

## Consolidated statement of financial position

Assets	Note	31 December 2024 EUR'000	31 December 2023 EUR'000
<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 2024 EUR'000	31 December 2023 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	-
Non-current liabilities		<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	-
Current liabilities		<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 EUR'000	2023 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 0.0046</b>	<b>EUR'000 (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 EUR'000	2023 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>