



## ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2024 - GENERELL INFORMASJON

### Enheten

|                      |                                    |
|----------------------|------------------------------------|
| Organisasjonsnummer: | 922 748 454                        |
| Organisasjonsform:   | Aksjeselskap                       |
| Foretaksnavn:        | REMEDY MIDCO AS                    |
| Forretningsadresse:  | Dronning Mauds gate 1<br>0250 OSLO |

### Regnskapsår

|                         |                         |
|-------------------------|-------------------------|
| Årsregnskapets periode: | 01.01.2024 - 31.12.2024 |
|-------------------------|-------------------------|

### Konsern

|                           |    |
|---------------------------|----|
| Mørselskap i konsern:     | Ja |
| Konsernregnskap lagt ved: | Ja |

### Regnskapsregler

|  |                                    |
|--|------------------------------------|
| Regler for små foretak benyttet:                           | Nei                                |
| Benyttet ved utarbeidelsen av årsregnskapet til selskapet: | Regnskapslovens alminnelige regler |
| Benyttet ved utarbeidelsen av årsregnskapet til konsernet: | IFRS                               |

### Årsregnskapet fastsatt av kompetent organ

|  |             |
|--|-------------|
| Bekreftet av representant for selskapet: | Jon Vestrum |
| Dato for fastsettelse av årsregnskapet:  | 16.05.2025  |

### Grunnlag for avgivelse

År 2024: Årsregnskapet er elektronisk innlevert  
År 2023: Tall er hentet fra elektronisk innlevert årsregnskap fra 2024

*Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.*

Brønnøysundregistrene, 07.08.2025



## Resultatregnskap

| Beløp i: NOK   | Note | 2024                 | 2023               |
|--|------|----------------------|--------------------|
| <b>RESULTATREGNSKAP</b>                                |      |                      |                    |
| <b>Kostnader</b>                                       |      |                      |                    |
| Annen driftskostnad                                    | 1,2  | 1 529 000            | 906 000            |
| <b>Sum kostnader</b>                                   |      | <b>1 529 000</b>     | <b>906 000</b>     |
| <b>Driftsresultat</b>                                  |      | <b>-1 529 000</b>    | <b>-906 000</b>    |
| <b>Finansinntekter og finanskostnader</b>              |      |                      |                    |
| Inntekt på investering i datterselskap                 | 3,4  | 53 907 000           |                    |
| Inntekt på investering i annet foretak i samme konsern | 3,5  | 114 647 000          |                    |
| Renteinntekt fra foretak i samme konsern               | 3    | 41 587 000           | 83 558 000         |
| Annen renteinntekt                                     | 3    |                      | 19 000             |
| Annen finansinntekt                                    | 3    | 69 051 000           | 184 863 000        |
| <b>Sum finansinntekter</b>                             |      | <b>279 192 000</b>   | <b>268 440 000</b> |
| Verdireduksjon markedsbaserte omløpsmidler             | 3    | 1 473 000            |                    |
| Nedskrivning av finansielle eiendeler                  | 3    | 881 856 000          |                    |
| Rentekostnad til foretak i samme konsern               | 3    | 7 871 000            |                    |
| Annen rentekostnad                                     | 3    | 97 052 000           | 99 040 000         |
| Annen finanskostnad                                    | 3    | 107 105 000          | 229 343 000        |
| <b>Sum finanskostnader</b>                             |      | <b>1 095 357 000</b> | <b>328 383 000</b> |
| <b>Netto finans</b>                                    |      | <b>-816 165 000</b>  | <b>-59 943 000</b> |
| <b>Resultat før skattekostnad</b>                      |      | <b>-817 694 000</b>  | <b>-60 849 000</b> |
| Skattekostnad  | 6    | 2 256 000            | -13 391 000        |
| <b>Årsresultat</b>                                     |      | <b>-819 950 000</b>  | <b>-47 458 000</b> |
| <b>Overføringer og disponeringer</b>                   |      |                      |                    |
| Udekket tap  | 7    | -819 951 000         | 31 964 000         |
| Overført fra ennen egenkapital                         | 7    |                      | 15 494 000         |
| <b>Sum overføringer og disponeringer</b>               |      | <b>-819 951 000</b>  | <b>47 458 000</b>  |



## Balanse

| Beløp i: NOK                          | Note | 2024                 | 2023                 |
|---------------------------------------|------|----------------------|----------------------|
| <b>BALANSE - EIENDELER</b>            |      |                      |                      |
| <b>Anleggsmidler</b>                  |      |                      |                      |
| <b>Immaterielle eiendeler</b>         |      |                      |                      |
| Utsatt skattefordel                   | 6    | 10 758 000           | 13 014 000           |
| <b>Sum immaterielle eiendeler</b>     |      | <b>10 758 000</b>    | <b>13 014 000</b>    |
| <b>Finansielle anleggsmidler</b>      |      |                      |                      |
| Investering i datterselskap           | 4    | 1 711 562 000        | 2 654 516 000        |
| Lån til foretak i samme konsern       | 5    |                      | 858 213 000          |
| <b>Sum finansielle anleggsmidler</b>  |      | <b>1 711 562 000</b> | <b>3 512 729 000</b> |
| <b>Sum anleggsmidler</b>              |      | <b>1 722 320 000</b> | <b>3 525 743 000</b> |
| <b>Omløpsmidler</b>                   |      |                      |                      |
| <b>Varer</b>                          |      |                      |                      |
| <b>Fordringer</b>                     |      |                      |                      |
| Konsernfordringer                     | 5    | 437 799 000          | 389 849 000          |
| <b>Sum fordringer</b>                 |      | <b>437 799 000</b>   | <b>389 849 000</b>   |
| <b>Sum omløpsmidler</b>               |      | <b>437 799 000</b>   | <b>389 849 000</b>   |
| <b>SUM EIENDELER</b>                  |      | <b>2 160 119 000</b> | <b>3 915 592 000</b> |
| <b>BALANSE - EGENKAPITAL OG GJELD</b> |      |                      |                      |
| <b>Egenkapital</b>                    |      |                      |                      |
| <b>Innskutt egenkapital</b>           |      |                      |                      |
| Selskapskapital                       | 7,8  | 210 000              | 210 000              |
| Overkurs                              | 7    | 2 474 948 000        | 2 474 948 000        |
| <b>Sum innskutt egenkapital</b>       |      | <b>2 475 158 000</b> | <b>2 475 158 000</b> |
| <b>Opptjent egenkapital</b>           |      |                      |                      |
| Annen egenkapital                     | 7    | -50 534 000          |                      |
| Udekket tap                           | 7    | 851 915 000          | 31 964 000           |



## Balanse

| <b>Beløp i: NOK</b>               | <b>Note</b> | <b>2024</b>          | <b>2023</b>          |
|-----------------------------------|-------------|----------------------|----------------------|
| <b>Sum opptjent egenkapital</b>   |             | <b>-902 449 000</b>  | <b>-31 964 000</b>   |
| <b>Sum egenkapital</b>            |             | <b>1 572 709 000</b> | <b>2 443 194 000</b> |
| <b>Gjeld</b>                      |             |                      |                      |
| <b>Langsiktig gjeld</b>           |             |                      |                      |
| <b>Annen langsiktig gjeld</b>     |             |                      |                      |
| Gjeld til kredittinstitusjoner    | 10          | 446 128 000          | 1 330 556 000        |
| Langsiktig konserngjeld           | 5,10        | 1 147 000            | 1 147 000            |
| <b>Sum annen langsiktig gjeld</b> |             | <b>447 275 000</b>   | <b>1 331 703 000</b> |
| <b>Sum langsiktig gjeld</b>       |             | <b>447 275 000</b>   | <b>1 331 703 000</b> |
| <b>Kortsiktig gjeld</b>           |             |                      |                      |
| Leverandørgjeld                   |             | 28 000               | 108 000              |
| Kortsiktig konserngjeld           | 5           | 135 134 000          | 137 914 000          |
| Annen kortsiktig gjeld            |             | 4 973 000            | 2 673 000            |
| <b>Sum kortsiktig gjeld</b>       |             | <b>140 135 000</b>   | <b>140 695 000</b>   |
| <b>Sum gjeld</b>                  |             | <b>587 410 000</b>   | <b>1 472 398 000</b> |
| <b>SUM EGENKAPITAL OG GJELD</b>   |             | <b>2 160 119 000</b> | <b>3 915 592 000</b> |



### Konsernets resultatregnskap

| Beløp i: NOK   | Note         | 2024                 | 2023                 |
|--|--------------|----------------------|----------------------|
| <b>RESULTATREGNSKAP</b>                                    |              |                      |                      |
| <b>Inntekter</b>   |              |                      |                      |
| Revenue from contracts with customers                      | 5            | 3 291 474 000        | 3 103 472 000        |
| <b>Sum inntekter</b>                                       |              | <b>3 291 474 000</b> | <b>3 103 472 000</b> |
| <b>Kostnader</b>   |              |                      |                      |
| Cost of materials  |              | 1 413 364 000        | 1 333 217 000        |
| Salary and personnel costs                                 | 8            | 1 294 441 000        | 1 205 349 000        |
| Depreciation and amortisation                              | 12,14,<br>23 | 207 968 000          | 203 500 000          |
| Other operating expenses                                   | 7            | 316 573 000          | 312 498 000          |
| Acquisition costs  | 6,27         | 1 658 000            | 2 355 000            |
| <b>Sum kostnader</b>                                       |              | <b>3 234 004 000</b> | <b>3 056 919 000</b> |
| <b>Driftsresultat</b>                                      |              | <b>57 470 000</b>    | <b>46 553 000</b>    |
| <b>Finansinntekter og finanskostnader</b>                  |              |                      |                      |
| Finance income   | 10           | 73 416 000           | 29 282 000           |
| <b>Sum finansinntekter</b>                                 |              | <b>73 416 000</b>    | <b>29 282 000</b>    |
| Finance expense  | 10           | 204 615 000          | 187 928 000          |
| Other (losses)/gains - net                                 | 10           | 27 867 000           | 16 812 000           |
| <b>Sum finanskostnader</b>                                 |              | <b>232 482 000</b>   | <b>204 740 000</b>   |
| <b>Netto finans</b>  |              | <b>-159 066 000</b>  | <b>-175 458 000</b>  |
| <b>Resultat før skattekostnad</b>                          |              | <b>-101 596 000</b>  | <b>-128 905 000</b>  |
| Tax income / (tax expense)                                 | 11           | -24 442 000          | -25 898 000          |
| <b>Årsresultat</b>   |              | <b>-77 154 000</b>   | <b>-103 007 000</b>  |
| Net profit / (loss) after tax from discontinued operations | 28           | 715 000              | -315 023 000         |
| Exchange differences                                       |              | 17 957 000           | 169 649 000          |
| Liquidation of old holding structure                       | 6a           |                      | -124 683 000         |
| Sum resultatkomponenter for IFRS-foretak                   |              | 18 672 000           | -270 057 000         |
| <b>Totalresultat</b>                                       |              | <b>-58 482 000</b>   | <b>-373 064 000</b>  |



## Konsernets resultatregnskap

| <b>Beløp i: NOK</b>                      | <b>Note</b> | <b>2024</b>        | <b>2023</b>         |
|--|-------------|--------------------|---------------------|
| <b>Overføringer og disponeringer</b>     |             |                    |                     |
| Udekket tap                              |             | -70 084 000        | -379 231 000        |
| Non-controlling interests                |             | 11 603 000         | 6 167 000           |
| <b>Sum overføringer og disponeringer</b> |             | <b>-58 481 000</b> | <b>-373 064 000</b> |



## Konsernets balanse

| Beløp i: NOK                      | Note | 2024                 | 2023                 |
|-----------------------------------|------|----------------------|----------------------|
| <b>BALANSE - EIENDELER</b>        |      |                      |                      |
| <b>Anleggsmidler</b>              |      |                      |                      |
| <b>Immaterielle eiendeler</b>     |      |                      |                      |
| Utsatt skattefordel               | 11   | 16 678 000           | 9 654 000            |
| Intangible assets                 | 19   | 1 779 375 000        | 1 780 610 000        |
| Other non-current assets          | 11   | 6 967 000            | 3 840 000            |
| <b>Sum immaterielle eiendeler</b> |      | <b>1 803 020 000</b> | <b>1 794 104 000</b> |
| <b>Varige driftsmidler</b>        |      |                      |                      |
| Property, plant and quipment      | 12   | 53 784 000           | 58 212 000           |
| Right-of-use asset                | 23   | 263 556 000          | 254 898 000          |
| <b>Sum varige driftsmidler</b>    |      | <b>317 340 000</b>   | <b>313 110 000</b>   |
| <b>Sum anleggsmidler</b>          |      | <b>2 120 360 000</b> | <b>2 107 214 000</b> |
| <b>Omløpsmidler</b>               |      |                      |                      |
| <b>Varer</b>                      |      |                      |                      |
| Inventories                       | 17   | 12 096 000           | 11 617 000           |
| <b>Sum varer</b>                  |      | <b>12 096 000</b>    | <b>11 617 000</b>    |
| <b>Fordringer</b>                 |      |                      |                      |
| Accounts receivables              | 5,16 | 254 234 000          | 272 004 000          |
| Contract assets                   | 18   | 163 505 000          | 233 870 000          |
| Other current assets              | 19   | 77 900 000           | 58 992 000           |
| Taxes receivables                 | 11   | 3 055 000            |                      |
| <b>Sum fordringer</b>             |      | <b>498 694 000</b>   | <b>564 866 000</b>   |
| <b>Investeringer</b>              |      |                      |                      |
| Assets from disposal group        | 28   |                      | 1 779 589 000        |
| <b>Sum investeringer</b>          |      |                      | <b>1 779 589 000</b> |
| <b>Sum omløpsmidler</b>           |      | <b>510 790 000</b>   | <b>2 356 072 000</b> |
| <b>SUM EIENDELER</b>              |      | <b>2 631 150 000</b> | <b>4 463 286 000</b> |



### Konsernets balanse

| Beløp i: NOK                               | Note  | 2024                  | 2023                  |
|--|-------|-----------------------|-----------------------|
| <b>BALANSE - EGENKAPITAL OG GJELD</b>      |       |                       |                       |
| <b>Egenkapital</b>                         |       |                       |                       |
| <b>Innskutt egenkapital</b>                |       |                       |                       |
| Issued capital                             | 21    | 2 444 000             | 2 444 000             |
| Overkurs                                   | 21    | 2 487 378 000         | 2 487 378 000         |
| <b>Sum innskutt egenkapital</b>            |       | <b>2 489 822 000</b>  | <b>2 489 822 000</b>  |
| <b>Opptjent egenkapital</b>                |       |                       |                       |
| Udekket tap                                |       | 1 182 452 000         | 1 054 209 000         |
| <b>Sum opptjent egenkapital</b>            |       | <b>-1 182 452 000</b> | <b>-1 054 209 000</b> |
| Minoritetsinteresser                       |       | -35 612 000           | -95 812 000           |
| <b>Sum egenkapital</b>                     |       | <b>1 271 758 000</b>  | <b>1 339 801 000</b>  |
| <b>Gjeld</b>                               |       |                       |                       |
| <b>Langsiktig gjeld</b>                    |       |                       |                       |
| <b>Annen langsiktig gjeld</b>              |       |                       |                       |
| Gjeld til kredittinstitusjoner             | 22    | 492 660 000           | 1 418 215 000         |
| Lease liabilities, non current             | 22,23 | 165 123 000           | 156 216 000           |
| <b>Sum annen langsiktig gjeld</b>          |       | <b>657 783 000</b>    | <b>1 574 431 000</b>  |
| <b>Sum langsiktig gjeld</b>                |       | <b>657 783 000</b>    | <b>1 574 431 000</b>  |
| <b>Kortsiktig gjeld</b>                    |       |                       |                       |
| Lease liabilities, current                 | 22,23 | 106 293 000           | 108 371 000           |
| Interest-bearing loans and bank borrowings | 20,22 | 57 720 000            | 162 950 000           |
| Leverandørgjeld                            | 25    | 158 291 000           | 246 690 000           |
| Betalbar skatt                             | 11    |                       | 9 068 000             |
| Other current liabilities                  |       | 348 968 000           | 348 526 000           |
| Liabilities from disposal group            | 28    |                       | 673 448 000           |
| Shareholder loans                          | 9, 22 | 30 337 000            |                       |
| <b>Sum kortsiktig gjeld</b>                |       | <b>701 609 000</b>    | <b>1 549 053 000</b>  |
| <b>Sum gjeld</b>                           |       | <b>1 359 392 000</b>  | <b>3 123 484 000</b>  |
| <b>SUM EGENKAPITAL OG GJELD</b>            |       | <b>2 631 150 000</b>  | <b>4 463 285 000</b>  |



## Konsernets balanse

| <b>Beløp i: NOK</b> | <b>Note</b> | <b>2024</b> | <b>2023</b> |
|---------------------|-------------|-------------|-------------|
|---------------------|-------------|-------------|-------------|

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## List of Signatures Page 1/1

### Remedy Midco AS Årsregnskap 2024.pdf

| Name                 | Method | Signed at               |
|----------------------|--------|-------------------------|
| Adam Harlang Meyer   | MitID  | 2025-05-13 11:00 GMT+02 |
| Sandøy, Erik Nicolay | BANKID | 2025-05-13 10:24 GMT+02 |
| TED SÖDERHOLM        | BANKID | 2025-05-13 10:06 GMT+02 |



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# Årsregnskap 2024 Remedy Midco AS

Resultatregnskap  
Balanse  
Noter til regnskapet  
Kontantstrøm

Org.nr.: 922 748 454



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## Remedy Midco AS

### Resultatregnskap (hele tusen)

|  | Note     | 2024            | 2023           |
|--|----------|-----------------|----------------|
| Annen driftskostnad                                    | 1, 2     | 1 529           | 906            |
| <b>Sum driftskostnader</b>                             |          | <b>1 529</b>    | <b>906</b>     |
| <b>Driftsresultat</b>                                  |          | <b>-1 529</b>   | <b>-906</b>    |
| <b>Finansinntekter og finanskostnader</b>              |          |                 |                |
| Inntekt på investering i datterselskap                 | 3, 4     | 53 907          | 0              |
| Inntekt på investering i annet foretak i samme konsern | 3, 5     | 114 647         | 0              |
| Renteinntekt fra foretak i samme konsern               | 3        | 41 587          | 83 558         |
| Annen renteinntekt                                     | 3        | 0               | 19             |
| Annen finansinntekt                                    | 3        | 69 051          | 184 863        |
| Verdireduksjon markedsbaserte omløpsmidler             | 3        | 1 473           | 0              |
| Nedskrivning av andre finansielle anleggsmidler        | 3        | 881 856         | 0              |
| Rentekostnad til foretak i samme konsern               | 3        | 7 871           | 0              |
| Annen rentekostnad                                     | 3        | 97 052          | 99 040         |
| Annen finanskostnad                                    | 3        | 107 105         | 229 343        |
| <b>Resultat av finansposter</b>                        |          | <b>-816 166</b> | <b>-59 943</b> |
| Resultat før skattekostnad                             |          | -817 695        | -60 849        |
| Skattekostnad på resultat                              | 6        | 2 256           | -13 391        |
| <b>Resultat</b>  |          | <b>-819 951</b> | <b>-47 458</b> |
| <b>Årsresultat</b>                                     | <b>7</b> | <b>-819 951</b> | <b>-47 458</b> |
| <b>Overføringer</b>                                    |          |                 |                |
| Overført til udekket tap                               | 7        | 819 951         | 31 964         |
| Overført fra annen egenkapital                         | 7        | 0               | 15 494         |
| <b>Sum overføringer</b>                                |          | <b>-819 951</b> | <b>-47 458</b> |



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## Remedy Midco AS

Balanse per 31.12 (hele tusen)

| Eiendeler                            | Note | 2024             | 2023             |
|--------------------------------------|------|------------------|------------------|
| Utsatt skattefordel                  | 6    | 10 758           | 13 014           |
| <b>Sum immaterielle eiendeler</b>    |      | <b>10 758</b>    | <b>13 014</b>    |
| <b>Finansielle anleggsmidler</b>     |      |                  |                  |
| Investering i datterselskap          | 4    | 1 711 562        | 2 654 516        |
| Lån til foretak i samme konsern      | 5    | 0                | 858 213          |
| <b>Sum finansielle anleggsmidler</b> |      | <b>1 711 562</b> | <b>3 512 729</b> |
| <b>Sum anleggsmidler</b>             |      | <b>1 722 320</b> | <b>3 525 744</b> |
| <b>Omløpsmidler</b>                  |      |                  |                  |
| <b>Fordringer</b>                    |      |                  |                  |
| Konsernfordringer                    | 5    | 437 799          | 389 849          |
| <b>Sum fordringer</b>                |      | <b>437 799</b>   | <b>389 849</b>   |
| <b>Sum omløpsmidler</b>              |      | <b>437 799</b>   | <b>389 849</b>   |
| <b>Sum eiendeler</b>                 |      | <b>2 160 119</b> | <b>3 915 593</b> |

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## Remedy Midco AS

### Balanse per 31.12 (hele tusen)

| Egenkapital og gjeld               | Note      | 2024             | 2023             |
|------------------------------------|-----------|------------------|------------------|
| <b>Egenkapital</b>                 |           |                  |                  |
| <b>Innskutt egenkapital</b>        |           |                  |                  |
| Aksjekapital                       | 7, 8      | 210              | 210              |
| Overkurs                           | 7         | 2 474 948        | 2 474 948        |
| <b>Sum innskutt egenkapital</b>    |           | <b>2 475 158</b> | <b>2 475 158</b> |
| <b>Opptjent egenkapital</b>        |           |                  |                  |
| Annen egenkapital                  | 7         | -50 534          | 0                |
| Udekket tap                        | 7         | -851 915         | -31 964          |
| <b>Sum opptjent egenkapital</b>    |           | <b>-902 449</b>  | <b>-31 964</b>   |
| <b>Sum egenkapital</b>             | <b>9</b>  | <b>1 572 709</b> | <b>2 443 194</b> |
| <b>Gjeld</b>                       |           |                  |                  |
| <b>Avsetning for forpliktelser</b> |           |                  |                  |
| <b>Annen langsiktig gjeld</b>      |           |                  |                  |
| Gjeld til kredittinstitusjoner     | 10        | 446 128          | 1 330 556        |
| Langsiktig konserngjeld            | 5, 10     | 1 147            | 1 147            |
| <b>Sum annen langsiktig gjeld</b>  | <b>10</b> | <b>447 275</b>   | <b>1 331 703</b> |
| <b>Kortsiktig gjeld</b>            |           |                  |                  |
| Leverandørgjeld                    |           | 28               | 108              |
| Konserngjeld                       | 5         | 135 134          | 137 914          |
| Annen kortsiktig gjeld             |           | 4 973            | 2 673            |
| <b>Sum kortsiktig gjeld</b>        |           | <b>140 134</b>   | <b>140 695</b>   |
| <b>Sum gjeld</b>                   |           | <b>587 409</b>   | <b>1 472 398</b> |
| <b>Sum egenkapital og gjeld</b>    |           | <b>2 160 119</b> | <b>3 915 593</b> |

Oslo, 13.05.2025  
Styret i Remedy Midco AS

Ted Sven Severin Soederholm  
styreleder

Erik Nicolay Sandøy  
styremedlem

Adam Harlang Meyer  
styremedlem

Remedy Midco AS

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## Kontantstrømoppstilling

### Remedy Midco AS

|  | Note | 2024            | 2023          |
|--|------|-----------------|---------------|
| <b>Kontantstrømmer fra operasjonelle aktiviteter</b>       |      |                 |               |
| Resultat før skattekostnad                                 |      | -817 695        | -60 849       |
| Netto finansposter   | 3    | 816 166         | 59 944        |
| Endring i leverandørgjeld                                  |      | -80             | 108           |
| Endring i andre tidsavgrensningsposter                     |      | -49             | -1 614        |
| <b>Netto kontantstrøm fra operasjonelle aktiviteter</b>    |      | <b>-1 658</b>   | <b>-2 411</b> |
| <b>Kontantstrømmer fra investeringsaktiviteter</b>         |      |                 |               |
| Innbetalinger ved salg av aksjer og andeler i andre fore   |      | 1 187 731       | 0             |
| Utbetaling ved kjøp av aksjer og andeler i andre foretal   |      | -251 651        | 0             |
| <b>Netto kontantstrøm fra investeringsaktiviteter</b>      |      | <b>936 079</b>  | <b>0</b>      |
| <b>Kontantstrømmer fra finansieringsaktiviteter</b>        |      |                 |               |
| Nedbetaling eksterne lån                                   | 10   | -1 007 977      | 0             |
| Opptak eksterne lån  | 10   | 90 000          | -250 000      |
| Innbetalte (-betalte) renter konsern                       |      | -18 598         | 13 840        |
| Betalte eksterne renter                                    | 3    | -83 899         | -99 021       |
| Betalte finanskostnader                                    |      | -6 112          | -16 120       |
| Innbetaling ved reduksjon av konsernfordring               |      | 2 590           | 0             |
| Innbetalt finansinntekt                                    | 3    | 0               | 1 712         |
| Betalt konsernbidrag                                       |      | -2 500          | 0             |
| Agio/disagio   |      | 3 831           | 4 929         |
| Innbetalt aksjonærlån                                      |      | 34 930          | 0             |
| Endring konsernkontoordning                                | 5    | 23 781          | -152 928      |
| <b>Netto kontantstrøm fra finansieringsaktiviteter</b>     |      | <b>-934 420</b> | <b>2 411</b>  |
| <b>Netto endring i kontanter og kontantekvivalenter</b>    |      | <b>0</b>        | <b>0</b>      |
| Beh. av kont. og kontantekvivalenter ved per. begynnel     |      | 0               | 0             |
| <b>Beh. av kont. og kontantekvivalenter ved per. slutt</b> |      | <b>0</b>        | <b>0</b>      |



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## Regnskapsprinsipper

Årsregnskapet er satt opp i samsvar med regnskapslovens bestemmelser og god regnskapsskikk.

Selskapets virksomhet består i å eie aksjer i Remedy Bidco AS og finansiere Remedy Midco AS - konsernet.

### Skatt

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt ligningsmessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reverseres i samme periode er utlignet og nettoført.

### Klassifisering og vurdering av balanseposter

Eiendeler bestemt til varig eie eller bruk er klassifisert som anleggsmidler. Eiendeler som er knyttet til varekretsløpet er klassifisert som omløpsmidler. Fordringer klassifiseres som omløpsmidler hvis de skal tilbakebetales i løpet av ett år. For gjeld er analoge kriterier lagt til grunn. Første års avdrag på langsiktige fordringer og langsiktig gjeld klassifiseres likevel ikke som omløpsmiddel og kortsiktig gjeld.

### Investering i datterselskap

Kostmetoden brukes som prinsipp for investeringer i andre selskaper. Kostprisen økes når midler tilføres ved kapitalutvidelse, eller når det gis konsernbidrag til datterselskap. Mottatte utdelinger resultatføres i utgangspunktet som inntekt. Utdelinger som overstiger andel av opptjent egenkapital etter kjøpet føres som reduksjon av anskaffelseskost. Utbytte/konsernbidrag fra datterselskap regnskapsføres det samme året som datterselskapet avsetter beløpet. Utbytte fra andre selskaper regnskapsføres som finansinntekt når utbyttet er vedtatt. Balanseført beløp skrives ned til antatt virkelig verdi når den er lavere. Det er foretatt nedskrivning til virkelig verdi når verdifall skyldes årsaker som ikke kan antas å være forbigående og det må anses nødvendig etter god regnskapsskikk. Nedskrivninger er reversert når grunnlaget for nedskrivning ikke lenger er til stede.

### Rentebytteavtaler

Kostnader ved inngåelse av rentebytteavtaler blir regnskapsført til kostpris. Kostprisen blir periodisert i samsvar med finansieringsavtalens levetid. Rentedifferanser innregnes og regnskapsføres løpende. Urealiserte tap ihht markedsverdi regnskapsføres. Urealiserte gevinster regnskapsføres ikke da selskapet benytter seg av unntaksregelen i rskl. § 4-1 annet ledd.

### Utenlandsk valuta

Fordringer og gjeld i utenlandsk valuta vurderes etter kursen ved regnskapsårets slutt.

### Kontantstrømoppstilling

Kontantstrømoppstillingen er utarbeidet etter den indirekte metode. Kontanter og kontantekvivalenter omfatter kontanter, bankinnskudd og andre kortsiktige likvide plasseringer.



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## Note 1 Lønnskostnader

Remedy Midco AS har ikke ansatte, og har derfor ikke lønnskostnader.

## Note 2 Spesifikasjon av driftskostnader etter art (hele tusen)

|   | 2024         | 2023       |
|---|--------------|------------|
| Fremmede tjenester (revisjon, juridisk mm.) | 1 463        | 872        |
| Andre driftskostnader                       | 66           | 34         |
| <b>Sum driftskostnader</b>                  | <b>1 529</b> | <b>906</b> |

### Revisor

Kostnadsført revisjonshonorar for 2024 utgjør TNOK 238 inkl. mva.

I tillegg kommer honorar for andre tjenester med TNOK 934

## Note 3 Finansinntekter og finanskostnader (hele tusen)

| Finansinntekter  | 2024           | 2023           |
|--|----------------|----------------|
| Inntekt på investering i datterselskap                 | 53 907         | 0              |
| Inntekt på investering i annet foretak i samme konsern | 114 647        | 0              |
| Renteinntekt fra foretak i samme konsern               | 41 587         | 83 558         |
| Annen renteinntekt                                     | 0              | 19             |
| Annen finansinntekt (valutagevinst/agio)               | 69 051         | 184 863        |
| <b>Sum finansinntekter</b>                             | <b>279 192</b> | <b>268 440</b> |

| Finanskostnader                                 | 2024             | 2023           |
|---|------------------|----------------|
| Verdireduksjon markedsbaserte omløpsmidler      | 1 473            | 0              |
| Nedskrivning av andre finansielle anleggsmidler | 881 856          | 0              |
| Rentekostnader fra foretak i samme konsern      | 7 871            | 0              |
| Renter eksterne lån                             | 97 052           | 99 040         |
| Valutatap (disagio)                             | 94 988           | 218 139        |
| Annen finanskostnad                             | 12 117           | 11 204         |
| <b>Sum finanskostnader</b>                      | <b>1 095 358</b> | <b>328 383</b> |

## Note 4 Investering i datterselskap (hele tusen)

| Datterselskap   | Forretnings-<br>kontor | Eierandel/<br>stemmeandel | Egenkapital<br>siste år (100%) | Resultat<br>siste år (100%) |
|-----------------|------------------------|---------------------------|--------------------------------|-----------------------------|
| Remedy Bidco AS | Norge                  | 100 %                     | 1 994 245                      | -571 838                    |

Selskapet har ikke utarbeidet konsernregnskap i samsvar med NRS 8. Selskapet inngår i Remedy Topco AS - konsernet som utarbeider konsernregnskap.

I 2024 fikk selskapet overdratt eierskap til alle juridiske enheter innenfor ett av to driftssegmenter i konsernet. Disse ble overdratt fra strukturen under datterselskapet Remedy Bidco AS. For også å reflektere

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dette salget i bokført verdi av investeringen i Remedy Bidco AS i selskapet sitt regnskap, er det regnskapsført en nedskrivning i 2024 på TNOK 881.856.

Dernest ble disse selskapene solgt til ekstern part i samme år med regnskapsmessig gevinst på TNOK 53.907.

## Note 5 Mellomværende med selskap i samme konsern

|                                      | 2024           | 2023             |
|--------------------------------------|----------------|------------------|
| <b>Fordringer</b>                    |                |                  |
| Lån til foretak i samme konsern      | 0              | 858 213          |
| Andre kortsiktige fordringer konsern | 437 799        | 389 849          |
| <b>Sum</b>                           | <b>437 799</b> | <b>1 248 062</b> |
| <b>Gjeld</b>                         |                |                  |
| Lån fra foretak i samme konsern      | 1 147          | 1 147            |
| Annen kortsiktig gjeld konsern       | 135 134        | 137 914          |
| <b>Sum</b>                           | <b>136 281</b> | <b>139 061</b>   |

De langsiktige lånene til foretak i samme konsern selskapet hadde pr 31.12.2023, ble gjort opp i 2024 som oppgjør for intern overdragelse av Serwent-selskap fra underliggende døtre.

Selskapet mottok også i 2024 TNOK 114.647 i konsernbidrag, som står tilgode som kortsiktig fordring pr 31.12.2024.

Selskapets bankkontoer inngår i konsernets konsernkontoordning. Disse er bruttøført per valuta og per 31.12.2024 hadde selskapet TNOK 323.152 (2023: TNOK 387.259) innskudd i NOK og SEK, og trekk på TNOK 88.330 (2023: TNOK 128.656) i EUR og DKK.

## Note 6 Skatt

| Årets skattekostnad                      | 2024         | 2023           |
|--|--------------|----------------|
| Resultatført skatt på ordinært resultat: |              |                |
| Betalbar skatt                           | 0            | 0              |
| Endring i utsatt skattefordel            | 2 256        | -13 391        |
| <b>Skattekostnad ordinært resultat</b>   | <b>2 256</b> | <b>-13 391</b> |
| Skattepliktig inntekt:                   |              |                |
| Resultat før skatt                       | -817 695     | -60 849        |
| Permanente forskjeller                   | 827 950      | -19            |
| Endring i midlertidige forskjeller       | 10 771       | -4 728         |
| Anvendelse av fremførbart underskudd     | -21 025      | 0              |
| <b>Skattepliktig inntekt</b>             | <b>0</b>     | <b>-65 596</b> |

| Beregning av effektiv skattesats | 2024     | 2023    |
|----------------------------------|----------|---------|
| Resultat før skatt               | -817 695 | -60 849 |

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|  |              |                |
|--|--------------|----------------|
| Beregnet skatt av resultat før skatt   | -179 893     | -13.387        |
| Skatteeffekt av permanente forskjeller | 182 149      | -4             |
| <b>Sum</b>                             | <b>2 256</b> | <b>-13.391</b> |
| Effektiv skattesats                    | 0,28%        | 22,01%         |
| <b>Betalbar skatt i balansen:</b>      |              |                |
| <b>Sum betalbar skatt i balansen</b>   | <b>0</b>     | <b>0</b>       |

Skatteeffekten av midlertidige forskjeller og underskudd til fremføring som har gitt opphav til utsatt skatt og utsatte skattefordeler, spesifisert på typer av midlertidige forskjeller

|   | 2024           | 2023           | Endring        |
|---|----------------|----------------|----------------|
| Avsetninger mv                          | -4 952         | 0              | 4 952          |
| Andre forskjeller                       | 5 525          | 11 344         | 5 819          |
| <b>Sum</b>                              | <b>573</b>     | <b>11 344</b>  | <b>10 771</b>  |
| Akkumulert fremførbart underskudd       | -49 405        | -70 430        | -21 025        |
| Avskåret rentefradrag                   | -69            | -69            | 0              |
| <b>Grunnlag for utsatt skattefordel</b> | <b>-48 901</b> | <b>-59 155</b> | <b>-10 254</b> |
| <b>Utsatt skattefordel (22 %)</b>       | <b>-10 758</b> | <b>-13 014</b> | <b>-2 256</b>  |

Den midlertidige andre forskjellen knytter seg til periodiserte lånekostnader som bli amortisert over lånets levetid regnskapsmessig, og avsetningen til forskjell på regnskapsmessig avsetning på verdi av FX swap.

## Note 7 Egenkapital (hele tusen)

|                               | Aksjekapital | Overkurs         | Annen innskutt egenkapital | Annen egenkapital | Kontinuitet sdifferanse | Sum egenkapital  |
|-------------------------------|--------------|------------------|----------------------------|-------------------|-------------------------|------------------|
| Egenkapital 01.01.2024        | 210          | 2 474 948        | 0                          | -31 964           | 0                       | 2 443 194        |
| Kontinuitetsdifferanse*       | 0            | 0                |                            |                   | -50 534                 | -50 534          |
| Årets resultat                | 0            | 0                |                            | -819 951          |                         | -819 951         |
| <b>Egenkapital 31.12.2024</b> | <b>210</b>   | <b>2 474 948</b> | <b>0</b>                   | <b>-851 915</b>   | <b>-50 534</b>          | <b>1 572 709</b> |

## Note 8 Aksjekapital og aksjonærinformasjon

Aksjekapitalen på NOK 210 000 består av 1 000 aksjer à kr. 210.

### Oversikt over de største aksjonærene 31.12.2024

| Navn            | Antall aksjer | Eierandel    |
|-----------------|---------------|--------------|
| Remedy Topco AS | 1 000         | 100 %        |
| <b>Sum</b>      | <b>1 000</b>  | <b>100 %</b> |

Alle aksjer er eid av Remedy Topco AS med forretningsadresse Dronning Mauds gate 1, 0250 Oslo. Der kan konsernregnskapet som inkluderer Remedy Midco AS fås utlevert.

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Remedy Topco AS kontrolleres indirekte av Remedy Topco S.A.R.L

## Note 9 Hendelser etter balansedagen

Ingen av vesentlig betydning.

## Note 10 Rentebærende gjeld (hele tusen)

|   | 2024           | 2023             |
|---|----------------|------------------|
| Pantesikrede terminlån, klassifisert som kortsiktig gjeld | 0              | 0                |
| Pantesikrede terminlån, klassifisert som langsiktig gjeld | 446 128        | 1 330 556        |
| <b>Sum</b>  | <b>446 128</b> | <b>1 330 556</b> |

### Betingelser og betalingsplan

|   | Valuta  | Nominell rente | Forfall  | Bokført verdi (NOK) |
|---|---------|----------------|----------|---------------------|
| Term loan B - NOK                           | 311 653 | IBOR + 3,25 %  | mai 2027 | 311 653             |
| MPF Fasilitet                               | 140 000 | IBOR + 2,75 %  | mai 2027 | 140 000             |
| <b>Rentebærende gjeld før lånekostnader</b> |         |                |          | <b>451 653</b>      |
| Lånekostnader*                              |         |                |          | 5 525               |
| <b>Balanseført langsiktig gjeld</b>         |         |                |          | <b>446 128</b>      |

\*Lånekostnader er ført til fradrag i anskaffelseskost i lånene og amortiseres over lånets levetid.

### Avstemning av bevegelsen i langsiktig lån

|               | 31.12.2023       | Netto nedbetaling lån | Valutajustering | 31.12.2024     |
|---------------|------------------|-----------------------|-----------------|----------------|
| Term loans    | 1 091 900        | -807 977              | 27 731          | 311 653        |
| MPF-fasilitet | 250 000          | -110 000              | 0               | 140 000        |
| <b>Sum</b>    | <b>1 341 899</b> | <b>-917 977</b>       | <b>27 731</b>   | <b>451 653</b> |

Nedbetalingen av bankfinansieringen skyldes bruk av positiv cashflow fra salg av virksomhet i 2024.

Remedy Midco AS, med datterselskapet Remedy Bidco AS som garantist, inngikk avtale om ekstern finansiering med tre banker DNB; Swedbank og SEB, med DNB som agent for bankene 7. mai 2020. Selskapet trakk opp ekstern gjeld på NOK 1 096 000 000, fordelt på fire transjer i NOK, SEK, DKK og EUR. Forfall var 7. mai 2023. Rentebetingelsene ble i utgangspunktet satt til IBOR +3,75% pa med mulighet for justering opp eller ned avhengig av Net Debt Cover, som nærmere definert i låneavtalen og beskrevet nedenfor.

I tillegg til terminlånet som beskrevet over, er det en MPF-lånefasilitet med ramme på NOK 425 000 000 som er tilgjengelig for selskapene i konsernet gjennom låneavtalen. Det maksimale antall lån gjennom MPF er 1.5 og ikke mer enn 5 per år. Bruk av MPF-fasiliteten er betinget av at selskapet overholder låneavtalens finansielle betingelser.

Som sikkerhet for lån og trekk gjennom låneavtalen er samtlige aksjer i datterselskaper, varige driftsmidler,

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varelager, kundefordringer og bankbeholdninger stilt som sikkerhet. Sikkerheten er oppad begrenset til NOK 2 300 000 000.

*Finansielle lånebetingelser:*

Låneavtalen definerer Net Debt Cover som forholdet mellom konsolidert netto gjeld (ved siste dag i rapporteringsperioden) mot konsolidert EBITDA (for rapporteringsperioden). Låneavtalen regulerer hvilke justeringer som skal hensyntas i beregningen av konsolidert Net Debt og konsolidert EBITDA. Denne lånebetingelsene testes kvartalsvis frem til forfall i 2027, med Q1 2021 som første rapporteringsperiode.

Avtalen definerer Available liquidity som summen av konsernets kontanter og kontantekvivalenter ved siste dag i rapporteringsperioden. Denne betingelsen testes månedlig frem til forfall i 2027.

I tilfelle brudd med betingelsene har selskapet 65 dager tilgjengelig til å innhente ny kapital for retting. I tillegg eksisterer en lånebetingelse om at man må inneha likviditet på et minimumsnivå ved siste dag i rapporteringsperioden. Brytes denne, har man en periode på 15 dager til å rette opp dette. Selskapet var ikke i brudd på noen av disse gjennom 2023.

Lånefasiliteten (term loan og MPPF) forfalt 7.mai 2023, men ble forlenget den 28.april 2023 med ny termineringsdato 7.mai 2025. Lånet ble på ny forlenget i desember 2024 med nytt forfall mai 2027. Fordi lånet ble forlenget før balansedagen, 31.12.2024, ble lånet klassifisert som langsiktig pr 31.12.2024, som det også ble pr 31.12.2023.



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## List of Signatures Page 1/1

### Årsberetning Remedy Midco AS 2024.pdf

| Name                 | Method | Signed at               |
|----------------------|--------|-------------------------|
| Adam Harlang Meyer   | MitID  | 2025-05-13 11:00 GMT+02 |
| Sandøy, Erik Nicolay | BANKID | 2025-05-13 10:23 GMT+02 |
| TED SÖDERHOLM        | BANKID | 2025-05-13 10:05 GMT+02 |



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## Årsberetning 2024 Remedy Midco AS

### Virksomhetens art og tilholdssted

Virksomhetsområdet til Remedy Midco AS er å eie aksjer i Remedy Bidco AS og finansiere Remedy Midco AS-konsernet. Selskapets forretningskontor er i Oslo. Selskapet ble stiftet 30. april 2019. Ved utgangen av 2024 er det ingen ansatte i selskapet (ingen ansatte i 2023).

### Redegjørelse for årsregnskapet

I samsvar med regnskapslovens § 3-3 bekreftes det at forutsetningen om fortsatt drift er til stede, og at dette er lagt til grunn ved utarbeidelsen av årsregnskapet.

Årets resultat før skatt er negativt med TNOK -817 695, mot et underskudd på TNOK -60 849 i 2023. Det negative resultatet skyldes i stor grad negative finanskostnader fra finansiering av konsernet, samt nedskrivning av investering i datterselskap (se note 4). Den negative endringen fra 2023 skyldes i stor grad denne nedskrivningen, men noe positivt påvirket på bedre rentebetingelser på lånefasiliteten til konsernet i 2024, samt mottatte konsernbidrag fra datterselskap og salg av virksomhet. Selskapet har en negativ skattekostnad på TNOK -2 256 (2023: positiv TNOK -13 391).

Selskapet har ikke hatt utgifter til forskning og utvikling i 2024.

Samlet kontantstrøm fra operasjonelle aktiviteter var negativ med TNOK -1 658 (2023: TNOK -2 411), mens driftsresultatet endte på negativt TNOK -1 529 (2023: negativt TNOK -906). Differansen skyldes i hovedsak en negativ endring i andre tidsavgrensningsposter.

Samlet kontantstrøm fra investeringsaktiviteter var positiv med TNOK 936 079 (2023: TNOK 0). Dette fra at selskapet i 2024 fikk overdratt samlet selskap innenfor et av driftssegmentene i konsernet selskapet er morselskap i, for senere på året å selge disse videre til eksternt part.

Samlet kontantstrøm fra finansieringsaktiviteter var negativ med TNOK -934 420 (2023: positiv TNOK 2 411). Reduksjonen mot 2023 kom hovedsakelig fra nedbetaling av deler av den eksterne lånefasiliteten selskapet på TNOK 1 007 977 (2023: TNOK 0). Dette fra innbetalinger fra salget av virksomhet nevnt i avsnittet over.

Totalt endret likviditeten seg i 2024 negativt med MNOK 23,8 (2023: positivt med MNOK 152,9) ved at innskudd på konsernkontoordningen selskapet er en del av økte.

Totalkapitalen var ved utgangen av året MNOK 2 160,1 og selskapets egenkapitalandel 72,8 %, mot en total kapital på MNOK 3 915,6 og en egenkapitalandel på 62,4 % pr 31.12.2023. Økningen kom hovedsakelig som følge av positiv effekt fra salg av virksomhet. Selskapet mener at årsregnskapet gir et rettviseende bilde av selskapets eiendeler og gjeld, finansielle stilling og resultat.

### Finansiell risiko

Selskapet har konsernkontoordning med innskudd i SEK (MNOK 231,8), og trekk i DKK og EUR (totalt MNOK 88,3). Lånene som selskapet hadde til foretak i samme konsern i SEK og DKK pr 31.12.2023 på totalt MNOK 354,4 ble gjort opp i 2024 som delvis oppgjør for overdragelsen av selskapene i et av driftssegmentene selskapet overtok eierskapet til. Dette reduserte således valutaeksponeringen til selskapet.



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Den opprinnelige bankfasiliteten (term loan og MPF) per 7.mai 2020 forfalt den 7.mai 2023. Avtalen ble forlenget den 28.april 2023 med ny forfallsdato 7.mai 2025. I desember 2024 ble denne på nytt forlenget til mai 2027. Selskapet har således finansiering for konsernet til 2027.

#### Arbeidsmiljø, diskriminering og likestilling

Selskapet har ingen ansatte.

#### Ytre miljø

Selskapets virksomhet medfører verken forurensning eller utslipp som kan være til skade for det ytre miljø.

#### Styreansvarsforsikring

Det er tegnet forsikring (styreansvarsforsikring) for styrets medlemmer og daglig leder for deres mulige ansvar overfor foretaket og tredjepersoner.

#### Krigen i Ukraina

Selskapet påvirkes ikke direkte av krigen i Ukraina utover hva øvrige næringsliv påvirkes av gjennom økte priser på innsatsfaktorer.

#### Hendelser etter balansedagen

Ingen av vesentlig betydning

#### Resultatdisponering

Virksomheten hadde i 2024 et underskudd på TNOK -819 951, som styret foreslår ført mot udekket tap.

Oslo, 13.05.2025

\_\_\_\_\_  
Ted Söderholm  
Styrets leder

\_\_\_\_\_  
Erik Sandøy  
Styremedlem

\_\_\_\_\_  
Adam Harlang Meyer  
Styremedlem



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Foretaksregisteret: NO 976 389 387 MVA  
Tlf: +47 24 00 24 00  
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Medlemmer av Den norske Revisorforening

Til generalforsamlingen i Remedy Midco AS

## UAVHENGIG REVISORS BERETNING

### Konklusjon

Vi har revidert årsregnskapet for Remedy Midco AS som består av balanse per 31. desember 2024, resultatregnskap og kontantstrømoppstilling for regnskapsåret avsluttet per denne datoen og noter til årsregnskapet, herunder et sammendrag av viktige regnskapsprinsipper.

Etter vår mening

- oppfyller årsregnskapet gjeldende lovkrav, og
- gir årsregnskapet et rettviseende bilde av selskapets finansielle stilling per 31. desember 2024 og av dets resultater og kontantstrømmer for regnskapsåret avsluttet per denne datoen i samsvar med regnskapslovens regler og god regnskapsskikk i Norge.

### Grunnlag for konklusjon

Vi har gjennomført revisjonen i samsvar med International Standards on Auditing (ISA-ene). Våre oppgaver og plikter i henhold til disse standardene er beskrevet nedenfor under *Revisors oppgaver og plikter ved revisjonen av årsregnskapet*. Vi er uavhengige av selskapet i samsvar med kravene i relevante lover og forskrifter i Norge og *International Code of Ethics for Professional Accountants* (inkludert internasjonale uavhengighetsstandarder) utstedt av International Ethics Standards Board for Accountants (IESBA-reglene), og vi har overholdt våre øvrige etiske forpliktelser i samsvar med disse kravene. Innhentet revisjonsbevis er etter vår vurdering tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon.

### Øvrig informasjon

Styret og daglig leder (ledelsen) er ansvarlige for informasjonen i årsberetningen. Vår konklusjon om årsregnskapet ovenfor dekker ikke informasjonen i årsberetningen.

I forbindelse med revisjonen av årsregnskapet er det vår oppgave å lese årsberetningen. Formålet er å vurdere hvorvidt det foreligger vesentlig inkonsistens mellom årsberetningen og årsregnskapet og den kunnskap vi har opparbeidet oss i revisjonen av årsregnskapet, eller hvorvidt informasjon i årsberetningen ellers fremstår som vesentlig feil. Vi har plikt til å rapportere dersom årsberetningen fremstår som vesentlig feil. Vi har ingenting å rapportere i så henseende.

Basert på kunnskapen vi har opparbeidet oss i revisjonen, mener vi at årsberetningen

- er konsistent med årsregnskapet og
- inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav.

### Ledelsens ansvar for årsregnskapet

Ledelsen er ansvarlig for å utarbeide årsregnskapet og for at det gir et rettviseende bilde i samsvar med regnskapslovens regler og god regnskapsskikk i Norge. Ledelsen er også ansvarlig for slik intern kontroll som den finner nødvendig for å kunne utarbeide et årsregnskap som ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller utilsiktede feil.

Ved utarbeidelsen av årsregnskapet må ledelsen ta standpunkt til selskapets evne til fortsatt drift og opplyse om forhold av betydning for fortsatt drift. Forutsetningen om fortsatt drift skal legges til grunn for



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årsregnskapet med mindre ledelsen enten har til hensikt å avvikle selskapet eller virksomheten, eller ikke har noe annet realistisk alternativ.

## Revisors oppgaver og plikter ved revisjonen av årsregnskapet

Vårt mål er å oppnå betryggende sikkerhet for at årsregnskapet som helhet ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller utilsiktede feil, og å avgjøre en revisjonsberetning som inneholder vår konklusjon. Betyggende sikkerhet er en høy grad av sikkerhet, men ingen garanti for at en revisjon utført i samsvar med ISA-ene, alltid vil avdekke vesentlig feilinformasjon. Feilinformasjon kan oppstå som følge av misligheter eller utilsiktede feil. Feilinformasjonen er å anse som vesentlig dersom den enkeltvis eller samlet med rimelighet kan forventes å påvirke de økonomiske beslutningene som brukerne foretar, på grunnlag av årsregnskapet.

Som del av en revisjon i samsvar med ISA-ene, utøver vi profesjonelt skjønn og utviser profesjonell skepsis gjennom hele revisjonen. I tillegg:

- identifiserer og vurderer vi risikoen for vesentlig feilinformasjon i årsregnskapet, enten det skyldes misligheter eller utilsiktede feil. Vi utformer og gjennomfører revisjonshandlinger for å håndtere slike risikoer, og innhenter revisjonsbevis som er tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon. Risikoen for at vesentlig feilinformasjon som følge av misligheter ikke blir avdekket, er høyere enn for feilinformasjon som skyldes utilsiktede feil, siden misligheter kan innebære samarbeid, forfalskning, bevisste utelatelser, uriktige fremstillinger eller overstyring av intern kontroll.
- opparbeider vi oss en forståelse av intern kontroll som er relevant for revisjonen, for å utforme revisjonshandlinger som er hensiktsmessige etter omstendighetene, men ikke for å gi uttrykk for en mening om effektiviteten av selskapets interne kontroll.
- evaluerer vi om de anvendte regnskapsprinsippene er hensiktsmessige og om regnskapsestimater og tilhørende noteopplysninger utarbeidet av ledelsen er rimelige.
- konkluderer vi på om ledelsens bruk av fortsatt drift-forutsetningen er hensiktsmessig, og, basert på innhentede revisjonsbevis, hvorvidt det foreligger vesentlig usikkerhet knyttet til hendelser eller forhold som kan skape tvil av betydning om selskapets evne til fortsatt drift. Dersom vi konkluderer med at det eksisterer vesentlig usikkerhet, kreves det at vi i revisjonsberetningen henleder oppmerksomheten på tilleggsopplysningene i årsregnskapet, eller, dersom slike tilleggsopplysninger ikke er tilstrekkelige, at vi modifierer vår konklusjon. Våre konklusjoner er basert på revisjonsbevis innhentet frem til datoen for revisjonsberetningen. Etterfølgende hendelser eller forhold kan imidlertid medføre at selskapet ikke kan fortsette driften.
- evaluerer vi den samlede presentasjonen, strukturen og innholdet i årsregnskapet, inkludert tilleggsopplysningene, og hvorvidt årsregnskapet gir uttrykk for de underliggende transaksjonene og hendelsene på en måte som gir et rettvise bilde.

Vi kommuniserer med styret blant annet om det planlagte innholdet i og tidspunkt for revisjonsarbeidet og eventuelle vesentlige funn i revisjonen, herunder vesentlige svakheter i intern kontroll som vi avdekker gjennom revisjonen.

Oslo, 13. mai 2025  
ERNST & YOUNG AS

*Revisjonsberetningen er signert elektronisk*

Trond Stian Nyteit  
statsautorisert revisor

Uavhengig revisors beretning - Remedy Midco AS 2024

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Statsautorisert revisor

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Vår dato  
20.10.2020

Din/Deres dato  
14.10.2020

Saksbehandler  
Lars Waaltorp

800 80 000  
Skatteetaten.no

Din/Deres referanse  
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Telefon  
32212244

Org.nr  
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Vår referanse  
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Postadresse  
Postboks 9200 Grønland  
0134 OSLO

REMEDY TOPCO AS  
Dronning Mauds gate 1  
0250 OSLO

Att. Finn Øistein Nordam, Recover Nordic Group

## Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk for Remedy Topco AS, org.nr. 922 748 578

Vi viser til deres brev sendt inn 14. oktober 2020 der det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk for Remedy Topco AS.

Skattekontoret gir på bakgrunn av en konkret helhetsvurdering Remedy Topco AS dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk, jf. regnskapsloven § 3-4 tredje ledd. Dispensasjonen gjelder så lenge opplysningene som danner grunnlaget for vedtaket ikke endres vesentlig.

Kopi av dette brevet må sendes til Regnskapsregisteret i Brønnøysund sammen med årsregnskapet. Den regnskapspliktige må selv dokumentere ved dette brev at tillatelse er gitt.

### Bakgrunn

Remedy Topco AS er eid av et utenlandsk fond. Investorene i fondet er internasjonale investorer. Remedy Topco AS er eierskapet til Recover Nordic Group som driver virksomhet innen opprydding og gjenoppbygging etter brann-, vann- og miljøskader. Kundene er primært nordiske forsikringsselskaper. All kommunikasjon, både til styret og ledelse, og på tvers av land foregår på engelsk.

### Skattekontorets vurdering

Etter regnskapsloven § 3-4 tredje ledd skal "årsregnskapet og årsberetningen [...] være på norsk. Departementet kan ved [...] enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk."

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap mv., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

"Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i



samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.”

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til "informative regnskaper for ulike grupper av regnskapsbrukere". Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

Det er etter skattekontorets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har skattekontoret lagt særlig vekt på at selskapet er direkte eid av et utenlandsk fond. Videre er det vektlagt at alle sentrale aktører og samarbeidspartnere behersker og benytter engelsk.

Vennligst oppgi vår referanse ved henvendelse i saken.

Med hilsen

Lars Waalorp  
seniorrådgiver  
Brukerdialog, brukerkontakt  
Skatteetaten

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## INDEPENDENT AUDITOR'S REPORT

To the Annual Shareholders' Meeting of Remedy Topco AS

### Opinion

We have audited the financial statements of Remedy Topco AS (the Company), which comprise the financial statements of the Company and the consolidated financial statements of the Company and its subsidiaries (the Group). The financial statements of the Company and the Group comprise the balance sheet as of 31 December 2024, the income statement, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion the financial statements comply with applicable legal requirements and give a true and fair view of the financial position of the Company and the Group as of 31 December 2024 and their financial performance and cash flows for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Company and the Group in accordance with the requirements of the relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

Other information consists of the information included in the annual report other than the financial statements and our auditor's report thereon. Management (the board of directors) is responsible for the other information. Our opinion on the financial statements does not cover the other information, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information, and, in doing so, consider whether the board of directors' report contains the information required by legal requirements and whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information or that the information required by legal requirements is not included, we are required to report that fact.

We have nothing to report in this regard, and in our opinion, the board of directors' report is consistent with the financial statements and contains the information required by applicable legal requirements.

### Responsibilities of management for the financial statements

Management is responsible for the preparation of the financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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In preparing the financial statements, management is responsible for assessing the Company's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or the Group, or to cease operations, or has no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company and the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



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Oslo, 13<sup>th</sup> May 2025  
ERNST & YOUNG AS

Trond Stian Nyteit  
State Authorised Public Accountant (Norway)

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Independent auditor's report - Remedy Topco AS 2024

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## Nytveit, Trond Stian

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| TED SÖDERHOLM        | BANKID | 2025-05-13 11:16 GMT+02 |
| Adam Harlang Meyer   | MitID  | 2025-05-13 11:00 GMT+02 |
| Sandøy, Erik Nicolay | BANKID | 2025-05-13 10:26 GMT+02 |



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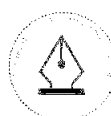
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REMEDY TOPCO AS

ANNUAL ACCOUNTS 2024

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Remedy Topco AS – Consolidated Financial Statement 2024

**RECOVER**

## Remedy Topco AS

### Special Purpose Consolidated Financial Statements

#### Board of Directors' report 2024

Remedy Topco AS ('the Company') and its subsidiaries (together, 'the Recover Group') carry out services within Property Remediation in Norway, Sweden and Denmark. The operating segment Underground Infrastructure Maintenance (UIM) was divested in 2024.

The Property Remediation segment carries out its services under the Recover brand name as well as through several subsidiaries. The business area serves insurance companies, municipalities, and industrial and commercial companies across the Nordics, helping end-customers return to everyday life as quickly as possible following property damages and unexpected events. Most of the company's operations relate to property remediation activities following i.e., water or fire damages and services include emergency response, damage mitigation, and reconstruction services across water, mound, fire and building services.

#### Groups History

The Recover Group was founded in 2013 following the acquisition of the Finnish, Danish and Norwegian Damage Control business from ISS. In 2015 the Recover Group acquired Relita, providing a solid presence in Sweden. Several add-on acquisitions have been carried out since 2013, increasing the Group's presence across the Nordics.

In December 2019, Remedy Topco AS's 100% owned subsidiary Remedy Bidco AS, entered into an agreement to acquire all the shares in the Recover Group through the acquisition of 100% of the shares in Navie OY. The shares were transferred on 16 March 2020, when the transaction was completed. The acquisition was funded by equity and loans from the shareholders. From 13 March 2020 to 7 May 2020, the Parent company gave a short-term non-interest bearing loan of MNOK 1 150 which was repaid when the Recover Group obtained external financing on 7 May 2020. This external financing was originally due after three years, but was extended on April 28 2023 through an amendment agreement with an extended termination date in 2025. In December 2024 this was further amended with an extended termination date in 2027 (see note 22).

In 2021 and 2022 the Group completed add-on acquisitions within Property Remediation and Environmental Services/UIM in Norway, Sweden and Denmark. In 2024 the Group acquired the remaining shares in Bjerklind Bygg AS and SI Entreprenør AS. See note 6a and b for an overview of the entities in the Group as well as the acquisitions carried out.

In 2023 the Group divested its operations in Finland as this was no longer considered a strategic fit. In 2024 the Group divested its operations within the UIM segment (branded "Serwent") and within demolition and concrete drilling (branded "Recover Riv & Håltagning)". See more details in note 6a and 28 Discontinued operations. The profit and loss from these operations in 2024 and 2023 were therefore reclassified to discontinued operations, and the Group's profit and loss is thereby proforma adjusted. The balance per 2023 relating to the divested operations is reclassified to Assets and Liabilities from disposal groups.

All acquisitions and divestments were a result of the Group's strategy to strengthen and focus its position as the market leader within Property Remediation in the Nordic market.

The Company is majority-owned by funds advised by the private equity firm EQT. Other shareholders include management and external board of directors' members of the Group in addition to certain sellers of entities acquired.



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Remedy Topco AS is a limited liability company, incorporated in Norway and headquartered in Oslo, there are no employees in the Company. The Group employs c. 1 700 employees.

## Financial review

Group consolidated revenues in 2024 were NOK 3 291.5 million (2023: 3 103.5 million). The year-on-year increase reflects price and volume increases. Total operating costs were NOK 3 234.0 million (2023: NOK 3 056.9 million) comprised of cost of materials of NOK 1 413.4 million (2023: NOK 1 333.2 million), general and administrative expenses of NOK 1 612.7 million (2023: NOK 1 520.2 million) and depreciation and amortizations of NOK 208.0 million (2023: NOK 203.5 million). Relative to 2023 as a percentage of revenue all cost lines within operating costs are relatively stable, leaving an also relatively stable operating profit margin versus 2023. The operating profit (EBIT) for 2024 was amounted to NOK 57.5 million (2023: NOK 46.6 million), with the improvement on 2023 being explained by the increase in revenues as well as improved cost efficiency.

The Group saw revenues increase year-over-year (YoY), on the back of solid growth in Norway, while Denmark was flat, and Sweden saw revenues decline. The revenue increase in Norway was driven by price and volume increases. In Sweden, revenues declined on the back of branch terminations.

Net financial costs amounted to NOK 159.1 million (2023: NOK 175.5 million), which mainly comprises finance expenses of NOK 204.6 million (2023: NOK 187.9 million), finance income of NOK 73.4 million (2023: NOK 29.3 million) and other losses of NOK 27.9 million (2023: NOK 16.8). Other losses are mainly due to currency losses from settlement of intercompany balances, and from downpayments of external borrowings. After positive income tax of NOK 24.4 million (2023: positive NOK 25.9 million), and net gain after tax for discontinued operations of NOK 0.7 million (2023: loss of NOK of 315.0 million), the net loss for the year was NOK 76.4 million (2023: NOK 418.0 million).

As of 31 December 2024, the Group's total assets were NOK 2 631.2 million (2023: NOK 4 463.3 million). Total non-current assets were NOK 2 120.4 million (2023: NOK 2 107.2 million). Intangible assets of NOK 1 779.4 million (2023: NOK 1 780.6 million) includes goodwill of NOK 1 540.8 million, customer contracts of NOK 127.5 and brand names of NOK 14.9, which to a large degree was recognized following the acquisition of the Recover Group in 2020. NOK 263.6 million (2023: NOK 254.9 million) relates to right of use assets recognized in accordance with IFRS 16 lease accounting.

The Group's main sources of funding are equity and bank loans. As of 31 December 2024, the Group's book equity was NOK 1 271.8 million (2023: NOK 1 339.8 million) which equals 48,3% (2023: 30,0%) of total assets. The change in equity ratio largely affected by the divestment of UIM ("Serwent" and demolition and concrete drilling. Interest bearing loans and bank borrowings were NOK 550.4 million (2023: NOK 1 581.2 million). The reduction is explained mainly by downpayment of borrowings after the divestments of UIM and demolition and concrete drilling. The liability related to the right of use assets under IFRS 16 was NOK 271.4 million (2023: NOK 264.6 million). The assets and liabilities in UIM and demolitions and concrete drilling per 2023 are classified net as Assets and Liabilities from disposal group with respectively net assets of NOK 1 780 million and liabilities of NOK 673 million. The Board considers the Group's capital situation adequate based on the equity situation and agreements with the Company's lenders.

Net cash flow from operating activities, defined as profit before tax plus depreciation, amortization, acquisition cost, net finance costs and changes in net working capital amounted to NOK 283.7 million (2023: NOK 395.2 million). The operating profit is improved versus 2023. Net working capital continued to show negative development during 2024. As of December 2024, the Group had received NOK 5.2 million in Covid-19-related liquidity support from Governments in the Nordic countries through prolonged due dates for payments of VAT, social security tax and tax. NOK 2.5 million of these were repaid in 2024 according to agreed payment plan. The support was mainly due in 1. half of 2022, however, the Swedish Government prolonged the due date, and repayment thereby started in 2023, continued in 2024, and the remainder will be repaid in 2025.

Net cash flow from investing activities amounted to NOK 929.3 million (2023: NOK -51.1 million), attributed to net purchase of property, plant and equipment of NOK -46.8 million (2023: NOK -51.1 million), divestment of Serwent and Recover Riv & Håltagning of NOK 1 076.9 million (2023: NOK 0),



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and acquisition of the minority shares in Bjerklind Bygg AS og SI Entreprenør AS. Contingent considerations of NOK 93.3 million (2023: NOK 177.6 million), arising from acquisitions carried out in 2021 and 2022, has been included at fair value in the Statement of financial position. Of the contingent consideration as of 31 December 2024, NOK 49.4 million will fall due in 2025, NOK 44.5 million in 2025 and 2026.

Net cash flow from financing activities amounted to negative NOK 1 256.9 million (2023: negative NOK -416.8 million) which mainly comprised proceeds from borrowings to fund acquisitions and working capital of NOK 119.0 million (2023: NOK 250.0 million), repayment of borrowings NOK 1 031.6 million (2023: NOK 246.5 million) whereof the main part is repayment of external bank debt under the SFA agreement. Principal amount of lease payments NOK -210.5million (2023: -255.5 million), interest payments including interest on lease liability NOK -128.2 million (2023: NOK -149.6 million).

Bank overdraft (see note 20) amounted to NOK 7.9 million (2023: overdraft of NOK 70.1 million. NOK 119.2 as cash and cash equivalents in disposal groups) by 31 December 2024.

#### **Parent company's accounts**

Remedy Topco AS had a net loss before tax for the year of NOK 765.2 million (2023: loss of NOK 1.7 million). The increased loss was mainly due to write-down of long-term investments in its subsidiary Remedy Midco AS. In 2024 the subsidiary Remedy Midco AS divested all of the legal entities within one of two operating segments in the Group in which Remedy Topco AS is the ultimate parent in. In order to also reflect this divestment in the book value of the investment in Remedy Midco AS in Remedy Topco AS' accounts, a write down was accounted for in 2024.

The company's book equity was NOK 1 720.5 million (2023: NOK 2 485.5 million). Total assets were NOK 1 720.6 million (2023: NOK 2 485.7 million). Investments in subsidiaries were NOK 1 711.6 million (2023: 2 475.8 million). The reductions are mainly explained by the partly write-down of the investment in its subsidiary. The equity is considered sufficient also after the reduction as a result of the write-down. Cash and cash equivalents were NOK 0.9 million (2023: NOK 8.4 million). The reduction is mainly from establishing a short-term shareholder loan to its subsidiary.

The net loss of the year of NOK 765.0 million will be posted to accumulated deficit in the equity.

#### **Financial risk**

The Group is exposed to various risks arising from the normal business activities of the Group. Fluctuations in weather and climate incidents are factors affecting the number of new projects and income from our customers. Interest rate, exchange rate, liquidity and credit risks are financial risks for the Group. Management periodically reviews and assesses the primary financial market risks. Additional risks not presently known to the Board of Directors or considered immaterial may also impair the Groups business operations and prospects.

At the end of 2024 approximately 64% percent of the interest-bearing debt carried floating interest rates. The Group entered into a fixed rate agreement on the remainder in 2023 minimizing the financial risk. The Group currently pays floating interest rates on its overdraft facilities, the bank loans and its leasing liability, with a cap agreement on 36 % of the loan facility. See note 3.1 and 26 on financial instruments.

72 percent of the Group's revenues are denominated in NOK, 13 percent in SEK, and 15 percent in DKK. Interest bearing debt are denominated in NOK, SEK, and DKK, somehow offsetting the currency exposure related to the net investment in foreign entities. In order to minimize the limited currency risk exposure, the Group engages in market-to-market currency swaps.

Due to the very limited exposure to foreign currency risk related to the day-to-day business of the operating entities, there is no policy established requiring Group companies to manage their foreign exchange risk against their functional currency. The carrying amount of the Group's net investment in foreign entities vary with changes in the value of NOK compared to SEK and DKK. The net income of

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the Group is also affected by changes in exchange rates, as the profit and loss from foreign operations are translated into NOK using average exchange rates for the period.

Cash flow forecasting is performed in the operating entities and consolidated on Group level. Group Finance monitors rolling forecasts of the Group's liquidity requirements to ensure it has sufficient cash to meet operational requirements while maintaining sufficient headroom on its undrawn committed borrowing facilities in order to comply with borrowing limits and covenants (where applicable) on its bank borrowing facilities. Such forecasting takes into consideration the Group's debt financing plans, covenant compliance, compliance with internal balance sheet ratio targets and, if applicable, external regulatory or legal requirements.

The Group has a Facility Agreement with a bank syndicate with two covenant restrictions. See note 20 and 22. The net debt cover means total net debt versus EBITDA (Earnings Before Interests, Tax, Depreciations and Amortization) ratio cannot exceed a certain level. In the event of a breach with the covenant, a grace period of 65 days after the relevant balance sheet date has been granted in order to remediate any breach by the means of a capital injection. The Group also needs to have a minimum liquidity over a certain level in order to comply with the second covenant. In the event of a breach with the second covenant, a grace period of 15 days after the relevant balance sheet date has been granted in order to remediate any breach by the means of a capital injection. The Group did not breach any of these covenants during 2023 nor 2024, and as of 31 December 2024, the Group was in compliance with the covenants.

In addition to credit exposures to customers, credit risk arises from cash and cash equivalents and deposits with banks and financial institutions. Credit risk is managed on a Group basis, except for credit risk relating to customers. Each operating country is responsible for managing and analyzing the credit risk for each of their new customers before standard payment and delivery terms and conditions will be offered. Existing customers are monitored on a regular basis. The credit quality of the customer considers its financial position, past experience and other factors. Most of the Group's sales are to customers with long term framework agreements or customers with a long history of trade. The historic bad debt of the Group has been low.

Recover has entered into frame agreements with certain customers. Occasionally, these frame agreements have durations of more than one year, with specified price increases, except for materials and subcontractors. In a high-inflation environment, this poses a risk if these price increases are not sufficient to meet Recover's cost increases. The Group mitigates this risk by continuously negotiating the customer contract terms, and assuring cost-efficient operations.

### Sustainability

Recover's main contribution to society is to grow a long-term, sustainable and value-creating business for our stakeholders and employees. The objective is to ensure that the business practices as well as investments are sustainable, and contribute to long-term economic, environmental and social development.

Recover has pledged to work in line with the United Nation's Global Compact initiative, committed to corporate sustainability. Through a value-based approach we engage in the world with ten basic principles within the areas of Human Rights, Labour, Anti-corruption and Environment. Furthermore, Recover supports the United Nation's Sustainable Development Goals (SDGs). We believe that our ability to deliver societal impact as well as resource efficiency, is vital to future-proofing the business and to the company's long-term success.

The SDGs provide an effective framework to guide our priorities and is quickly becoming the global road map of sustainability and responsible business practices. By using the SDGs as our compass, we make sure that our priorities are aligned with the national and international agenda, and it enables us to communicate our sustainability and business strategy more effectively.

Recover Group wants to instill a culture emphasizing resource efficiency and societal impact. We aim to inspire our people to always look for opportunities to increase our positive impact in society and to pursue growth opportunities decoupled from our carbon footprint. We believe that Recover Group's

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long-term success depends on our ability to actively pursue a sustainability agenda integrated in our business strategy, implemented through a process of continuous learning and relentless execution.

Although we acknowledge the fact that all the SDGs are important and that the goals are interlinked, we have decided to focus our sustainability agenda on three of the sustainable development goals where we deem the Group can make the biggest impact. Our priorities will change over time, and the current choice of goals signals a starting point in Recover's concerted efforts to support the realization of all the 17 SDGs.

The three SDGs of focus for 2024:

- SDG 8 – DECENT WORK AND ECONOMIC GROWTH
- SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION
- SDG 13 – CLIMATE ACTION

**WE DO                      WE CREATE                      WE EMIT**  
**ZERO HARM                      ZERO WASTE                      ZERO CARBON**

Recover's management is committed to driving sustainability throughout our operations. To support this dedication, we began implementing a standardized and comprehensive sustainability program during the second half of 2020 including establishing a set of Key Performance Indicators (KPIs) to monitor our progress. The program, called Triple Zero, focuses on three core aspirations: zero waste, zero carbon emissions, and zero harm. In 2024, we continued this initiative with even more ambitious targets, emphasizing our unwavering commitment to sustainable practices. Our KPIs include: share of green energy consumed, waste recycling rate, and Lost time injury frequency rate.

**ZERO HARM                      ZERO WASTE                      ZERO CARBON**

### SDG 8 – DECENT WORK AND ECONOMIC GROWTH

With more than 1 700 employees, Recover has a duty to support and promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Recover will uphold labor standards across our own operations and value chains to ensure that productive employment delivers a fair income.

Our employees are working in dangerous situations every day serving families, businesses and local communities in need of immediate assistance. Workplace security is therefore our top priority and Recover strives to reach zero harm. All Recover employees should come home safe and sound every day. Therefore, safety is the number one priority within the Group and we have set in motion a number of systematic initiatives and procedures aimed to prevent injuries and near misses. A safety forum with country representatives meets monthly to ensure progress against group KPIs and share best practices from successful local initiatives. Through our ISO certification 45001:2018 Occupational health and safety management systems, we set a high standard for all companies to continue to develop within this topic.

Recover has zero tolerance for fraud, corruption and any kind of harassment and focus on non-discrimination, equal opportunities and treatment (including for men and women), and freedom to express workplace concerns.

Most of Recover employees are union members and Recover strives to uphold freedom of association and the right to collective bargaining. Recover understands that this can contribute to more effective industrial relations and that in value chains, this can also lower social auditing costs. Helping to tackle



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youth unemployment can also be an important contribution to peace and a more stable business environment.

Decent work is good for society and for business. Companies with non-discriminatory practices and that embrace diversity and inclusion have greater access to skilled, productive talent. They also face a lower risk of reputational damage and legal liability.

### Human resources and diversity

In 2024, the Group had c. 1 700 full time equivalents (FTE), for more information see note 8. The Group focuses on attracting and keeping the best qualified and motivated employees. Workers in the construction industry perform heavy physical work and are therefore vulnerable to musculoskeletal conditions – the primary cause of long-term sick leave in the Group. The Group is working to prevent sick leave through training and facilitation to enable persons on sick leave to return to work more quickly.

When it comes to health, security and safety, the leading KPIs for the Group are measured and monitored on a monthly basis at minimum. KPIs include LTIFR (Lost time Injury Frequency Rate), sick leave and turnover rate. In addition, employee satisfaction (employee Net promoter Score) is measured quarterly within the group companies.

In 2025 the group will continue working on building a robust safety culture, focusing on proactive safety observations and mitigating measures. Our HSSE (health, safety, security, and environment) e-learning course material place focus on our preventive work with building a "zero harm" culture.

Also in 2025, Recover will continue to monitor injury frequency trends (LTIFR and IFR) reactively against reference targets, ensuring we maintain a safe working environment. However, we recognize that proactive measures are essential in preventing incidents before they occur.

To achieve this balance, we will prioritize conducting risk assessments and reporting safety observations as a Key Performance Indicator (KPI) for the new year. By encouraging employees to report both proactive risk observations (potential risks) and reactive safety observations (best practices), we aim to foster a culture of continuous safety improvement.

Our proactive approach will emphasize:

- Number of reported safety observations: Encouraging the identification and reporting of potential risks and best practices to enhance our safety measures.

In tandem with our reactive monitoring, we will continue to track:

- Number of reported H1, H2, and First Aid Incidents (FAI): Evaluating severe incidents, those requiring professional medical assistance, and minor incidents treated at the workplace.
- Number of reported near misses: Identifying and learning from situations that could have resulted in injury.
- Lost Time Injury Frequency Rate (H1-LTIFR) and Injury Frequency Rate (H2-IFR): Assessing the number of reported incidents per one million working hours.

By maintaining a focus on both proactive and reactive safety measures, Recover is dedicated to creating a safer, more secure workplace and promoting a culture of continuous learning and improvement.

The Group is a Scandinavian organization with a diversified working environment in which employment, promotions, responsibility and job enrichment are based on qualifications and abilities, and not on gender, age, race, sexual orientation, political or religious views. Even though most employees are male (similar to the construction industry), the Group strongly believes in equal opportunity for men and women in the workplace. Within the Group there are policies regulating diversity and ethical guidelines. These are strategically anchored through our commitment to the UN's Global Compact initiative and our triple zero program. Through this work we assure compliance with national legislation in e.g. Norway on "aktivitet- og redegjørelsesplikt" and "åpenhetsloven". For





information on how the respective companies that are required by law to give information on this, please see their respective statutory accounts.

## SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Recover Group completes tens of thousands of projects annually. By moving away from the resource intensive model of “take, make, dispose”, to a model based on circular economy principles, our ambition is to significantly increase our resource efficiency and reduce the material footprint of our projects. We will do this by:

- Reducing the need for new materials in the projects
- Reducing waste in our projects
- Increasing the use of recycled material
- Championing the use of sustainable material and chemicals

The majority of our Co2 emissions are linked to material usage, thus it is important to recognize the impact of reducing total consumption. Through our daily dialogue with our customers and end consumers, our people are the face of our business and important Recover Group ambassadors. This gives us a unique position to influence and nudge customers and consumers to make more conscious and responsible decisions on both methodology and material use in their projects. Consequently, we believe that Recover Group in collaboration with our partners, has the potential to lead the way and to accelerate the transition to a more resource efficient society.

## SDG 13 – CLIMATE ACTION

Based on the Group’s extensive experience from the provision of property remediation and environmental services in the Nordic region, we know the effects of increased precipitation and a more extreme weather. Climate change is real and presents Recover Group with an attractive opportunity to pursue high-impact projects. Our services already have a significant impact on people’s lives, by minimizing disruption and enabling a quick return to everyday life after a flooding, fire or other unwanted incidents. This leaves the company in a strong position to increase the positive impact of our business by introducing new services related to the prevention and mitigation of risks associated with a more extreme and unstable climate. We continue to work with our customers and strategic partners to develop new products and solutions to increase the resilience of our communities, as well as reducing the impact and the associated costs of climate change.

As a company with a substantial fleet of vehicles, Recover acknowledges the impact our transportation has on our carbon footprint. In our commitment to sustainability, we have initiated the transition to low-emission vehicles, with a focus on electric and hybrid options.

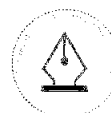
In 2023, approximately 25% of our car orders were for electric or hybrid vehicles. While the available current charging infrastructure and vehicle range present challenges in reaching our initial goal of a 100% electric or hybrid fleet, we remain dedicated to reducing our carbon emissions.

In 2024, we replaced the goal with more comprehensive targets focused on total CO2 reductions. As part of this commitment, we have initiated the six-step process of setting science-based CO2 reduction targets in alignment with the Science-Based Targets initiative (SBTi). We are pleased to announce that we have completed the first step of this process and are dedicated to further advancing our sustainability efforts.

As we continue to evaluate and invest in sustainable transportation solutions, Recover will progressively replace our older fossil fuel vehicles with electric and hybrid alternatives, contributing to a greener future.

## Corporate governance

The Board of Recover Group is committed to developing a strong, sustainable and competitive company in the best interests of the shareholders, employees, customers, creditors, business associates, third parties and society at large. The Board of Directors and Management aim for a



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controlled and profitable development and long-term creation of growth through well-founded governance principles, operational procedures and risk management.

The Group has established a Corporate Governance Policy, including Rules of Procedure for the Board of Directors, Instructions for the CEO and Power of Attorney for Remedy Bidco AS and its subsidiaries.

The Group has entered into a directors and officers liability insurance.

## Funding

The Group has equity appropriate to its objective, strategy and risk profile. The Group's board of directors is responsible for ensuring that the Group is adequately capitalized relative to the risk and scope of operations and that any capital requirements set forth in applicable laws, regulations, financing documents and licenses are met.

The Group's main sources of funding are equity and bank loans. As of 31 December 2024, the Group had equity of NOK 1 271.8 million (2023: NOK 1 339.8 million) which equals 48,3% (2023: 30,0%) of total assets. The increase mainly due to the divestment of Serwent and Recover Riv & Håltagning AB.

As of 31 December 2024, the Group had a bank overdraft of NOK 7.9 million (2023: NOK 49.1 million incl cash in disposal groups), an unutilized overdraft and guarantee facility of NOK 91.2 million (2023: NOK 101.1 million) and an available multipurpose facility with its lenders of NOK 150.0 million (2023: NOK 40.0 million).

The Board of Directors are of the opinion that the annual financial statements provide an accurate and fair picture of the financial results for 2024 and financial position as of 31 December 2024. The Board of Directors confirms that the prerequisites have been met for preparation of the accounts under the assumption that the company will continue as a going concern and that the accounts have been prepared under this assumption.

## Outlook

Recover Group provides mission critical services in attractive and defensive markets. Property Remediation has limited exposure to the economic cycle and are supported by megatrends such as urbanization, more extreme weather and wear & tear of buildings and infrastructure.

With respect to the war in Ukraine, the Group is not directly affected beyond increased prices for certain input factors, and the indirect effect on macroeconomics.

Recover expects to increase volumes in the Nordic countries, and aims at achieving further margin improvement through increased efficiency.

In co-operation with existing and new customers, continued operational improvement is a main focus. Most importantly, this is to be achieved through improved project management in order to develop quality and speed in project execution and thereby increasing customer satisfaction at a lower total cost. To achieve this the Group will carry out significant investments in technology and digitalization, professionalization and sustainable processes.

## Subsequent events

No subsequent events of significance.



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Oslo, 13 May 2025

The Board of Directors of Remedy Topco AS

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Ted Söderholm

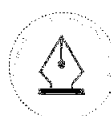
Chairman of the board

\_\_\_\_\_  
Erik Sandøy

Board member

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Adam Harlang Meyer

Board member



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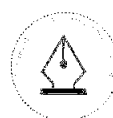
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## Statement of comprehensive income

(NOK 1000)

|   | Note       | 2024               | 2023               |
|---|------------|--------------------|--------------------|
| Revenue from contracts with customers   | 5          | 3 291 474          | 3 103 472          |
| <b>Total revenue</b>  |            | <b>3 291 474</b>   | <b>3 103 472</b>   |
| Cost of materials   |            | (1 413 364)        | (1 333 217)        |
| Salary and personnel costs  | 8          | (1 294 441)        | (1 205 349)        |
| Acquisition costs   | 6, 27      | (1 658)            | (2 355)            |
| Other operating expenses  | 7          | (316 573)          | (312 498)          |
| Depreciation and amortisation   | 12, 14, 23 | (207 968)          | (203 500)          |
| <b>Total operating costs</b>  |            | <b>(3 234 003)</b> | <b>(3 056 919)</b> |
| <b>Operating profit / (loss)</b>  |            | <b>57 471</b>      | <b>46 553</b>      |
| Finance income  | 10         | 73 416             | 29 282             |
| Finance expense   | 10         | (204 615)          | (187 928)          |
| Other (losses)/ gains - net   | 10         | (27 867)           | (16 812)           |
| <b>Net finance</b>  |            | <b>(159 065)</b>   | <b>(175 457)</b>   |
| <b>Net profit / (loss) before tax from continuing operations</b>                  |            | <b>(101 595)</b>   | <b>(128 904)</b>   |
| Tax income / (tax expense)  | 11         | 24 442             | 25 898             |
| <b>Net profit / (loss) from continuing operations</b>                             |            | <b>(77 153)</b>    | <b>(103 007)</b>   |
| <b>Discontinued operations</b>  |            |                    |                    |
| Net profit / (loss) after tax from discontinued operations                        | 28         | 715                | (315 023)          |
| <b>Profit / (loss) for the period</b>   |            | <b>(76 439)</b>    | <b>(418 030)</b>   |
| <b>Other comprehensive income / (loss)</b>  |            |                    |                    |
| <i>Items which may be reclassified over profit and loss in subsequent periods</i> |            |                    |                    |
| Exchange differences  |            | 17 957             | 169 649            |
| Liquidation of old holding structure  | 6a         | 0                  | (124 683)          |
| <b>Net other comprehensive income / (loss)</b>                                    |            | <b>17 957</b>      | <b>44 966</b>      |
| <b>Total comprehensive income/ (loss) for the year</b>                            |            | <b>(58 481)</b>    | <b>(373 064)</b>   |
| <b>Profit for the year attributable to:</b>                                       |            |                    |                    |
| Equity holders of the parent company  |            | (90 025)           | (427 629)          |
| Non-controlling interests   |            | 13 586             | 9 599              |
| <b>Net profit / (loss)</b>  |            | <b>(76 439)</b>    | <b>(418 030)</b>   |
| <b>Total comprehensive income attributable to:</b>                                |            |                    |                    |
| Equity holders of the parent company  |            | (70 084)           | (379 231)          |
| Non-controlling interests   |            | 11 603             | 6 167              |
| <b>Total comprehensive income/ (loss) for the year</b>                            |            | <b>(58 481)</b>    | <b>(373 064)</b>   |



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Remedy Topco AS – Consolidated Financial Statement 2024

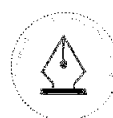
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## Statement of financial position

(NOK 1000)

|  | Note   | 31.12.2024        | 31.12.2023        |
|--|--------|-------------------|-------------------|
| <b>ASSETS</b>                              |        |                   |                   |
| <b>Non-current assets</b>                  |        |                   |                   |
| Property, plant and equipment              | 12     | 53 784            | 58 212            |
| Right-of-use asset                         | 23     | 263 556           | 254 898           |
| Intangible assets                          | 14     | 1 779 375         | 1 780 610         |
| Other non-current assets                   | 19     | 6 967             | 3 840             |
| Deferred tax assets                        | 11     | 16 678            | 9 654             |
| <b>Total non-current assets</b>            |        | <b>2 120 361</b>  | <b>2 107 214</b>  |
| <b>Current assets</b>                      |        |                   |                   |
| Inventories                                | 17     | 12 096            | 11 617            |
| Accounts receivable                        | 5, 16  | 254 234           | 272 004           |
| Contract assets                            | 18     | 163 505           | 233 870           |
| Taxes receivables                          | 11     | 3 055             | 0                 |
| Other current assets                       | 19     | 77 900            | 58 992            |
| Cash and cash equivalents                  | 20     | 0                 | 0                 |
| <b>Total current assets</b>                |        | <b>510 791</b>    | <b>576 483</b>    |
| Assets from disposal group                 | 28     | 0                 | 1 779 589         |
| <b>TOTAL ASSETS</b>                        |        | <b>2 631 152</b>  | <b>4 463 286</b>  |
| <b>EQUITY AND LIABILITIES</b>              |        |                   |                   |
| <b>Equity</b>                              |        |                   |                   |
| <b>Paid in capital</b>                     |        |                   |                   |
| Issued capital                             | 21     | 2 444             | 2 444             |
| Invested unrestricted equity, premium      | 21     | 2 487 378         | 2 487 378         |
| <b>Total paid in capital</b>               |        | <b>2 489 822</b>  | <b>2 489 822</b>  |
| <b>Other equity</b>                        |        |                   |                   |
| Accumulated losses                         |        | -1 182 452        | -1 054 209        |
| <b>Total other equity</b>                  |        | <b>-1 182 452</b> | <b>-1 054 209</b> |
| Non-controlling interests                  |        | -35 612           | -95 812           |
| <b>Total equity</b>                        |        | <b>1 271 758</b>  | <b>1 339 801</b>  |
| <b>Non-current liabilities</b>             |        |                   |                   |
| Interest-bearing loans and bank borrowings | 22     | 492 660           | 1 418 215         |
| Lease liabilities                          | 22, 23 | 165 123           | 156 216           |
| <b>Total non-current liabilities</b>       |        | <b>657 783</b>    | <b>1 574 432</b>  |
| <b>Current liabilities</b>                 |        |                   |                   |
| Interest-bearing loans and bank borrowings | 20, 22 | 57 720            | 162 950           |
| Lease liabilities                          | 22, 23 | 106 293           | 108 371           |
| Shareholder loans                          | 9, 22  | 30 337            | 0                 |
| Accounts payable                           | 25     | 158 291           | 246 690           |
| Taxes payables                             | 11     | 0                 | 9 068             |
| Other current liabilities                  | 25     | 348 968           | 348 526           |
| <b>Total current liabilities</b>           |        | <b>701 610</b>    | <b>875 604</b>    |
| Liabilities from disposal group            | 28     | 0                 | 673 448           |
| <b>Total liabilities</b>                   |        | <b>1 359 392</b>  | <b>3 123 484</b>  |
| <b>TOTAL EQUITY AND LIABILITIES</b>        |        | <b>2 631 152</b>  | <b>4 463 286</b>  |

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Remedy Topco AS – Consolidated Financial Statement 2024

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## Statement of changes in equity

(NOK 1000)

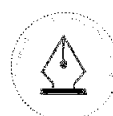
| Note   | Attributable to equity holders of the parent company |                              |                      |                    | Non-controlling interests | Total equity     |
|--|--|------------------------------|----------------------|--------------------|---------------------------|------------------|
|  | Share capital  | Invested unrestricted equity | Translation reserves | Accumulated losses |                           |                  |
| Equity as at 01.01.2023                              | 2 444  | 2 487 378                    | (200 126)            | (474 851)          | (89 815)                  | 1 725 029        |
| <b>Total comprehensive income 2023</b>               |  |                              |                      |                    |                           |                  |
| 6b Liquidation of old holding structure              | 0  | 0                            | 129 988              | (124 683)          | 0                         | 5 306            |
| Net profit / loss for the period                     | 0  | 0                            | 0                    | (427 629)          | 9 599                     | (418 030)        |
| Other comprehensive income (loss)                    | 0  | 0                            | 43 300               | (208)              | (3 432)                   | 39 660           |
| <b>Total comprehensive income, net tax, 2023</b>     | <b>0</b>   | <b>0</b>                     | <b>173 288</b>       | <b>(552 520)</b>   | <b>6 167</b>              | <b>(373 064)</b> |
| <b>Transactions with owners of the company</b>       |  |                              |                      |                    |                           |                  |
| 6b, 22 Acquisition of non-controlling interests      | 0  | 0                            | 0                    | 0                  | (12 164)                  | (12 164)         |
| <b>Total transactions with owners of the company</b> | <b>0</b>   | <b>-</b>                     | <b>0</b>             | <b>0</b>           | <b>(12 164)</b>           | <b>(12 164)</b>  |
| Equity as at 31.12.2023                              | 2 444  | 2 487 378                    | (26 838)             | (1 027 371)        | (95 812)                  | 1 339 801        |
| <b>Total comprehensive income, net tax, 2024</b>     |  |                              |                      |                    |                           |                  |
| 28 Discontinued operations                           | 0  | 0                            | 2 940                | 0                  | 0                         | 2 940            |
| Correction prior year translation reserves           | 0  | 0                            | 5 641                | (5 641)            | 0                         | 0                |
| Net profit / loss for the period                     | 0  | 0                            | 0                    | (90 025)           | 13 586                    | (76 439)         |
| Other comprehensive income (loss)                    | 0  | 0                            | 17 001               | 0                  | (1 984)                   | 15 018           |
| <b>Total comprehensive income, net tax, 2024</b>     | <b>0</b>   | <b>0</b>                     | <b>25 582</b>        | <b>(95 666)</b>    | <b>11 603</b>             | <b>(58 481)</b>  |
| <b>Transactions with owners of the company</b>       |  |                              |                      |                    |                           |                  |
| 6b, 22 Acquisition of non-controlling interests      | 0  | 0                            | 0                    | (58 160)           | 48 598                    | (9 562)          |
| <b>Total transactions with owners of the company</b> | <b>0</b>   | <b>0</b>                     | <b>0</b>             | <b>(58 160)</b>    | <b>48 598</b>             | <b>(9 562)</b>   |
| Equity as at 31.12.2024                              | 2 444  | 2 487 378                    | (1 257)              | (1 181 195)        | (35 612)                  | 1 271 758        |

Oslo, 13 May 2025  
The Board of Directors of Remedy Topco AS

Ted Söderholm  
Chairman of the board

Adam Harlang Meyer  
Board member

Erik Nicolay Sandøy  
Board member



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Remedy Topco AS – Consolidated Financial Statement 2024

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## Statement of cash flows

(NOK 1000)

|  | Note     | 2024               | 2023             |
|--|----------|--------------------|------------------|
| <b>Cash flow from operating activities</b>                           |          |                    |                  |
| Net profit / (loss) before tax, from continuing operations           |          | (101 595)          | (128 904)        |
| Net profit / (loss) before tax, from discontinued operations         | 28       | (22 274)           | (343 305)        |
| <b>Net profit / (loss) before tax</b>                                |          | <b>(123 869)</b>   | <b>(472 209)</b> |
| Adjustments for:   |          | 0                  |                  |
| - Depreciation and amortization                                      | 12,14,23 | 291 901            | 470 074          |
| - Acquisition/divestment cost expensed*                              | 28, 6b   | (2 011)            | 231 208          |
| - Net finance (income)/cost  | 10       | 181 227            | 197 953          |
| - Net gain/loss on sale of non-current assets                        |          | (1 501)            | (9 096)          |
| Changes in:  |          |                    |                  |
| - Inventories  |          | (360)              | (7 776)          |
| - Account receivables and other receivables                          |          | 103 036            | (78 053)         |
| - Account payables and other payables                                |          | (125 121)          | (17 580)         |
| - Changes in contingent considerations                               | 22       | 2 445              | 20 966           |
| - Other changes in working capital                                   | 27       | (34 812)           | 74 567           |
| Income taxes paid  | 11       | (7 186)            | (14 842)         |
| <b>Net cash flow from operating activities</b>                       |          | <b>283 749</b>     | <b>395 211</b>   |
| <b>Cash flows from investing activities</b>                          |          |                    |                  |
| Purchase of property, plant and equipment - net**                    | 12, 14   | (46 836)           | (51 095)         |
| Divestment of businesses*  | 6, 28    | 1 076 971          | 0                |
| Acquisition of businesses  | 22       | (100 860)          | 0                |
| <b>Net cash flow used in investing activities</b>                    |          | <b>929 275</b>     | <b>(51 095)</b>  |
| <b>Cash flows from financing activities</b>                          |          |                    |                  |
| Proceeds from borrowings   | 22       | 119 000            | 250 000          |
| Repayment of borrowings  | 22       | (1 031 642)        | (246 526)        |
| Transaction cost related to borrowings                               | 22       | (5 525)            | (15 210)         |
| Principal amount of lease payments                                   | 23       | (210 526)          | (255 472)        |
| Interest on lease liability  | 23       | (20 611)           | (27 918)         |
| Other net interest payments  | 10       | (107 633)          | (121 719)        |
| <b>Net cash flow from financing activities</b>                       |          | <b>(1 256 936)</b> | <b>(416 846)</b> |
| Net currency translation effect                                      |          | (13 090)           | 6 252            |
| <b>Net increase/ (decrease) in cash and cash equivalents</b>         |          | <b>(43 912)</b>    | <b>(72 729)</b>  |
| <b>Cash and cash equivalents at beginning of period</b>              |          | <b>(70 113)</b>    | <b>96 298</b>    |
| Cash and cash equivalents at beginning of period from disposal group |          | 119 230            | 19 296           |
| Cash and cash equivalents at end of period from disposal group       |          | 0                  | 119 230          |
| <b>Cash and cash equivalents at end of period</b>                    | 20       | <b>(7 885)</b>     | <b>(70 113)</b>  |

\* includes also costs expensed from failed acquisitions, and cost from divestment of operations.

\*\* includes cash inflow from sale of property, plant and equipment.



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## Notes to the consolidated financial statements

### Note 1 General information

Remedy Topco AS ('the Company') and its subsidiaries (together, 'the Group') carry out services within the business areas Property Remediation. Recover Group serves insurance companies, municipalities, industrial and commercial companies across the Nordics, helping end-customers return to everyday life as quickly as possible following property damages and unexpected events. A majority of the company's operations relate to property remediation activities following i.e. water or fire damages.

The business area Property Remediation offer a wide range of services including emergency response, damage mitigation, and reconstruction services across water, mould, fire and building services, other heavy demolition and concrete drilling.

Services are offered in Norway, Denmark, and Sweden.

The consolidated financial statements ("Consolidated Financial Statements") have been prepared for the purpose of presenting the financial position of the Remedy Topco AS Group as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the EU.

The Group financial statements for the Remedy Topco AS Group for the financial year 2024 were approved by the Board of Directors on 13 May 2025.

Remedy Topco AS is a limited liability company, incorporated in Norway and headquartered in Oslo. The address of its registered office is Dronning Mauds gate 1, 0250 Oslo. There are no employees in the Company.

### Note 2 Summary of significant accounting policies

The principal accounting policies applied in the preparation of these consolidated financial statements are set out below.

#### 2.1 Basis of preparation

The consolidated financial statements of Remedy Topco AS have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by EU. This is not the official consolidated financial statement, but is prepared as a special purpose financial statement required under the SFA agreement. The consolidated financial statements have been prepared under the historical cost convention, except for financial assets and financial liabilities (including derivative instruments and contingent considerations) at fair value through profit or loss.

The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed in note 4.

#### 2.2 Consolidation

##### (a) Subsidiaries

Subsidiaries are all entities over which the Group exercises control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. Subsidiaries are deconsolidated from the date that control ceases.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair values of the assets transferred, the liabilities incurred and any equity interests issued by the Group to the former owners of the acquired subsidiary. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

Acquisition-related costs are expensed as incurred. Any contingent consideration to be transferred by the Group is recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration, that is not classified as equity, is recognised in profit or loss. Contingent consideration that is classified as equity is not re-measured, and its subsequent settlement is accounted for within equity.





Inter-company transactions, balances and unrealised gains on transactions between Group companies are eliminated. When necessary, amounts reported by subsidiaries, have been adjusted to conform to the Group's accounting policies.

*Non-controlling interests*

Non-controlling interests is presented separately under equity in the Group's balance sheet.

Non-controlling interests include the portion of the fair value of the subsidiary, including its share of identified excess value on the date of acquisition. When enterprises are acquired and there are non-controlling interests, goodwill mainly is limited to Recover's proportionate share. A proportion equal to the minority's ownership of the profit and loss is withdrawn from the Groups equity, and added to the minority's share of equity, and presented as non-controlling interests in total comprehensive income.

*(b) Associates*

Associates are accounted for using the equity method from the date when significant influence or joint control is achieved until such influence ceases.

Investments in associates are initially recognised at cost. The carrying amount of the investment is adjusted to recognise changes in the Group's share of net assets of the associate or joint venture since the acquisition date. Goodwill relating to the associate or joint venture is included in the carrying amount of the investment and is not tested for impairment individually.

If there are indication of that the investment in the associate is impaired, the Group will perform an impairment test of the carrying amount of the investment. Any impairment losses are recognised as share of profit of an associate in the statement of profit or loss.

**2.3 Foreign currency translation**

*(a) Functional and presentation currency*

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in NOK.

*(b) Transactions and balances*

Foreign currency transactions are translated into the functional currency using the average monthly exchange rates, unless this deviates significantly from actual rates. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the income statement. Foreign exchange gains and losses are presented in the income statement within 'Other (losses)/gains – net'.

Translation differences on non-monetary financial assets and liabilities such as derivatives held at fair value through profit or loss are recognized in profit or loss as part of the fair value gain or loss. Derivatives are considered non-monetary as the Groups does not have the right to receive/deliver a fixed or determinable number of units of currency.

*(c) Group companies*

The results and financial position of all the Group entities that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- a) assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;
- b) income and expenses for each income statement are translated at average exchange rates (unless this average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the rate on the dates of the transactions); and
- c) all resulting exchange differences are recognized in other comprehensive income.

**2.4 Property, plant and equipment**

All property, plant and equipment are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.



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Depreciation on assets is calculated using the straight-line method to allocate their cost to their residual values over their estimated useful lives, as follows:

|                        |  |
|------------------------|--|
| Machinery              | 3-4 years  |
| Heavy vehicles         | 5-15 years   |
| Computers              | 3 years  |
| Furniture /inventories | 3-5 years  |
| Leasehold improvements | Shortest of useful life and leasing period of contract |

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within other income or other operating expenses in the income statement.

## 2.5 Intangible assets

### (a) Goodwill

Goodwill arises on the acquisition of subsidiaries and represents the excess of the consideration transferred over the fair value of the identifiable net assets acquired.

For the purpose of impairment testing, goodwill acquired in a business combination is allocated to each of the Cash Generating Units (CGUs), or groups of CGUs, that is expected to benefit from the synergies of the combination. Each unit or group of units to which the goodwill is allocated represents the lowest level within the entity at which the goodwill is monitored for internal management purposes. Goodwill is monitored at business area level.

### (b) Customer contracts, customer relationships and backlog

Customer contracts, customer relationships and order backlog acquired in a business combination are recognised at fair value at the acquisition date. They have a finite useful life and are carried at cost less accumulated amortisation. Amortisation is calculated using the straight-line method to allocate the cost over their estimated useful lives as follows:

|                        |                 |
|------------------------|-----------------|
| Customer relationships | 6-8 years       |
| Order backlog          | 0.4 – 0.8 years |

### (c) Computer software

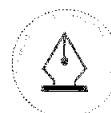
Costs associated with maintaining computer software programmes are recognized as an expense as incurred. Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the Group are recognised as intangible assets when all of the following criteria are met:

- it is technically feasible to complete the software product so that it will be available for use;
- management intends to complete the software product and use or sell it;
- there is an ability to use or sell the software product;
- it can be demonstrated how the software product will generate probable future economic benefits;
- the Group has control over the investment;
- adequate technical, financial and other resources to complete the development and to use or sell the software product are available; and
- the expenditure attributable to the software product during its development can be reliably measured.

Other development expenditures that do not meet these criteria are recognised as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period.

Computer software development costs recognised as assets are amortised over their estimated useful lives, as follows:

|                       |           |
|-----------------------|-----------|
| Software -ERP systems | 3-5 years |
|-----------------------|-----------|



### 2.6 Impairment of intangible assets

Goodwill, intangible assets that have an indefinite useful life or intangible assets not ready for use are not subject to amortisation and are tested annually for impairment. Intangible assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). Prior impairments of intangible assets (other than goodwill) are reviewed for possible reversal at each reporting date.

### 2.7 Financial instruments

#### 2.7.1 Classification of financial instruments

The Group classifies its financial instruments in the following categories: at fair value (either through other comprehensive income or through profit or loss), loans and receivables and financial liabilities measured at amortised cost. The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows. Management determines the classification of its financial instruments at initial recognition. For the accounting periods presented, the Group only had financial instruments in the categories fair value through profit or loss, loans and receivables and financial liabilities measured at amortised cost.

##### (a) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are also categorised as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if expected to be settled within 12 months, otherwise they are classified as non-current.

##### (b) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for maturities longer than 12 months after the end of the reporting period. These are classified as non-current assets. The Group's loans and receivables comprise 'Other non-current assets', 'Accounts receivables', 'Other current assets' and 'Cash and cash equivalents' in the balance sheet.

##### (c) Financial liabilities measured at amortised cost

Interest-bearing loans and borrowings are recognised initially at fair value, net of transaction costs incurred. They are subsequently carried at amortised cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the income statement over the period of the borrowings using the effective interest method.

Transaction costs related to the establishment of credit facilities are treated similar to the above description to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

#### 2.7.2 Recognition and measurement

Financial instruments are initially recognized at fair value. Financial assets are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the Group has transferred substantially all risks and rewards of ownership. Loans and receivables and financial liabilities measured at amortised cost are subsequently measured at amortised cost using the effective interest method.

#### 2.7.3 Impairment of financial assets

##### Assets carried at amortised cost

The Group assesses on a forward-looking basis the expected credit losses associated with its debt instruments carried at amortised cost. For trade receivables, the Group applies the simplified approach for expected credit loss, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

#### 2.7.4 Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy.





of the company or the counterparty. Amounts in the cash pool are only offset if the balances are actually netted at period end.

#### **2.7.5 Derivative financial instruments and hedging activities**

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. Currently the Group has not applied hedge accounting for its derivative contracts. Fair value of the contracts are classified as "interest bearing loans and borrowings" in the balance sheet under non-current assets, and any changes in fair value is recognised in the income statement.

#### **2.7.6 Accounts receivable**

Accounts receivable are amounts due from customers for services performed in the ordinary course of business and recognised using trade date accounting. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Accounts receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.

#### **2.7.7 Cash and cash equivalents**

In the consolidated statement of cash flows, cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the consolidated balance sheet, bank overdrafts are shown within 'interest – bearing loans and borrowings' in current liabilities.

#### **2.7.8 Accounts payable**

Accounts payable are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). If not, they are presented as non-current liabilities. Accounts payable are financial instruments measured at amortised cost.

#### **2.8 Inventories**

Inventories are stated at the lower of cost and net realisable value. Cost is determined using the first-in, first-out (FIFO) method. Inventories consist primarily of materials and supplies.

#### **2.9 Current and deferred income tax**

The tax expense for the period comprises current and deferred tax. Tax is recognized in the income statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the company and its subsidiaries operate and generate taxable income.

Deferred income tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognised for:

- Taxable temporary differences arising on initial recognition of goodwill
- Temporary differences on the initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss
- Temporary differences related to investments in subsidiaries to the extent the Group is able to control the timing of the reversal of the temporary difference and it is probable that they will not reverse in foreseeable future

Deferred income tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised only to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income taxes assets and liabilities relate to income



taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

## 2.10 Employee benefits

### (a) Pension obligations

For defined contribution plans, the Group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The Group has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

### (b) Termination benefits

Termination benefits are payable when employment is terminated by the Group before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits at the earlier of the following dates: (a) when the Group can no longer withdraw the offer of those benefits; and (b) when the entity recognises costs for a restructuring that is within the scope of IAS 37 and involves the payment of termination benefits. In the case of an offer made to encourage voluntary redundancy, the termination benefits are measured based on the number of employees expected to accept the offer. Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

### (c) Bonus plans

The Group recognises a liability and an expense for bonuses when the bonus has been earned by the employee based on the bonus agreements with its employees. The Group recognises a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

## 2.11 Provisions

Provisions for environmental restoration, restructuring costs and legal claims are recognised when:

- the Group has a present legal or constructive obligation as a result of past events;
- it is probable that an outflow of resources will be required to settle the obligation; and
- the amount has been reliably estimated.

Restructuring provisions comprise lease termination penalties and employee termination payments. Provisions are not recognised for future operating losses.

Provisions for warranty-related costs are recognised when the product is sold or service provided to the customer. Initial recognition is based on historical experience. The initial estimate of warranty-related costs is revised annually.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

## 2.12 Issued capital

Ordinary shares together with contribution to unrestricted equity are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

## 2.13 Revenue recognition

The accounting policies for the group's revenue from contracts with customers are explained in note 5.

## 2.14 Leases

Contracts may contain both lease and non-lease components. The Group allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payment that are based on an index or a rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable by the Group under residual value guarantees



- the exercise price of a purchase option if the Group is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the group exercising that option.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the Group, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

To determine the incremental borrowing rate, the Group:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received
- uses a build-up approach that starts with a risk-free interest rate adjusted for credit risk for leases held by the Group, which does not have recent third-party financing, and
- makes adjustments specific to the lease, e.g. term, country, currency and security.

The Group is exposed to potential future increases in variable lease payments based on an index or rate, which are not included in the lease liability until they take effect. When adjustments to lease payments based on an index or rate take effect, the lease liability is reassessed and adjusted against the right-of-use asset. Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the Group is reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognized on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise IT equipment and small items of office furniture.

#### 2.15 Dividend distribution

Dividend distribution to the company's shareholders is recognised as a liability in the Group's financial statements in the period in which the dividends are approved by the company's shareholders.

#### 2.16 Discontinued operations, and assets and liabilities from disposal groups

A disposal group qualifies as discontinued operation if it is a cash generating unit that has either been disposed of, or is classified as held for sale, and represent a separate major line of business or geographical area of operations. Discontinued operations are excluded from the results of continuing operations and are presented as a single amount as profit or loss after tax from discontinued operations in the income statement. All consolidation procedures are still applicable, and only external revenues and expenses are shown as discontinued operations.

The Finish operations was divested on 31 August 2023, resulting in Recover Nordic Oy being deconsolidated from the Group. The transaction resulted in a loss for the Group of MNOK 228.9. The operations within the business area Environmental Services (branded "Serwent") and operations within demolition and concrete drilling were divested on respectively 31 July and 16 August 2024. The transactions resulted in a total gain of MNOK 20.6. Historical figures in profit and loss have been represented as discontinued operations and the balance per 2023 for the cash generating unit as assets and liabilities from disposal groups, refer to further information in note 28 Discontinued operations.

### Note 3 Financial risk management

#### 3.1 Financial risk factors

The Group is exposed to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimize potential adverse effects on the Group's financial performance.





Risk management is carried out by Group management under directions approved by the board of directors. Group management identifies, evaluates and mitigates financial risks in close co-operation with the Group's operating units.

*(a) Market risk*

*(i) Foreign exchange risk*

The Group had during 2024 operations in Denmark, Sweden and Norway and was therefore exposed to foreign exchange risk arising from currency exposures related to Swedish and Danish kroner. The carrying amount of the Group's net investment in foreign entities varies with changes in the value of NOK compared to SEK and DKK. During 2024 the Group also had term loans in Euro, but this was paid down H2 2024 reducing the currency exposure in Euro. The net income of the Group is also affected by changes in exchange rates, as the profit and loss from foreign operations are translated into NOK using average exchange rates for the period. The operating entities' day to day business is carried out in their local currency with very limited foreign exchange exposure. Hence, the foreign exchange risk for the Group arises mainly from recognised assets and liabilities and net investments in foreign operations.

Due to the very limited exposure to foreign currency risk related to the day-to-day business of the operating entities, there is no policy established requiring Group companies to manage their foreign exchange risk against their functional currency. On a proforma basis, 72 percent (2023: 69%) of the Group's revenues are denominated in NOK, 13 percent (2023: 15%) in SEK, 15 percent (2023: 16%) in DKK. Interest bearing debt is denominated in NOK, SEK and DKK, somewhat offsetting the currency exposure related to the net investment in foreign entities. In order to minimize the limited currency risk exposure, the Group engages in market-to-market currency swaps.

31 December 2024, if the SEK, and DKK had weakened/strengthened by 5% against the NOK with all other variables held constant, pre-tax profit for the year would have been MNOK 2.4 higher/lower (MNOK 2.6 in 2023).

*(ii) Price risk*

Due to the nature of the business, the Group is neither exposed to equity securities price risk nor commodity price risk.

*(iii) Cash flow and fair value interest rate risk*

The Group's interest rate risk arises from long-term and short-term borrowings. Borrowings issued at variable rates expose the Group to cash flow interest rate risk, which is partially offset by cash held at variable rates. In 2024, the Group's borrowings at variable rate were denominated in NOK, SEK, and DKK. At the end of 2024 only denominated in NOK as the larger parts of the borrowings were repaid. At the end of 2024 64 % of the term loan facility carried floating interest rates, whereas the remainder the Group had entered into fixed rate arrangements. The remainder of the interest-bearing debt carried floating interest rates. The Group currently pays floating interest rates on its overdraft facilities, bank loans (36 % at fixed rates per end of 2024) and its leasing liability.

The interest rate on the Groups bank loans are based on IBOR plus a margin. The margins are to be increased or decreased in accordance with the net debt cover (see note 22). In 2023 an arrangement assuring 36 % of the current size of the term loans are locked to a fixed rate was signed.

At 31 December 2024, if interest rates on interest-bearing loans and bank borrowings had been 1 percentage-point higher/lower, excluding interest rate hedges and all other variables held constant, pre-tax profit for the year would have been approx. MNOK 2.9 lower/higher (2023: 14.2m), of which approx. MNOK 3.3 (2023: MNOK 10.5) as a result of higher/lower interest expense on the term loans. The reduction versus 2023 is mainly due to repayments of term loans in 2024.

*(b) Credit risk*

Credit risk arises from cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, as well as credit exposures to customers.

The carrying amount of financial assets represents maximum credit exposure.

Credit risk is managed on Group basis, except for credit risk relating to customers. Each local entity is responsible for managing and analysing the credit risk for each of their new customers before standard payment and delivery terms and conditions are offered. The credit risk is monitored on a regular basis. The credit quality of the customer takes into account its financial position, past experience and other factors.

Approximately 80% of the Group's sales are to customers with frame agreements or customers with a long history of trade as well as good credit rating (mostly insurance companies, construction companies and municipalities).



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For banks and financial institutions, only independently rated parties with a minimum rating of 'A' are accepted.

See note 16 for aging of accounts receivables.

*(c) Liquidity risk*

Cash flow forecasting is performed in the operating entities of the Group and aggregated at Group level. At Group level rolling forecasts of the Group's liquidity requirements are monitored to ensure the Group has sufficient cash to meet operational needs while maintaining sufficient headroom on its undrawn committed borrowing facilities (note 20) at all times so that the Group does not breach borrowing limits or covenants (where applicable) on any of its borrowing facilities. Such forecasting takes into consideration the Group's debt financing plans, covenant compliance, compliance with internal balance sheet ratio targets and, if applicable external regulatory or legal requirements.

The table below analyses the Group's non-derivative financial liabilities and net settled derivative financial liabilities into relevant maturity groupings based on the remaining period at the balance sheet date to the contractual maturity date. The Group did not have any derivative financial liabilities as of December 31 2024. The amounts disclosed in the table are the contractual undiscounted cash flows on 31 December 2024 and 31 December 2023.

| As of 31 December 2024<br>(NOK 1 000)          | Period left      |                |                |               |                   | Total            |
|--|------------------|----------------|----------------|---------------|-------------------|------------------|
|  | 3 months or less | 3-12 months    | 1-3 years      | 3-5 years     | More than 5 years |                  |
| <b>Financial liabilities (non- derivative)</b> |                  |                |                |               |                   |                  |
| Secured bank loan                              | 0                | 415            | 448 150        | 0             | 0                 | 448 564          |
| Contingent consideration                       | 0                | 49 421         | 44 510         | 0             | 0                 | 93 931           |
| Bank overdraft                                 | 7 885            | 0              | 0              | 0             | 0                 | 7 885            |
| Lease liabilities                              | 26 573           | 79 720         | 121 614        | 40 538        | 2 971             | 271 416          |
| Loan from shareholder                          | 0                | 0              | 30 337         | 0             | 0                 | 30 337           |
| Accounts payable and other current liabilities | 289 988          | 217 271        | 0              | 0             | 0                 | 507 259          |
| <b>Total</b>                                   | <b>324 446</b>   | <b>346 827</b> | <b>644 611</b> | <b>40 538</b> | <b>2 971</b>      | <b>1 359 392</b> |

| As of 31 December 2023<br>(NOK 1 000)          | Period left      |                |                  |               |                   | Total            |
|--|------------------|----------------|------------------|---------------|-------------------|------------------|
|  | 3 months or less | 3-12 months    | 1-3 years        | 3-5 years     | More than 5 years |                  |
| <b>Financial liabilities (non- derivative)</b> |                  |                |                  |               |                   |                  |
| Secured bank loan                              | 0                | 226            | 1 333 208        | 0             | 0                 | 1 333 435        |
| Contingent consideration                       | 0                | 118 249        | 59 368           | 0             | 0                 | 177 617          |
| Vendor loan                                    | 0                | 0              | 0                | 0             | 0                 | -                |
| Bank overdraft                                 | 70 113           | 0              | 0                | 0             | 0                 | 70 113           |
| Lease liabilities                              | 27 093           | 81 278         | 119 322          | 34 110        | 2 784             | 264 588          |
| Liabilities from disposal group                | 80 604           | 235 932        | 244 694          | 55 100        | 37 714            | 654 044          |
| Accounts payable and other current liabilities | 380 977          | 214 238        | 0                | 0             | 0                 | 595 215          |
| Tax payables                                   | 0                | 9 068          | 0                | 0             | 0                 | 9 068            |
| <b>Total</b>                                   | <b>558 787</b>   | <b>658 993</b> | <b>1 756 592</b> | <b>89 210</b> | <b>40 498</b>     | <b>3 104 079</b> |

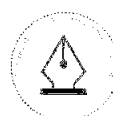
### 3.2 Capital management

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders, benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares, inject capital or sell assets to reduce debt. In addition, one of the Group's growth strategies is to acquire new businesses. When deciding on the funding of such acquisitions, this might be used to adjust the capital structure of the Group.

Consistent with others in the industry, the Group monitors capital on the basis of the gearing ratio.

In 2024 the Group has covenants requirements related to leverage, debt service capacity and minimum liquidity which are monitored closely to ensure that the Group has a headroom when it comes to the requirements, or that a waiver is obtained, (see note 22).



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The Group's main source of funding is equity and bank loans.

**Capital structure and equity**

| (NOK 1000)   | 2024      | 2023      |
|--|-----------|-----------|
| Total liabilities                                      | 1 359 392 | 3 123 484 |
| Less cash, part of asset from disposal group (Note 20) | 0         | (119 230) |
| Less cash in balance (Note 20)                         | 0         | 0         |
| Net external debt                                      | 1 359 392 | 3 004 255 |
| Equity   | 1 271 758 | 1 339 801 |
| Sum equity   | 1 271 758 | 1 339 801 |
| Debt-to-equity-ratio                                   | 107 %     | 224 %     |

**3.3 Fair value estimation**

The Group classifies its financial instruments carried at fair value, by valuation method. The different levels have been defined as follows:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1).
- Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices) (Level 2).
- Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (Level 3).

As of December 31, 2024 financial instruments carried at fair value represents contingent consideration. These instruments are included in level 3. There were no transfers between levels during the year.

**Note 4 Critical accounting estimates and judgements**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**4.1 Critical accounting estimates and assumptions**

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are:

*Impairment test; key assumptions underlying recoverable amount*

As part of the business combinations carried out, the Group identified intangible assets, such as customer relationships, brands and goodwill. The impairment test is based on several assumptions concerning the future, where unfavourable development might cause a need for recognition of an impairment loss. EBITDA margin, terminal value based on Gordon growth formula and discount rate has been identified as being the most significant. See note 15 for further information related to the impairment test and sensitivity analysis, and any impairment losses taken as of 31 December 2024.

*Value of customer relationships*

As part of the business combinations carried out, the Group identified customer relationships as intangible assets. The value of those relationships are highly dependent on the duration of the contracts. Certain of the contracts run until cancelled. Historically, the entities acquired have rarely lost any contracts. However, if certain of the customer relationships are lost, or revenue from those contracts is reduced significantly, this might have a significant adverse impact on the carrying value of those assets. The remaining useful lifetime of customer relationships as of 31 December 2024 is 2-4 years.

*Contingent consideration*

For certain of the acquisitions the share purchase agreements include provisions that additional consideration may be payable in cash. The payment is contingent on that certain pre-determined EBIT or EBITDA levels are achieved. The EBIT measurement period as well as the timing of the payments varies, and the three outstanding is to be settled based on average EBIT or EBITDA for the period 2021-2025. For the same acquisitions the share purchase agreements give the seller and the buyer an option to sell and acquire the remaining ownership of the acquired entity. The pricing is based on the average EBIT for the same period mentioned above. Provisions has been made for these put/call options based on estimated purchase price for the remaining shares taking forecasted EBIT into consideration. These are accounted for as adjustment directly to the Groups equity. Any adjustments on these in the future will also be adjustments to the Groups equity.

The fair value of the contingent consideration is MNOK 93.3 of which MNOK 49.4 is expected to be paid in 2025, and in total MNOK 44.5 in 2025 and 2026.



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*Recognition of deferred tax asset; availability of future taxable profit against which carry forward tax losses can be used*

The Group is subject to income taxes in numerous jurisdictions. In 2024 the Group incurred taxable losses in Norway and Sweden. Historically, the business has been profitable in Norway, Denmark and Sweden. Management has assessed the recoverability of the deferred tax asset based on budgets for 2025 and forecasts until 2028. Based on management assessment NOK 57 014 thousands have been recognized as deferred tax asset related to loss carry forward and carried forward interest deductions. See note 11 for further details.

**Note 5: Revenue from contracts with customers by Business Area and Service Lines**  
(NOK 1000)

*Revenue streams*

Total revenue in the Group is divided by the geographical market. In 2024 Norway was responsible for 72% of the total revenue, while Sweden and Denmark had a revenue of 13% and 15%.

The business area Property Remediation offers a wide range of services including emergency response, damage mitigation, and reconstruction services across water, mould, fire and building services, and other heavy demolition and concrete drilling. Property Remediation is offered in Norway, Sweden and Denmark.

The Group customers include insurance companies, construction companies, public and municipal authorities, institutions, private and public companies, real estate companies, property administrators, housing associations and private customers.

*Disaggregation of revenue from contracts with customers*

In the following table, revenue from contracts with customers is disaggregated by primary service lines and type of customer. As a practical expedient, if the Group has a right to consideration from a customer in an amount that corresponds directly with the value to the customer of the entity's performance completed to date (for example, a service contract in which an entity bills a fixed amount for each hour of service provided), the entity may recognise revenue in the amount to which the entity has a right to invoice.

**Business area 2024**

|  | Insurance        | Public         | Private /<br>real estate | Industry       | Other          | Total            | %            |
|--|------------------|----------------|--------------------------|----------------|----------------|------------------|--------------|
| Property Remediation                               | 2 099 396        | 192 562        | 381 931                  | 425 479        | 192 106        | 3 291 474        | 100 %        |
| <b>Total revenue from contracts with customers</b> | <b>2 099 396</b> | <b>192 562</b> | <b>381 931</b>           | <b>425 479</b> | <b>192 106</b> | <b>3 291 474</b> | <b>100 %</b> |
| <b>Total in %</b>                                  | <b>64 %</b>      | <b>6 %</b>     | <b>12 %</b>              | <b>13 %</b>    | <b>6 %</b>     | <b>100 %</b>     |              |

**Business area 2023**

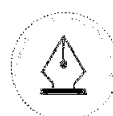
|  | Insurance        | Public         | Private /<br>real estate | Industry       | Other          | Total            | %            |
|--|------------------|----------------|--------------------------|----------------|----------------|------------------|--------------|
| Property Remediation                               | 1 941 050        | 301 728        | 241 470                  | 493 081        | 126 143        | 3 103 472        | 100 %        |
| <b>Total revenue from contracts with customers</b> | <b>1 941 050</b> | <b>301 728</b> | <b>241 470</b>           | <b>493 081</b> | <b>126 143</b> | <b>3 103 472</b> | <b>100 %</b> |
| <b>Total in %</b>                                  | <b>63 %</b>      | <b>10 %</b>    | <b>8 %</b>               | <b>16 %</b>    | <b>4 %</b>     | <b>100 %</b>     |              |

*Contract balances*

The following table provides information about receivables, contract assets and contract liabilities from contracts with customers.

**Contract balances**

|   | 2024    | 2023    |
|---|---------|---------|
| Receivables which are included in 'account receivables' (note 16) | 254 234 | 272 004 |
| Contract assets included in 'work in progress' (note 18)          | 163 505 | 233 870 |
| Contract liabilities (note 18)                                    | 0       | 0       |



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The contract assets primarily relate to the Group's rights to consideration for work carried out but not billed at the reporting date. The amount of contract assets during the period ended 31 December 2024 was not impacted by any significant impairment charges. The contract assets are transferred to receivables when the rights become unconditional. This usually occurs when the Group issues an invoice to the customer.

The contract liabilities primarily relate to the advanced payments in excess of revenue recognized, which occur only in rear circumstances. When such payments are received, revenue is normally recognised shortly after.

No significant revenue has been recognised in the period ended 31 December 2024 from performance obligations satisfied (or partially satisfied) in previous periods.

The Group does not have any material remaining expected performance obligations in excess of one year. No information is provided about remaining performance obligations at 31 December 2024 that have an original expected duration of one year or less, as allowed by IFRS 15.

#### *Performance obligations and revenue recognition policies*

| Type of product/<br>service | Nature and timing of satisfaction of performance obligations, including significant payment terms  |
|-----------------------------|--|
| Property Remediation        | Services including emergency response, damage mitigation, and reconstruction services are carried out on the customers premises, meaning that the customer simultaneously receives and consumes the goods and services provided by the Group.<br><br>The services usually do not exceed beyond 3 months, and payment terms are normally 30 days. |

For all performance obligations described above, revenue is recognised over time based on the cost-to-cost method. The Group determined that the input method is the best method in measuring progress of the services because there is a direct relationship between the Group's effort (i.e., service hours incurred and direct cost) and the transfer of service to the customer.

The related costs are recognised in profit or loss when they are incurred.

For large projects, the contracts normally allow for invoicing on account, however, normally not to exceed cost incurred.

#### *Warranty obligations*

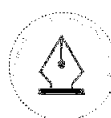
The Group typically provides warranties for general repairs of defects that existed at the time of sale, as required by law. These assurance-type warranties are accounted for under IAS 37 Provisions, Contingent Liabilities and Contingent Assets. (see note 2.12).

#### *Financing components*

The Group does not expect to have any contracts where the period between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. As a consequence, the Group does not adjust any of the transaction prices for the time value of money.

#### *Incremental costs of obtaining a contract*

The Group recognises the incremental costs of obtaining a contract as an expense when incurred if the amortisation period of the asset that the Group otherwise would have recognised is one year or less.





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**Note 6a: Subsidiaries and associated companies**

The following subsidiaries are included in the consolidated financial statements:

| Company   | Country of incorporation | Business Area          | Ownership interest |       | Voting power |       |
|---|--------------------------|------------------------|--------------------|-------|--------------|-------|
|   |                          |                        | 2024               | 2023  | 2024         | 2023  |
| Remedy Topco AS   | Norway                   | Holding Company        | 100 %              | 100 % | 100 %        | 100 % |
| Remedy Midco AS   | Norway                   | Holding Company        | 100 %              | 100 % | 100 %        | 100 % |
| Remedy Bidco AS   | Norway                   | Holding Company        | 100 %              | 100 % | 100 %        | 100 % |
| Tosiva AS   | Norway                   | Holding Company        | 100 %              | 100 % | 100 %        | 100 % |
| Tosiva AB   | Sweden                   | Holding Company        | 100 %              | 100 % | 100 %        | 100 % |
| Recover Skadeservice AB<br>(former: Demolit AB)             | Sweden                   | Property Remediation   | 100 %              | 100 % | 100 %        | 100 % |
| Recover Industriservice AB<br>(former: Recover AB)          | Sweden                   | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| Recover Riv- & Håltagning AB                                | Sweden                   | Property Remediation   | 0 %                | 100 % | 0 %          | 100 % |
| Recover ApS   | Denmark                  | Property Remediation   | 100 %              | 100 % | 100 %        | 100 % |
| Serwent A/S (former: Recover Industri- og Kloakservice A/S) | Denmark                  | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| Recover AS  | Norway                   | Property Remediation   | 100 %              | 100 % | 100 %        | 100 % |
| Brødrene Grønnerud AS                                       | Norway                   | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| TT-Teknikk AS   | Norway                   | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| JTR Gruppen AS  | Norway                   | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| Urheiå AS   | Norway                   | Environmental Services | 0 %                | 100 % | 0 %          | 100 % |
| Byggmester Rygg & Myrland AS                                | Norway                   | Property Remediation   | 70 %               | 70 %  | 70 %         | 70 %  |
| Bjerklind Bygg AS   | Norway                   | Property Remediation   | 100 %              | 70 %  | 100 %        | 70 %  |
| S.I. Entreprenør AS   | Norway                   | Property Remediation   | 100 %              | 70 %  | 100 %        | 70 %  |
| Høytrykk og Vedlikeholdservice AS                           | Norway                   | Environmental Services | 0 %                | 70 %  | 0 %          | 70 %  |
| Kloagger A/S  | Denmark                  | Environmental Services | 0 %                | 70 %  | 0 %          | 70 %  |
| Gårdets Bygg AB   | Sweden                   | Property Remediation   | 70 %               | 70 %  | 70 %         | 70 %  |

During 2024 the Group divested the business area Environmental services (branded "Serwent") and Demolition and concrete drilling, and by that divesting the legal entities belonging to these business areas (see note 28). The Group also purchased the remainder of the ownership and voting power in Bjerklind Bygg AS and SI Entreprenør AS.

During 2023 the Group made internal cleanups in organization structure through mergers and liquidations of entities, as well as one divestment. For further details, see separate section below. All entities are consolidated from the date on which control is transferred to the Group.

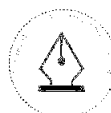
Shares in subsidiaries have been pledged as security for bank loans, see note 22.

*Changes in 2023*

- (1) A old dormant holding structure consisting of three entities was dissolved. This was done by Sivato AB first being merged with Recover Nordic Oy (RNG) though a cross boarder merger, January 31, 2023. RNG was then at the same date merged with Navie Oy. Navie Oy was the liquidated. This liquidation resulted in an effect over other comprehensive income of NOK -124.7m from translation reserves.
- (2) BTRS i Ørebro AB was merged with its mother company Recover Riv & Håltagning AB, December 11, 2023.
- (3) Recover Nordic Oy was divested August 31 2023. The profit and loss in 2023 until time of divestment is classified as discontinued operations together with the loss from the sale of the discontinued operations. See note 28 Discontinued operations.
- (4) Aktiv Tankrens AS was merged with its mother company TT-Teknikk AS, January 1, 2023.

*Investments in associated companies*

On June 2021 the Group acquired 34 % of the shares in Xplorit AS. Xplorit AS develops and sells software for the water and wastewater industry. Revenue in 2023 was MNOK 2.0, net profit in 2023 was MNOK 0.4, while total equity at 31 December 2023 was MNOK 0.9. Book value of the investment as of 31 December 2023 is MNOK 2.5. The ownership and voting power in this entity was also divested as part of divesting the CGU Environmental services.



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**Note 6b: Business combinations**

(NOK 1000)

*Acquisition of Recover Group*

On 10 December 2019, EQT, through the buying entity Remedy Bidco AS, announced that they had entered into an agreement to acquire Navie Oy, the holding company of the Recover group of companies from funds advised by Agilitas Private Equity. The closing date for the transaction was 16 March 2020.

*Acquisitions in 2019-2021*

The Group carried out several strategic bolt on acquisitions in Norway, Sweden and Denmark in 2019, 2020 and 2021.

*Norwegian acquisitions in 2022*

On 13 January 2022, Recover AS acquired 70% of the shares in Bjerklind Bygg AS

On 13 January 2022, Recover AS acquired 70% of the shares in S.I Entreprenør AS

On 19 January 2022, Recover AS acquired 70% of the shares in Høytrykk og Vedlikeholdsservice AS.

*Swedish acquisition in 2022*

On 15 February 2022, Tosiva AB acquired 70% of the shares in Gärdets Bygg AB.

*Danish acquisition in 2022*

On 30 March 2022, Recover Industri- og Kloakservice A/S acquired 70% of the shares in Kloagger A/S.

*Background for the acquisitions in 2019 to 2022*

All acquisitions were a result of the Group's strategy to expand in the Nordic market strengthening the position as the clear market leader within Damage Control and to build a reputable Scandinavian Environmental Services business.

*Acquisitions in 2023*

No acquisitions carried out in 2023.

*Acquisitions in 2024*

On October 2024, Recover AS acquired the minority shares (30 %) in both Bjerklind Bygg AS and SI Entreprenør AS.

*Contingent considerations*

As of 31 December 2024 estimated fair value of contingent considerations is MNOK 93.9 which is related to three acquisitions in 2021 and 2022. The maximum amounts of payments are unlimited. However, the contingent consideration is based on the results in the acquired company which means that the risk is largely limited for the Group. See note 22 for information about contingent consideration/earn-out and put/call option agreements.

*Non-controlling interests*

Non-controlling interests related to the 70 % owned entities are measured at the proportionate share in the recognised amounts of the acquiree's identifiable net assets.



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**Note 7: Other Operating Expenses**  
(NOK 1000)

| <b>Other operating expenses</b>                              | <b>2024</b>    | <b>2023</b>    |
|--|----------------|----------------|
| Energy costs   | 9 696          | 8 940          |
| Advertising  | 2 752          | 1 574          |
| Repair and maintenance costs                                 | 25 753         | 25 137         |
| Rental and leasing costs *                                   | 27 098         | 26 904         |
| Insurance costs  | 9 739          | 10 271         |
| Travel and transportation costs                              | 74 975         | 68 943         |
| Consultancy fees and external personnel                      | 10 526         | 20 832         |
| IT and phone costs   | 66 127         | 46 426         |
| Bad debts  | 2 617          | 6 773          |
| Fair value adjustment contingent consideration (see note 22) | 2 011          | 18 617         |
| Other operating costs  | 85 278         | 78 080         |
| <b>Total operating expenses</b>                              | <b>316 573</b> | <b>312 498</b> |

| <b>Specification auditor's fee</b> | <b>2024</b>  | <b>2023</b>  |
|------------------------------------|--------------|--------------|
| Statutory audit                    | 2 472        | 2 998        |
| Other assurance services           | 48           | 41           |
| Other non-assurance services       | 0            | 0            |
| Tax consultant services            | 0            | 0            |
| <b>Total</b>                       | <b>2 520</b> | <b>3 039</b> |

\* Short-term/low value leases (practical expedients in IFRS 16) and non-lease-components according to IFRS 16.

VAT is not included in the audit fees specified above.

**Note 8: Salaries and personnel expenses and management remuneration**  
(NOK 1000)

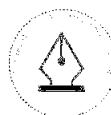
|  | <b>2024</b>      | <b>2023</b>      |
|--|------------------|------------------|
| Salaries and holiday pay                           | 1 042 286        | 974 172          |
| Bonuses  | 11 640           | 8 154            |
| Severance payment                                  | 165              | 77               |
| Social security Cost                               | 146 177          | 137 635          |
| Pension costs defined contribution plans (Note 24) | 67 033           | 62 107           |
| Other personnel costs                              | 27 140           | 23 204           |
| <b>Total salaries and personnel expenses</b>       | <b>1 294 441</b> | <b>1 205 349</b> |

| <b>The number of man-years employed during the financial year:</b> | <b>2024</b>  | <b>2023</b>  |
|--|--------------|--------------|
| Norway   | 1 028        | 1 120        |
| Sweden   | 255          | 200          |
| Denmark  | 311          | 309          |
| <b>Total</b>   | <b>1 594</b> | <b>1 629</b> |

**Management remuneration**

The Group Management consists of the Group Directors. Group Directors are the CEO, CFO, CTO and MDs for the operational segments.

| <b>2024</b>                    | <b>Salary</b> | <b>Benefits in kind</b> | <b>Pension cost</b> | <b>Total remuneration</b> |
|--------------------------------|---------------|-------------------------|---------------------|---------------------------|
| <b>Management</b>              |               |                         |                     |                           |
| CEO                            | 3 750         | 845                     | 1 104               | <b>5 699</b>              |
| CTO                            | 1 828         | 492                     | 446                 | <b>2 766</b>              |
| CFO                            | 2 490         | 1 285                   | 154                 | <b>3 928</b>              |
| Managing Directors             | 7 724         | 828                     | 800                 | <b>9 351</b>              |
| <b>Members of the Board</b>    | <b>0</b>      | <b>0</b>                | <b>0</b>            | <b>0</b>                  |
| <b>Total remuneration 2024</b> | <b>15 791</b> | <b>3 450</b>            | <b>2 503</b>        | <b>21 744</b>             |



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| 2023                           | Salary        | Benefits in kind | Pension cost | Total remuneration |
|--------------------------------|---------------|------------------|--------------|--------------------|
| <b>Management</b>              |               |                  |              |                    |
| CEO                            | 6 025         | 159              | 1 562        | <b>7 745</b>       |
| CTO                            | 1 886         | 59               | 428          | <b>2 373</b>       |
| CFO                            | 2 312         | 542              | 109          | <b>2 963</b>       |
| Managing Directors             | 8 309         | 560              | 1 023        | <b>9 893</b>       |
| <b>Members of the Board</b>    | 0             | 0                | 0            | <b>0</b>           |
| <b>Total remuneration 2023</b> | <b>18 532</b> | <b>1 319</b>     | <b>3 122</b> | <b>22 973</b>      |

During 2023 the Group changed CEO.

The members of Group Management participate in a bonus programme and participants may receive a bonus of 3-6 months salary per year. The criteria for award of bonus are defined in relation to achievement of Group / Companies' EBITDA and cash flow targets. The Group Management takes part in a general pension scheme described in note 24. In addition, Group has a separate pension scheme agreement (defined contribution plan) for top management personnel.

The employee agreement of the members of the management gives them the right to a compensation at termination of employment before retirement that equals up to 6 months salary in addition to salary in notice period. No member of the Group Management have received remuneration or financial benefits from other companies in the Group, other than what is stated above. No additional remuneration has been given for services outside the normal functions as a Director. No loans or guarantees have been given to any members of the Group Management, the Board of directors or other corporate bodies.

#### Shares held by Group Management and board members

Management has been given the opportunity to buy shares in the intermediate Parent company, Remedy Topco AS. Purchase price of the shares is based on a valuation carried out by EQT and confirmed by an external valuation expert.

|                    | Ordinary Shares | Preferred Shares | 2024<br>Total  | 2023<br>Total  |
|--------------------|-----------------|------------------|----------------|----------------|
| CEO                | 0               | 0                | 0              | 0              |
| CTO                | 10 500          | 10 500           | 21 000         | 21 000         |
| CFO                | 0               | 0                | 0              | 0              |
| Managing Directors | 28 411          | 61 971           | 90 382         | 80 862         |
| <b>Total</b>       | <b>38 911</b>   | <b>72 471</b>    | <b>111 382</b> | <b>101 862</b> |

#### Note 9: Transactions with related parties (NOK 1000)

| Ownership structure   | Country    | Ownership interest/ voting rights |        |
|-----------------------|------------|-----------------------------------|--------|
|                       |            | 2024                              | 2023   |
| Remedy Topco S.à r.l. | Luxembourg | 91,3 %                            | 91,3 % |

Remedy Topco S.à r.l. is controlled by funds managed by the listed company EQT. Management, other key-personnel, external board members in Remedy Bidco AS and reinvestment from sellers in acquired companies (8.7%) holds the remaining shares in Remedy Topco AS, see note 21.

The Group has an active Board of Directors in Remedy Bidco AS, a fully owned subsidiary of Remedy Topco AS. The board members of Remedy Bidco AS is to receive MNOK 1.3 in compensation for 2024 (MNOK 0.5 for the chairman and MNOK 0.2 for each board member for annual participation).

See note 8 for salary and benefits to management.

|                                      | 2024     | 2023       |
|--------------------------------------|----------|------------|
| Account receivables                  | 0        | 0          |
| Account payables                     | 0        | 143        |
| <b>Total towards related parties</b> | <b>0</b> | <b>143</b> |



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**Note 10: Financial income and expenses**  
(NOK 1000)

|  | 2024          | 2023          |
|--|---------------|---------------|
| <b>Financial income</b>                                |               |               |
| Interest income  | 73 416        | 29 084        |
| Gain on financial instruments designated at fair value | 0             | 199           |
| <b>Total financial income</b>                          | <b>73 416</b> | <b>29 282</b> |

|  | 2024           | 2023           |
|--|----------------|----------------|
| <b>Financial expenses</b>  |                |                |
| Interest expense bank loans  | 156 359        | 146 333        |
| Interest on lease liabilities  | 10 071         | 12 319         |
| Loss on financial instruments designated at fair value                   | 1 473          | 0              |
| Ticking fee and amortisation of finance fee related to credit facilities | 15 277         | 13 502         |
| Interest expense loan from shareholders                                  | 1 009          | 0              |
| Other financial expenses   | 20 426         | 15 774         |
| <b>Total financial expenses</b>  | <b>204 615</b> | <b>187 928</b> |

|                                    | 2024            | 2023            |
|------------------------------------|-----------------|-----------------|
| <b>Other (losses)/ gains - net</b> |                 |                 |
| Net foreign exchange gain          | 0               | 0               |
| Net foreign exchange losses        | (27 867)        | (16 812)        |
| <b>Other (losses)/ gains - net</b> | <b>(27 867)</b> | <b>(16 812)</b> |

The Group incurred costs in 2021, 2022 and 2023 related to Senior Facilities Agreement (SFA) and to secure the financing of the acquisitions carried out. This agreement was further amended in December 2024. Amortized cost relating to the original agreement was charged to PL before December 2024. The Group incurred cost in 2024 relating to the amendment of the SFA in December 2024 and are charged to PL and amortized according to the table below. The costs included direct costs to finance institutions (upfront fees etc.) as well as costs to advisors. Ticking fee is payments to bank related to available facilities in Group.

**Total cost to obtain financing has been allocated and amortized as follows:**

| 2024   | Opening<br>balance | Addition      | Charged to PL<br>in CY | FX impact | Closing<br>balance |
|--|--------------------|---------------|------------------------|-----------|--------------------|
| - Term facility loans, to be amortized in accordance     | 5 017              | 8 547         | (10 060)               | 0         | 3 504              |
| - Credit lines, to be amortized on a straight line basis | 1 309              | 2 036         | (1 324)                | 0         | 2 021              |
| <b>Total finance cost 31.12.2024</b>                     | <b>6 326</b>       | <b>10 582</b> | <b>(11 384)</b>        | <b>0</b>  | <b>5 525</b>       |

| 2023   | Opening<br>balance | Addition  | Charged to PL<br>in CY | FX impact | Closing<br>balance |
|--|--------------------|-----------|------------------------|-----------|--------------------|
| - Term facility loans, to be amortized in accordance     | 5 232              | 13 875    | (14 090)               | 0         | 5 017              |
| - Credit lines, to be amortized on a straight line basis | 1 383              | 2 872     | (2 947)                | 0         | 1 309              |
| <b>Total finance cost 31.12.2023</b>                     | <b>25 207</b>      | <b>85</b> | <b>(18 677)</b>        | <b>0</b>  | <b>6 615</b>       |



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**Note 11: Income tax expense**  
(NOK 1000)

**Income tax expense:**

|   | <b>2024</b>   | <b>2023</b>   |
|---|---------------|---------------|
| <b>Current tax:</b>                       |               |               |
| Current tax on profit (loss) for the year | (1 496)       | (9 068)       |
| <b>Deferred tax</b>                       |               |               |
| Changes in deferred tax asset             | 6 782         | 34 037        |
| Prior year adjustments                    | 19 155        | 928           |
| <b>Tax income / (tax expense)</b>         | <b>24 442</b> | <b>25 897</b> |

A reconciliation of the effective tax rate for the Remedy Midco's country of registration:

|  | <b>2024</b>   | <b>2023</b>   |
|--|---------------|---------------|
| Pre-tax profit / (loss) (continuing operations)  | (101 595)     | (128 905)     |
| Pre-tax profit / (loss) (discontinued operations)  | -             | (98 860)      |
| Expected income taxes according to income tax rate in Norway (22%) (continuing operations) | 22 351        | 28 359        |
| Tax effect of non deductible expenses  | (16 699)      | (2 876)       |
| Non-taxable income   | -             | 4             |
| Tax effect of non deductible expenses acquisition cost                                     | (365)         | (518)         |
| Prior year adjustments   | 19 155        | 928           |
| <b>Tax income / (tax expense)</b>  | <b>24 442</b> | <b>25 898</b> |

**Deferred tax and deferred tax assets:**

|  | <b>Consolidated balance sheet</b> |                |
|--|-----------------------------------|----------------|
|  | <b>2024</b>                       | <b>2023</b>    |
| <b>Deferred tax assets</b>   |                                   |                |
| Tax losses carried forward and carried forward interest deductions | 57 014                            | 66 422         |
| Fixed assets   | 10 035                            | 12 854         |
| <b>Deferred tax assets - gross</b>                                 | <b>67 049</b>                     | <b>79 276</b>  |
| <b>Deferred tax liabilities</b>                                    |                                   |                |
| Customer contracts   | 31 266                            | 40 819         |
| Other  | 19 105                            | 28 804         |
| <b>Deferred tax liabilities - gross</b>                            | <b>50 371</b>                     | <b>69 622</b>  |
| <b>Net recognised deferred tax liabilities</b>                     | <b>(16 677)</b>                   | <b>(9 654)</b> |

The gross movement on the deferred income tax account is as follows:

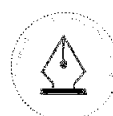
|   | <b>2024</b>   | <b>2023</b>  |
|---|---------------|--------------|
| At 1 January  | 9 654         | (39 343)     |
| Opening balance from disposal group                                   | (41 975)      | (44 725)     |
| Discontinued operations / Disposal group (note 28)                    | 18 845        | 64 917       |
| Change in deferred tax / deferred tax asset (continuing operations)   | 6 782         | 34 037       |
| Change in deferred tax / deferred tax asset (discontinued operations) | 5 296         | (5 594)      |
| Correction of deferred tax prior year                                 | 19 155        | 791          |
| Exchange differences  | (1 080)       | (429)        |
| <b>At 31 December</b>   | <b>16 677</b> | <b>9 654</b> |

The Group offsets tax assets and liabilities if and only if it has a legally enforceable right to set off current tax assets and current tax liabilities and the deferred tax assets and deferred tax liabilities relate to income taxes levied by the same tax authority. The entities within the Swedish, Danish and Norwegian tax authority have a net deferred tax liability, hence it is presented as a liability in the balance sheet. On top of this

In Norway and Denmark the tax rate is 22% for both 2023 and 2024. In Sweden the tax rate was 20,6 % in both 2023 and 2024. The Group has not recognized deferred income tax assets of TNOK 16 677 thousand in respect of interests carried forward in Sweden amounting to TNOK 80 036 that can be carried forward against future taxable income.

Deferred income tax assets are recognized for loss carry-forwards to the extent that the realisation of the related tax benefit is probable.

There are no tax charges or credits relating to components of other comprehensive income.



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**Note 12: Property, plant and equipment**  
(NOK 1000)

|   | Machinery and<br>equipment | Total           |
|---|----------------------------|-----------------|
| Balance at 1 January 2023                           | 129 772                    | <b>129 772</b>  |
| Assets from disposal group 1 January 2023 (note 28) | 12 340                     | <b>12 340</b>   |
| Acquisitions/divestment of business (note 6b & 28)  | -9 408                     | <b>-9 408</b>   |
| Additions during the period                         | 49 968                     | <b>49 968</b>   |
| <i>of which from continuing operations</i>          | <i>31 512</i>              | <i>31 512</i>   |
| <i>of which from discontinued operations</i>        | <i>18 456</i>              | <i>18 456</i>   |
| Depreciation  | -61 965                    | <b>-61 965</b>  |
| <i>of which from continuing operations</i>          | <i>-32 011</i>             | <i>-32 011</i>  |
| <i>of which from discontinued operations</i>        | <i>-29 954</i>             | <i>-29 954</i>  |
| Write downs   | -45                        | <b>-45</b>      |
| <i>of which from continuing operations</i>          | <i>0</i>                   | <i>0</i>        |
| <i>of which from discontinued operations</i>        | <i>-45</i>                 | <i>-45</i>      |
| Reversal of previous write downs                    | -                          | <b>0</b>        |
| Disposals   | -12 557                    | <b>-12 557</b>  |
| Assets classified as held for sale                  | -63 200                    | <b>-63 200</b>  |
| Exchange differences                                | 13 307                     | <b>13 307</b>   |
| <b>Net carrying amount 31 December 2023</b>         | <b>58 212</b>              | <b>58 212</b>   |
| Balance at 1 January 2024                           | 58 212                     | <b>58 212</b>   |
| Assets from disposal group 1 January 2024 (note 28) | 63 200                     | <b>63 200</b>   |
| Acquisitions/divestment of business (note 6b & 28)  | -67 344                    | <b>-67 344</b>  |
| Additions during the period                         | 37 951                     | <b>37 951</b>   |
| <i>of which from continuing operations</i>          | <i>32 541</i>              | <i>32 541</i>   |
| <i>of which from discontinued operations</i>        | <i>5 409</i>               | <i>5 409</i>    |
| Depreciation  | -44 036                    | <b>-44 036</b>  |
| <i>of which from continuing operations</i>          | <i>-26 381</i>             | <i>-26 381</i>  |
| <i>of which from discontinued operations</i>        | <i>-17 655</i>             | <i>-17 655</i>  |
| Write downs   | 0                          | <b>0</b>        |
| <i>of which from continuing operations</i>          | <i>0</i>                   | <i>0</i>        |
| <i>of which from discontinued operations</i>        | <i>0</i>                   | <i>0</i>        |
| Reversal of previous write downs                    | 0                          | <b>0</b>        |
| Disposals   | 0                          | <b>0</b>        |
| Exchange differences                                | 5 802                      | <b>5 802</b>    |
| <b>Net carrying amount 31 December 2024</b>         | <b>53 785</b>              | <b>53 784</b>   |
| <b>At 31 december 2023</b>                          |                            |                 |
| Cost  | 322 490                    | <b>322 490</b>  |
| Accumulated depreciation and impairment             | -264 278                   | <b>-264 278</b> |
| <b>Net carrying amount 31 December 2023</b>         | <b>58 212</b>              | <b>58 212</b>   |
| <b>At 31 december 2024</b>                          |                            |                 |
| Cost  | 362 098                    | 362 098         |
| Accumulated depreciation and impairment             | -308 314                   | -308 314        |
| <b>Net carrying amount 31 December 2024</b>         | <b>53 784</b>              | <b>53 784</b>   |
| Economic life                                       | 3 - 15 years               |                 |
| Depreciation method                                 | straight line              |                 |

No material impairment losses are recognised in profit or loss during the period. Machinery and equipment are acquired in a ready-to-use condition and generate no incidental income from operating or testing the asset while bringing it into use.

Machinery and equipment have been pledged as security for bank loans, see note 22.

See note 23 for additional disclosures related to leasing.



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**Note 13: Contractual obligations**  
(NOK 1000)

The Group has the following contractual obligations for the purchase of intangibles, property, plant and equipment, i.e. contracts have been signed for future deliveries.

|  | 2024          | 2023          |
|--|---------------|---------------|
| Contractual obligations due to CAPEX investments in Sweden, Norway and Denmark | 5 095         | 0             |
| Other commitments or obligations (leasing cars)                                | 35 554        | 42 532        |
| Contractual obligations due to CAPEX investments discontinued operations       | 0             | 29 113        |
| <b>Total</b>   | <b>40 649</b> | <b>71 645</b> |

**Note 14: Intangible assets**  
(NOK 1000)

|  | Goodwill         | Customer contracts / relationships | Capitalised software | Brand         | Order backlog | Total            |
|--|------------------|------------------------------------|----------------------|---------------|---------------|------------------|
| Balance at 1 January 2023                              | 2 399 821        | 340 836                            | 54 387               | 23 657        | 0             | 2 818 702        |
| Assets from disposal group at 1 January 2023 (note 28) | 179 451          | 32 862                             | 284                  | 2 895         | 0             | 215 491          |
| Acquisitions of business (note 6b)                     | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Additions - acquired separately                        | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Additions during the period                            | 0                | 0                                  | 28 982               | 0             | 0             | 28 982           |
| Disposals  | -197 649         | -31 599                            | -130                 | -3 121        | 0             | -232 498         |
| of which from continuing operations                    | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| of which from discontinued operations                  | -197 649         | -31 599                            | -130                 | -3 121        | 0             | -232 498         |
| Write downs  | -92 099          | 0                                  | -201                 | 0             | 0             | -92 301          |
| of which from continuing operations                    | -92 099          | 0                                  | -201                 | 0             | 0             | -92 301          |
| of which from discontinued operations                  | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Reversal of previous write downs                       | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Amortisation   | 0                | -78 907                            | -5 995               | 0             | 0             | -84 902          |
| of which from continuing operations                    | 0                | -41 582                            | -4 896               | 0             | 0             | -46 479          |
| of which from discontinued operations                  | 0                | -37 325                            | -1 099               | 0             | 0             | -38 424          |
| Transfers  | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Disposals, and assets classified as held for sale      | -843 418         | -105 259                           | -5 221               | -9 101        | 0             | -963 000         |
| Exchange differences                                   | 75 999           | 13 296                             | 367                  | 476           | 0             | 90 138           |
| <b>Net carrying amount 31 December 2023</b>            | <b>1 522 104</b> | <b>171 230</b>                     | <b>72 472</b>        | <b>14 806</b> | <b>0</b>      | <b>1 780 610</b> |
| Balance at 1 January 2024                              | 1 522 104        | 171 230                            | 72 472               | 14 806        | 0             | 1 780 610        |
| Assets from disposal group at 1 January 2024 (note 28) | 843 418          | 105 259                            | 5 221                | 9 101         | 0             | 963 000          |
| Acquisitions of business (note 6b)                     | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Additions - acquired separately                        | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Additions during the period                            | 0                | 0                                  | 25 744               | 0             | 0             | 25 744           |
| Disposals  | -853 379         | -90 301                            | -4 127               | -9 177        | 0             | -956 985         |
| of which from continuing operations                    | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| of which from discontinued operations                  | -853 379         | -90 301                            | -4 127               | -9 177        | 0             | -956 985         |
| Write downs  | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| of which from continuing operations                    | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| of which from discontinued operations                  | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Reversal of previous write downs                       | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Amortisation   | 0                | -63 064                            | -3 147               | 0             | 0             | -66 211          |
| of which from continuing operations                    | 0                | -46 466                            | -2 625               | 0             | 0             | -49 090          |
| of which from discontinued operations                  | 0                | -16 598                            | -522                 | 0             | 0             | -17 120          |
| Transfers  | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Disposals, and assets classified as held for sale      | 0                | 0                                  | 0                    | 0             | 0             | 0                |
| Exchange differences                                   | 28 661           | 4 381                              | -22                  | 196           | 0             | 33 217           |
| <b>Net carrying amount 31 December 2024</b>            | <b>1 540 805</b> | <b>127 505</b>                     | <b>96 142</b>        | <b>14 926</b> | <b>0</b>      | <b>1 779 375</b> |
| <b>At 31 december 2023</b>                             |                  |                                    |                      |               |               |                  |
| Cost   | 1 614 204        | 395 415                            | 100 442              | 14 806        | 19 611        | 2 144 478        |
| Accumulated depreciation and impairment                | -92 099          | -224 185                           | -27 970              | 0             | -19 611       | -363 866         |
| <b>Net carrying amount 31 December 2023</b>            | <b>1 522 104</b> | <b>171 230</b>                     | <b>72 472</b>        | <b>14 806</b> | <b>0</b>      | <b>1 780 610</b> |
| <b>At 31 december 2023</b>                             |                  |                                    |                      |               |               |                  |
| Cost   | 1 540 805        | 414 755                            | 127 258              | 14 926        | 19 611        | 2 117 352        |
| Accumulated depreciation and impairment                | 0                | -287 250                           | -31 116              | 0             | -19 611       | -337 977         |
| <b>Net carrying amount 31 December 2023</b>            | <b>1 540 805</b> | <b>127 505</b>                     | <b>96 142</b>        | <b>14 926</b> | <b>0</b>      | <b>1 779 375</b> |
| Economic life  | infinite         | 5-8 years                          | 3-10 years           | infinite      | 0,4-0,8 years |                  |
| Depreciation method                                    | NA               | straight line                      | straight line        | NA            | straight line |                  |

Amortisation is included in the line item depreciation and amortisation in the statement of comprehensive income. Goodwill is not amortised, but tested yearly for impairment. An impairment loss on goodwill is recognized in profit or loss during the period. Refer to note 15 for the impairment test of goodwill.

Brand is not amortised as it is expected to contribute to net cash inflows indefinitely.

Remaining amortisation period for customer contracts/relationships as of 31 December 2024 is 2-5 years.



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**Note 15: Impairment testing of goodwill**

(NOK 1000)

Recognised goodwill in the Group amounts to 1 541 MNOK as of 31.12.2024. In 2024, the Group disposed of its Environmental Services business, while the operations in Finland was divested in 2023. See note 6 and 28 for details on changes in the group's structure and discontinued operations.

Goodwill is tested for impairment by cash generating units (CGU). Business areas are defined as separate cash-generating units (CGU) within the Group. The Group and its chief operating decision makers focus on business area, and by that the CGUs are business areas. Following the divestment of the Environmental service business, the Group only hold one CGU, Property remediation.

Goodwill is tested for impairment at least annually, or when there are indications of impairment. The impairment test was performed as of year-end 2024.

The recoverable amount of the CGUs is the estimated value in use. The value in use is the net present value of the estimated future cash flow before tax, using a discount rate reflecting the timing of the cash flows and the

|                          | Year end 2024        | Year end 2023        |
|--------------------------|----------------------|----------------------|
|                          | Property remediation | Property remediation |
| Discount rate (pre tax)  | 11,5 %               | 10,0 %               |
| Discount rate (post tax) | 9,0 %                | 7,9 %                |

**Key assumptions for value in use calculations**

The calculation of value in use for the cash generating units (CGU) is most of all sensitive when it comes to the following assumptions:

**Discount rate**

The discount rate is based on weighted average cost of capital (WACC). The discount rate is reflecting the current market rate of return in the CGU's industry.

The cost of equity has been calculated with the basis in the capital asset pricing model (CAPM). Post-tax discount rates of 9.0% (7.9%) have been used when discounting the post-tax cash flows for the CGU. This is based on risk free interest rates of 3.4% (3.2%), based on the appropriate 10-year government bond yield. Further, the calculations are based on an asset beta of 0.73 (0.73), a market risk premium of 5.0%, a small stock premium of 2% (0.9%) and a cost of debt of a rate 7.6% (7.4%). The pre-tax discount rate equals the post tax discount rate adjusted for tax rate as there is minimum tax effects in the CGU.

**EBITDA-margin**

The EBITDA-margin for CGUs Property remediation reflects expected growth up until the terminal year. The estimated EBITDA margin% is assumed to increase during the period as growth in revenue is expected to leverage on existing cost base following amongst other investment in technology, process and business improvements.

**Growth rate**

The growth rate in the forecast period is based on management's expectation to the development in the market and the company's market share. Based on available information and knowledge about the market, management is expecting increased sales above inflation in the forecast period.

**Terminal value multiple**

The terminal value is estimated using the Gordon growth formula assuming 2.0% growth/inflation. The cash flow used in the Gordon growth formula (normalised cash flow) is expected to equal estimated EBITDA in 2029.

**Sensitivity analysis for key assumptions**

Historical acquisitions and the Group's divestments of its operation in Finland in 2023 and the Environmental services CGU in 2024 have been strategic moves to strengthen the Groups position in the CGU Property remediation.

The conclusion of the impairment test is that there is no need for an impairment on the CGU for Property Remediation since the recoverable amount is higher than the carrying amount including goodwill and other intangible asset of the CGU.



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The value is based on several key assumptions. If these key assumptions are developing unfavourable it may cause a need for impairment of the recognised goodwill.

A sensitivity analysis was carried out regarding the significant assumptions applied in the impairment test for the CGU. A negative change of -0.9% in EBITDA or increase in WACC of 1.2 % could lead to impairment.

**Note 16: Accounts receivable**  
(NOK 1000)

|                                    | 2024           | 2023           |
|------------------------------------|----------------|----------------|
| Accounts receivable                | 262 401        | 280 358        |
| Provision for expected credit loss | (8 166)        | (8 354)        |
| <b>Total 31 December</b>           | <b>254 234</b> | <b>272 004</b> |

| <b>Changes in accounts receivable</b>   | 2024           | 2023           |
|---|----------------|----------------|
| Opening balance continued operations    | 280 358        | 284 724        |
| Opening balance discontinued operations | 177 164        | 177 164        |
| Discontinued operations (note 28)       | (107 024)      | (177 164)      |
| Movement in accounts receivable         | (88 097)       | (4 366)        |
| <b>Total 31 December</b>                | <b>262 401</b> | <b>280 358</b> |

| <b>Changes in provision for expected credit loss :</b> | 2024           | 2023           |
|--|----------------|----------------|
| Opening balance continued operations                   | (8 354)        | (8 123)        |
| Opening balance discontinued operations                | (3 280)        | (3 280)        |
| Discontinued operations /disposal group (note 28)      | 3 230          | 3 280          |
| (Increased)/reversed provision during the period       | 238            | (230)          |
| <b>Total 31 December</b>                               | <b>(8 166)</b> | <b>(8 354)</b> |

Provision for expected credit loss is classified as other operating expenses in the income statement. The provision includes losses identified and a general allowance for "old" and uncertain receivables by reflecting the possibility that a credit loss occurs.

The Norwegian and Danish entities have entered into factoring agreements. The receivables sold under the factoring agreement are derecognised. According to the agreement, the Group receives 85% of the invoiced amount immediately, and the remaining 15% once the customers has paid the invoice or at the latest 60 days after due date. The factoring company has the credit risk for the remaining 15%. The remaining 15% is classified as other current assets, see note 19.

Credit risk and foreign exchange risk regarding accounts receivable is discussed in note 3.

Ageing of accounts receivable including receivables with provision for expected credit loss as of December 31 was as follows:

|                           | Total   | Not due | Overdue           |            |            |                   |
|---------------------------|---------|---------|-------------------|------------|------------|-------------------|
|                           |         |         | Less than 30 days | 30-60 days | 60-90 days | More than 90 days |
| <b>31 December 2024</b>   |         |         |                   |            |            |                   |
| Account receivables gross | 262 401 | 171 629 | 56 993            | 10 508     | 5 476      | 17 794            |
| Expected credit loss      | (8 166) |         |                   |            |            | (8 166)           |
| <b>31 December 2023</b>   |         |         |                   |            |            |                   |
| Account receivables gross | 280 358 | 122 520 | 110 016           | 12 316     | 13 073     | 22 432            |
| Expected credit loss      | (8 354) |         |                   |            |            | (8 354)           |

Accounts receivable have been pledged as security for bank loans, see note 22.



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**Note 17: Inventories**  
(NOK 1000)

|                          | <u>2024</u>   | <u>2023</u>   |
|--------------------------|---------------|---------------|
| Finished goods:          |               |               |
| At cost                  | 12 096        | 11 617        |
| <b>Total 31 December</b> | <b>12 096</b> | <b>11 617</b> |

Inventories have been pledged as security for bank loans, see note 22.

No material impairment losses are recognised in profit or loss during the period.

**Note 18: Contract assets**  
(NOK 1000)

|  | <u>2024</u>    | <u>2023</u>    |
|--|----------------|----------------|
| The aggregate amount of costs incurred and recognised profits (less recognised losses) |                |                |
| Amount of customer retentions  | 774 912        | 1 030 710      |
| Amount of advances received  | (611 408)      | (796 841)      |
| <b>Total 31 December</b>   | <b>163 505</b> | <b>233 870</b> |

**Changes in contract assets**

|  | <u>2024</u>    | <u>2023</u>    |
|--|----------------|----------------|
| Opening balance                                  | 233 870        | 262 189        |
| Acquisitions (note 6b)                           | 33 431         | 0              |
| Discontinued operations/disposal group (note 28) | (65 550)       | (33 431)       |
| Movement in contract assets                      | (38 245)       | 5 112          |
| <b>Total 31 December</b>                         | <b>163 505</b> | <b>233 870</b> |

The Group has not received advanced payments in excess of revenue recognised. There is no retention clauses related to progress billings. There is neither significant remaining onerous contracts, nor remaining production on such contracts.

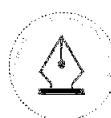
Contract assets have been pledged as security for bank loans, see note 22.

**Note 19: Other current and non-current assets**  
(NOK 1000)

|   | <u>2024</u>   | <u>2023</u>   |
|---|---------------|---------------|
| <b>Other current assets</b>                               |               |               |
| Pre-paid costs  | 33 856        | 34 014        |
| Receivables from other related parties - current (note 9) | 424           | 447           |
| Outstanding factoring proceeds, (see note 16)             | 33 892        | 23 078        |
| Other current assets                                      | 9 729         | 1 452         |
| <b>Total 31 December</b>                                  | <b>77 900</b> | <b>58 992</b> |

**Other non-current assets**

|  | <u>2024</u>  | <u>2023</u>  |
|--|--------------|--------------|
| Deposits                               | 4 945        | 2 531        |
| Finance fee related to credit facility | 2 022        | 1 309        |
| <b>Total 31 December</b>               | <b>6 967</b> | <b>3 840</b> |



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**Note 20: Cash and cash equivalents**  
(NOK 1000)

|  | 2024           | 2023            |
|--|----------------|-----------------|
| Restricted cash  | 2 900          | 2 944           |
| Cash outside cashpool  | 4 523          | 11 858          |
| Overdraft facility, gross  | (15 307)       | (84 916)        |
| <b>Cash and cash equivalents (overdraft, net) in the balance sheet December 31</b> | <b>(7 885)</b> | <b>(70 113)</b> |
| Cash and short-term bank deposits in disposal group                                | 0              | 119 230         |
| <b>Cash and cash equivalents (overdraft, net) December 31</b>                      | <b>(7 885)</b> | <b>49 116</b>   |

The Group had the following unused credit facilities as of 31 December 2024

|                                    | Frame          | Used           | Unused         |
|------------------------------------|----------------|----------------|----------------|
| Overdraft                          | 100 000        | 11 722         | 88 278         |
| Guarantees                         | 35 000         | 32 051         | 2 949          |
| MPF                                | 290 000        | 140 000        | 150 000        |
| <b>Total Multipurpose facility</b> | <b>425 000</b> | <b>183 773</b> | <b>241 227</b> |

Included in the multipurpose facility (MPF) MNOK 425 is a multicurrency guarantee and overdraft facility. Total commitments MNOK 135 of which MNOK 100 is currently reserved for overdraft and MNOK 35 reserved for guarantees.

**Note 21: Share capital, shareholder information and dividend**  
(NOK 1000)

|                                  | 2024              | 2023              |
|----------------------------------|-------------------|-------------------|
| A-shares, nominal amount NOK 0.1 | 2 446 566         | 2 446 566         |
| B-shares, nominal amount NOK 0.1 | 21 989 595        | 21 989 595        |
| <b>Total number of shares</b>    | <b>24 436 161</b> | <b>24 436 161</b> |

| Changes to share capital and premium: | No. of shares     | Invested unrestricted capital |                       |                  | Capital - not registered | Total            |
|---------------------------------------|-------------------|-------------------------------|-----------------------|------------------|--------------------------|------------------|
|                                       |                   | A - shares (NOK 0.10)         | B - shares (NOK 0.10) |                  |                          |                  |
| 1 January 2023                        | 24 436 161        | 245                           | 2 199                 | 2 487 378        | 0                        | 2 489 822        |
| <b>31 December 2023</b>               | <b>24 436 161</b> | <b>245</b>                    | <b>2 199</b>          | <b>2 487 378</b> | <b>0</b>                 | <b>2 489 822</b> |
| <b>31 December 2024</b>               | <b>24 436 161</b> | <b>245</b>                    | <b>2 199</b>          | <b>2 487 378</b> | <b>0</b>                 | <b>2 489 822</b> |

Reinvestment means that parts of the sales consideration due to business combinations are settled by the seller receiving shares in Remedy Topco AS. The seller's receivable from the Group is used as a capital contribution in Remedy Topco AS, which then uses the receivable as a capital contribution in Remedy Midco AS.

Remedy Topco AS have two classes of shares, A-shares and B-shares. As of 31 December 2024, Remedy Topco AS had a share capital of NOK 2 443 616, divided into 2 446 566 A-shares and 21 989 595 B-shares with a nominal value of NOK 0.10 per share for both categories.

The Company's outstanding shares are divided into common shares of (A-shares) and preference shares (B-shares). Class A shares carry entitlement to ten votes per share. Class B shares carry entitlement to one vote per share.

Owners of class B have preferential rights to dividends in an amount corresponding to NOK 100 per share plus an annually accumulating preferred interest of 10 percent calculated from investment date, minus any previous average paid amounts on the class B.

After dividend to class B shares as described above, Class A have equal rights to dividend.

There is no proposed dividend related to the 2024 annual accounts.



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The shareholders at 31.12.2024 are:

|  | Number of<br>Class A<br>shares | Number of<br>Class B<br>shares | Total no. of<br>shares: | Share of<br>company total |
|--|--------------------------------|--------------------------------|-------------------------|---------------------------|
| Remedy TopCo S.à r.l.                  | 1 959 898                      | 20 344 553                     | 22 304 451              | 91,28 %                   |
| Atler Förvaltning AB                   | 30 000                         | 150 000                        | 180 000                 | 0,74 %                    |
| Tostin AS                              | 15 000                         | 135 000                        | 150 000                 | 0,61 %                    |
| DDSM Holding AB                        | 13 679                         | 123 115                        | 136 794                 | 0,56 %                    |
| JTR Eiendomsinvest AS                  | 12 096                         | 108 867                        | 120 963                 | 0,50 %                    |
| Mattias Ringqvist                      | 61 683                         | 50 468                         | 112 151                 | 0,46 %                    |
| Otic AS                                | 11 165                         | 100 493                        | 111 658                 | 0,46 %                    |
| Magnifizent Investments AS             | 41 492                         | 41 492                         | 82 984                  | 0,34 %                    |
| Investeringselskabet af 14.12.1999 ApS | 7 889                          | 70 998                         | 78 887                  | 0,32 %                    |
| Masada Aps                             | 7 091                          | 63 827                         | 70 918                  | 0,29 %                    |
| Aristu Holding AS                      | 6 910                          | 62 187                         | 69 097                  | 0,28 %                    |
| BH Invest Vestfold AS                  | 32 829                         | 32 829                         | 65 658                  | 0,27 %                    |
| Ehlin och Rosenberg AB                 | 5 978                          | 53 796                         | 59 774                  | 0,24 %                    |
| AMM AS                                 | 5 812                          | 52 307                         | 58 119                  | 0,24 %                    |
| Bjerknes Holding AS                    | 3 745                          | 33 697                         | 37 442                  | 0,15 %                    |
| Karmik Holding AS                      | 3 745                          | 33 697                         | 37 442                  | 0,15 %                    |
| VAK Invest AS                          | 17 289                         | 17 289                         | 34 578                  | 0,14 %                    |
| Degens Förvaltnings Aktiebolag         | 3 452                          | 31 074                         | 34 526                  | 0,14 %                    |
| Pipe Relining AS                       | 8 000                          | 22 000                         | 30 000                  | 0,12 %                    |
| IT-Effekt i Västmanland AB             | 2 989                          | 26 898                         | 29 887                  | 0,12 %                    |
| <b>Sum</b>                             | <b>2 250 742</b>               | <b>21 554 587</b>              | <b>23 805 329</b>       | <b>97,42 %</b>            |
| Others                                 | 195 824                        | 435 008                        | 630 832                 | 2,58 %                    |
| <b>Total</b>                           | <b>2 446 566</b>               | <b>21 989 595</b>              | <b>24 436 161</b>       | <b>100,00 %</b>           |

**Note 22: Interest-bearing loans and bank borrowings**  
(NOK 1000)

|   | 2024                         | 2023                    |                |                |
|---|------------------------------|-------------------------|----------------|----------------|
| <b>Non-current</b>  |                              |                         |                |                |
| Secured bank loans  | 448 150                      | 1 338 047               |                |                |
| Contingent consideration  | 44 510                       | 150 915                 |                |                |
|   | 165 123                      | 397 339                 |                |                |
|   | <b>657 783</b>               | <b>1 886 301</b>        |                |                |
| <b>Current</b>  |                              |                         |                |                |
| Secured bank loans  | 415                          | 3 095                   |                |                |
| Loan from shareholder - current   | 30 337                       | 0                       |                |                |
| Lease liabilities   | 106 293                      | 240 944                 |                |                |
| Liabilities from disposal group (note 28)                                 | 0                            | (452 149)               |                |                |
| Contingent consideration  | 49 421                       | 97 449                  |                |                |
|   | 7 885                        | 70 113                  |                |                |
|   | <b>194 351</b>               | <b>(40 548)</b>         |                |                |
| <b>Total interest-bearing loans and bank borrowings as of December 31</b> | <b>852 133</b>               | <b>1 845 753</b>        |                |                |
| <b>Terms and repayment schedule</b>                                       | <b>31 December 2024</b>      |                         |                |                |
|   | <b>Nominal interest rate</b> | <b>Year of maturity</b> |                |                |
|   | <b>Currency</b>              | <b>Face value</b>       |                |                |
|   |                              | <b>Carrying amount</b>  |                |                |
| Term loan B - NOK   | 311 653 IBOR + 3.25%         | May 2027                | 311 653        | 309 316        |
| MPP - NOK   | 140 000 IBOR + 2.75%         | May 2027                | 140 000        | 138 950        |
| Bank overdraft  |                              |                         | 7 885          | 7 885          |
| Loan from shareholder - current   | 9.3%                         | September 2025          | 30 337         | 30 337         |
| Lease liabilities - NOK/SEK/DKK/EUR                                       | 3.0%-7.0%                    | 1-8 years               | 271 416        | 271 416        |
| Contingent consideration - non current                                    | NA                           | Q2 2026                 | 44 510         | 44 510         |
| Contingent consideration - current  | NA                           | Q2 2025                 | 49 421         | 49 421         |
| Other bank loans - NOK/SEK  |                              |                         | 415            | 415            |
| <b>Total interest-bearing loans and bank borrowings as of December 31</b> |                              |                         | <b>855 637</b> | <b>852 133</b> |



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Reconciliation of opening and closing balances of financial liabilities and their movement in cash flow are presented in the table below.

|  | 1 January 2024   | Liabilities from Disposal groups 1 Jan 2024 | Cashflows          | Changes in fair value | Acquisitions/divestments | New leases/ lease adjustments | Other / FX    | 31 December 2024 |
|--|------------------|---|--------------------|-----------------------|--------------------------|-------------------------------|---------------|------------------|
| Term loans   | 1 093 011        | 0   | (807 977)          | 0                     | 0                        | 0                             | 24 696        | 309 730          |
| MPF  | 248 130          | 0   | (110 000)          | 0                     | 0                        | 0                             | 703           | 138 833          |
| Bank overdraft                                     | 0                | (119 230)                                   | 43 912             | 70 113                | 0                        | 0                             | 13 090        | 7 885            |
| Shareholder loans                                  | 0                | 0   | 29 000             | 0                     | 0                        | 0                             | 1 337         | 30 337           |
| Leasing liabilities *                              | 264 587          | 373 695                                     | (210 526)          | 0                     | (364 596)                | 187 641                       | 20 614        | 271 416          |
| Contingent consideration                           | 177 617          | 70 747                                      | (100 860)          | 9 562                 | (71 632)                 | 0                             | 8 497         | 93 931           |
| <b>Total liabilities from financing activities</b> | <b>1 783 346</b> | <b>325 212</b>                              | <b>(1 156 452)</b> | <b>79 676</b>         | <b>(436 228)</b>         | <b>187 641</b>                | <b>68 938</b> | <b>852 134</b>   |

|  | 1 January 2023   | Liabilities from Disposal groups 1 Jan 2023 | Cashflows     | Changes in fair value | Acquisitions/divestments | New leases/ lease adjustments | Other / FX    | Liabilities from Disposal groups 31 Dec 2023 | 31 December 2023 |
|--|------------------|---|---------------|-----------------------|--------------------------|-------------------------------|---------------|--|------------------|
| Term loans   | 1 046 930        | 0   | 0             | 0                     | 0                        | 0                             | 46 081        | 0  | 1 093 011        |
| MPF  | 195 638          | 0   | 50 243        | 0                     | 0                        | 0                             | 2 249         | 0  | 248 130          |
| Leasing liabilities *                              | 639 812          | 33 953                                      | (255 472)     | 0                     | (29 456)                 | 218 796                       | 30 651        | (373 695)                                    | 264 587          |
| Contingent consideration                           | 208 347          | 0   | 0             | 33 358                | 0                        | 0                             | 6 658         | (70 747)                                     | 177 617          |
| <b>Total liabilities from financing activities</b> | <b>2 023 896</b> | <b>(355 536)</b>                            | <b>11 005</b> | <b>227 688</b>        | <b>186 490</b>           | <b>31 138</b>                 | <b>85 639</b> | <b>(444 442)</b>                             | <b>1 783 346</b> |

\* See note 23 for details.

### Bank loans and Multipurpose facility

On May 7<sup>th</sup> 2020 the Group obtained financing through a bank syndicate consisting of three banks; DNB, Swedbank and SEB. A Term Facility B with base currency equal to a total facility MNOK 311. Three of four currency tranches outstanding per 2023 was paid down in 2024 leaving only one tranche in NOK left per 2024. The termination date was 3 years, i.e. 7<sup>th</sup> May 2023. Each facility B loan was set to be repaid in full at the termination date. The interest rate is IBOR + 4.35% p.a. with margins to be increased or decreased in accordance with the net debt cover. This financing facility agreement was extended through an amendment agreement, dated 28<sup>th</sup> April 2023, with a new termination date of 7<sup>th</sup> May 2025. This was further extended through an amendment agreement dated 18<sup>th</sup> December 2024, with a new termination date of 7<sup>th</sup> May 2027.

Per 31 Dec 2024, in addition to the Term Facility B loan, a Multi Purpose Facility ("MPF") with base currency MNOK 425 is available for use for the companies within the Group. The facility is available both for short term and long term loans, including overdraft facility and letter of credits. The MPF may be utilized in NOK, EUR, DKK, SEK, USD and GBP. The withdrawals can either be repaid the last day of each interest period or decided rolled-over. The termination date is the same as for the Term Facility Loan, i.e. 7<sup>th</sup> May 2027. The maximum number of loans outstanding is 15 and limited to no more than 5 each year. As of 31 Dec 2024, it is one loans outstanding, totalling MNOK 140. Per 31 Dec 2024, the interest rate was IBOR + 4.35% for the MPF and + 4,10% for the Term Loan p.a. with margins to be increased or decreased in accordance with the net debt cover. Utilization of the MPF is contingent of the group being compliant with certain financial conditions.

As security for bank loans and multipurpose facility, the group has pledged all of the shares in subsidiaries, fixed assets, inventory, account receivables and bank accounts. The pledge is limited to MNOK 2 300. The bank loans have been recognised at amortised cost using the effective interest rate method. The margin on the bank loans depend on the groups leverage. Per 31 Dec 2024 the bank loans are subject to a covenant restriction:

#### Net debt cover

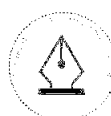
Means in respect of any testing period, the ratio of consolidated total net debt on the last day of that testing period to consolidated EBITDA for that testing period. The covenant is tested quarterly.

According to the agreement, EBITDA is to be calculated on consolidated proforma figures adjusted for certain elements e.g. acquisition cost and integration cost. Total net debt is defined as the aggregate amount of all obligations of the group for or in respect of borrowings, (i) including, in case of capital leases, only the capitalized value and (ii) deducting the aggregate amount of cash and cash equivalent.

In the event of a breach with the above financial covenant, a grace period of 65 days after the relevant balance sheet date has been granted in order remediate any breach by the means of a capital injection.

#### Available liquidity

Means in respect of any testing period, the sum of the Group's Cash and Cash Equivalent Investments and the amount of any Available Commitment under the Multi Purpose Facility available for cash drawing. The covenant is tested monthly.



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In the event of a breach with the above financial covenant, a grace period of 15 days after the relevant balance sheet date has been granted in order to remediate any breach by the means of a capital injection.

During and as of 31 December 2024, the Group was in compliance with the covenants requirements.

#### **Contingent consideration**

As a part of the acquisition carried out in 2021 and 2022, the Group entered into contingent consideration agreements with the former owners. The contingent considerations are measured at fair value and constitutes MNOK 93.9 of which MNOK 49.4 is expected to be paid in 2025, and in total MNOK 44.5 in 2026 and 2027. The fair value measurement is based on assumptions about future earnings in the acquired companies. In 2024 the Group acquired the remaining shares in Bjerklind Bygg AS and SI Entreprenør AS through exercising of put-call option, and thereby reducing the contingent consideration. Due earnouts were also paid in 2024.

#### **Guarantees**

The Group has issued parent company guarantees of MNOK 4.7 which mostly relates to rental agreements for premisses.

#### **Note 23 Leases**

*(NOK 1000)*

##### **The Group as a lessee**

The Group leases buildings, cars and heavy machinery. Rental agreements are typically made for fixed periods of 3-5 years but may have extension options as described below. The Group's lease contracts may contain both lease and non-lease components, and the Group allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices.

Lease terms are negotiated on an individual basis and contain different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor.

##### **Key accounting principles**

Leases are recognized as a lease liability with a corresponding right-of-use asset at the date at which the leased asset is available for use by the Group. Lease contracts with a lease term of less than 12 months and lease contracts for which the underlying asset has a low value are not capitalized since the payments are recognized in the income statement on a straight-line basis over the lease contract period.

The Group presents the right-of-use assets and lease liabilities as separate line-items on the statement of financial position. Lease liabilities are split into current, due within one year, and non-current, due after more than one year. In the statement of profit or loss, the depreciation and impairment expenses related to the right-of-use asset are presented as part of the total depreciation and impairment expenses. The interest expenses related to the lease liabilities are presented as part of the interest expense.

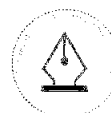
##### **Lease liabilities**

Lease liabilities are recognized at the lease commencement date and are measured at the present value of future lease payments from contractual agreements as at the reporting date.

The Group has elected to separate lease and non-lease components included in lease payments for property leases. Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, including in-substance fixed payments
- Variable lease payments that depend on an index or a rate; initially measured using the index or rate as at the commencement date
- The exercise price of a purchase option, if the Group is reasonably certain to exercise that option
- Payments of penalties for terminating the lease, if the lease term reflects the Group exercising an option to terminate the lease

The lease liability is measured at amortized cost using the effective interest rate method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee or if the Group changes its assessment of whether it will exercise a purchase, extension or termination option. When the lease liability is remeasured, a matching adjustment is made to the carrying amount of the right-of-use asset.



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Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

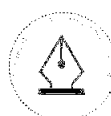
**Extension and termination options**

The lease contracts related to land and buildings will under normal circumstances grant the Group a unilateral right to extend the lease term. A few of the contracts related to heavy machinery grant the Group a right to extend the lease term. Contracts related to cars generally do not give the Group the right to extend the lease contract. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option or not exercise a termination option. Extension options are only included in the lease term if the lease is reasonably certain to be extended (or not terminated). For leases of buildings premises the following factors are normally the most relevant:

- If there are significant penalty payments to terminate (or not extend), the Group is typically reasonably certain to extend (or not terminate).
- If any leasehold improvements are expected to have a significant remaining value, the Group is typically reasonably certain to extend (or not terminate).
- Otherwise, the Group considers other factors including historical lease durations, profitability and the costs required to replace the leased asset.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case, the lessee's incremental borrowing rate is used, which is the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

The Group's long-term borrowing interest rate is the applicable IBOR plus a margin dependent on the leverage ratio of the Group.



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| Assets  | Note | 2024           | 2023           |
|---|------|----------------|----------------|
| Right of use assets, except for investment property | 23   | 263 556        | 254 898        |
| <b>Booked value December 31</b>                     |      | <b>263 556</b> | <b>254 898</b> |

| Right of use assets   | Heavy machinery | Cars           | Land and buildings | Total          |
|---|-----------------|----------------|--------------------|----------------|
| Balance at 31.12.2023   | 361 893         | 162 681        | 182 564            | 707 137        |
| Asset from disposal groups at 31.12.2023 (note 28)            | -359 658        | -11 839        | -80 742            | -452 239       |
| <b>Balance at 31.12.2023 in the balance sheet</b>             | <b>2 234</b>    | <b>150 842</b> | <b>101 821</b>     | <b>254 898</b> |
| Asset from disposal groups at 31.12.2023 (note 28)            | 359 658         | 11 839         | 80 742             | 452 239        |
| Divestment of business (note 6b)                              | -344 861        | -11 948        | -91 567            | -448 376       |
| Additions   | 7 688           | 92 468         | 33 826             | 133 982        |
| <i>of which from continuing operations</i>                    | 1 177           | 90 170         | 27 097             | 118 444        |
| <i>of which from discontinued operations</i>                  | 6 512           | 2 298          | 6 728              | 15 538         |
| Depreciations   | -32 158         | -87 207        | -62 286            | -181 651       |
| <i>of which from continuing operations</i>                    | -734            | -82 926        | -48 344            | -132 004       |
| <i>of which from discontinued operations</i>                  | -31 424         | -4 281         | -13 942            | -49 647        |
| Adjustments   | 0               | 30 068         | 8 605              | 38 672         |
| <i>of which changes to RoU asset, continuing operations</i>   | 0               | 30 437         | -8 584             | 21 852         |
| <i>of which changes to RoU asset, discontinued operations</i> | 0               | -369           | 17 189             | 16 820         |
| Effects of movements in exchange rates                        | 9 499           | 592            | 8 548              | 18 639         |
| <i>of which from continuing operations</i>                    | -615            | -1 870         | 2 851              | 366            |
| <i>of which from discontinued operations</i>                  | 10 115          | 2 462          | 850                | 13 426         |
| <b>Balance at 31 December 2024</b>                            | <b>2 062</b>    | <b>186 654</b> | <b>74 841</b>      | <b>263 556</b> |

#### Lease liabilities

| Maturity analysis - contractual undiscounted cash flows         | 2024           | 2023           |
|---|----------------|----------------|
| Less than one year  | 106 293        | 108 371        |
| One to five years   | 184 096        | 169 824        |
| More than five years  | 3 792          | 3 703          |
| <b>Total undiscounted lease liabilities at 31 December 2024</b> | <b>294 181</b> | <b>281 899</b> |
| Discounting effect  | 22 765         | 17 311         |

| Lease liabilities included in the statement of financial position at 31 December | 2024    | 2023    |
|--|---------|---------|
| Current  | 106 293 | 108 371 |
| Non-current  | 165 123 | 156 216 |

| Amounts recognised in profit or loss | 2024    | 2 023   |
|--------------------------------------|---------|---------|
| Interest on lease liabilities        | 10 071  | 12 319  |
| Depreciation of right-of-use assets  | 132 004 | 114 639 |

|  |                |                |
|--|----------------|----------------|
| Cash outflow for leases recognised in the statement of cash flow       | 155 252        | 142 801        |
| Cash outflow for short-term, low value leases and non-lease components | 27 098         | 26 904         |
| <b>Total Cash outflow for leases</b>                                   | <b>182 350</b> | <b>169 705</b> |

There has not been identified any gains and losses due to terminations, purchases, impairment and other changes. Interests used for discounting have been in the range of 3-7%.

#### Short-term, low-value leases and non-lease components

The expense related to short-term, low value leases and non-lease components in 2024 was MNOK 27.1 (2023: MNOK 26.9).

#### Note 24: Pensions and other long-term employee benefits (NOK 1000)

##### Defined contribution plan

The Group's companies in Norway, Denmark and Sweden have defined contribution plans in accordance with local laws. The defined contribution plans cover full time employees and the yearly costs amounts to between

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2.5% and 8% of salary. The employees may manage the investments through an agreement with the insurance company. There are separate agreements for the management in the Group, see note 8 - salaries and remuneration. The contribution is expensed when it is incurred. As of 31.12.2023 there were 1 793 (2023: 1 700) members covered by the scheme.

The contributions recognized as expense was TNOK 67 033 in 2024 (2023: TNOK 62 107).

**Note 25: Accounts payable and other current liabilities**

(NOK 1000)

|  | 2024           | 2023           |
|--|----------------|----------------|
| Trade accounts payable                             | 158 291        | 246 690        |
| Debt to parent company                             | 0              | 0              |
| Liabilities related to employees incl. holiday pay | 178 270        | 163 160        |
| Government taxes, vat, social security tax etc.    | 131 697        | 134 287        |
| Taxes payables                                     | 0              | 9 068          |
| Restructuring provision                            | 2 834          | 880            |
| Earmout  | 0              | 0              |
| Accrued expenses                                   | 36 167         | 50 199         |
| <b>Total 31 December</b>                           | <b>507 259</b> | <b>604 283</b> |

Trade payables are non-interest bearing and are normally settled on between 30-45-day terms.

**Note 26: Financial instruments**

(NOK 1000)

**Derivatives:**

Derivatives are only used for economic hedging purposes to reduce cash flow risk and not as speculative investments.

Derivatives are classified as FVPL and initially recognized at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value through profit and loss at the end of each reporting period. The fair values are based on observable market prices obtained from external parties and are based on mid-range marked interest rates and prices, excluding margins, at the reporting date. The derivatives are defined as Level 2 in the fair value hierarchy. The derivatives are classified as non-current asset or liability if the maturity date is later than 12 months from the balance sheet date and there is no intention to close the position within 12 months from the balance sheet date.

Changes in the fair value of any derivative instrument are recognized immediately in profit or loss and are included in finance income or finance expense if they are economic hedges for financing related risks. Derivatives that are economic hedges for operational cash flows are included in operating gain and loss. The fair values of the outstanding derivatives as at the balance sheet date are disclosed below. In 2023 a new arrangement assuring 25 % of the term loans are locked to a fixed rate was signed. Cost related to this arrangement is included as finance cost in profit and loss, and thereby not derivate financial instruments in the balance sheet as of Dec 2023 and 2024.

The following tables shows the carrying amounts and fair values of financial assets and financial liabilities, including their level in the fair value hierarchy as of 31 December 2024 and 31 December 2023. It does not include fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.



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For secured bank loans, the interest rate is based on IBOR and STIBOR + a margin. The margin is determined based on certain covenants which amongst other reflects the credit and liquidity risk, therefore face value is a reasonable approximation of fair value.

|   | Carrying amount          |                       |                       | Amortized cost   | Fair value |                |                |
|---|--------------------------|-----------------------|-----------------------|------------------|------------|----------------|----------------|
|   | Designated at fair value | Loans and receivables | Financial liabilities |                  | Level 2    | Level 3        | Total          |
| <b>31.12.2024</b>                                       |                          |                       |                       |                  |            |                |                |
| <b>Financial assets measured at amortised cost</b>      |                          |                       |                       |                  |            |                |                |
| Accounts receivable                                     | 0                        | 254 234               | 0                     | 254 234          |            |                |                |
| Other current and non-current assets                    | 0                        | 84 868                | 0                     | 84 868           |            |                |                |
| Cash and cash equivalents                               | 0                        | 0                     | 0                     | 0                |            |                |                |
|   | <b>0</b>                 | <b>339 102</b>        | <b>0</b>              | <b>339 102</b>   |            |                |                |
| <b>Financial liabilities measured at amortised cost</b> |                          |                       |                       |                  |            |                |                |
| Secured bank loan                                       | 0                        | 0                     | 448 564               | 448 564          |            |                |                |
| Bank overdraft  | 0                        | 0                     | 7 885                 | 7 885            |            |                |                |
| Shareholder loans                                       | 0                        | 0                     | 30 337                | 30 337           |            |                |                |
| Finance lease liabilities                               | 0                        | 0                     | 271 416               | 271 416          |            |                |                |
| Accounts payable and other current liabilities          | 0                        | 0                     | 507 259               | 507 259          |            |                |                |
|   | <b>0</b>                 | <b>0</b>              | <b>1 265 461</b>      | <b>1 265 461</b> |            |                |                |
| <b>Financial liabilities measured at fair value</b>     |                          |                       |                       |                  |            |                |                |
| Contingent consideration                                | 0                        | 0                     | 93 931                | 0                | 0          | 93 931         | 93 931         |
|   | <b>0</b>                 | <b>0</b>              | <b>93 931</b>         | <b>0</b>         | <b>0</b>   | <b>93 931</b>  | <b>93 931</b>  |
| <b>31.12.2023</b>                                       |                          |                       |                       |                  |            |                |                |
| <b>Financial assets measured at amortised cost</b>      |                          |                       |                       |                  |            |                |                |
| Accounts receivable                                     | 0                        | 272 004               | 0                     | 272 004          |            |                |                |
| Other current and non-current assets                    | 0                        | 62 832                | 0                     | 62 832           |            |                |                |
| Cash and cash equivalents                               | 0                        | 0                     | 0                     | 0                |            |                |                |
|   | <b>0</b>                 | <b>334 835</b>        | <b>0</b>              | <b>334 835</b>   |            |                |                |
| <b>Financial liabilities measured at amortised cost</b> |                          |                       |                       |                  |            |                |                |
| Secured bank loan                                       | 0                        | 0                     | 1 333 435             | 1 333 435        |            |                |                |
| Bank overdraft  | 0                        | 0                     | 70 113                | 70 113           |            |                |                |
| Shareholder loans                                       | 0                        | 0                     | 0                     | 0                |            |                |                |
| Finance lease liabilities                               | 0                        | 0                     | 264 588               | 264 588          |            |                |                |
| Accounts payable and other current liabilities          | 0                        | 0                     | 595 215               | 595 215          |            |                |                |
|   | <b>0</b>                 | <b>0</b>              | <b>2 263 351</b>      | <b>2 815 265</b> |            |                |                |
| <b>Financial liabilities measured at fair value</b>     |                          |                       |                       |                  |            |                |                |
| Contingent consideration                                | 0                        | 0                     | 177 617               | 0                | 0          | 177 617        | 177 617        |
|   | <b>0</b>                 | <b>0</b>              | <b>177 617</b>        | <b>0</b>         | <b>0</b>   | <b>177 617</b> | <b>177 617</b> |

## Note 27: Covid-19 and war in Ukraine

During Covid-19 the Group received liquidity support from government in the Nordic countries through prolonged due dates for payments of VAT, social security tax and tax. The Group continued to repay this debt during 2024. Per 31 Dec 2024 the Group had MNOK 2.7 as outstanding debt from subsidies received until end of 2022. Per 31 Dec 2023 this debt was MNOK 5.1, meaning approx. MNOK 2.4 was repaid during 2024. The remaining is mainly due in 2025.

The Group is not directly affected by the war in Ukraine beyond increased prices for certain input factors and the indirect effect on macroeconomics.

## Note 28: Discontinued operations (NOK 1000)

### In 2024

On 31 July 2024, the Group divested its operation in the business area Serwent. On 16 August 2024, the Group divested its operations in the former business area demolition and concrete drilling. Both divestments done to fully focus on its remaining business area, property remediation.

### In 2023

On 31 August 2023, the Group divested its operations and cash generating unit in Finland as this was no longer a strategic fit.



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The result of the discontinued operation for the last year is presented below:

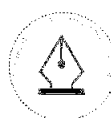
|   | 2024           | 2023            |
|---|----------------|-----------------|
| Revenue   | 593 587        | 1 453 098       |
| Expenses  | -599 529       | -1 452 956      |
| <b>Operating profit</b>   | -5 942         | 142             |
| Net financial items   | -16 341        | -22 495         |
| Impairment loss recognised on the re-measurement to fair value less costs to sell | 0              | -92 099         |
| <b>Profit/ (loss) before tax from discontinued operation</b>                      | -22 283        | -114 453        |
| Tax expense related to the ordinary activities of the discontinued operation:     | 5 296          | 9 729           |
| <b>Profit/ (loss) for the year from discontinued operation</b>                    | <b>-16 987</b> | <b>-104 724</b> |
| Gain/loss from sale of discontinued operation                                     | 20 641         | -228 852        |
| Translation reserve   | -2 940         | 18 553          |
| <b>Profit/ loss after tax from discontinued operation</b>                         | <b>715</b>     | <b>-315 023</b> |

The resulting effect on the assets and liabilities for the Group:

|   | 31.12.2024    | 31.12.2023        |
|---|---------------|-------------------|
| Intangible assets   | 0             | 963 000           |
| Tangible assets   | 0             | 515 439           |
| Financial assets  | 0             | 4 501             |
| Current assets  | 0             | 35 566            |
| Inventory   | 0             | 21 330            |
| Contract assets   | 0             | 33 431            |
| Accounts receivable   | 0             | 173 884           |
| Cash and cash equivalents                                     | 0             | 119 230           |
| Reclassifications assets/liabilities*                         | 0             | -86 792           |
| <b>Total assets from disposal group</b>                       | <b>0</b>      | <b>1 779 589</b>  |
| Accounts payable  | 0             | 62 341            |
| Deferred tax liability  | 0             | 41 975            |
| Interests bearing debt  | 0             | 452 149           |
| Current liabilities   | 0             | 203 775           |
| Reclassifications assets/liabilities*                         | 0             | -86 792           |
| <b>Total liabilities from disposal group</b>                  | <b>0</b>      | <b>673 448</b>    |
| <b>Net book value of assets from disposal group</b>           | <b>0</b>      | <b>-1 106 141</b> |
| <b>Cash flows attributed to discontinued operations</b>       |               |                   |
| Net cash flow from operating activities                       | 38 764        | 10 673            |
| Net cash flow from investing activities                       | 59 465        | -23 142           |
| Net cash flow from financing activities                       | -17 346       | -44 628           |
| Effects of exchange rate changes on cash and cash equivalents | -9 789        | 11 595            |
| <b>Net cash inflow (outflow)</b>                              | <b>71 095</b> | <b>-45 502</b>    |

#### Note 29: Subsequent events

No subsequent events of significance.



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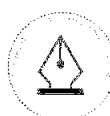
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## Company Financial Statements 2024 Remedy Topco AS

**Income statement**  
**Balance sheet**  
**Notes to the Company Financial Statements**

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## Remedy Topco AS

### Revenue statement (in thousands)

|   | Note | 2024            | 2023          |
|---|------|-----------------|---------------|
| Other expenses                          | 1, 2 | 1 539           | 1 892         |
| <b>Total expenses</b>                   |      | <b>1 539</b>    | <b>1 892</b>  |
| <b>Operating loss</b>                   |      | <b>-1 539</b>   | <b>-1 892</b> |
| <b>Financial income and expenses</b>    |      |                 |               |
| Interest income from group companies    |      | 328             | 0             |
| Other interest income                   |      | 178             | 277           |
| Other financial income                  |      | 5               | 0             |
| Write-down of long-term investments     | 3    | 764 211         | 0             |
| Other financial expenses                |      | 0               | 87            |
| <b>Net financial items</b>              |      | <b>-763 700</b> | <b>190</b>    |
| <b>Net loss before tax</b>              |      | <b>-765 239</b> | <b>-1 702</b> |
| Tax expense                             | 4    | -226            | -374          |
| <b>Net loss for the year</b>            | 5    | <b>-765 013</b> | <b>-1 327</b> |
| <b>Net profit or loss</b>               |      | <b>-765 013</b> | <b>-1 327</b> |
| <b>Transfers and allocations</b>        |      |                 |               |
| Loss transferred to accumulated deficit | 5    | 765 013         | 1 327         |
| <b>Sum of transfers and allocations</b> |      | <b>-765 013</b> | <b>-1 327</b> |



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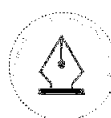
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## Remedy Topco AS

Balance sheet pr. 31.12 (in thousands)

| Assets                                    | Note | 2024             | 2023             |
|---|------|------------------|------------------|
| <b>Non-current assets</b>                 |      |                  |                  |
| Deferred tax assets                       | 4    | <u>1 801</u>     | <u>1 574</u>     |
| <b>Total intangible assets</b>            |      | <b>1 801</b>     | <b>1 574</b>     |
| <b>Non-current financial assets</b>       |      |                  |                  |
| Investments in subsidiary                 | 3    | <u>1 711 562</u> | <u>2 475 773</u> |
| <b>Total non-current financial assets</b> |      | <b>1 711 562</b> | <b>2 475 773</b> |
| <b>Total non-current assets</b>           |      | <b>1 713 362</b> | <b>2 477 347</b> |
| <b>Current assets</b>                     |      |                  |                  |
| <b>Debtors</b>                            |      |                  |                  |
| Other short-term receivables              |      | 32               | 18               |
| Receivables from group companies          | 3    | <u>6 258</u>     | <u>0</u>         |
| <b>Total receivables</b>                  |      | <b>6 291</b>     | <b>18</b>        |
| Cash and cash equivalents                 | 6    | 937              | 8 366            |
| <b>Total current assets</b>               |      | <b>7 228</b>     | <b>8 384</b>     |
| <b>Total assets</b>                       |      | <b>1 720 590</b> | <b>2 485 731</b> |



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## Remedy Topco AS

### Balance sheet pr. 31.12 (in thousands)

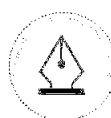
| Equity and liabilities              | Note     | 2024             | 2023             |
|-------------------------------------|----------|------------------|------------------|
| <b>Equity</b>                       |          |                  |                  |
| <b>Paid-in capital</b>              |          |                  |                  |
| Share capital                       | 5, 7     | 2 444            | 2 444            |
| Share premium                       | 5        | 2 487 378        | 2 487 378        |
| <b>Total paid-up equity</b>         |          | <b>2 489 822</b> | <b>2 489 822</b> |
| <b>Retained earnings</b>            |          |                  |                  |
| Accumulated deficit                 | 5        | -769 289         | -4 276           |
| <b>Total retained earnings</b>      |          | <b>-769 289</b>  | <b>-4 276</b>    |
| <b>Total equity</b>                 | <b>5</b> | <b>1 720 533</b> | <b>2 485 546</b> |
| <b>Liabilities</b>                  |          |                  |                  |
| <b>Current liabilities</b>          |          |                  |                  |
| Trade payables                      | 3        | 47               | 185              |
| Other current liabilities           | 3        | 10               | 0                |
| <b>Total current liabilities</b>    |          | <b>57</b>        | <b>185</b>       |
| <b>Total liabilities</b>            |          | <b>57</b>        | <b>185</b>       |
| <b>Total equity and liabilities</b> |          | <b>1 720 590</b> | <b>2 485 731</b> |

Oslo, 13.05.2025  
The board of Remedy Topco AS

Ted Sven Severin Soederholm  
Chairman of the board

Erik Nicolay Sandøy  
Member of the board

Adam Harlang Meyer  
Member of the board



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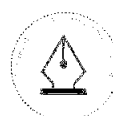
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## Cash flow statement

### Remedy Topco AS

|   | Note     | 2024          | 2023          |
|---|----------|---------------|---------------|
| <b>Cash flow statement</b>                                |          |               |               |
| Ordinary profit/loss before tax and taxable income        |          | -765 239      | -1 702        |
| Net finance (income)/cost                                 |          | 763 700       | -190          |
| Change in trade payables                                  |          | -138          | -2 776        |
| Change in current liabilities                             |          | -4            | -22           |
| <b>Net cash flows from operating activities</b>           |          | <b>-1 682</b> | <b>-4 690</b> |
| <b>Cash flows from investment activities</b>              |          |               |               |
| Loan to group companies                                   |          | -5 930        | 0             |
| <b>Net cash flow used in investing activities</b>         |          | <b>-5 930</b> | <b>0</b>      |
| <b>Cash flows from financing activities</b>               |          |               |               |
| Received(+)/paid(-) external interests                    |          | 178           | 277           |
| Foreign exchange gain(+)/loss(-)                          |          | 4             | -87           |
| <b>Net cash flows from financing activities</b>           |          | <b>183</b>    | <b>190</b>    |
| <b>Net change in cash and cash equivalents</b>            |          | <b>-7 429</b> | <b>-4 499</b> |
| Cash and cash equivalents at the start of the period      |          | 8 366         | 12 866        |
| <b>Cash and cash equivalents at the end of the period</b> | <b>6</b> | <b>937</b>    | <b>8 366</b>  |



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## Accounting principles

The financial statements have been prepared in accordance with the Norwegian Accounting Act and generally accepted accounting principles in Norway.

Remedy Topco AS was founded April 30th 2019.

The purpose of the company is to be a holding company owning the shares in Remedy Midco AS.

## Tax

The tax charge in the profit and loss account consists of tax payable for the period and the change in deferred tax. Deferred tax is calculated at the tax rate at 22 % on the basis of tax-reducing and tax-increasing temporary differences that exist between accounting and tax values, and the tax loss carried forward at the end of the accounting year. Tax-increasing and tax-reducing temporary differences that reverse or may reverse in the same period are set off and entered net.

## Classification of balance sheet items

Assets intended for long term ownership or use have been classified as fixed assets. Assets relating to the trading cycle have been classified as current assets. Other receivables are classified as current assets if they are to be repaid within one year after the transaction date. Similar criteria apply to liabilities. First year's instalment on long term liabilities and long term receivables are, however, not classified as short term liabilities and current assets.

## Investments in subsidiary

Investments in subsidiaries are valued at cost in the company accounts. The investment is valued as cost of the shares in the subsidiary, less any impairment losses. An impairment loss is recognised if the impairment is not considered temporary, in accordance with generally accepted accounting principles. Impairment losses are reversed if the reason for the impairment loss disappears in a later period.

The cost price is increased when funds are added through capital increases or when group contributions are made to subsidiaries. Dividends received are initially taken to income. Dividends exceeding the portion of retained equity after the purchase are reflected as a reduction in purchase cost. Dividend/group contribution from subsidiaries are reflected in the same year as the subsidiary makes a provision for the amount. Dividend from other companies are reflected as financial income when it has been approved.

## Foreign currencies

Assets and liabilities in foreign currencies are valued at the exchange rate on the balance sheet date. Exchange gains and losses relating to sales and purchases in foreign currencies are recognised as operating income and cost of goods sold.

## Cash flow statement

The cash flow statement is presented using the indirect method. Cash and cash equivalents includes cash, bank deposits and other term, highly liquid investments with maturities of three months or less.



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## Note 1 Salary costs and benefits

Remedy Topco AS does not have any employees and thereby no wage cost.

## Note 2 Specification of operating costs

|                                 | 2024         | 2023         |
|---------------------------------|--------------|--------------|
| Services (auditing, legal etc.) | 1 427        | 1 814        |
| Other operating costs           | 112          | 78           |
| <b>Total operating costs</b>    | <b>1 538</b> | <b>1 892</b> |

### Auditor fees

Expensed audit fee for 2024 is TNOK 82 incl. VAT.

Other attestation services TNOK 0 incl. VAT

## Note 3 Subsidiaries, guarantees and obligations (in thousands)

| Subsidiaries    | Municipality | Share of ownership | Book value of investment 2024 | Equity 2024 | Result 2024 |
|-----------------|--------------|--------------------|-------------------------------|-------------|-------------|
| Remedy Midco AS | Oslo, Norge  | 100 %              | 1 711 562                     | 1 572 709   | -819 951    |

In 2024 the subsidiary Remedy Midco AS divested all of the legal entities within one of two operating segments in the Group in which Remedy Topco AS is the ultimate parent in. In order to also reflect this divestment in the book value of the investment in Remedy Midco AS in Remedy Topco AS' accounts, a write down is accounted for in the financial statement for 2024.

Intercompany balances:

|                 | Payables |            | Short term loans |          |
|-----------------|----------|------------|------------------|----------|
|                 | 2024     | 2023       | 2024             | 2023     |
| Group companies | 0        | 143        | 6 258            | 0        |
| <b>Sum</b>      | <b>0</b> | <b>143</b> | <b>6 258</b>     | <b>0</b> |

The subsidiary of the company, Remedy Midco AS, entered into a financing agreement with DNB, Swedbank and SEB on May 7th 2020. Through 2024 TNOK 452 000 has been drawn on the available facilities in Norwegian kroner, Swedish kroner, Danish kroner and Euro. The date of maturity was May 7th 2023. The agreement was amended April 28th 2023 with a new due date of May 7th 2025, and further amended in December 2024 with a new due date of May 7th 2027.

In connection with the financing agreement, Remedy Midco AS has lodged as security the shares in subsidiaries, the fixed assets, the receivables and the bank accounts. The security is limited to TNOK 2 300 000.

The bank loans are subject to a covenant restriction described below:

Net debt cover:

Means in respect of any testing period, the ratio of consolidated total net debt on the last day of that testing period to consolidated EBITDA for that testing period.

According to the agreement, EBITDA is to be calculated on consolidated figures adjusted for certain



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elements e.g. acquisition cost and integration cost. Total net debt is defined as the aggregate amount of all obligations of the group for or in respect of borrowings, (i) including, in case of capital leases, only the capitalized value and (ii) deducting the aggregate amount of cash and cash equivalent. In the event of a breach of the financial covenant, a grace period of 65 days after the relevant balance sheet date has been granted in order to remediate any breach by means of a capital injection.

#### Available liquidity

Means in respect of any testing period, the sum of the Group's Cash and Cash Equivalent Investments and the amount of any Available Commitment under the Multi Purpose Facility available for cash drawing. The covenant is tested monthly. In the event of a breach with the above financial covenant, a grace period of 15 days after the relevant balance sheet date has been granted in order to remediate any breach by the means of a capital injection.

Financial covenants are tested monthly (minimum liquidity) and quarterly (net debt cover) at Remedy Midco level up until repayment in 2027.

During and as of 31 December 2024, the Group was in compliance with the covenants requirements.



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## Note 4 Tax (in thousands)

|                                   | 2024          | 2023          | Change      |
|-----------------------------------|---------------|---------------|-------------|
| Tax loss carryforward             | -8 185        | -7 157        | -1 028      |
| <b>Deferred tax assets (22 %)</b> | <b>-1 801</b> | <b>-1 574</b> | <b>-226</b> |

| <b>This year's basis for tax expense</b>           | <b>2024</b>   | <b>2023</b>   |
|--|---------------|---------------|
| Ordinary profit/loss before tax and Taxable income | -765 239      | -1 702        |
| Permanent differences                              | 764 211       | 0             |
| <b>Taxable income/loss</b>                         | <b>-1 028</b> | <b>-1 702</b> |

### Payable tax on ordinary profit/loss:

|  |             |             |
|--|-------------|-------------|
| Payable tax                                | 0           | 0           |
| Changes in deferred tax assets             | 0           | 0           |
| Current year                               | -226        | -374        |
| <b>Tax expense on ordinary profit/loss</b> | <b>-226</b> | <b>-374</b> |

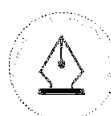
### Calculation of effective tax rate

|  |             |             |
|--|-------------|-------------|
| Ordinary profit/loss before tax and taxable income | -765 239    | -1 702      |
| Calculated tax from ordinary profit before tax     | -168 353    | -374        |
| Tax effect from permanent differences              | 168 126     | 0           |
| Tax effect from use of tax loss carried forward    | 0           | 0           |
| <b>Sum</b>   | <b>-226</b> | <b>-374</b> |
| Effective tax rate                                 | 22,0 %      | 22,0 %      |

### Payable tax in the balance:

|   |          |          |
|---|----------|----------|
| Payable tax on this year's result             | 0        | 0        |
| <b>Total payable tax in the balance sheet</b> | <b>0</b> | <b>0</b> |

Deferred tax asset on tax loss carried forward are recognized to the balance sheet in 2024 as a reduction of tax expense of in total MNOK 0.2. Leaving a total tax loss carried forward with a tax effect of MNOK 1.8 per 2024.



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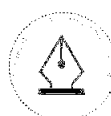


## Note 5 Shareholders' equity (in thousands)

|                            | Share capital | Share premium    | Accumulated deficit | Total equity     |
|----------------------------|---------------|------------------|---------------------|------------------|
| As of Jan 1st 2024         | 2 444         | 2 487 378        | -4 276              | 2 485 546        |
| Result of the year         | 0             | 0                | -765 013            | -765 013         |
| <b>As of Dec 31st 2024</b> | <b>2 444</b>  | <b>2 487 378</b> | <b>-769 289</b>     | <b>1 720 533</b> |

## Note 6 Cash and bank deposits

Cash and bank deposits is TNOK 937 at December 31st. The company does not have restricted cash deposits.



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## Note 7 Share capital and shareholder information

The share capital of TNOK 2 444 consists of 2 446 566 Class A shares and 21 989 595 Class B shares, all per value of NOK 0,1.

20 largest shareholders per 31.12.2024:

|  | Number of<br>Class A shares | Number of<br>Class B shares | Total number<br>of shares | Share of<br>company total |
|--|-----------------------------|-----------------------------|---------------------------|---------------------------|
| Remedy TopCo S.å r.l.                  | 1 959 898                   | 20 344 553                  | 22 304 451                | 91,28 %                   |
| Atiler Förvaltning AB                  | 30 000                      | 150 000                     | 180 000                   | 0,74 %                    |
| Tostin AS                              | 15 000                      | 135 000                     | 150 000                   | 0,61 %                    |
| DDSMHolding AS                         | 13 679                      | 123 115                     | 136 794                   | 0,56 %                    |
| JTR Eiendomsinvest AS                  | 12 096                      | 108 867                     | 120 963                   | 0,50 %                    |
| Mattias Ringqvist                      | 61 683                      | 50 468                      | 112 151                   | 0,46 %                    |
| Otic AS                                | 11 165                      | 100 493                     | 111 658                   | 0,46 %                    |
| Magnifizent Inveztments AS             | 41 492                      | 41 492                      | 82 984                    | 0,34 %                    |
| Investeringselskabet af 14.12.1999 ApS | 7 889                       | 70 998                      | 78 887                    | 0,32 %                    |
| Masada                                 | 7 091                       | 63 827                      | 70 918                    | 0,29 %                    |
| Aristu Holding AS                      | 6 910                       | 62 187                      | 69 097                    | 0,28 %                    |
| BH Invest Vestfold AS                  | 32 829                      | 32 829                      | 65 658                    | 0,27 %                    |
| Ehlin och Rosenberg AB                 | 5 978                       | 53 796                      | 59 774                    | 0,24 %                    |
| AMM AS                                 | 5 812                       | 52 307                      | 58 119                    | 0,24 %                    |
| Bjerknes Holding AS                    | 3 745                       | 33 697                      | 37 442                    | 0,15 %                    |
| Kamrik Holding AS                      | 3 745                       | 33 697                      | 37 442                    | 0,15 %                    |
| VAK Invest AS                          | 17 289                      | 17 289                      | 34 578                    | 0,14 %                    |
| Degens Forvaltnings Aktiebolag         | 3 452                       | 31 074                      | 34 526                    | 0,14 %                    |
| Pipe Relining AS                       | 8 000                       | 22 000                      | 30 000                    | 0,12 %                    |
| IT-Effekt i Västmanland AB             | 2 989                       | 26 898                      | 29 887                    | 0,12 %                    |
| Sum                                    | 2 250 742                   | 21 554 587                  | 23 805 329                | 97,42 %                   |
| Others                                 | 195 824                     | 435 008                     | 630 832                   | 2,58 %                    |
| Total                                  | 2 446 566                   | 21 989 595                  | 24 436 161                | 100,00 %                  |

The Company's outstanding shares are divided into common shares of (A-shares) and preference shares (B-shares). Class A shares carry entitlement to ten votes per share. Class B shares carry entitlement to one vote per share.

Owners of class B have preferential rights to dividends in an amount corresponding to NOK 100 per share plus an annually accumulating preferred interest of 10 percent calculated from investment date, minus any previous average paid amounts on the class B.

After dividend to class B shares as described above, Class A have equal rights to dividend.

There is no proposed dividend related to the 2024 annual accounts.



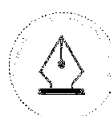
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**Note 8 Events after the balance sheet date**

No events after the balance sheets date of significance.



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