ANNUAL REPORT 2014

Multiconsult

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Multiconsult is one of Norway's leading project design and consulting companies. For more than a century, Multiconsult has contributed to the country's economic growth and development.

Today, Multiconsult is a business group comprising the parent company Multiconsult AS [1] and a number of subsidiaries in Norway and abroad. Group headquarters are located in Oslo. Operations in Norway are organised in two regions, with a total of 27 offices nationwide. International operations are undertaken through subsidiaries in the UK, Poland, Singapore and Russia, as well as project offices and international partners.

Multiconsult has some 1 750 highly skilled employees, who offer multi-disciplinary consulting, design, project design and follow-up, management, verification and control services – both nationally and internationally.

[1] Undergoing conversion to a public limited company

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PHOTO: BJARNE RESTO

KEY EVENTS IN 2014

Several large contracts won in 2014: County highway 109 Råbekken-Alvim (SVV Øst), SKL-ringen (Statnett), Kamuzu Barrage (Malawi), Neelum Jhelum (hydropower in Pakistan) and E18 Tvedestrand-Arendal part 2 (SVV Sør) contributed to the record high order back log of NOK 1 620 million at the end of 2014.

Investing in Poland: The group's international business was strengthened in 2014 with the acquisition of Atkins' Polish subsidiary, now named Multiconsult Polska. The company has 73 skilful employees with expertise in the business areas Transportation, Oil and gas, Environment and natural resources.

Preparations for Initial Public Offering: The Annual General Meeting resolved on 29. October 2014 to initiate a process that could potentially result in a listing of the company's shares on Oslo Børs.

Attractive employer: Multiconsult confirmed its position as the most attractive employer among engineering consultancies. In April 2014 Universum announced the annual technology students survey, ranking Multiconsult as number one among the consultancies and number four among all employers ranked in the survey.

Multiconsult hailed as a pioneer by the UN: Multiconsult has collaborated with the Peace Corps since 2002 on a voluntary programme based on exchanges between the company's offices in Norway and partner organisations in east Africa and Nepal. The company makes provision for its employees to help develop the way this collaboration works. As a result of its efforts, Multiconsult was invited as an industry representative to celebrate International Volunteer Day in December and the launch of Impact 30, a new collaborative initiative between industry and the UN to reach sustainable development goals.

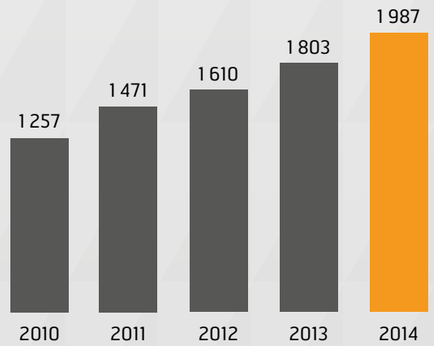
KEY FIGURES
MULTICONSULT GROUP

(Amounts in NOK million)	2014 (IFRS)	2013 (IFRS)	2013 (NGAAP)	2012 (NGAAP)
FINANCIAL				
Gross operating revenues	2 266	2 042	2 119	1 850
Net operating revenues	1 987	1 803	1 803	1 610
EBITDA excl. One-off items	246	213	142	164
EBIT excl. One-off items	212	172	139	123
EBIT	212	220	139	123
Profit before tax	228	230	142	134
Net profit for the year	167	166	97	95
OPERATIONAL				
Order back log	1 620	1 360	1 360	939
Billing ratio	67.1%	68.3%		

The table above has been corrected on 1 October 2015. The corrections are solely in the table above and do not have any impact elsewhere in the report. 2013 EBIT excl. One-off items has been corrected to NOK 172 million. 2013 EBIT has been corrected to NOK 220 million.

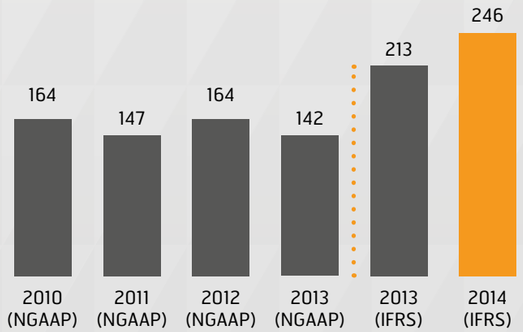
NET OPERATING REVENUES

(Amounts in NOK million)



EBITDA *) EXCL. ONE-OFF ITEMS

(Amounts in NOK million)



*) EBITDA = Earnings before interest, taxes, depreciations and amorttisations. 2013 figures are excl. a positive one-off effect of NOK 48.1 million related to changes in pension plans. No such items were recorded in 2014.

READY FOR ANOTHER HUNDRED YEARS!

Multiconsult was present when Norway began the transition from being a relatively poor tertiary society. We participated in the reconstruction of the country after the war. We were also there at the beginning of Norway's oil boom. Throughout that time, knowledgeable, skilled and ambitious engineers, social planners and economists have contributed to both the small, day-to-day solutions we take for granted today, and in some of the most impressive projects we have undertaken in this country. Multiconsult will also be around when the country faces important new development phases.

For over a century, Multiconsult has participated in the development of Norway and the country's infrastructure, providing consulting, project design and site follow-up, as well as technical and financial analyses. The company was established in 1908 and the newly acquired industrial optimism of the age laid the foundation for our business. Back then, we were involved with the planning of hydropower plants to provide energy to industry and start the gradual electrification of our society. Today, we have expertise in many fields. We still design small hydropower plants, but our renewable energy business is now dominated by large-scale power plants at the international level, power transmission, wind and solar power.

Modern social planning is not merely a matter of designing and building at any cost. Technical and financial optimisation, energy quality considerations, cost/benefit calculations and, not least, environmental and sustainability aspects must also be included in any assessment. This presents new challenges, but first and foremost it provides opportunities to contribute to the long-term and sustainable development of our society.

SATISFIED CUSTOMERS ARE THE KEY TO SUCCESS

Every year, Multiconsult helps our customers execute between eight and nine thousand different projects. Satisfied customers are critical to our success, and we aim to achieve the highest level of customer satisfaction. Customer surveys conducted in 2014 show that we are continually improving the way we work. We plan to continue to focus on effective interdisciplinary collaboration, thorough knowledge of our customers' challenges and superior technical knowledge. In addition, we will strive to ensure good communication. Our ability to conduct a constructive dialogue with customers, the authorities and other stakeholders is essential for successful project execution, both for our customers and for us.

«In 2014, Multiconsult reinforced its position as the sector's most attractive employer for Norway's university and college graduates.»

PROFITABLE GROWTH

Our growth history is strong and 2014 was another year of profitable growth for the group. Pioneering projects were accomplished and new contracts won. At the close of the year, our order backlog was all time high.

We undertake a wide range of assignments in the Building & Properties business area. We execute small renovation projects to deliver greater environmental and energy efficiency, and we BREEAM certify a number of buildings. In 2014, Multiconsult was involved in the award-winning development project Fornebu S. We are also proud of our participation in major planning projects for the new Munch Museum, the reconstruction and co-location of the Norwegian University of Life Sciences (NMBU) and the Norwegian School of Veterinary Science in Ås, the combat aircraft base at Ørlandet and Vestre Viken Hospital in Drammen.

The Transport and infrastructure business area comprises the very foundation for further economic growth in Norway. In 2014, Multiconsult was hired for everything from small improvement projects to major construction projects, such as the Follo Line and Intercity railway upgrades, as well as new tram and rail projects. On the roads, our assignments ranged from early-phase projects to the main planning of major national motorway constructions.

> **«Multiconsult's specialist expertise in the field of solar energy is important in a growing market, and our highly competent R&D environment has made its mark both nationally and internationally.»**

The drop in international oil prices has dampened the petroleum sector's willingness to invest in the oil and gas sector, but this has so far only moderately affected the markets and business areas in which Multiconsult operates. Here, too, we see a wide range of project types, from smaller maintenance and modification activities to extensive work on the Ormen Lange project at Nyhamna. Our project portfolio within oil and gas included many international projects in 2014.

The energy market was key for the group's growth in 2014. Major assignments relating to Norway's power transmission grid gave us exciting opportunities for development. Hydropower projects with early-phase studies both at home and abroad were won and completed, and we continued to expand our contract volume. Multiconsult's specialist expertise in the field of solar energy is important in a growing market, and our highly competent R&D environment has made its mark both nationally and internationally. Multiconsult has built up a powerful wind-power environment, which works with all phases of project development. One example is the Raggovidda Power Plant (45 MW) in Berlevåg, which opened in the autumn of 2014. The project was executed with extensive assistance from Multiconsult.

Developments within the industry business area improved somewhat in 2014, partly as a result of a weaker exchange rate. There is still a high demand for our services in the coastal and marine sector. The fish and food processing industries and the quarrying sector generated interesting commissions, which have been supplemented by new competence-building assignments in the metalworking and smelting sector. In 2015, we will be initiating work on an exciting project to help Norsk Hydro with their pioneering pilot facility at Karmøy, where the objective is to verify the world's most energy-efficient and climate-friendly electrolysis technology.

INTERNATIONAL EXPANSION

Multiconsult is also growing outside of Norway. Our international expansion is particularly focused on the fields of energy and oil & gas, supplemented by specialised expertise such as geotechnical engineering. 2014 was also the year we strengthened our international presence with a major acquisition in Poland. Multiconsult Polska, with their staff of nearly 80 skilled employees, will continue to provide a wide range of services in their local market but will also be instrumental in our efforts to industrialise our offerings in the Norwegian market, particularly in the Transport and infrastructure business areas.

WELL UNDERWAY

All in all, 2014 was a good year for Multiconsult. We are on track, both with regard to our profitability and growth and when it comes to assuming the No. 1 position in the sector. We define the No. 1 position as being at the forefront in selected business areas, in addition to being the most attractive employer among consulting. In 2014, Multiconsult reinforced its position as the sector's most attractive employer for Norway's university and college graduates. (Source: Universum)

The expansion of our workforce has resulted in a broader range of employees with a multicultural background. This is a deliberate development. Almost 10 per cent of the group's workforce now comes from a country other than Norway. All told, they speak 37 different languages.


PHOTO: ØYSTEIN HØLM

IPO IN SIGHT

For our shareholders, last year was marked by many positive discussions and important decisions related to the company's future ownership structure. After a thorough process, the AGM passed a resolution that future ownership should be managed through a public listing of the company shares on the Oslo Stock Exchange. This will facilitate new and important opportunities and represents an important step in Multiconsult's development.

A public listing will provide a solution to a longstanding discussion about how to better facilitate employee ownership. At the same time, it safeguards our objective of being a Norwegian company engaged in the export of specialised expertise. Multiconsult has had an ownership situation where the company's employees and a solid foundation with a long-term perspective have formed the "pillars" of ownership. We will continue to safeguard these pillars after the listing. Multiconsult will continue to be a major long-term owner. We will introduce an employee share scheme that provides both stability, additional motivation for employees and an attractive opportunity for potential new, competent employees. Hopefully, we will also gain some long-term institutional investors. All this will give Multiconsult the impetus to forge ahead and exciting opportunities for profitable growth. We believe that this step will ensure Multiconsult's continued stable growth in size, profitability and expertise, and will therefore ensure that we have a foundation on which to build for the next century.

Wishing our customers and stakeholders another year of excellent collaboration in 2015.

Christian Nørgaard Madsen
President and Chief Executive

DIRECTORS' REPORT 2014

STABLE AND PROFITABLE GROWTH

Multiconsult continued to advance in 2014 and was awarded many large and important contracts during the year. That yielded revenue growth and good development in profits. A solid order backlog forms the basis for continued progress in 2015.

Gross operating revenues for the group amounted to NOK 2 265.6 million, representing an increase of 10.9 per cent from 2013. Net operating revenues (less purchases from sub-contractors) rose by 10.2 per cent from the year before to NOK 1 986.5 million. The growth in orders meant that more execution capacity was required. Combined with the effect of acquisitions, this led to an expansion in the workforce during 2014.

Consolidated operating profit before depreciation and amortisation (EBITDA) came to NOK 246.5 million, up by 15.7 per cent from the comparable figure[1] for 2013. Consolidated pre-tax profit amounted to NOK 227.6 million, while net profit was NOK 166.7 million.

The market for engineering consultancy services was good in 2014, particularly in the energy and transport sectors. Regional variations were registered in the building and property sector, while uncertainty prevailed about oil and gas developments. The industry sector displayed to some extent a wait-and-see attitude during the year.

Cash flow in 2014 was sound, reflecting positive operations and growth with some increase in tied-up capital. The group has little interest-bearing debt and a large cash reserve. Liabilities at 31 December totalled NOK 878.3 million. Net working capital was negative at NOK 54.9 million. Capital adequacy is good, with an equity ratio of 32.3 per cent at 31 December. The board proposes an ordinary dividend to shareholders of NOK 84 million. This is in line with the group's dividend policy and corresponds to NOK 32 per share.

The order backlog in the parent company at 31 December amounted to NOK 1 362 million, and lays a good basis for continued progress in 2015. The overall market outlook for 2015 is regarded as positive, but will vary somewhat within the various sectors. Demand in the oil and gas industry is expected to decline as a result of lower oil prices and reduced investment activity on the Norwegian continental shelf (NCS), while major public-sector transport projects are expected to provide substantial growth opportunities in transport and infrastructure. Should the level of capital spending in the oil and gas sector remain persistently low, the government is expected to transfer investment capacity to other sectors, such as transport and infrastructure. Growth is expected in the energy sector, partly as a consequence of major maintenance and investment requirements in the electricity generation field. Regional variations will again be evident in the building and property sector during 2015, but overall growth is expected to keep pace with the consumer price index (CPI).

The company carried out an assessment of the ownership situation in 2014. The annual general meeting held in April 2014 resolved to authorize the board of directors and executive management to further investigate the potential for an initial public offering of the company. The investigation was concluded during the fall of 2014. Based on the recommendation from the board of directors, the annual general meeting in October resolved to initiate a process aiming at listing the company on the Oslo Stock Exchange during the first half of 2015. The company has engaged advisors and initiated the process according to this plan.

[1] Comparable EBITDA for 2013 is excl. of one off items. EBITDA in 2013 was positively affected by a one off item related to change of pension plan (NOK 48.1 million). No such one effects were recorded in 2014.

HIGHLIGHTS OF 2014

- **A number of large contracts won in 2014:** County highway 109 Råbekken-Alvim (SVV Øst), SKL-ringen (Statnett), Kamuzu Barrage (Malawi), Neelum Jhelum (hydropower in Pakistan) and E18 Tvedestrand-Arendal part 2 (SVV Sør).

- **Many important assignments pursued:** Nyhamna Expansion, (Kværner, onshore terminal), Campus Ås (Statsbygg), Fighter Air Base (Forsvarsbygg), Follo Line (Jernbaneverket), Mount Coffee (hydropower in Liberia), Neelum Jhelum (hydropower in Pakistan), Prinsensgate 26 rehabilitation, Hebron (Kværner, offshore Canada), cultural buildings in Bjørvika. The parent company's 25 largest assignments accounted for some 30 per cent of its net operating revenues in 2014.

- **Acquisition of Multiconsult Polska:** Multiconsult strengthened its international commitment through the acquisition of Atkins' Polish subsidiary, which was renamed Multiconsult Polska and incorporated in the group at 15 September 2014. This company comprises 73 consultants with special expertise in the sectors for transport, oil and gas, and environment and natural resources. The business is run from Poland and forms an integral part of the group's overall team in the transport and infrastructure, environment and natural resources, and oil and gas areas.

- **Preparations for a possible stock exchange listing:** The general meeting resolved on 29 October to initiate a process for a possible initial public offering and listing of the company's shares on the Oslo Stock Exchange.

OVERVIEW OF THE BUSINESS

The directors' report for the Multiconsult group ("Multiconsult" or "the group") embraces Multiconsult AS ("the parent company") with subsidiaries in Norway and internationally.

BUSINESS AND LOCATION

The parent company, Multiconsult AS, is a Norwegian limited company with its head office at Skøyen in Oslo. Twenty-five offices spread throughout Norway provide a nationwide presence. International activities are pursued partly through foreign subsidiaries, and partly through project offices and foreign partners. The group had some 1 724 employees at 3 1 December 2014, including about 100 in wholly owned subsidiaries outside Norway.

Multiconsult is one of Norway's leading specialists in engineering design and consultancy services. Its business concept is to deliver multidisciplinary advice and design, which create value for customers, society, shareholders, employees and the company. The group also offers geotechnical site investigations.
The group's principal activities involve multidisciplinary consultancy, design, planning, project supervision, management, verification and controls in Norway and internationally in the following sectors:

- Building and property
- Industry
- Oil and gas
- Energy
- Transport and infrastructure
- Environment and natural resources

The business is managed through a geographical organisation, and staffed by personnel from different parts of the group depending on the expertise and capacity required. Operations are organised in three geographical segments:

- Greater Oslo Area
- Regions Norway
- International

See the detailed description under segment information.

INCOME MODEL

The group's business model is based on fee revenues from its own employees. In certain projects, services are purchased from external consultants ("sub-consultants") or joint ventures are established by several partners to bid collectively for a delivery. Both forms of collaboration involve a clear division of responsibility between Multiconsult and the partner. Projects can vary in duration, and long-running assignments may extend over a number of years. Their scope and duration are often extended along the way through supplementary orders.

STRATEGIC PLATFORM

Multiconsult has developed into a complete multidisciplinary engineering consultancy and design company. The group represents a Norwegian powerhouse with an international scope in its industry. In Norway, it has concentrated on being present with big multidisciplinary units in the largest cities. The group has ambitions to expand, with particular emphasis on the oil and gas, transport and infrastructure, and energy sectors. Selecting these priorities is a natural consequence of the group's strong expertise base in the areas concerned and the high level of demand they offer.

Adopted in 2012, the strategy is concentrated on three principal goals up to 2017 which find expression in the concept of a «3-2-1 strategy».

- 3 stands for a tripling in profitability. Multiconsult will work continuously to improve profits and thereby offer more effective solutions for customers and the company itself.

- 2 stands for growth and a doubling in turnover during the strategy period. This will ensure renewal and the opportunity to recruit additional highly competent personnel, both experienced and newly qualified.

- 1 stands for a leading position. Multiconsult's goal is to be in first place as the preferred and most visible consultancy in Norway with the most positive reputation.

Growth in turnover and EBIT, from 2012 to 2014, shows that the group is making good progress towards its 2017 targets. It is also developing well in terms of visibility and a leading position in the sector.

The strong enabling culture in Multiconsult is regarded as one of the biggest success factors in meeting its strategic goals. Multiconsult has what it takes to succeed: respected specialist teams, recognised technical experts, substantial execution capacity, a good reputation, a solid customer base and the resources needed to make a commitment.

MARKET AND CUSTOMERS

Market conditions were generally good in 2014, but varied within the different markets and geographical regions where Multiconsult operates.

The engineering consultancy sector has been characterised by consolidation over a number of years, with the five largest players in Norway now accounting for almost 80 per cent of the market and 180 smaller players for the remaining 20 per cent. National competition over orders is strong in Norway, but a growing trend can also be seen towards competition from international players, particularly in the transport and oil and gas sectors.

The engineering consultancy market in the energy sector has been very good, both in Norway and internationally. Demand in the building and property and transport sectors, has been good and stable, but with regional variations – particularly in building and property. The industry sector had rather more of a wait-and-see attitude during 2014, but with a positive trend towards the end of the year. Uncertainty was greatest over developments in the oil and gas sector, which experienced a downturn during the second half. Cost cuts and expectations of reduced investment by the big oil companies, compounded by a decline in oil prices, resulted in lower activity and had a markedly negative effect in the short term.

Market developments for energy, transport and infrastructure, and building and property should remain positive, and are being driven by increased investment into 2015. Signs of increased ordering can also be seen in the industry sector. The proportion of international projects in the parent company was stable and accounted for 15 per cent of the order backlog at 1 January 2015.

The parent company's order backlog at 31 December totalled NOK 1 362 million, compared with NOK 1 160 million a year earlier, and lays a good basis for further progress in 2015.

Multiconsult is characterised by good, long-term customer relations. Its portfolio comprises some 3 700 customers. The 15 largest of these account for about half the group's annual gross revenues, and represent large, reputable companies in every market sector. Seven of the 10 largest customers are solid state-owned enterprises with predictable investment plans. The biggest customers have been placing orders with Multiconsult for many years.

Good collaboration with customers is an important success factor. A close dialogue is maintained between Multiconsult and its customers before, during and at the conclusion of assignments, both to learn about the customer's expectations and needs. and to clarify these.

FINANCIAL REVIEW

The consolidated financial statements for 2014 are the first to be prepared in accordance with the International Financial Reporting Standards (IFRS) approved by the EU as well as Norwegian accounting legislation. The effective date for the transition to the IFRS is 1 January 2013, and comparative figures for 2013, which were previously prepared and published in conformity with Norwegian generally accepted accounting principles (NGAAP) have been restated in accordance with the IFRS in connection with the presentation of the financial statements for 2014. The biggest effects related to the transition are that pension commitments have been recognised at their estimated present value, which reduces equity, and that no provision is made for dividend until it has been approved.

In the board's view, the income statement, the statements of comprehensive income, changes in equity and cash flow, the balance sheet and the notes provide satisfactory information about the operations and position of the group and the parent company at 31 December.

(All amounts in brackets are comparative figures for 2013 unless otherwise specifically stated.)

INCOME STATEMENT

Consolidated gross operating revenues amounted to NOK 2 265.6 (NOK 2 042.1 million). Net operating revenues, which are gross operating revenues less sub consultants and charges, were NOK 1 986.5 million (NOK 1 802.6 million). The 10.2 per cent increase in net operating revenues primarily reflects the increase in orders. Operating expenses before depreciation, amortisation and impairment charges came to NOK 1 740 million (NOK 1 541.5 million). This increase in expenses is almost wholly attributable to higher payroll costs, not only from a rise in the number of employees but also because of a positive one-off effect on these expenses in 2013 related to pension plan changes. Consolidated operating profit before depreciation and amortisation (EBITDA) thereby came to NOK 246.5 million (NOK 261.1 million). EBITDA before the above-mentioned one-off effect in 2013 was NOK 213 million.

The share of profit from investment calculated using the equity method was NOK 7 million (NOK 3.3 million). The largest associated company is LINK Arkitektur AS. Net financial items in 2014 amounted to NOK 8.8 million (NOK 5.7 million). Financial items consisted primarily of interest on bank deposits and certificates.Consolidated pre-tax profit came to NOK 227.6 million (NOK 229.5 million). Consolidated net profit was NOK 166.7 million (NOK 166.2 million).

Other items recognised against equity were negative at NOK 128.1 million (negative NOK 65.5 million). These related primarily to the increase in the estimated present value of capitalised pension commitments, which were negatively affected by a reduction in the discount rate in 2014 and by changes to mortality assumptions in 2013.

FINANCIAL POSITION, FINANCING AND LIQUIDITY

Non-current assets totalled NOK 284.9 million (NOK 216.6 million) at 31 December. Goodwill and intangible assets amounted in all to NOK 78.2 million (NOK 72.4 million). Goodwill relates primarily to the acquisition of Barlindhaug Consult AS and Vest Consult AS (now Multiconsult Stord AS). The increase relates to acquisitions in 2014. Financial non-current assets amounted to NOK 48.1 million (NOK 45.6 million) in 2014, and consisted primarily of investment in associated enterprises and joint ventures as well as long-term receivables and shares.

Current assets totalled NOK 1 013.3 million (NOK 897.9 million), with receivables accounting for NOK 564.7 million (NOK 541.7 million) and bank deposits and certificates for NOK 448.6 million (NOK 356.2 million). Consolidated equity was NOK 419.9 million (NOK 425.9 million) at 31 December, corresponding to an equity ratio of 32.3 per cent (38.2 per cent).

The change in equity primarily reflects the positive effect of the net profit, offset by other income statement items recognised against equity in accordance with IFRS, which related mainly to the change in the measurement of pension commitments, and payment of dividend during the year.

Liabilities totalled NOK 878.3 million (NOK 688.6 million). Total interest-bearing debt amounted to NOK 10.4 million, and liquidity was good. Working capital (receivables less current non-interest-bearing debt) was negative at NOK 54.9 million (negative NOK 49.9 million).

The group has a credit facility of NOK 40 million with Nordea Bank, which was undrawn at 31 December. The overdraft and guarantee framework agreements for the parent company stipulate an equity ratio of 35 per cent. At 31 December, the equity ratio was below this figure. This had no significance for balance sheet classification, since the group had not utilised the facility. These agreements were extended in March 2015, when the requirement for a minimum equity ratio was dropped on condition that the parent company completes a stock exchange listing.

CASH FLOW

Cash flow for the year reflected good operation, growth and some increase in the amount of tied-up working capital. Consolidated net cash flow from operational activities amounted to NOK 149.7 million (NOK 173.7 million). The variance between consolidated operating profit and operational cash flow related primarily to financial items, depreciation, changes in working capital, pension costs without cash effect and tax paid in the period. Net cash flow from investing activities was negative at NOK 15.3 million (negative NOK 57.6 million), and included the acquisition of Multiconsult Polska. This transaction incorporated a substantial cash holding, which had a positive effect on cash flow. Net cash flow from financing activities was negative at NOK 45.6 million (negative NOK 26.4 million). Cash and cash equivalents amounted to NOK 448.6 million (NOK 356.2 million) at 31 December.

Other than the details presented in the financial statements, the board is not aware of any conditions arising in 2014 or after the end of the financial year which are significant for assessing the annual accounts. The board believes that the annual accounts provide a true and fair picture of Multiconsult AS and the group's assets, liabilities, financial position and profit.

SEGMENT INFORMATION

The group's activities are organised in three geographical segments based on its principal geographical markets. Revenues and expenses are reported in the segment where the employee is employed. That does not necessarily coincide with the location where the assignment has been executed. The cost of administrative services, rent of premises, depreciation and so forth is allocated between the segments.

GREATER OSLO AREA

This segment comprises the central area of eastern Norway, with offices in Oslo, Fredrikstad, Moss, Skien, Tønsberg and Drammen. Greater Oslo is the largest segment, accounts for about 53.9 per cent of consolidated net operating revenues, and offers services in all six of the group's market sectors.

Net operating revenues for the segment came to NOK 1 070.8 million (NOK 978.2 million) in 2014. The 9.5 per cent increase was primarily a result of increased orders. EBITDA came to NOK 167.7 million, somewhat better than the NOK 132.3 million achieved in 2013. This improvement is largely a result of increased orders and a positive effect of concluded liability cases.

REGIONS NORWAY

This segment embraces regional offices in Kristiansand, Stavanger, Bergen, Trondheim and Tromsø as well as subsidiaries in Voss and Stord. It offers services in all six of the group's market sectors. Regions Norway accounts for about 43.9 per cent of consolidated net operating revenue.

Regions Norway had total net operating revenues of NOK 872.9 million (NOK 796.2 million) in 2014. The rise of 9.6 per cent was primarily a result of increased orders. EBITDA came to NOK 78.7 million, somewhat weaker than the NOK 84.8 million achieved in 2013. This decline was largely a consequence of higher costs in certain regions.

INTERNATIONAL

The group's international subsidiaries represent its third segment, and embraces subsidiaries in Poland, the UK, Singapore and Russia. Multiconsult UK primarily offers services in the energy sector, while Multiconsult Asia in Singapore concentrates mainly on the oil and gas sector. Multiconsult Poland offers services chiefly in the transport and infrastructure, environment and natural resources, and oil and gas sectors. Activity in Multiconsult Russia is small, and relates largely to services in the oil and gas sector. The international segment accounts for roughly 1.4 per cent of the group's net operating revenues.

Net operating revenues for the international segment totalled NOK 27.8 million (NOK 9.7 million) in 2014. The solid increase first and foremost reflects the acquisition of Multiconsult Polska, which contributed some NOK 8 million in net operating revenues, as well as good growth at Multiconsult UK. EBITDA came to NOK 3.6 million, an improvement from the loss of NOK 6 million for the year before. Progress since 2013 reflects the growth at Multiconsult UK.

RESEARCH AND DEVELOPMENT

Multiconsult pursues both internal and external R&D projects. Internal work is conducted by the company's expertise networks or as separate projects. External R&D activities are pursued and financed primarily in collaboration with Norwegian and international research institutions, strategic partners and customers. Multiconsult conducted 13 R&D projects during 2014, with the support of external funding.

Spending on the company's R&D projects totalled NOK 13 million in both 2014 and 2013, with NOK 2 million per year invoiced on to customers.

The company also pursues and measures a number of other development activities which are general in nature for the whole group. This involves typical support processes which are not considered to meet the accounting definition of research and development, but which are important for the company's development. Spending on these activities totalled NOK 8 million in 2014 and NOK 12 million in 2013.

FINANCIAL RISK AND RISK MANAGEMENT

LEGAL LIABILITY

The risk of disagreements and legal disputes related to the possible cost of delays and project errors is always present in the consultancy business. Multiconsult has good insurance policies and routines for following up such cases. The company's insurance cover for project liability is based mainly on collective policies for engineering consultancies. This insurance takes the form of standard policies for engineering assignments, with an excess of NOK 300 000 per claim and normally with a maximum cover of up to 150 times the Norwegian national insurance base rate (G) – about NOK 13 million. Further details are provided in note 19 to the consolidated financial statements.

CREDIT RISK

Credit risk arises primarily from transactions with clients and from bank deposits. The company's losses on accounts receivable because customers are unable to meet their obligations have been modest for a number of years.

New customers are subject to credit assessment and approval before credit is extended to them. Responsibility for credit management in the parent company is centralised, and routines are entrenched in the group's quality assurance system.

Accounts receivable represent about 32 per cent of the group's assets. The company has established routines for assessing the creditworthiness of the customer, and the possible need for bank guarantees or other risk-reducing measures.

The company's cash flow from operations has been positive. At 31 December 2014, the group's non-current liabilities totalled NOK 255.3 million.

CURRENCY RISK

The group is exposed to currency risk through ongoing projects abroad with fees agreed in foreign currencies. Hedging contracts have been entered into for certain projects to reduce this risk. Currency risk is regarded as modest, and unable to affect the valuation of the company.

INTEREST-RATE RISK

The company's interest-bearing debt is small, and it accordingly has a low interest-rate risk related to debt.
Financial non-current assets relate virtually entirely to investment in associated companies and joint ventures, while current assets consist almost wholly of bank deposits and current receivables. Non-current liabilities consist primarily of pension commitments related to the parent company's defined benefit plan. The latter had 314 active members and 184 pensioners at 31 December, following the introduction of the defined contribution plan in 2006. The present value of the pension commitment is sensitive to changes in the discount rate.

LIQUIDITY RISK

The company's liquidity risk is limited. Liquidity management is followed up actively through budgets and continuous forecasting. To ensure sufficient freedom of action in terms of liquidity, and thereby to moderate liquidity risk, a credit facility of NOK 40 million has been established with the company's bank. This facility remained undrawn at 31 December.

Financial risk for the group is considered to be moderate.

GOING CONCERN

The annual accounts have been prepared on a going concern assumption. The board has confirmed that this assumption can be made on the basis of the company's budgets and long-term strategic forecasts for the years to come.

PARENT COMPANY RESULTS AND ALLOCATION OF NET PROFIT

These are the first annual financial statements for the parent company prepared in accordance with the Norwegian Accounting Act and the regulations on simplified application of international accounting standards (IFRS), as amended in November 2014. The effective date for the transition to the simplified IFRS is 1 January 2013, and comparative figures for 2013 which were previously prepared and published in conformity with Norwegian generally accepted accounting principles (NGAAP) have been restated in accordance with

the simplified IFRS in connection with the presentation of the financial statements for 2014. The biggest effect related to the transition is that pension commitments have been recognised at their estimated present value, which reduces equity.

Since the parent company accounts for 96 per cent of total revenues and 93 per cent of assets in the group, the comments on the group's financial statements are also applicable to the financial statements for the parent company.

The parent company's pre-tax profit came to NOK 218.9 million (NOK 230.6 million), while net profit was NOK 158.9 million (NOK 168.5 million).

The board proposes the following allocation of the net profit of NOK 158.9 million for the parent company:

Transferred to other equity	NOK 74.9 million
Dividend	NOK 84.0 million

Following an evaluation, the board has concluded that the company will have an equity and liquidity after paying dividend which are acceptable in relation to the risks and scope of its activities.

CORPORATE GOVERNANCE

As part of the preparations for a possible stock exchange listing of the parent company's shares, work has been initiated on developing principles for corporate governance. These will be based on the Norwegian code of practice for corporate governance (the NCGB code) dated 30 October 2014.

CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility (CSR) is about running the business in a responsible and sustainable manner over time, and in a way which contributes to a positive, trusting relationship between Multiconsult and the group's stakeholders. Multiconsult has identified ethics, anti-corruption and health, safety and the environment (HSE) as particularly relevant components of the group's CSR, and structured efforts are being made to strengthen these areas.

Considerations relating to the working environment, sickness absence and occupational injuries are covered in the section on employees and the organisation. The group has its own compliance function. Training programmes for employees at all levels were developed in 2014. A dedicated corporate policy for CSR has also been developed, with associated supplier declarations and self-declarations.

Sustainable development forms one of the key elements in the group's strategy for 2013-17. Its actions and advice will be characterised by sustainable solutions under the slogan "green in all we do". HSE will take precedence over financial considerations.

The group has a dedicated function for CSR. Goals, strategies and action plans have been drawn up in this area, and these will be followed up and further developed in coming years.

ETHICS AND CORRUPTION

Multiconsult has zero tolerance of corruption and a well-developed anti-corruption programme. All employees take a dedicated e-learning programme with dilemma training to help them become better equipped for dealing with circumstances which may be difficult to handle. All employees have signed Multiconsult's ethical code of conduct, and a handbook on anti-corruption has been composed. Multiconsult is a project organisation, and the majority of its employees have contacts with customers and third parties. Combined with a risk picture which changes constantly in line with the portfolio of assignments, this means that an anti-corruption programme requires the mobilisation of large parts of the organisation. The programme has led to better and more effective management of corruption risk through a risk-based use of resources, greater expertise on risk identification and control, and great clarity in relation to third parties.

NATURAL ENVIRONMENT

Multiconsult's goal is to enhance environmental awareness among all its employees, both in day-to-day operations and in executing assignments. This work has concentrated so far on the parent company, which accounts for 96 per cent of consolidated revenues and 91 per cent of employees. The strategies, goals and measures described below therefore apply only to the parent company. Emphasis will be given in 2015 to developing environmental strategies and measures for other parts of the group.

Specific performance targets have been set for emissions, discharges and energy consumption. These show that progress has been relatively stable in recent years. The environ-

mental accounting for the parent company is presented in a table below.

Work on Eco-Lighthouse certification was completed in 2014, when all offices in Norway with more than five employees were also certified in accordance with the Eco-Lighthouse Foundation's head-office model. This is a purely Norwegian scheme. The larger offices were certified in earlier years. The next audit is due in 2017.

A nationwide programme to educate personnel in the Norwegian construction client regulations was conducted in 2014. Attention here has concentrated on the engineering designer's responsibility and role with regard to HSE in designs and at the construction site. A gap analysis was conducted for ISO 14001 on environmental management. Following minor adjustments, the management system complies with the standard.

Multiconsult participates actively in the development of BREEAM, and possesses the greatest collective Norwegian expertise on this system for certifying the sustainability of buildings. The head office in Nedre Skøyenvei is one of the first five commercial buildings in Norway to be classified in accordance with the "BREEAM in use" standard.

Specific environmental targets have been prepared for the strategy period, embracing individual goals related to procurement, travel habits, energy consumption, and waste generation and handling. The number of flights taken has grown since 2013. Part of the increase could be attributable to collective booking and better registration through the HRG travel agency chain. Staffing and activity levels rose during the year, and the acquisition of Multiconsult Polska may also have contributed to increased travel together with greater interaction and travel between the groups's other businesses in Norway and abroad. Kilometres driven declined by about 150 000 in all. The fleet of cars rose from 86 to 98, but a number of the additions are electric-powered. In the longer term, the increased proportion of such vehicles will reduce petrol and diesel oil consumption even further. The rise in carbon emissions is directly related to the growth in air travel. Energy consumption by the offices was lower than in 2013. That partly reflects milder weather in 2014 compared with the year before. In addition comes the effect of more modern offices in Bergen and Trondheim. All the offices have registered a small decline in the number of videoconferences (LifeSize). This is thought to result from extensive use of Lync. Lync meetings will be recorded from 2015.

While the total quantity of waste per work-year has been reduced, the recycling rate remains low. Measures have been taken, resulting in expectations of increased recycling rate in 2015.

The attention given by the Eco-Lighthouse scheme to the environmental aspects of procurement has contributed to an increased number of environmentally labelled products, environmentally certified suppliers and ecological goods. Paper consumption, measured by the quantity purchased annually, remained virtually unchanged from 2013 to 2014.

Environmental reporting for the parent company is based on the following aspects:

- **Energy:** energy use in buildings is based on consumpti on of electricity and district heating in the company's office premises.
- **Transport and machinery:** work driving includes the use of private cars for business purposes, company vehicles and hire cars. Air travel includes the number of one-way/return flights reported by the travel agency, and is based on an average travel time in Norway, short international (European) journeys and long international flights. Fuel consumption for machinery includes drilling rigs, lorries and ships.
- **Procurement and material consumption:** paper consumption is based on the use of A3 and A4 sheets and plotter paper.
- **Waste:** waste from office activities includes sorted waste for recycling as well as residual, hazardous and electronic waste.
- **Emissions to the air:** carbon emissions are the estimated carbon dioxide equivalent emitted from energy consumption in buildings (electricity and district heating) and operations-related transport such as work driving, air travel and use of machinery and equipment in connection with rig operation.

Environmental accounts for the parent company

ENVIRONMENTAL INDICATOR	Unit[1]	2011	2012	2013	2014
ENERGY					
Area efficiency[1]	m^2/work-year	36	34	30	**30**
Energy consumption in buildings[1]	kWh/work-year	4890	5016	5583	**5031**
Energy consumption in buildings	kWh/m^2	136	145	185	**165**
TRANSPORT					
Work driving by car	km/work-year	2685	1949	1876	**1679**
Flights, domestic	number/work-year	3.0	3.4	2.9	**4.2**
Flights, foreign	number/work-year	0.5	0.4	0.3	**0.6**
Fuel consumption, machinery	litres/work-year	77	83	47	**45**
PROCUREMENT AND MATERIAL CONSUMPTION					
Total paper consumption[1]	kg/work-year	31	32	22	**23,5**
WASTE					
Total waste[1]	kg/work-year	114	165[2]	121	**112,9**
Residual waste	%	52%	53%	53%	**47%**
Waste for recycling	%	48%	47%	47%	**50%**
EMISSIONS TO THE AIR					
Carbon emissions	tonnes/work-year	1.7	1.6	1.5	**1.7**

[1] All work-years performed for Multiconsult are included in the accounts. Consumption figures for offices with fewer than five employees are excluded from the accounts – in other words, consumption figures by office area, energy and paper consumption, and waste. The figures presented per work-year for these consumption items are accordingly rather more favourable than the reality.

[2] A major relocation process conducted in Oslo during this year generated an unusually large amount of waste.

EMPLOYEES, ORGANISATION AND EQUAL OPPORTUNITIES

Multiconsult is a knowledge company, and the group had 1 724 well-qualified employees at 31 December 2014 to serve its customers in Norway and internationally.

As a result of acquisitions in 2014, not all data are yet available at group level. The presentation below will therefore in some places refer to Multiconsult AS (the parent company). The acquisition of Multiconsult Polska in September added 73 people to the group workforce.

The parent company had 1 575 employees at 31 December. Increased activity in 2014 contributed to a rise of 169 people in the workforce during the year. Staff turnover for the parent company was 7.4 per cent.

EMPLOYEES AND EXPERTISE

Recruitment capability, employee satisfaction and expertise development are important conditions for Multiconsult's success. This is reflected in the company's day-to-day operations. New standards for annual performance and development conversations were introduced in 2013 and followed up in 2014. The portfolio of courses was further developed. As in earlier years, a management development programme was conducted for selected managers under the title "Expanding your leadership".

Multiconsult ranks as an attractive employer in the annual surveys conducted among students by Universum and Karrierebarometeret. The company was ranked as number four and six respectively among the most attractive workplaces to engineering students in 2014.

Close collaboration with selected universities and university colleges continued in 2014, with a substantial presence both at career fairs and company presentations. The commitment to attractive summer programmes/jobs was maintained, and feedback from students shows that Multiconsult offers very attractive summer posts.

The company is well positioned to recruit employees with varied educational backgrounds, both newly graduated and more experienced. Of the 197 new employees in the company, 25 per cent have a BSc, 58 per cent an MSc, four per cent a PhD and 13 per cent a different background. Fifty-nine per cent of new recruits during the year had graduated in 2013 or 2014.

Multiconsult has a constant need to strengthen its expertise and capacity, both in line management and in project management. Great emphasis is accordingly given to the development of managers, and substantial resources are devoted to such work. During 2014, the company established dedicated management development programmes for both line managers and project managers. A large number of people has completed these.

STRUCTURAL CAPITAL

To ensure high delivery quality and verifiable quality assurance routines, the company has established a new management system in recent years. This was further updated in 2014 with a goal of improving user-friendliness in all parts of the portfolio of assignments.

Multiconsult has modern and efficient offices throughout Norway. Office capacity is expanded step by step to ensure growth opportunities.

WORKING ENVIRONMENT, SICKNESS ABSENCE AND INJURIES

The board considers the working environment and collaboration with union officials to be good. Employee participation is ensured at several levels in the group. A permanent collaboration committee has been established at group level, comprising central union officials and representatives of the corporate management. This committee holds regular meetings, where the management provides information and/or where the two sides conduct discussions as and when required. Where issues are of regional, local or otherwise restricted scope, Multiconsult holds meetings for information and/or discussion at an adequate level.

Multiconsult works systematically on HSE. Dedicated action plans have been established, and these are followed up both centrally and regionally. The results of this work are reported to the working environment committee (AMU Norway) for the parent company.

A new contract for a company-wide health service was introduced in the parent company at 1 January 2014. Some start-up problems have occurred, and an evaluation will be conducted. Efforts have been made to raise awareness about using the fPortal improvement and nonconformity system, which boosted reporting of incidents and near-misses during the year. A new e-learning system for HSE was launched in August. This programme is mandatory for ma-

nagers, safety delegates and AMU members. Multiconsult's first HSE day was implemented in November, with various central and local measures. This initiative was well received, and the decision has been taken to continue it in 2015.

Sickness absence in the parent company was 3.3 per cent (3.5 per cent) in 2014.

EQUAL OPPORTUNITIES

The purpose of Norway's Anti-Discrimination Act is to promote equal opportunities and rights, and to prohibit discrimination on the grounds of ethnicity, skin colour, language, religion and beliefs. Multiconsult works actively to promote the objectives of the Act in the group.

Thirty-three per cent of the parent company's 1 575 employees at 31 December were female and 67 per cent were male. At the same date, the group's corporate executive committee comprised three women and nine men. The parent company board at 31 December consisted of four female and five male directors. Thirty-two per cent of staff in the technical departments were women and 68 per cent were men, while the corresponding proportions for the administrative departments were 61 and 39 per cent. Women accounted for 22 per cent of middle managers. The group is working to recruit more female employees, and women accounted for 40 per cent of new recruits in 2014.

Multiconsult aims to be a workplace with no discrimination on the grounds of disability. Active efforts are made to design and customise physical conditions so that the group's various functions can be used by as many as possible. Workplaces and jobs are customised on an individual basis for employees or job applicants with disabilities.

Nine per cent of employees in Multiconsult AS had a mother tongue other than Norwegian at 31 December, with 35 different languages represented.

The company does not discriminate on the grounds of gender, disability, ethnicity, religion or the like. The board and the executive management are conscious of this in recruitment, appointment, pay and customisation of working conditions, and in work on developing attitudes.

CHANGES TO THE BOARD AND THE EXECUTIVE MANAGEMENT

The annual general meeting in April elected Eli Giske and Kaare Krane as new directors. An extraordinary general meeting on 29 October 2014 expanded the board with an additional director when Ivar Eng was elected as a representative for the Multiconsult Foundation. Anne Harris became new CFO in September 2014.

SHAREHOLDERS

The parent company, Multiconsult AS, had 573 shareholders at 31 December 2014. The two largest shareholders, WSP Europe AB and the Multiconsult Foundation, own 45.9 per cent of the company's shares between them. An extraordinary general meeting on 29 October approved the board's proposal to initiate a process of preparing for a listing of the company's shares on the Oslo Stock Exchange. A total of 88.91 per cent of the shares were represented, and 87 per cent voted for the proposal. At the same time, it was resolved that the Multiconsult Foundation would have its own seat on the board.

OUTLOOK

The board would emphasise that assessments of future conditions normally involve considerable uncertainties. At 31 December, the parent company's order backlog totalled NOK 1 362 million, and laid a good basis for continued progress in 2015. The overall market outlook for 2015 is considered to be positive, but will vary somewhat in the various markets. While demand in the oil and gas industry is expected to decline as a result of lower oil prices and reduced investment activity on the NCS, major public-sector transport projects are expected to provide substantial growth opportunities in the transport and infrastructure sector.

Should the decline in capital spending in the oil and gas business prove long-lasting, the government is expected to transfer investment capacity to other sectors, such as transport and infrastructure. Similarly, Multiconsult could shift capacity between their two business areas. Growth is expected in the industry sector, partly as a consequence of big maintenance and investment requirements in electricity generation. The building and property sector will again display regional variations in 2015, but overall growth is expected to be in line with the CPI.

Preparations for a possible stock exchange listing have been initiated, and this work is on schedule. Progress and a possible decision will depend on developments in the stock market and other conditions. The board's view is that Multiconsult is well positioned for continued long-term development of the group's assets.

The board of directors and CEO of Multiconsult AS
Oslo, 19 March 2015

Steinar Mejlænder–Larsen
Chair of the board

Siv Axelsson

Freddy Holstad

Ivar Eng

Kaare Krane

Espen Robertsen

Kari Medby Loland

Birger Opgård

Christian Nørgaard Madsen
President and Chief Executive

CONSOLIDATED ANNUAL ACCOUNTS

CONSOLIDATED STATEMENT OF INCOME

(Amounts in NOK thousand, except earnings per share)	Note	2014	2013
OPERATING REVENUES AND EXPENSES			
Operating revenues		2 265 627	2 042 144
Expenses for sub contractors and disbursements		279 118	239 579
Net operating revenues		**1 986 509**	**1 802 565**
Employee benefits expenses	*8, 11*	1 449 600	1 259 192
Other operating expenses	*7*	290 443	282 264
Operating expenses excluding depreciation, amortisation and impairment		**1 740 043**	**1 541 456**
Operating profit before depreciation, amortisation and impairment (EBITDA)		**246 466**	**261 109**
Depreciation, amortisation and impairment	*13, 14*	34 625	40 669
Operating profit (EBIT)		**211 841**	**220 440**
Share of profit from associated companies and joint ventures	*16*	6 961	3 342
FINANCIAL INCOME AND EXPENSES			
Financial income	*9*	11 629	8 166
Financial expenses	*9*	2 823	2 430
Net financial items		**8 806**	**5 736**
Profit before income taxes		**227 608**	**229 518**
Income tax expenses	*10*	60 899	63 327
Profit for the period		**166 708**	**166 192**
Attributable to:			
Owners of Multiconsult AS		166 708	166 192
Earnings per share:			
Basic, NOK	*23*	63.5	63.3
Diluted, NOK	*23*	63.5	63.3

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

(Amounts in NOK thousand)	Note	2014	2013
Profit for the period		166 708	166 192
Other comprehensive income			
Remeasurement of defined benefit obligations	*11*	(177 749)	(87 689)
Income taxes		47 992	22 395
Total items that will not be reclassified subsequently to profit or loss		**(129 757)**	**(65 294)**
Currency translation differences		1 684	(227)
Total items that may be reclassified subsequently to profit or loss		**1 684**	**(227)**
Total other comprehensive income for the period		**(128 073)**	**(65 521)**
Total comprehensive income for the period		**38 636**	**100 671**

CONSOLIDATED BALANCE SHEET

(Amounts in NOK thousand)	Note	31.12.2014	31.12.2013	1.1.2013
ASSETS				
Non-current assets				
Deferred tax assets	*10*	82 109	27 523	22 950
Intangible assets	*13*	6 783	6 725	6 961
Goodwill	*13*	71 427	65 714	52 801
Property, plant and equipment	*14*	76 510	71 081	63 107
Total non-current non-financial assets		**236 828**	**171 043**	**145 819**
Investments in associated companies and joint ventures	*16*	42 172	39 353	34 944
Other non-current financial assets		5 934	6 230	4 507
Total non-current financial assets		**48 106**	**45 583**	**39 451**
Total non-current assets		**284 935**	**216 626**	**185 270**
Current assets				
Receivables				
Accounts receivable	*12*	420 391	325 754	406 202
Other current receivables and prepaid expenses	*12*	144 284	215 916	56 054
Total receivables		**564 675**	**541 670**	**462 256**
Cash and cash equivalents	*15*	448 611	356 218	266 509
Total current assets		**1 013 286**	**897 888**	**728 765**
TOTAL ASSETS		**1 298 221**	**1 114 514**	**914 035**

(Amounts in NOK thousand)	Note	31.12.2014	31.12.2013	1.1.2013
EQUITY AND LIABILITIES				
Equity				
Total paid-in equity		**26 445**	**26 438**	**26 437**
Other equity		393 469	399 436	334 181
Total shareholders' equity		**419 914**	**425 874**	**360 618**
Non-current liabilities				
Pension obligations	*11*	211 531	41 372	27 048
Provisions	*19*	36 777	46 606	48 378
Non-current interest-bearing liabilities		6 943	9 047	-
Total non-current liabilities		**255 251**	**97 024**	**75 426**
Current liabilities				
Accounts payable		109 252	88 836	67 738
Current tax liabilities	*10*	51 897	44 994	43 961
Public duties payable		192 706	169 961	147 553
Current interest-bearing liabilities		3 471	-	-
Other current liabilities	*18*	265 729	287 825	218 738
Total current liabilities		**623 055**	**591 616**	**477 990**
Total liabilities		**878 306**	**688 640**	**553 416**
TOTAL EQUITY AND LIABILITIES		**1 298 221**	**1 114 514**	**914 034**

The board of directors and CEO of Multiconsult AS
Oslo, 19 March 2015

Steinar Mejlænder–Larsen
Chair of the board

Siv Axelsson

Freddy Holstad

Ivar Eng

Kaare Krane

Espen Robertsen

Kari Medby Loland

Birger Opgård

Christian Nørgaard Madsen
President and Chief Executive

CONSOLIDATED STATEMENT OF CASH FLOWS

(Amounts in NOK thousand + are cash increasing and - are cash reducing effects)	**2014**	**2013**
CASH FLOWS FROM OPERATING ACTIVITIES:		
Profit before income taxes	227 608	229 518
Income taxes paid during the period	(48 347)	(44 777)
Depreciation, amortisation and impairment	34 625	40 669
Pension expenses with no cash effect	(10 944)	(75 872)
Changes in current assets, liabilities and other non- cash effects	(53 224)	24 179
Net cash flows from operating activities	**149 718**	**173 719**
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from disposal of property, plant and eqiupment and shares	504	662
Payments on acquisition of property, plant and equipment and intangible assets	(39 240)	(41 727)
Proceeds/payments related to equity accounted investments	4 142	(2 667)
Net cash effect of business combinations	19 309	(13 910)
Net cash flows from investing activities	**(15 285)**	**(57 642)**
CASH FLOWS FROM FINANCING ACTIVITIES:		
Dividends paid	(45 615)	(35 416)
Proceeds from new non-current borrowings	-	9 048
Net cash flows from financing activities	**(45 615)**	**(26 368)**
Foreign currency effects on cash and cash equivalents	**3 576**	**-**
Net change in cash and cash equivalents	92 393	89 709
Cash and cash equivalents at the beginning of the period	356 218	266 509
Cash and cash equivalents at the end of the period	**448 611**	**356 218**

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

	Attributable to equity holders of Multiconsult AS							
(Amounts in NOK thousand)	Share capital	Tre-asury sha-res	Share premi-um	**Total paid-in capital**	Retained earnings	Reme-asure-ment pensions	Currency translation differences	**Total equity**
1 January 2013	13 125	(8)	13 320	**26 437**	426 408	(92 228)	-	**360 618**
Disposal of treasury shares	-	1	-	**1**	-	-	-	**1**
Dividend	-	-	-	**-**	(35 416)	-	-	**(35 416)**
Total comprehensive income for the period	-	-	-	**-**	166 192	(65 294)	(227)	**100 671**
31 December 2013	13 125	(7)	13 320	**26 438**	557 184	(157 521)	(227)	**425 874**
Disposal of treasury shares	-	7	-	**7**	-	-	-	**7**
Dividend	-	-	-	**-**	(44 602)	-	-	**(44 602)**
Total comprehensive income for the period	-	-	-	**-**	166 708	(129 757)	1 684	**38 636**
31 December 2014	13 125	-	13 320	**26 445**	679 290	(287 278)	1 457	**419 914**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1 GENERAL INFORMATION AND BASIS FOR THE PREPARATION OF THE CONSOLIDATED FINANCIAL STATEMENTS

Multiconsult AS (the Company) is a Norwegian limited liability company. The Company's head office is located in Nedre Skøyenvei 2, 0276 Oslo.

Multiconsult is one of the leading environments for engineering and related consultancy. The principal activities of the Company and the subsidiaries (the Group) are described in note 5 Segments. These consolidated financial statements were approved by the Board of Directors on 19 March 2015 for adoption by the Annual General Meeting on 16 April 2015.

With effect from 1 January 2013, the group has elected to prepare the consolidated financial statements in accordance with International Financial Reporting Standards as adopted by the EU (IFRS) and the Norwegian Accounting Act. References to «IFRS» in these financial statements mean IFRS as adopted by the EU.

These are the first annual financial statements prepared in accordance with IFRS, and IFRS 1 First time adoption of IFRS has been applied. Please refer to note 25 for the effects of transition to IFRS. The transition date was 1 January 2013.

NOTE 2 A SIGNIFICANT ACCOUNTING POLICIES

Basis of preparation
The consolidated financial statements have been prepared based on the historical cost basis, except for derivatives and pension assets that are measured at fair value, and pension liabilities that are measured at present value. The consolidated financial statements are presented in Norwegian kroner (NOK). Amounts are rounded to the closest thousand, unless stated otherwise. As a result of such rounding differences, amounts and percentages may not add up to the total.

Consolidation principles, investments accounted for in accordance with the equity method and working partnerships
The consolidated financial statements incorporate Multiconsult AS and companies that Multiconsult AS (directly or indirectly) control (the Group). Control is achieved when the Group is exposed or has rights to variable returns from its involvement with a company in which it has invested, and has the ability to use its power to affect its returns from this company. All subsidiaries are 100% owned and there are no non-controlling interests.

The consolidated financial statements have been prepared using uniform accounting policies. All material transactions and balances between group entities have been eliminated.

Shares in subsidiaries are eliminated in the consolidated financial statements in accordance with the acquisition method. This entails that the consideration, as well as the acquired entity's assets and liabilities, are measured at fair value on the date of acquisition, and any excess consideration is classified as goodwill. Historically, it has been considered that most of the consideration in excess of short-term items and financial instruments relates to employees and expectations of future returns, and the excess is therefore recognised as goodwill. Acquisition-related costs are recognised in profit or loss as incurred. Refer to note 4 for more information relating to business combinations in 2014. Business combinations that occurred before 1 January 2013 have not been restated in order to comply with IFRS.

Investments in associated companies and joint ventures over which the Group exercises significant influence or joint control, are accounted for using the equity method. The difference between cost price of the shares and the Group's share of equity is allocated to the Company's net assets, and any excess as goodwill. In accordance with the equity method, investments are initially recognised in the statement of financial position at cost and adjusted thereafter for changes in the Group's share of net assets (i.e. total comprehensive income and equity adjustments (including dividends)) less any impairment charges on investments. Corrections are made when it is necessary to adjust the accounting policies to match Group accounting policies. Any goodwill included in the investment amount is not amortised, but is reviewed for impairment as part of the investment. At the end of the reporting period, the Group assesses whether there are any indications that the investment may be impaired. If any such indication exists, the recoverable amount of the investment is estimated in order to determine the extent of the impairment loss, if any. Transactions between a group company and an associated company or a joint venture are eliminated or deferred in proportion to the Group's ownership. The Group's share of net income, including amortisation, impairment loss and reversal of impairment loss for the investment is presented as a single line item in profit or loss, classified between operating profit and financial items. Refer to note 16 for more information.

The Group enters into working partnerships in certain projects where more parties collaborate to offer a joint deliverable. Each participant is responsible for, and has rights to, the fee from partial deliverables (agreements related to project collaboration). The individual parties utilise their resources through the use of employees and sub-contractors. Some of these arrangements are considered to be joint operations within the scope of IFRS 11, and for which the Group recognises its share of income and expenses, and its own assets and liabilities. Certain arrangements are not jointly controlled. Such activities are recognised on a line-by-line basis in accordance with the Group's share, similar to joint operations. There are no significant differences in the Group's accounting for activities in arrangements without limited liability, whether within the scope of IFRS 11 or not.

Foreign currencies
The financial statements of the individual companies in the Group are measured in the currency which is predominantly used in the economic environment in which the company operates (functional currency). The consolidated financial statements are presented in Norwegian kroner (NOK), which is the functional currency and the presentation currency of the parent company.

Transactions in foreign currencies are translated into the functional currency at the exchange rates prevailing at the dates of the transactions. Currency gains and losses arising on the payment of such transactions and on translation of monetary items in foreign currencies at the exchange rates prevailing at the reporting date, are recognised in profit or loss as financial items.

For companies with a functional currency other than Norwegian kroner, income and expense items are translated based on the average exchange rates, and assets and liabilities are translated using the exchange rates prevailing on the reporting date. Exchange differences are recognised in other comprehensive income.

Revenue
The majority of the Group's revenue is generated from rendering of services. When the outcome can be estimated reliably, and it is probable that the economic benefits associated with the transaction will flow to the entity, revenue is recognised in accordance with the stage of completion of the transaction, as at the end of the reporting period.

The company's rendering of services consists of agreements that are either time-based, time-based with a cap, or fixed price. The company has no construction contracts. Revenue recognition occurs when the service is rendered, in line with the work being performed. Revenue is recognised at the estimated value of the consideration at the time of the transaction, exclusive of value added tax, rebates, discounts and fees that are not expected to be realised. Contracts that are remunerated based on hours incurred are recognised during the period in which the work is performed. Fixed price contracts and time-based contracts with a cap are recognised with reference to the stage of completion. The stage of completion is normally estimated as hours incurred as a percentage of expected total hours and milestones in the project. The total scope is evaluated on an on-going basis. When it is probable that a project will incur a loss (total direct costs exceed total revenue), the estimated loss is recognised immediately. Direct costs include predominantly costs for own personnel and sub contractors.

In working partnerships not organised as separate legal entities, and where the Group is the project manager with no overall responsibility for the engagement, the Group invoices the client and subsequently pays the fee to the other parties for the work performed by them. The Group only recognises its own share of revenue and expenses in such arrangements (refer also to the description above).

Rental income which relates to sub-letting of office space is recognised on a straight-line basis in profit or loss over the relevant duration of the rental agreement. Other operating income comprises payment for various services and expenditure incurred, and is recognised when the services are rendered or the expenses incurred.

Interest income that reflects the effective return on an asset is recognised as income over the period earned and classified as financial income in the income statement. Dividends received on investments are recognised as income when the Group's right to receive payment has been established. Dividends from investments that are recognised using the equity method are recognised as a reduction of the investment.

Classification of current and non-current items
An asset is classified as current when it is expected to be realised or sold, or to be used in the Group's normal operating cycle, or falls due or is expected to be realised within 12 months after the end of the reporting period. Other assets are classified as non-current.

Liabilities are classified as current when they are expected to be settled in the normal operating cycle of the group, are held for trading, are expected to be settled within 12 months of the end of the reporting period, or if the Group does not have an unconditional right to postpone settlement for at least 12 months after the reporting date. Provisions for obligations and other liabilities are classified as non-current. Derivatives are classified as current items.

Property, plant and equipment
Property, plant and equipment are recognised at cost less accumulated depreciation. Cost of acquisition includes costs directly attributable to the acquisition of the fixed asset. Subsequent expenditure is added to the carrying value of the asset or is recognised separately when it is probable that future economic benefits related to the expenditure will flow to the Group, and the cost can be measured reliably. The carrying amount related to replaced parts is expensed. Other repair and maintenance costs are recognised in profit or loss in the period during which the cost is incurred. Property, plant and equipment are depreciated on a straight-line basis. The cost of acquisition of property, plant and equipment is depreciated to their expected residual value, which in general is estimated to be nil. The estimated useful lives, residual values and depreciation methods are reviewed at the end of each reporting period and changed if necessary. When the carrying amount of an item of property, plant and equipment is higher than its estimated recoverable amount (the higher of fair value less costs to sell and value in use), the carrying amount is reduced to the recoverable amount and recognised as impairment in the income statement. Gains and losses on disposal of property, plant and equipment are recognised in the income statement as the difference between the sales price and the carrying amount. These amounts are insignificant in the periods presented.

Intangible assets
Intangible assets consist mainly of standard software and licences used by the company. The company has no internally generated intangible assets with a remaining carrying value at the end of the reporting period. Intangible assets are recognised at cost of ac-

quisition less amortisation. Intangible assets are amortised on a straight-line basis to an estimated residual value of nil. When the carrying amount of an intangible asset is higher than its estimated recoverable amount, the carrying amount is reduced to the recoverable amount and recognised as impairment in the income statement.

Goodwill
Goodwill arising upon a business combination is not amortised. Goodwill does not generate cash flows that are independent of other assets or groups of assets, and is allocated to the cash-generating units that are expected to benefit from the synergies of the combination that gave rise to goodwill. Cash-generating units to which goodwill has been allocated are reviewed for impairment on an annual basis, or more frequently if there are indications of impairment. If the recoverable amount of the cash-generating unit is less than its carrying value, the impairment loss is allocated first to reduce the carrying value of goodwill and then to the other assets in the cash-generating unit pro rata based on the carrying amount of each asset in the unit. The carrying value of individual assets is not reduced below nil. An impairment loss recognised for goodwill is not reversed in subsequent periods if the recoverable amount of the cash-generating unit increases. Any impairment is recognised as part of impairment in the income statement.

Cash-generating units (CGU)
A cash-generating unit (CGU) is the smallest identifiable group of assets that generates cash flows that are largely independent of cash inflows from other assets or groups of assets. In order to identify whether cash flows from an asset (or a group of assets) are independent of cash flows from other assets (or groups of assets), management assesses various factors, including how operations are monitored, e.g. based on service- or product areas, businesses or geographical areas. Each CGU or group of CGUs to which goodwill has been allocated represent the lowest level in the entity where goodwill is monitored for internal management purposes. The group of CGUs are in all instances no larges than an operating segment as defined in IFRS 8 Operating Segments.

Financial assets and liabilities
The Group has financial assets in the category loans and receivables, largely accounts receivable and other receivables. Loans and receivables are non-derivative financial assets with fixed payments that are not quoted in an active market. Such financial assets are initially recognised at fair value with the addition of transaction costs, and subsequently measured at amortised cost applying the effective interest rate method adjusted for impairment. Impairment is recognised when there are objective indicators that the Group will not receive payment in accordance with the original terms. Specific receivables are impaired when management considers that they cannot be collected, fully or partially. The Company has insignificant investments in available for sale shares.

The Group has financial liabilities measured at amortised cost and fair value through profit or loss. Financial liabilities at amortised cost comprise largely accounts payable, other current liabilities and interest-bearing liabilities. These obligations are initially recognised at fair value less transaction costs, and subsequently measured at amortised cost through using the effective interest method.

Financial liabilities at fair value through profit or loss consist of derivatives. The Company uses, to a certain extent, foreign currency forward contracts in order to hedge future cash flows in foreign currencies. The Company does not use hedge accounting. Derivatives are measured at fair value. Gains and losses arising as a result of changes in fair value are recognised in the statement of income as financial income and financial expenses. Derivatives are recognised on a gross basis as assets when the fair value is positive and as liabilities when the fair value is negative, as long as the Group does not have a legal right to and intention of settling the contracts on a net basis.

An embedded derivative shall not be separated from the host contract and recognised as a derivative if the economic characteristics and the economic risks of the embedded derivative are closely related to the economic characteristics and the economic risk of the host contract. The Company has certain sales contracts in a currency that is not the functional currency of either of the parties to the contract. The Company has determined that the currency used in the relevant contracts is a currency frequently used in contracts related to acquisition or disposal of non-financial assets in the economic environment in which the transaction takes place, and has therefore not separated a currency derivative. The Company is further of the opinion that this would only have been relevant for contracts with minimum obligations. If a separate currency derivative had been recognised, this could affect the timing of recognition in profit or loss, as a derivative instrument would have been recognised at fair value through profit or loss. This would not affect cash flows or the final result of the sales contract over the contract period.

Cash and cash equivalents
Cash and cash equivalents include cash, bank deposits, money market funds and other cash equivalents with a maturity of less than three months at the date.of acquisition. Bank deposits include restricted funds if these can be released within three months.

Provision for obligations (warranties, service, claims and disputes)
Provisions for obligations such as restructuring, onerous contracts and legal claims are recognised when the group, as a result of a past event, has an existing legal or constructive obligation, it is probable that the Group will be required to settle the obligation, and the amount can be measured reliably. Provisions are measured at management's best estimate of the expenditure required to settle the obligation at the reporting date. The estimate is made based on the actual circumstances related to each individual item.

Provision for project liabilities for completed projects are measured at the expected cost for to settle the obligation, or a net cost if the Company is covered for losses incurred through an insurance company and it is virtually certain that the company will receive compensation.

Pensions
The Group has various pension plans, including both defined benefit pension plans and defined contribution pension plans. Pension costs and pension obligations for defined benefit plans are estimated on an annual basis by independent actuaries using a straight-line earnings profile and the expected salary at retirement date as the basis for calculation, based on assumptions of discount rates, future salary adjustments, state pensions and other social security payments, as well as actuarial assumptions related to mortality, disability and voluntary retirement. The discount rate is determined based on the interest rate of high quality corporate bonds adjusted to consider the average remaining payment period.

The effect of changes in measurement of defined benefit obligations (losses and gains due to changes in actuarial and financial assumptions or underlying data) is recognised in other comprehensive income, net of deferred tax. Changes in defined benefit obligations resulting from past service costs (plan amendments), curtailments and settlements, are recognised immediately in profit or loss. Social security charges are included as part of the defined benefit obligation and the pension cost in the statement of comprehensive income. Plan assets are measured at fair value as at the reporting date.

Net pension assets in plans with surplus assets are classified as non-current assets. Net pension obligations in plans with a deficit and in unfunded plans covered by the operations of the company are classified as non-current liabilities. The net pension cost for the period is split between employee benefit expense and net interest expense where the service cost for the period is classified as an employee benefit expense and the net interest expense of the estimated obligation is classified as part of net financial items.

For defined contributions plans, the Group pays contributions to private, administered insurance plans for pensions on a statutory, contractual or voluntary basis. The Group has no additional obligations after the contributions have been paid. Contributions to defined contribution plans are expensed as incurred. The Company has no early retirement plans, with the exception of one individual arrangement which expired in 2014.

Income tax
Assets and liabilities related to current tax payable are measured at the amount expected to be received from or paid to the taxation authorities. Deferred tax assets and liabilities are calculated based on the liability method, including all temporary differences between the carrying amounts and tax bases of assets and liabilities in the consolidated financial statements, including losses carried forward. Deferred tax assets and liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill. For investments in subsidiaries, associated companies or joint ventures, deferred tax liabilities are not recognised for taxable temporary differences when the group is able to control the timing of reversal of temporary differences and it is probable that the temporary difference will not reverse in the foreseeable future. Similarly, deferred tax assets are only recognised for such investments if it is probable that the temporary difference will reverse in the foreseeable future and that sufficient taxable income will be available to allow the asset to be recovered.

Deferred tax assets are recognised to the extent that it is probable that the tax assets will be utilised. Tax rates that are enacted at the end of the reporting period and undiscounted amounts are used. Deferred tax assets and liabilities are recognised net when there is a legal right to offset payable tax assets and liabilities, and the group is able to and intends to settle payable income tax net.

The group considers expenses as tax deductible and income as not taxable based on interpretation of applicable legislation and regulations and when it is considered probable that the treatment will be accepted by the taxation authorities. The Group provides for uncertain and contested tax positions based on the expected payment.

The income tax expense for a period consists of income tax payable and deferred tax. Income tax is recognised in profit or loss, except for when it relates to items that are recognised in equity, either directly or through other comprehensive income.

Statement of cash flows
The statement of cash flows has been prepared in accordance with the indirect method. Liquid items consist of cash, postal giros, bank deposits and money market funds. Receipts and payments are presented separately for investing and financing activities, whilst operating activities include both cash and non-cash line items. interest received and paid and dividends received are reported as part of operating activities. Dividends paid are presented as part of financing activities.

Lease agreements
Lease agreements are classified as finance leases when the terms of the lease transfers substantially all risks and rewards of ownership to the lessee. Other lease arrangements are classified as operating leases. The company has not, as at the reporting date, identified any finance leases. Lease payments under operating leases are recognised on a straight-line basis in profit or loss over the relevant lease term.

Dividends
Dividends to the company's shareholders are classified as a liability when the dividends proposed have been approved by the Annual General Meeting.

Standards and interpretation not yet effective
At the time of the issue of these financial statements, the following standards and interpretations, which may be relevant for the Group, had been issued, but were not yet effective:

• IFRS 9 Financial Instruments (effective for accounting periods commencing on or after 1 January 2018, but not yet adopted by the EU). This standard may change the classification and measurement of financial assets. The group has not yet assessed the impact of this standard.

• IFRS 15 Revenue from contracts with customers (effective for accounting period commencing on or after 1 January 2017, but not yet approved by the EU). This standard establishes revenue recognition guidance in one standard. The standard introduces a five-step approach for analysis of transactions with customers, focusing on transfer of control. There are two methods for recognising income; at a point in time or over time. Adoption of the standard may require significant assessments and notes disclosures. The group has not yet assessed the impact of this standard.

• A number of limited scope amendments and interpretations have been issued, including annual improvement projects. These amendments and interpretations have been assessed to have no material impact on the group.

Management expects to implement these standards, amendments and interpretations on the aforementioned effective dates, assuming that the standards and interpretations have then been adopted by the EU.

NOTE 2 B SIGNIFICANT JUDGEMENTS IN THE APPLICATION OF GROUP ACCOUNTING POLICIES AND ACCOUNTING ESTIMATES

The preparation of financial statements in accordance with IFRS requires that management makes assessments, estimates and assumptions that impact reported amounts for revenues, expenses, assets and liabilities and presentation of contingent liabilities at the end of the reporting period.

Judgements that management have made as part of the application of the entity's accounting policies and that have the most significant impact on the amounts recognised in the financial statements are as follows:

Business combinations
The Company assess on a continuous basis opportunities for strategic acquisitions of businesses within the consultant and advisory market. Historically, it has been considered that most of the consideration in excess of short-term items and financial instruments relates to workforce and expectations of future returns, and the excess is therefore recognised as goodwill. Refer to note 4 for more information about business combinations in 2014. Business combinations that occurred before 1 January 2013 have not been restated to comply with IFRS. Goodwill is not amortised and is tested for impairment on an annual basis, whilst intangible assets will normally be amortised, allocating the cost of acquisition to profit or loss on a systematic basis.

Development costs
The company carries out a range of research and development activities and projects, none of which are individually significant. Refer to note 6 for more information. Some expenses incurred in the development phase of an intangible asset shall be recognised in the balance sheet if specific criteria in IAS 38 have been satisfied. Costs that do not satisfy these criteria are recognised as expenses in the income statement as incurred and may not be recognised in the balance sheet at a later date. For a consultant and advisory company, it is challenging to make an assessment as to whether development of a service delivery process or service would satisfy the criteria for recognition in the balance sheet. Consequently, there may be development costs that are not recognised as an asset because the Company has not demonstrated that the criteria are satisfied at relevant points in time. Historically, the Company has expensed all costs as incurred, with the exception of certain software developed for own use in prior years.

Sources of ***estimation uncertainty*** with a significant risk of a material adjustment to the carrying amount in the following period:

Impairment
The Group is not capital intensive and the carrying value of property, plant and equipment, intangible assets and goodwill is limited. There is uncertainty associated with the carrying value of parts of goodwill. This relates particularly to assumptions and parameters in connection with the estimation of future cash flows when testing for impairment, and the choice of discount rate for the estimation of the present value of the cash flows. Refer to note on intangible assets and goodwill for further discussion.

The Company has historically recognised only minor losses on receivables related to customer solvency. Many of the Company's Norwegian customers are in the public sector. The Company has some large non-public sector customers, and loss events may occur that entail impairment in subsequent periods. Refer to note on financial risk for further discussion.

Provisions
The Group performs a large number of engagements which vary in size. When performing an engagement, defects or damage that arise as a consequence of the deliverable may be discovered and result in a claim against the company. The time horizon from reporting a case until final settlement may be several years. The size of the settlements may vary considerably. The Company performs a thorough review of each claim. Claims made by customers for project responsibility will often be contested by the Company. Project responsibility cases will as such give rise to both recognised provisions for obligations and contingent liabilities that are not recognised as the Company has assessed that it is not probable (under 50% probability) that the Company will be required to pay compensation. The actual outcome may differ materially from the estimates used. Refer to note 19 Provisions, disputes and contingent liabilities.

Revenue recognition for fixed price contracts and onerous contracts
The Company performs a range of engagements that cover several financial reporting periods. The percentage of completion method requires that estimates are made for total revenues and hours and costs in the project and in the measurement of progress. The principal uncertainty relating to the assessment of contract revenue is associated with the recoverable amount related to overruns, change orders, claims and incentives. Remaining hours and costs depend on the productivity and cost of input. Remuneration of own empoyees, sub-contractors and others, soil and weather conditions, foreign currency rates etc. may impact the costs and estimates made. Measurement of progress based on hours and costs incurred has an inherent risk related to whether the hours and costs reflect progress and the estimate of total hours and costs as mentioned above. Even though the company has considerable experience in project management and measurement, there is an inherent risk associated with all these estimates. In addition, any compensation cases discussed as part of Provisions are relevant.

Pension obligations
The calculation of net defined benefit pension obligations (the difference between defined benefit pension obligations and pension assets) requires the use of estimates and assumptions. The discount rate is one of the most significant assumptions. The Norwegian Accounting Standards Board has assessed that there is a market for high quality corporate bonds in Norway from 2012, and has thereby opened for the use of either high quality corporate bonds or government bonds as the basis for determining the discount rate. The Company uses high quality corporate bonds as the basis for determining the discount rate. The difference between the high quality corporate bond interest rate and government bond interest rates has diminished as at 31 December 2014 compared to the prior year. Note 11 includes a sensitivity analysis for changes in certain actuarial assumptions and how the pension obligation is affected. Note 11 also includes information on how other assumptions have been determined.

Income tax and indirect tax
The Company conducts activities both within and outside Norway. There is a risk that the tax authorities may make assessments that differ from the Group with regard to the amount of income tax and indirect tax payable. The Group provides for income tax and indirect taxes based on the best estimate of the amounts payable for obligations that are probable, assuming that the group and the tax authorities have access to the same information. The Group is not familiar with any significant disagreements upon issue of these consolidated financial statements.

The Group has recognised a deferred tax asset in the parent company, of which the major amount relates to defined benefit obligations. The parent company has a long history of significant profits and the Company considers it probable that the deferred tax asset will be realised.

NOTE 3 FINANCIAL RISK MANAGEMENT

The Group's exposure to financial risk is primarily related to credit risk, liquidity risk, currency risk and interest risk. The Group's pension assets are also exposed to market risk and the present value of gross pension liabilities is affected by the discount rate. Refer to note 11 for further information.

Risk management in the Group aims to support value creation in the Group and to secure a continuing solid financial platform through visibility and strategic management of both financial and operational risk factors. Operational risk relates mainly to larger projects, which are continuously reviewed by Group management.

a) Credit risk
Credit risk is the risk that customers are not able to settle their payment obligations. Credit risk is considered to be part of business risk and is reviewed as part of ongoing operations. Most of the Group's activities as of 31 December 2014 are within the parent company. The Company has established procedures for credit assessment for larger customers as well as for suppliers. The risk that customers do not have the financial ability to sette their obligations is considered to be low. Historically, only minor losses on receivables have been realised due to customers experiencing financial difficulties. The company's clients are to a large extent public sector or well-established companies. The Company has a central credit policy and, for example, external credit information is obtained for customers of a significant size applying for credit with the Company. The company has a few large contracts that, to a certain extent, leads to a concentration of risk within a small number large customers. The largest proportion of the Group's customers are Norwegian, thus creating a geographical concentration of risk. The Company has a large number of customers, however relatively few large customers. Out of the parent company's individual customers, the five largest individual clients comprised approximately one third of the parent company's operating revenues in 2014 and accounts receivable as at 31 December 2014. The fifteen largest customers comprised approximately one half of operating revenues and accounts receivable.

Approximately 45% of the parent company's operating revenues and accounts receivable arose from public sector customers and public sector entities (state, municipal, state and municipal companies etc.) in Norway and abroad. The parent company's customers, in addition to the public sector, are mainly industrial companies (and other consulting engineers). The Group's maximum credit exposure comprises the carrying amount of receivables and cash and cash equivalents. All current receivables mature within one year. Normal payment terms are 30 days after invoicing. Non-current receivables comprise limited amounts and have no fixed maturity date. The Company assesses that the risk for recognised accounts receivable and accrued revenues not being realised relates mainly to disputes regarding consideration and changes in estimates related to progress in projects. The Company has made estimates regarding these issues, but the nature of estimates means that changes can occur in either a positive or a negative direction. The Company does not have historical information that enables provisions for losses on a portfolio of accounts receivable. The Company performs individual assessments of accounts receivable over a certain size, with a particular focus on those which more than 90 days overdue. Generally, the company invoices customers continuously for hours worked on the assignments. The assessment of whether revenue has been earned is, in some cases, also performed after the hours have been invoiced, with a reduction of revenues and accounts receivable. In some cases, the assessment has been that the invoiced revenue amounts have been earned, but where a dispute arises over consideration at a later point in time. The most significant portion of allowances for losses on receivables relates to these instances. To the degree that these losses have been realised in the form of a credit note, revenues have been reduced, instead of recognising the adjustment as a realised loss. Realised losses in the table below are therefore related to bankruptcies etc. at customers.

MATURITIES OF ACCOUNTS RECEIVABLE, ACCRUED REVENUES AND OTHER RECEIVABLES AS OF 31 DECEMBER 2014

		Maturities of receivables that have not been impaired					Impaired
(Amounts in NOK thousand)	Carrying amount	Not due	0-30 days	30-60 days	60-90 days	>90 days	
Accounts receivable	430 144	374 984	26 232	7 786	4 350	2 806	13 985
Accrued revenues	97 658	93 226	1 215	1 076	405	1 736	-
Other current receivables [1]	27 355	27 355	-	-	-	-	-
Other non-current receivables	5 934	5 934	-	-	-	-	-
Allowance for losses on receivables	(9 754)	-	-	-	-	-	(9 754)
Total accounts receivable and other receivables	**551 337**	**501 500**	**27 447**	**8 862**	**4 755**	**4 542**	**4 230**

[1] Other current receivables do not include prepayments, which are not considered financial assets.

CHANGES IN ALLOWANCES FOR LOSSES ON RECEIVABLES DURING THE YEAR

(Amounts in NOK thousand)	**1.1 - 31.12.2014**
Opening balance allowance for losses on receivables	11 057
Change in allowances for losses on accounts receivable during the year	(1 303)
Closing balance allowance for losses on receivables	**9 754**
Realised losses in the event of bankruptcy etc.	2 285

b) Liquidity risk
Liquidity risk is the risk of being unable to settle financial obligations at maturity. Liquidity risk arises if there is no correspondence between the cash flows from the business and the financial obligations. Managing liquidity risk is performed through development of liquidity management strategies, which are operationalised through liquidity budgets and are continuously reviewed. Historically, the Group has had a surplus liquidity and has continuously paid dividends to the owners. The Group's cash flows from operations in 2014 is positive. The operations in Multiconsult are exposed to normal fluctuations that affect the cash flows during the year. The majority of payments relate to employees and sub contractors. As of 31 December 2014, the Group had cash and cash equivalents of NOK 438 million. In addition, as of 31 December 2014, the company had an unused bank overdraft facility of NOK 40 million in Nordea Bank Norge ASA. The bank overdraft facility is renewed annually. As of 31 December 2014, the company had a guarantee facility of NOK 120 million, of which NOK 70 million was drawn. The guarantee facility is renewed annually. Separate guarantees included in the limit may have a term of up to five years. In total, this secures the Group adequate access to liquidity.

The facilities include requirements of an equity ratio in excess of 35% as of 31 December for the Company. As of 31 December 2014, the equity ratio is lower than 35%. This had no impact on the classification in the balance sheet, as the Group has no recognised liabilities related to these agreements. In March 2015, these agreements were extended with a withdrawal of the requirement for a minimum equity ratio or negative pledge, provided that the company is listed by September 2015.

The Company's subsidiary in the United Kingdom (Multiconsult UK Ltd) has a loan from Nordea UK of GBP 900 000, with a term until 2017 and with a guarantee from the company. Multiconsult UK also has an uncommitted bank overdraft of GBP 200 000 and an uncommitted guarantee limit of GBP 1 million, with a guarantee from the Company. The maturities of non-current and current liabilities are disclosed below.

There are no significant restrictions on the company's ability to access or use the Group's assets or to settle the Group's liabilities.

MATURITY INTEREST-BEARING LIABILITIES 31 DECEMBER 2014

		Maturity			
(Amounts in NOK thousand)	**Carrying amount**	1 year	2 years	3 years	Total payments
Interest-bearing liabilities	10 414	3 471	4 628	2 314	10 414
Interest on interest-bearing liabilities [1]	-	297	147	16	460
Total interest-bearing liabilities incl. Interest	**10 414**	**3 768**	**4 775**	**2 330**	**10 874**

[1] Calculated using the interest rate as of 31 December 2014

THE FORWARD CURRENCY CONTRACTS RELATE TO SALE OF EUR AGAINST PURCHASE OF NOK. THE PAR VALUES IN THE TABLE BELOW ARE SALE OF EUR AGAINST PURCHASE OF NOK, SPECIFIED PER YEAR AS OF 31 DECEMBER 2014

(Currency in thousand)		**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**Total**
Sold currency	EUR	**N/A**	333	137	119	137	48	775
Purchased currency	NOK	**N/A**	2762	1135	988	1135	400	6422
Carrying amount	NOK	**(688)**						

All other current financial obligations has a maturity within one year.

c) Currency risk
The Company is, to a certain extent, influenced operationally by currency fluctuations, mainly relating to revenues from assignments abroad. The risk relates to the delivery of engineering services from Norway to other countries. Several ongoing foreign assignments have agreed rates in currencies other than NOK, mainly EUR and USD. When a significant currency risk arises, the risk is assessed separately, but so far the risks have only been mitigated to a certain degree through the use of forward contracts. The Group had some forward contracts as of 31 December 2014 and 2013, see table above. The Company has, to a limited degree, bank accounts, accounts receivable and accounts payable in foreign currency. The subsidiaries holds monetary items primarily in their functional currency. Changes in currency rates between NOK and foreign currencies may influence the company's income statement and equity.

The Group's operations are primarily run in and from Norway. The Group's subsidiaries in the United Kingdom, Singapore and Russia have had limited activity. The Group acquired a subsidiary in Poland in September 2014. Therefore, the Group, for accounting purposes, is exposed to currency translation risk from GBP, SGD, Russian Ruble and Polish Zloty (PLN). In addition, the Group has insignificant investments in associated companies outside Norway. Equity in foreign entities is not currency hedged, and currency changes affect the Group's equity. The currency rate effects have until now been limited. The effects may increase somewhat due to the investment in Poland, but are not expected to be significant, based on present investments in foreign entities.

The effect on monetary items from a reasonably possible change in currency rates compared to the separate Group entities' functional currency would be insignificant as of 31 December 2014.

d) Interest rate risk
The Group's operating revenues and cash flows from operating activities are to a limited degree directly affected by interest rate changes. The Group's interest risk is related to variable interest on bank accounts and deposits in addition to variable interest on liabilities in the English subsidiary. The Group holds no fixed interest deposits or liabilities, and is therefore not exposed to fair value interest risk. The Group will assess the capital structure on an ongoing basis going forward. As of 31 December 2014, a change in interest rates of one percentage point would result in an annual net interest income of NOK 4 million, calculated on the amount of net interest-bearing cash. As the Group has not held any net interest-bearing liabilities, no policy for managing interest rate risk has yet been developed.

e) Categories of financial instruments
The Group has the following categories of financial instruments:

AS OF 31 DECEMBER 2014

(Amounts in NOK thousand)	Available for sale	Loans and receivables	Total	Deemed fair value	Level in the fair value hierarchy
ASSETS					
Shares and equity interests	570	-	570	570	3
Other non-current receivables	-	5 364	5 364	5 364	N/A
Accounts receivable and other current receivables (ex. prepaid expenses) [1]	-	545 404	545 404	545 404	N/A
Cash and cash equivalents	-	448 611	448 611	448 611	N/A
Total assets	**570**	**999 379**	**999 949**	**999 949**	
Deemed fair value	**570**	**999 379**	**999 949**	**999 949**	

(Amounts in NOK thousand)	Fair value through profit or loss	Other financial liabilities at amortised cost	Total	Deemed fair value	Level in the fair value hierarchy
LIABILITIES					
Derivatives	688	-	688	688	2
Interest-bearing liabilities	-	10 414	10 414	10 414	2
Accounts payable and other current liabilities [2]	-	498 541	498 541	498 541	N/A
Total liabilities	**688**	**508 955**	**509 643**	**509 643**	
Deemed fair value	**688**	**508 955**	**509 643**	**509 643**	

[1] Prepayments are excluded since this analysis is only required for financial instruments.
[2] Prepaid revenues and income taxes payable are excluded from accounts payable and other liabilities, since this analysis is is only required for financial instruments.

Fair value estimates and the fair value hierarchy
The Group measures fair value based on the following hierarchy that reflects the input used in measuring fair value:

Level 1: Quoted prices (unadjusted) in active markets for identical financial instruments.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for assets or liabilities, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: Inputs for assets or liabilities that are not based on observable marked data (unobservable inputs).

The net carrying amounts of accounts receivable, other receivables, cash and cash equivalents and accounts payable are deemed to be approximately equal to fair value. Fair value of interest-bearing liabilities is estimated by discounting future cash flows with a deemed market interest rate for similar financial instruments. Due to the limited amounts for these liabilities, it is presumed that the carrying amount is approximately equal to fair value. Shares and equity interests that are not listed, have a low value and it is assumed that the carrying amounts are approximately equal to fair value. Fair value of derivatives (forward contracts) are calculated based on the present value of future cash flows, calculated using interest rate curves, currency exchange rates and currency spreads as of the reporting date.

f) Capital management
The Group has until now followed up its capital structure by securing adequate free liquidity in the form of cash, bank placements and bank overdraft, to be able to continuously service its obligations without loan financing, have adequate equity and to have available liquidity to be able to, amongst others, make strategic acquisitions.

There is a requirement for a 35% equity ratio in the company's bank overdraft and guarantee facility agreements. These agreements are renewed at the beginning of each year. As of 31 December 2014, the equity ratio is lower than 35%. This had no impact on the classification in the statement of financial position, since the Group has no recognised liabilities related to these agreements. In March 2015, these agreements were extended with a withdrawal of the requirement for a minimum equity ratio or negative pledge, provided that the Company is listed by September 2015.

The Group will assess its capital structure going forward.

NET INTEREST-BEARING CASH AND EQUITY AS OF 31 DECEMBER

(Amounts in NOK thousand)	2014	2013
Cash and cash equivalents	448 611	356 218
less interest-bearing liabilities	(10 414)	(9 047)
Net interest-bearing cash	**438 197**	**347 171**
Equity	**419 914**	**425 874**
Equity ratio Group	32%	38%
Equity ratio parent company	28%	35%

NOTE 4 BUSINESS COMBINATIONS

On 15 September 2014, the Company acquired 100% of the shares in Multiconsult Polska (formerly WS Atkins-Polska), located in Warszaw. The consideration was EUR 3,500 000 converted to NOK 28,643 000 at the transaction date exchange rate. The acquired company consists of approximately 80 advisors with competence within the market areas Transportation and Oil and Gas. The business operates from Poland and is an integrated part of the Group's total professional environment within Transportation, Oil and Gas.

On 15 April 2014, the acquisition of 100% of the shares in Helge Lindeflaten AS was completed. The consideration was NOK 4.2 million. The acquirer was Multiconsult's 100% owned subsidiary Vest Consult AS.

	Fair value at the acquisition date [1]	
	Multiconsult Polska	**Other business combinations**
Accounts receivable	6 249	487
Deferred tax assets	7 412	15
Intangible assets	59	-
Property, plant and equipment	874	86
Other assets	873	309
Cash and cash equivalents	51 000	1 152
Total identifiable assets	**66 467**	**2 049**
Non-current liabilities	2 301	-
Prepayments from customers	35 373	-
Other current liabilities	3 263	444
Total identifiable liabilities	**40 937**	**444**
Net identifiable assets	25 530	1 605
Goodwill	3 113	2 595
Total consideration for the shares, paid in cash	**28 643**	**4 200**

[1] Pending final information, the purchase price allocations are preliminary.

Comments to the acquisition of Multiconsult Polska
The fair value of accounts receivable has been assessed to be equal to the nominal amount. It is expected that accounts receivable can be recovered. Deferred tax assets relate mainly to prepayments from customers. Transaction costs related to the acquisition of NOK 1 080 000 have been expensed as part of other operating expenses.

Recognised goodwill of NOK 3.1 million relates to the synergy that arises between the Norwegian and Polish professional environments, earnings related to projects across country borders, and the value of employees, which are intangible assets that do not fulfil the criteria for separate recognition. Goodwill acquired as part of the acquisition is not tax deductible.

Multiconsult Polska has a divergent financial year from 1 April to 31 March. Interim financial statements ending 31 December 2014 have been used in the consolidation for 2014. The acquisition was completed with accounting effect from 15 September 2014 and has contributed NOK 12 512 000 to the Group's revenues and NOK -186 000 to profit before income taxes in the owned period (3.5 months). Had Multiconsult Polska contributed with a full 12-month period, the Group's revenues would have increased by approximately NOK 36 236 000 and profit before income taxes would have increased by NOK 3 720 000.

NOTE 5 SEGMENTS

The Group's business is divided into three segments:

- Greater Oslo Area, represented by the office in Oslo, the regions Østfold (Fredrikstad og Moss) and Buskerud/Vestfold/Telemark (Drammen, Skien og Tønsberg),
- Regions Norway, comprising the regions South (Kristiansand and Grimstad), South West (Stavanger and Egersund), West (Bergen), Middle (Trondheim and Steinkjer) and North (Tromsø, Finnmark and Svalbard).
- International: comprising the companies Multiconsult Polska (Poland), Multiconsult UK (England), Multiconsult Asia (Singapore) and Multiconsult Russia.

The segments are organised into geographical divisions and correspond with the internal reporting to the Group's chief operating decision maker, the CEO. Assignments are staffed across segments. Revenues and expenses are reported in a segment based on where the employee is based.

Internally, the Group also reports revenues divided by market areas:

1. Buildings and property
2. Energy
3. Industry
4. Environment and natural resources
5. Oil and Gas
6. Transportation and infrastructure

Greater Oslo Area and Regions Norway offer services within all business areas.

International: Multiconsult UK and Multiconsult Asia primarily offer services within energy, whilst the company in Poland primarily offers services within the market areas Transportation and Oil and Gas. Multiconsult Russia has limited activity, and primarily offers services within Oil and Gas.

Unallocated consists mainly of some unallocated Group expenses and the subsidiary Analysis and Strategy, in addition to one-time effects from curtailment of pension plans in 2013.

Expenses for administrative services, rent, depreciation etc. are allocated to the segments. The allocation of expenses is not reported as intercompany revenue and expenses. All segment revenues are therefore external to the Group. Assets are not reported internally divided by segments. The information is the same as Group management uses to allocate resources and evaluate performance. The accounting policies for the segments are the same as the policies for the Group.

Special items	**2014**	**2013**	**Segment**
Curtailment of paid-up pension policies	-	48 138	Unallocated
Goodwill impairment	-	(6 000)	Greater Oslo Area
Total special items	**-**	**42 138**	

INFORMATION ON THE GROUP'S REPORTABLE SEGMENTS

(Amounts in NOK thousand)

2014	Greater Oslo Area	Regions Norway	International	Unallocated	Total
Gross revenues	1 273 989	942 741	32 339	16 559	2 265 627
Net revenues	1 070 791	872 882	27 797	15 039	1 986 509
EBITDA	167 702	78 737	3 595	(3 567)	246 466
Depreciation, amortisation and impairment	12 874	20 906	845	0	34 625
EBIT	154 827	57 831	2 750	(3 568)	211 841
Equity method investments	-	-	1 455	5 506	6 961
Receivables [1]	302 074	203 643	19 125	2 962	527 803
# employees	788	727	102	107	1724
2013	**Greater Oslo Area**	**Regions Norway**	**International**	**Unallocated**	**Total**
Gross revenues	1 150 170	862 826	9 682	19 467	2 042 144
Net revenues	978 241	796 209	9 682	18 433	1 802 565
EBITDA	132 302	84 774	(6 042)	50 075	261 109
Depreciation, amortisation and impairment	19 341	20 884	444	-	40 669
EBIT	112 961	63 890	(6 486)	50 075	220 440
Equity method investments	-	-	-	3 342	3 342
Receivables [1]	308 735	201 533	6 177	2 231	518 676
Number of employees	754	681	24	96	1 555

[1] Receivables include accounts receivables and earned, not invoiced revenues. See note 12.

Of total revenues in 2014, 13.5% related to a separate public sector customer (11.6% in 2013). Revenues are distributed between the segments Greater Oslo Area and Regions Norway. The company does not have other customers that separately make up more than 10% of the revenues. Approximately 45% of total revenues were generated from public sector customers and public sector companies (state, municipality, state- and municipal companies etc.) in Norway and abroad.

OPERATING REVENUES

(Amounts in NOK thousand)

	2014	2013
REVENUES DISCLOSED PER MARKET AREA:		
Buildings and Property	751 219	729 269
Energy	361 819	238 075
Industry	99 337	125 679
Environment and natural resources	81 374	78 213
Oil and Gas	280 782	257 457
Transportation and Infrastructure	691 096	613 451
Total gross revenues	**2 265 627**	2 042 144
Of which reported as other revenues	**23 161**	28 802

	2014	2013
REVENUES DISCLOSED PER COUNTRY: The table below shows revenues distributed by geography, based on the customer's location		
Norway	2 050 766	1 886 723
Africa (Malawi, Tanzania, Uganda)	76 146	47 688
Asia (Nepal, Bhutan, Vietnam)	48 848	44 392
Poland	12 512	772
England	21 417	10 543
Other countries	55 937	52 026
Total gross revenues	**2 265 627**	2 042 144

Customer location is based on the invoice address.

NOTE 6 RESEARCH AND DEVELOPMENT

The company performs a number of research and development activities. Based on the definiton in IFRS and the Norwegian Accounting Act, the company has divided the activities into the following categories:

1. Projects with external funding
2. Projects with collaborating partners (f.ex. SINTEF), Skattefunn etc. PhD arrangements
3. Activities related to methodology development, process etc that the company uses to deliver to customers (product and process development), including these activities in Group networks

Total expenses for these activities were NOK 13 million in 2014 and 2013, of which NOK 2 million was invoiced to customers for both years. No development expenses have been capitalised.

NOTE 7 OTHER OPERATING EXPENSES

(Amounts in NOK thousand)	2014	2013
Rental expenses (operating lease)	90 938	93 893
Other real estate expenses	23 905	17 044
Consultants	25 945	27 406
Technical equipment	36 223	30 269
Office expenses, IT	39 585	35 556
Telecommunications services	15 335	13 870
Travel and per diem allowance	23 155	20 305
Marketing	10 512	12 283
Losses on receivables	982	2 041
Other	23 864	29 596
Total other operating expenses	**290 443**	**282 264**

AUDITOR
Fees paid to Deloitte AS and affiliated companies for 2014

(Amounts in NOK thousand)	Deloitte	Andre
Statutory audit services	1 436	18
Tax advisory services	395	-
Other assurance services	83	-
Other non-audit services	815	-

The amounts above are excluding VAT. Other non-audit services includes assistance related to financial due diligence and advice related to employees located abroad.

NOTE 8 EMPLOYEE BENEFITS EXPENSES, NUMBER OF EMPLOYEES, REMUNERATION, LOANS TO EMPLOYEES ETC.

	2014	2013
EMPLOYEE BENEFITS EXPENSES		
Salaries	1 147 501	1 024 846
Social security tax	155 894	135 944
Pension expenses (see note 11)	81 593	25 223 [1]
Other employee benefits expenses	64 613	73 179
Total employee benefits expenses	**1 449 600**	**1 259 192**
[1] in 2013, the expenses have been reduced with a one-time effect from curtailment	-	48 138
Number of employed FTEs during the year	1 593	1 387
Number of employees as of 31 December	1 724	1 555

REMUNERATION TO KEY MANAGEMENT 2014 [1]	CEO	Board	Other key management personnel
Salaries and earned holiday pay	3 003 356	-	14 349 775
Board fees [2]	-	1 570 000	
Pension expenses - defined benefit plans [3]	-	-	5 681 142
Pension expenses - defined contribution plans [4]	82 531	-	363 527
Bonus and earning distributions earned in 2014	366 332	-	765 668
Total	**3 452 219**	**1 570 000**	**21 160 112**

[1] Remuneration to key management comprises the amount earned during the year, irrespective of the actual date of payment.
[2] Board fees are approved by the General Assembly in the year following the financial year. Board fees in the note are therefore the amounts that were approved by the General Assembly in 2014. Only Board fees are disclosed for employee-elected Board Members.
[3] Pension expenses - defined benefit plans is the expenses for the year and the effect of remeasurement (actuarial gains or losses), i.e. the expenses in total comprehensive income.
[4] Pension expenses - defined contribution plans is the contribution for the year.

REMUNERATION TO KEY MANAGEMENT 2013 [1] *(Amounts in NOK thousand)*	CEO	Board	Other key management personnel
Salaries and earned holiday pay	2 979 192	-	14 059 442
Board fees [2]	-	740 000	-
Pension expenses - defined benefit plans [3]	-	-	(286 254)
Pension expenses - defined contribution plans [4]	103 780	-	430 625
Bonus and earning distributions earned in 2013	157 140	-	720 651
Total	**3 240 111**	**740 000**	**14 924 463**

[1] Remuneration to key management comprises the amount earned during the year, irrespective of the actual date of payment.
[2] Board fees are approved by the General Assembly in the year following the financial year. Board fees in the note are therefore the amounts that were approved by the General Assembly in 2013. Only Board fees are disclosed for employee-elected Board Members.
[3] Pension expenses - defined benefit plans is the expenses for the year and the effect of remeasurement (actuarial gains or losses), i.e. the expenses in total comprehensive income.
[4] Pension expenses - defined contribution plans is the contribution for the year.

At the date of employment in 2013, the CEO was given an option to acquire 1,500 shares in Multiconsult AS at NOK 140 per share. As part of this agreement, the CEO acquired 1,300 shares in 2014 and 200 shares in 2013. The tables above do not include any benefits related to these share acquisitions. As of 31 December 2014, the Group does not have any issued subscription rights, options or similar rights that give employees or employee representatives the right to subscribe, aquire or sell shares in the company.

The CEO has, should he leave his position (unless due to gross negligence of duty as defined by relevant laws), an agreement to receive the full basic salary until he assumes a new position or for a maximum of 12 months.

No other key management personnel has agreements for severance pay.

The CEO has a bonus agreement that enables payment upon any overachievement of budget targets. Maximum bonus in the employment agreement equates to salary for four months. For 2014, the CEO chose to reduce the bonus potential to salary for two months.

The bonus agreement for other key management personnel is based on financial results for the Group/ local entity in addition to individual goals. Maximum bonus is limited to one monthly salary.
The CEO and the rest of the Group management participates in the company's earning distribution arrangement like all other employees.

The Board Members do not have any agreements for bonus or earnings distributions or agreements for severance pay by virtue of being members of the Board.

Employee representatives at the Board participate in the company's earning distribution arrangement like all other employees, but do not have any severance pay agreements.

No loans or pledges has been given to employees, Board Members or shareholders.

NOTE 9 FINANCIAL ITEMS

(Amounts in NOK thousand)	2014	2013
FINANCIAL INCOME		
Other interest income	9 852	7 362
Other financial income	1 620	658
Dividends	157	146
Financial income	**11 629**	**8 166**
FINANCIAL EXPENSES		
Other interest expenses	153	145
Interest on net pension obligations (see note 11)	1 803	1 161
Losses on derivatives	139	736
Other financial expenses	728	388
Financial expenses	**2 823**	**2 430**
Net financial items	**8 806**	**5 736**

NOTE 10 TAXES

INCOME TAXES
The income tax expense for the year was as follows:

(Amounts in NOK thousand)	2014	2013
Income taxes payable	56 990	47 024
Net withholding tax after tax credit	2 029	-
Regulation of previous years' taxes	571	(1 603)
Change in deferred taxes	1 310	19 041
Effect of change in tax legislation	-	(1 135)
Income tax expense	**60 899**	**63 327**

RECONCILIATION FROM NOMINAL TO ACTUAL TAX RATE

(Amounts in NOK thousand (except percentages))	2014	2013
Profit before income taxes	**227 608**	**229 519**
Expected income tax based on nominal tax rate in Norway (27% in 2014, 28% in 2013)	61 454	64 520
Tax effect of the following items:		
Non-deductible expenses	405	994
Non-taxable income	(359)	(293)
Share of profit from associated companies	(1 879)	(922)
Effect of valuation allowance deferred tax asset/liability	(299)	1 583
Effect of changes in tax legislation and tax rates	-	(1 131)
Excess tax provided for in prior years	571	(1 603)
Net withholding tax after tax credit	2 029	-
Other items	(1 023)	179
Income tax expense	**60 899**	**63 327**
Effective tax rate	-	-

SPECIFICATION OF THE TAX EFFECT OF TEMPORARY DIFFERENCES:

(Amounts in NOK thousand)	2014	2013
Non-current assets	5 428	5 586
Current assets	2 404	(2 031)
Liabilities and provisions	16 885	12 628
Pension obligations	57 079	11 171
Taxable losses carried forward	1 597	1 753
Deferred tax assets not recognised in the balance sheet	(1 284)	(1 583)
Deferred tax asset/liability in the balance sheet	**82 109**	**27 523**

Deferred tax assets are recognised based on future taxable profits.
Deferred tax assets in Multiconsult UK have not been recognised.

RECONCILIATION OF DEFERRED TAX ASSETS IN THE BALANCE SHEET

(Amount in NOK thousand)	2014	2013
Deferred tax assets 1 January	27 523	22 950
Changes in deferred taxes recognised in the income statement	(1 310)	(19 041)
Deferred taxes arising from acquisitions	7 435	83
Effects of changes in tax legislation and tax rates in the income statement	-	(1 021)
Deferred taxes included in other comprehensive income	47 992	24 553
Reclassification	469	-
Deferred tax assets in the balance sheet (net) as of 31 December	**82 109**	**27 523**

RECONCILIATION OF INCOME TAXES PAYABLE IN THE STATEMENT OF FINANCIAL POSITION

(Amount in NOK thousand)	2014	2013
Expensed income taxes payable	(56 990)	(47 024)
Income taxes payable from acquisitions	3 961	-
Excess paid income tax, not offset	-	1 568
SkatteFUNN (government R&D tax incentive scheme)	1 132	461
Income tax payable recognised in the statement of financial position	**(51 897)**	**(44 994)**

Due to losses and/or the exemption method, there are no temporary differences resulting in deferred taxes on retained earnings in subsidiaries, associated companies or joint ventures.

NOTE 11 PENSIONS

The Group's Norwegian companies have established pension plans that comply with the requirements in the Act on Mandatory Company Pensions. Multiconsult AS has two company pension plans: a defined contribution plan and a defined benefit plan. The benefits in the risk coverage in the two plans are the same. Paid-up policies on risk benefits were closed on 30 June 2013. The Group's subsidiaries both in Norway and abroad have defined contribution plans.

Multiconsult AS' defined benefit plan was closed in 2006, and all employees after this date are registered in the defined contribution plan. There were 1,320 active members and two retirees in the defined contribution plan at the end of 2014. Annual contributions to the plan are 5% for contribution basis between 1G and 6G, and 8% of the contribution basis between 6G and 12G (G is a base amount annually approved by the Norwegian parliament). The premium expense for the defined contribution plan for 2014 was NOK 48,855 000 and NOK 31,600 000 for 2013, including social security tax.

The defined benefit plan had 314 active members and 184 retirees as of 31 December 2014. The defined benefit plans provides rights to future benefits. These benefits are mainly dependent on the number of years of service, salary levels at the age of retirement and the size of the benefits from National Insurance. The risk premium in the defined contribution plan was NOK 1,297 000 in 2014.

In addition, the Company has two individual defined benefit plans that are funded over the company's operations (operating pension) at the end of 2014. These are pension for one retiree, and an agreement with an active employee for lifelong pensions from 2015 onwards. The pension pledge and the previously mentioned operating pensions are unfunded, and the expenses and obligations are included in the table of defined benefit plans below.

Social security tax is calculated based on the pension plan's net financing and included in the gross pension obligations. Pension expenses include related social security tax.

CHANGE IN TOTAL COMPREHENSIVE INCOME DURING THE PERIOD

(Amounts in NOK thousand)	2014	2013
Pension expenses retirement defined benefit plan / operating pension (see below)	30 113	(7 736)
Recognised as financial expenses (note 9)	(1 803)	(1 161)
Pension expenses defined contribution plan incl. risk premium defined contribution plan	53 283	34 120
Pension expenses in net income (note 8)	81 593	25 223
Effect of remeasurement of defined benefit obligations	177 749	87 689
Pension expenses in total comprehensive income	**259 342**	**112 912**

PENSION EXPENSES DEFINED BENEFIT PLAN / OPERATING PENSION

(Amounts in NOK thousand)	2014	2013
Present value of the current year service cost	24 485	33 912
Interest expenses on the pensjon obligations	27 533	26 189
Interest income on the pension assets	(25 730)	(25 028)
Net pension expenses before social security tax and the effects from curtailments	26 288	35 073
Accrued social security tax	3 825	5 329
Net effect of curtailment paid-up policy risk benefits 30 June 2013 (incl. social security tax)	-	(48 138)
Net pension expenses after social security tax and effect from curtailments	**30 113**	**(7 736)**

EFFECTS FROM REMEASUREMENT OF NET PENSION OBLIGATIONS DEFINED BENEFIT PLAN / OPERATING PENSIONS

(Amounts in NOK thousand)	2014	2013
Effect from change in discount rate	277 582	(10 361)
Effect from change in other actuarial assumptions	(70 881)	10 089
Effect from changed mortality table	-	91 966
Effect from changes in other actuarial assumtions for the pension obligations	(13 172)	(17 241)
Effect from change in actuarial assumptions for the plan assets	(15 780)	13 236
Total effect from remeasurement of defined benefit obligations	**177 749**	**87 689**

GROSS PENSION OBLIGATIONS DEFINED BENEFIT PLAN / OPERATING PENSIONS (INCL. SOCIAL SECURITY TAX)

(Amounts in NOK thousand)	2014	2013
Gross pensions obligations at the beginning of the period	696 509	778 019
Expenses related to the current year service cost	28 310	39 241
Gain on curtailment of earned paid-up policies risk benefits 30 June 2013	-	(48 138)
Interest expenses	27 533	26 189
Social security tax on paid-in premiums	(4 487)	(7 887)
Ordinary payments from the plans	(16 385)	(16 649)
Payments from the plans related to curtailments	-	(148 719)
Remeasurement of gross pension obligations	193 529	74 453
Gross pension obligations at the end of the period	**925 008**	**696 509**

PENSION ASSETS DEFINED BENEFIT PLANS

(Amounts in NOK thousand)	2014	2013
Pension assets at the beginning of the period	655 465	750 972
Interest income	25 730	25 028
Paid-in premiums	37 702	65 956
Social security tax on paid-in premiums	(4 487)	(7 887)
Ordinary payments from the plans	(16 385)	(16 649)
Payments from the plans related to curtailments	-	(148 719)
Remeasurement of pension assets	15 780	(13 236)
Pension assets at the end of the period	**713 805**	**655 465**

FINANCIAL STATUS DEFINED BENEFIT PLANS / OPERATING PENSIONS

(Amounts in NOK thousand)	2014	2013
Calculated pension obligations (incl. social security tax)	(925 008)	(696 509)
Pension assets (at market value)	713 805	655 465
Net pension obligations after social security tax	(211 203)	(41 044)
Obligations operating pensions	(328)	(328)
Pension obligations in the financial statements	**(211 531)**	**(41 372)**

ASSUMPTIONS USED IN THE CALCULATIONS ABOVE RELATED TO THE DEFINED BENEFIT PLAN:

	31.12.2014	31.12.2013	31.12.2012
Expected return on pension assets	2.30%	4.00%	3.90%
Discount rate	2.30%	4.00%	3.90%
Expected salary regulation	2.25%	3.25%	3.00%
Expected G regulation	2.50%	3.50%	3.30%
Expected pension regulation	0.70%	0.70%	0.70%
Demographic assumptions:			
disability tariff	**KU**	KU	KU
mortality table	**K2013BE**	K2013BE	K2005

The assumptions as of 31 December have been used to calculate gross pension obligations, including the effect of remeasurement of the pension obligations, and the pension expenses in net income for the subsequent year. In the calculation of the pension obligations, the recommended calculation assumptions from the guidance published by Norwegian Accounting Standards Board (NASB) as of the year end have been used, adapted to the company's circumstances. Expected salary growth in the defined benefit plans have been set lower than the average in the NASB guidance, based on assessments of the company's circumstances including a relatively high age composition (average age 55 years). The market for Norwegian covered bonds (OMF – Obligasjoner med fortrinnsrett) has in later years been increasing in Norway. NASB has therefore opened up for the use of the OMF rate when deriving the discount rate in the pension calculations instead of using the government bond rate. Based on the Company's assessment of the depth of the OMF market, the recommended NASB parameters have been used where the OMF rate has been relied on when deriving the discount rate.

In the calculations, the augmented risk table for mortality K2013 BE has been used based on a best estimate for the population in Norway. The risk table for disabilities, KU, gives a reasonable reflection of the disability risk in the Group. Since the defined benefit plan has been closed, the estimated future salary regulation is lower than the guidance from NASB.

The pension assets are managed by Storebrand and are invested as follows as of the reporting date:

INVESTMENT CATEGORY:

(percentage share of total)	31.12.2014	31.12.2013
Bonds	80.5%	71.2%
Shares	9.3%	13.2%
Real estate	8.7%	11.4%
Other	1.5%	4.2%

The pension assets have been invested based on guidelines for life insurance companies. The investments in bonds are issued by the Norwegian government, Norwegian municipalities, financial institutions and companies. Bonds in foreign currency are mainly currency hedged. Investments have been made in both Norwegian and foreign shares. Currency hedging of foreign shares are assessed per investment.

The Group expects to pay approximately NOK 40 million in pension premiums to the defined benefit plans in 2015.

The weighted average duration of the Group's pension obligations as of 31 December 2014 is 17.76 years, and has the following maturity structure for the next 10 years:

INVESTMENT CATEGORY

(NOK million)	Maturity
Year 1	18.1
Year 2	22.7
Year 3	23.5
Year 4	25.7
Year 5	28.5
Year 6 - 10	182.0

The table below shows an estimated change in NOK million in the pension obligations of the defined benefit plan given a percentage change in the key calculation parameters. The analysis has been performed based on a method that extrapolates the effect on the pension obligations given a change in the calculation parameter at the end of the calculation period.

SENSITIVITIES

(NOK million)		31 december 2014 Gross pension obligations	31 december 2013 Gross pension obligations
Discount rate	+1%	(161)	(108)
Discount rate	- 0.5%	98	67
Salary adjustment	+1%	98	71
G regulation	+1%	(40)	(32)
Pension regulation	+0.3%	36	23

RISK ASSESSMENT

Through the defined benefit plan, the Group is impacted by a number of risks as a consequence of uncertainty in the assumptions and future development. The most central risk is related to reduced discount rate / reduction return on the pension assets, and the risk related to increased salary growth. Such changes would result in an increased obligation for the Group.

NOTE 12 ACCOUNTS RECEIVABLE AND OTHER CURRENT RECEIVABLES

(Amounts in NOK thousand)	2014	2013
Accounts receivable	430 145	336 858
Allowance for losses on receivables	(9 754)	(11 104)
Total accounts receivable	**420 391**	**325 754**
Earned, not invoiced revenues	97 658	181 818
Prepaid expenses	19 271	16 264
Other	27 355	17 834
Total other current receivables	**144 284**	**215 916**

NOTE 13 INTANGIBLE ASSETS AND GOODWILL

(Amounts in NOK thousand)	Software	Goodwill
Acquisition cost 1 January 2013	34 974	127 049
Additions	4 719	0
Additions from acquisitions	0	18 913
Disposal	2	0
Acquisition cost 31 December 2013	**39 691**	**145 962**
Additions	4 841	0
Additions from acquisitions	59	5 713
Currency translation differences	80	0
Acquisition cost 31 December 2014	**44 671**	**151 675**
Accumulated amortisation and impairment 1 January 2013	28 013	74 248
Amortisation for the year	4 953	0
Impairment for the year	0	6 000
Accumulated amortisation and impairment 31 December 2013	**32 966**	**80 248**
Amortisation for the year	4 892	0
Currency translation differences	30	0
Accumulated amortization and impairment 31 December 2014	**37 888**	**80 248**
Carrying amount 1 January 2013	**6 961**	**52 801**
Additions	4 719	0
Additions from acquisitions	0	18 913
Amortisation and impairment for the year	4 953	6 000
Disposal	2	0
Carrying amount 31 December 2013	**6 725**	**65 714**
Additions	4 841	0
Additions from acquisitions	59	5 713
Amortisation and impairment for the year	4 892	0
Currency translation differences	50	0
Carrying amount 31 December 2014	**6 783**	**71 427**

Software is standard software and licenses that are amortised on a straight-line basis over three years.

In 2013, NOK 6 million of goodwill related to Industriplan was impaired to zero. This was to a large degree connected to several key employees leaving, and that the revenue basis was significantly reduced.

The Group performs an assessment for impairment of goodwill at year end, or more often if there are indicators of impairment. The impairment test is based on identified cash generating units (CGUs) in the Group. A cash generating unit is the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets. CGUs are changed if businesses are integrated. CGUs are on a lower level than the segment classification and follows regions or separate companies, given that separate financial information is available. CGUs identified to assess the value of the Group's goodwill in 2014 are disclosed in the table below. The carrying amounts of these cash generating units include property, plant and equipment, intangible assets and allocated goodwill.

Goodwill related to the acquisitions of Barlindhaug Consult (2011) and Vest Consult (2013) is included in region North, and Multiconsult Stord AS, a part of region West, respectively (both regions are a part of the segment Regions Norway). Allocation of other goodwill is shown in the table below. For most cash generating units, the carrying amount of property, plant and equipment and goodwill is low. In relation to historic and expected future earnings for these cash generating units, it has been concluded that there is no impairment.

The recoverable amount is estimated based on expected value in use, based on discounted future cash flows. Future cash flows included in the impairment tests at the end of 2014 are based on Board

approved budgets for 2015 and the company's strategy plan for the subsequent periods. The growth in the forecast period of 2016 – 2019 is not higher than the long-term expected growth in the economy in which the company operates. For growth in the terminal value after the forecast period, a moderate growth of 0.5% is used.

The EBIT margin is based on historic achieved margin, but is adjusted for expected future margins in the market.

Reinvestments in property, plant and equipment have been set equal to depreciation for the purposes of the analysis. The business is not investment heavy, and the basis for maintaining the capacity for future cash flows mainly lies in the investment in employees, which is reflected in the annual forecasted cash flows from operations. Therefore, EBIT is used as an estimate of cash flows.

The discount rate in the analysis is set to 6% pre-tax based on a calculation of the weighted average cost of capital (WACC). Risk-free interest is based on 10-year government bonds, the debt ratio is estimated at 60%, the market premium for equity is 5% and the beta is 1. The same discount rate has been used for all cash generating units since the asset beta has been deemed the same in all segments that the Company operates in.

In relation to the transition to IFRS, the Group has performed similar impairment tests as of 1 January 2013 and 31 December 2013. The same key assumptions as mentioned above have been used in these tests.

The impairment tests have not resulted in any impairment needs for goodwill or property, plant and equipment related to any of the cash generating units, except the impairment in 2013 related to Industriplan as mentioned above. Refer to the sensitivity analysis below.

GOODWILL SPECIFIED PER BUSINESS COMBINATION:

(Amounts in NOK thousand)

Company	Acquisition year	Carrying amount	Cash generating unit	Belongs to segment
Kompas AS	2009	2 573	West	Regions Norway
Multiconsult Voss AS	2012	2 400	West	Regions Norway
Industriplan AS	2010	-	Oslo	Greater Oslo Area
Hydpro AS	2011	383	Oslo	Greater Oslo Area
Infratech AS	2013	5 800	Oslo	Greater Oslo Area
Stensrud AS	2010	1 728	Middle	Regions Norway
NTE Energiutvikling	2013	2 113	Middle	Regions Norway
Barlindhaug Consult AS	2011	39 716	North	Regions Norway
Vest Consult AS	2013	11 000	MC Stord	Regions Norway
Carrying amount 31 December 2013		**65 714**		
Multiconsult Polska	2014	3 113	MC Polska	International
Helge Lindeflaten AS	2014	2 595	MC Stord	Regions Norway
Carrying amount 31 December 2014		**71 427**		

The Company's strategy has been to merge Norwegian subsidiaries into the parent company whenever practically possible and appropriate. Therefore, the majority of companies mentioned above do not exist as of 31 December 2014. Refer to note 15 to the parent company's financial statements for more information on subsidiaries.

SENSITIVITY ANALYSIS

(Amounts in NOK thousand)	Carrying amount		Recoverable amount exceeds carrying amount [2]		
	Goodwill	**CGU [1]**	**Calculated 31.12.14**	**After change in discount rate + 2%**	**After change in EBIT – 1%**
Barlindhaug Consult AS	39 716	45 524	18 189	490	934
Vest Consult AS/ Helge Lindeflaten	13 595	13 853	15 631	8 022	12 290

[1] CGU is cash generating unit, and includes the carrying amounts of goodwill, property, plant and equipment and intangible assets.
[2] The amount by which the recoverable amount for the cash generating unit (group of units) exceed its carrying amount.

NOTE 14 PROPERTY, PLANT AND EQUIPMENT

(Amounts in NOK thousand)	Buildings and other real estate	Other machines, plant, fixtures and fittings	Leasehold improvements	Total property, plant and equipment
Acquisition cost 1 January 2013	5 649	211 472	40 417	257 538
Additions	-	29 099	7 890	36 989
Additions from acquisitions	-	961	-	961
Currency translation differences	-	(159)	(41)	(200)
Disposals	-	28	285	313
Acquisition cost 31 December 2013	**5 649**	**241 346**	**47 981**	**294 975**
Additions	-	32 272	2 069	34 341
Additions from acquisitions	-	200	673	873
Currency translation differences	-	159	41	200
Disposals	-	314	-	314
Acquisition cost 31 December 2014	**5 649**	**273 663**	**50 763**	**330 075**
Accumulated depreciation and impairment 1 January 2013	3 635	170 596	20 008	194 239
Depreciation for the year	110	20 241	8 198	28 549
Impairment for the year	-	1 167	-	1 167
Currency translation differences	-	(58)	(3)	(62)
Accumulated depreciation and impairment 31 December 2013	**3 745**	**191 945**	**28 183**	**223 894**
Depreciation for the year	110	23 757	5 817	29 683
Impairment for the year	-	50	-	50
Currency translation differences	-	58	3	62
Accumulated depreciation and impairment 31 December 2014	**3 855**	**215 811**	**34 003**	**253 689**
Carrying amount 1 January 2013	2 014	40 928	20 409	63 351
Additions	-	29 099	7 890	36 989
Additions from acquisitions	-	961	-	961
Depreciation and impairment for the year	110	21 442	8 198	29 750
Currency translation differences	-	(119)	(38)	(157)
Disposal	-	28	285	313
Carrying amount 31 December 2013	**1 904**	**49 400**	**19 777**	**71 081**
Additions	-	32 272	2 127	34 399
Additions from acquisitions	-	200	673	874
Depreciation and impairment for the year	110	23 749	5 828	29 687
Currency translation differences	-	119	38	157
Disposal	-	314	-	314
Carrying amount 31 December 2014	**1 794**	**57 928**	**16 787**	**76 510**
Useful life	10 - 50 years	3 - 8 years	Same as equivalent assets, max leasing period	
Depreciation plan	Straight-line	Straight-line		

There have been no significant changes in depreciation period, depreciation method or estimated residual values in 2014 or 2013.

NOTE 15 CASH AND CASH EQUIVALENTS

CASH AND CASH EQUIVALENTS CONSIST PRIMARILY OF BANK DEPOSITS AND MONEY MARKET FUNDS/ INTEREST FUNDS

(Amounts in NOK thousand)	2014	2013
Cash and bank deposits	217 678	174 561
Money market funds	154 575	120 770
Restricted funds	76 358	60 888
Total cash and cash equivalents	**448 611**	**356 218**

Restricted funds are mainly employee tax deduction funds in the parent company NOK 63 807 000 in addition to restricted funds in projects in MC Polska NOK 11 037 000.

NOTE 16 ASSOCIATED COMPANIES AND JOINT ARRANGEMENTS

Refer to note 15 of the parent company for an overview of associated companies and joint ventures.

WSP Europe AB, which owns 24.7% of the shares in Multiconsult AS, has an ownership interest of 20% and a voting interest of 16.6% in LINK arkitektur AS. There are five other shareholders that were the original shareholders, and that are controlled by persons who also worked in the company (Partner shareholders). Shareholder agreements exist between all shareholders, regulating primarily the board representation in LINK arkitektur AS. Multiconsult's assessment is that nobody controls, or has joint control, over LINK arkitektur AS. The LINK arkitektur Group is among the leading architecture offices in Scandinavia. Multiconsult is both a customer and a supplier to LINK arkitektur AS.

Norplan Tanzania Ltd and Newplan Ltd were acquired from Norplan AS in December 2013.

Key figures (100%)		**Net income**		**Equity 31 December**	
(Amounts in NOK thousand)		**2014**	**2013**	**2014**	**2013**
LINK arkitektur AS	Associated company	14 656	9 700	61 911	51 884
Norplan AS	Joint venture	274	2 377	6 493	6 219
FPS AS	Associated company	1 804	(5)	2 813	1 009
Newplan Ltd	Associated company	1 353	-	2 032	679
Norplan Tanzania Ltd	Associated company	1 864	-	4 065	2 201

	FPS	Newplan	Norplan Tanzania	Norplan	LINK Arkitektur	Total
Opening balance 1 January 2013	-	-	-	1 922	33 022	34 944
Investments during the year	367	272	1 079	-	-	1 717
Dividends paid in 2013	-	-	-	-	(1 600)	(1 600)
Share of profit for the year excl. internal profit	(2)	-	-	240	3 104	3 342
Internal profit	-	-	-	949	-	949
Closing balance 31 December 2013	**365**	**272**	**1 079**	**3 111**	**34 526**	**39 353**
Investments during the year	-	-	-	(375)	-	(375)
Dividends paid in 2014	-	-	-	(2 166)	(1 600)	(3 766)
Share of profit for the year	649	541	913	137	4 720	6 961
Closing balance 31 December 2014	**1 014**	**813**	**1 992**	**707**	**37 646**	**42 172**

None of the company's joint ventures and associated companies are deemed significant for the company, whether separately or combined.

(Amounts in NOK thousand)	2014	2013
LINK Arkitektur Group	**41 639**	**42 004**
Non-current assets (including goodwill)	64 288	67 455
Current assets	127 535	130 160
Non-current liabilities	1 970	1 581
Current liabilities	81 958	78 391
Multiconsult's share	**34 526**	**37 646**
Operating revenues	322 135	361 203
Net income	9 700	14 656
Multiconsult's share	**3 104**	**4 720**

Equity for LINK arkitektur Group in the first table does not include goodwill related to Multiconsult's ownership interest. Therefore, Multiconsult's share of the equity in LINK arkitektur deviates from Multiconsult's share shown above.

WORKING PARTNERSHIPS/ASSIGNMENT COOPERATIONS – JOINT OPERATIONS

The Group has, for some delivery projects, entered into agreements of working partnerships or assignment cooperation. Some of these have been assessed as joint operations. Participants have worked together to deliver an assignment, and perform the assignment in a (equal) cooperation through a common assignment group. Such agreements are entered into for single projects. There are no assets in the project/assignment group. Each participant is responsible for delivering the services that they have agreed to deliver, as well as being responsible for their own expenses and having a right to revenues from the services the participant performs. Each participant uses their own assets, and there are only limited obligations in the operation, except that parts of the fee may be held back to cover common shared expenses (for example insurance premiums and travel expenses). One of the parties is often an assignment manager in the assignment group, and is in charge of activities like assignment management, project management, management, execution of payments etc. The assigment manager may be associated as the party delivering the project. The participants have often agreed that they are jointly and severally liable for the deliverables. The main projects that are organised in this manner that are considered joint operations where the Group is the assignment manager are Campus Ås and Kampflybasen, both in Norway. Total revenues in these two projects were approximately NOK 192 million in 2014 (NOK 89 million in 2013), of which approximately NOK 103 million in 2014 (NOK 45 million in 2013) were recognised as the Group's share of the revenues.

NOTE 17 LEASING AND OTHER PAYMENT OBLIGATIONS

Leasing of assets not recognised in the balance sheet:
Future lease payments (minimum payments under non-cancellable operating lease agreements, including joint expenses)

	As of 31 December 2014		
(Amounts in NOK thousand))	Office premises	Property, plant and equipment	Total
Due within 1 year	97 067	3 960	101 027
Due after more than 1 year, but within 5 years	382 340	-	382 340
Due after more than 5 years	514 221	-	514 221
Total	**993 628**	**3 960**	**997 588**

	As of 31 December 2013		
(Amounts in NOK thousand)	Office premises	Property, plant and equipment	Total
Due within 1 year	97 927	4 237	102 164
Due after more than 1 year, but within 5 years	389 849	-	389 849
Due after more than 5 years	603 778	-	603 778
Total	**1 091 555**	**4 237**	**1 095 792**

The amounts in the table are not discounted. See note 7 Other operating expenses for leasing expenses in 2014 and 2013.

Leasing of office premises relates mainly to the company's premises in Norway. The lease of the head office in Oslo comprises NOK 45.3 million annually until it partially ceases in 2018. The leasing agreements have varying durations, with the longest period until 2030. In most agreements, the annual lease payment is index regulated. Future index regulations are not included in the amounts in the tables.

THE FOLLOWING SIGNIFICANT LEASING ARRANGEMENTS AND RENEWAL OPTIONS EXIST AS OF 31 DECEMBER 2014

Location *(Amounts in NOK thousand)*	Annual lease	Duration	Option
Nedre Skøyenveien 2 (head office)	29 200	2 028	nei
Hoffsveien Skøyen (part of head office)	3 100	2 018	+ 5 year
Skøyen Atrium (part of head office)	13 000	2 022	5 + 5 year
Fredrikstad	5 600	2 019	5 + 5 year
Drammen	3 600	2 018	5 + 5 year
Nesttun Bergen	6 000	2 022	5 + 5 year
Nesttun Bergen	12 500	2 030	5 + 5 year
Midt Sluppenvn.	11 100	2 021	+ 3 year
Nord, Kvaløyvn	10 300	2 026	no

There are no significant restrictions imposed through the leasing arrangements regarding distribution of dividends, obtaining additional debt, entering into additional leasing agreements or other arrangements.

OFFICE PREMISES IN OSLO AND FREDRIKSTAD ARE SUBLET
Agreed sublease revenues

	As of 31 December	
(Amounts in NOK thousand)	2014	2013
Due within 1 year	4 203	4 203
Due after more than 1 year, but within 5 years	11 662	14 272
Due after more than 5 years	1 593	3 185
Total	**17 457**	**21 660**

OTHER SIGNIFICANT COMMITTED PAYMENT OBLIGATIONS
The Group does not have any other significant committed minimum payment obligations. The agreements with sub contractors are mainly such that if an assignment is discontinued, then the obligation to purchase services from the sub contractors is also discontinued. In some agreements, there may be a minimum period during which the Group must pay sub contractors if an assignment is discontinued, but these are not considered significant.

NOTE 18 OTHER CURRENT LIABILITIES

(Amounts in NOK thousand)	2014	2013
Salaries payable, holiday pay, bonus, earnings distribution etc.	151 703	137 310
Payable to sub contractors and fees	13 461	20 723
Other accrued expenses	22 893	26 643
Received prepayments of revenues	69 146	88 412
Other	8 527	14 736
Total other current liabilities	**265 729**	**287 825**

NOTE 19 PROVISIONS, DISPUTES AND CONTINGENT OBLIGATIONS

PROVISIONS

(Amounts in NOK thousand)	Project responsibility	Other	Total
Provisions 1 January 2013	**47 303**	**1 075**	**48 378**
Additions during the year	6 790	2 531	9 321
Reversal of provisions	(4 350)	-	(4 350)
Utilised provisions during the year	(6 743)	-	(6 743)
Provisions 31 December 2013	**43 000**	**3 606**	**46 606**
Additions during the year	7 135	4 786	11 921
Reversal of provisions	(6 050)	-	(6 050)
Utilised provisions during the year	(15 700)	-	(15 700)
Provisions 31 December 2014 [1]	**28 385**	**8 392**	**36 777**

[1] «Other» mainly consists of long-term profit sharing to selling shareholders in previous business combinations and are expected to be paid in 2015. The date for settlement of project responsibility cases is often outside the Group's control and it is not possible to make a reliable estimate. The processes are extensive with negotiations with many parties and often results in long legal processes.

The Group completes a significant number of assignments during a year. Normally, the company enters into an agreement with the customer limiting its responsiblities. During the execution of an assignment, defects or damages as a result of the deliveries may be identified that could lead to claims being made towards the Group. When it is probable (over 50%) that a claim must be met, the claim amount is estimated and a provision for the estimated value of the liability is recognised. The time period from reporting a case to final settlement can take several years.

The size of the settlement can vary considerably. The provision related to a claim is calculated on the basis of the expected compensation including legal fees, own risk deductibles, claim amount and interest. As a consequence of the inherent uncertainty in both amount and timing of the settlement, the provision is not discounted.

The Company's insurance coverage for project responsibilities is primarily based on a collective agreement for engineering consultants. The insurance coverage is standard for such agreements, with a deductible of NOK 300 000 per case and normally a maximum coverage of up to 150 G (approximately NOK 13 million). Based on an assessment of the nature of the insurance arrangement, settlement dynamics and risk distribution, the Company has disclosed the obligations net of the amount that is covered by the insurance.

Claims from customers for project responsibilities are often disputed by the Group. The Company performs a thorough review of each claim. Project responsibility cases therefore lead to both recognised provisions and contingent liabilities where no provision has been recognised due to the Group assessing the likelihood a of compensation liability arising being not probable (under 50%).

The largest current claim is approximately NOK 263 million related to Grønneviksøren. In January 2015, the Company was found not liable by the court (Bergen Tingrett), but the plaintiff has appealed to a higher court (Lagmannsretten) and the verdict is therefore not enforcable. The company has performed a renewed assessment of the case and the consequences for the financial statements in connection with the annual financial statements as of 31 December 2014.

NOTE 20 GUARANTEES

GUARANTEE OBLIGATIONS THAT ARE NOT RECOGNISED IN THE BALANCE SHEET

(Amounts in NOK thousand)	2014	2013
Bank guarantee - guarantees made towards customers	30 659	23 482
Bank guarantee - guarantees for other obligations	39 594	27 407
Parent company guarantees - guarantees made towards customers	3 600	3 600
Parent company guarantees - guarantees towards subsidiaries	24 299	21 111
Parent company guarantees - guarantees for other obligations	213	228
Total guarantees	**98 365**	**75 828**

Bank guarantees towards customers are related to assignments where the customer demands security for contract responsibilities.
Bank guarantees for other obligations are mainly guarantees for rent of premises.
Parent company guarantees towards subsidiaries relates to bank loans, guarantee limit for bank overdraft and guarantee limit for Multiconsult UK.

The parent company's bank overdraft and guarantee facility agreements with Nordea bank Norge ASA includes a negativ pledge clause.

For restricted funds, refer to note 15 Cash and cash equivalents.

NOTE 21 SHAREHOLDER INFORMATION

The following shareholders owned one percent or more of the total issued shares in Multiconsult AS as of 31 December:

	2014		2013	
	Number of shares	Ownership share	Number of shares	Ownership share
WSP Europe AB	649 061	24.7%	649 061	24.7%
Stiftelsen Multiconsult	556 215	21.2%	484 112	18.4%
Brian Glover	52 059	2.0%	52 059	2.0%
Jan Reidar H. Lindemark	52 059	2.0%	52 059	2.0%
Harald Strand	31 586	1.2%	31 586	1.2%
Ivar Eng	30 356	1.2%	32 856	1.3%
Kjell E. Larsen	30 000	1.1%	31 000	1.2%
Trond Dahle	26 969	1.0%	27 969	1.1%
Finn Rasmussen	25 770	1.0%	25 770	1.0%
Johan H. Bertnes	22 802	0.9%	27 802	1.1%
Other	1 148 043	43.7%	1 210 646	46.1%
Total number of shares	**2 624 920**	**100.0%**	**2 624 920**	**100.0%**

Par value is NOK 5 per share.
The number of treasury shares at the end of 2014 is zero. At the end of 2013, there were 1,300 treasury shares.
All shares that are part of the parent company's share capital belong to the same share class with the same rights.
The possibilities to trade in the shares are limited, since sales or transfer of the shares can only be made to employees in the Multiconsult companies and the Multiconsult foundation (Stiftelsen Multiconsult).
Upon the transfer of shares, Stiftelsen Multiconsult has right of first refusal to buy the shares at a price where an actual purchase offer exists.
Transfers of shares to spouses / heirs as presents or inheritance are not covered by the trade limitations.

Shares owned by members and deputy members of the Board and Group Management as of 31 December:

		2014	2013
	Role	Number of shares	Number of shares
Freddy Holstad	Board Member	2 310	2 110
Harald Strand	Board Member	N/A	31 586
Ivar Eng	Deputy Board Member	30 356	N/A
Kjetil Moen	Deputy Board Member	4 903	4 543
Eli Grøttheim	Deputy Board Member	8 800	8 800
Christian Nørgaard Madsen	CEO	4 350	3 000
Øyvind Holtdahl	Director - Market and Strategy	480	280
Anne Harris	CFO	250	N/A
Elisabeth M. Stene	HR Director	672	672
Ola Dalen	Director - Group assignments	13 600	13 600
Lars Opsahl	Regional Director - Fredrikstad	6 623	5 623
Grethe Bergly	Regional Director - Oslo	1 960	1 860
Renè V. Flandorfer	Regional Director - South	N/A	500
Rune Kjærland	Regional Director - Bergen	3 005	3 005
Kjell Kristiansen	Regional Director - Middle	280	280
Arnor Jensen	Regional Director - North	2 900	2 800

NOTE 22 RELATED PARTIES

(Amounts in NOK thousand)

The Group's related parties are:
Key management personnel, Close members of the family of a person and entities that are controlled or jointly controlled by any of these. Key management personnel are defined as the Board of Directors and the Group Management. See note 8 Employee benefits expenses for information on remuneration for key management personnel.

See note 21 Shareholder information for information on share ownership. There were no other transactions with key management personnel in 2014 and 2013.

Owners with significant influence; The company's assessment is that WSP Europe AB (WSP, ownership interest 24.7%) and Stiftelsen Multiconsult (ownership interest 21.2% as of 31 December 2014 and 18.4% as of 31 December 2013) have had significant influence in the period covered by these financial statements. Stiftelsen Multiconsult has the right to a Board representative and has historically had a special position and influence over the company, even with an ownership interest under 20%. The WSP Group is a competing consultancy company. Multiconsult has recognised revenues of NOK 850 000 in 2014 (NOK 438 000 in 2013) for sales to the WSP Group and purchase of services for NOK 14 635 000 in 2014 (NOK 12 841 000 in 2013). As of 31 December 2014, Multiconsult had receivables of NOK 28 000 (NOK 38 000 as of 31 December 2013) and liabilities of NOK 797 000 (NOK 4 364 000 in 2013). Multiconsult has recognised revenues from sales to Stiftelsen Multiconsult of NOK 776 000 in 2014 (NOK 80 000 in 2013), and had receivables of NOK 4 000 as of 31 December 2014 (zero in 2013).

The Group's joint ventures and associated companies. Refer to note 16 Associated companies and joint arrangements for more information on these related parties.

The Company and its subsidiaries are also considered related parties. Transactions and balances are eliminated in the consolidated financial statements and are not disclosed in this note for the Group.

TRANSACTIONS AND BALANCES WITH JOINT VENTURES AND ASSOCIATED COMPANIES

	Receivables from		Liabilities to		Purchases from		Sales to		Guarantees	
(In NOK thousand)	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
LINK arkitektur AS	2 278	888	1 675	1 363	12 434	13 602	6 277	5 869	-	-
Norplan AS	637	419	-	873	250	-	8 101	1 527	500	500
Norplan Tanzania Ltd	1 817	-	278	-	2 165	-	327	-	-	-
Newplan Ltd	1 343	-	-	-	655	-	482	-	-	-
FPS AS	2 867	-	-	-	-	-	26 271	1 582	3 600	3 600
Total	**8 941**	**1 307**	**1 953**	**2 237**	**15 504**	**13 602**	**41 457**	**8 978**	**4 100**	**4 100**

Purchases are to a large degree related to architectural services from LINK Arkitektur.

FPS AS was established in October 2013 for the purpose of fulfilling a frame agreement with Jernbaneverket for the Follobane project. Multiconsult AS is one of the owners, and is engaged by FPS to deliver parts of the contract to FPS AS, i.e. those parts where Multiconsult is «Primary consultant». One of the other owners of FPS has also engaged Multiconsult. Sales in the table above only includes the deliveries from Multiconsult in the areas where Multiconsult is the primary consultant (and do not include deliveries through other owners in areas where that company is the primary consultant).

Purchase and sale of shares and capital contributions and distributions (dividends, Group contributions) in 2014 and 2013:

- In December 2013, the company acquired 49% of the shares in Norplan Tanzania Ltd and 40% of the shares in Newplan Ltd from Norplan AS for a total consideration of NOK 1 351 000
- In 2013, the company received dividends from LINK Arkitektur AS of NOK 1 600 000, related to the financial year 2012
- In 2014, the company received dividends from LINK Arkitektur AS of NOK 1 600 000, related to the financial year 2013
- In 2014, the company received repayment of parts of the paid-in capital in Norplan AS of NOK 375 000 in addition to dividends of NOK 2 166 000

NOTE 23 EARNINGS PER SHARE

In 2013 and 2014, there were no potential dilutive effects on earnings that are attributable to owners of Multiconsult AS or on the number of shares. Basic and diluted earnings per share are therefore the same. The number of shares has been adjusted for treasury shares.

	2014	2013
Net income attributable to owners of Multiconsult AS (NOK thousand)	166 708	166 192
Weighted average number of shares (excl. treasury shares)	2 624 578	2 623 442
Earnings per share (NOK)	**63.52**	**63.35**
DIVIDENDS PER SHARE		
Ordinary dividends paid to owners of Multiconsult AS (NOK thousand)	44 602	35 416
Number of outstanding shares, including treasury shares	2 624 920	2 624 920
Dividend per share (NOK)	**16.99**	**13.49**

Dividends proposed after 31 December 2014, to be adopted by the Ordinary General Assembly in April 2015 (NOK thousand)	83 997
Dividends proposed after 31 December 2014, to be adopted by the Ordinary General Assembly in April 2015 (NOK, per share)	32.00

NOTE 24 EVENTS AFTER THE REPORTING PERIOD

In 2013, Studentsamskipnaden i Bergen (SIB) sued Multiconsult and NOBI Norsk Betongindustri AS, claiming design errors and gross negligence. The total claim amounted to NOK 263 million. On 30 January 2015, the court (Bergen tingrett) delivered a judgement in the case relating to Grønnviksøren. Multiconsult was found not liable for all damages claimed by SIB. In addition, the court's opinion was that Multiconsult has a claim of more than NOK 4.5 million in fees from SIB and NOBI. The judgement also stated that SIB is required to cover Multiconsult's legal expenses. The judgement is not enforcable as it has been appealed by the counterparty. The company has made a renewed assessment of the case and the consequences for the financial statements in connection with the annual financial statements as of 31 December 2014.

NOTE 25 TRANSITION FROM NORWEGIAN GENERALLY ACCEPTED ACCOUNTING POLICIES (NGAAP) TO IFRS

EQUITY

Multiconsult Group		**TOTAL EQUITY**	
(Amounts in NOK thousand)		**1.1.2013**	**31.12.2013**
Equity NGAAP		**409 568**	**461 627**
Reversal of dividend liability	*2*	35 416	44 602
Remeasurement defined benefit obligations after income taxes	*1*	(92 228)	(112 393)
Adjustment equity method investments	*3,4*	(4 256)	3 405
Adjustment revenues and losses on receivables, after income taxes	*7,8*	12 118	16 972
Change in fair value of derivatives, after income taxes	*5*	-	(400)
Reversal of goodwill amortisation	*4*	-	12 061
Total implementation effects of IFRS		(48 950)	(35 753)
Equity IFRS		**360 618**	**425 874**

STATEMENT OF COMPREHENSIVE INCOME 2013

Multiconsult Group

(Amounts in NOK thousand)	**Note**	**NGAAP**	**IFRS adjustments**	**IFRS**
Operating revenues	*7,9,10*	2 118 663	(76 519)	2 042 144
Sub contractors and disbursements	*7,9,10*	315 772	(76 193)	239 579
Employee benefits expenses	*1*	1 322 172	(62 980)	1 259 192
Other operating expenses	*8,9*	289 009	(6 745)	282 264
EBITDA		**191 710**	**69 399**	**261 109**
Depreciation, amortisation and impairment	*4*	52 941	(12 272)	40 669
Operating profit		**138 769**	**81 671**	**220 440**
Share of profit equity accounted investments	*3,4*	**(4 319)**	**7 661**	**3 342**
Financial items	*1, 5*	**7 445**	**(1 709)**	**5 736**
Income taxes	*12*	**45 008**	**18 319**	**63 327**
Profit for the period		**96 887**	**69 304**	**166 192**
Other comprehensive income	*1*	**-**	**(65 521)**	**(65 521)**
Total comprehensive income		**96 887**	**3 784**	**100 671**

BALANCE SHEET 31 DECEMBER 2013

Multiconsult Group

(Amounts in NOK thousand)	Note	NGAAP	IFRS adjustments	IFRS
ASSETS				
Deferred tax assets	*1, 12*	-	27 523	27 523
Intangible assets		6 725	-	6 725
Goodwill	*4*	53 442	12 272	65 714
Property, plant and equipment		71 081	-	71 081
Investments in associated companies and joint ventures	*4*	35 948	3 405	39 353
Non-current receivables	*1*	121 961	(115 731)	6 230
Total non-current assets		**289 157**	**(72 531)**	**216 626**
Accounts receivable	*8, 11*	463 579	(137 825)	325 754
Other receivables and prepaid expenses	*7,9,11*	33 932	181 984	215 916
Cash and cash equivalents		356 218	-	356 218
Total current assets		**853 729**	**44 159**	**897 888**
TOTAL ASSETS		**1 142 886**	**(28 372)**	**1 114 514**
EQUITY AND LIABILITIES				
Total equity		**461 627**	**(35 753)**	**425 874**
Pension obligations	*1*	2 679	38 693	41 372
Deferred tax liabilities	*1,9*	7 707	(7 707)	(0)
Provisions		25 696	20 910	46 606
Financial liabilities		9 047	-	9 047
Total non-current liabilities		**45 129**	**51 895**	**97 024**
Accounts payable		88 836	-	88 836
Income taxes payable		44 994	-	44 994
Public duties payable		169 961	-	169 961
Dividends	*2*	45 615	(45 615)	-
Other current liabilities	*5,6*	286 724	1 101	287 825
Total current liabilities		**636 130**	**(44 514)**	**591 616**
Total liabilities		**681 259**	**7 381**	**688 640**
TOTAL EQUITY AND LIABILITIES		**1 142 886**	**(28 372)**	**1 114 514**

The following main adjustments have been made related to the transition from NGAAP to IFRS.

Note 1
In NGAAP, actuarial gains and losses and plan changes on net pension obligations were recognised in the income statement over time. Therefore, the company had net pension assets in the balance sheet. In the transition to IFRS, the company updated the actuarial assumptions, performed new calculations and recognised the value of net pension obligations in the balance sheet. This reduced the equity as of 1 January 2013 and increased the pension obligations. Deferred tax assets have also been calculated on the net pension obligations. During 2013, parts of the defined benefit plans were curtailed, and the company recognised a gain in the income statement related to this curtailment. Remeasurement of net pension obligations as of 31 December 2013 increased net pension obligations with an effect on other comprehensive income.

Net interest expenses were included in net pension expenses in the NGAAP financial statements. In the IFRS income statements, this is included in financial items.

Note 2
According to NGAAP, dividends are provided for as liabilities and reduce equity in the financial year the dividends are related to, when the dividends are approved by the Annual General meeting no later than at the same time as the annual financial statements are approved. According to IFRS, dividends are provided for when they are adopted by the Annual General Meeting.

Note 3
Adjustment of equity method investments at 1 January 2013 relates to dividends that were recognised as income in the income statement before 1 January 2013, and recognised as expenses in 2013 in the NGAAP financial statements. In the IFRS financial statements, this has been adjusted against equity as of 1 January 2013 and in the income statement for 2013.

Note 4
In NGAAP, goodwill was amortised and related to business combinations and investments recognised using the equity method. According to IFRS, goodwill is not amortised, but tested for impairment. The impairment test did not result in an impairment as of 1 January 2013. Amortisation for 2013 in NGAAP has been reversed for IFRS. In 2013, goodwill related to a previous business combination was impaired in the NGAAP financial statements. This impairment has been continued in the IFRS income statement for 2013, and increased with the amortisation that was recognised in the NGAAP financial statements in 2013. Parts of the goodwill amortisation is tax deductible, and results in deferred taxes. Business combinations made before the transition to IFRS have not been restated.

Note 5
In the NGAAP financial statements, derivatives were not recognised before they were realised. In IFRS, fair value is recognised in the balance sheet with changes recognised in the income statement.

Note 6
Adjustment of other current liabilities are mainly reclassifications, in addition to derivatives (see note 5 above).

Note 7
In the NGAAP financial statements, parts of the revenues related to services rendered were reduced based on general assessments without individual assessments of projects or documented experience. In the transition to IFRS, such provisions were deemed to be general provisions and therefore reversed.

Note 8
In the NGAAP financial statements, allowances for possible losses on receivables were made applying a specific percentage. This allowance was based on general assessments and without individual assessments of the receivables or based on experience with realised losses for a group of similar receivables. In the transition to IFRS, such provisions were deemed to be general provisions, and instead individual assessments were performed based on information that was available at the relevant points in time. The assessment was that part of the allowance made as of 31 December 2013 had to be reversed.

Note 9
In the NGAAP financial statements, certain provisions for disputes with customers were recognised as a reduction in revenues and receivables, instead of being recognised as expenses and allowances. These are only reclassifications with no net income effects.

Note 10
In the NGAAP financial statements, gross operating revenues included external partners' share of revenues and expenses in working partnerships or assignment cooperation where the Group is the assigment manager. In the transition to IFRS, the assessment is that only the Group's share of such revenues and expenses should be included. Revenues and expenses have been reduced, with no net income effects.

Note 11
The line item for accounts receivable has been reduced to only include invoiced revenues reduced by amounts that have been invoiced but where revenues have been reduced. Other receivables have been increased with the corresponding amount. The net effect on these two line items are the effects disclosed in note 7, 8 and 9.

Note 12
Income tax has been calculated on the income adjustments, except for parts of adjustment for goodwill amortisation and profit from equity method investments. In addition, there is an effect of a change in tax rate from 28% to 27% as of 31 December 2013.

AUDITORS' REPORT

Deloitte.

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Translation from the original Norwegian version

To the Annual Shareholders' Meeting of Multiconsult AS

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We have audited the accompanying financial statements of Multiconsult AS, which comprise the financial statements of the parent company and the financial statements of the group. The financial statements of the parent company comprise the balance sheet as at 31 December 2014, and the income statement, statement of comprehensive income, statement of changes in equity and statement of cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information. The financial statements of the group comprise the consolidated balance sheet as at 31 December 2014, and the consolidated statement of income, the consolidated statement of comprehensive income, the consolidated statement of changes in equity, and the consolidated statement of cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

The Board of Directors and the Chief Executive Officer's Responsibility for the Financial Statements

The Board of Directors and the Chief Executive Officer are responsible for the preparation and fair presentation of these financial statements in accordance with simplified application of international accounting standards according to the Norwegian accounting act § 3-9 for the company accounts and in accordance with International Financial Reporting Standards as adopted by EU for the group accounts, and for such internal control as the Board of Directors and the Chief Executive Officer determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with laws, regulations, and auditing standards and practices generally accepted in Norway, including International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Deloitte.

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

Opinion on the financial statements for the parent company

In our opinion, the financial statements of the parent company are prepared in accordance with the law and regulations and give a true and fair view of the financial position of Multiconsult AS as at 31 December 2014, and of its financial performance and its cash flows for the year then ended in accordance with simplified application of international accounting standards according to the Norwegian accounting act § 3-9.

Opinion on the financial statements for the group

In our opinion, the financial statements of the group are prepared in accordance with the law and regulations and give a true and fair view of the financial position of the group Multiconsult AS as at 31 December 2014, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by EU.

Report on Other Legal and Regulatory Requirements

Opinion on the Board of Directors' report

Based on our audit of the financial statements as described above, it is our opinion that the information presented in the Board of Directors report concerning the financial statements, the going concern assumption and the proposal for the allocation of the profit is consistent with the financial statements and complies with the law and regulations.

Opinion on Registration and Documentation

Based on our audit of the financial statements as described above, and control procedures we have considered necessary in accordance with the International Standard on Assurance Engagements (ISAE) 3000, «Assurance Engagements Other than Audits or Reviews of Historical Financial Information», it is our opinion that management has fulfilled its duty to produce a proper and clearly set out registration and documentation of the company's accounting information in accordance with the law and bookkeeping standards and practices generally accepted in Norway.

Oslo, 19 March 2015
Deloitte AS

Stian Jilg-Scherven
State Authorised Public Accountant (Norway)

Translation has been made for information purposes only

ANNUAL ACCOUNTS PARENT COMPANY

STATEMENT OF INCOME MULTICONSULT AS

(Amounts in NOK thousand)	Note	2014	2013
OPERATING REVENUES AND EXPENSES			
Operating revenues	*4*	2 181 111	1 991 985
Expenses for sub contractors and disbursements		281 630	244 333
Net operating revenues		**1 899 481**	**1 747 652**
Employee benefits expenses	*6, 9*	1 385 437	1 214 358
Other operating expenses	*7*	274 090	270 208
Operating expenses excluding depreciation, amortisation and impairment		**1 659 527**	**1 728 899**
Operating profit before depreciation, amortisation and impairment (EBITDA)		**239 954**	**263 086**
Depreciation, amortisation and impairment	*12, 13*	33 511	39 892
Operating profit (EBIT)		**206 443**	**223 194**
FINANCIAL INCOME AND EXPENSES			
Financial income	*8*	14 822	9 668
Financial expenses	*8*	2 325	2 307
Net financial items		**12 497**	**7 361**
Profit before income taxes		**218 940**	**230 555**
Income tax expenses	*10*	59 995	62 052
Profit for the period		**158 945**	**168 503**

STATEMENT OF COMPREHENSIVE INCOME

(Amounts in NOK thousand)	Note	2014	2013
Profit for the period		**158 945**	**168 503**
Other comprehensive income			
Remeasurement of defined benefit obligations	*9*	(177 749)	(87 689)
Income taxes		47 992	22 395
Total items that will not be reclassified subsequently to profit or loss		**(129 757)**	**(65 294)**
Total comprehensive income for the period		**29 188**	**103 210**

BALANCE SHEET MULTICONSULT AS

(Amounts in NOK thousand)	Note	31.12.2014	31.12.2013	1.1.2013
ASSETS				
Non-current assets				
Deferred tax assets	*10*	73 300	27 303	22 781
Intangible assets	*12*	6 478	6 345	6 945
Goodwill	*12*	52 314	52 314	50 401
Property, plant and equipment	*13*	74 150	69 284	62 693
Total non-current non-financial assets		**206 242**	**155 246**	**142 820**
Investments in subsidiaries	*15*	51 431	22 790	9 216
Investments in associates and joint ventures	*15*	42 110	42 485	39 818
Other non-current financial assets	*18*	8 215	6 083	569
Total non-current assets		**307 998**	**226 604**	**192 423**
Current assets				
Receivables				
Accounts receivable	*11*	392 337	313 144	402 436
Other current receivables	*11*	136 276	214 667	57 412
Cash and cash equivalents		371 492	340 196	260 119
Total current assets		**900 105**	**868 007**	**719 967**
TOTAL ASSETS		**1 208 103**	**1 094 610**	**912 390**

(Amounts in NOK thousand)	Note	31.12.2014	31.12.2013	1.1.2013
EQUITY AND LIABILITIES				
Equity				
Total paid-in equity		26 445	26 438	26 437
Other equity		305 881	360 690	302 082
Total equity		**332 326**	**387 128**	**328 519**
Non-current liabilities				
Pension obligations	*9*	**211 532**	41 372	26 462
Provisions	*18*	**28 385**	43 000	47 303
Total non-current liabilities		**239 917**	**84 371**	**73 765**
Current liabilities		-	-	-
Accounts payable		99 688	89 682	66 617
Current tax liabilities	*10*	51 033	43 739	43 680
Public duties payable		185 520	165 355	145 114
Dividends payable		83 997	44 602	35 416
Other current liabilities	*17*	215 621	279 733	219 278
Total current liabilities		635 859	623 111	510 105
Total liabilities		**875 777**	**707 482**	**583 870**
Total equity and liabilities		**1 208 103**	**1 094 610**	**912 389**

The board and CEO of Multiconsult AS
Oslo, 19 March 2015

Steinar Mejlænder–Larsen
Chair of the board

Siv Axelsson

Freddy Holstad

Ivar Eng

Kaare Krane

Espen Robertsen

Kari Medby Loland

Birger Opgård

Christian Nørgaard Madsen
President and Chief Executive

STATEMENT OF CASH FLOWS MULTICONSULT AS

(Amount in NOK thousand + are cash increasing and - are cash reducing effects)	**2014**	**2013**
CASH FLOWS FROM OPERATING ACTIVITIES		
Profit before income taxes	218 940	230 555
Income taxes paid during the period	(47 078)	(43 990)
Depreciation, amortisation and impairment	33 511	39 893
Pension expenses with no cash effect	(10 877)	(75 872)
Changes in accounts receivable and other receivables	(4 625)	(52 104)
Changes in accounts payable	10 006	21 047
Changes in provisions and current liabilities	(55 180)	58 638
Net cash flows from operating activities	**144 697**	**178 166**
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from disposal of property, plant and eqiupment and shares	504	662
Payments on acquisition of property, plant and equipment and intangible assets	(38 642)	(39 477)
Net cash effect of business combinations	(30 648)	(23 859)
Net cash flows from investing activities	**(68 786)**	**(62 673)**
CASH FLOWS FROM FINANCING ACTIVITIES		
Dividends paid	(44 615)	(35 416)
Net cash flows from financing activites	**(44 615)**	**(35 416)**
Net change in cash and cash equivalents	31 296	80 076
Cash and cash equivalents at 1 January	340 196	260 119
Cash and cash equivalents at 31 December	**371 492**	**340 196**

STATEMENT OF CHANGES IN EQUITY MULTICONSULT AS

(Amounts in NOK thousand)	Share capital	Treasury shares	Share premium	**Total paid-in equity**	Retained earnings	Remea-surement pensions	**Total equity**
31 December 2012 - NGAAP	13125	(8)	13 320	**26 437**	382 192	-	**408 629**
Transition to simplified IFRS at 1 January 2013	-	-	-	-	12 118	(92 228)	**(80 110)**
1 January 2013	13 125	(8)	13 320	**26 437**	394 310	(92 228)	**328 519**
Disposal of treasury shares	-	1	-	**1**	-	-	**1**
Dividend	-	-	-	-	(44 602)	-	**(44 602)**
Total comprehensive income for the period	-	-	-	-	168 504	(65 294)	**103 210**
31 December 2013	13 125	(7)	13 320	**26 438**	518 211	(157 521)	**387 128**
Disposal of treasury shares	-	7	-	**7**	-	-	**7**
Dividend	-	-	-	-	(83 997)	-	**(83 997)**
Total comprehensive income for the period	-	-	-	-	158 945	(129 757)	**29 188**
31 December 2014	13 125	-	13 320	**26 445**	593 159	(287 278)	**332 326**

NOTES TO THE FINANCIAL STATEMENTS

NOTE 1 GENERAL INFORMATION AND BASIS FOR THE PREPARATION OF THE PARENT COMPANY FINANCIAL STATEMENTS

The company is the parent in the Multiconsult AS group. The principal activities of the group are performed by the parent company. The information provided in the consolidated financial statements also covers the company to a significant degree. Please refer to the consolidated financial statements for the group for a description of the company and its activities. A copy of the consolidated financial statements can be obtained from the company's head office in Nedre Skøyenvei 2, 0276 Oslo.

With effect from 1 January 2013, the group has elected to prepare the consolidated financial statements in accordance with International Financial Reporting Standards as adopted by the EU (IFRS) and the Norwegian Accounting Act. References to «IFRS» in these financial statements mean IFRS as adopted by the EU. From the same date, the company has elected to prepare the company financial statements in accordance with the Norwegian Accounting Act and regulation for simplified application of of International Financial Reporting Standards (simplified IFRS), as amended in November 2014.

These are the company's first annual financial statements prepared in accordance with simplified IFRS. The date of transition is 1 January 2013. The effects on equity of the transition are shown in note 21.

These financial statements were approved by the Board of Directors on 19 March 2015 for adoption by the Annual General Meeting on 16 April 2015.

NOTE 2 BASIS FOR PREPARATION

The financial statements have been prepared on a historical cost basis, except for derivatives and pension assets that are measured at fair value, and pension obligations that are measured at present value. The company financial statements are presented in Norwegian kroner (NOK), which is also the functional currency of the company. Amounts are rounded to the nearest thousand, unless stated otherwise. As a result of such rounding differences, amounts and percentages may not add up to the total.

Principles for recognition and measurement are in accordance with IFRS and the policies are applied as described in the consolidated financial statements, except as specified in the regulation for simplified IFRS. Disclosure requirements are in accordance with the requirements in the Norwegian Accounting Act with additions as specified in the regulation for simplified IFRS. Presentation of the primary financial statements is similar to the group. Options in the regulation for simplified IFRS that have not been applied are not relevant to the company. The option in the regulation for simplified IFRS which the company has utilised in recognition and measurement and which differ from the consolidated financial statements are:

Dividends and group contribution
Dividends and group contributions are recognised in accordance with the Accounting Act, which entails that dividends and group contributions are recognised in the reporting period to which they relate.

Investment in subsidiaries, associated companies and joint ventures
Investment in subsidiaries, associated companies and joint ventures are recognised using the cost method. In accordance with the cost method, the investment is recognised at historical cost less any impairment. Dividends and group contributions are recognised as financial income. Group contributions to subsidiaries are recognised as part of cost of investment.

NOTE 3 FINANCIAL RISK MANAGEMENT

The company's exposure to and management of financial risk is primarily the same as disclosed for the Group, and is not repeated in this note. Refer to note 3 in the consolidated financial statements.

The company holds no financial assets recognised at fair value through profit or loss or held-to-maturity investments, and very limited amounts for financial assets available for sale.

The company mainly holds receivables and financial obligations (current liabilities) measured at amortised cost. The company also holds some currency derivatives that are financial liabilities at fair value through profit or loss. The derivatives are disclosed in the Group's note.

As of 31 December 2014, the company had an unused bank overdraft of NOK 40 million and had drawn NOK 70 million on a guarantee facility of NOK 120 million in Nordea Bank Norge ASA, as described in the Group's note 3. These agreements include a negative pledge clause. The facilities include a requirement for the equity ratio to exceed 35 percent as of 31 December for the company. As of 31 December 2014, the company's equity ratio is lower than 35%. This had no implications for the classification in the statement of financial position, since the company does not have any recognised liabilities related to these agreements. In March 2015, these agreements were extended with the withdrawal of the requirements for minimum equity ratio or negative pledge, provided that the company is listed by September 2015.

The carrying amount of the company's financial instruments mainly comprise current receivables and liabilities, and is a reasonable approximation to fair value. The company's credit risk is considered limited. See the Group's note on financial risk for additional information.

Realised losses on accounts receivable due to customer payment difficulties have been limited (NOK 2.3 million in 2014 and NOK 0.7 million in 2013). The company has recognised allowances for losses on accounts receivable of NOK 9.7 million as of 31 December 2014 and NOK 11 million as of 31 December 2013. This is based on individual assessments of larger receivables past their due date. The basis for the allowances is normally not related to the customers' ability to pay, but due to fee discussions. Accounts receivable that have been credited during the year have been recognised as revenue reductions and not as operating expenses.

NOTE 4 OPERATING REVENUES FOR THE PARENT COMPANY

(Amounts in NOK thousand)	2014	2013
PER GEOGRAPHICAL MARKET:		
Norway	2 012 385	1 865 027
Abroad	168 726	126 958
Total operating revenues	**2 181 111**	**1 991 985**
PER BUSINESS AREA (SEGMENT)		
Greater Oslo area	1 273 963	1 154 003
Regions Norway	907 148	837 982
Total operating revenues	**2 181 111**	**1 991 985**

NOTE 5 RESEARCH AND DEVELOPMENT

The Group's research and development activities are performed in the parent company, and are described in the note to the consolidated financial statements. The expected total earnings from ongoing research and development is assumed to correspond to total accrued expenses.

NOTE 6 EMPLOYEE BENEFITS EXPENSES, NUMBER OF EMPLOYEES, REMUNERATION, LOANS TO EMPLOYEES, PENSIONS ETC.

EMPLOYEE BENEFITS EXPENSES

(Amounts in NOK thousand)	2014	2013
Salaries	1 094 132	991 156
Social security tax	149 029	133 469
Pension expenses	78 815	23 537[1)]
Other employee benefit expenses	63 461	66 197
Total employee benefit expenses	**1 385 437**	**1 214 358**
Number of employed FTEs during the year	1 537	1 397
Nunmber of employees as of 31 December	1 575	1 498

Refer to the notes in the consolidated financial statements for information on remuneration and share ownership related to management and the board of Directors.

[1)] The pension expenses in net income for 2013 includes the net effect of curtailment of the earned paid-up risk benefits as of 30 June 2013 (including social security tax) of		(48 138)

NOTE 7 OTHER OPERATING EXPENSES

(Amounts in NOK thousand)	2014	2013
Rental expenses (operating lease)	87 631	86 796
Other overhead expenses / expenses for premises	22 305	17 044
Consultants	23 300	26 764
Technical equipment	35 443	33 762
Office expenses, IT	38 526	34 442
Telecommunications services	14 599	13 704
Travel and per diem allowance	20 646	19 397
Marketing	10 219	12 119
Losses on receivables	1 032	2 041
Other	20 389	24 139
Total other operating expenses	**274 090**	**270 208**

AUDITOR
Compensation to Deloitte AS for 2014:

(Amounts in NOK thousand)	Deloitte
Statutory audit services	1 030
Tax advisory services	290
Other assurance services	71
Other non-audit services	765

The amounts above are excluding VAT. Other non-audit services includes assistance related to financial due diligence and advice related to employees located abroad.

NOTE 8 FINANCIAL ITEMS

(Amounts in NOK thousand)	2014	2013
FINANCIAL INCOME		
Interest income from Group companies	106	58
Other interest income	9 305	7 302
Other financial income	1 497	562
Dividends	3 914	1 746
Financial income	**14 822**	**9 668**
FINANCIAL EXPENSES		
Other interest expenses	68	23
Interest on net pension obligations	1 803	1 161
Losses on derivatives	139	548
Other financial expenses	315	575
Financial expenses	**2 325**	**2 307**
Net financial items	**12 497**	**7 361**

NOTE 9 PENSIONS

Multiconsult AS has established pension plans that comply with the requirements in the Act on Mandatory company pensions. The company has two company pension plans, a defined contribution plan and a defined benefit plan. The benefits in the risk coverage in the two plans are the same. Paid-up policies on risk benefits were closed on 30 June 2013.

Multiconsult AS' defined benefit plan was closed in 2006, and all employees after this date are registered in the defined contribution plan. There were 1 320 active members and two retirees in the defined contribution plan at the end of 2014. Annual contributions to the plan are 5% for contribution basis between 1G and 6G, and 8% of the contribution basis between 6G and 12G. The premium expense for the defined contribution plan was NOK 50 505 000 for 2014 and NOK 31 600 000 for 2013, including social security tax.

The defined benefit plan had 314 active members and 184 retirees as of 31 December 2014. The defined benefit plan provides rights to defined future benefits. These benefits are mainly dependent on the number of years of service, salary levels at the age of retirement and the size of the benefits from National Insurance. The risk premium in the defined contribution plan was NOK 1 297 000 in 2014.

In addition, the company has two individual defined benefit plans that are funded over the company's operations (operating pensions) at the end of 2014. This is pension for one retiree, and an agreement with an active employee for lifelong pensions from 2015 onwards. The pension pledge and the previously mentioned operating pensions are unfunded, and the expenses and obligations are included in the table of defined benefit plans below.

Social security tax is calculated based on the pension plan's net financing and included in the gross pension obligations. Pension expenses include related social security tax.

CHANGE IN TOTAL COMPREHENSIVE INCOME DURING THE PERIOD

(Amounts in NOK thousand)	2014	2013
Pension expenses retirement defined benefit plan / operating pension (see below)	30 113	(7 736)
Recognised as financial expenses (note 3)	(1 803)	(1 161)
Pension expenses defined contribution plan incl. risk premium defined benefit plan	50 505	32 434
Pension expenses in net income (note 6)	**78 815**	**23 537**
Effect of remeasurement of defined benefit obligations	177 749	87 689
Pension expenses in total comprehensive income	**256 564**	**111 226**

PENSION EXPENSES DEFINES BENEFIT PLAN / OPERATING PENSION

(Amounts in NOK thousand)	2014	2013
Present value of the current year service cost	24 485	33 912
Interest expenses on pension obligations	27 533	26 189
Interest income on pension assets	(25 730)	(25 028)
Net pension expenses before social security tax and the effects of curtailments	26 288	35 073
Accrued social security tax	3 825	5 329
Net effect of curtailment paid-up policy risk benefits 30 June 2013 (incl. social security tax)	-	(48 138)
Net pension expenses after social security tax and effect from curtailments of defined benefit plan / operating pension	**30 113**	**(7 736)**

EFFECT OF REMEASUREMENT OF DEFINED BENEFIT OBLIGATIONS / OPERATING PENSIONS

(Amounts in NOK thousand)	2014	2013
Effect from change in discount rate	277 582	(10 361)
Effect from change in other actuarial assumptions	(70 881)	10 089
Effect from changed mortality table	-	91 966
Effect from changes in other actuarial assumptions for the pension obligations	(13 172)	(17 241)
Effect from change in actuarial assumptions for the plan assets	(15 780)	13 236
Total effect from remeasurement of defined benefit obligations	**177 749**	**87 689**

GROSS PENSION OBLIGATIONS DEFINED BENEFIT PLAN / OPERATING PENSIONS (INCL. SOCIAL SECURITY TAX)

(Amounts in NOK thousand)	2014	2013
Gross pension obligations at the beginning of the period	696 509	778 019
Expenses related to the current year service cost	28 310	39 241
Gain on curtailment of earned paid-up policies risk benefits 30 June 2013	-	(48 138)
Interest expenses	27 533	26 189
Social security tax on paid-in premiums	(4 487)	(7 887)
Ordinary payments from the plans	(16 385)	(16 649)
Payments from the plans related to curtailments	-	(148 719)
Remeasurement of gross pension obligations	193 529	74 453
Gross pension obligations at the end of the period	**925 008**	**696 509**

PENSION ASSETS DEFINED BENEFIT PLAN

(Amounts in NOK thousand)	2014	2013
Pension assets at the beginning of the period	655 465	750 972
Interest income	25 730	25 028
Paid-in premiums	37 702	65 956
Social security tax on paid-in premiums	(4 487)	(7 887)
Ordinary payments from the plans	(16 385)	(16 649)
Payments from the plans related to curtailments	-	(148 719)
Remeasurement of pension assets	15 780	(13 236)
Pension assets at the end of the period	**713 805**	**655 465**

FINANCIAL STATUS DEFINED BENEFIT PLAN / OPERATING PENSION

(Amounts in NOK thousand)	2014	2013
Calculated pension obligations (incl. social security tax)	(925 008)	(696 509)
Pension assets (at market value)	713 805	655 465
Net pension obligations after social security tax	(211 203)	(41 044)
Obligations operating pension	(328)	(328)
Pension obligations in the financial statements	**(211 531)**	**(41 372)**

ASSUMPTIONS USED IN THE CALCULATIONS ABOVE RELATED TO THE DEFINED BENEFIT PLAN:

	31. 12.2014	31.12.2013	31.12.2012
Expected return on pension assets	2.30%	4.00%	3.90%
Discount rate	2.30%	4.00%	3.90%
Expected salary regulation	2.25%	3.25%	3.00%
Expected G regulation	2.50%	3.50%	3.30%
Expected pension regulation	0.70%	0.70%	0.70%
Demographic assumptions:			
disability tariff	KU	KU	KU
mortality table	K2013BE	K2013BE	K2005

The assumptions as of 31 December have been used to calculate gross pension obligations, including the effect of remeasurement of the pension obligations, and the pension expenses in net income for the subsequent year. In the calculation of the pension obligations, the recommended calculation assumptions from the guidance published by Norwegian Accounting Standards Board (NASB) as of the year end have been used, adapted to the company's circumstances. Expected salary growth in the defined benefit plans have been set lower than the average in the NASB guidance, based on assessments of the company's circumstances including a relatively high age composition (average age 55 years). The market for Norwegian covered bonds (OMF - Obligasjoner med fortrinnsrett) has in later years been increasing in Norway. NASB has therefore opened up for the use of the OMF rate when deriving the discount rate in the pension calculations instead of using the government bond rate. Based on the Company's assessment of the depth of the OMF market, the recommended NASB parameters have been used where the OMF rate has been relied on when deriving the discount rate.

In the calculations, the augmented risk table for mortality K2013 BE has been used based on a best estimate for the population in Nowary. The risk table for disabilities, KU, gives a reasonable reflection of the disability risk in the Group. Since the defined benefit plan has been closed, the estimated future salary regulation is lower than the guidance from NRS.

The pension assets are managed by Storebrand and are invested as follows as of the reporting date:

INVESTMENT CATEGORY:

	31.12.2014	31.12.2013
Bonds	80.5%	71.2%
Shares	9.3%	13.2%
Real estate	8.7%	11.4%
Other	1.5%	4.2%

The pension assets have been invested based on guidelines for life assurance companies. The investments in bonds are issued by the Norwegian government, Norwegian municipalities, financial institutions and companies. Bonds in foreign currency are mainly currency hedged. Investments have been made in both Norwegian and foreign shares. Currency hedging of foreign shares are assessed per investment.

The Group expects to pay approximately NOK 40 million in pension premiums to the defined benefin plans in 2015.

The weighted average duration of the Group's pension obligations as of 31 December 2014 is 17.76 years, and has the following maturity structure for the next 10 years:

INVESTMENT CATEGORY

(NOK million)	**Maturity**
Year 1	18.1
Year 2	22.7
Year 3	23.5
Year 4	25.7
Year 5	28.5
Year 6 - 10	182.0

The table below shows an estimated change in NOK million in the pension obligations of the defined benefit plan given a percentage change in the key calculation parameters. The analysis has been performed based on a method that extrapolates the effect on the pension obligations given a change in the calculation parameter at the end of the calculation period.

SENSITIVITIES

(NOK million)		**31 December 2014** Gross pension	**31 December 2013** Gross pension
Discount rate	+1%	(161)	(108)
Discount rate	- 0.5%	98	67
Salary adjustment	+1%	98	71
G regulation	+1%	(40)	(32)
Pension regulation	+0.3%	36	23

RISK ASSESSMENT

Through the defined benefit plan, the Group is impacted by a number of risks as a consequence of uncertainty in the assumptions and future development. The most central risk is related to reduced discount rate/reduction in return on pension assets, and the risk related to increased salary growth. Such changes would result in an increased obligation for the Group.

NOTE 10 INCOME TAXES

THE INCOME TAX EXPENSES FOR THE YEAR ARE AS FOLLOWS:

(Amounts in NOK thousand)	**2014**	**2013**
Income taxes payable	56 124	45 769
Paid withholding taxes	1 306	-
Regulation of previous years' income taxes	571	(1 603)
Changes in deferred taxes	1 995	19 024
Effects from changes in tax legislation	-	(1 138)
Income tax expenses	**59 995**	**62 052**

RECONCILIATION FROM NOMINAL TO ACTUAL TAX RATE:

(Amounts in NOK thousand)	**2014**	**2013**
Profit before income taxes	**218 940**	**230 555**
	27%	28%
Expected income tax expenses based on nominal tax rate in Norway (27% (28%))	59 116	64 555
Tax effect of the following items:		
Non-deductible expenses	386	970
Non-taxable income	(312)	(203)
Paid withholding taxes	1 306	-
Gain on disposal of shares	(47)	(47)
Dividends	(1 025)	(474)
Effect of changes in tax legislation and tax rates	-	(1 139)
Excess tax provided for in prior years	571	(1 603)
Other items	-	(7)
Income tax expenses	**59 995**	**62 052**
Effective tax rate	-	-

SPECIFICATION OF THE TAX EFFECT OF TEMPORARY DIFFERENCES:

(Amounts in NOK thousand)	2014	2013
Non-current assets	5 539	5 543
Current assets	2 327	2 781
Liabilities and provisions	65 434	18 979
Deferred tax assets/liabilities in the balance sheet	**73 300**	**27 303**

Deferred tax assets are recognised based on future taxable profit.
In one of the subsidiaries, deferred taxes is not booked in the balance

RECONCILIATION OF DEFERRED TAX ASSETS IN THE BALANCE SHEET

(Amounts in NOK thousand)	2014	2013
Deferred tax assets 1 January	27 303	22 780
Change in deferred taxes recognised in the income statement	(1 995)	(19 024)
Deferred taxes from mergers and acquisitions	-	13
Effect of changes in tax legislation and tax rates	-	1 139
Change in deferred taxes recognised in other comprehensive income	47 992	22 395
Deferred tax assets in the balance sheet (net) as of 31 December	**73 300**	**27 303**

RECONCILIATION OF INCOME TAXES PAYABLE IN THE BALANCE SHEET

(Amounts in NOK thousand)	2014	2013
Expensed income taxes payable	(56 124)	(45 769)
Prepaid taxes	3 961	-
Excess paid income taxes, not offset	-	1 568
SkatteFUNN (government R&D tax incentive scheme)	1 130	461
Income taxes payable in the balance sheet	**(51 033)**	**(43 739)**

NOTE 11 ACCOUNTS RECEIVABLE AND OTHER CURRENT RECEIVABLES

(Amounts in NOK thousand)	2014	2013
Accounts receivable	401 991	324 101
Allowance for losses	(9 654)	(10 957)
Total accounts receivable	**392 337**	**313 144**
Earned, not invoiced revenues	91 606	181 818
Prepaid expenses	14 492	16 264
Other	30 178	16 584
Total other current receivables	**136 276**	**214 666**

NOTE 12 INTANGIBLE ASSETS AND GOODWILL

(Amounts in NOK thousand)	Software	Goodwill
Acquisition cost 1 January 2013	34 950	124 049
Additions	4 164	-
Additions from acquisitions/mergers	-	7 913
Disposals	2	-
Acquisition cost 31 December 2013	**39 112**	**131 962**
Additions	4 772	-
Acquisition cost 31 December 2014	**43 884**	**131 962**
Accumulated amortisation and impairment 1 January 2013	28 005	73 648
Amortisation for the year	4 762	-
Impairment for the year	-	6 000
Accumulated amortisation and impairment 31 December 2013	**32 767**	**79 648**
Amortisation for the year	4 639	-
Accumulated amortisation and impairment 31 December 2014	**37 406**	**79 648**
Carrying amount 1 January 2013	**6 945**	**50 401**
Additions	4 164	-
Additions from acquisitions	-	7 913
Amortisation and impairment for the year	4 762	6 000
Disposal	2	-
Carrying amount 31 December 2013	**6 345**	**52 314**
Additions	4 772	-
Amortisation and impairment for the year	4 639	-
Carrying amount 31 December 2014	**6 478**	**52 314**

Software is standard software and licenses that are amortised on a straight-line basis over 3 years. Goodwill is not amortised, but assessed annually for impairment, or more often if there are indicators of impairment. Refer to the note to the consolidated financial statements for more information.

GOODWILL SPECIFIED PER BUSINESS COMBINATION:

(Amounts in NOK thousand)

Company	Acquisition year	Carrying amount	Cash generating unit
Kompas AS	2009	2 573	West
Industriplan AS	2010	-	Oslo
Stensrud AS	2010	1 728	Middle
Hydpro AS	2011	383	Oslo
Barlindhaug Consult AS	2011	39 716	North
Infratech AS	2013	5 800	Oslo
NTE Energiutvikling	2013	2 113	Middle
Carrying amount 31 December 2013 and 2014		**52 314**	

The company's strategy has been to merge Norwegian subsidiaries into the parent company when practically possible and appropriate. Thus, most of the companies mentioned above do not exist as of 31 December 2014. See note 15 for more information.

NOTE 13 PROPERTY, PLANT AND EQUIPMENT

(Amounts in NOK thousand)	Buildings and other property	Other machines, plant, fixtures and fittings	Leasehold improvements	Total property, plant and equipment
Acquisition cost 1 January 2013	5 649	209 726	40 417	255 792
Additions	-	27 542	7 531	35 073
Disposal	-	28	285	313
Acquisition cost 31 December 2013	**5 649**	**238 201**	**47 663**	**291 513**
Additions	-	31 801	2 069	33 870
Disposal	-	123	-	123
Acquisition cost 31 December 2014	**5 649**	**269 879**	**49 732**	**325 260**
Accumulated depreciation and impairment 1 January 2013	3 635	169 456	20 008	193 099
Depreciation for the year	110	19 678	8 175	27 963
Impairment for the year	-	1 167	-	1 167
Acc. depreciation and impairment 31 Dec. 2013	**3 745**	**190 309**	**28 183**	**222 237**
Depreciation for the year	110	22 965	5 747	28 822
Impairment for the year	-	50		50
Acc. depreciation and impairment 31 Dec. 2014	**3 855**	**213 324**	**33 930**	**251 109**
Carrying amount 1 January 2013	**2 014**	**40 270**	**20 409**	**62 693**
Additions	-	27 542	7 531	35 073
Additions from acquisitions	-	961	-	961
Depreciation and impairment for the year	110	20 845	8 175	29 130
Disposal	-	28	285	313
Carrying amount 31 December 2013	**1 904**	**47 900**	**19 480**	**69 284**
Additions	-	31 801	2 069	33 870
Depreciation and impairment for the year	110	23 015	5 747	28 872
Disposal	-	123	-	123
Carrying amount 31 December 2014	**1 794**	**56 563**	**15 802**	**74 151**
Useful lives	10 - 50 years	3 - 8 years	Same as equivalent assets, max leasing period	
Depreciation plan	Straight-line	Straight-line		

There have been no significant changes in depreciation period, depreciation method or estimated residual values in 2014 or 2013.

NOTE 14 RESTRICTED BANK DEPOSITS GUARANTEES, PLEDGES

RESTRICTED BANK DEPOSITS

(Amounts in NOK thousand)	2014	2013
Bank deposits - employee tax deduction obligations	63 807	59 941
Total restricted bank deposits	**63 807**	**59 941**

GUARANTEE OBLIGATIONS NOT RECOGNISED IN THE BALANCE SHEET

(Amounts in NOK thousand)	2014	2013
Bank guarantee - guarantees made towards customers	30 659	23 482
Bank guarantee - guarantees for other obligations	39 594	27 635
Parent company guarantees - guarantees made towards customers	3 600	3 600
Parent company guarantees - guarantees towards subsidiaries	24 299	11 058
Parent company guarantees - guarantees for other obligations	213	-
Total guarantees	**98 365**	**65 775**

Bank guarantees towards customers are related to assignments where the customer demands security for contract responsibilities. Bank guarantees for other obligations are mainly guarantees for rent of premises. Parent company guarantees towards subsidiaries relates to bank loans, guarantee limit for bank overdraft and guarantee limit for Multiconsult UK. The parent company's bank overdraft and guarantee limit agreement with Nordea bank Norge ASA includes a negative pledge clause.

NOTE 15 SUBSIDIARIES, ASSOCIATED COMPANIES, JOINT VENTURES

SUBSIDIARIES

	Acquisition date	Business office	Voting share	Owners-hip share	Carrying amount 31 December 2014	Carrying amount 31 December 2013
Multiconsult Voss AS [1]	2012	Voss, Norway	100%	100%	4 422	4 422
Multiconsult Stord AS [2]	2013	Stord, Norway	100%	100%	12 500	12 500
Multiconsult UK Ltd [3]	2012	London, UK	100%	100%	3 937	3 937
Multiconsult Asia Pte.Ltd	2013	Singapore	100%	100%	932	932
Analyse ₹ Strategi AS	2010	Oslo, Norway	100%	100%	855	855
Multiconsult Polska	2014	Warzawa, Poland	100%	100%	28 641	-
Multiconsult Russland	2009	Russia	100%	100%	144	144
Total subsidiaries					**51 431**	**22 790**

SUBSIDIARIES OWNED BY SUBSIDIARIES

	Acquisition date	Business office	Voting share	Ownership share
Helge Lindeflaten AS [4]	**2014**	**Stord, Norge**	**100%**	**100%**

[1] Merged into Multiconsult AS on 1 January 2015
[2] Previously Vest Consult AS
[3] Previously Norplan Hydropower Ltd
[4] Merged into Multiconsult Stord AS on 1 January 2015

The shares in Multiconsult Polska (previously WS Atkins-Polska) were acquired in 2014. Refer to the Group's note on business combinations. There were no mergers in 2014.

There are no significant restrictions on the company's ability to gain access to or use the Group's assets and settle the Group's obligations.

ASSOCIATED COMPANIES AND JOINT VENTURES

	Acquisition date	Business office	Voting share	Owners-hip share	Carrying amount 31 December 2014	Carrying amount 31 December 2013
LINK arkitektur AS	2008	Oslo	33.4%	32.0%	38 845	38 845
Norplan AS [1]	2003	Oslo	50.0%	50.0%	598	973
Norplan Tanzania Ltd	2013	Tanzania	49.0%	49.0%	2 050	2 050
Newplan Ltd	2013	Uganda	40.0%	40.0%	250	250
FPS AS	2013	Oslo	36.0%	36.0%	367	367
Total associated companies and joint ventures					**42 110**	**42 485**

[1] Norplan AS is a joint venture, the others are associated companies.

NOTE 16 LEASING AND OTHER PAYMENT OBLIGATIONS

Leasing of assets not recognised in the balance sheet:
Future lease payments (minimum payments under non-cancellable operating lease agreements, including joint expenses)

	As of 31 December 2014		
(Amounts in NOK thousand)	**Office premises**	**Property, plant and equipment**	**Total**
Due within 1 year	97 067	3 960	101 027
Due after more than 1 year, but within 5 years	382 340		382 340
Due after more than 5 years	514 221		514 221
Total	**993 628**	**3 960**	**997 588**

	As of 31 December 2013		
(Amounts in NOK thousand)	**Office premises**	**Property, plant and equipment**	**Total**
Due within 1 year	97 927	4 237	102 164
Due after more than 1 year, but within 5 years	389 849		389 849
Due after more than 5 years	603 778		603 778
Total	**1 091 555**	**4 237**	**1 095 791**

The amounts in the table are not discounted. See note 7 Other operating expenses for leasing expenses in 2014 and 2013.

Leasing of office premises mainly concerns the company's premises in Norge. The lease of the head office in Oslo comprises NOK 45.3 million annually until it partially ceases in 2018. The leasing agreements have varying durations, where the longest period is until 2030. In most agreements, the annual lease payment is index regulated. Future index regulations are not included in the amounts in the tables.

THE FOLLOWING SIGNIFICANT LEASING ARRANGEMENTS AND RENEWAL OPTIONS EXIST AS OF 31 DECEMBER 2014

(Amounts in NOK thousand)

LOCATION	Annual lease	Duration	Option
Nedre Skøyenveien 2 (head office)	29 200	2028	no
Hoffsveien Skøyen (part of head office)	3 100	2018	+ 5 years
Skøyen Atrium (part of head office)	13 000	2022	5 + 5 years
Fredrikstad	5 600	2019	5 + 5 years
Drammen	3 600	2018	5 + 5 years
Nesttun Bergen	6 000	2022	5 + 5 years
Nesttun Bergen	12 500	2030	5 + 5 years
Midt Sluppenvn.	11 100	2021	+ 3 years
Nord, Kvaløyvn	10 300	2026	no

There are no significant restrictions imposed through the leasing arrangements regarding distribution of dividends, obtaining additional debt, entering into additional leasing agreements or other arrangements.

OFFICE PREMISES IN OSLO AND FREDRIKSTAD ARE SUBLET

Agreed sublease income

	As of 31 December	
(Amounts in NOK thousand)	**2014**	**2013**
Due within 1 year	4 203	4 203
Due after more than 1 year, but within 5 years	11 662	14 272
Due after more than 5 years	1 593	3 185
Total	**17 457**	**21 660**

OTHER SIGNIFICANT COMMITTED PAYMENT OBLIGATIONS

The Group does not have any other significant committed minimum payment obligations. The agreements with sub contractors are mainly such that if an assignment is discontinued, then the obligation to purchase services from the sub contractors is also discontinued.

In some agreements there may be a minimum period during which the Group must pay sub contractors if an assignment should be discontinued.

NOTE 17 OTHER CURRENT LIABILITIES

(Amounts in NOK thousand)	**2014**	**2013**
Salaries payable, vacation pay, bonus, earnings distribution etc	146 694	137 310
Owed to subconsultants and fees	13 461	20 723
Other accrued expenses	25 561	26 643
Received prepayment of revenues	27 954	88 412
Other	1 952	6 645
Total other current liabilities	**215 621**	**279 733**

NOTE 18 PROVISIONS AND NON-CURRENT RECEIVABLES AND SHARES

(Amounts in NOK thousand)	**2014**	**2013**
Shares	566	391
Other non-current receivables	7 649	5 692
Total non-current receivables	**8 215**	**6 083**
Provisions for project responsibilities [1]	28 385	43 000
Total provisions	**28 385**	**43 000**

[1] Refer to note 19 to the consolidated financial statements for a description of provisions for project responsibilities.

NOTE 19 RELATED PARTIES

The company's related parties are:
Key management personnel, Close members of the family of a person and entities that are controlled or jointly controlled by any of these. Owners with significant influence, which are assessed to be WSP Europe AB and Stiftelsen Multiconsult.

The company's subsidiaries, joint ventures and associated companies. Refer to the note to the consolidated financial statements for information on transactions with and and remuneration to key management personnel and owners with significant influence.

TRANSACTIONS AND BALANCES WITH JOINT VENTURES AND ASSOCIATED COMPANIES

(Amounts in NOK thousand)

LOCATION	2014	2013
Revenues	**33 242**	6 423
Expenses	**15 504**	13 602
Dividends received, capital repaid	**4 141**	1 600
Receivables	**8 224**	1 307
Liabilities	**1 953**	2 237
Guarantees given	**4 100**	4 100

In Desember 2013, the company acquired 49% of the shares in Norplan Tanzania Ltd and 40% of the shares in Newplan Ltd from Norplan AS for a total consideration of NOK 1 351 000. In 2014, Norplan AS repaid NOK 375 000 of the paid-in capital and paid NOK 2 167 000 in dividends to the company. Refer to the note to the consolidated financial statements for more details on transactions with joint ventures and associated companies.

TRANSACTIONS AND BALANCES WITH SUBSIDIARIES

	Receivables		Liabilities		Purchases		Sales		Guarantees	
(Amounts in NOK thousand)	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013
Multiconsult Voss AS [1]	**41**	24	**137**	203	**918**	1 776	**229**		**-**	-
Multiconsult Stord AS [2]	**2 340**	38	**-**	-	**-**		**211**		**-**	-
Multiconsult UK Ltd [3]	**205**	667	**677**	20	**7 405**	1 312	**363**		**24 299**	21 111
Multiconsult Asia Pte Ltd	**119**	246	**828**	2 006	**828**	3 534	**230**		**-**	-
Analyse &Strategi AS	**503**	269	**211**	228	**742**	696	**2 586**		**-**	-
Multiconsult Polska	**-**	N/A	**-**	N/A	**-**	N/A	**-**	N/A	**8 674**	N/A
Helge Lindeflaten AS [4]	**-**	N/A	**-**	N/A	**-**	N/A	**-**	N/A	**-**	N/A
Sum	**3 208**	**1 244**	**1 853**	**2 457**	**9 893**	**7 318**	**3 619**	**-**	**32 973**	**21 111**

[1] Merged into Multiconsult AS on 1 January 2015
[2] Previously Vest Consult AS
[3] Previously Norplan Hydropower Ltd
[4] Merged into Multiconsult Stord AS on 1 January 2015

In 2013, the company established the subsidiary Multiconsult Asia Pte Ltd in Singapore, with a capital contribution of NOK 1.000 000.

In 2014, the company acquired Multiconsult Polska and Helge Lindeflaten AS, see the note to the consolidated financial statements on business combinations.

Purchases of shares in the companies from external parties are not included, since that is not considered related party transactions.

NOTE 20 EVENTS AFTER THE REPORTING PERIOD

On 30 January 2015, the court (Bergen Tingett) delivered a judgement in the Grønnvik case, and the company was found not liable for all damages claimed by Studentsamskipnaden i Bergen. The case has been appealed by the counterparty, and is therefore not enforcable. Refer to note 19 to the consolidated financial statements on provisions for more information.

NOTE 21 TRANSITION FROM NORWEGIAN GENERALLY ACCEPTED ACCOUNTING POLICIES (NGAAP) TO SIMPLIFIED IFRS

STATEMENT OF CHANGES IN EQUITY

(Amounts in NOK thousand)	Note	Share capital	Treasury shares	Share premium	Total paid-in capital	Retained earnings	Remeasurement pensions	Total equity
31 December 2012 - NGAAP		**13 125**	**-8**	**13 320**	**26 437**	**382 192**	**-**	**408 629**
Remeasurement defined benefit obligations		-	-	-	-	-	(92 228)	**(92 228)**
Adjustment revenues and losses on receivables, after income taxes	*7,8*	-	-	-	-	12 118	-	**12 118**
Total implementation of simplified IFRS 1 January 2013		**-**	**-**	**-**	**-**	**12 118**	**(92 228)**	**(80 110)**
1 January 2013 - simplified IFRS		**13 125**	**(8)**	**13 320**	**26 437**	**394 310**	**(92 228)**	**328 519**
31 December 2013 - NGAAP		**13 125**	**(7)**	**13 320**	**26 438**	**447 250**	**-**	**473 688**
Remeasurement defined benefit obligations 1 January 2013	*1*	-	-	-	-	-	(92 228)	**(92 228)**
Remeasurement defined benefit obligations 2013	*1*	-	-	-	-	44 510	(63 136)	**(18 626)**
Effect change in tax rate on pensions	*1*	-	-	-	-	618	(2 158)	**(1 540)**
Reversal goodwill amortisation	*4*	-	-	-	-	9 261	-	**9 261**
Change in fair value derivatives, after income taxes	*5*	-	-	-	-	(400)	-	**(400)**
Adjustment revenues and losses on receivables, after income taxes	*7,8*	-	-	-	-	16 972	-	**16 972**
Total implementation of simplified IFRS 31 December 2013		**-**	**-**	**-**	**-**	**70 961**	**(157 521)**	**(86 560)**
31 December 2013 - simplified IFRS		**13 125**	**(7)**	**13 320**	**26 438**	**518 211**	**(157 521)**	**387 128**

The notes in the table above refer to the notes in the Group's note 25 Transition from Norwegian generally accepted accounting policies (NGAAP) to IFRS. See the Group note for additional information.

The main difference between the parent company and the Group is that the parent company still recognises dividends payable according to NGAAP, as a liability and reduction in equity in the financial year the dividends relate, when the dividends are approved by the General Assembly no later than at the same time as the adoption of the annual financial statements. Furthermore, the parent company does not recognise share of profit from associated companies and joint ventures.

AUDITORS' REPORT

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Translation from the original Norwegian version

To the Annual Shareholders' Meeting of Multiconsult AS

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We have audited the accompanying financial statements of Multiconsult AS, which comprise the financial statements of the parent company and the financial statements of the group. The financial statements of the parent company comprise the balance sheet as at 31 December 2014, and the income statement, statement of comprehensive income, statement of changes in equity and statement of cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information. The financial statements of the group comprise the consolidated balance sheet as at 31 December 2014, and the consolidated statement of income, the consolidated statement of comprehensive income, the consolidated statement of changes in equity, and the consolidated statement of cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

The Board of Directors and the Chief Executive Officer's Responsibility for the Financial Statements

The Board of Directors and the Chief Executive Officer are responsible for the preparation and fair presentation of these financial statements in accordance with simplified application of international accounting standards according to the Norwegian accounting act § 3-9 for the company accounts and in accordance with International Financial Reporting Standards as adopted by EU for the group accounts, and for such internal control as the Board of Directors and the Chief Executive Officer determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with laws, regulations, and auditing standards and practices generally accepted in Norway, including International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion on the financial statements for the parent company

In our opinion, the financial statements of the parent company are prepared in accordance with the law and regulations and give a true and fair view of the financial position of Multiconsult AS as at 31 December 2014, and of its financial performance and its cash flows for the year then ended in accordance with simplified application of international accounting standards according to the Norwegian accounting act § 3-9.

Opinion on the financial statements for the group

In our opinion, the financial statements of the group are prepared in accordance with the law and regulations and give a true and fair view of the financial position of the group Multiconsult AS as at 31 December 2014, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by EU.

Report on Other Legal and Regulatory Requirements

Opinion on the Board of Directors' report

Based on our audit of the financial statements as described above, it is our opinion that the information presented in the Board of Directors report concerning the financial statements, the going concern assumption and the proposal for the allocation of the profit is consistent with the financial statements and complies with the law and regulations.

Opinion on Registration and Documentation

Based on our audit of the financial statements as described above, and control procedures we have considered necessary in accordance with the International Standard on Assurance Engagements (ISAE) 3000, «Assurance Engagements Other than Audits or Reviews of Historical Financial Information», it is our opinion that management has fulfilled its duty to produce a proper and clearly set out registration and documentation of the company's accounting information in accordance with the law and bookkeeping standards and practices generally accepted in Norway.

Oslo, 19 March 2015
Deloitte AS

Stian Jilg-Scherven
State Authorised Public Accountant (Norway)

Translation has been made for information purposes only

MANAGEMENT

CHRISTIAN NØRGAARD MADSEN
PRESIDENT AND CHIEF EXECUTIVE

ANNE HARRIS
CFO

ØYVIND HOLTDAHL
EVP MARKET, STRATEGY & INNOVATION AND ACTING EVP INTERNATIONAL

ELISABETH M. STENE
EVP HR & ORGANIZATIONAL DEVELOPMENT

OLA DALEN
EVP CORPORATE PROJECTS

LARS OPSAHL
EVP REGIONS NORWAY

GRETHE BERGLY
EVP GREATER OSLO AREA

BOARD

STEINAR MEJLÆNDER-LARSEN
CHAIR OF THE BOARD

KARI MEDBY LOLAND
DIRECTOR

FREDDY HOLSTAD
DIRECTOR

SIV AXELSSON
DIRECTOR

IVAR ENG
DIRECTOR

ESPEN ROBERTSEN
DIRECTOR

KAARE KRANE
DIRECTOR

BIRGER OPGÅRD
DIRECTOR

PROJECT: FORNEBU S

PHOTO: SIV DOLMEN

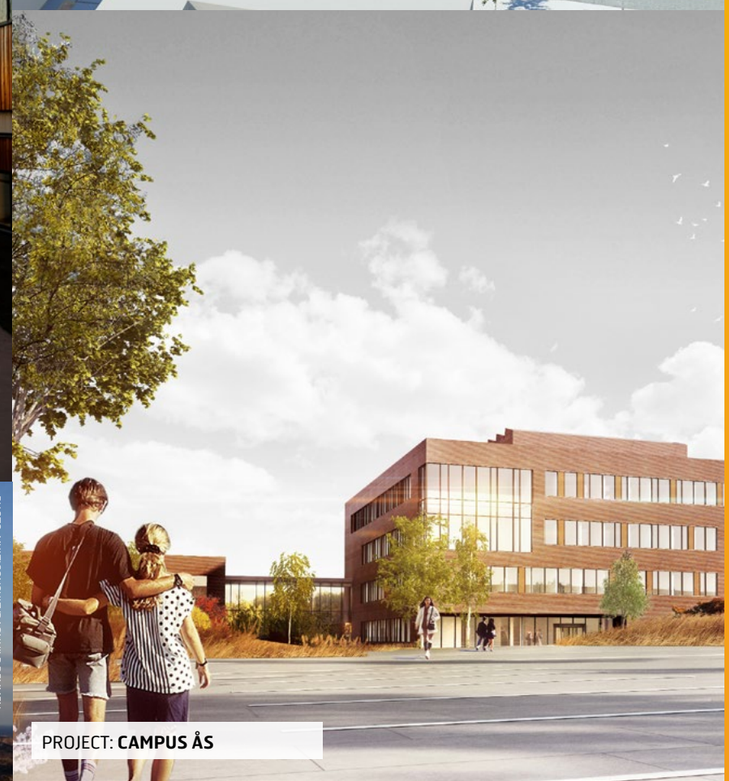
PHOTO: SIV. DOLMEN

PROJECT: **FORNEBU S**

PROJECT: **FOLLOBANEN**

PHOTO: MULTICONSULT/RAGNHILD REMMEN

PROJECT: **VESTRE VIKNA VINDPARK**

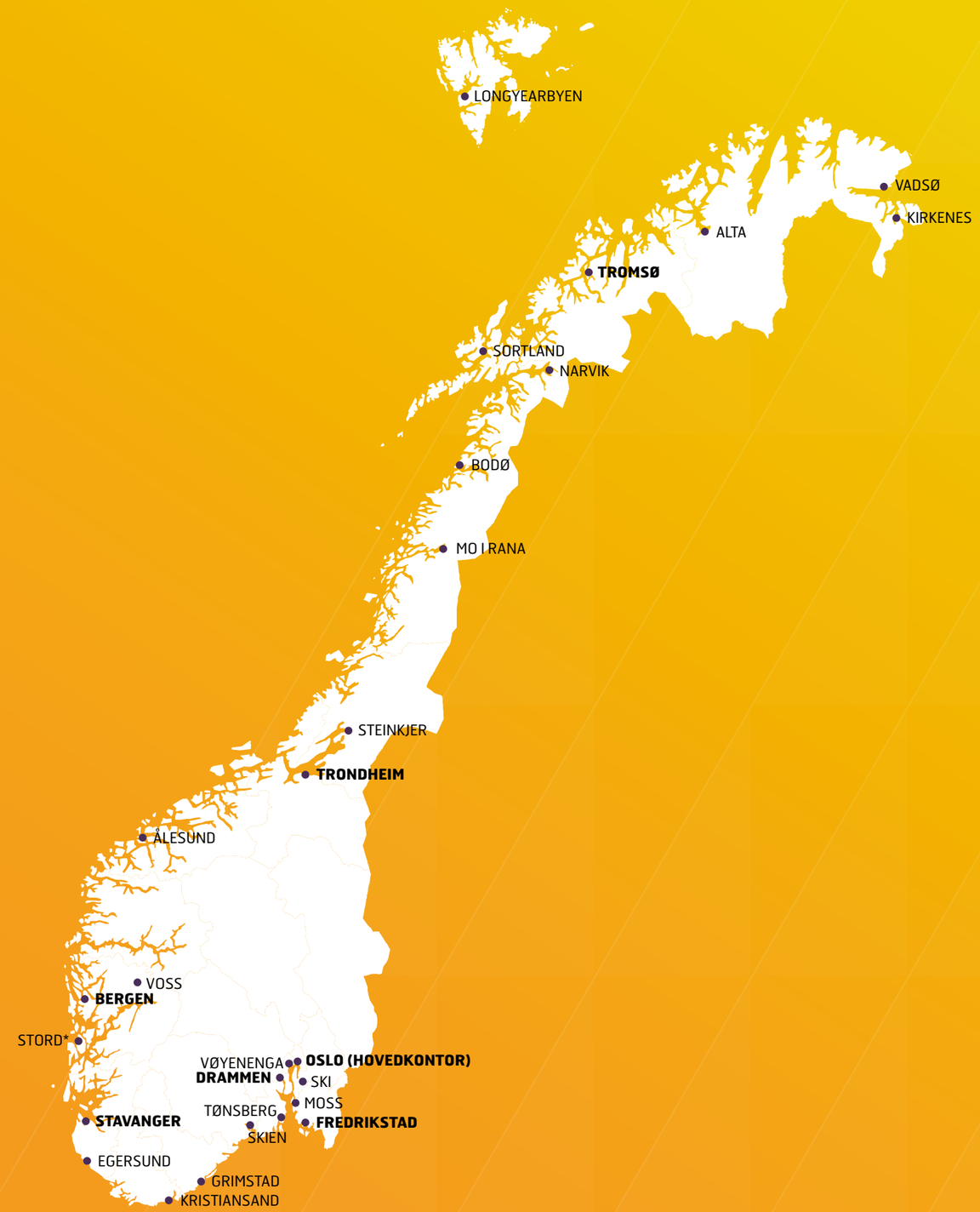


PROJECT: **CAMPUS ÅS**

PROJECT: **VIKEN SYKEHUS**

PHOTO: SHELL

PROJECT: **NYHAMNA**



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