



Hifab

ANNUAL REPORT 2016



► THIS IS HIFAB

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OPERATIONS AND ORGANIZATION

Hifab is Sweden's leading project management company. We offer project management and advisory services in the building and construction industry, and actively contribute to the success of our clients. Our clients are located throughout the country, and they engage us as specialists or for complete project management organization. We are not bound by planners or contractors, and readily take part in projects from an early stage to ensure efficient implementation.

At the international level, Hifab offers project management to bilateral and multilateral development agencies, with projects in some 20 countries around the world.

HIFAB'S CORE VALUES

Our core values are based on three guiding key words for daily work – professionalism, collaboration, and commitment.

- **Professionalism** – We create transparency and trust in our relationships with colleagues, clients and partners. We value our deliveries. We look to the future and play a leading role in our markets.
- **Collaboration** – Our work is important, and we collaborate to solve problems, share our knowledge, and recycle smart solutions. Simply "together we are stronger"
- **Commitment** – We are responsive and understand our clients' requests and expectations. We are proud of our colleagues, our company and our deliveries. We contribute actively to our clients' success.

2016 IN FIGURES

Revenue amounted to SEK 475.0 (444.3) million.

Operating profit in operating activities adjusted for non-recurring charges amounted to SEK 8.8 (-4.4) million.

Operating profit from consultancy activities amounted to SEK 8.8 (-39.9) million.

Profit after financial items amounted to SEK 7.6 (-75.5) million.

The average number of employees was 320 (390).

Earnings per share amounted to SEK 0.09 (-2.15).



► KEY EVENTS IN 2016

- Patrik Schelin took up his duties as CEO and Managing Director of Hifab Group AB on 1 March 2016. Mr Schelin most recently held a position at the technical engineering company Ramböll, where he was employed for 16 years. His latest position was Head of Division for Transport in Sweden, which included infrastructure and community building.
- The Supreme Court did not grant leave to appeal in the legal matter that involved Hifab in 2015, and the judgment thereby has become legally binding and settled. This means that no recovery of payments made will be possible.
- The rights issue, which started in 2015, was concluded with registration date 28 January 2016. The issue was fully subscribed and the number of new shares amounted to 30,419,456. The total number of shares is now 60,838,912.
- According to plans for the future Stockholm region, Barkaby-Jakobsberg is being identified as a “regional city centre”, with housing, businesses and public transport. The extension of the subway is a prerequisite for the development of the area. The subway blue line is to be extended from Akalla to Barkaby station – an important junction for future travellers. A completely new urban district is emerging around the new station Barkarby, and Hifab is taking part as project leader.
- Sustainability efforts are usually about reducing your carbon footprint with regard to the climate, running a business that generates long-term yield, and ensuring that social issues are given a clearer focus. At Hifab, we are now getting ready to make an impression in the construction and property industry through focused sustainability efforts on our own activities, but mainly on our clients. Fredrik Holmström was appointed to be in charge of these efforts. Mr Holmström most recently held the position of region manager, and assumed his duties as sustainability manager on 1 April 2016.
- The new Bromma Stockholm Airport is important for the future. The Stockholm Region is Sweden's most important engine for growth. For this reason, flights to and from Bromma, for the foreseeable future, will be an important factor to facilitate growth and accessibility in Sweden. Hifab has been tasked with leading construction work and the move of Pier A at Bromma Airport.
- The Skeppsbron area in Gothenburg is facing major changes in coming years, and the vision is for the area to become the new, central meeting place on the river for the people in Gothenburg; a location with an exciting range of shops and restaurants, where people live, meet and enjoy the river and the lively wharf. One current project is the conversion and partial demolition of the property Skeppsbron 4, erected in 1914. Hifab's mission is to carry out an environmental inventory, humidity investigation, a review of pollutants in the cellar and around the building, and an investigation of opportunities to reuse materials.
- Huddinge, in Stockholm County, is expected to grow from around 100 000 inhabitants to between 120 000 and 150 000 inhabitants in 2030. This places great demands on planning and expansion of infrastructure for all modes of transport. In Kungens Kurva, Skärholmen, there are plans to expand trade, build new housing and hotels, at the same time as Förbifart Stockholm bypass is emerging. In another part of Huddinge, in Flemingsberg, extension is underway of a completely new district, as well as an extension of Karolinska University Hospital Huddinge. Hifab's task involves coordinating all work to maintain accessibility for public transport, motor vehicle transport, as well as bicycle and pedestrian traffic in the municipality.
- Following a public procurement, Hifab has signed a national framework agreement with the Swedish Transport Administration on the environment and polluted areas. The framework agreement applies for two years, with an extension option. It comprises consulting support in investigation and examination of polluted areas, and general work with regard to polluted areas. During the agreement period, Hifab is guaranteed an assignment volume of 30% of the volume of the agreement. To date in 2016, the framework agreement has generated suborders valued at about SEK 5 million.
- Today, the old Lindholmen shipyard is Gothenburg's most knowledge-intensive and expansive area. The new Lindholmen harbour area will add more housing, parks and squares. The expansion includes plans for the conversion of old, former industrial premises to a sports centre. The sports centre will include a handball court, a basketball court, a dance studio, a gym and changing rooms. Hifab's mission comprises management of the project, construction and installation, as well as inspection.



► ANNUAL GENERAL MEETING

TIME AND PLACE	The Annual General Meeting of Shareholders will be held on Thursday, 11 May 2017 at 17.00 hrs. Hifab's Head Office: Norrtullspalatset, Sveavägen 167, 3rd floor, Stockholm, Sweden.
PARTICIPATION REQUIREMENTS	Participation at the Annual General Meeting of Shareholders requires that the shareholder is registered on the record date of 4 May 2017 in the share register maintained by Euroclear Sweden AB on behalf of the company, and that the shareholder has notified the company of its intention to attend the meeting no later than Wednesday, 10 May 2017 at 12.00 noon.
NOTIFICATION	<p>To be qualified to attend the meeting, a shareholder whose shares have been registered in the acquisition register is required to temporarily register the shares in his/her own name with Euroclear Sweden AB not later than 4 May 2017.</p> <p>Notification of participation at the Annual General Meeting can be made to:</p> <ul style="list-style-type: none">■ E-post: hifabgroup@hifab.se■ Phone: +46 10-476 60 00■ Post: Hifab Group AB, Att: Cecilia Ahlén, Box 19090, SE-104 32 Stockholm, Sweden <p>The notification from the shareholder should include name, personal/corporate identification number, address, telephone number, number of shares represented and, where applicable, name(s) of assistant(s).</p>
PROXIES AND ASSISTANTS	The rights of a shareholder at the Annual General Meeting may be exercised by a proxy holding a power of attorney. The power of attorney must be in writing and no older than 12 months. Please note that the power of attorney must be submitted in the original or be presented at the Annual General Meeting. A shareholder who wishes to exercise the right to bring not more than two assistants to the AGM must notify the company of his/her intention, stating the number of assistants, with the notification of the intention to attend the Annual General Meeting.
DIVIDEND	The Board of Directors proposes that no dividend be paid for the financial year 2016. The proposed record date for the dividend is 15 May 2017. Should the Annual General Meeting approve the proposal, no dividend will be paid.
DISTRIBUTION OF ANNUAL REPORT	The Annual Report is available at Hifab Head office and on its website at www.hifab.se from 12 April 2017. The Annual Report will also be distributed by post to shareholders who have notified the company accordingly, see below.
FINANCIAL INFORMATION 2017	<p>Interim reports</p> <p>January – March 2017: 9 May 2017 January – June 2017: 23 August 2017 January – September 2017: 7 November 2017</p> <p>Year-end report</p> <p>January – December 2017: February 2018</p> <p>Information channels</p> <p>Please visit Hifab's website at www.hifab.se to view interim reports, annual reports, share price graphs and press releases. For printed copies, please contact the company by telephone on +46 10 476 60 00 or by e-mail at info@hifab.se.</p>

► REPORT BY THE CEO



THE YEAR 2016 has been a successful and eventful year for Hifab. In recent years, Hifab consolidated operations and adapted activities to the market with the objective of improving profitability. In combination with increased efficiency and goal-oriented marketing, this has contributed to a significant improvement in results compared with the previous year. The improved profitability and growth in turnover attests to the fact that we are on the right track, and that we have put the negative trend from 2015 behind us.

At the end of the year, a new strategy plan was launched for the period up to 2020. The strategy plan contains a clear vision to ensure our position as the top project management company on the market, and our clients' and employees' first choice.

The shortage of staff on the market is a major challenge for the industry and for Hifab. The strategy includes extensive measures to keep, develop and attract new employees. At Hifab, good project managers become even better with the help of professional tools, knowledgeable colleagues, interesting projects and the best possible conditions for collaboration.

The order book for the Swedish activities has improved compared with last year. Going forward, the Swedish market is deemed to remain strong and stable. The ongoing and increasing urbanization in and around our major cities, as well as improvements

to infrastructure across the country will dominate investment for a long time to come. Hifab is well placed to meet the demands of the market with regard to qualified construction and project management services, enriched with specialists that give us a unique quality.

International operations have slowed somewhat due to delayed project start-up and procurement among some of our projects. However, looking ahead, we assess that the international market remains strong and stable in the regions and countries where we operate.

During the year, we have gained several significant contracts that are in line with our strategy to be involved early in the process and take responsibility throughout the project.

In our quest to engage in ethical and long-term, sustainable activities, we have taken a step further and joined the UN Global Compact initiative. It encompasses principles on human rights, labour rights, the environment and corruption. The principles have been integrated in our sustainability report and our code of conduct.

As newly appointed CEO and Managing Director of Hifab, it has been an exciting, fun and challenging year for me. At Hifab, there is a familiar atmosphere and comradeship that rubs off on others. I can also conclude that there are amazing skills here, a high level of commitment and a strong desire to contribute to advancement. Together with our clients and partners, we stand well-equipped for a great 2017!

PATRIK SCHELIN, CEO, Hifab Group AB

► INTERNATIONAL PROJECTS



Photo: Mr. Dulal Rahim

Hifab improves road network in Nepal

Hifab is carrying out a road project in Nepal, which is self-financed by the Nepalese State. Hifab is the project manager in cooperation with BCL, Bangladesh and three local companies. Hifab reports directly to the Department of Roads in Nepal. The project's objective is to improve and strengthen the strategic road network in the country. Hifab's assignment is to carry out a feasibility study concerning improvement and maintenance of two prioritized roads, including design and cost analyses.

Other project information

Hifab's mission: A feasibility study concerning improvement and maintenance of parts of the country's road network

Project period: August 2016 – April 2017

Client: Department of Roads under the Ministry of Physical Infrastructure and Transport

Value: USD 900.000



Photo: Jan-Erik Johnsson

Mozambique

Hifab Oy has signed a contract with Electricidade de Moçambique for consultancy services for rural electrification of Vilanculos area in Mozambique. The project will create access to electricity for 6.000 households. The contract amount is 21.4 million SEK financed by the Swedish International Cooperation Agency (Sida).

Other project information

Hifab's mission: Rural electrification

Project period: Phase 1: January 2017 – October 2017

Phase 2: November 2017 – October 2019

Client: Electricidade de Moçambique

Value: Phase 1: 8.1 MSEK

Liberian Swedish Feeder Roads Project (LSFRP), phase 1 and 2

In Liberia Hifab International has managed a great project together with our development partners Ministry of Public Works and the Swedish International Cooperation Agency (Sida). The project is a great success and generally considered being “the Flagship Project” by both the Ministry and Sida. The greatest achievements of the project are the following; design and construction of 636 km of Feeder Roads in three provinces, to higher quality and lower cost than any other similar project in the country. Hifab has also trained and built capacity of 16 local contractors, out of which at least 10 have flourished through the project and developed into well-functioning and professional entities. Hifab has also introduced systems and routines for routine and period road maintenance, and written the design manual that has been endorsed by the Ministry as standard for all future feeder roads projects in Liberia.



Other project information

Hifab's mission: Project management, advisory services, design, construction supervision, training and capacity development of local contractors and staff of the Ministry of Public Works
Project period: October 2009 – September 2016 (PHASE 1 och 2)
Client: Ministry of Public Works/Swedish International Development Cooperation Agency
Value: USD 5.4 million in total

Preparatory project in Gazipur and Khulna, Bangladesh

Hifab is carrying out a PPTA project in Bangladesh for Cities Development Initiative for Asia for the first time. The project is a cooperation between the Asian Development Bank, CDIA and the Bangladesh government. Hifab's task is to prepare a major investment programme for the towns in Bangladesh located in the growth corridor that runs through Bangladesh-China-India-Myanmar (BCIM). Hifab will study infrastructure investments in the prioritized towns of Gazipur and Khulna. The focus lies on waste management, drainage and flood prevention and protection, as well as activities to energize economic growth. The contract was concluded with the Asian Development Bank, one of the largest donors to the CDIA.

Other project information

Hifab's mission: Feasibility study and design for two towns in Bangladesh
Project period: 6 months in 2016/17
Client: Cities Development Initiative for Asia
Value: USD 750,000



► NATIONAL PROJECTS



Photo: Patrik Widebo

Heroes' house

The children and families who are referred to the University Hospital of Umeå in Norrland County are seriously ill and come from the four northernmost counties. Västerbotten County Council is now building a Hjältarnas Hus (Heroes' House), which will be a temporary home for families with children, in which one of the children is suffering from a long-term illness. The home will facilitate play with friends, where the emphasis can lie on health. The house is being built in Umeå, near the University Hospital in Umeå. Hifab is a framework partner of Västerbotten County Council, and has been brought in as the construction leader for the project.

Other project information

Hifab's mission: Construction project manager

Project period: January 2016 – April 2017

Client: Västerbottens County Council



Illustration: Oscar Properties

Bageriet, Kvarnholmen Stockholm

In a new, burgeoning residential area on the Kvarnholmen peninsula adjacent to inner city Stockholm, Oscar Properties is carrying out a careful restoration and extension of Bageriet ('the bakery'). The former crisp bread factory from 1932 is now being converted into 128 dwellings. The original building, in red Helsingborg brick, is getting an extension, in which some of the dwellings will have a private terrace and balcony. The existing silo has been demolished to create new floor beams. The bricks were removed and cleaned manually for later reuse in construction. Hifab provides complete production management of the project leader, purchaser, construction engineer, production manager and production leader.

Other project information

Hifab's mission: Construction management

Project period: Q4 2015 – Q4 2017

Client: Oscar Properties Bygg AB

A move and a change at SC Motors

SC Motors is the Swedish agency for car brands such as Mitsubishi, Hyundai, Citroën and DS. SC Motors transitioned from individual offices to an activity-based, open plan office that has added new working environments for employees. The goal is to encourage cooperation and flexibility. In its role as project manager at SC Motors, Hifab was tasked with responsibility for the timetable, budget, procurement of furniture, change management, a move to new premises and representing the tenant in the conversion.

Other project information

Hifab's mission: Project and change management

Project period: June 2015 – July 2016

Client: SC Motors Sweden AB



Photo: Jason Strong

Järva to get a new cemetery

Järva, north west of Stockholm gets a new burial site. There is a shortage of burial grounds in northwest Stockholm, and the vision is that the new cemetery will gain the same strategic and long-term significance as Skogskyrkogården (the Woodland Cemetery), south of the city. The plan aims at providing one funeral site of 40,000 sqm with room for a total of about 20,000 graves of which about 9,000 coffin graves, memorials, a service building and two ceremonial buildings. Hifab coordinates design and construction as project manager.

Other project information

Hifab's mission: Project and design leader

Project period: August 2016 – August 2020

Client: Kyrkogårdsförvaltningen,
(cemetery management)



Illustration: City of Stockholm

► NATIONAL PROJECTS



Illustration: Daniel Johansson

Bridge and deck construction at Sergels Torg

After nearly 50 years, Stockholm's Sergels Torg public square is now being renovated to enable construction of Spårväg City tram line running from Hamngatan street to Klarabergsviadukten. The renovation involves reinforcement measures of the bridge and deck construction that make up the foundation of the entire stretch. The construction is being reinforced with reinforced concrete that works together with the original deck. In connection with the construction measures, the waterproofing has to be removed and replaced. Hifab's task includes project management of a design program, a lighting program, design for traffic signals, management coordination and ground heating. On the surface, however, no major difference will be visible.

Other project information

Hifab's mission: Project management

Project period: 2013 – 2018

Client: City of Stockholm Traffic Office



Photo: Thomas Betong

Thomas Betong Heby

Increased housing construction leads to a greater demand for concrete frames. To meet the demands of the market, Thomas Betong is investing in an entirely new factory in Heby, outside Uppsala, for the production of prefabricated double walls and flat concrete bases. The project involves an investment of SEK 80 million and the first deliveries from the new factory are expected in early autumn 2017. Hifab has been tasked with project management of the construction of the new facility, as well as preparatory work and processing of authorization and building permits.

Other project information

Hifab's mission: Construction project management

Project period: August 2016 – August 2017

Client: Thomas Betong

Extension of Boliden Rönnskär

At Boliden's smelter Rönnskär in Skellefteå, areas are needed for expansion and development. The company is therefore planning to extend the current industrial area. The extension involves constructing a dike with erosion control against the sea to the east. Construction near a body of water requires a permit pursuant to the Environmental Code (SFS 1998:808), and an environmental impact assessment (EIA) must be included in the application for authorization of the planned activities. Hifab has been tasked with drawing up the application to the Land and Environment Court, as well as producing the EIA. The description of the environmental impact includes the use of iron sand for infill.

Other project information

Hifab's mission: Project management authorization application and an EIA

Project period: May 2016 – January 2017

Client: Boliden



Högländssjukhuset hospital in Eksjö

In order to modernize Högländssjukhuset hospital and equip it for future healthcare demands, Jönköping County is constructing a new building. The new addition is a seven-storey hospital building that will be integrated with the current hospital via an atrium. With an area of 29 000 square metres, the building will include new, fresh premises for the main entrance, a restaurant, an operation theatre, an intensive care unit, an orthopaedic clinic, a children's and youth medical facility, a morgue, and premises for administration, conferences and training.

Other project information

Hifab's mission: Project management

Project period: August 2015 – May 2019

Client: Jönköping County



► PROJEKT – NATIONELLA



Illustration: Campus Diem Akademiska Hus in Gothenburg

An accident-free workplace at Akademiska Hus

As one of Sweden's largest real estate companies, Akademiska Hus can influence the construction industry to make it safer. An accident-free workplace is one of Akademiska Hus' four sustainability goals. Hifab has been hired as project manager to speed up work to meet this goal. The assignment is to implement transformation by developing a systematic approach and to carry out awareness-raising actions, to make safety self-evident both among employees and hired suppliers.

Other project information

Hifab's mission: Project manager for an accident-free workplace

Project period: January 2016 – June 2017

Client: Akademiska Hus

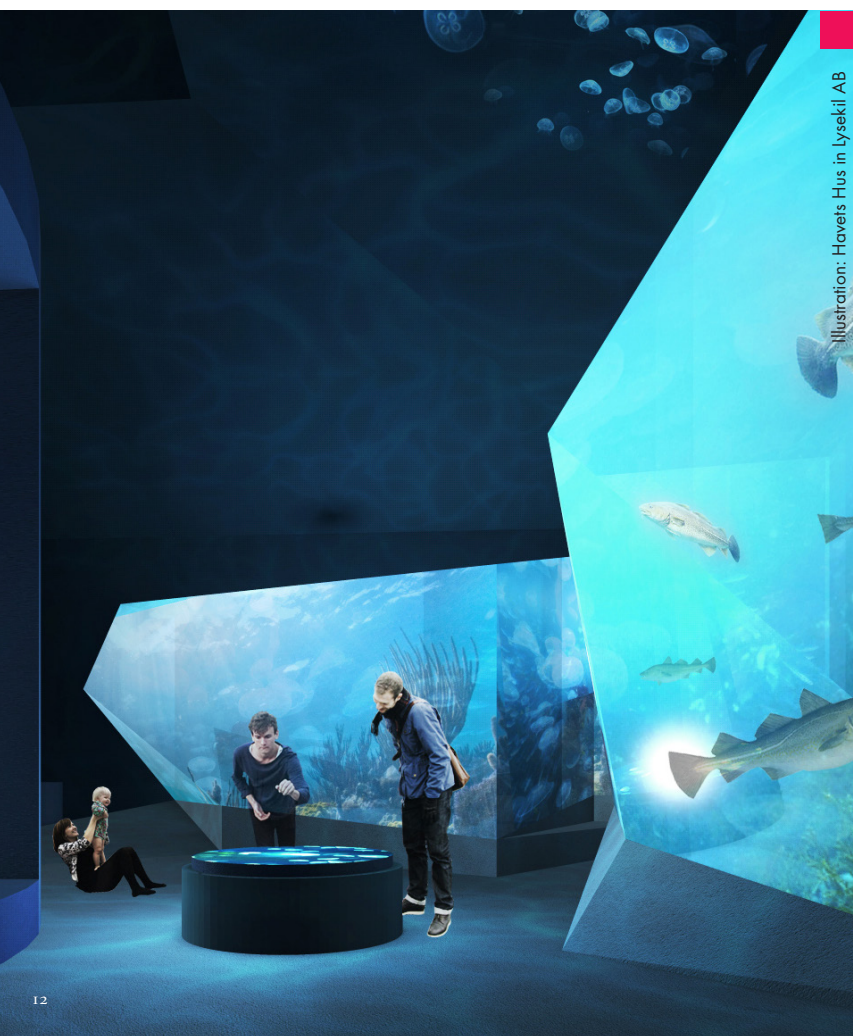


Illustration: Havets Hus in Lysekil AB

Havets Hus in Lysekil

Lysekil Municipality has entrusted Hifab with the role of project leader for the reconstruction and extension of Havets Hus aquarium in Lysekil. Havets Hus (The House of the Sea) is one of the most popular tourist destinations in the Bohuslän province. Every year, around 80 000 visitors acquaint themselves with hundreds of fascinating aquatic species, from the lesser spotted dogfish to dead man's fingers coral. The facility will be modernized and expanded with larger areas for aquarium exhibitions, educational premises and a more distinct and better entrance.

Other project information

Hifab's mission: Design leader, cost analysis, calculation & construction leader

Project period: August 2016 – October 2017

Client: Havets Hus in Lysekil AB

Tram line from Lund Central to ESS

The city of Lund is growing, and a tram line is now being planned to meet infrastructure demands in Brunnsbög, and the 'knowledge corridor' between Lund Central and the ESS (European Spallation Source) research facility. The stretch consists of 5.5 km double track with nine tram stops. Lund Municipality is running the project in a collaboration contract with Skanska. Hifab is contributing as the client's structural engineering support in a design phase, and will be responsible for construction management for earthworks.

Other project information

Hifab's mission: Construction management for earthworks

Project period: 2016 – 2018

Client: Lund Municipality



Gothenburg concert hall facade

The municipal real estate company Hifab has entrusted Hifab with the role of project manager in the planned restoration of the Gothenburg Concert Hall façade. The objective of the project is to carry out maintenance and renovation in order to protect the building's cultural history, architectural and artistic value. The house was built in 1935, and now the façade will be restored and undergo an extensive, careful and dedicated renovation. Also in the interior, an acoustic ceiling will be installed and the lights, largely originals, will be inspected. All work is being carried out in cooperation with an antiquarian, an architect, an acoustician and a designer. Completion is expected in 2017.

Other project information

Hifab's mission: Project manager

Project period: September 2016 – September 2017

Client: Hifab AB



►► BUSINESS AND MARKETS

SUCCESS LIES IN OUR OWN HANDS

The market is expected to be strong and growing in the coming years. Construction investment, to a large extent, will be concentrated in major cities. Urbanization involves both challenges and opportunities, including a shortage of housing and a need for improved infrastructure. Several infrastructure investments are planned during the period, with increased focus on railways.

WE ARE UNIQUE

We offer services in project management and strategic advice in the construction and building industry. We manage projects and lead processes towards set goals and actively contribute to our clients' success. Unlike our multi-disciplinary competitors, we are specialized in simply planning and managing projects. Unlike other specialized project management companies, we have a national presence and are able to follow our clients across the entire country.

BE THE TOP PROJECT MANAGEMENT COMPANY

Working to be the top project management company means we strive to be a leader on the markets in which we operate. Having a leading position on every local market is also a crucial piece of the puzzle to being our clients' preferred option.

An effective response to the market requires clear focus on marketing efforts. Entering projects at an early stage will be important in order to ensure efficient planning and coordination, and thereby, a successful end result. Our point of departure is to be responsible for the entire project management organizations and to use the interplay between our generalists and specialists. We give high priority to clients who are ready to pay for our skills and the benefits we supply.

TOGETHER WE ARE STRONGER

We create good results through close collaboration between our colleagues and our clients. We benefit from other people's experiences and share our own experiences. This means that, at Hifab, a good project manager becomes even better.

STRATEGIC COLLABORATION

As project managers, it goes without saying that we must be independent in our relationship with individual suppliers and products. Our clients have different needs, and there are increasing demands for suppliers who can take more responsibility for project implementation and achievement. We gladly enter into strategic alliances and partnerships to ensure that our clients always get tailored solutions, and thereby the end results that they want.

AN INTERNATIONAL MARKET

The market is not satisfied with contractors or designers at a local level. Accessibility, capacity and skills are decisive for the success of a project, and these can be found in other parts of the world. It is particularly important that foreign suppliers understand the local rules and conditions. A consulting company with a local presence that does not compete for the same projects can be an interesting business partner.



►► HIFAB DU TEKNIK



SINCE 2013, DU Teknik is a wholly-owned subsidiary and comprises a part of Hifab's operations in the energy area. Hifab DU Teknik offers specialized technical services in energy, environment and process technology, with a focus on the cogeneration industry. We offer our skills in design and start-up of new installations and in operation and maintenance of existing installations. Our clients hire us to manage projects and assembly, commissioning and skills reinforcement, in the form of operational personnel, and training measures through our Operations School. The Operations School is a well-established brand on the market in which we offer training to institutions of higher education, adult education and to industry.

The Operations School gives open courses and tailored business training based on the technology in and challenges posed by the specific installation.

Our consultants are mainly based at our offices in Norrköping, Kalmar and Gothenburg. Projects are largely carried out as hired personnel at clients' installations. In 2016, a new operations manager was employed as part of development of the subsidiary.

During 2016, Hifab DU Teknik increased its turnover through a few new recruitments. The market for our services is expected to remain positive in the coming years and there are opportunities to expand our current service areas and broaden the service offering. Major clients in 2016 included Göteborg Energi, Kraftringen Produktion, Uniper AB, Värmevärden Avesta and Valmet.

►► CIRCULAR ECONOMY SERVICES

IN 2016, NOT only was "circular economy" among the Swedish Academy's new words, it was also one of Hifab's special services in the area of environment. Circular economy is about regarding waste as a resource, and designing products for recycling and reuse, which can lead to large environmental and economic benefits. Here are a few examples of Hifab's projects in circular economy in 2016:

Hifab is a partner in the EU project FISSAC. The project consists of an international group of players in the construction industry who are, together, studying and testing how the industry can improve circular material flows. Hifab's role in the project is to carry out a number of national workshops to identify challenges in circulating construction material in Sweden.

For two years, Hifab has worked with the three municipalities Sotenäs, Dals-Ed and Falköping to support them in their work on circular economy. Hifab's consultants have supported the municipalities' strategists and management, and have helped local

companies and initiatives to circulate materials; in order to create new business opportunities by using waste and surplus from one business as raw materials for another business. The work with municipalities has resulted in several new companies and a number of new jobs.

At the end of 2016, Hifab was commissioned to manage a strategic umbrella project in which we will collect and coordinate information from Swedish projects in industrial symbiosis (industry as means of collaboration to achieve circular economy). Hifab, together with research partner RISE, IVL Swedish Environmental Research Institute and Linköping University, will produce a roadmap for Sweden's efforts on industrial symbiosis.

Hifab's consultants have also lectured and taught the subject of circular economy during the year. This included cooperation with a professor from RISE Viktoria on the subject of "Circular economy and circular business models" at Chalmers Professional Education.

► HIFAB PRO

OUR SERVICES STRIVE to be the best on the market, which is why we developed our own project management school, Hifab Pro. This way, we can ensure that all our employees have the skills necessary to manage projects and, at the same time, get the skills training needed for the future. Within the framework of Hifab Pro, we give our new employees a solid introduction to what it means to work at Hifab,

to our history and our core values. Our managers get the opportunity to develop their leadership qualities and skills needed to lead a successful consulting operation. In 2016, we offered our employees the possibility to become a certified project manager. This part of the project management school has its basis in tailored training packages based on the focus and previous experience. Certification is our way of ensuring that a project manager at Hifab has the competency demanded by the market.



Traffic area Spillepengen in Malmö. Photo: Niklas Laakmann, Hifab



► WE ARE BUILDING A SUSTAINABLE COMPANY



HIFAB TACKLES ISSUES linked to sustainability on a daily basis. At the time of writing, the UN Global Goals for Sustainable Development are an important piece of the puzzle, which are a hot topic of conversation and discussion. How is Hifab contributing?

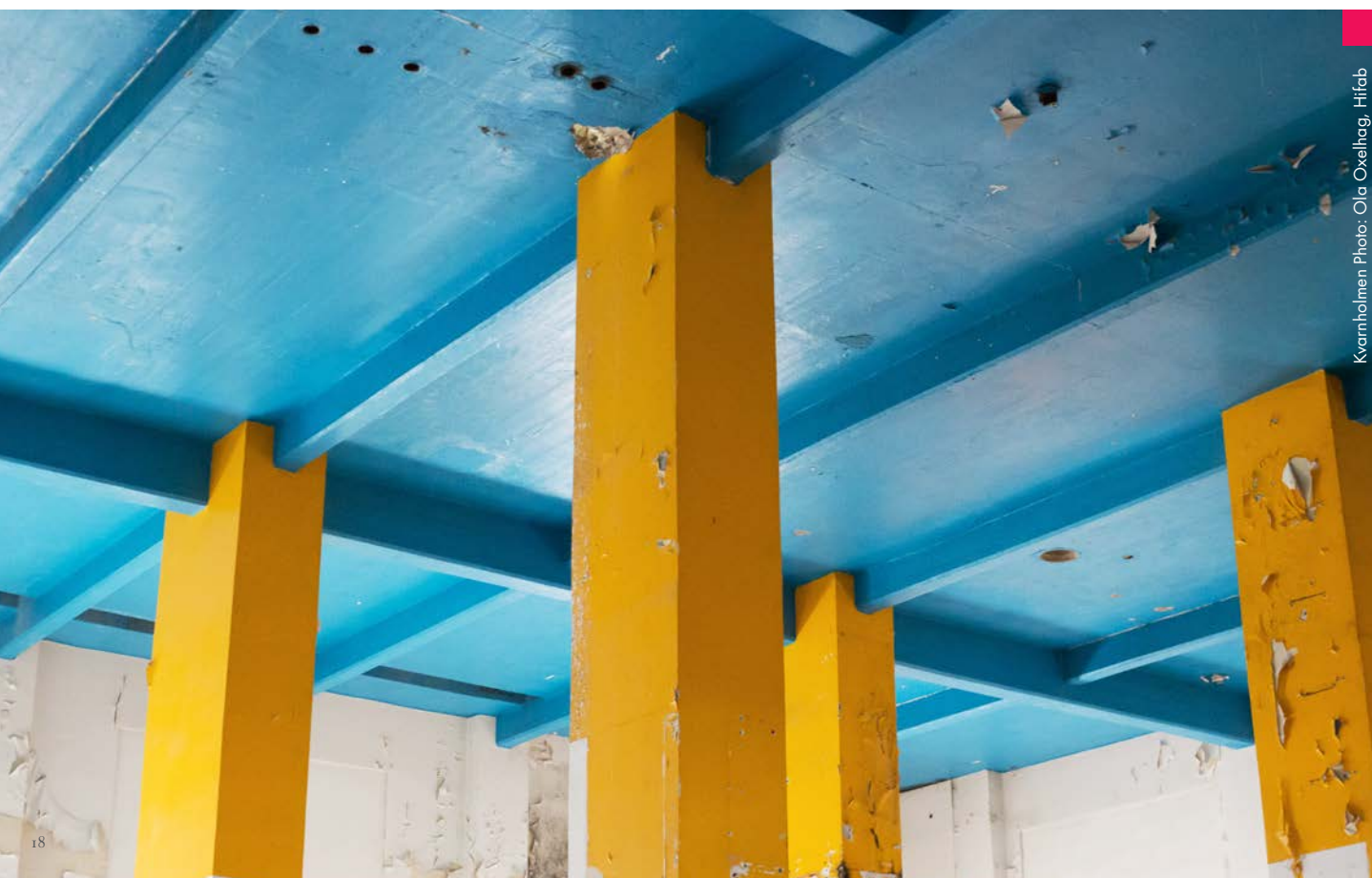
In 2016, we decided to join the UN Global Compact initiative. Hifab has operations far beyond the borders of this country, and in connection with our projects, we consider that this can strengthen our brand and our partnerships. In line with this decision, we have also invested in updating our own code of conduct, to clarify to all our employees how we should act toward one another, and toward others. These endeavours will be appended to our partner agreements. We should practice what we preach. The UN Global Compact is reported annually and synchronized with our Global Reporting Initiative (GRI) efforts. Also in this respect, we have started work on revitalization that will be completed in 2017 and will be reported in 2018 under the new legis-

lation on sustainability reporting.

Linking back to the Global Goals, in its operations, Hifab is involved in a number of the underlying targets. We daily address everything from Affordable and Clean Energy (Goal 7) to Sustainable Cities and Communities (Goal 11). Hifab often takes part in infrastructure projects and construction in which there is increasing focus on sustainability. We also endeavor to lead on these issues, and offer consulting and process management in the field as well as in the board room. Hifab is a long-standing, genuine company with long-term plans for continued growth. We are confident that sustainability generates shareholder value.

For 2017, we have the following activities lined up under sustainability:

- Start monitoring our carbon footprint.
- Integrate the new code of conduct and the UN Global Compact in the organization.
- Develop GRI reporting.
- Strengthen our quality efforts in projects and with regard to our ISO certificate.

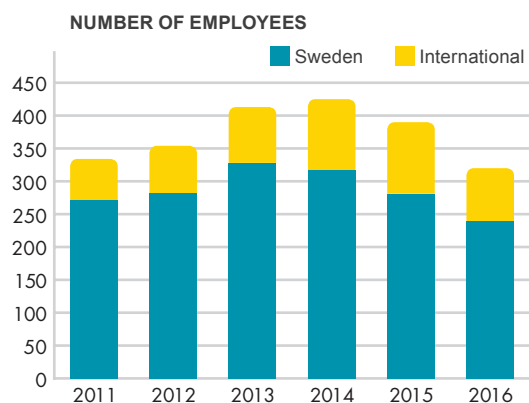
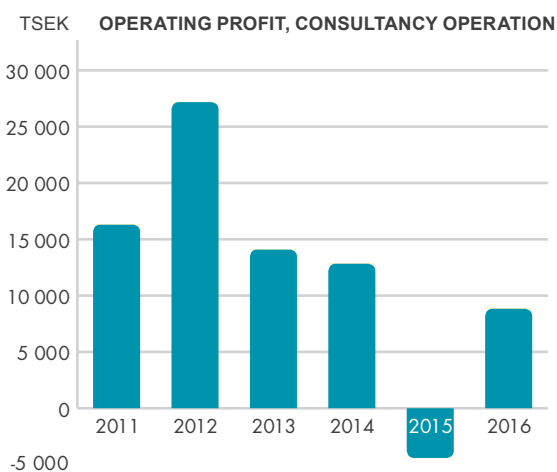
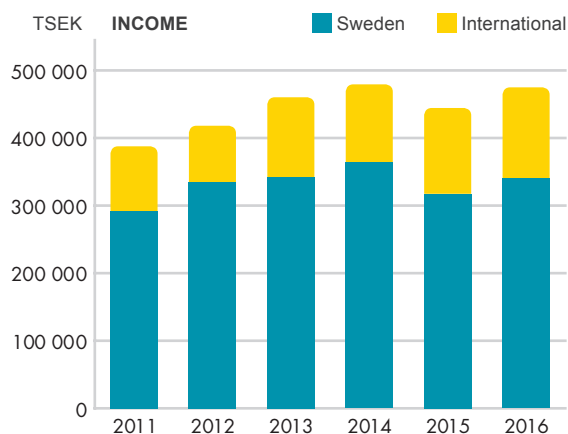


Kvarnholmen Photo: Ola Oxelhaug, Hifab

Five-year summary; Hifab Group

	2012	2013	2014	2015	2015 1)	2016
INCOME STATEMENT, TSEK						
Income	418 144	460 253	479 367	444 310	444 310	474 940
Operating profit, consultancy operations	27 178	14 084	12 831	-39 904	-4 415	8 832
Profit after financial items	25 983	13 712	13 119	-75 532	-4 443	7 566
Taxes	-9 472	-3 280	-2 861	10 077	977	-2 006
Earnings for the year attributable to shareholders in the parent company	16 511	10 432	10 258	-65 455	-3 466	5 560
BALANCE SHEET, TSEK						
Unpaid subscribed share capital	-	-	-	21 090	-	-
Non-current assets	20 526	28 264	25 685	34 775	25 709	34 842
Current assets	157 683	150 956	177 231	191 087	159 533	155 167
Equity attributable to shareholders in the parent company	82 230	77 563	81 630	57 315	66 070	62 965
Minority interests	44	44	44	44	44	44
Long-term liabilities	4 159	2 956	1 487	14 904	904	10 657
Current liabilities	91 776	98 657	119 755	174 689	118 224	116 343
Balance sheet total	178 209	179 220	202 916	246 952	185 242	190 009

1) Excluding the non-recurring effect of the Court of Appeal's judgment.



OUR EMPLOYEES – OUR MAIN ASSET



NINE OUT OF ten technical consulting companies indicate a need to employ more staff. A shortage of skills leads to challenges in delivering our services, exacerbates staff turnover and drives up the salaries. The employees' competence and motivation is the key to our cooperation, and to be regarded as the most attractive employer is a top priority.

At the end of the year, there were 320 (390) employees in the Group, including those in international operations. The drop in the number of employees compared with 2015 is in part due to a decrease in the number of international projects. At the same time, ongoing international projects are staffed with a larger proportion of subcontractors and fewer of our own employees. The shortage of staff in the industry generated substantial mobility on the Swedish side in the beginning of the year. Matters have stabilized during the year, and the number of employees is nearing last year's level.

Among those employed on an annual basis, 210 (266) were men, and 110 (124) were women.

There were 232 (281) permanent employees in Sweden at the end of the year.

HIFAB'S CORE VALUES AND CORPORATE CULTURE

Our core values provide the basis for being the most attractive employer and are a recurring element in

both our internal and external communication. We continuously develop our corporate culture, which is strongly linked to our projects, where comradeship and exchanging experience among colleagues are important elements.

Seventy-five percent of our employees consider that they use Hifab's core values in their daily activities. Hifab's core values are based on our three key words.

- Professionalism
- Collaboration
- Commitment

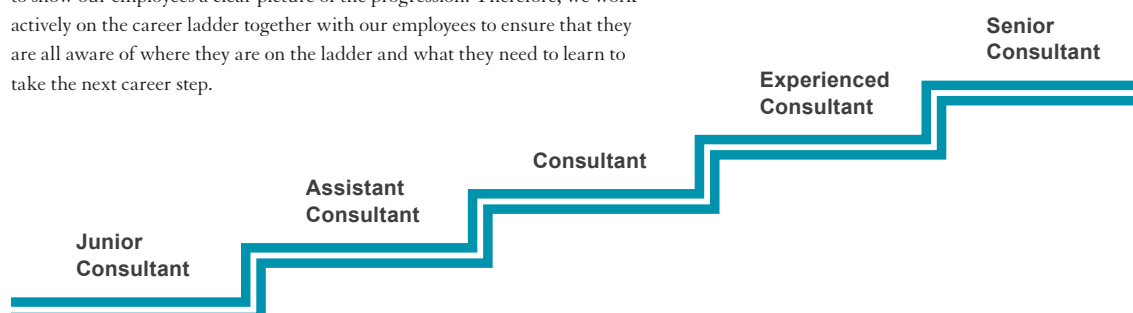
Our starting point is to work in teams consisting of both generalists and specialists. Together we are stronger, and at Hifab there is an unmatched breadth of various skills that are required for planning and leading projects.

EMPLOYEE BRANDING

Active work with our brand as an attractive employer is essential for our success. We offer our employees a safe workplace and a company that works seriously with responsibility in the company and in our projects. Hifab offers all employees opportunities for careers and personal development. It is a matter of evolving, for instance, in your role as a project manager, a specialist or a manager.

At Hifab, project managers with different kinds of experience can develop in their role through a

Hifab's career ladder Level requirements are based largely on our clients' requirements on our employees in their consulting role. It is important to show our employees a clear picture of the progression. Therefore, we work actively on the career ladder together with our employees to ensure that they are all aware of where they are on the ladder and what they need to learn to take the next career step.



variation of projects and with the support of training measures at our project manager school, Hifab Pro. Hifab annually carries out an employee survey that includes all employees in Sweden, in order to measure the working climate, collaboration and leadership, and the employees' overall view of the company. This year's survey, carried out in autumn 2016, showed that the percentage of satisfied employees was 75% (71%) and the leadership index, i.e. confidence in the immediate supervisor, was 83% (85%). Both of these results are very positive indices compared with the rest of the industry. Our employees are happy to share why they enjoy working at Hifab. Among the most important reasons are:

- Large and interesting projects
- Good skills development linked to the career ladder
- A high level of own responsibility
- Comradeship
- Good leadership
- Opportunities to work abroad
- It's fun to go to work

AGE DISTRIBUTION

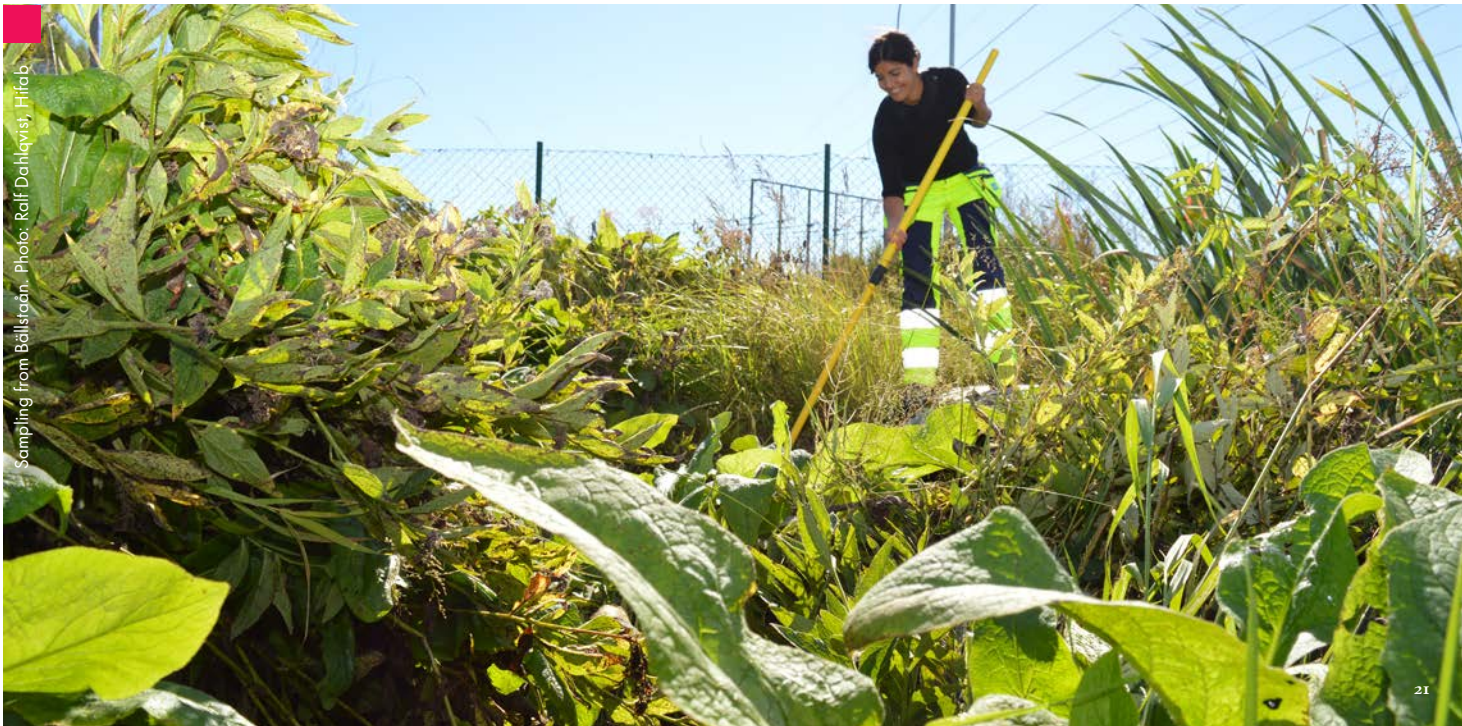
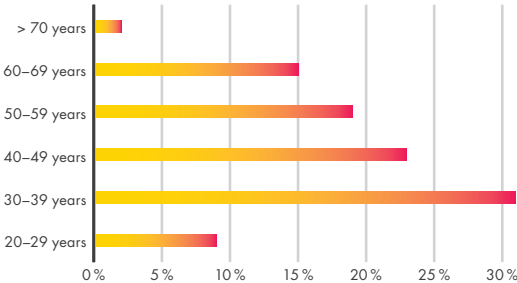
Traditionally, a large proportion of Hifab employees have consisted of middle-aged consultants with 10–15 years of experience as a project manager or consultant. Today, not only is it necessary to find new employees in the younger

age groups, but it is equally important to retain for a few more years those who reach retirement age. The combination of young and old creates an opportunity for on-the-job training that is appreciated by both categories. This is also a combination sought after by the major clients, especially in long-term projects.

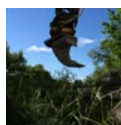
Key figures

Number of employees on an annual basis in Sweden at year-end:	232 (281)
Management recruitment:	
10 - internal recruitment	37 %
17 - external recruitment	63 %
Gender equality:	
110 - women	34 %
210 - men	66 %
Average employee age:	45 years

Age distribution



► THE HIFAB GROUP SHARE



THE SHARE

The Hifab share is traded on First North. The share capital amounts to SEK 6 083 892, distributed among 60 838 912 shares. The nominal value of the share is SEK 0.10.

One A class share entitles the holder to ten votes, and a B class share entitles the holder to one vote. An A class share can be converted to the B class share by applying to the company's Board of Directors. The distribution of A class and B class shares is shown below:

Class of shares	No. of shares	% of capital	% of voting rights
Serie A	1 562 666	2,57	20,86
Serie B	59 276 246	97,43	79,14

OWNERSHIP

The five largest shareholders together accounted for 75.11% (73.78) of the capital and 79.78% (78.71) of voting rights on 30 December 2016.

Foreign holdings amounted to 1.86% (2.05) of the shares and 0.32% (0.38) of the votes.

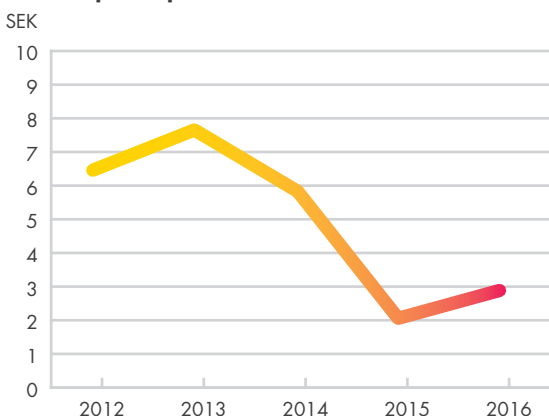
Following the parent company's loss of a legal dispute in 2015, a decision was taken on a new share issue, which was registered on 28 January 2016.

Ownership and the ten largest shareholders on 31 December 2016 are shown in the table on page 23.

DIVIDEND

The Board of Directors proposed that no dividend be paid for the financial year 2016.

Share price performance



Development of the share capital

Development of the Hifab Group share since 1998

Year	Transaction	Share capital	No. of shares
1998	Directed issue	704 000	7 040 000
1999	Directed issue	719 000	7 190 000
1999	Exercise of warrants	779 000	7 790 000
2000	Directed issue	799 146	7 991 456
2000	Directed issue	927 146	9 271 456
2007	Directed issue	1 011 946	10 119 456
2008	Directed issue related to reverse acquisition	3 034 259	30 342 596
2009	Directed issue related to reverse acquisition	3 041 946	30 419 456
2015	Registered number of shares per 31 December 2015	3 041 946	30 419 456
2016	Preferential issue	3 041 946	30 419 456
2016	Registered number of shares per 31 December 2016	6 083 892	60 838 912

Data per share before and after dilution

	2016	2015	2014	2013	2012	2011	2010	2009
Average number of shares	58 303 957	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456
No. of shares at year-end	60 838 912	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456	30 419 456
Earnings per share attributable to shareholders in parent company, SEK	0,09	-2,15	0,34	0,34	0,55	0,51	0,19	0,15
Net cash flow per share, SEK	-0,64	0,67	0,17	-0,46	0,82	0,48	0,31	0,08
Equity per share, SEK	1,53	1,89	2,68	2,55	2,70	2,55	2,25	2,09
Distribution of dividend as proposed by the Board, SEK	0	0	0,40	0,20	0,50	0,40	0,20	0
Market value at year-end, SEK	3,13	2,30	6,10	7,90	6,70	4,20	4,34	3,90

Major shareholders

	2014	2013	2012	2011	2010
RESULTATRÄKNING, kSEK					
Intäkter	479 367	460 253	418 144	387 687	423 247
Rörelseresultat i konsultverksamheten	12 831	14 084	27 178	16 294	11 178
Resultat efter finansiella poster	13 119	13 712	25 983	19 298	8 728
Skatter	-2 861	-3 280	-9 472	-3 522	-2 984
Årets resultat, hänförligt till moderbolagets aktieägare	10 258	10 432	16 511	15 535	5 780
BALANSRÄKNING, kSEK					
Anläggningstillgångar	25 685	28 264	20 526	29 742	25 465
Omsättningstillgångar	177 231	150 956	157 683	132 086	138 171
Eget kapital, hänförligt till moderbolagets aktieägare	81 631	77 563	82 230	77 860	68 590
Minoritetsintresse	44	44	44	44	1 423

Owner structure

	2014	2013	2012	2011	2010
INCOME STATEMENT, TSEK					
Income	479 367	460 253	418 144	387 687	423 247
Operating profit, consultancy operations	12 831	14 084	27 178	16 294	11 178
Profit after financial items	13 119	13 712	25 983	19 298	8 728
Taxes	-2 861	-3 280	-9 472	-3 522	-2 984
Earnings for the year attributable to shareholders in the parent company	10 258	10 432	16 511	15 535	5 780
BALANCE SHEET, TSEK					
Non-current assets	25 685	28 264	20 526	29 742	25 465
Current assets	177 231	150 956	157 683	132 086	138 171
Equity attributable to shareholders in the parent company	81 631	77 563	82 230	77 860	68 590
Minority interests	44	44	44	44	1 423
Long-term liabilities	1 487	2 956	4 159	9 204	6 640
Current liabilities	110 755	98 657	91 778	74 720	96 082



Administration report

The Board of Directors and the CEO of Hifab Group AB (publ), corporate identity number 556394-1987, with its registered office in Stockholm, hereby present the annual report and the consolidated financial statements for the 2016 financial year.

OWNERSHIP

Hifab Group AB is listed on Nasdaq OMX First North. At year-end 2016, Hifab Group AB had 1 718 (1 653) shareholders according to the official register of shareholders held by Euroclear Sweden AB. For more detailed information of Hifab Group AB's ownership, please refer to the Hifab Group Share section on pages 22–23.

ORGANIZATION IN 2016

The parent company of the Group is Hifab Group AB. Group-wide functions, such as finance, administration, information and market communication, etc., are managed by the subsidiary, HifabGruppen AB.

Hifab Group AB has one operational subsidiary group. The major competence of the Group is project management. The largest proportion of the Group's sales is attributable to the construction and civil engineering sector. International development projects around the world have been an important part of Hifab's operations for more than 40 years.

Hifab is also a leader in Sweden for advisory services and environmental project management.

The operational subsidiary groups are:

- HifabGruppen, which manages group-wide staff functions.
- Hifab AB, which conducts project management in construction, civil engineering and environmental projects in Sweden. Hifab AB has an operational subsidiary group, Hifab DU Teknik AB, which operates in process technology.
- Hifab International AB is operationally responsible for assignments financed by international development banks or development agencies, and has an operational subsidiary, Hifab Oy, in Finland.

VISION

Hifab is the leading project management company on the market, and our clients' and employees' first choice.

OVERALL TARGETS

The overall financial target of the Group is to achieve a profit margin of 7% on sales over a business cycle.

The year 2016 was a year of consolidation, in which the strategy for the next four-year period was developed, and the profit margin was 2%. Each of the companies and departments has its individual profit target in combination with clear objectives in marketing, the environment, quality and personnel development.

Equity refers to shareholders' equity, SEK 63.0 million, and borrowed capital, SEK 14.0 million.

In connection Hifab's loss of a major legal dispute in October 2015, it was decided to carry out a share issue (see also under the heading Parent company). The issue was underway over the year-end and was concluded in January 2016. In connection with this, a temporary loan of SEK 50 million was amortized.

The Group's target for administration of capital is to safeguard the continued existence and freedom of action of the Group and to ensure that shareholders continue to receive a return on their investment. The allocation between shareholders' equity and borrowed capital shall ensure an adequate balance between risk and return. The Group follows an amortization schedule established with the bank, with a final maturity in March 2021. As a guarantee for this, including an unused overdraft facility of SEK 20 million, there are pledged assets for a value of SEK 48.5 million. Where appropriate, the capital structure may be adapted to changes in economic conditions and other external factors. In order to maintain and adapt the capital structure, the Group may distribute dividends, increase equity through issuance of new shares or through shareholders' contributions, and reduce or increase debt.

On 31 December 2016, the Group had a small share of interest-bearing debt, good liquidity and a good cash flow. There is little risk that continuous borrowing needs will arise. The Group's aim is to not take any loans for current activities, and only if extraordinary circumstances arise, such as acquisitions.

Consolidated debt and equity are shown in the Statement of financial position and is distributed on current liabilities, SEK 116.3 million, long-term liabilities, SEK 10.7 million, and equity, SEK 63.0 million. The various components included appear in the Statement of changes in equity, page 33.

THE MARKET

Hifab is Sweden's market leader in project management, and maintains a nationwide office network. The order situation during the year was stable, and prospects for 2017 are good. Hifab has maintained an inflow of orders in the operations in line with processed volumes.

We estimate that the market for the Group will remain good in 2017. With 10 offices, we are able to deliver our services to clients nationwide. Conditions are good, with 50% public clients and a broader sales organization than previously.

Development aid-financed projects are not sensitive to fluctuations in the economy. Capital flow to the world's different aid agencies continues to increase year on year. Our assessment is that this trend will continue in the foreseeable future.

CONSOLIDATED INCOME AND EARNINGS

Consolidated income amounted to SEK 475 (444) million. Operating profit in operating activities adjusted for non-recurring charges amount to SEK 8.8 (-4.4) million.

Operating profit amounted to SEK 8.8 (-39.9) million. Profit after financial items amounted to SEK 7.6 (-75.5) million, where the total one-off effect last year is SEK -71.1 million. Earnings per share was SEK 0.09 (-2.15). See Note 24.

CASH FLOW AND FINANCIAL POSITION

Cash and cash equivalents, including credits facilities, amounted to SEK 50.5 (89.4) million at 31 December 2016. Interest-bearing liabilities amounted to SEK 14.0 (68.2) million, and at year-end the interest-bearing net assets of the Group amounted to SEK 16.5 (1.2) million. The proceeds were paid in full at the beginning of January, whereby SEK 50 million in loans was amortized.

The equity ratio was 33 (23)%. Consolidated equity including minority interests amounted to SEK 57.3 (57.3) million.

Cash flow from operating activities before changes in working capital amounted to SEK 7.7 (-74.4) million. Changes in operating profit amounted to SEK -10.8 (-12.8) million. Net cash flow from investing

activities during the period amounted to SEK 0.2 (-1.8). Cash flow from financial activities amounted to SEK -33.3 (84.0) million whereby amortization after final payment of the new share issue in the beginning of January 2016 was carried out at SEK 50 million and current amortization of SEK 4 million.

Parent company cash flow from operating activities amounted to SEK 6.2 (-78.2) million, of which changes in operating profit amounted to SEK 1.2 (0.3) million. Investing activities amounted to SEK 0.0 (-5.5). Cash flow from financial activities was SEK -5.0 (83.4) million, where the dividend from subsidiaries was SEK 6.1 million, amortization was SEK -54 million and SEK 42.9 million was attributable to the share issue. The previous year, the dividend to shareholders was SEK 12.2 million and the ongoing share issue and loans amounted to SEK 98 million.

Compared with the previous year, the Group's operating costs have increased by SEK 15 million. This increase is wholly attributable to a higher share of subcontractors. Staff costs have decreased by SEK 32 million as a result of the Group having slightly fewer employees than previously. This is linked to the number of project staff in the international activities, and shortage of staff in the industry, which generated large mobility on the Swedish side. The increase in revenue is attributable to increased subcontractor volumes, while the volume of own consultants has decreased slightly. Interest expenses for 2015 and 2016, in their entirety, are attributable to the legal loss.

CONSULTANCY OPERATIONS

Hifab AB offers qualified project management services in the building, construction, environment, energy, real estate and process technology sectors, with the objective of maximizing the profitability of the client's operations.

Together with its wholly-owned subsidiary, Hifab DU Teknik, Hifab AB is represented in Sweden through 10 offices. The operations had sales of SEK 342 (321) million, with earnings after distribution of common costs of the Group, and after financial items, of SEK 5.0 (0.1) million. There were 239 (250) employees on a yearly basis.

Together with its wholly-owned subsidiary, Hifab Oy, Finland, Hifab International AB offers qualified project management services in international devel-

opment projects financed mainly by international development banks and development agencies. The operations had income of SEK 135 (127) million and reported earnings after distribution of common costs of the Group, and after financial items, of SEK 1.7 (4.5) million. There were 81 (116) employees in Sweden and internationally on a yearly basis. The number of employees in the Group in 2016 amounted to 320 (350) at the year-end. Staff turnover and the salary development are high in the industry. With skilled and competitive staff as the most important resource in the Group, the goal is to increase recruitment and continuously develop skills.

PARENT COMPANY

The Supreme Court of Sweden has not granted leave of appeal in the matter which affected Hifab in 2015, and the legal matter has thereby become legally binding and has been settled.

This means that no recovery of payments made will be done. The full amount, SEK 68 million, was expensed, distributed on the judgment, including court fees and interest in 2015.

The rights issue, which was underway over the year-end, was concluded with registration date 28 January 2016. The share issue was fully subscribed and the number of new shares registered amounted to 30 419 456. The total number of shares is now 60 838 912.

ENVIRONMENT AND QUALITY

Hifab works daily with issues that can be linked to sustainability, both internally and externally. Hifab is quality-certified according to ISO 9001 and environmentally certified according to ISO 14001. Our web-based, integrated operations system also includes the requirements set by the Swedish Work Environment Authority's regulations on systematic working environment work. Our quality and environment goals are always based on a sustainability perspective, where we place emphasis on efficiency, resource management and client benefit.

In 2016, we joined the United Nations initiative, Global Compact. With this decision, we have also invested in renewing our own code of conduct in order to make clear to all employees how to behave to each other and to others. This effort will be attached to our

agreements with partners. Global Compact is reported yearly, and synchronized with our GRI work. Here, we have also started a reorganisation, which will be ready during 2017 and will be reported in 2018 under the new act on sustainability reporting.

THE WORK OF THE BOARD OF DIRECTORS IN 2016

The Directors of the Board of Hifab Group AB were elected in May 2016. The Board is composed of four members. Bengt Stillström was elected Chairman of the Board. Rikard Appelgren was elected a new member of the Board. Other members of the Board were Lars Johansson and Carina Edblad. Agneta Jacobsson resigned from the Board at the Annual General Meeting. Deputies were not elected. Employee representatives were Denise Hedlund Lucas, representing Unionen, and Stina Rydberg, representing Sveriges Ingenjörer/SACO federations.

In 2016, the Board held seven meetings, documented by minutes, including the statutory meeting. The Board has performed its work in accordance with the established annual plan. The auditor of the company attended the meeting at which the year-end financial statements were presented.

REMUNERATION TO SENIOR EXECUTIVES

According to a decision at the latest Annual General Meeting, as well as the Board's proposal to the coming Annual General Meeting, guidelines for remuneration (basic salary, bonus, pension and other benefits) are that they are to be marketable and to facilitate the recruitment and retention of qualified senior executives. No benefits beyond the norm are offered and no senior executives own options or convertibles in the company. Bonuses are always related to quantitative goals. For senior executives, the general pension plan via ITP applies. The notice period is nine months for the CEO and three to twelve months for the remaining three persons. The Board of Directors elected by the Annual General Meeting is remunerated according to the AGM decision.

DIVIDEND

The proposed dividend for the financial year 2016 is SEK 0 (0), corresponding to a total of SEK 0.0 (0.0) million.

RISKS

Risks and uncertainties

All business operations are exposed to a certain amount of risk. Hifab's operations are exposed to a number of risk factors, some of which are within the control of the company, while other risks are beyond its control. The risks and uncertainty factors that the parent company and Group may face are primarily related to change in the personnel workload, average invoicing, personnel turnover and salary costs that all have a decisive impact on profitability. Other risks are divided into market risks, insurable risks, financial risks and currency risks. See Note 28.

COMPANY OUTLOOK

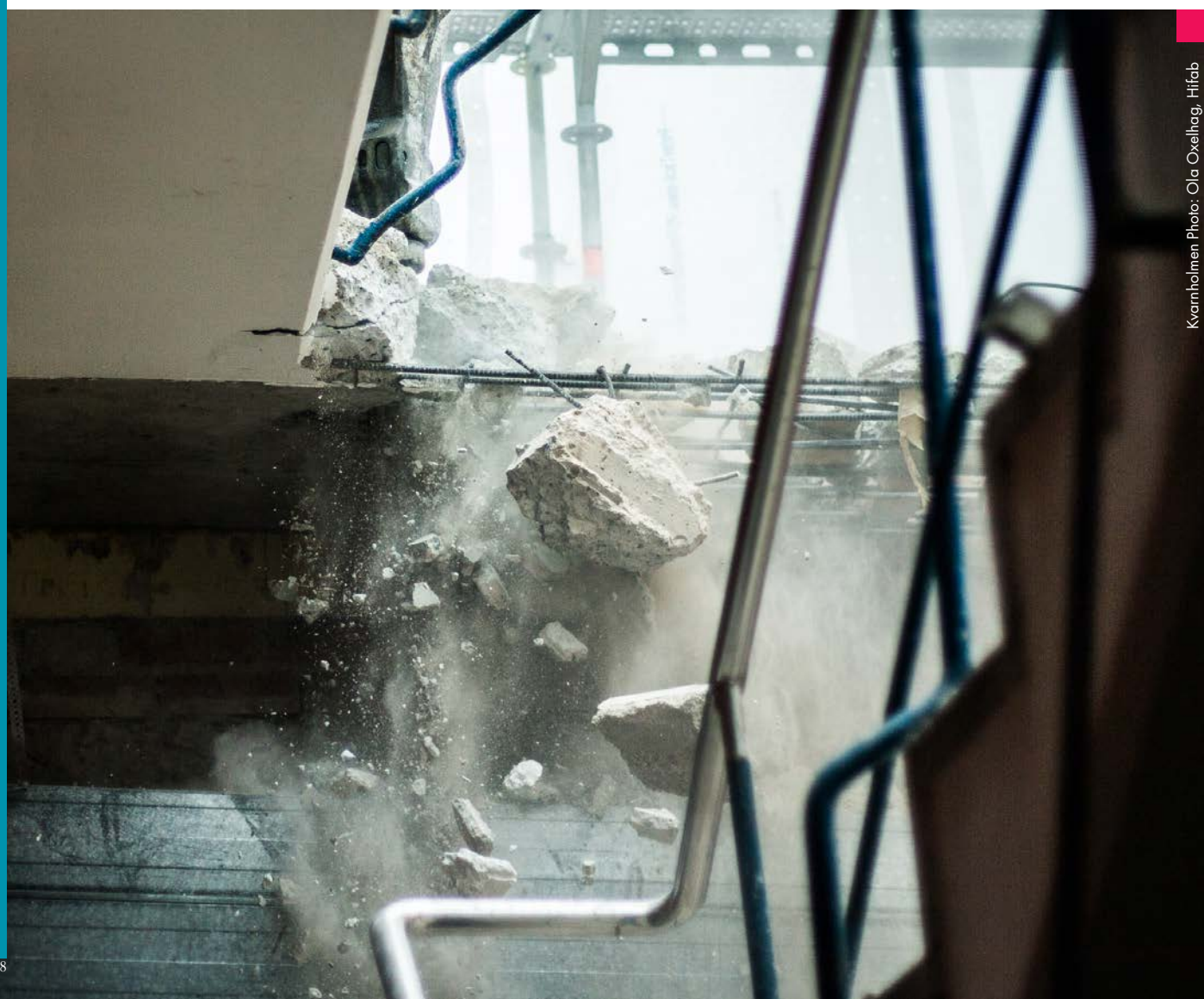
The assessment for 2017 is a continued strong economic trend in Hifab's market segments, both in Sweden and internationally. Both public and private investments are expected to increase. Housing construction continues to

increase, and there are several large infrastructure projects underway across the country. In general, local markets vary somewhat, and we monitor these locally. After our adjustment to be present in areas where our clients are located, we are now stable and ready to continue growing in these areas. Our international operations are expected to grow in the countries where we operate today. Hifab's offer of Hifab Total, in which we take complete responsibility for the entire consulting business in the projects, is expected to take a new position and grow in 2017.

Attracting and managing to retain new employees is a success factor. Organic growth is an element in the operational planning of each individual profit centre. We are also actively seeking add-on acquisitions.

EVENTS OCCURRING AFTER THE REPORTING DATE

There have been no material events after the end of the financial year.



Kvarnholmen Photo: Ola Oxelbåg, Hifab

**The Group's financial position and performance for the years 2012–2016
in summary appears in the following table**

	2012	2013	2014	2015	2015 1)	2016
Income, TSEK	418 144	460 253	479 367	444 310	444 310	474 940
Operating profit, consultancy operations, TSEK	27 178	14 084	12 831	-39 904	-4 415	8 832
Profit after financial items, TSEK	25 983	13 712	13 119	-75 532	-4 443	7 566
Earnings for the year attributable to shareholders in the parent company, TSEK	16 511	10 432	10 258	-65 455	-3 466	5 560
Balance sheet total, TSEK	178 209	179 220	202 916	246 952	185 242	190 009
Equity attributable to shareholders in the parent company, TSEK	82 230	77 563	81 630	57 316	66 070	62 965
Quick ratio (%)	172	153	148	109	135	133
Equity ratio (%)	46	43	40	23	35	33
Return on capital employed, (%)	32	17	16	-32	-7	13
Return on equity after tax, (%)	20	13	13	-114	-5	9
Debt/equity ratio, (GGR)	1,2	1,3	1,5	3,3	1,8	2,0
Number of employees on a yearly basis	354	413	425	390	390	320

1) Excluding the non-recurring effect of the Court of Appeal's judgment.

Key ratio definitions

Income – Invoiced fees, disbursements and sub consultants

Quick ratio – Current assets as a percentage of current liabilities

Equity ratio – Equity as a percentage of the balance sheet total

Return on capital employed – Profit/loss after financial items plus financial costs, as a percentage of the balance sheet total decreased by non-interest bearing liabilities

Return on equity after tax – Profit/loss after tax, as a percentage of equity

Debt/equity ratio – Current liabilities excluding client funds, plus long-term liabilities, as a percentage of equity

Number of employees on a yearly basis – Average number of employees over the year expressed as full-time employees

Equity per share – Equity in relation to the number of shares at the end of the period

Net cash flow per share – Cash flow from operating activities (before investments) and before taxes paid, in relation to the average number of shares

Earnings per share – Profit/loss for the year in relation to the average number of shares

Interest-bearing net assets – Cash and cash equivalents including granted credit with less interest-bearing liabilities

Proposed appropriation of earnings

The following earnings are at the disposal of the Annual General Meeting, SEK:

Accumulated earnings	82 171 033
Share premium reserve	50 192 102
Net profit for the year	10 998 307
Earnings at disposal	143 361 442

The Board of Directors proposes that the Annual General Meeting not distribute dividend for the financial year

Distribution of dividend to shareholders (equaling SEK 0.00 per share)	0
To be carried forward	143 361 442

Consolidated income statement

		THE GROUP	
TSEK	Note	2016	2015
OPERATING INCOME			
Income		474 940	444 310
Other operating income	1	946	98
Total		475 886	444 408
OPERATING EXPENSES			
Other external expenses	2, 26, 27	-251 060	-236 238
Salaries and personnel	3	-215 345	-247 100
Depreciations	11, 12	-649	-974
Total		-467 054	-484 312
Operating profit		8 832	-39 904
PROFIT/LOSS FROM FINANCIAL INVESTMENTS			
Profit/loss from participations		-	-39
Interest income and similar income statement items	5	871	98
Interest expenses and similar income statement items	6	-2 137	-35 687
Total financial income and expenses		-1 266	-35 628
Profit after financial items		7 566	-75 532
Tax on profit for the year	7	-2 006	10 077
Net profit for the year		5 560	-65 455
Earnings for the year attributable to shareholders in the parent company	17	5 560	-65 455
Minority shareholders		-	-
		5 560	-65 455
Earnings per share before and after dilution calculated on income attributable to shareholders in the parent company during the year (SEK per share)	17	0,09	-2,15
Statement of consolidated comprehensive income			
Net profit for the period		5 560	-65 455
Components that may later be reclassified to profit and loss for the year:			
Exchange rate differences from translation of foreign operations		116	95
Tax attributable to components of other comprehensive income		-26	-21
Total other comprehensive income for the year, net after tax		90	74
Total comprehensive income for the year		5 650	-65 381
Total comprehensive income attributable to:			
Parent company shareholders		5 650	-65 381
		5 650	-65 381

Statement of consolidated financial position

TSEK	Note	THE GROUP	
		31 Dec 2016	31 Dec 2015
UNPAID SUBSCRIBED SHARE CAPITAL		-	21 090
ASSETS			
INTANGIBLE ASSETS			
Goodwill	10	15 954	15 954
Total intangible non-current assets		15 954	15 954
TANGIBLE NON-CURRENT ASSETS			
Equipment	11, 12	592	1 226
Total tangible non-current assets		592	1 226
FINANCIAL NON-CURRENT ASSETS			
Other long-term security holdings	14	0	-
Other long-term receivables	8	3 152	720
OTHER LONG-TERM RECEIVABLES			
Deferred tax asset	7	15 144	16 875
Total financial non-current assets		18 296	17 595
Total non-current assets		34 842	34 775
CURRENT ASSETS			
Work in progress, not yet invoiced	15	13 284	18 648
Advance payments to suppliers		3 650	10 510
Trade receivables	8, 9	92 114	68 628
Tax asset		7 357	7 049
Other receivables	8	435	6 516
Prepaid expenses and accrued income	8, 16	7 774	10 329
Cash and cash equivalents	8, 19	30 553	69 407
Total current assets		155 167	191 087
Total assets		190 009	246 952

Statement of consolidated financial position, cont.

Statement of consolidated financial position, cont.		THE GROUP	
TSEK	Note	31 Dec 2016	31 Dec 2015
EQUITY AND LIABILITIES			
EQUITY			
Share capital	18	6 084	3 042
Completed rights issue		-	53 234
Other capital contribution		51 301	1 109
Translation reserve		1 124	1 034
Retained earnings incl. profit for the year		4 456	-1 104
Total equity attributable to shareholders in the parent company		62 965	57 315
Minority portion of equity		44	44
Total equity		63 009	57 359
LONG-TERM LIABILITIES			
Liabilities to credit institutions	8, 20	10 000	14 000
Deferred tax liability	7	6	9
Provision for pensions	8, 20	651	895
Total long-term liabilities		10 657	14 904
CURRENT LIABILITIES			
Liabilities to credit institutions	8, 20	4 000	54 200
Advance payments from clients		22 497	29 429
Trade liabilities	8, 20	40 079	33 380
Other current liabilities		20 169	22 586
Accrued expenses and deferred income	21	29 598	35 094
Total current liabilities		116 343	174 689
Total equity and liabilities		190 009	246 952

Key ratio per share

	Note	THE GROUP	
		31 Dec 2016	31 Dec 2015
No. of shares at the end of the period	17	60 838 912	30 419 456
Equity, SEK		1,53	1,89
Distribution of dividend as proposed by the Board, SEK		0,00	0,00

Key ratio definitions, see page 29

Statement of changes in equity

TSEK	Share capital	Other capital contribution	Translation reserve	Retained earnings incl. profit for the year	Total attributable to shareholders in parent company	Minority interests	Total equity
Opening balance as at 1 January 2015	3 042	1 109	960	76 519	81 630	44	81 674
CHANGES IN EQUITY 2015							
Net profit for the year				-65 455	-65 455		-65 455
Exchange rate differences from translation of foreign operations			95		95		95
Tax attributable to components of other comprehensive income			-21		-21		-21
Total comprehensive income for the year			74	-65 455	-65 381		-65 381
Ongoing rights issue		53 234			53 234		53 234
Dividend paid				-12 168	-12 168		-12 168
Closing balance as at 31 December 2015	3 042	54 343	1 034	-1 104	57 315	44	57 359
Opening balance as at 1 January 2016	3 042	54 343	1 034	-1 104	57 315	44	57 359
CHANGES IN EQUITY 2016							
Net profit for the year				5 560	5 560		5 560
Exchange rate differences from translation of foreign operations			116		116		116
Tax attributable to components of other comprehensive income			-26		-26		-26
Total comprehensive income for the year			90	5 560	5 650		5 650
Completed rights issue	3 042	-3 042			-		-
Closing balance as at 31 December 2016	6 084	51 301	1 124	4 456	62 965	44	63 009

Statement of equity - parent company

TSEK	Share capital	Statutory reserve	Share premium reserve	Accumulated earnings	Net profit for the year	Total equity
Opening balance as at 1 January 2015	3 042	200	-	153 559	8 903	165 704
Appropriation of earnings as determined by the Annual General Meeting				8 903	-8 903	
Dividend				-12 168		-12 168
Ongoing rights issue			53 234			53 234
Net profit for the year					-68 123	-68 123
Closing balance as at 31 December 2015	3 042	200	53 234	150 294	-68 123	138 647
Opening balance as at 1 January 2016	3 042	200	53 234	150 294	-68 123	138 647
Appropriation of earnings as determined by the Annual General Meeting				-68 123	68 123	-
Completed rights issue	3 042		-3 042			-
Net profit for the year					10 998	10 998
Closing balance as at 31 December 2016	6 084	200	50 192	82 171	10 998	149 645

Statement of consolidated cash flows

Statement of consolidated cash flows		THE GROUP	
TSEK	Note	2016	2015
OPERATING ACTIVITIES			
Cash flow		8 832	-6 621
Cash flow from legal dispute		-	-33 322
Non-cash items	25	1 512	1 293
Interest received and income from financial transactions	5	99	40
Interest paid in the operations		-2 137	-606
Interest paid due to legal loss		-	-35 081
Paid tax		-613	-2 139
Total cash flow from operating activities before changes in working capital		7 693	-76 436
CASH FLOW FROM CHANGES IN WORKING CAPITAL			
Change in work in progress		12 224	2 021
Change in operating receivables		-14 850	6 406
Change in operating liabilities		-8 146	4 334
Total changes in working capital		-10 772	12 761
Cash flow from operating activities		-3 079	-63 675
INVESTING ACTIVITIES			
Sales of other financial assets	14	-	155
Acquisition of tangible non-current assets	11, 12	15	-269
Change of other financial assets		-2 432	281
Cash flow from investments		-2 417	167
FINANCING ACTIVITIES			
Pension provisions		-244	-349
Rights issue		21 090	30 144
Amortization of bank loan		-54 200	-1 600
Loans		-	68 000
Dividend		-	-12 168
Cash flow from financial activities		-33 354	84 027
Cash flow for the year		-38 850	20 519
Cash and cash equivalents at beginning of year		69 407	48 888
Exchange rate differences in cash and cash equivalents		-4	-
Cash and cash equivalents at year-end		30 553	69 407

Income statement – Parent Company

Income statement – Parent Company		PARENT COMPANY	
TSEK	Note	2016	2015
OPERATING INCOME			
Other operating income	1	4	-
Total		4	-
OPERATING EXPENSES			
Other external expenses	2, 27	-	-36 067
Salaries and personnel	3	-	-
Total		-	-36 067
Operating profit			
		4	-36 067
PROFIT/LOSS FROM FINANCIAL INVESTMENTS			
Income from participations in Group companies	4	6 146	-5 103
Interest income and similar income statement items	5	1 219	1 524
Interest expenses and similar income statement items	6	-2 049	-35 559
Total financial income and expenses		5 316	-39 138
Profit after financial items			
		5 320	-75 205
APPROPRIATIONS			
Group contributions received		7 047	-
Group contributions provided		-	-3 001
Total appropriations		7 047	-3 001
Total before tax			
		12 367	-78 206
Tax on profit for the year	7	-1 369	10 083
Net profit for the year		10 998	-68 123

Comprehensive income for the year – Parent Company

TSEK	PARENT COMPANY	
	2016	2015
Net profit for the year	10 998	-68 123
Comprehensive income for the year	10 998	-68 123

Balance sheet – Parent Company

		PARENT COMPANY	
TSEK	Note	31 December 2016	31 December 2015
UNPAID SUBSCRIBED SHARE CAPITAL		-	21 090
ASSETS			
NON-CURRENT ASSETS			
FINANCIAL NON-CURRENT ASSETS			
Participations in Group companies	13	158 773	158 778
Other long-term receivables from Group companies		14 667	13 448
OTHER LONG-TERM RECEIVABLES			
Deferred tax asset	7	14 237	15 605
Total financial assets		187 677	187 831
Total non-current assets		187 677	187 831
CURRENT ASSETS			
Current receivables Group		7 387	16 404
Other receivables		-	161
Cash and cash equivalents		-	-
Total current assets		7 387	16 565
Total aggregate assets		195 064	225 486

Balance sheet, cont. – Parent Company

Balance sheet, cont. – Parent Company		PARENT COMPANY	
TSEK	Note	31 December 2016	31 December 2015
EQUITY AND LIABILITIES			
RESTRICTED EQUITY			
Share capital	18	6 084	3 042
Ongoing rights issue		-	53 234
Statutory reserve		200	200
Total restricted equity		6 284	56 476
NON-RESTRICTED EQUITY			
Non-restricted reserves/retained earnings		132 363	150 294
Net profit for the year		10 998	-68 123
Total restricted equity		143 361	82 171
Total equity			
		149 645	138 647
LONG-TERM LIABILITIES			
Long-term liabilities to credit institutions	20	10 000	14 000
Liabilities to Group companies		17 870	17 430
Total long-term liabilities		27 870	31 430
CURRENT LIABILITIES			
Current liabilities to credit institutions	20	4 000	54 000
Trade liabilities	20	-	125
Liabilities to Group companies	20	13 549	-
Accrued expenses and deferred income	21	-	1 284
Total current liabilities		17 549	55 409
Total equity and liabilities			
		195 064	225 486
Pledged assets and contingent liabilities			
	22	-	50 000

Cash flow statement – Parent Company

Cash flow statement – Parent Company		PARENT COMPANY	
TSEK	Note	2016	2015
OPERATING ACTIVITIES			
Operating profit		4	-36 067
Non-cash items	25	7 047	-8 104
Interest received		1 219	1 524
Interest paid		-2 049	-35 559
Total cash flow from operating activities before changes in working capital		6 221	-78 206
CASH FLOW FROM CHANGES IN WORKING CAPITAL			
Change in operating receivables		162	-74
Change in operating liabilities		-1 409	352
Total changes in working capital		-1 247	278
Cash flow from operating activities		4 974	-77 928
INVESTING ACTIVITIES			
Acquisition of Group company		-	-5 457
Cash flow from investments		-	-5 457
FINANCING ACTIVITIES			
Intra-group financial transfers		27 936	-2 591
Loans		-54 000	68 000
Ongoing rights issue		21 090	30 144
Dividend		-	-12 168
Cash flow from financial activities		-4 974	83 385
Cash flow for the year		-	-
Cash and cash equivalents at beginning of year		-	-
Exchange rate differences in cash and cash equivalents		-	-
Cash and cash equivalents at year-end		-	-

Accounting principles

1. NATURE OF THE OPERATIONS

The principal activities of Hifab Group AB (publ) and its subsidiaries (hereinafter jointly referred to as 'the Group') are to provide project management and advisory services for sustainable development.

2. GENERAL INFORMATION

Hifab Group AB (publ), corporate identity number 556394-1987, is a Swedish limited company with its head office in Stockholm. The address of Hifab Group AB's head office is: Box 19090, 104 32 Stockholm, Sweden
Visiting address: Sveavägen 167, 113 46 Stockholm.

The Hifab Group share has been traded on the OMX First North exchange since 7 October 2008. Information about the share and shareholders is provided on pages 22–23.

The Board approved release of the Annual Report for the financial year ended 31 December 2016 (including comparative figures up to and including 31 December 2016) on 15 April 2017.

3. ACCOUNTING PRINCIPLES

3.1 Compliance with standards and applicable law

The consolidated financial statements of Hifab Group have been prepared in accordance with International Financial Reporting Standards (IFRS), as approved by the EU, and the interpretations of the IFRS Interpretation Committee, as approved by the European Commission for application within the EU. Moreover, the Group applies the Swedish Financial Reporting Board's recommendation RFR 1, Supplementary Reporting Rules for Groups, which specifies the addition to the IFRS disclosures required by the provisions of the Swedish Annual Accounts Act.

3.2 New and amended standards and interpretations 2016

New or amended standards and new interpretations have not had any material impact on the consolidated financial statements for 2016.

3.3 New and amended standards and interpretations not yet in force

New and amended standards and interpretations that have been issued by the International Accounting Standards Board (IASB) and the IFRS Interpretations Committee (IFRIC) but which become effective for annual periods beginning after 1 January 2017 or later were not yet applied by the Group. The following describes the new and amended standards and interpretations that are expected to have impact on the consolidated financial statements in the period in which they are first applied.

Standards	Applies to accounting periods starting on or after:
IFRS 9 Financial Instruments	1 January 2018 or later
IFRS 15 Revenue from Contracts with Customers	1 January 2018 or later
IFRS 16 Leases	1 January 2019 or later
IAS 7 Cash flow report	1 January 2017 or later

IFRS 9 Financial Instruments will replace IAS 39 Financial Instruments: Recognition and Measurement.

IFRS 9 introduces a new approach on the classification and measurement of financial assets.

The new standard also contains new rules for impairment testing of financial assets. However, the standard contains simplification rules for receivables and lease receivables with regard to assessing impairment requirements. The standard is to be applied to financial years beginning on January 1, 2018 or later.

The purpose of the new rules for hedge accounting is that the company's risk management should be reflected in the financial statements. The standard involves expanded opportunities to hedge risk components of non-financial items, and that more types of instruments can be included in a hedging relationship. In addition, the quantitative requirement for efficiency no longer applies. Management's assessment is that the application of IFRS 9 may affect the amounts reported in the financial statements regarding the Group's financial assets and liabilities. Management has not

yet carried out a detailed analysis of the effects of applying IFRS 9 and therefore cannot yet quantify the effects.

IFRS 15 Revenue from Contracts with Customers will replace IAS 18 Revenue and IAS 11 Construction contracts. IFRS 15 represents a model for revenue recognition (a five-step model) based on when control of goods or services is transferred to the customer. The basic principle of revenue recognition under IFRS 15 is that the entity shall recognize revenue in a manner that reflects the transfer of the promised goods or services to the customer to the amount that the company expects to receive in exchange for goods or services. Revenue is recognized when the customer obtains control of the good or service.

The standard is to be applied to financial years beginning on January 1, 2018 or later. Management has not yet carried out a detailed analysis of the effects of applying IFRS 15 and therefore cannot yet quantify the effects.

IFRS 16 Leases will replace IAS 17 Leases. For the lessee, IFRS 16 means that virtually all leases are to be reported in the statement on the financial position. Classification of leases as either operating leases or finance leases is no longer to be done. For lessors, IFRS 16 does not lead to any real differences compared with IAS 17. The standard is to be applied to financial years commencing on January 1, 2019 or later, subject to the EU's approval. Management has not yet carried out a detailed analysis of the effects of applying IFRS 15 and therefore cannot yet quantify the effects.

IAS 7 Statement of Cash Flows is part of the "Disclosure Initiative". The changes involve more requirements to present information in order to understand changes in liabilities in which cash flows are reported in financing activities. Changes will involve extended information requirements and will be applied on financial years commencing on January 1, 2017 or later, subject to the EU's approval. It is the assessment of the management that other new or amended standards and new interpretations that have not entered into force are not expected to have any material impact on the consolidated financial statements when they are applied for the first time.

4. SUMMARY OF MATERIAL ACCOUNTING PRINCIPLES

4.1 General

The material accounting principles applied in the preparation of these consolidated financial statements are summarized below.

Measurements in the consolidated financial statements are made at cost, except for certain financial instruments measured at fair value and at accrued cost.

The preparation of the financial statements in accordance with IFRS requires that the management makes assessments, estimates, and assumptions that have an impact on the application of the accounting principles and the recognized amounts in the income statement and balance sheet. These assessments and estimates are based on the information available on each reporting date. Although these assessments and estimates are based on the most reliable information available to the management, the actual outcome may differ from these assessments and estimates.

4.2 Consolidated financial statements

The consolidated financial statements reflect the commitments of the parent company and entities over which the parent company has a controlling influence (subsidiaries). Controlling influence exists when the parent company has influence over the investee, is exposed to, or has rights to variable returns from its involvement with the investee and can use their influence over the investee to affect its returns.

The parent company makes a reassessment of whether control exists if the facts and circumstances suggest that one or more of the factors listed above has changed.

Consolidation of a subsidiary takes place from the date the parent company gains control until the date it ceases to have control of the subsidiary. This means that incomes and costs of the subsidiaries acquired or disposed of during the current financial year are included in the consolidated statement of income and other comprehensive income from the date the parent company obtains control until the date the parent company ceases to have control.

Consolidated earnings and components of other comprehensive income are attributable to the owners of the parent company and to the non-controlling interests even if this results in a negative value to non-controlling interests.

Accounting policies of subsidiaries have been adjusted where necessary to conform to the Group's accounting policies. All intercompany transactions, balances and unrealized gains and losses attributable to intercompany transactions have been eliminated in preparing the consolidated financial statements.

4.3 Business Combinations

Business combinations are recognized using the acquisi-

tion method. Using this method, the fair value of acquired assets and liabilities is determined on the date that control is gained over the acquired company, and also constitutes the basis for subsequent measurement in accordance with the accounting principles of the Group. Transaction costs related to the business combination are not included in the cost of the subsidiary.

The difference between cost, the value of minority interest, and the fair value of previous holdings, and the fair value of acquired identifiable assets, liabilities, and contingent liabilities is recognized as goodwill. Where a negative difference arises, the difference is recognized directly in profit and loss.

Minority interests are recognized either as a proportional share of the acquired net assets, or at fair value, an assessment that is made at each individual acquisition. Additional purchase considerations are recognized at the estimated fair value, with subsequent changes recognized in profit and loss.

Gradual acquisitions are measured at fair value at the date control is gained. Effects of revaluation of the portion owned before gaining control are recognized in profit and loss. An increase or decrease in the ownership portion where the subsidiary is under continued control is recognized as a change in equity.

Minority interests are recognized under equity in the consolidated financial statements, and are separated from the equity of the parent company. Minority interests are included in the consolidated net income and comprehensive income, and are recognized separately from the parent company's portion as an apportionment of the income and comprehensive income for the period.

4.4 Joint Arrangements

A joint arrangement is an arrangement over which two or more parties have joint control. Joint arrangements are classified either as a joint venture or joint activities. Hifab Group AB has assessed their joint arrangements and determined that they are joint ventures.

Holdings in joint ventures are recognized using the equity method. Under the equity method, participations in joint ventures are recognized in the balance sheet at cost adjusted for changes in the Group's participations in joint venture net assets, less any decrease in the fair value of individual interests. When the Group's share of losses in a joint venture equals or exceeds its interest in the joint ven-

ture (including any long-term interests that, in substance, form part of the Group's stake in joint venture) the Group does not recognize further losses, unless it has incurred obligations or made payments on behalf of joint ventures.

In transactions between Group companies and joint ventures, that part of unrealized gains and losses which represents the Group's share of the joint venture is eliminated. Dividends received from joint ventures reduce the investment's carrying value.

4.5 Foreign currency translation

Hifab Group's consolidated financial statements are presented in Swedish kronor (SEK), which is also the functional currency of the parent company.

Transactions in foreign currency are translated by applying exchange rates applicable on the respective transaction dates (spot exchange rate). Receivables and payables and other monetary items denominated in foreign currencies are translated at the closing rate.

Foreign currency gains or losses deriving from the translation of such transactions and the restatement of monetary balance sheet items at the rate of exchange on the reporting date are recognized in the income statement as other income or other expenses.

Assets and liabilities of subsidiaries have been translated to Swedish kronor at the rate of exchange on the reporting date. Income and expenses have been translated to the reporting currency of the Group using the average rates of exchange during the reporting period. Differences arising using this method have been recognized under other comprehensive income.

4.6 Recognition of income and expenses

The Group has assignments based on both running accounts and fixed prices. Time based assignments are recognized as profit or loss when invoiced. Lump sum assignments are recognized as profit or loss using the percentage of completion method. The degree of completion of an assignment is determined by comparing costs incurred on the reporting date with estimated total costs. The degree of completion is determined based on the project manager's written assessments of work performed and the estimated work remaining to completion.

Work in progress is measured in the balance sheet at the degree of completion after deduction of actual losses and estimated risks.

Assignments in which the accrued revenue exceeds part-invoiced amounts are recognized as receivables from work in progress.

Assignments in which part-invoiced amounts exceed accrued revenue are recognized as liabilities from work in progress.

Where the outcome of an assignment cannot be reliably estimated, revenue from work performed is recognized at the same amount as cost incurred from work performed, if it is probable that the cost will be compensated by the principal.

An anticipated loss from an assignment is immediately recognized as an expense.

Operating expenses are recognized in profit and loss when the product has been delivered or the service has been consumed.

Operational leasing costs are recognized in profit and loss on a straight-line basis over the term of the lease contract. Variable fees are expensed as they arise.

Interest income is recognized over the term using the effective rate of interest method.

Borrowing costs (interest expenses) are charged to the income for the period to which they relate.

4.7 Goodwill

Goodwill consists of the difference between cost, the value of minority interest, and the fair value of previous holdings, and the fair value of acquired identifiable assets, liabilities, and contingent liabilities is recognized as goodwill. Where the value is negative, the difference is recognized directly in profit and loss.

Goodwill is measured at cost, less accumulated impairment. Goodwill is distributed to cash-generating units and tested for impairment on an annual basis, or more often if there is an indication of impairment.

Goodwill arising from an acquisition of an associate is included in the carrying amount for investments in associates.

4.8 Property, plant and equipment

Property, plant and equipment is recognized at cost, less accumulated depreciation and impairment, where applicable. The cost includes expenses directly attributable to the acquisition of the asset.

Depreciation of property, plant and equipment is expensed so that the cost of the asset less estimated residual value at end of useful life is depreciated on a straight-

line basis over its estimated useful life.

Other equipment (office equipment, office machines and vehicles) has been assigned a useful life of 5 years, while computers and computer equipment have a useful life of 3 years.

4.9 Impairment

The carrying amounts of the Group's assets, with the exception of deferred tax assets, which are measured in accordance with IAS 12 Income Taxes, are tested on each reporting date to assess whether there is an indication of impairment.

Where any such indication exists, an estimate is made of the recoverable amount of the asset or the cash-generating unit. Impairment is recognized in profit and loss.

4.10 Recognition of financial assets

A financial asset or loss is recognized in the balance sheet when the company becomes a party to the contractual terms of the instrument. A financial asset or part of a financial asset is derecognized from the balance sheet when the contractual rights are consumed, expire, or when the company loses control over the asset. A financial liability or part of a financial liability is derecognized from the balance sheet when the contractual obligation has been fulfilled or otherwise extinguished.

On each reporting date, the company assesses whether there are objective indications of a need for impairment of a financial asset or a group of financial assets because of events that have occurred. An example of such events is significantly impaired financial position of the counterparty or non-payment of overdue amounts.

Financial assets and financial liabilities that are not measured at fair value through profit or loss in the subsequent recognition are recognized at their initial recognition at fair value plus or minus transaction costs. Financial assets and financial liabilities that are measured at fair value through profit or loss in the subsequent recognition are recognized at their initial recognition at fair value. In the subsequent recognition, financial instruments are measured at amortized cost or fair value depending on their initial classification according to IAS 39.

Upon initial recognition a financial asset or a financial liability is categorized in one of the following categories:

Financial assets

- Fair value through profit or loss
- Loans and receivables

- Investments held to maturity
- Financial assets held for trade

Financial liabilities

- Fair value through profit or loss
- Other financial liabilities at amortized cost

The Group has no financial instruments in the categories “Investments held to maturity”, “Financial assets and financial liabilities at fair value through profit or loss”.

Acquisition or divestment of financial assets is recognized on the trade date. Acquisition or divestment of traded financial assets is recognized on the settlement date.

The fair value of the financial instruments

The fair value of financial assets and liabilities with standard terms and conditions which are traded on an active market is determined by reference to the quoted market price.

The fair value of other financial assets and liabilities are determined in accordance with generally accepted measurement models based on information gathered from observable current market transactions.

For all financial assets and liabilities, the reported value is assessed to be a good approximation of their fair value, unless otherwise indicated in the following notes.

Accrued cost

Accrued cost refers to the amount at which the asset or liability is initially recognized, less amortization, plus or minus the accumulated accrual using the effective rate of interest method of the initial difference between the received/paid amount and the amount to pay/receive at maturity, less impairment losses.

The effective interest rate is the rate that at discounting all future expected cash flows over the expected term, results in the initial carrying amount of the financial asset or financial liability.

Offsetting financial assets and liabilities

Financial assets and liabilities are offset and the net amount recognized in the balance sheet when there is a legally enforceable right to offset and when the intention is to settle on a net basis or to realize the asset and settle the liability.

Cash and cash equivalents

Cash and cash equivalents include cash, bank balances

and other current investments, the maturity date of which is three months or less from the date of acquisition and that are readily convertible into cash and are subject to an insignificant risk of changes in value.

Trade receivables

Trade receivables are classified as “Loans and receivables”, which are measured at amortized cost.

However, trade receivables have a short expected term, and are therefore recognized at nominal value without discounting. Deductions are made for receivables assessed as doubtful. Impairment of trade receivables is recognized in operating expenses.

Financial assets held for trade

The category refers to assets that are not derivatives that are either designated as available for sale or are not classified in any of the above categories. These assets are measured at fair value. Changes in fair value are recognized in other comprehensive income.

Trade liabilities

Trade liabilities are classified as “Other financial liabilities”, which are measured at amortized cost. However, trade liabilities have a short expected term, and are therefore recognized at nominal value without discounting.

Other loans

Bank overdrafts and other loans are classified as “Other financial liabilities” and are measured at amortized cost using the effective rate of interest method. Any differences between the received loan amounts (net of transaction costs) and the repayment or amortization of loans is recognized over the term of the loan in accordance with the Group’s accounting policy for loans (see above).

4.11 Income tax

Income tax consists of current tax and deferred tax.

Current tax is a tax liability or a tax asset to be paid or received for the current year, applying tax rates enacted or in practice enacted on the reporting date. This also includes adjustments of current tax attributable to prior periods.

Deferred tax is calculated using the balance sheet method. Deferred tax is generally determined based on the difference between the carrying amount of assets and liabilities, and their respective value for tax purposes.

However, deferred tax is not determined at the initial recognition of goodwill, or at the initial recognition of an asset or liability, unless the related transaction is a business combination, or affects tax or the revenue for accounting purposes.

Deferred tax on temporary differences related to shares in subsidiaries, associates, and interested in joint arrangements is not recognized where a reversal of such temporary differences can be controlled by the Group, and a reversal is not likely to occur in the foreseeable future.

Deferred tax liabilities are recognized in their entirety, whereas deferred tax assets are recognized only to the extent that it is probable that these may be offset against future taxable income. Hifab Group's management bases its assessment with regard to the prospects of future taxable income on the Group's most recently approved budget, which is adjusted for significant tax-exempt income and expenses.

Changes in deferred tax assets or tax liabilities are recognized as a portion of the tax expense in profit and loss, except where they are attributable to items recognized in equity, when the related deferred tax is also recognized in equity.

Tax assets and tax liabilities are recognized net in the balance sheet where a legal right exists to do so, or where the intention is that the net amount be paid, or that the asset and liability be paid simultaneously.

4.12 Equity and distribution of dividends

The share capital is the registered share capital, equaling the nominal value of shares issued.

Premium paid includes any contributions received in excess of the share capital received in new issues. Transaction costs attributable to a new issue of shares are deducted from premium paid, after deduction of income tax.

Currency translation of foreign operations is included in the translation reserve (provisions).

Retained earnings include all earnings accrued in the current period and previous periods as reported in profit and loss.

Dividends to shareholders are recognized as a liability upon approval by the Annual General Meeting.

4.13 Post-employment benefits

Hifab Group's pension commitments are classified as defined contribution plans. A defined contribution plan

is a pension plan according to which the Group pays fixed contributions to an independent body. The Group has no legal or constructive obligation to pay additional contributions upon completion of the fixed payment commitment. Payment commitments of defined contribution plans are recognized as an expense in profit and loss as they arise.

Pensions. Obligations with respect to officials in Sweden are secured through an insurance policy with Alecta. According to a statement from the Swedish Financial Reporting Board, UFR 10, this is a defined benefits plan that covers multiple employers. Individual plans for former employees are reported through the balance sheet.

4.14 Leasing

A finance lease is a contract under which the financial risks and benefits associated with the ownership of an object are in all material respects transferred from the lessor to the lessee. Other leases are classified as operational leases.

All leases have been classified as operational leases. Lease fees for operational leases are expensed on a straight-line basis over the term of the lease.

4.15 Parent company accounting principles

The parent company complies with the Swedish Annual Accounts Act and recommendation RFR 2 Accounting of Legal Entities, issued by the Swedish Financial Reporting Board.

Application of RFR 2 means that the parent company must apply all EU-approved IFRSs as far as possible within the framework of the Annual Accounts Act and the law on safeguarding pension commitments, and with regard to the connection between accounting and taxation.

Changes in accounting policies

The amendments to RFR 2 Accounting of Legal Entities that have entered into force and apply for the financial year 2016 have had no material impact on the financial statements of the parent company.

Changes in RFR 2 which have not yet entered into force

The parent company has not yet begun applying the amendments to RFR 2 Accounting of Legal Entities that enter into force on January 1, 2017 or later. The amendments that are considered to impact the parent company's financial statements in the period in which they are applied the first time are described below.

IFRS 9 Financial instruments

The new standard for financial instruments addresses classification, measurement and reporting of financial assets and liabilities. The RFR 2 contains exceptions to applying the IFRS 9 for legal entities, and regulations are introduced for reporting financial instruments in RFR 2 that are to be applied by companies that choose to apply the exception. The amendment is to apply at the same time as the IFRS 9 is applied in the consolidated financial statements, i.e. for the financial year commencing on January 1, 2018 or later. Management has not yet carried out a detailed analysis of the effects of the application and therefore cannot yet quantify the effects.

The amendment to IAS 7, see Group above, will also impact the parent company. It is the assessment of the management that other amendments in RFR 2 that have not entered into force are not expected to have any material impact on the financial statements of the parent company when they are applied for the first time.

Financial instruments

The parent company does not apply IAS 39 Financial Instruments: Recognition and Measurement. The parent company applies a method based on cost according to the Swedish Annual Accounts Act.

Participations in subsidiaries. Participations in subsidiaries are recognized using the cost method. This means that financial fixed assets are valued at acquisition cost minus any impairment and financial current assets according to the principle of the lowest value. Financial liabilities are valued at accrued acquisition costs, applying the effective rate of interest method. Principles for reporting and matching financial instruments correspond to those applied for the Group and are described above. Costs related to an acquisition of a subsidiary, which are expensed in the consolidated financial statements, are included as a portion of the cost of acquisition of participations in subsidiaries. The carrying amount of participations in subsidiaries is tested for impairment where an indication of a need for impairment exists.

Associates and joint ventures. Participations in associates and joint ventures are recognized using the cost method.

Service assignments. The result of an assignment is recognized as profit or loss by the parent company in accordance with Chapter 2, Section 4 of the Swedish Annual Accounts Act upon completion of the assignment. Pending completion, work in progress is recog-

nized at the lower of cost and net realizable value on the reporting date.

Group contributions and shareholders' contributions.

Received and paid Group contributions are reported as transfers from untaxed reserves.

Shareholders' contributions are recognized directly in the equity of the recipient and capitalized by the paying party as participations in subsidiaries.

4.16 IFRS 8 Operating Segments

The Group has identified the Management Group as the highest executive body, with the CEO as the decision-maker. Operating segments are based on the management's monitoring and control of the operations. The operating segments are identified based on their internal reporting to the management group.

It is the assessment of the management that the operations of the operating segments are similar in nature based on the criteria of IFRS 8, and the Group therefore reports one segment: Project Management.

4.17 Important estimates and assumptions for accounting purposes

Estimates and assumptions are regularly evaluated based on historical experience and other factors, including expectations on future events considered reasonable under the present circumstances. The preparation of an annual report includes making estimates and assumptions concerning the future. Estimates and assumptions for accounting purposes will, by definition, not always equal the actual outcome.

Taxes. Deferred tax is calculated on temporary differences between the carrying amount and value for tax purposes of assets and liabilities and tax loss carry-forwards. There are mainly two kinds of estimates and assumptions that have an impact on the recognized deferred tax. These estimates and assumptions are necessary to establish the carrying amount of various assets and liabilities and of future taxable earnings, if the future use of deferred tax assets depends on this.

Impairment testing of goodwill. Estimates and assumptions concerning margins, growth, discount rates etc. are made during impairment testing of consolidated goodwill. See Note 10 for more detailed information on impairment testing. The carrying amount of goodwill at 31 December 2016 amounted to SEK 15 954 thousand, Goodwill measurement, see Note 10.

Note 1 Other operating income

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Rental income	871	87	-	-
Other	75	11	4	-
Total	946	98	4	-

Note 2 Other costs

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Cost of services purchased	155 403	105 813	-	-
Disbursements	55 454	52 133	-	-
Exchange rate difference	-462	-	-	-
Other expenses (The Group)	40 665	78 292	-	-
Other external expenses (Parent company)	-	-	75	36 067
Total	251 060	236 238	75	36 067

AUDIT ENGAGEMENT

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Deloitte	510	460	-	-
Other auditors	57	45	-	-
Total	567	505	-	-

ENGAGEMENTS OTHER THAN AUDIT ENGAGEMENTS

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Deloitte	-	53	-	-
Other auditors	109	109	-	-
Total	109	162	-	-

OTHER SERVICES

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Deloitte	101	55	-	-
Other auditors	74	10	-	-
Total	175	65	-	-

Note 3 Allocation of employees by country of service

THE GROUP	2016 Men	2015 Men	2016 Women	2016 Women
Sweden	152	188	93	93
Bangladesh	37	44	3	3
Belgium	1	2	1	2
Finland	8	7	3	3
Laos	-	-	2	3
Liberia	5	7	1	1
Nepal	1	2	-	3
Serbia	-	9	-	11
Tanzania	-	2	-	-
Turkey	-	1	5	1
Uzbekistan	3	-	1	-
Other countries	3	4	1	4
Total	210	266	110	124

Number of women on the Board and in management positions, in %

	THE GROUP	
	2016-12-31	2015-12-31
Board of Directors	50	50
Management	12	14

Note 3, cont. Salaries and personnel TSEK

	THE GROUP		PARENT COMPANY	
Salaries Board and CEO	2016	2015	2016	2015
Bengt Stillström, styrelseordförande	170	142	-	-
Rikard Appelgren, styrelseledamot	57	57	-	-
Lars Johansson, styrelseledamot	85	85	-	-
Carina Edblad, styrelseledamot	85	85	-	-
Agneta Jacobsson, styrelseledamot	28	85	-	-
Total	425	454	-	-
Managing Directors	2 749	3 011	-	-
Other executives (7)	6 455	6 229	-	-
Salaries, other	137 930	159 924	-	-
Total salaries and compensation	147 559	169 618	-	-
Payroll overhead				
of which related to the Board and Managing Directors	954	996	-	-
of which related to other executives	2 466	2 376	-	-
other employees	40 352	47 020	-	-
Total payroll overhead	43 772	50 392	-	-
Pension costs				
Board of Directors	-	-	-	-
Managing Directors	912	711	-	-
of which related to other executives	1 922	1 690	-	-
other employees	17 000	19 583	-	-
Total pension costs	19 834	21 984	-	-
Total	211 165	241 994	-	-

Note 3, cont. Salaries and personnel TSEK

COMPENSATION TO EXECUTIVES

Fees to the Chairman and Directors of the Board have been paid as determined by the Annual General Meeting 2016.

The annual fee payable to each Director of the Board, as determined by the Annual General Meeting 2016, is TSEK 85 and to the Chairman TSEK 170. No fees are payable to the Directors of the Boards of the subsidiaries. When the Board changes at the Annual General Meeting, the share of the fee for the current year expires.

In the past year, the Group has had two Managing Directors, who were also CEOs.

Elisabeth Brattlund was temporary CEO and Managing Director between 1 January 2016 and 29 February 2016, during which time salary and other compensation amounting to TSEK 269 (267) and pension expenses amounting to TSEK 105 (105) were paid. From 1 March 2016, Patrik Schelin is CEO and Managing Director, for whom salary and other compensation amounting to TSEK 1 736 (0) and pension expenses amounting to TSEK 682 (0) were paid. Both Elisabeth Brattlund and Patrik Schelin receive a pension benefit according to the ITP plan 2, where the retirement age follows the ITP plan. Profit-based variable bonuses have not been paid. The notice period is nine months on the part of the Group, and six months on the part of the CEO. The notice period for two of the top executives of the Group is 12 months of the part of the Group and three months on the part of the executive, in accordance with the collective agreement. Other senior executives have a mutual notice period of three months.

Salaries and compensations to other Managing Directors 1.0 (2.0) in the Group totaled TSEK 744 (1 485). Profit-based variable bonuses have not been paid. Pension benefits to other Managing Directors and executives are in accordance with the ITP plan or similar plans. Some of the executives have chosen a defined pension plan within the cost frame of the ITP pension plan. Pension costs amount to TSEK 125 (312).

Directors of the Board, Managing Directors, and other executives have not been granted subscription rights or other financial instruments.

PENSIONS

Alecta

Defined benefits pension commitments for white-collar employees in Sweden under the ITP 2 plan for retirement and family pensions are secured through an insurance policy with Alecta. According to a statement from the Swedish Financial Reporting Board, UFR 10 Reporting the ITP pension plan financed by insurance in Alecta, this is a defined benefits plan that covers multiple employers.

For the financial year 2016 the company has not had access to information enabling reporting of its proportional share of the plan's obligation, plan assets and costs, which means it has not been possible to report the plan as a defined benefits plan. The ITP 2 pension plan secured through insurance with Alecta is therefore reported as a defined contribution plan.

The company's share of total savings premiums for ITP 2 in Alecta for 2017 is 0.08865%.

The company's share of the total number of active subscriptions in ITP 2 was 0.02679% in December 2016.

Anticipated fees during the next reporting period for ITP 2 insurances with Alecta amount to TSEK 13 332. The collective level of consolidation comprises the market value of Alecta's assets as a percentage of the insurance commitments calculated using Alecta's actuarial methods and assumptions, which do not correspond with IAS 19. At the end of 2016, Alecta's surplus in the form of the collective level of consolidation amounted to 149% (2015: 153%).

Average number of employees on a yearly basis

THE GROUP	Men		Women	
	2016	2015	2016	2015
Sweden	152	188	93	93
International	58	78	17	31
Total	210	266	110	124

Note 4 Income from participations in Group companies

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Distribution subsidiary	-	-	6 150	-
Divestment of shares in subsidiaries	-	-	-	-
Write-down of participations in subsidiaries	-	-	-4	-5 103
Total	-	-	6 146	-5 103

Note 5 Interest income and similar income statement items

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
External interest income	99	31	-	-
Consolidated interest	-	-	1 219	1 524
Exchange rate differences	772	58	-	-
Other	-	9	-	-
Total	871	98	1 219	1 524

Note 6 Interest expenses and similar income statement items

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
External interest 1)	-2 137	-35 561	-1 968	-34 835
Consolidated interest	-	-	-798	-724
Exchange rate differences	-	-	-	-
Other items	-	-126	-	-
Total	-2 137	-35 687	-2 766	-35 559

1) SEK 35 081 thousand refers to interest attributable to the legal loss.

Note 7 Tax for the year

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
TAX ON PROFIT FOR THE YEAR				
Current tax for the year	-305	-372	-	-
Current tax attributable to previous years	-	-3	-	-
Deferred tax	-1 701	10 452	-1 369	10 083
Total	-2 006	10 077	-1 369	10 083

DIFFERENCES IN RECOGNIZED TAX LIABILITY AND APPLICABLE TAX RATES

Profit before tax and appropriations	7 566	-75 532	5 320	-75 206
Estimated tax 22% (22)	-1 665	16 617	-1 170	16 545
Difference in foreign tax rates	43	-26	-	-
Tax effect on non-deductible expenses	-454	-315	-	-
Tax effect on non-taxable income	156	96	-	-
Current tax attributable to previous years	-	-3	-	-
Tax effect on temporary differences ¹⁾	-86	-6 292	-199	-6 462
Tax on profit for the year	-2 006	10 077	-1 369	10 083

The applicable tax rate is the income tax rate for the Group, 22% (22).

¹⁾ Deferred tax assets 2015 are recognized to the extent they are expected to be set off against future tax surpluses. At 31 December 2016, consolidated loss carry-forwards amounted to MSEK 27,3 (27,3) that have not been carried in the balance sheet. Total estimated tax loss carry-forwards amount to MSEK 92,0 (99,7).

Deferred tax assets and tax liabilities are set off where a legal right exists to offset current tax assets and tax liabilities, and deferred taxes relate to the same tax authority. As a result of such set-off, the following amounts were established and recognized in the balance sheet:

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Deferred tax assets; loss carry-forwards	14 488	16 191	14 237	15 605
Deferred tax liabilities; untaxed reserves	-6	-9	-	-
Other deferred tax	682	684	-	-
Deferred taxes recognized in the balance sheet	15 164	16 866	14 237	15 605

Note 8 Financial instruments

Hifab Group's financial assets and liabilities appear from the following

THE GROUP, as at Dec. 31 2016

TSEK	Other long-term receivables	Trade and loan receivables	Financial assets held for trade	Other financial liabilities	Total carrying amount	Fair value	Non-financial assets and liabilities	Balance sheet total
Other long-term security holdings	3 152	-	-	-	3 152	3 152	-	3 152
Trade receivables	-	92 114	-	-	92 114	92 114	-	92 114
Other receivables	-	435	-	-	435	435	-	435
Prepaid expenses and accrued income	-	7 774	-	-	7 774	7 774	-	7 774
Cash and bank balances	-	30 553	-	-	30 553	30 553	-	30 553
Total financial assets	3 152	130 876	-	-	134 028	134 028	-	134 028
Interest-bearing long-term liabilities	-	-	-	10 000	10 000	10 000	-	10 000
Other long-term liabilities	-	-	-	651	651	651	-	651
Trade liabilities	-	-	-	40 079	40 079	40 079	-	40 079
Interest-bearing current liabilities	-	-	-	4 000	4 000	4 000	-	4 000
Total financial liabilities	-	-	-	54 730	54 730	54 730	-	54 730

Out of the total consolidated trade receivables, totalling TSEK 92 114, TSEK 632 was provided for as doubtful receivables.
Trade receivables more than 90 days overdue total TSEK 3 639.

THE GROUP, as at Dec. 31 2015

TSEK	Other long-term receivables	Trade and loan receivables	Financial assets held for trade	Other financial liabilities	Total carrying amount	Fair value	Non-financial assets and liabilities	Balance sheet total
Other long-term receivables	720	-	-	-	720	720	-	720
Trade receivables	-	68 628	-	-	68 628	68 628	-	68 628
Other receivables	-	6 516	-	-	6 516	6 516	-	6 516
Prepaid expenses and accrued income	-	10 329	-	-	10 329	10 329	-	10 329
Cash and bank balances	-	69 407	-	-	69 407	69 407	-	69 407
Total financial assets	720	154 880	0	-	155 600	155 600	-	155 600
Interest-bearing long-term liabilities	-	-	-	14 000	14 000	14 000	-	14 000
Other long-term liabilities	-	-	-	895	895	895	-	895
Trade liabilities	-	-	-	33 380	33 380	33 380	-	33 380
Interest-bearing current liabilities	-	-	-	54 200	54 200	54 200	-	54 200
Total financial liabilities	-	-	-	102 475	102 475	102 475	-	102 475

Out of the total consolidated trade receivables, totalling TSEK 70 908, TSEK 2 280 was provided for as doubtful receivables.
Trade receivables more than 90 days overdue total TSEK 5 556.

Note 9 Trade receivables

TSEK	IFRS THE GROUP		ANNUAL ACCOUNTS ACT PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Trade receivables, gross	92 746	70 908	-	-
Provision for doubtful debts	-632	-2 280	-	-
Total trade receivables, net, after provision for doubtful debts	92 114	68 628	-	-

According to the assessment of the Management, the recognized net value of trade receivables, after provision for doubtful debts, corresponds to the fair value.

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Provision for doubtful debts at beginning of year	-651	-2 377	-	-
Net change in provision	19	3	-	-
Divested operations	-	-	-	-
Translation differences	-	-	-	-
Recovery of prior write-offs	-	94	-	-
Total provision for doubtful debts	-632	-2 280	-	-

THE GROUP		2016-12-31		2015-12-31	
Age analysis trade receivables		Provision for doubtful debts		Provision for trade receivables	
TSEK	Gross		Gross		
Not fallen due	71 006	-	61 406	-	-
30 days overdue	2 962	-	2 961	-	-
31–60 days overdue ¹⁾	14 805	-	916	-	-
61–90 days overdue	334	-	69	-	-
More than 90 days overdue	3 639	-632	5 556	-2 280	-
Total	92 746	-632	70 908	-2 280	-

¹⁾ 14 805 TSEK refers to a customer, which are paid i January 2017.

Management believes that a maturity analysis of upcoming payments does not differ materially from the above ageing analysis.

Note 10 Goodwill

LBK

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Acquisition value opening balance 1 January 2016	6 148	6 148	-	-
Acquisitions for the year	-	-	-	-
Total accumulated acquisition value 31 December 2016	6 148	6 148	-	-
Carrying value at year-end	6 148	6 148	-	-

DU Teknik

TSEK	THE GROUP		PARENT COMPANY	
	2016	2015	2016	2015
Acquisition value opening balance 1 January 2016	9 806	9 806	-	-
Acquisitions for the year	-	-	-	-
Total accumulated acquisition value 31 December 2016	9 806	9 806	-	-
Carrying value at year-end	9 806	9 806	-	-

The assessed value of the consolidated goodwill item is based on the cash-generating unit's value in use. An impairment test is made annually. The value in use is based on the cash flow expected to be generated by the unit to the Group in future. Future cash flows used in the calculation of the unit's value are based on the budget and business plan for 2017. Thereafter, cash flows are based on forecasts extending to 2021. Assessed growth in 2017–2021 is 2% (4%) for DU Teknik and 2–5% (4%) for LBK. Thereafter, no growth. Our experience shows that there is limited sensitivity for the possibility to substantially increase turnover, which is why future calculations are cautious. The assessment of values in use are based on a discount interest of 10% (9) before tax. The possibility to attract new and retain existing personnel is a sensibility factor. Based on the assumptions presented above, the value in use exceeds the recognized goodwill value of all cash-generating units. A reasonable deviation from these assumptions is not expected to lead to a need for impairment of goodwill.

Note 11 Equipment

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Acquisition value opening balance	16 213	16 526	-	-
Acquisitions for the year	16	269	-	-
Divestments/disposals	-339	-564	-	-
Translation differences for the year	1	-2	-	-
Total accumulated acquisition value	15 891	16 229	-	-
Depreciation opening balance	-14 987	-14 468	-	-
Divestments/disposals	339	447	-	-
Depreciation for the year	-650	-974	-	-
Translation differences for the year	-1	-8	-	-
Total accumulated depreciation	-15 299	-15 003	-	-
Carrying value at year-end	592	1 226	-	-

Depreciation of equipment according to plan is based on the following useful life:

Office equipment	5 years
Computer equipment	3 years
Other equipment	5 years

Note 12 Capitalized conversion expenses

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Acquisition value opening balance	1 146	1 146	-	-
Acquisitions for the year	-	-	-	-
Divestments/disposals	-	-	-	-
Total accumulated acquisition value	1 146	1 146	-	-
Depreciation opening balance	-1 146	-1 146	-	-
Divestments/disposals	-	-	-	-
Depreciation for the year	-	-	-	-
Total accumulated depreciation	-1 146	-1 146	-	-
Carrying value at year-end	-	-	-	-

Note 13 Participations in Group companies

HIFAB GROUP AB	Corp. ID No.	Registered Office	No. of shares	Capital & votes, %	Booked value, TSEK	
					2016-12-31	2015-12-31
Hifab Finans AB	556544-8098	Stockholm	205	100	316	316
Hifabgruppen AB	556537-8261	Stockholm	2 900 000	100	152 300	152 300
Hifab AB	556125-7881	Stockholm		100		
Envipro Miljöteknik AB	556326-9314	Stockholm		100		
Pontern Access AB	556519-9220	Stockholm		75,5		
Hifab AS Norge	954 985 601	Oslo		100		
CMn Byggprojektledaren i Norr AB	556377-2739	Stockholm		100		
Hifab LSPI	81 01-83	Vilnius		100		
Hifab DU Teknik AB	556573-1550	Stockholm		100		
Hifab KanEnergi AB	556541-8927	Stockholm		100		
Hifab Netcom AB	556599-8787	Stockholm		100		
Hifab International AB	556100-3962	Stockholm		100		
Hifab Kazakhstan Sweden Ltd	26879-1901-TOO	Astana		50		
Hifab Oy	1775079-9	Esbo		100		
Hifab Development AB	556426-9297	Stockholm		100		
Hifab Middle East Ltd	1010183035	Riyadh		50		
Hifab Metodkonsult AB	556628-6661	Stockholm		100		
Hifab SIA	33699	Riga		100		
ICS Interconsult Sweden AB	556460-7884	Stockholm		100		
Hifab Netcom Nigeria Ltd	603173	Lagos		72,5		
Fiberdata Operations AB	556589-6742	Stockholm	1 000	100	79	79
WJEK AB	556088-7142	Stockholm	1 000	100	109	109
Hifab Activity AB	556318-5833	Stockholm	4 000	100	517	517
Hifab Invest AB	556510-0798	Stockholm	1 000	100	-	-
Danovia Data AB	556435-0584	Stockholm	50304	100	1 341	1 341
LBK Projektledning AB	556657-7473	Stockholm	1000	100	4 111	4 116
Total					158 773	158 778

Note 13 cont. Participations in Group companies

TSEK	PARENT COMPANY	
	2016-12-31	2015-12-31
Acquisition value opening balance	199 618	189 058
Investments for the year	-	10 560
Divestments for the year	-	-
Accumulated acquisition value closing balance	199 618	199 618
Write-down opening balance	-40 840	-35 737
Divestments for the year	-	-
Revaluation/write-down for the year	-5	-5 103
Accumulated write-downs for the year closing balance	-40 845	-40 840
Booked value closing balance	158 773	158 778

Note 14 Participations in joint ventures

PARTICIPATIONS IN JOINT VENTURES	Share of equity, %	Voting rights, %	Consolidated book value, TSEK	Corp. ID No.	Registered Office
Hifab Middle East Co Ltd	50	50	-	1 010 183 035	Riyadh
Hifab Kazakhstan	50	50	-	26879-1901-TOO	Astana

The consolidated income statement and balance sheet include, in addition to the book value of the parent company, the following added value derived from Hifab Middle East Co. Ltd. and Hifab Kazakhstan, amounting to 50% of the company's income statement and balance sheet.

INCOME STATEMENT	2016	BALANCE SHEET	2016-12-31
Net sales	-	Non-current assets	-
Operating expenses	-	Current assets	257
Net profit for the year	-	Total assets	257

Note 15 Work in progress on behalf of others

Fixed price, TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Fixed price	3 327	1 595	-	-
Current account, accrued	9 957	17 053	-	-
Total	13 284	18 648	-	-

Note 16 Prepaid expenses and accrued income

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Prepaid rents	2 530	2 782	-	-
Prepaid pension costs	174	306	-	-
Prepaid insurance fees	969	1 004	-	-
Other items	2 590	2 797	-	-
Accrued income	1 511	3 440	-	-
Total	7 774	10 329	-	-

Note 17 Earnings per share

TSEK	THE GROUP	
	2016	2015
Earnings for the year attributable to shareholders in the parent company	5 560	-65 455
Average number of shares	58 303 957	30 419 456
Earnings per share	0,09	-2,15

Ordinary share do not exist, and the above compilation refers to earnings per share before and after dilution.

Note 18 Share capital

The share capital of the parent company consists of 60 838 912 shares, each at a nominal value of SEK 0.10. A specification of change in equity appears from the summary of Equity on page 33.

NUMBER OF SHARES

The share capital of the parent company is distributed to 1 562 666 A-shares and 59 276 246 B-shares. A-shares carry 10 voting rights and B-shares 1 voting right.

PROPOSED DISTRIBUTION OF DIVIDEND

As stated in the administration report, the Board proposes that a dividend of SEK 0.00 (0.00) per share be distributed.

AMOUNT	A shares	B shares	Total number of shares
OB 1 January 2015	781 333	29 638 123	30 419 456
Completed rights issue	781 333	29 638 123	30 419 456
OB 31 December 2016	1 562 666	59 276 246	60 838 912

Note 19 Bank overdraft facility

The Group has a granted, non-utilized overdraft facility in the amount of TSEK 20 000 (20 000).

Note 20 Financial liabilities

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Maturity date within 1 year	44 333	87 895	4 000	54 125
Maturity date within 1-3 years	10 301	12 537	10 000	12 000
Maturity date within 5 years	96	2 043	-	2 000
Total	54 730	102 475	14 000	68 125

Note 21 Accrued expenses and deferred income

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Personnel-related expenses	16 295	17 997	-	-
Accrued expenses, sub-consultants	5 138	5 613	-	-
Other items	8 165	11 484	-	1 284
Total	29 598	35 094	-	1 284

Note 22 Contingent liabilities

Pledged assets and similar securities for own liabilities and provisions.

TSEK	THE GROUP		PARENT COMPANY	
	2016-12-31	2015-12-31	2016-12-31	2015-12-31
Chattel mortgage for liabilities to credit institutions	35 500	35 500	-	-
Pledged assets for participations in Group companies	12 969	12 969	-	-
Contingent liabilities	-	50 000	-	50 000
Warranties	2 204	2 020	-	-
Total	50 673	100 489	-	50 000

Note 23 Intra-group purchases and sales

Intra-group purchases and sales in the parent company totalled 0% (0) during the year.

Note 24 Items affecting comparability

The consolidated earnings for the year have been charged with items affecting comparability.

Previous year was charged with items affecting comparability.

The parent company lost a legal dispute in a court of appeal judgment which entails an impact on operating profit by SEK 33 million and on financial items by SEK 35 million, in total SEK 68 million.

In addition, a rights issue was carried out, the costs of which are charged to the operating profit by SEK 2 million.

Note 25 Non-cash items

	THE GROUP		PARENT COMPANY	
TSEK	2016	2015	2016	2015
Depreciation according to plan	649	974	-	-
Write-down of shares in subsidiaries	-	-	-	-5 103
Exchange rate fluctuations	862	163	-	-
Group contributions	-	-	7 047	-3 001
Other	1	156	-	-
Total	1 512	1 293	7 047	-8 104

Note 26 Operational leasing

TSEK	2016	2015	2016	2015
Cars	1 683	2 215	-	-
Rent for premises	11 836	12 853	-	-
Other	1 093	935	-	-
Total	14 612	16 003	-	-

The full amount has been expensed during the year.

Future lease payments under non-cancellable leases maturing

	THE GROUP		PARENT COMPANY	
TSEK	2016	2015	2016	2015
Within a year	9 446	11 884	-	-
Later than one year but within five years	15 332	24 641	-	-
Summa	24 778	36 525	-	-

Of the future lease payments represent rents 23.3 (35.7) SEK million for the Group and 0 (0) SEK million for the parent company.

Note 27 Transactions with related parties

Transactions with related parties have occurred during the period.

In connection with the rights issue, the main owner, AB Traction, guaranteed a short-term loan and full subscription of the issue. For this commitment, AB Traction has been compensated with by 875 TSEK during January, 2016

Note 28 Financial risks

Market risks

The operations of the Group are exposed to general economic trends, which have a great impact on the willingness and ability of private companies to make investments. A large part of sales are made to public sector clients, and political decisions may have an impact on the business opportunities of the Group. The industry's shortage of personnel, resulting in a high level of mobility on the market, may have a negative impact on opportunities, if the trend continues.

Insurable risks

Hifab Group AB maintains customary insurance coverage for the Group for property damage and liability risks.

Financial risks

The parent company coordinates liquidity planning and complies with the financial policy decided on by the Board. Financial risks in the operations are low. Checks are carried out internally in various ways. The foremost financial risk consists of credit risk. Financial instruments, such as derivatives and similar, are not used and therefore do not pose a risk.

Financial risk factors

The operations of the Group are exposed to various financial risks, such as market risk (including currency risk, interest rate risk and price risk), credit risk and liquidity risk. The financial risks of the parent company are the same as those of the Group. The total loan financing of the Group amounts to SEK 14 million on 31 December 2016, of which SEK 10 million refers to long-term loan financing. The Group's borrowing has been done through Danske Bank, and complies with customary conditions with deposits according to the specification in the note.

Interest rate risk

Interest-rate risk refers to the risk that the value of financial instruments varies due to changes in market interest rates. The Group has financial interest-bearing net assets of SEK 1.2 million at the balance sheet date. In January, a short-term loan of SEK 50 million was repaid in connection with the new share issue was concluded.

Credit risk

A credit risk refers to the risk that a party to a financial instrument transaction will be unable to honor its commitment. The

majority of Hifab Group's key clients in continuing operations are large and financially sound. The credit risk consists mainly of these receivables. Receivables that are due amount to SEK 3 639 thousand, of total Group receivables amounting to SEK 92 746 thousand. New clients are subject to credit checks. The maximum credit risk corresponds to the financial assets' reported value. In our assessment, there are no major risks from the concentration of credit, whether geographically or in a particular client segment. An overview is made regularly to assess business risks in these relationships, and write-downs of receivables are done when there is objective evidence that payments due will not be paid. See Note 9.

Liquidity risk

Prudent management of liquidity risks means maintaining access to sufficient cash and cash equivalents, or, alternatively, to contractual credit facilities to enable closing of market positions. As present, the liquidity risk is considered to be reasonably low.

Fair values

The carrying amount of all financial assets and financial liabilities of the Group equals fair value. All financial assets of the Group are classified as trade receivables and loan receivables, and financial liabilities are classified as financial liabilities valued at accrued cost. The target for the capital structure of the Group is to safeguard the capacity of the Group to continue its operations for the purpose of generating a return for shareholders, for the benefit of other stakeholders, and to maintain an optimal capital structure to keep capital costs low. The measures available to the Group to adjust the capital structure include distribution of dividends to shareholders, redemption of shares, issuance of new shares, or divestment of assets.

Currency risks

Currency risks consists of exchange rate changes having a negative impact on the Group result and equity. Currency exposure arises in connection with payment flows in foreign currency when international client contracts are established in EUR, USD or BDT. Our policy requires that expenses and income shall as far as possible be denominated in the same currency. Anticipated currency surpluses are valued on an ongoing basis and decisions are taken regarding hedging or exchange. This is done within the framework of the financial policy, which implies that the Group must not speculate in currency.

Note 29 Subsequent events

No subsequent events after the balance sheet date.

Stockholm March, 31 2017

BENGT STILLSTRÖM
Chairman

RIKARD APPELGREN

CARINA EDBLAD

STINA RYDBERG
*Employee Representative,
Swedish Association of Graduate Engineers*

LARS JOHANSSON

DENISE HEDLUND LUCAS
*Employee Representative,
Unionen*

PATRIK SCHELIN
CEO

Our audit report has been reported on March 31, 2017.

Deloitte AB
Svante Forsberg, certified public accountant

Auditor's report

To the general meeting of the shareholders of Hifab Group AB | corporate identity number 556394-1987

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of Hifab Group AB for the financial year 2016-01-01 - 2016-12-31. The annual accounts and consolidated accounts of the company are included on pages 25-59 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2016 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2016 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS), as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Other Information than the annual accounts and consolidated accounts

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises pages 1-24 and 62-64 but does not include the annual accounts, consolidated accounts and our auditor's report thereon.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any

material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Hifab Group AB for the financial year 2016-01-01 - 2016-12-31 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit to be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes

an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined whether the proposal is in accordance with the Companies Act.

Stockholm March 31, 2017

Deloitte AB

Svante Forsberg, certified public accountant

— The Board of Directors of Hifab Group AB —



**BENGT
STILLSTRÖM**

Chairman, 1943

Elected to the Board: 2004

Other significant engagements: Founder and Chairman of the Board of AB Traction, Director in Feelgood, Profilgruppen, Ringvågen Venture.

Via companies, owns:

A shares: 924 000

B shares: 31 820 000



**RIKARD
APPELGREN**

*Member of the Board of
Directors, 1965*

Elected to the Board: 2016

Other significant engagements: Currently has operations in his own company and is active and owns minor private activities. Main professional experience: At WSP 1996–2014 CEO for Swedish operations 2002–2014 and CEO for European operations, 2006–2014. Director in WSP Group Plc, 2010–2012.

Via companies, owns:

A shares: -

B shares: 611 702



**CARINA
EDBLAD**

*Member of the Board of
Directors, 1963*

Elected to the Board: 2012

Other significant engagements: CEO at ThomasBetong AB and Director at NCC and Svensk Betong.

Via companies, owns:

A shares: -

B shares: -



**LARS
JOHANSSON**

*Member of the Board of
Directors, 1952*

Elected to the Board: 2014

Other significant engagements: Main professional experience: over 35 years of experience in the construction and property industry. Skanska, 1976–1986. Piren, Rodamco/Unibail-Rodamco, 1986–2013, CEO at Unibail-Rodamco Nordics or ten years, and Chairman of the Board for four years.

Via companies, owns:

A shares: -

B shares: -



**STINA
RYDBERG**

*Employee Representative,
Swedish Association of
Graduate Engineers, 1976*

Elected to the Board: 2016



**DENISE
HEDLUND LUCAS**

*Employee Representative,
Unionen, 1954*

Elected to the Board: 2013



**SUSANNE
WEHINGER-KLING**

*Deputy Employee
Representative, Unionen, 1955*

Elected to the Board: 2016

— The Management of Hifab Group AB —



PATRIK
SCHELIN

CEO

A shares: -
B shares: 200 000



ELISABETH
BRATTLUND

CFO

A shares: -
B shares: 131 200



PER
ÅNGQUIST

Chief Commercial Officer

A shares: -
B shares: 100 000



KLAS
ELDEBRANDT

*Chief Operating Officer
Mid*

A shares: -
B shares: 10 000



LARS
ANDER

Human Resources Director

A shares: -
B shares: 29 600



KRISTIAN
HENNINGE

*Chief Operating Officer
South*

A shares: -
B shares: 40 000



THOMAS
BANDLING

*Chief Operating Officer
North*

A shares: -
B shares: 4 000



KÅRE
SUNDIN

*Chief Operating Officer
International*

A shares: -
B shares: -

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