

## Consolidated statement of financial position

| <b>Assets</b>   | <b>Note</b> | <b>31 December<br/>2024<br/>EUR'000</b> | <b>31 December<br/>2023<br/>EUR'000</b> |
|---|-------------|---|---|
| <b>Non-current assets</b>                             |             |   |   |
| Goodwill  | 9           | 20 185                                  | 13 422                                  |
| Property, plant and equipment                         | 10          | 7 391                                   | 5 206                                   |
| Intangible assets                                     | 11          | 11 151                                  | 10 424                                  |
| Long - term related party receivables                 | 35          | -                                       | 151                                     |
| Deferred tax assets                                   | 12          | 419                                     | 751                                     |
| Non-current assets                                    |             | <b>39 146</b>                           | <b>29 954</b>                           |
| <b>Current assets</b>                                 |             |   |   |
| Inventory   | 13          | 852                                     | 1 076                                   |
| Trade and other financial receivables                 | 14          | 11 771                                  | 7 972                                   |
| Prepayments and other assets                          | 15          | 649                                     | 576                                     |
| Short-term related party receivables                  | 35          | 242                                     | 51                                      |
| Income tax receivables                                |             | 9                                       | 14                                      |
| Financial assets at fair value through profit or loss | 17          | 160                                     | 1 683                                   |
| Cash  | 16          | 7 771                                   | 7 513                                   |
| Current assets  |             | <b>21 454</b>                           | <b>18 885</b>                           |
| <b>Total assets</b>                                   |             | <b>60 600</b>                           | <b>48 839</b>                           |

## Consolidated statement of financial position (continued)

| Equity and liabilities                          | Note       | 31 December<br>2024<br>EUR'000 | 31 December<br>2023<br>EUR'000 |
|---|------------|--------------------------------|--------------------------------|
| <b>Equity</b>                                   |            |                                |                                |
| Share capital                                   | 18.1       | 30 351                         | 30 351                         |
| Purchased own shares                            | 18.2       | (864)                          | (920)                          |
| Reserves  | 18.3, 18.4 | 4 906                          | 4 580                          |
| Retained earnings                               |            | 6 896                          | 4 592                          |
| Equity attributable to the owners of the parent |            | 41 289                         | 38 603                         |
| Non-controlling interest                        | 5.1        | 1 960                          | 2 110                          |
| <b>Total equity</b>                             |            | <b>43 249</b>                  | <b>40 713</b>                  |
| <b>Liabilities</b>                              |            |                                |                                |
| <b>Non-current liabilities</b>                  |            |                                |                                |
| Pension obligations                             | 20.2       | 379                            | 305                            |
| Long-term borrowings                            | 21.1       | 3 072                          | -                              |
| Long-term lease liabilities                     | 22         | 353                            | 656                            |
| Long-term related party payables                | 35         | 125                            | 168                            |
| Deferred tax liabilities                        | 12         | 167                            | 143                            |
| Financing                                       |            | 265                            | -                              |
| <b>Non-current liabilities</b>                  |            | <b>4 361</b>                   | <b>1 272</b>                   |
| <b>Current liabilities</b>                      |            |                                |                                |
| Provisions                                      | 19         | 39                             | 39                             |
| Employee obligations                            | 20.2       | 2 811                          | 2 590                          |
| Short-term borrowings                           | 21.1       | 137                            | 296                            |
| Short-term lease liabilities                    | 22         | 194                            | 301                            |
| Trade and other payables                        | 23         | 7 821                          | 2 394                          |
| Contract liabilities                            | 24         | 1 206                          | 931                            |
| Short-term related party payables               | 35         | 753                            | 272                            |
| Income tax liabilities                          |            | 13                             | 31                             |
| Financing                                       |            | 16                             | -                              |
| <b>Current liabilities</b>                      |            | <b>12 990</b>                  | <b>6 854</b>                   |
| <b>Total liabilities</b>                        |            | <b>17 351</b>                  | <b>8 126</b>                   |
| <b>Total equity and liabilities</b>             |            | <b>60 600</b>                  | <b>48 839</b>                  |

## Consolidated statement of profit or loss and of comprehensive income

|  | Note   | 2024<br>EUR'000           | 2023<br>EUR'000             |
|--|--------|---------------------------|-----------------------------|
| Revenue from contracts with customers                                      | 25     | 50 579                    | 41 173                      |
| Gain on sale of non-current assets   | 27     | 2                         | 10                          |
| Other income   | 26     | 553                       | 393                         |
| Cost of materials  | 28     | (496)                     | (800)                       |
| Hired services expenses  | 29     | (7 244)                   | (6 248)                     |
| Employee benefits expense  | 20.1   | (22 511)                  | (19 941)                    |
| Depreciation, amortisation of non-financial assets                         | 10, 11 | (2 150)                   | (1 940)                     |
| Cost of goods sold and other current assets                                |        | (16 961)                  | (11 881)                    |
| Other expenses   | 30     | (1 007)                   | (1 059)                     |
| <b>Operating profit/(loss)</b>   |        | <b>765</b>                | <b>(293)</b>                |
| Finance costs  | 31     | (154)                     | (484)                       |
| Finance income   | 31     | 146                       | 41                          |
| <b>Profit/(loss) before tax</b>  |        | <b>757</b>                | <b>(736)</b>                |
| (Expenses) for income taxes  | 32     | (188)                     | (11)                        |
| <b>Profit/(loss) for the year</b>  |        | <b>569</b>                | <b>(747)</b>                |
| <b>Other comprehensive(loss)/ income:</b>                                  |        |                           |                             |
| <b>Items that will not be reclassified subsequently to profit or loss:</b> |        |                           |                             |
| Exchange rate differences from recalculation of foreign activities         |        | (110)                     | 72                          |
| <b>Other comprehensive(loss)/income for the year, net of taxes</b>         |        | <b>(110)</b>              | <b>72</b>                   |
| <b>Total comprehensive profit/(loss) for the year</b>                      |        | <b>459</b>                | <b>(675)</b>                |
| <b>Profit/ (loss) for the year attributable to:</b>                        |        |                           |                             |
| Non-controlling interest   |        | 308                       | 196                         |
| Owners of the parent   |        | 261                       | (943)                       |
| <b>Total comprehensive income/ (loss) for the year:</b>                    |        |                           |                             |
| Non-controlling interest   | 5.1    | 308                       | 196                         |
| Owners of the parent   |        | 151                       | (871)                       |
| <b>Profit/ (loss) per share:</b>   | 33.1   | <b>EUR'000<br/>0.0046</b> | <b>EUR'000<br/>(0.0163)</b> |

## Consolidated statement of change in equity for the year

| All amounts are presented in EUR '000                             | Share capital | Purchased own shares | Reserves     | Retained earnings | Total equity attributed to the owners of parent | Non-controlling interest | Total equity  |
|---|---------------|----------------------|--------------|-------------------|---|--------------------------|---------------|
| <b>Balance at 1 January 2024</b>                                  | <b>30 351</b> | <b>(920)</b>         | <b>4 580</b> | <b>4 592</b>      | <b>38 603</b>                                   | <b>2 110</b>             | <b>40 713</b> |
| Repurchased shares  | -             | 56                   | 82           | -                 | 129   | -                        | 129           |
| Dividends   | -             | -                    | -            | (590)             | (590)   | (172)                    | (762)         |
| Acquisition of non-controlling interest without change of control | -             | -                    | 162          | 2 159             | 2 321   | (1 088)                  | 1 233         |
| Business combinations   | -             | -                    | 115          | 551               | 666   | 802                      | 1 468         |
| <b>Transactions with owners</b>                                   | <b>-</b>      | <b>56</b>            | <b>359</b>   | <b>2 120</b>      | <b>2 535</b>                                    | <b>(458)</b>             | <b>2 077</b>  |
| Profit for the year   | -             | -                    | -            | 261               | 261   | 308                      | 569           |
| Other comprehensive (loss)  | -             | -                    | (110)        | -                 | (110)   | -                        | (110)         |
| <b>Total comprehensive loss for the year</b>                      | <b>-</b>      | <b>-</b>             | <b>(110)</b> | <b>261</b>        | <b>151</b>                                      | <b>308</b>               | <b>459</b>    |
| Transfer of profit to reserves                                    | -             | -                    | 77           | (77)              | -   | -                        | -             |
| <b>Balance at 31 December 2024</b>                                | <b>30 351</b> | <b>(864)</b>         | <b>4 906</b> | <b>6 896</b>      | <b>41 289</b>                                   | <b>1 960</b>             | <b>43 249</b> |

| All amounts are presented in EUR '000        | Share capital | Purchased own shares | Reserves     | Retained earnings | Total equity attributed to the owners of parent | Non-controlling interest | Total equity   |
|--|---------------|----------------------|--------------|-------------------|---|--------------------------|----------------|
| <b>Balance at 1 January 2023</b>             | <b>30 351</b> | <b>(43)</b>          | <b>3 601</b> | <b>9 835</b>      | <b>43 744</b>                                   | <b>2 554</b>             | <b>46 298</b>  |
| Repurchased shares                           | -             | (877)                | 582          | (335)             | (630)   | -                        | (630)          |
| Dividends                                    | -             | -                    | -            | (1 632)           | (1 632)   | (206)                    | (1 838)        |
| Business combinations                        | -             | -                    | 181          | (2 189)           | (2 008)   | (434)                    | (2 442)        |
| <b>Transactions with owners</b>              | <b>-</b>      | <b>(877)</b>         | <b>763</b>   | <b>(4 156)</b>    | <b>(4 270)</b>                                  | <b>(640)</b>             | <b>(4 910)</b> |
| (Loss)/ profit for the year                  | -             | -                    | -            | (943)             | (943)   | 196                      | (747)          |
| Other comprehensive income                   | -             | -                    | 72           | -                 | 72  | -                        | 72             |
| <b>Total comprehensive loss for the year</b> | <b>-</b>      | <b>-</b>             | <b>72</b>    | <b>(943)</b>      | <b>(871)</b>                                    | <b>196</b>               | <b>(675)</b>   |
| Transfer of profit to reserves               | -             | -                    | 144          | (144)             | -   | -                        | -              |
| <b>Balance at 31 December 2023</b>           | <b>30 351</b> | <b>(920)</b>         | <b>4 580</b> | <b>4 592</b>      | <b>38 603</b>                                   | <b>2 110</b>             | <b>40 713</b>  |

## Consolidated statement of cash flows for the year

|   | Note   | 2024<br>EUR'000 | 2023<br>EUR'000 |
|---|--------|-----------------|-----------------|
| <b>Operating activities</b>   |        |                 |                 |
| Cash receipts from customers  |        | 54 014          | 43 288          |
| Cash paid to suppliers  |        | (27 793)        | (22 358)        |
| Cash paid to employees and social security institutions                 |        | (22 239)        | (18 897)        |
| Income taxes paid   |        | (152)           | (180)           |
| Other payments, net   |        | (489)           | (421)           |
| <b>Net cash flow from operating activities</b>                          |        | <b>3 341</b>    | <b>1 432</b>    |
| <b>Investing activities</b>   |        |                 |                 |
| Purchase of property, plant and equipment                               |        | (504)           | (397)           |
| Proceeds from disposals of property, plant and equipment                |        | 1               | 3               |
| Sale of investments in subsidiaries, net of cash                        |        | -               | 9 478           |
| Purchase of investments in subsidiaries, net of cash                    | 7      | (4 785)         | (1 963)         |
| Purchase of other intangible assets                                     |        | (1 100)         | (1 622)         |
| Proceeds from disposals of other intangible assets                      |        | -               | 636             |
| Loans and deposits given  |        | (36)            | -               |
| Loan repayments received  |        | 15              | 84              |
| Interest from loan given  |        | 3               | 3               |
| Purchase of financial assets  | 17     | (370)           | (1 657)         |
| Sale of financial assets  |        | 1 813           | -               |
| <b>Net cash flow used in investing activities</b>                       |        | <b>(4 963)</b>  | <b>4 565</b>    |
| <b>Financing activities</b>   |        |                 |                 |
| Proceeds from borrowings  | 21, 36 | 4 072           | 25              |
| Repayments of borrowings  | 21, 36 | (1 159)         | (6 357)         |
| Payment of principal element of lease liabilities                       | 22, 36 | (286)           | (374)           |
| Share buyback payments  | 36     | (378)           | (617)           |
| Proceeds from sale of repurchased shares                                |        | 508             | -               |
| Cash flows related to interest, commissions, dividends and others       | 22, 36 | (16)            | (64)            |
| Interest payments under lease contracts                                 | 22, 36 | (13)            | (18)            |
| Dividend payments   | 36     | (808)           | (1 709)         |
| Cash flows associated with the return of equity contributions to owners | 36     | (42)            | (106)           |
| <b>Net cash flow from financing activities</b>                          |        | <b>1 878</b>    | <b>(9 220)</b>  |
| <b>Net change in cash and cash equivalents</b>                          |        | <b>256</b>      | <b>(3 223)</b>  |
| Cash and cash equivalents, beginning of year                            |        | 7 513           | 10 812          |
| Exchange losses on cash and cash equivalents                            |        | 2               | (76)            |
| <b>Cash and cash equivalents, end of year</b>                           | 16     | <b>7 771</b>    | <b>7 513</b>    |