

## Consolidated statement of financial position

Assets	Note	31 December 2023 EUR'000	31 December 2022 EUR'000
<b>Non-current assets</b>			
Goodwill	10	13 422	13 422
Property, plant and equipment	11	5 206	5 052
Intangible assets	12	10 424	10 587
Investments accounted for using the equity method	8	-	9 460
Long - term financial assets	6	-	172
Long - term related party receivables	37	151	-
Deferred tax assets	13	751	653
Non-current assets		<b>29 954</b>	<b>39 346</b>
<b>Current assets</b>			
Inventory	14	1 076	286
Trade and other financial receivables	15	7 972	8 474
Prepayments and other assets	16	576	3 428
Short-term related party receivables	37	51	214
Income tax receivables		14	-
Loans granted	18	-	77
Financial assets at fair value through profit or loss	19	1 683	-
Cash	17	7 513	10 812
Current assets		<b>18 885</b>	<b>23 291</b>
<b>Total assets</b>		<b>48 839</b>	<b>62 637</b>

## Consolidated statement of financial position (continued)

Equity and liabilities	Note	31 December 2023 EUR'000	31 December 2022 EUR'000
<b>Equity</b>			
Share capital	20.1	30 351	30 351
Purchased own shares	20.2	(920)	(43)
Reserves	20.3, 20.4	4 580	3 601
Retained earnings		4 592	9 835
Equity attributable to the owners of the parent		38 603	43 744
Non-controlling interest	5.1	2 110	2 554
<b>Total equity</b>		<b>40 713</b>	<b>46 298</b>
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Pension obligations	22.2	305	205
Long-term borrowings	23.1	-	3 941
Long-term lease liabilities	24	656	658
Long -term related party payables	37	168	-
Deferred tax liabilities	13	143	167
Non-current liabilities		<b>1 272</b>	<b>4 971</b>
<b>Current liabilities</b>			
Provisions	21	39	39
Employee obligations	22.2	2 590	2 031
Short-term borrowings	23.1	296	2 685
Short-term lease liabilities	24	301	302
Trade and other payables	25	2 394	1 846
Contract liabilities	26	931	4 151
Short-term related party payables	37	272	254
Income tax liabilities		31	60
Current liabilities		<b>6 854</b>	<b>11 368</b>
<b>Total liabilities</b>		<b>8 126</b>	<b>16 339</b>
<b>Total equity and liabilities</b>		<b>48 839</b>	<b>62 637</b>

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

	Note	2023 EUR'000	2022 EUR'000
Revenue from contracts with customers	27	41 173	40 064
Gain on sale of non-current assets	29	10	5
Other income	28	393	881
Cost of materials	30	(800)	(941)
Hired services expenses	31	(6 248)	(6 161)
Employee benefits expense	22,1	(19 941)	(17 566)
Depreciation, amortisation of non-financial assets	11, 12	(1 940)	(4 253)
Cost of goods sold and other current assets		(11 881)	(10 268)
Changes in finished goods and work in progress		-	(72)
Other expenses	32	(1 059)	(747)
<b>Operating profit</b>		<b>(293)</b>	<b>942</b>
Finance costs	33	(484)	(944)
Finance income	33	41	377
Loss from equity accounting investments	8	-	(6 104)
<b>Loss before tax</b>		<b>(736)</b>	<b>(5 729)</b>
(Expenses) for/ income from income taxes	34	(11)	196
<b>Loss for the year</b>		<b>(747)</b>	<b>(5 533)</b>
<b>Other comprehensive income:</b>			
<b>Items that will not be reclassified subsequently to profit or loss:</b>			
Exchange rate differences from recalculation of foreign activities			
Remeasurement of defined benefit liability, net of taxes	22.2	72	17
<b>Other comprehensive income for the year, net of taxes</b>		<b>72</b>	<b>17</b>
<b>Total comprehensive loss for the year</b>		<b>(675)</b>	<b>(5 516)</b>
Profit/ (loss) for the year attributable to:			
Non-controlling interest		196	360
Owners of the parent		(943)	(5 893)
<b>Total comprehensive income/ (loss) for the year:</b>			
Non-controlling interest	5.1	196	360
Owners of the parent		(871)	(5 876)
<b>Loss per share:</b>	35.1	<b>EUR'000 (0.0163)</b>	<b>EUR'000 (0.1015)</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 2023</b>	30 351	(43)	3 601	9 835	43 744	2 554	46 298
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>

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 2022</b>	30 351	(667)	3 488	15 202	48 374	9 350	57 724
Repurchased shares	-	624	(64)	-	560	-	560
Dividends	-	-	-	(716)	(716)	(322)	(1 038)
Business combinations	-	-	16	1 386	1 402	(6 834)	(5 432)
<b>Transactions with owners</b>	<b>-</b>	<b>624</b>	<b>(48)</b>	<b>670</b>	<b>1 246</b>	<b>(7 156)</b>	<b>(5 910)</b>
(Loss)/ profit for the year	-	-	-	(5 893)	(5 893)	360	(5 533)
Other comprehensive loss for the year	-	-	-	17	17	-	17
<b>Total comprehensive income for the year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(5 876)</b>	<b>(5 876)</b>	<b>360</b>	<b>(5 516)</b>
Transfer of profit to reserves	-	-	161	(161)	-	-	-
<b>Balance at 31 December 2022</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>

## Consolidated statement of cash flows for the year

	Note	2023 EUR'000	2022 EUR'000
<b>Operating activities</b>			
Cash receipts from customers		43 288	44 696
Cash paid to suppliers		(22 358)	(23 891)
Cash paid to employees and social security institutions		(18 897)	(16 183)
Income taxes paid		(180)	(213)
Other payments, net		(421)	21
<b>Net cash flow from operating activities</b>		<b>1 432</b>	<b>4 430</b>
<b>Investing activities</b>			
Purchase of property, plant and equipment		(397)	(375)
Proceeds from disposals of property, plant and equipment		3	7
Sale of investments in subsidiaries, net of cash		9 478	15 048
Purchase of investments in subsidiaries, net of cash		(1 963)	-
Acquisition of subsidiaries, net of cash		-	(3 116)
Purchase of other intangible assets		(1 622)	(1 906)
Proceeds from disposals of other intangible assets		636	-
Loans and deposits given		-	(180)
Loan repayments received		84	391
Interest from loan given		3	-
Cash flows related to purchase of financial assets	19	(1 657)	-
<b>Net cash flow used in investing activities</b>		<b>4 565</b>	<b>9 869</b>
<b>Financing activities</b>			
Proceeds from borrowings	23, 38	25	2 944
Repayments of borrowings	23, 38	(6 357)	(8 584)
Payment of principal element of lease liabilities	24, 38	(374)	(428)
Proceeds from the issue and repurchase of shares	38	(617)	(478)
Acquisition of non-controlling interest	38	-	(1 391)
Cash flows related to interest, commissions, dividends and others	24, 38	(64)	(1 294)
Interest payments under lease contracts	37, 38	(18)	(18)
Dividend payments	38	(1 709)	-
Cash flows associated with the return of equity contributions to owners	38		-
<b>Net cash flow from financing activities</b>		<b>(106)</b>	<b>-</b>
<b>Net change in cash and cash equivalents</b>		<b>(9 220)</b>	<b>(9 249)</b>
Cash and cash equivalents, beginning of year		<b>(3 223)</b>	<b>5 050</b>
Exchange losses on cash and cash equivalents		10 812	5 805
<b>Cash and cash equivalents, end of year</b>	17	<b>(76)</b>	<b>(43)</b>
		<b>7 513</b>	<b>10 812</b>