end, %	17	16	17	16
Average number of FTEs	1,238	1,204	1,222	1,180
Revenue per FTE, SEKk	286	260	1,033	1,013
Key figures				
Operating margin (EBITDA), %	8.7	9.1	7.3	7.2
Operating margin (EBIT), %	6.7	7.1	5.2	5.0
Net margin (profit/loss before tax), %	6.6	6.7	5.0	4.5

Operating segments

An operating segment is a part of the group that engages in activities that may generate revenue and incur expenses and for which separate financial information is available. Operating segment results are regularly reviewed by the company's CEO to assess performance and allocate resources to the segment.

Q4 2014	Group				Cybercom
SEK million	Sweden	Finland	International	functions and eliminations	Group
Sales to external customers	248.6	70.8	36.1	-1.4	354.1
Sales to other segments	2.3	0.3	8.3	-10.9	-
Operating profit/loss, EBITDA	22.5	10.4	2.8	-5.0	30.7
Depreciation and amortisation	-2.6	-2.6	-0.7	-1.1	-7.0
Operating profit/loss, EBIT	19.9	7.8	2.1	-6.1	23.7
Financial items					-0.4
Profit/loss before tax					23.3
Number of employees	806	250	232	19	1,307

Group functions include parent company EBIT of SEK -6.4 million.

Q4 2013	Group				Cybercom
SEK million	Sweden	Finland	International	functions and eliminations	Group
Sales to external customers	228.3	57.9	27.5	-0.3	313.4
Sales to other segments	1.5	0.6	7.5	-9.6	-
Operating profit/loss, EBITDA	20.8	5.2	3.3	-0.7	28.6
Depreciation and amortisation	-2.3	-2.4	-0.6	-1.1	-6.4
Operating profit/loss, EBIT	18.5	2.8	2.7	-1.8	22.2
Financial items					-1.1
Profit/loss before tax					21.1
Number of employees	776	244	229	18	1,267

Group functions include parent company EBIT of SEK -3.2 million.

Jan - Dec 2014	Group				Cybercom
SEK million	Sweden	Finland	International	functions and eliminations	Group
Sales to external customers	882.7	249.5	133.7	-3.1	1,262.9
Sales to other segments	7.3	1.8	30.8	-39.9	-
Operating profit/loss, EBITDA	54.9	28.2	12.0	-2.9	92.2
Depreciation and amortisation	-9.5	-9.9	-2.7	-4.3	-26.4
Operating profit/loss, EBIT	45.4	18.3	9.3	-7.2	65.8
Financial items					-2.5
Profit/loss before tax					63.3
Number of employees	806	250	232	19	1,307

Group functions include parent company EBIT of SEK -5.0 million.

Jan - Dec 2013	Group				Cybercom
SEK million	Sweden	Finland	International	functions and eliminations	Group
Sales to external customers	877.8	206.1	112.5	-1.2	1,195.1
Sales to other segments	7.7	2.0	29.8	-39.5	-
Operating profit/loss, EBITDA	55.7	18.3	12.1	0.4	86.4
Depreciation and amortisation	-9.9	-10.6	-1.4	-4.4	-26.2
Operating profit/loss, EBIT	45.8	7.7	10.7	-4.0	60.2
Financial items					-6.9
Profit/loss before tax					53.3
Number of employees	776	244	229	18	1,267

Group functions include parent company EBIT of SEK -5.6 million.

Note 1 – Accounting policies

The interim report for the group has been prepared in accordance with IAS 34 Interim Reporting and applicable provisions of the Annual Accounts Act. The interim report for the parent company has been prepared in accordance with Chapter 9 of the Swedish Annual Accounts Act, Interim Reporting. The accounting policies and measurement methods are otherwise unchanged from those applied in the most recent annual report.

Note 2 – Pledged assets and contingent liabilities

The shares in Cybercom Sweden AB have been pledged as collateral for the obligations within existing loan agreements. The group value of the pledged assets on December 31, 2014 amounted to SEK 848.9 million (824.8). In addition, floating charges in Cybercom Sweden AB of SEK 200.0 million (200.0) have been pledged as collateral for the loan agreement.

Note 3 – Purchase of net assets

Under the purchase agreement between Teleca and Cybercom for the acquisition of auSystems, Teleca will receive 50% of the tax effect Cybercom benefits from for tax depreciation on the goodwill from transfer of assets included in the acquisition. In the second quarter of 2014, SEK 0.6 million (0.7) was paid and the remaining consideration amounts to SEK 0.5 million.

Note 4 – Tax

The difference between tax recognised in the income statement and tax based on the parent company's current tax rate 22% (22).

Cybercom Group, SEK million	Jan - Dec 2014	Jan - Dec 2013
Profit/loss before tax in income statement	63.3	53.3
Tax as per applicable tax rate for parent company	-13.9	-11.7
Tax attributable to prior years	-0.5	-0.3
Effect of changed tax rate	-	0.4
Tax at source on foreign dividends	-1.2	-0.3
Tax effect of non-deductible costs	-0.8	-0.8
Tax effect of tax-exempt revenue	1.0	0.6
Tax on standard interest, tax allocation reserves	0.0	0.0
Effect of foreign tax rates	0.9	0.3
Tax on period's profit/loss as per income statement	-14.5	-11.8
Effective tax rate	22.8%	22.2%

Parent company

The operations of the parent company comprise primarily the management of group-wide functions, such as finance, sales, PR and marketing communications, HR, administration and internal systems. At the end of the period 10 (10) people were employed by the parent company. The average number of employees (full-time equivalents) during the period was 10 (10). The profit/loss from financial items includes dividends from subsidiaries of SEK 6.9 (19.0) million.

Condensed income statement - parent company	Q4	Q4	Jan-Dec	Jan-Dec
SEK million	2014	2013	2014	2013
Operating revenue	4.8	6.4	36.7	36.0
Operating costs	-12.8	-11.2	-48.0	-47.9
Operating profit/loss	-8.0	-4.8	-11.3	-11.9
Financial items	-0.2	0.1	6.8	18.8
Profit/loss after financial items	-8.2	-4.7	-4.5	6.9
Appropriations	9.9	-27.4	9.9	-27.4
Tax on period's profit/loss	-0.8	6.7	-1.2	7.0
Period's profit/loss	0.9	-25.4	4.2	-13.5

Condensed balance sheet - parent company		
SEK million	31/12/2014	31/12/2013
<u>Assets</u>		
Non-current assets	921.9	933.2
Current assets	32.4	45.2
Total assets	954.3	978.5
<u>Equity and liabilities</u>		
Equity	719.5	715.3
Untaxed reserves	4.7	5.0
Non-current liabilities	170.6	200.6
Current liabilities	59.5	57.6
Total equity and liabilities	954.3	978.5
Pledged assets and contingent liabilities	650.0	650.0