



## ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

### Enheten

Organisasjonsnummer:	960 912 624
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	ITAB SHOP CONCEPT AS
Forretningsadresse:	Trondheimsveien 156 0570 OSLO

### Regnskapsår

Årsregnskapets periode:	01.01.2023 - 31.12.2023
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### 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:	-

### Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet:	Martin C. Syvertsen Umeghalu
Dato for fastsettelse av årsregnskapet:	01.03.2024

### Grunnlag for avgivelse

År 2023: Årsregnskapet er elektronisk innlevert
År 2022: Tall er hentet fra elektronisk innlevert årsregnskap fra 2023

*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, 13.08.2025



### Resultatregnskap

Beløp i: NOK	Note	2023	2022
<b>RESULTATREGNSKAP</b>			
<b>Inntekter</b>			
Salgsinntekt	2	4 644 000	4 644 000
<b>Sum inntekter</b>		<b>4 644 000</b>	<b>4 644 000</b>
<b>Kostnader</b>			
Lønnskostnad	3, 10	3 369 610	2 743 269
Annen driftskostnad	3	1 499 688	1 491 227
<b>Sum kostnader</b>		<b>4 869 298</b>	<b>4 234 496</b>
<b>Driftsresultat</b>		<b>-225 298</b>	<b>409 504</b>
<b>Finansinntekter og finanskostnader</b>			
Inntekt på inv. i datterselskap og tilknyttet selskap		696 000	361 000
Renteinntekt fra foretak i samme konsern		25 612	
Annen finansinntekt		7 929	3 268
<b>Sum finansinntekter</b>		<b>729 541</b>	<b>364 268</b>
Rentekostnad til foretak i samme konsern			-1 211
Annen finanskostnad			44 346
<b>Sum finanskostnader</b>			<b>43 135</b>
<b>Netto finans</b>		<b>729 541</b>	<b>321 133</b>
<b>Ordinært resultat før skattekostnad</b>		<b>504 243</b>	<b>730 637</b>
Skattekostnad på ordinært resultat	4	189 639	219 458
<b>Ordinært resultat etter skattekostnad</b>		<b>314 604</b>	<b>511 179</b>
<b>Årsresultat</b>		<b>314 604</b>	<b>511 179</b>
<b>Overføringer og disponeringer</b>			
Overføringer annen egenkapital	5	314 604	511 179
<b>Sum overføringer og disponeringer</b>		<b>314 604</b>	<b>511 179</b>



### Balanse

Beløp i: NOK	Note	2023	2022
<b>BALANSE - EIENDELER</b>			
<b>Anleggsmidler</b>			
<b>Immaterielle eiendeler</b>			
Utsatt skattefordel	4	211 654	326 290
<b>Sum immaterielle eiendeler</b>		<b>211 654</b>	<b>326 290</b>
<b>Finansielle anleggsmidler</b>			
Investering i datterselskap	6	29 298 666	29 298 666
<b>Sum finansielle anleggsmidler</b>		<b>29 298 666</b>	<b>29 298 666</b>
<b>Sum anleggsmidler</b>		<b>29 510 320</b>	<b>29 624 956</b>
<b>Omløpsmidler</b>			
<b>Varer</b>			
<b>Fordringer</b>			
Andre fordringer	7	1 692 438	3 190 561
<b>Sum fordringer</b>		<b>1 692 438</b>	<b>3 190 561</b>
<b>Bankinnskudd, kontanter og lignende</b>			
<b>Sum bankinnskudd, kontanter og lignende</b>	8	<b>1 531 947</b>	<b>1 128 583</b>
<b>Sum omløpsmidler</b>		<b>3 224 385</b>	<b>4 319 144</b>
<b>SUM EIENDELER</b>		<b>32 734 705</b>	<b>33 944 100</b>
<b>BALANSE - EGENKAPITAL OG GJELD</b>			
<b>Egenkapital</b>			
<b>Innskutt egenkapital</b>			
Aksjekapital	5, 9	1 534 500	1 534 500
Overkurs	5	14 252 875	14 252 875
<b>Sum innskutt egenkapital</b>		<b>15 787 375</b>	<b>15 787 375</b>
<b>Opptjent egenkapital</b>			



## Balanse

<b>Beløp i: NOK</b>	<b>Note</b>	<b>2023</b>	<b>2022</b>
Annen egenkapital	5	13 230 003	13 180 613
<b>Sum opptjent egenkapital</b>		<b>13 230 003</b>	<b>13 180 613</b>
<b>Sum egenkapital</b>		<b>29 017 378</b>	<b>28 967 988</b>
<b>Gjeld</b>			
<b>Langsiktig gjeld</b>			
Pensjonsforpliktelser	10	925 215	1 441 206
<b>Sum avsetninger for forpliktelser</b>		<b>925 215</b>	<b>1 441 206</b>
<b>Annen langsiktig gjeld</b>			
<b>Sum langsiktig gjeld</b>		<b>925 215</b>	<b>1 441 206</b>
<b>Kortsiktig gjeld</b>			
Leverandørgjeld	7	43 397	770 343
Betalbar skatt	4	200	74 162
Skyldige offentlige avgifter		1 557 790	1 460 205
Annen kortsiktig gjeld	7	1 190 724	1 230 196
<b>Sum kortsiktig gjeld</b>		<b>2 792 111</b>	<b>3 534 906</b>
<b>Sum gjeld</b>		<b>3 717 326</b>	<b>4 976 112</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>32 734 704</b>	<b>33 944 100</b>



## Brønnøysundregistrene

### ÅRSREGNSKAP FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Journalnummer: 2024 735302

#### Enheten

Organisasjonsnummer: 960 912 624  
Organisasjonsform: Aksjeselskap  
Foretaksnavn: ITAB SHOP CONCEPT AS  
Forretningsadresse: Trondheimsveien 156  
0570 OSLO

#### Regnskapsår

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#### Konsern

Morselskap i konsern: Ja  
Konsernregnskap lagt ved: Ja

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Benyttet ved utarbeidelsen av  
årsregnskapet til selskapet: Regnskapslovens alminnelige regler  
Benyttet ved utarbeidelsen av  
årsregnskapet til konsernet: -

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Brønnøysundregistrene, 29.08.2024



Organisasjonsnr: 960 912 624  
ITAB SHOP CONCEPT AS

## RESULTATREGNSKAP

<b>Beløp i: NOK</b>	<b>Note</b>	<b>2023</b>	<b>2022</b>
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Organisasjonsnr: 960 912 624  
ITAB SHOP CONCEPT AS

## BALANSE

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<b>Annen langsiktig gjeld</b>			
<b>Sum langsiktig gjeld</b>		<b>925 215</b>	<b>1 441 206</b>
<b>Kortsiktig gjeld</b>			
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<b>Sum gjeld</b>		<b>3 717 326</b>	<b>4 976 112</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>32 734 704</b>	<b>33 944 100</b>



Organisasjonsnr: 960 912 624  
ITAB SHOP CONCEPT AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note  
9

#### Antall aksjer og aksjeeiere

<u>Aksjeeiere - fritekst</u>	<u>Antall</u>	<u>Eierandel</u>	<u>Aksjeklasse</u>
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<u>Sum</u>	<u>Sum antall</u>	<u>Sum eierandel</u>	
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Note  
3

#### Lønn og ytelser

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	4444922.00	5445096.00
<u>Arbeidsgiveravgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	1369002.00	1127073.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	481784.00	48634.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	-2926098.00	-3877534.00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	3369610.00	2743269.00

Deler av lønnskostnadene er viderefakturert til datterselskap der ansatte i Itab Shop Concept AS har utført arbeid.

Note

#### Ytelser til revisjon

<u>Revisjon</u>	<u>Årets</u>	<u>Fjorårets</u>
	184580.00	144378.00
<u>Sum godtgjørelse til revisor</u>	<u>Årets</u>	<u>Fjorårets</u>
	184580.00	144378.00



## Note

### Antall årsverk i regnskapsåret

Virksomheten har hatt følgende antall årsverk:

2.00

## Note

6

### Konsern, tilknyttet selskap og datterselskap

#### Tilknyttet selskap/datterselskap

<u>Navn og adresse</u>	<u>Eierandel</u>	<u>Stemmeandel</u>	<u>Egenkapital</u>	<u>Resultat</u>
Itab Norge AS	100.00%	100.00%	82618000.00	7207000.00
Itab Industrier AS	100.00%	100.00%	53081000.00	2287000.00
Reklamepartner AS	100.00%	100.00%	21733000.00	-1286000.00
KB Design AS	100.00%	100.00%	5621000.00	-1219000.00
Checkmark Norge AS	100.00%	100.00%	5537000.00	1000000.00

KB Design AS, Reklamepartner AS og Checkmark Norge AS eies av Itab Norge AS som igjen eies av Itab Shop Concept AS.

Virksomheten inngår i konsolideringen til morselskapets konsernregnsk.: Nei

<u>Navn</u>	<u>Forretningskontor</u>
Itab Shop Concept AS	Trondheimsveien 156 0570 OSLO

Datterselskap er utelatt fra konsolideringen: Nei

Omløpsmidler                      Startdato      Sluttdato      Endring

Skattemessig fremf.undersk. Startdato      Sluttdato      Endring

Kortsiktig gjeld                      Startdato      Sluttdato      Endring



Itab Shop Concept AS

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## Årsrapport for 2023

### Årsberetning

#### Årsregnskap

- Resultatregnskap
- Balanse
- Kontantstrømoppstilling
- Noter

### Revisjonsberetning

Document ID: c2e299a1-a4e1-41a0-964c-5e3466b5d915



## Itab Shop Concept AS

# Årsberetning 2023

## Itab Shop Concept AS

Adresse: Trondheimsveien 156, 0570 OSLO  
Org.nr: 960 912 624 MVA

### Virksomhetens art

Itab Shop Concept AS driver med yter tjenester til eget konsern. Selskapet har forretningslokale i Oslo.

### Utvikling i resultat og stilling

Selskapet har samlet sett hatt lik omsetning som i 2022. Driftsresultat falt fra kr. 409 504 i 2022 til kr. -225 298 i 2023. Selskapet har en egenkapitalandel på 88,6 %, og likviditeten er god. Utviklingen i omsetning, resultatgrad og egenkapitalandel er som forventet.

Styret mener at årsregnskapet gir et rettviseende bilde av ITAB Shop Concept AS's eiendeler og gjeld, finansielle stilling og resultat.

### Foretakets utsikter

Selskapet er i praksis et holdingselskap og vil i så måte fortsette som tidligere uten noen større forventede endringer i forhold til personell eller andre kostnadsfaktorer.

### Finansiell risiko

Selskapet vurderer likviditeten i selskapet som god, og det er ikke besluttet tiltak som endrer likviditetsrisiko.  
Selskapet er ikke eksponert for valuta- eller kredittrisiko.

### Forsknings- og utviklingsaktiviteter

Selskapet har ikke hatt forsknings- og utviklingsaktiviteter i 2023.

### Fortsatt drift

Årsregnskapet er satt opp under forutsetning om fortsatt drift og i samsvar med regnskapsloven § 3-3 bekreftes det at forutsetningene for fortsatt drift er tilstede.

### Arbeidsmiljø

Styret anser arbeidsmiljøet som tilfredsstillende, og har ikke iverksatt spesielle tiltak på dette området i 2023. Det har ikke vært skader eller ulykker i 2023. Samlet sykefravær har vært tilfredsstillende i 2023.

### Likestilling

Selskapet har i 2023 sysselsatt totalt to ansatte, og styret har hatt fire medlemmer. Fordelingen blant de ansatte har vært to menn, mens styret har bestått av en kvinne og tre menn.

Selskapet har som mål å være en arbeidsplass der det råder full likestilling mellom kvinner og menn. Selskapet har i sin policy innarbeidet bestemmelser som tar sikte på at det ikke forekommer forskjellsbehandling grunnet kjønn i saker som for eksempel lønn, avansement og rekruttering. Likestilling er etter vår mening godt ivare tatt i selskapet og det iverksettes derfor ikke ytterligere tiltak innen området.

### Diskriminering

Selskapet arbeider aktivt for å forhindre diskriminering som følge av nedsatt funksjonsevne, etnisitet, nasjonal opprinnelse, hudfarge, religion eller livssyn. Aktivitetene omfatter blant annet rekruttering, lønns- og arbeidsvilkår, forfremmelse, utviklingsmuligheter og beskyttelse mot trakassering. Itab Shop Concept AS har som målsetning å reflektere befolkningen i nærområdet.

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## Itab Shop Concept AS

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### Ytre miljø

Selskapets virksomhet forurenser ikke det ytre miljø.

### Styreansvarsforsikring

Selskapet har etablert en styreansvarsforsikring. Forsikringen dekker sikredes ansvar for formuestap for krav fremsatt mot sikrede som følge av en ansvarsbetingende handling eller unnløstelse hos sikrede i egenskap av daglig leder, styremedlem, medlem av ledelsen eller tilsvarende styreorgan i konsernet.

### Åpenhetsloven

Lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold (åpenhetsloven) er vedtatt av Stortinget. ITAB Shop Concept AS omfattes av loven som trådte i kraft 1. juli 2022. Loven skal fremme virksomheters respekt for grunnleggende menneskerettigheter og anstendige arbeidsforhold, og sikre allmenheten tilgang til slik informasjon. Loven pålegger blant annet virksomhetene en informasjonsplikt og en plikt til å gjennomføre aktsomhetsvurderinger som skal redegjøres for i egen rapport. Informasjonsplikten er gjeldene fra loven trer i kraft, mens redegjørelsen for aktsomhetsvurderingen senest skal offentliggjøres 30. juni 2024.

ITAB Shop Concept AS vil offentliggjøre slik rapport på hjemmesiden ([www.itab.com/no](http://www.itab.com/no)) innen 30. juni 2024.

### Resultatdisponering og utbyttegrunnlag

Overskuddet i Itab Shop Concept AS på 314 604 kroner foreslås disponert som følger:

Overføringer annen egenkapital	314 604 kroner
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Oslo, 1. mars 2024  
Styret for Itab Shop Concept AS

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Ulf Andreas Elgaard

Styreleder

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Ulrika Elisabeth Bergmo Sköld

Nestleder

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Erling Solberg Høglund  
Styremedlem Daglig leder/adm.

dir

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Paul Harald Løken

Styremedlem

Document ID: c2e299a1-a4e1-41a0-964c-5e3466b5d915



## Itab Shop Concept AS

### Resultatregnskap 01.01-31.12

	Note	2023	2022
<b>Driftsinntekter</b>			
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Sum driftsinntekter		<u>4 644 000</u>	<u>4 644 000</u>
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Renteinntekt fra foretak i samme konsern		25 612	0
Annen finansinntekt		7 929	3 268
Rentekostnad til foretak i samme konsern		0	-1 211
Annen finanskostnad		0	44 346
Netto finansposter		<u>729 541</u>	<u>321 133</u>
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## Itab Shop Concept AS

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### Balanse pr. 31. desember

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<b>Anleggsmidler</b>			
<i>Immaterielle eiendeler</i>			
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Andre fordringer	7	1 692 438	3 190 561
Bankinnskudd, kontanter og lignende	8	<u>1 531 947</u>	<u>1 128 583</u>
Sum omløpsmidler		<u>3 224 385</u>	<u>4 319 144</u>
Sum eiendeler		<u>32 734 705</u>	<u>33 944 100</u>

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## Itab Shop Concept AS

### Balanse pr. 31. desember

	Note	2023	2022
<b>Egenkapital</b>			
<i>Innskutt egenkapital</i>			
Aksjekapital	5, 9	1 534 500	1 534 500
Overkurs	5	14 252 875	14 252 875
Sum innskutt egenkapital		<u>15 787 375</u>	<u>15 787 375</u>
<i>Opptjent egenkapital</i>			
Annen egenkapital	5	13 230 003	13 180 613
Sum egenkapital		<u>29 017 378</u>	<u>28 967 988</u>
<b>Gjeld</b>			
<i>Avsetninger for forpliktelser</i>			
Pensjonsforpliktelser	10	925 215	1 441 206
<i>Kortsiktig gjeld</i>			
Leverandørgjeld	7	43 397	770 343
Betalbar skatt	4	200	74 162
Skyldige offentlige avgifter		1 557 790	1 460 205
Annen kortsiktig gjeld		1 190 724	1 230 196
Sum kortsiktig gjeld		<u>2 792 111</u>	<u>3 534 906</u>
Sum gjeld		<u>3 717 326</u>	<u>4 976 112</u>
Sum egenkapital og gjeld		<u>32 734 704</u>	<u>33 944 100</u>

Oslo, 1. mars 2024

Ulf Andreas Elgaard

Styreleder

Ulrika Elisabeth Bergmo Sköld

Nestleder

Erling Solberg Høglund  
Styremedlem Daglig leder/adm.

dir

Paul Harald Løken

Styremedlem

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## Itab Shop Concept AS

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### Kontantstrømoppstilling

	Note	2023	2022
<b>Kontantstrømmer fra operasjonelle aktiviteter</b>			
Resultat før skattekostnad		504 243	730 637
Periodens betalte skatt		-74 162	-20 168
Endring i varelager, kundefordringer og leverandørgjeld		-726 946	-1 167 432
Endring i andre tidsavgrensningsposter		339 229	-1 342 127
Netto kontantstrøm fra operasjonelle aktiviteter		<u>42 364</u>	<u>-1 799 090</u>
<b>Kontantstrømmer fra investeringsaktiviteter</b>			
Netto kontantstrøm fra investeringsaktiviteter		<u>0</u>	<u>0</u>
<b>Kontantstrømmer fra finansieringsaktiviteter</b>			
Inn-/utbetalinger av konsernbidrag		<u>361 000</u>	<u>0</u>
Netto kontantstrøm fra finansieringsaktiviteter		<u>361 000</u>	<u>0</u>
Netto endring i likvider i året		403 364	-1 799 090
Kontanter og bankinnskudd per 01.01		<u>1 128 583</u>	<u>2 927 673</u>
Kontanter og bankinnskudd per. 31.12		<u>1 531 947</u>	<u>1 128 583</u>

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## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 1 - Regnskapsprinsipper

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

##### *Datterselskap/tilknyttet selskap*

Datterselskapene og tilknyttede selskaper vurderes etter kostmetoden i selskapsregnskapet. Investeringen er vurdert til anskaffelseskost for aksjene med mindre nedskrivning har vært nødvendig. 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.

Utbytte og andre utdelinger er inntektsført samme år som det er avsatt i datterselskapene. Overstiger utbytteandel av tilbakeholdt resultat etter kjøpet, representerer den overskytende del tilbakebetaling av investert kapital, og utdelingene er fratrukket investeringens verdi i balansen.

##### *Salgsinntekter*

Inntektsføring ved salg av varer skjer på leveringstidspunktet. Tjenester inntektsføres i takt med utførelsen.

##### *Klassifisering og vurdering av balanseposter*

Omløpsmidler og kortsiktig gjeld omfatter poster som forfaller til betaling innen ett år etter anskaffelsestidspunktet, samt poster som knytter seg til varekretsløpet. Øvrige poster er klassifisert som anleggsmiddel/langsiktig gjeld.

Omløpsmidler vurderes til laveste av anskaffelseskost og virkelig verdi. Kortsiktig gjeld balanseføres til nominelt beløp på opptakstidspunktet.

Anleggsmidler vurderes til anskaffelseskost, men nedskrives til virkelig verdi ved verdifall som ikke forventes å være forbigående. Langsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet.

##### *Fordringer*

Andre fordringer er oppført i balansen til pålydende etter fradrag for avsetning til forventet tap. Avsetning til tap gjøres på grunnlag av individuelle vurderinger av de enkelte fordringene.

##### *Valuta*

Pengeposter i utenlandsk valuta er vurdert til kursen ved regnskapsårets slutt.

##### *Pensjoner*

Pensjonskostnader og pensjonsforpliktelser beregnes etter lineær opptjening basert på forventet sluttlønn. Beregningen er basert på en rekke forutsetninger herunder diskonteringsrente, fremtidig regulering av lønn, pensjoner og ytelser fra folketrygden, fremtidig avkastning på pensjonsmidler samt aktuariemessige forutsetninger om dødelighet og frivillig avgang. Pensjonsmidler er vurdert til virkelig verdi og fratrukket i netto pensjonsforpliktelser i balansen. Endringer i forpliktelsen som skyldes endringer i pensjonsplaner fordeles over antatt gjenværende opptjeningstid. Endringer i forpliktelsen og pensjonsmidlene som skyldes endringer i og avvik i beregningsforutsetningene (estimatendringer) bokføres direkte mot egenkapitalen det året endringen skjer.

##### *Skatter*

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % i 2023 og 22% i 2022 på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt skattemessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reversere i samme periode er utlignet. Netto utsatt skattefordel balanseføres i den grad det er sannsynlig at denne kan bli nyttegjørt.

I den grad konsernbidrag ikke er resultatført er skatteeffekten av konsernbidraget ført direkte mot investering i balansen.



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### *Kontantstrømoppstilling*

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

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## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 2 - Salgsinntekter

	2023	2022
<i>Pr. virksomhetsområde</i>		
Administrasjonsbidrag fra datterselskaper	4 644 000	4 644 000

#### Note 3 - Lønnskostnader, antall ansatte, lån til ansatte og godtgjørelse til revisor

<i>Lønnskostnader</i>	2023	2022
Lønninger	4 444 922	5 445 096
Arbeidsgiveravgift	1 369 002	1 127 073
Andre ytelser	481 784	48 634
Viderefakturerte lønnskostnader	-4 884 000	-5 819 000
Pensjonskostnader	<u>1 957 902</u>	<u>1 941 466</u>
Sum	<u>3 369 610</u>	<u>2 743 269</u>

Selskapet har i regnskapsåret sysselsatt totalt 2 årsverk.

Deler av lønnskostnadene er viderefakturert til datterselskap der ansatte i Itab Shop Concept AS har utført arbeid.

<i>Godtgjørelse til revisor er fordelt på følgende:</i>	2023	2022
Revisjon	184 580	144 378

Merverdiavgift er ikke inkludert i revisjonshonoraret.



## Itab Shop Concept AS

### Noter til regnskapet for 2023

#### Note 4 - Skatt

<i>Årets skattekostnad fordeler seg på:</i>	<b>2023</b>	<b>2022</b>
Betalbar skatt	200	74 162
Endring utsatt skatt	189 439	145 296
Årets totale skattekostnad	<u>189 639</u>	<u>219 458</u>
<i>Beregning av årets skattegrunnlag:</i>	<b>2023</b>	<b>2022</b>
Ordinært resultat før skattekostnad	504 243	730 637
Permanente forskjeller	17 737	746 795
Resultatført konsernbidrag	-696 000	-361 000
Endring i midlertidige forskjeller	<u>-521 069</u>	<u>-1 140 334</u>
Alminnelig inntekt	-695 089	-23 902
Mottatt konsernbidrag	<u>696 000</u>	<u>361 000</u>
Årets skattegrunnlag	<u>911</u>	<u>337 098</u>
Betalbar skatt (22%) av årets skattegrunnlag	200	74 162
<i>Oversikt over midlertidige forskjeller</i>	<b>2023</b>	<b>2022</b>
Driftsmidler inkl goodwill	-11 849	-16 927
Utestående fordringer	-25 000	-25 000
Netto pensjonsforpliktelse som er ført i balansen	<u>-925 215</u>	<u>-1 441 206</u>
Netto midlertidige forskjeller pr 31.12	<u>-962 064</u>	<u>-1 483 133</u>
Utsatt skattefordel/Utsatt skatt (22%)	-211 654	-326 289
<i>Forklaring til hvorfor årets skattekostnad ikke utgjør 22% av resultat før skatt</i>	<b>2023</b>	
22% skatt av resultat før skatt	110 933	
Pensjon ført mot egenkapital	74 804	
Permanente forskjeller (22%)	<u>3 902</u>	
Beregnet skattekostnad	<u>189 639</u>	
Effektiv skattesats *)	37,6 %	

\*) Skattekostnad i forhold til resultat før skatt

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## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 5 - Egenkapital

	Aksjekapital	Overkurs	Annen egenkapital	Sum
Egenkapital 01.01.	1 534 500	14 252 875	13 180 613	28 967 988
Årsresultat	0	0	314 604	314 604
Pensjon ført mot EK	0	0	-265 214	-265 214
Egenkapital 31.12.	1 534 500	14 252 875	13 230 003	29 017 378

#### Note 6 - Datterselskap, tilknyttet selskap m v

Navn på morselskap  
Itab Shop Concept AS

Forretningskontor  
Trondheimsveien 156 0570 OSLO

Selskap	Kontor	Eier- andel	Stemme- andel	Resultat 2023	Egenkapital pr. 31.12	Bokført verdi pr. 31.12
Itab Norge AS	Oslo	100 %	100 %	7 207 000	82 618 000	24 199 000
Itab Industrier AS	Trondheim	100 %	100 %	2 287 000	53 081 000	5 100 000
Sum				9 494 000	135 699 000	29 299 000

KB Design AS, Reklamepartner AS og Checkmark Norge AS eies av Itab Norge AS som igjen eies av Itab Shop Concept AS.

Selskap	Kontor	Eier- andel	Stemme- andel	Resultat 2023	Egenkapital pr. 31.12	Bokført verdi pr. 31.12
Reklamepartner AS	Sofiemyr	100 %	100 %	-1 286 000	21 733 000	18 312 600
KB Design AS	Oslo	100 %	100 %	-1 219 000	5 621 000	2 820 138
Checkmark Norge AS	Kristiansand	100 %	100 %	1 000 000	5 537 000	2 578 362
Sum				-1 505 000	32 891 000	23 711 100

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## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 7 - Mellomværende med selskap i samme konsern og tilknyttet selskap

<i>Fordringer</i>	<b>2023</b>	<b>2022</b>
Andre fordringer	796 000	911 000
Betalingsmidler innenfor konsernkonto	888 416	2 251 949
Sum	<u>1 684 416</u>	<u>3 162 949</u>

Konsernet har et felles konsernkontosystem, som innebærer solidaransvar mellom deltakende selskaper. ITAB Shop Concept AB er det eneste selskapet med direkte mellomværende med banken, mens innskudd og trekk på datterselskapenes kontoer betraktes som konserninterne mellomværende. Konsernets selskaper har gjennom konsernkontosystemet mulighet til å trekke på konsernets samlede bankinnskudd.

ITAB Shop Concept AS sin ubenyttede kassekredittramme utgjorde 15 millioner kroner ved årsskiftet.

<i>Gjeld</i>	<b>2023</b>	<b>2022</b>
Leverandørgjeld	-34 409	-764 718

#### Note 8 - Bankinnskudd

	<b>2023</b>
Kontanter og bankinnskudd	11 907
Bundne skattetrekkmidler utgjør	1 474 738
Sum	<u>45 302</u>
	<u>1 531 947</u>

#### Note 9 - Aksjekapital og aksjonærinformasjon

Aksjekapitalen i Itab Shop Concept AS pr 31.12.2023 består av 1 534 500 A-aksjer med pålydende kr 1, totalt kr 1 534 500. Samtlige aksjer eies av Itab Shop Concept AB. Regnskapet inngår i konsernregnskapet til Itab Shop Concept AB, Instrumentvägen 2, Jönköping, Sverige.



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 10 - Pensjoner

Selskapet er pliktig til å ha tjenstepensjonsordning etter lov om obligatorisk tjenstepensjon. Selskapets pensjonsordninger tilfredsstillter kravene i denne lov.

Selskapet har ytelsesbasert pensjonsordning som omfatter i alt 4 personer. Ordningene gir rett til definerte fremtidige ytelser. Disse er i hovedsak avhengig av antall opptjeningsår, lønnsnivå ved oppnådd pensjonsalder og størrelsen på ytelsene fra folketrygden. Forpliktelsene er dekket gjennom et forsikringsselskap.

	<b>2023</b>
Nåverdi av årets pensjonsopptjening	642 413
Rentekostnad av pensjonsforpliktelsen	38 085
Arbeidsgiveravgift	105 956
Administrasjonskostnader	70 963
Netto pensjonskostnad	<u>857 417</u>

	<b>2023</b>
Opptjente pensjonsforpliktelser	17 061 346
Beregnete pensjonsforpliktelser	17 061 346
Pensjonsmidler (til markedsverdi)	16 250 465
Arbeidsgiveravgift	114 334
Netto pensjonsforpliktelse	<u>925 215</u>

<i>Økonomiske forutsetninger:</i>	<b>2023</b>
Diskonteringsrente	3,20%
Forventet lønnsregulering/pensjonsøkning/G-regulering	3,75%
Forventet avkastning på fondsmidler	3,50%
Forventet årlig avgang	3,50%

Dødelighetstabell, K2013 BE.

Pensjonsordningen tilfredsstillter kravene i lov om obligatorisk tjenstepensjon.

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2024-06-24 08:45:03 UTC+00:00

**Ulf Andréas Elgaard**



SE BankID - 33bb70c7-bba9-44b0-8aa3-5225516e33a1

2024-06-24 11:16:45 UTC+00:00

**Paul Harald Løken**

bankID

NO BankID - 8a1d9e29-dd05-4b2e-af7a-59d8671f1233

2024-06-28 12:50:32 UTC+00:00

**ULRIKA BERGMO SKÖLD**



SE BankID - 8e291e37-3aae-496d-b361-243b5a101ae7

2024-07-01 09:57:44 UTC+00:00

**Erling Solberg Høglund**

bankID

NO BankID - cbddd5cb-92b7-436b-966d-062c0f69b0c4

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Statsautoriserte revisorer  
Ernst & Young AS

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## UAVHENGIG REVISORS BERETNING

Til generalforsamlingen i ITAB Shop Concept AS

### Konklusjon

Vi har revidert årsregnskapet for ITAB Shop Concept AS som består av balanse per 31. desember 2023, resultatregnskap og kontantstrømpoppstilling 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 et rettviseende bilde av selskapets finansielle stilling per 31. desember 2023 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

Øvrig informasjon omfatter informasjon i selskapets årsrapport bortsett fra årsregnskapet og den tilhørende revisjonsberetningen. Styret og daglig leder (ledelsen) er ansvarlig for den øvrige informasjonen. Vår konklusjon om revisjonen av årsregnskapet dekker ikke den øvrige informasjonen, og vi attesterer ikke den øvrige informasjonen.

I forbindelse med revisjonen av årsregnskapet er det vår oppgave å lese den øvrige informasjonen med det formål å vurdere om årsberetningen inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav og hvorvidt det foreligger vesentlig inkonsistens mellom den øvrige informasjonen og årsregnskapet eller kunnskap vi har opparbeidet oss under revisjonen, eller hvorvidt den tilsynelatende inneholder vesentlig feilinformasjon. Dersom vi konkluderer med at den øvrige informasjonen inneholder vesentlig feilinformasjon eller ikke inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav, er vi pålagt å rapportere det.

Vi har ingenting å rapportere i så henseende, og vi mener 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 bestemmelser 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 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 årsregnskapet med mindre ledelsen enten har til hensikt å avvikle selskapet eller virksomheten, eller ikke har noe annet realistisk alternativ.



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## 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 feil, og å avgi en revisjonsberetning som inneholder vår konklusjon. Betryggende 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 skyldes misligheter eller feil og 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 feil. Vi utformer og gjennomfører revisjonshandlinger for å håndtere slike risikoen, 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 feil, siden misligheter kan innebære samarbeid, forfalskning, bevisste utelatelser, uriktige fremstillinger eller overstyring av intern kontroll.
- opparbeider vi oss en forståelse av den interne kontrollen 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 betydelig tvil 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 modifiserer 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 rettviseende bilde.

Vi kommuniserer med styret blant annet om det planlagte omfanget av og tidspunktet for revisjonsarbeidet og eventuelle vesentlige funn i revisjonen, herunder vesentlige svakheter i den interne kontrollen som vi avdekker gjennom revisjonen.

Oslo, 4. juli 2024  
ERNST & YOUNG AS

*Revisjonsberetningen er signert elektronisk*

Tommy Romskaug  
statsautorisert revisor



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## Romskaug, Tommy

Statsautorisert revisor

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## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 1 - Regnskapsprinsipper

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

##### *Datterselskap/tilknyttet selskap*

Datterselskapene og tilknyttede selskaper vurderes etter kostmetoden i selskapsregnskapet. Investeringen er vurdert til anskaffelseskost for aksjene med mindre nedskrivning har vært nødvendig. 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.

Utbytte og andre utdelinger er inntektsført samme år som det er avsatt i datterselskapene. Overstiger utbytteandel av tilbakeholdt resultat etter kjøpet, representerer den overskytende del tilbakebetaling av investert kapital, og utdelingene er fratrukket investeringens verdi i balansen.

##### *Salgsinntekter*

Inntektsføring ved salg av varer skjer på leveringstidspunktet. Tjenester inntektsføres i takt med utførelsen.

##### *Klassifisering og vurdering av balanseposter*

Omløpsmidler og kortsiktig gjeld omfatter poster som forfaller til betaling innen ett år etter anskaffelsestidspunktet, samt poster som knytter seg til varekretsløpet. Øvrige poster er klassifisert som anleggsmiddel/langsiktig gjeld.

Omløpsmidler vurderes til laveste av anskaffelseskost og virkelig verdi. Kortsiktig gjeld balanseføres til nominelt beløp på opptakstidspunktet.

Anleggsmidler vurderes til anskaffelseskost, men nedskrives til virkelig verdi ved verdifall som ikke forventes å være forbigående. Langsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet.

##### *Fordringer*

Andre fordringer er oppført i balansen til pålydende etter fradrag for avsetning til forventet tap. Avsetning til tap gjøres på grunnlag av individuelle vurderinger av de enkelte fordringene.

##### *Valuta*

Pengeposter i utenlandsk valuta er vurdert til kursen ved regnskapsårets slutt.

##### *Pensjoner*

Pensjonskostnader og pensjonsforpliktelser beregnes etter lineær opptjening basert på forventet sluttlønn. Beregningen er basert på en rekke forutsetninger herunder diskonteringsrente, fremtidig regulering av lønn, pensjoner og ytelser fra folketrygden, fremtidig avkastning på pensjonsmidler samt aktuariemessige forutsetninger om dødelighet og frivillig avgang. Pensjonsmidler er vurdert til virkelig verdi og fratrukket i netto pensjonsforpliktelser i balansen. Endringer i forpliktelsen som skyldes endringer i pensjonsplaner fordeles over antatt gjenværende opptjeningstid. Endringer i forpliktelsen og pensjonsmidlene som skyldes endringer i og avvik i beregningsforutsetningene (estimatendringer) bokføres direkte mot egenkapitalen det året endringen skjer.

##### *Skatter*

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % i 2023 og 22% i 2022 på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt skattemessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reversere i samme periode er utlignet. Netto utsatt skattefordel balanseføres i den grad det er sannsynlig at denne kan bli nyttegjort.

I den grad konsernbidrag ikke er resultatført er skatteeffekten av konsernbidraget ført direkte mot investering i balansen.



**Itab Shop Concept AS**

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**Noter til regnskapet for 2023**

*Kontantstrømoppstilling*

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



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 2 - Salgsinntekter

	2023	2022
<i>Pr. virksomhetsområde</i>		
Administrasjonsbidrag fra datterselskaper	4 644 000	4 644 000

#### Note 3 - Lønnskostnader, antall ansatte, lån til ansatte og godtgjørelse til revisor

<i>Lønnskostnader</i>	2023	2022
Lønninger	4 444 922	5 445 096
Arbeidsgiveravgift	1 369 002	1 127 073
Andre ytelser	481 784	48 634
Viderefakturerte lønnskostnader	-4 884 000	-5 819 000
Pensjonskostnader	<u>1 957 902</u>	<u>1 941 466</u>
Sum	<u>3 369 610</u>	<u>2 743 269</u>

Selskapet har i regnskapsåret sysselsatt totalt 2 årsverk.

Deler av lønnskostnadene er viderefakturert til datterselskap der ansatte i Itab Shop Concept AS har utført arbeid.

<i>Godtgjørelse til revisor er fordelt på følgende:</i>	2023	2022
Revisjon	184 580	144 378

Merverdiavgift er ikke inkludert i revisjonshonoraret.



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 4 - Skatt

Årets skattekostnad fordeler seg på:

	2023	2022
Betalbar skatt	200	74 162
Endring utsatt skatt	189 439	145 296
Årets totale skattekostnad	<u>189 639</u>	<u>219 458</u>

Beregning av årets skattegrunnlag:

	2023	2022
Ordinært resultat før skattekostnad	504 243	730 637
Permanente forskjeller	17 737	746 795
Resultatført konsernbidrag	-696 000	-361 000
Endring i midlertidige forskjeller	<u>-521 069</u>	<u>-1 140 334</u>
Alminnelig inntekt	-695 089	-23 902
Mottatt konsernbidrag	<u>696 000</u>	<u>361 000</u>
Årets skattegrunnlag	<u>911</u>	<u>337 098</u>
Betalbar skatt (22%) av årets skattegrunnlag	200	74 162

Oversikt over midlertidige forskjeller

	2023	2022
Driftsmidler inkl goodwill	-11 849	-16 927
Utestående fordringer	-25 000	-25 000
Netto pensjonsforpliktelse som er ført i balansen	<u>-925 215</u>	<u>-1 441 206</u>
Netto midlertidige forskjeller pr 31.12	<u>-962 064</u>	<u>-1 483 133</u>
Utsatt skattefordel/Utsatt skatt (22%)	-211 654	-326 289

Forklaring til hvorfor årets skattekostnad ikke utgjør 22% av resultat før skatt

	2023
22% skatt av resultat før skatt	110 933
Pensjon ført mot egenkapital	74 804
Permanente forskjeller (22%)	<u>3 902</u>
Beregnet skattekostnad	<u>189 639</u>

Effektiv skattesats \*) 37,6 %

\*) Skattekostnad i forhold til resultat før skatt



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 5 - Egenkapital

	Aksjekapital	Overkurs	Annen egenkapital	Sum
Egenkapital 01.01.	1 534 500	14 252 875	13 180 613	28 967 988
Årsresultat	0	0	314 604	314 604
Pensjon ført mot EK	0	0	-265 214	-265 214
<b>Egenkapital 31.12.</b>	<b>1 534 500</b>	<b>14 252 875</b>	<b>13 230 003</b>	<b>29 017 378</b>

#### Note 6 - Datterselskap, tilknyttet selskap m v

Navn på morselskap  
Itab Shop Concept AS

Forretningskontor  
Trondheimsveien 156 0570 OSLO

Selskap	Kontor	Eier- andel	Stemme- andel	Resultat 2023	Egenkapital pr. 31.12	Bokført verdi pr. 31.12
Itab Norge AS	Oslo	100 %	100 %	7 207 000	82 618 000	24 199 000
Itab Industrier AS	Trondheim	100 %	100 %	2 287 000	53 081 000	5 100 000
<b>Sum</b>				<b>9 494 000</b>	<b>135 699 000</b>	<b>29 299 000</b>

KB Design AS, Reklamepartner AS og Checkmark Norge AS eies av Itab Norge AS som igjen eies av Itab Shop Concept AS.

Selskap	Kontor	Eier- andel	Stemme- andel	Resultat 2023	Egenkapital pr. 31.12	Bokført verdi pr. 31.12
Reklamepartner AS	Sofiemyr	100 %	100 %	-1 286 000	21 733 000	18 312 600
KB Design AS	Oslo	100 %	100 %	-1 219 000	5 621 000	2 820 138
Checkmark Norge AS	Kristiansand	100 %	100 %	1 000 000	5 537 000	2 578 362
<b>Sum</b>				<b>-1 505 000</b>	<b>32 891 000</b>	<b>23 711 100</b>



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 7 - Mellomværende med selskap i samme konsern og tilknyttet selskap

<i>Fordringer</i>	<b>2023</b>	<b>2022</b>
Andre fordringer	796 000	911 000
Betalingsmidler innenfor konsernkonto	888 416	2 251 949
Sum	<u>1 684 416</u>	<u>3 162 949</u>

Konsernet har et felles konsernkontosystem, som innebærer solidaransvar mellom deltakende selskaper. ITAB Shop Concept AB er det eneste selskapet med direkte mellomværende med banken, mens innskudd og trekk på datterselskapenes kontoer betraktes som konserninterne mellomværende. Konsernets selskaper har gjennom konsernkontosystemet mulighet til å trekke på konsernets samlede bankinnskudd.

ITAB Shop Concept AS sin ubenyttede kassekredittramme utgjorde 15 millioner kroner ved årsskiftet.

<i>Gjeld</i>	<b>2023</b>	<b>2022</b>
Leverandørgjeld	-34 409	-764 718

#### Note 8 - Bankinnskudd

	<b>2023</b>
Kontanter og bankinnskudd	11 907
Bundne skattetrekkmidler utgjør	1 474 738
Sum	<u>45 302</u>
	<u>1 531 947</u>

#### Note 9 - Aksjekapital og aksjonærinformasjon

Aksjekapitalen i Itab Shop Concept AS pr 31.12.2023 består av 1 534 500 A-aksjer med pålydende kr 1, totalt kr 1 534 500. Samtlige aksjer eies av Itab Shop Concept AB. Regnskapet inngår i konsernregnskapet til Itab Shop Concept AB, Instrumentvägen 2, Jönköping, Sverige.



## Itab Shop Concept AS

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### Noter til regnskapet for 2023

#### Note 10 - Pensjoner

Selskapet er pliktig til å ha tjenstepensjonsordning etter lov om obligatorisk tjenstepensjon. Selskapets pensjonsordninger tilfredsstillter kravene i denne lov.

Selskapet har ytelsesbasert pensjonsordning som omfatter i alt 4 personer. Ordningene gir rett til definerte fremtidige ytelser. Disse er i hovedsak avhengig av antall opptjeningsår, lønnsnivå ved oppnådd pensjonsalder og størrelsen på ytelsene fra folketrygden. Forpliktelsene er dekket gjennom et forsikringsselskap.

	<b>2023</b>
Nåverdi av årets pensjonsopptjening	642 413
Rentekostnad av pensjonsforpliktelsen	38 085
Arbeidsgiveravgift	105 956
Administrasjonskostnader	70 963
Netto pensjonskostnad	<u>857 417</u>

	<b>2023</b>
Opptjente pensjonsforpliktelser	17 061 346
Beregnete pensjonsforpliktelser	<u>17 061 346</u>
Pensjonsmidler (til markedsverdi)	16 250 465
Arbeidsgiveravgift	114 334
Netto pensjonsforpliktelse	<u>925 215</u>

<i>Økonomiske forutsetninger:</i>	<b>2023</b>
Diskonteringsrente	3,20%
Forventet lønnsregulering/pensjonsøkning/G-regulering	3,75%
Forventet avkastning på fondsmidler	3,50%
Forventet årlig avgang	3,50%

Dødelighetstabell, K2013 BE.

Pensjonsordningen tilfredsstillter kravene i lov om obligatorisk tjenstepensjon.



## Itab Shop Concept AS

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### Kontantstrømoppstilling

	Note	2023	2022
<b>Kontantstrømmer fra operasjonelle aktiviteter</b>			
Resultat før skattekostnad		504 243	730 637
Periodens betalte skatt		-74 162	-20 168
Endring i varelager, kundefordringer og leverandørgjeld		-726 946	-1 167 432
Endring i andre tidsavgrensningsposter		339 229	-1 342 127
Netto kontantstrøm fra operasjonelle aktiviteter		<u>42 364</u>	<u>-1 799 090</u>
<b>Kontantstrømmer fra investeringsaktiviteter</b>			
Netto kontantstrøm fra investeringsaktiviteter		<u>0</u>	<u>0</u>
<b>Kontantstrømmer fra finansieringsaktiviteter</b>			
Inn-/utbetalinger av konsernbidrag		<u>361 000</u>	<u>0</u>
Netto kontantstrøm fra finansieringsaktiviteter		<u>361 000</u>	<u>0</u>
Netto endring i likvider i året		403 364	-1 799 090
Kontanter og bankinnskudd per 01.01		<u>1 128 583</u>	<u>2 927 673</u>
Kontanter og bankinnskudd per. 31.12		<u>1 531 947</u>	<u>1 128 583</u>



## Itab Shop Concept AS

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# Årsberetning 2023

## Itab Shop Concept AS

Adresse: Trondheimsveien 156, 0570 OSLO  
Org.nr: 960 912 624 MVA

### Virksomhetens art

Itab Shop Concept AS driver med yter tjenester til eget konsern. Selskapet har forretningslokale i Oslo.

### Utvikling i resultat og stilling

Selskapet har samlet sett hatt lik omsetning som i 2022. Driftsresultat falt fra kr. 409 504 i 2022 til kr. -225 298 i 2023. Selskapet har en egenkapitalandel på 88,6 %, og likviditeten er god. Utviklingen i omsetning, resultatgrad og egenkapitalandel er som forventet.

Styret mener at årsregnskapet gir et rettviseende bilde av ITAB Shop Concept AS's eiendeler og gjeld, finansielle stilling og resultat.

### Foretakets utsikter

Selskapet er i praksis et holdingselskap og vil i så måte fortsette som tidligere uten noen større forventede endringer i forhold til personell eller andre kostnadsfaktorer.

### Finansiell risiko

Selskapet vurderer likviditeten i selskapet som god, og det er ikke besluttet tiltak som endrer likviditetsrisiko.  
Selskapet er ikke eksponert for valuta- eller kredittrisiko.

### Forsknings- og utviklingsaktiviteter

Selskapet har ikke hatt forsknings- og utviklingsaktiviteter i 2023.

### Fortsatt drift

Årsregnskapet er satt opp under forutsetning om fortsatt drift og i samsvar med regnskapsloven § 3-3 bekreftes det at forutsetningene for fortsatt drift er tilstede.

### Arbeidsmiljø

Styret anser arbeidsmiljøet som tilfredsstillende, og har ikke iverksatt spesielle tiltak på dette området i 2023. Det har ikke vært skader eller ulykker i 2023. Samlet sykefravær har vært tilfredsstillende i 2023.

### Likestilling

Selskapet har i 2023 sysselsatt totalt to ansatte, og styret har hatt fire medlemmer. Fordelingen blant de ansatte har vært to menn, mens styret har bestått av en kvinne og tre menn.

Selskapet har som mål å være en arbeidsplass der det råder full likestilling mellom kvinner og menn. Selskapet har i sin policy innarbeidet bestemmelser som tar sikte på at det ikke forekommer forskjellsbehandling grunnet kjønn i saker som for eksempel lønn, avansement og rekruttering. Likestilling er etter vår mening godt ivarettatt i selskapet og det iverksettes derfor ikke ytterligere tiltak innen området.

### Diskriminering

Selskapet arbeider aktivt for å forhindre diskriminering som følge av nedsatt funksjonsevne, etnisitet, nasjonal opprinnelse, hudfarge, religion eller livssyn. Aktivitetene omfatter blant annet rekruttering, lønns- og arbeidsvilkår, forfremmelse, utviklingsmuligheter og beskyttelse mot trakassering. Itab Shop Concept AS

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**Itab Shop Concept AS**

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har som målsetning å reflektere befolkningen i nærområdet.



## Itab Shop Concept AS

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### Ytre miljø

Selskapets virksomhet forurenser ikke det ytre miljø.

### Styreansvarsforsikring

Selskapet har etablert en styreansvarsforsikring. Forsikringen dekker sikredes ansvar for formuestap for krav fremsatt mot sikrede som følge av en ansvarsbetingende handling eller unnlattelse hos sikrede i egenskap av daglig leder, styremedlem, medlem av ledelsen eller tilsvarende styreorgan i konsernet.

### Åpenhetsloven

Lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold (åpenhetsloven) er vedtatt av Stortinget. ITAB Shop Concept AS omfattes av loven som trådte i kraft 1. juli 2022. Loven skal fremme virksomheters respekt for grunnleggende menneskerettigheter og anstendige arbeidsforhold, og sikre allmenheten tilgang til slik informasjon. Loven pålegger blant annet virksomhetene en informasjonsplikt og en plikt til å gjennomføre aktsomhetsvurderinger som skal redegjøres for i egen rapport. Informasjonsplikten er gjeldene fra loven trer i kraft, mens redegjørelsen for aktsomhetsvurderingen senest skal offentliggjøres 30. juni 2024.

ITAB Shop Concept AS vil offentliggjøre slik rapport på hjemmesiden ([www.itab.com/no](http://www.itab.com/no)) innen 30. juni 2024.

### Resultatdisponering og utbyttegrunnlag

Overskuddet i Itab Shop Concept AS på 314 604 kroner foreslås disponert som følger:

Overføringer annen egenkapital	314 604 kroner
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Oslo, 1. mars 2024  
Styret for Itab Shop Concept AS

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Ulf Andreas Elgaard

Styreleder

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Ulrika Elisabeth Bergmo Sköld

Nestleder

---

Erling Solberg Høglund  
Styremedlem Daglig leder/adm.

dir

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Paul Harald Løken

Styremedlem

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**ITAB**

**ANNUAL &  
SUSTAINABILITY  
REPORT 2023**

ITAB Shop Concept AB

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TOGE**

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The Annual & Sustainability Report 2023 is available at [www.itab.se](https://www.itab.se) and at the Swedish Investor Annual & Sustainability Report, in the event of a dividend review between the last dividend and the Swedish and the other general meeting.

... by helping retailers turn consumer brand experience into physical reality with our know-how, solutions and digital tools of partners. Together with our customers, we create digital shop solutions that contribute to versatile and personalized consumer experiences, sales uplifts and brand loyalty between the online and offline worlds.

RETHINK RETAIL

**ITAB GROUP**

2023 in brief

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**SUSTAINABILITY REPORT**

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**ANNUAL GENERAL MEETING 2024**

## THIS IS ITAB

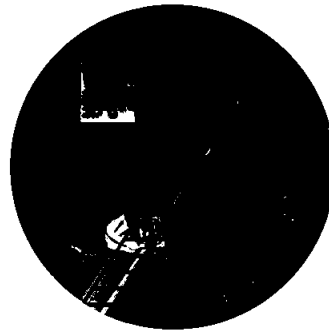
ITAB develops, manufactures, sells and installs a broad range of solutions and services in interior fixtures, in-store technology and lighting for the retail sector. ITAB Group has operations in 24 countries with approximately SEK 6.2 billion in annual sales, some 2,500 employees, and 15 production facilities in Europe and China.

### RETHINKS RETAIL TOGETHER WITH THE CUSTOMERS

ITAB creates in-store experiences that meet consumers' demands for improved shopping experiences in the physical environment.

### SOLUTIONS THAT INFLUENCE BUYING BEHAVIOUR

By designing the complete consumer journey that helps influence buying behaviour, ITAB supports retailers to sales uplifts, improved efficiency and lower costs.



## OUR OFFER

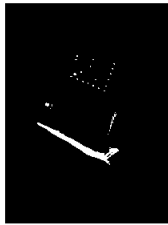


**RETAIL TECHNOLOGY**  
ITAB offers efficient solutions for in-store guidance and checkout. [READ MORE ON PAGES 10-11](#)



### RETAIL INTERIOR

ITAB co-creates modern store experiences with retailers through an iterative design process. [READ MORE ON PAGES 11](#)



### RETAIL LIGHTING

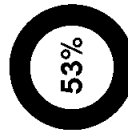
ITAB's offering includes complete professional lighting systems, light planning and services for the retail sector. [READ MORE ON PAGES 13](#)



### RETAIL SERVICES

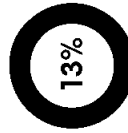
Concept creation, solution design and implementation are examples of our service offering. [READ MORE ON PAGES 14-15](#)

## CUSTOMER OVERVIEW



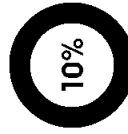
### GROCERY

ITAB's largest customer group mainly comprises grocery retailers and food stores.



### HOME IMPROVEMENTS

The customer group refers primarily to DIY, furniture, and home furnishings stores.



### FASHION

This customer group includes stores selling ready-to-wear clothing and shoes, etc.



### OTHER CUSTOMER GROUP

Other customer groups include pharmacies, health & beauty, consumer electronics, sport & leisure, service stations, hotels, offices, brands, industry, cafés and restaurants.

## WHY INVEST IN ITAB

### THE LEADING SOLUTION PROVIDER

ITAB builds new capabilities by investing in skills, partnerships, modern operational support systems, and common ways of working to improve the Group's competitiveness and growth. As a Solution Provider, ITAB will deliver a wider and more relevant portfolio of products and services, driving more strategic partnerships with retailers. This enables increased service revenues and re-occurring revenue streams.

### GROWTH OPPORTUNITIES AHEAD

ITAB's focus is on profitable growth by penetrating the Group's core markets and increasing cross-selling initiatives. The offer with new retail tech solutions is expanding into new geographies and customer segments. The financial position also provides the opportunity to pursue further strategic acquisitions.

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# 2023 IN BRIEF

Net sales gradually stabilised starting in the autumn, and a favourable product mix strengthened the profit margin for the full year. 2023 was otherwise characterised by high inflation and interest-rate levels, which had a negative impact on demand. In total, the operating margin increased by 7.0 percent despite a reduction in net sales by over MSEK 700, and the cash flow increased by close to 50 percent for the year

### INCREASED PROFITABILITY AND STRONG CASH FLOW DESPITE LOWER SALES

2023 was characterised by uncertainty concerning the future economic trend, impacting both consumer behaviour and the retail sector's general willingness to invest. At the same time, ITAB's solutions for loss prevention, increased efficiency and lower in-store costs, as well as for improved consumer experiences continued to attract considerable interest among customers. Currency-adjusted net sales fell by 15 percent for the full year, with a gradual stabilisation in demand starting in the autumn. ITAB's increased share of sales for loss prevention and other technical solutions, implemented price increases and measures to reduce Group expenses gradually strengthened the profit margins during the year. Lower net sales had a negative impact on capacity utilisation and profitability at the production facilities and cost adaptations were carried out. Efforts to reduce the wor-

king capital requirements continued and contributed to strong cash flow for the year.

### SIGNIFICANT EVENTS IN 2023

ITAB signed a number of larger customer agreements for the delivery of solutions for loss prevention with gates and guidance, self-checkouts, traditional shop fittings and checkouts, and lighting systems to leading grocery chains in Europe, Australia and South America. New partnerships with Rapitag, Signatrix and Theory+Practice to strengthen the Group's ecosystem of partners. Exhibitor of the year at the world's leading retail trade fair, EuroShop 2023, in Düsseldorf. Launch of Onred, a unique technology platform for retailers that links together ITAB's portfolio of digital and physical solutions for increased efficiency and an improved store experience. ITAB initiated a share buyback programme with a maximum purchase amount of MSEK 50.



ITAB GROUP IN FIGURES 2

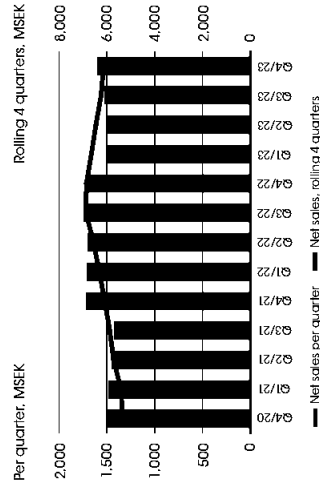
# Årsregnskap regnskapsåret 2023 or 960912624

Net sales, MSEK	
Currency adjusted sales growth, %	
Operating profit excl. non-recurring items, MSEK	
Operating profit, MSEK	
Operating margin (EBIT margin), %	
Profit after financial items, MSEK	
Profit margin, %	
Profit after tax, MSEK	
Cash flow from operating activities 2, Mj	
Cash conversion 3, %	
Return on equity 3, %	
Interest-bearing net debt excl. lease liabilities, MSEK	
Equity/assets ratio 3, %	
Average number of employees	

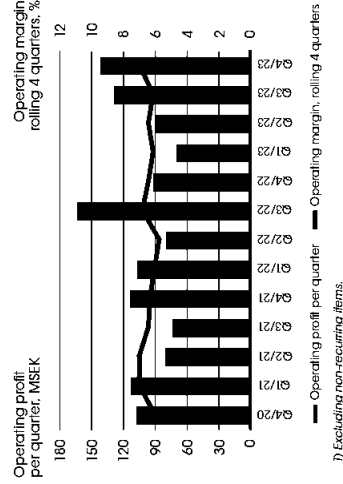
Per share data	
Earnings per share before dilution, SEK	
Dividend per share, SEK	
Equity per share 3, SEK	

2) All figures refer to Continuing Operations unless otherwise stated.  
3) Comparative year 2022 includes discontinued operations.  
4) Pursuant to the Board of Directors' proposed dividend for the

### NET SALES



### OPERATING PROFIT AND OPERATING MARGIN 2)



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## HIGH PROFITABILITY AND STRONG CASH FLOW IN A YEAR CHARACTERISED BY ECONOMIC DOWNTURN

2023 was characterised by high inflation and interest-rate levels, which negatively impacted the retail sector's willingness to invest and the demand for ITAB's products and solutions. However, a favourable product mix and more stabilised sales trends towards the end of the year strengthened our profit margins for the full year despite a reduction in net sales by over MSEK 700. In parallel, we also continued to reduce the Group's working capital and strengthened our cash flow by close to 50 percent.

### FOCUS ON LOSS PREVENTION SOLUTIONS

In total, ITAB's currency-adjusted net sales declined by 15 percent in 2023. The negative economic development that characterised 2023 was most evident in ITAB's geographic markets in the Nordic region and the UK. Sales declined most substantially in traditional shop fittings and checkouts as new establishments and renovations of existing stores in the retail sector were cut back because of increased uncertainty and higher capital expenses. The retail sector's investments are primarily focused on various preventative measures to reduce the risk of theft and loss and to boost efficiency. Consequently, customer interest in our loss prevention solutions is rising, and there is also a clear ambition to increase the share of self-service and other measures to improve efficiency and reduce costs. We also note increased interest in our unique solutions among customers in Australia and the US.

### POSITIVE EARNINGS TREND DESPITE THE DECLINE IN SALES

The reported operating profit for 2023 increased to MSEK 432 (403), corresponding to an operating margin of 7.0 percent (6.9). Profit



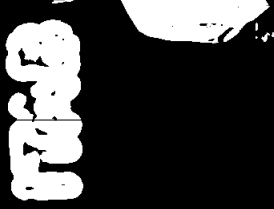
### Customer interest in our loss prevention solutions is rising

after financial items totalled MSEK 385 (348). The comparative period includes non-recurring costs totalling MSEK 40.

The profit margins were positively impacted by the favourable product mix with increased share of sales for our technical solutions and services, as well as by price adjustments. At the same time, lower sales and capacity utilisation in our production facilities negatively impacted earnings. Due to this, cost adaptations were carried out, and part of our operations were able to shift some of their capacity to products in growth areas in the Retail Tech offering, such as security gates.

Cash flow increased by 49 percent to MSEK 810 (642), mainly driven by the positive gross margin trend and our efforts to reduce working capital with lower inventory levels. Our financial





## OUR FOCUS IN 2024

We see signs of an increased focus on making our customers more sustainable. Our focus in 2024 will be on capital efficiency and a positive trend and investment in our operations.

### COMMERCIAL & OPERATIONAL EFFICIENCY

Our primary short-term focus is on operational efficiency. We will continue to carry out our efforts, enhance the efficiency of our operations and reduce our costs.

### INCREASED ESG EFFORTS

Our focus on ESG is sustained. Our efforts in the retail sector are increasing. We will continue to intensify our environmental efforts and our engagement with the government and corporate governance (E).

### MODERNISATION OF OUR OPERATIONS

We will continue to invest in our operations, with a focus on work capabilities, work environment, operational support systems and making ITAB more scalable for the future.

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## Opportunity for further growth through strategic acquisitions

ITAB is a leading provider in the retail sector which requires capabilities to make us more flexible, scalable and efficient to keep up with an increasingly dynamic world. We will continue to invest in becoming both more sustainable within ITAB and more relevant in our service offer that enables our customers to become more sustainable. The current market situation and our strong financial position are also providing us with the opportunity for further growth through strategic acquisitions.

### IN CONCLUSION

I would like to extend my sincere thanks to all our customers, partners and employees for their many outstanding contributions in another eventful and challenging year. When reflecting on the past four years, it is impressive how well our employees have succeeded in strengthening ITAB's position while balancing global challenges and customer expectations with ITAB's internal transition. I look forward to 2024 together with all of you.

Jönköping, March 2024

**Andreas Elgaard**  
President & CEO

### POSITIVE STEPS TOWARD OUR FINANCIAL TARGETS

To sum up 2023, our performance during the year resulted in a couple of clearly positive steps toward our financial targets despite a decline in growth compared with our target of currency-adjusted sales growth of 4–8 percent per year. The increase in the Group's operating margin (EBIT) from 5.9 to 7.0 percent meant that we just reached our target of 7–9 percent. At the same time, our share of cash conversion, which measures capital efficiency in the Group, increased to 118 percent (80) compared with the target of >80 percent. In accordance with our financial target of achieving a payout ratio of at least 30 percent of profit after tax over time, the Board also resolved to propose a dividend of SEK 0.75 (0.50) per ordinary share for 2023, corresponding to 60 percent of earnings per share. Going forward, we are continuing to focus on sustainable growth, increased profitability, positive cash flow and favourable returns to our shareholders over time.

### CREATING A STRONGER ITAB

ITAB's ambition is to deliver improved operational efficiency, reduced costs and increased competitiveness for the retail sector through our solutions. This has strengthened our position in the market over the past few years despite a weaker economy and we will continue our efforts to develop competitive and relevant solutions for our customers going forward.

At the same time, we are continuing to develop our capabilities in line with our strategy. We are investing in the transition to become the leading

position is stronger than ever before, and we will continue our focus on capital efficiency in the coming years.



## Focus on sustainable growth, increased profitability and positive cash flow

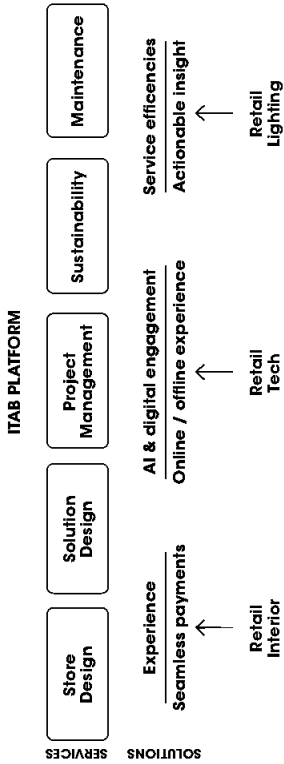
### STRONG FINISH TO THE YEAR

At the end of 2023, we saw indications of customers becoming more willing to invest in previously postponed projects with the aim of improving the customer experience in their stores. The decline in currency-adjusted net sales recovered somewhat in the fourth quarter of the year.

The customers' increased willingness to invest was exemplified by the two major agreements that we announced at the start of 2024. We have begun the delivery of 7,200 self-check-outs to a leading grocery chain in Europe, and signed an agreement with a leading European fashion chain for the delivery of customised interiors, checkouts and fitting rooms for the refurbishment of existing stores and in upcoming new stores over three years. We hope to see more of similar investment decisions in all our geographical markets in 2024.

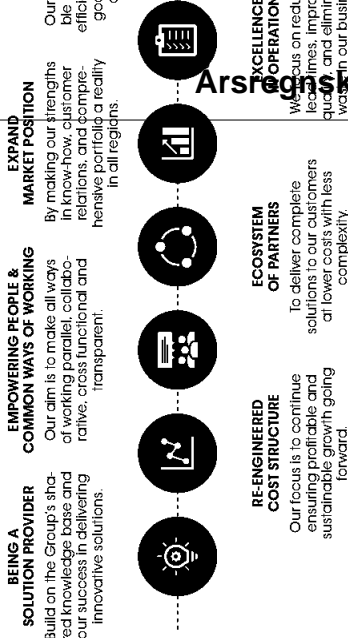
# A STRONG FOUNDATION FOR BECOMING THE LEADING SOLUTION PROVIDER

ITAB's versatile and inspirational portfolio of solutions and services supports the retail sector to meet their challenges of today, and to take full advantage of new opportunities for the future.



# ONE ITAB STRATEGY TO TRANSFORM THE BUSINESS

The seven strategic priorities in the One ITAB strategy focus on ITAB into the leading Solution Provider with differentiating capabilities, engineering of the cost structure and strengthening of the financial performance of the Group over the last couple of years now enable investment capabilities and expansion.

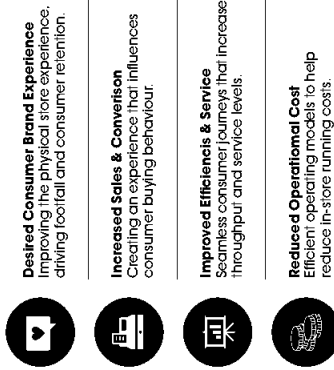


ITAB is a well positioned to help retailers rethink retail, and to improve their business.

## OUTCOME BASED VALUE PROPOSITION

With a focus on a value based outcome ITAB's aim is to deliver measurable results to its customers. The process starts with the consumer to understand their evolving needs and how they shop across different sectors. This is coupled with an understanding of the retailers' challenges and investment priorities.

The Group uses these retail insights, store know-how, a breadth of solutions, and leading best practice with proven return on investment to create consumer journeys that influence buying behavior. This helps retailers differentiate from their competitors, increase sales, and contribute to changing the way physical shops are operated.



# OPPORTUNITY TO GROW IS SUBSTANTIAL

The retail market is in transformation, driven by short and long term macro trends and changing consumer expectations. To keep up with the changing demands and expectations, modern retailers in Europe are estimated to invest approximately SEK 1,300 billion in supply chain, stores, online, and other areas each year. Approximately 15 percent of this is allocated to in-store investments. Hence, the total "addressable" market for ITAB in Europe is estimated at some SEK 110 billion.<sup>1)</sup>

Depending on geography and portfolio of solutions, products and services, ITAB's current and potential sales are driven by each customer's:

- Store population, number and size
- Expansion programme
- Refurbishment rate
- Refurbishment spend per sqm
- Maintenance spend

Modern retailers are estimated to invest approximately 3 percent of their annual revenues in

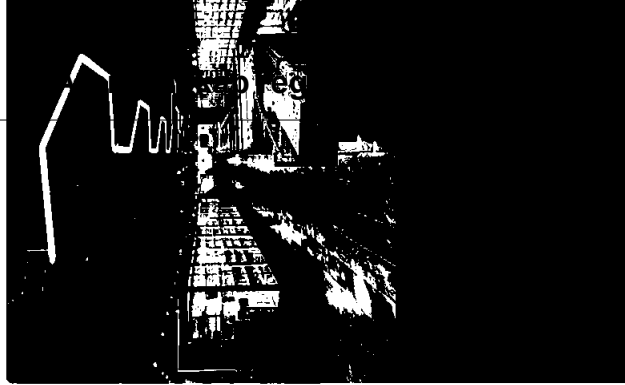
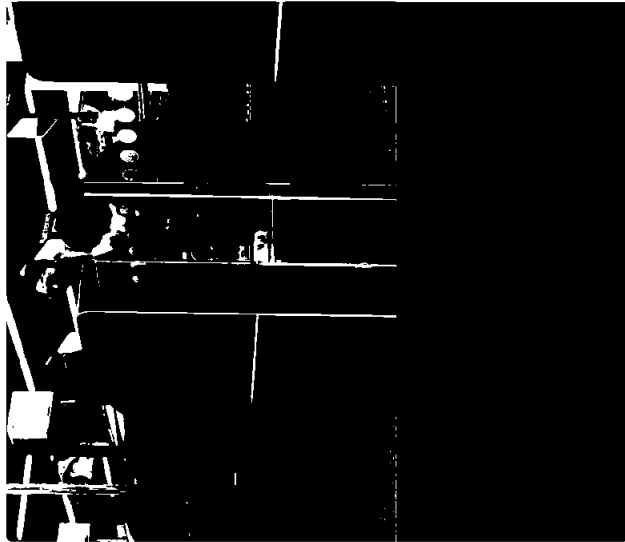
supply chain, stores, online, and other areas, of which some 15 percent is allocated to in-store investments. Based on an estimate of total annual revenue for the European retail market of SEK 44,000 billion, the total "addressable" market for ITAB in Europe is estimated at SEK 110 billion.<sup>1)</sup>

This European market is fragmented with a large number of national and international manufacturers and suppliers. The market is facing continued consolidation and, according

to an overall assessment, ITAB is one of the three largest players in Europe, none of which has a market share of more than 10 percent. This gives ITAB substantial opportunity to grow by penetrating the core markets further with increased cross-selling initiatives in the Group, extending the offer with new retail tech solutions, and expanding into new geographical markets and customer segments.



**Total "addressable" market for ITAB is estimated at SEK 110 billion per annum**



<sup>1)</sup> Source: Adge by Ascential

# ITAB'S TARGETS FOCUS ON SUSTAINABLE GROWTH & PROFITABILITY

## FINANCIAL TARGETS

ITAB established new financial targets for the Group in 2022. The focus is on sustainable growth, increased profitability and capital efficiency. The targets are measured as an average over a business cycle, but the Group has continued to make positive progress in 2023.

**4-8%**  
SALES GROWTH

### GROWTH

Average growth in net sales (CAGR) of 4-8 percent per annum over a business cycle. Growth is to be achieved by sustainable organic growth and strategic acquisitions.

**Outcome for 2023:** -15 percent

**>80%**  
CASH CONVERSION

### CAPITAL EFFICIENCY

Average cash conversion ratio (operational cash flow in relation to operating profit before depreciation and amortisation) of at least 80 percent over a business cycle.

**Outcome for 2023:** 118 percent

**7-9%**  
EBIT MARGIN

### EARNINGS

Average EBIT margin (operating profit in relation to net sales) of 7-9 percent over a business cycle.

**Outcome for 2023:** 7.0 percent

**>30%**  
PROPORTION OF PROFIT AFTER TAX

### DIVIDEND POLICY

Dividends over a longer period should follow the result and correspond to at least 30 percent of the Group's profit after tax. However, dividends will be adjusted to the Group's investment requirements and any share repurchase program.

**Proposal for 2023:** 60 percent

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## SUSTAINABILITY TARGETS

Sustainable future is one of ITAB's strategic and the on-going efforts to achieve the four focus areas continued in 2023. Furthermore, we have intensified our environmental, social and corporate governance (ESG) efforts with reporting requirements. We have intensified our environmental, social and corporate governance (ESG) efforts with reporting requirements. We have intensified our environmental, social and corporate governance (ESG) efforts with reporting requirements.

## GOOD WORKING CONDITIONS

A pleasant and attractive workplace with equal opportunities and a safe and healthy environment. **READ MORE ON PAGE 19**

## BUSINESS ETHICS

Fair and honest relations with business partners and zero tolerance towards corruption and cartels. **READ MORE ON PAGE 20**

## EFFICIENCY IN THE VALUE CHAIN

Monitoring and benchmarking the value chain's efficiency, energy consumption, and carbon emissions. **READ MORE ON PAGE 21**

## SUSTAINABLE BUSINESS DEVELOPMENT

Create in-store solutions that assist retailers in offering energy-efficient and cost-effective products. **READ MORE ON PAGE 22**

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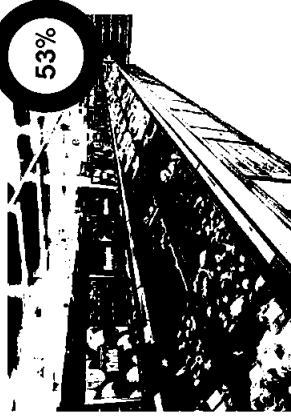
## LEADER IN EUROPE WITH GLOBAL REACH

ITAB is the market leader in checkouts for retailers in Europe, and one of the largest suppliers of shop fitting concepts, gates and guidance, and retail lighting solutions. The market position is based on close, long-term collaborations with customers and business partners. The primary geographic market is Europe with 86 percent of the Group's sales. Grocery is the largest customer group with 53 percent of sales.

### GROCERY

Grocery retailers and food stores. Customers include ICA, Morrisons, Carrefour, Coop and Tesco.

**3,226 MSEK**



53%

### HOME IMPROVEMENT

Retail chains and stores for DIY, furniture, and home furnishings. Customers include IKEA, Coop Bygg, Leroy Merlin, Bricoman and Tokmanni.

**769 MSEK**



13%

### FASHION

Retail chains and stores selling ready-to-wear clothing, shoes, and jewellery, etc. Customers include H&M, Uniqlo, C&A and Pandora.

**589 MSEK**



10%

### OTHER CUSTOMER

Pharmacies, health & beauty products, sport & leisure, service stations, offices, brands, industry, café. Customers include Expert, Coop Apotek Hjältat and XXL.

**1,555 MSEK**



25%

**NORTHERN EUROPE**  
All Nordic countries.

23%

**SOUTHERN EUROPE**  
Main markets in Italy, France, and Spain.

19%

**CENTRAL EUROPE**  
Largest markets include Germany, Netherlands, and Czech Republic.

11%

**UNITED KINGDOM & IRELAND**

8%

**EASTERN EUROPE**  
Main markets in Baltic countries, Poland, Romania, and Slovakia.

14%

**REST OF THE WORLD**  
All countries outside Europe. Australia, China and Argentina account for over 50 percent.

All percentages refer to share of ITAB Group's net sales in 2023.

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## DESIGN LED CONSUMER EXPERIENCES

ITAB co-creates modern in-store experiences together with its customers through an iterative design process. The Group's customised displays are aimed at improving the consumer experience, whilst improving the efficiency and running costs of the store. All delivered with the help of innovative solutions and environmentally friendly materials to support the retailers in reducing their carbon footprint.

With a focus on designing end-to-end solutions, ITAB's solution design approach enables the customers to co-create differentiating store experiences alongside ITAB through an iterative process. Through strong know-how and retail industry experience, the Group's solution designers are able to share and leverage ideas to help maximise the Return on Investment irrespective of the customer's specific product offering or target consumers. The outcome approach is always to improve the consumer journey, increase efficiency, prevent stock losses, and reduce store costs - and to ultimately result in increased sales and conversions.

### INTEGRATED SERVICE MODEL

ITAB is able to maintain a high level of service through an integrated connected service model that spans the entire value chain - from standard displays to specialist fittings, and covering different types of interactive and merchandising aids in between.

ITAB's commitment to our customers encompasses both the Group's own production facilities, and our external suppliers and manufacturers. In addition, the Group also offers a comprehensive service portfolio, helping to improve the life cycle of the products sold and installed - thereby reducing waste and costs for the customers over time.



## TOGETHER

### CASE CO-CREATION INTERIOR SOLUTIONS

The fast-paced grocery sector is evolving and a tough sector to win the right level of design versus cost of use for the consumer and retailer. When it comes to both shopping and managing the displays, in this case, we collaborated with the retailer, an interior solution within the produce department that helped create an engaging display for the consumer on category range, display and product level merchandising navigation.

### IMPROVED CONSUMER JOURNEY

Then for the retailer, ITAB concurred creating multiple efficiencies in time for the reworking of the store, creating intuitive in-store displays that helped reduce taboos, plus helping within their category. Plus, produce wastage by maximising density, resulting in improved throughput across the company. Simple but well-designed solutions has helped improve the consumer experience, increase efficiency and reduce costs.

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## CONNECTING RETAIL ENVIRONMENT THROUGH TECHNOLOGY

ITAB seamlessly merges the physical and digital to empower an immersive in-store consumer experience. Through offering a cutting-edge suite of digital and physical technology solutions, from self-service order points, checkouts, and in-store guidance to automated gates, vision fraud detection, and Click & Collect lockers. These solutions can be connected through ITAB's unified software platform - Onred. The Group's market leading solutions create frictionless consumer journeys and experiences. By connecting in-store brand touchpoints digitally, we help customers gain data-driven insights for operational optimisation and influencing consumer behaviour.

Optimising consumer flows and service levels are important factors in attracting consumers to the physical store. To create the best solutions that reduce the store's operating costs, improve throughput and contribute to a frictionless consumer journey, ITAB has an in-depth understanding of existing and future consumer behaviours.

### OPTIMISED SOLUTIONS ENHANCE RETAIL EXPERIENCES

ITAB offers market leading solutions for protecting store entry and exits, checkouts and self-checkout solutions, self-service stations, and store guidance solutions for the retail sector. The solutions can be connected, updated, and maintained using ITAB's new Onred platform.

ITAB's solution design approach is a creative process where we co-create alongside our customers, with the aim of finding the optimum solution that focuses on improved store efficiency, loss prevention, guiding customers properly, and creating flows that drive sales.

Through cutting-edge data analysis and Artificial Intelligence (AI) integrated in ITAB's solutions, service levels and layout of the store can be optimised.

### E-COMMERCE AND PHYSICAL STORES WORKING TOGETHER

New types of solutions for fast, safe and efficient delivery have been on the agendas for most retailers. ITAB offers solutions for Click & Collect, with alternatives ranging from basic pick-up points to fully automated lockers.



## CASE DRIVING SALES GROWTH

ITAB's quick serve solution that allows for consumer self-serve within the grocer's fast-food offering. One seamless system that is linked to real time dynamic digital menus helping to support in-store service levels by displaying menu options that are available in store at that time. This dynamic digital display approach changes real time depending on what ingredients are available, and what promotions are to be pushed on the day. All resulting in a reduction in food waste for the retailer and a 24-hour labour overhead reduction per store, per week due to the end-to-end efficiencies in operations.

**INCREASED BASKET SIZE PER**  
ITAB's intuitive quick-serve solution and personalised menu has led towards over 80 percent increase in basket size per customer-changer when it comes to efficiencies in-store for the retailer.

The quick serve solution is on the ITAB Onred platform to deliver actionable personal data insights, connecting the consumer experience, and improved understanding of operations and the store sales growth and reduction costs for the retailer.

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# SUSTAINABLE LIGHTING SOLUTIONS ENHANCING THE IN-STORE EXPERIENCE

In line with increased knowledge about the way light affects people, lighting has become an increasingly central part of the store concept. During refurbishments and new construction, energy efficiency is also increasingly important. ITAB develops, manufactures and sells complete professional lighting systems, light planning, and light services.

Energy consumption represents a large proportion of a store's total costs. Energy efficiency is thus central to the development of ITAB's lighting products and systems. With rising energy prices and requirements for sharply reducing CO<sub>2</sub> emissions and on using recyclable materials, ITAB sees great opportunities to collaborate closely with the Group's customers to add substantial value in the transition to more economic and sustainable solutions.

### KEY FOCUS WHEN DEVELOPING LIGHTING SOLUTIONS

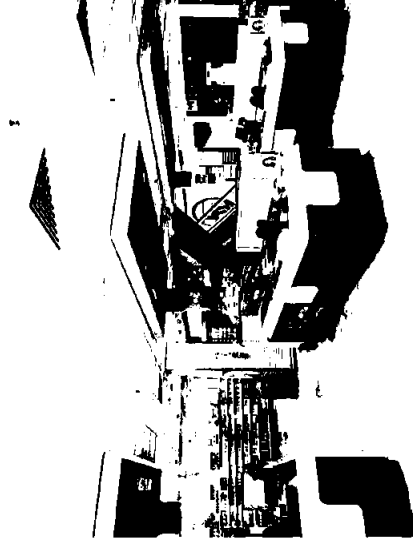
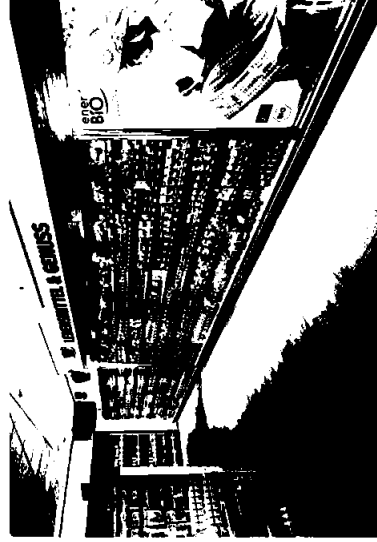
As well as lighting being a critical element of store design, the importance of light for our well-being is gaining increasing focus in the design of physical environments and has a major impact on purchasing decisions and the work environment of store staff. Consumer behaviour and the well-being of employees are thus our key focus when developing lighting solutions.

We at ITAB have succeeded to improve our LED spotlights significantly during the past 5 years with substantially lower energy consumption, for the benefit of our customers.

Shops often use more than one type of lighting to create the right atmosphere. Through its range of lighting solutions, ITAB can be an all-inclusive supplier for retail shops and chains.

### SALES TO MORE THAN 90 COUNTRIES

The Group sells and distributes lighting products to more than 90 countries, both through its own companies and through national distributors, in order to provide customers with local support in respect of imports, certification and local service/maintenance.



## CASE CONTRIBUTING TO FUNCTIONALITY AND AESTHETICS

Complex project designed to not only deliver a new lighting solution to a retailer with a revised lighting solution to enhance the in-store experience for the consumer, but also help deliver a number of key savings on carbon footprint strategy by over 12.5 tonne emissions, plus helping to reduce their store costs by double digits.

### MOMENT OF TRUTH

The revised lighting solution has played a key role in contributing towards the overall functionality and aesthetics of the in-store space, from enhancing the ambience, helping sell the goods and the store format, enhancing both merchandising and layout. Through improved functionality and reception with the balanced lighting technology, the right mix of ambient and task lighting is dependent on the consumer journey and the truth required within the consumer experience.

Arnsøysundregistrene 2024 for 960912624



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## ABOUT ITAB'S SUSTAINABILITY REPORT 2023

ITAB's Sustainability Report for the 2023 financial year (2023) comprises pages 15-22, together with sustainability information (including risks and reporting on EU Taxonomy) pages 87-97. This encompasses the Sustainability Report as a separate document. The Sustainability Report covers the Parent Company, ITAB S (publ), corp. reg. no. 556292-089, consolidated in the Group's consolidated financial statements unless otherwise specified. The Sustainability Report has been prepared in accordance with the provisions of the Annual Accounts Act and is externally reviewed.

The Board of Directors for ITAB S has approved the Sustainability Report with the signing of the Annual and financial statement. The Auditor's statement of the statutory Sustainability Report is on page 97.

### READ MORE ABOUT

Focus areas and targets

In-depth sustainability information

Sustainability risks

Reporting on EU Taxonomy objectives

Reporting on Global Reporting Initiative

The Auditor's report on the statutory Sustainability Report

# SUSTAINABLE BUSINESS FOR THE FUTURE

Sustainability, in the context of development, entails meeting present needs without compromising the ability of future generations to meet their own requirements. As an advocate for sustainable development, ITAB acknowledges the responsibility to ensure that its pursuit of profitability aligns with ethical and environmentally conscious practices. This commitment extends across the entire value chain, encompassing manufacturers, suppliers, and ultimately, consumers. ITAB aims to integrate responsible practices at every stage to contribute positively to both the present and the future.

## MATERIALITY ANALYSIS AND STAKEHOLDER DIALOGUE

Sustainability is seamlessly woven into our business ethos, and ITAB aligns itself with the 2030 Agenda for Sustainable Development, specifically embracing the Sustainable Development Goals ("SDGs") designed to gauge the success of this agenda. Through a comprehensive analysis involving vision, strategy, stakeholders, and materiality assessment, ITAB has identified four primary focus areas crucial to the Group's sustainability journey. The focus areas have been decided by the Group management and approved by the Board of Directors. Each of the areas is intricately linked to a key SDG and concurrently contributes to the advancement of other SDGs, as outlined in the illustration. The requirements and expectations of stakeholders identified through dialogues with them

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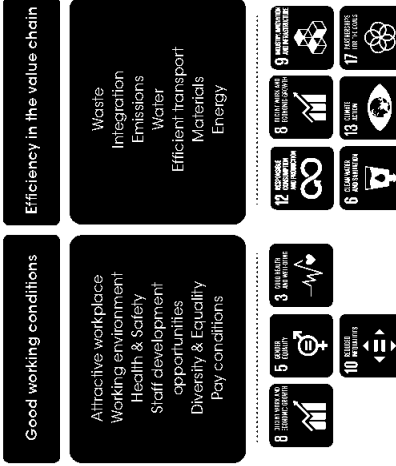
**VISION**  
At ITAB we help customers turn consumer brand experience into physical reality with our know-how, solutions and ecosystem of partners.

**STRATEGY**  
Being a solution provider  
Re-engineered cost structure  
Empowering people and common ways of working  
Developing an ecosystem of partners  
Expanding our market position  
Excellence in operations  
Sustainable future

**STAKEHOLDERS**  
At ITAB we collaborate and continuously innovate for a sustainable future. We have clear goals and ambitions for our own operations in terms of sustainable business development, efficiency in the value chain, good working conditions and business ethics.

**MATERIALITY ASSESSMENT**  
Waste • Tax • Integration • Emission • Water • Attractive workplace • Efficient transport • Health  
Ergonomic solutions • Materials • Pay conditions • Safety • Sustainable shops • Diversity • Working environment  
Ethics / basic values • Supplier conditions • Staff development opportunities

**FOCUS AREAS BASED ON ABOVE**



**SDG**

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have then further helped us in the evaluation and prioritisation of sustainability actions needed both in the short- and long-term. For more information on ITAB's reporting and follow-up, stakeholder dialogue, sustainability risks, and EU Taxonomy and GRI-reporting, please refer to the in-depth Sustainability Information section on pages 87-97.

**SUSTAINABILITY SERVICES**

In addition to sustainability being incorporated internally, ITAB has developed and deployed a number of Sustainability Services. These are designed to partner with the customers because the goods we provide for them do not only create our Scope 1 GHG emissions, but our activities and products are their Scope 3 GHG emissions. The services cover carbon reporting but can also focus on water, waste, end of life, etc. Based upon the customer priorities we monitor and benchmark all metrics needed. The benchmarking then allows informed design recommendations for the customer, looking at materials, longevity of the equipment, circularity of the equipment, amongst other things. There is also an equipment return, refurbishment and reuse service (refer to Sustainable Business Development on page 22).

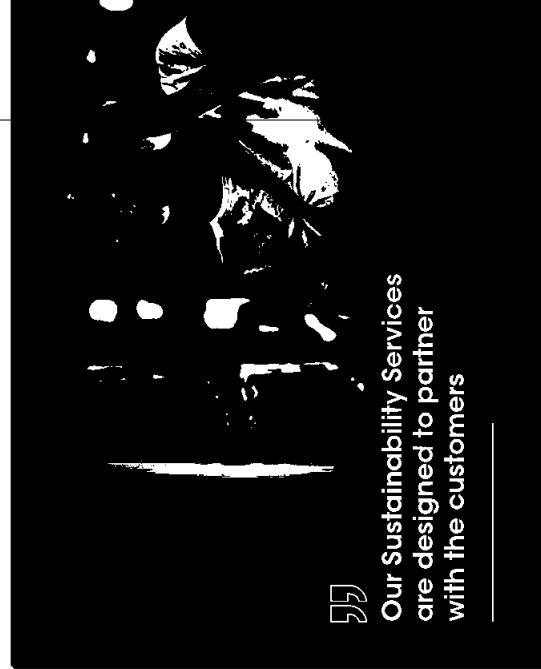
**REDUCING THE CARBON IMPACT OF THE IN-STORE ENVIRONMENT**

Through using our sustainability services we have been able to complete a full carbon inventory of all of the installations made in 2022 for a leading coffee shop chain in the UK. This allows them to make accurate carbon disclosures and to start looking at the next generation of counters and equipment to be installed. We have also worked with a leading grocery retailer in the Netherlands to reduce the carbon associated with transport, resulting in a saving of 12.5 tonnes of carbon per year from distribution activities. We were also able to offer a lighting



**ECOVADIS RATING FOR 2023**

Our yearly performance is assessed by an external entity, EcoVadis, recognized as an independent provider of business sustainability ratings, intelligence, and collaborative tools for enhancing performance across global supply chains. In May 2023, ITAB achieved a bronze medal with a score of 58/100, marking a noteworthy improvement compared to previous years. ITAB has crafted comprehensive road maps aimed at achieving sustainability objectives, and the positive trajectory in our EcoVadis score is indicative of our ongoing commitment to advancing sustainability practices. This road map is expected to have a positive impact on our EcoVadis rating in the coming years as we continue to implement and enhance our sustainability initiatives.

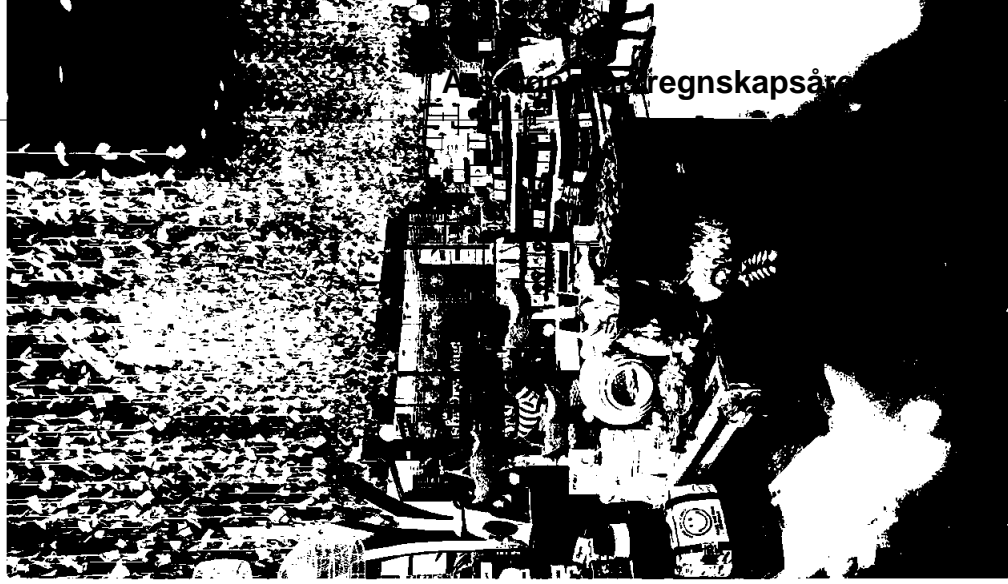


**INTERNATIONAL CERTIFICATIONS & RATINGS**



Climate Partner





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package that would result in a total cost of ownership reduction of GBP 27,000 and a 19-tonne reduction in carbon. Finally, working with the in-store team ITAB was able to identify existing pieces of equipment that could be reused in the next generation of equipment.

**ECONOMIC VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS**

Economic value serves as a metric that illustrates the value generated by all our operations and how that value is distributed among our stakeholders. Our stakeholders encompass suppliers, employees, banks, owners, and society. The graph visually represents the distribution of the economic value for the year 2023, highlighting the allocation of value to each stakeholder group. This depiction provides transparency and insight into the ways in which the generated value contributes to and impacts various segments of our broader community.

**IN PREPARATION FOR CSRD**

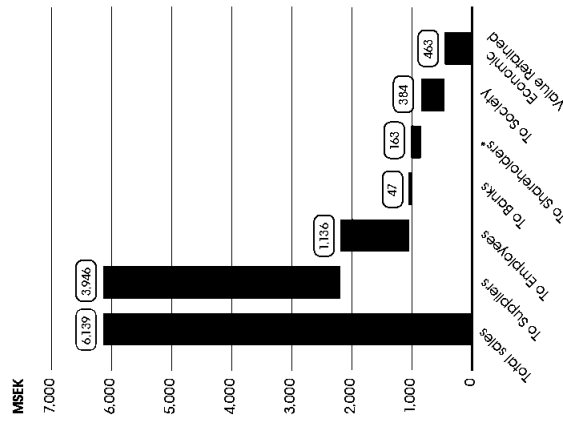
ITAB remains committed to mitigating environmental and social risks throughout its value chain. The assessment of sustainability risks plays a crucial role in the materiality analysis, forming the foundation for the sustainability program and prioritizing sustainable goals. A comprehensive Double Materiality Assessment has been performed in 2023 to account for significant changes in business and market dynamics since the previous assessment and complete requirement by the Corporate Sustainability Reporting Directive (CSRD) being introduced in the EU from 2024.

The output from the double materiality analysis will allow new sustainability targets and long-term goals to be developed and published, alongside a revision of current targets and goals to align with the double materiality analysis findings. This work is planned to be completed in early 2024.



**ITAB is committed to mitigating environmental and social risks throughout its value chain**

**ECONOMIC VALUE GENERATED 2023**



\*As proposed by the Board of Directors

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# GOOD WORKING CONDITIONS

Individuals play a central role in all our endeavours at ITAB; our employees stand out as our primary asset. We are committed to taking substantial measures to uphold our responsibility as an employer, actively striving to recruit, keep, and nurture talent. ITAB strives to provide a welcoming and good working conditions, equal opportunities, and a safe and healthy environment.

ITAB Group's Code of Conduct ("CoC") establishes the essential principles for all employees to uphold human rights in accordance with international conventions. This entails a strict zero-tolerance stance against forced labour, child labour, and any work conducted under coercion or threats of violence. Throughout our supply chain, there were no documented instances of child or forced labour in 2023. The CoC also emphasizes the significance of diversity within our workforce, explicitly condemning discrimination based on gender, marital status, ethnicity or national origin, sexual orientation, gender identity, religion, age, or disability. ITAB implemented an extensive training programme for all Group employees in 2023, covering CoC and new whistleblowing directives, as well as equality and diversity training. By the end of 2023, over 99 percent of all employees in the Group had completed the training and signed the CoC. The complete CoC can be downloaded at itabgroup.com.

### EQUALITY AND DIVERSITY

ITAB is actively pursuing a more equitable gender balance, recognizing its contribution to fostering a positive work environment and a dynamic workplace. The Group consistently assists recruiting managers in adhering to professional processes aligned with local legislation, while actively promoting diversity among candidates. For 2023, 28 percent (27) of the workforce identified as female. Women in senior management comprised 25 percent, which was a 2 percentage points increase from 2022. This figure falls below the target range of 40 to 60 percent for

female representation among senior management, underscoring the ongoing commitment to further improve gender diversity within the organization.

### HEALTH & SAFETY ("H&S")

Within the ITAB Group, each company bears the responsibility for maintaining a secure workplace in accordance with local laws and regulations. To establish consistent standards throughout the Group, ITAB has formulated a H&S Framework and has initiated its implementation at the local level. Internal bodies overseeing H&S include employee representation, emphasizing a collaborative approach to ensure the well-being and safety of all employees across the organization.

In 2022, ITAB developed the capability to report a Total Frequency Rate (TFR) for accidents and a Lost Time Severity Rate (LTSR). For 2023 the TFR was 8.23 (12.8), and the LTSR was 0.29 (0.28). This is a positive reduction in the number of accidents. We continue towards our target of zero accidents.

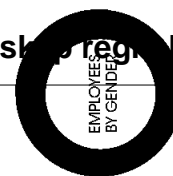
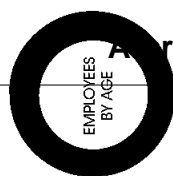
### WELL-BEING

In 2023 ITAB has seen an overall reduction of 1.3 percent points to 3.6 percent overall sick leave for the Group, of which Blue Collar workers were at 4.9 percent and White Collar at 2.1 percent. Long term sick leave amounted to 1.1 percent in 2023, corresponding to 30 percent of total sick leave.

Compared to the baseline in 2022, local units with higher rates of sick leave have been identified and the management teams in each respective country, working together with local and Group People & Culture representatives, have initiated action plans to address the high rates. These plans have resulted in the improvement of sick leave throughout the targeted countries.

Employee engagement and appraisals are important to ITAB. At the end of 2023, 47 percent of our employees had received an appraisal from their line manager, which is an increase of 7 percent from 2022. An important part of the appraisal is an ongoing dialogue about well-being and work life balance for that individual. We will strive to improve these figures over the coming years. ITAB supports ongoing skills and professional development. For 2023, the Group reported an average of 6.2 training hours per employee.

**GROUP EMPLOYEES**  
The average number of employees in 2023 was 2,533.



### KEY FACTS 2023

Over 99 percent of Group underwent equality and

The coverage of the ITAB Induction was 100 percent

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# BUSINESS ETHICS

Through ITAB Group's Code of Conduct ("CoC"), all employees are provided with explicit guidelines regarding various aspects, including business ethics. In 2022, the CoC underwent a thorough review and revision, and an extensive training programme on the updated CoC and new whistleblowing directives was initiated for all Group employees in 2023.

**CODE OF CONDUCT**

ITAB Group's CoC establishes the essential principles on which all business in the Group should be conducted, built on trust, honesty and transparency. According to the CoC, ITAB has a zero-tolerance policy regarding all forms of bribery and corruption. The complete CoC can be downloaded at [itabgroup.com](http://itabgroup.com).

Following an extensive training programme in the Group on the updated CoC and new whistleblowing directives in 2023, over 99 percent of all employees have signed the CoC to date. The goal remains to have 100 percent of all Group employees to commit to the CoC by formally signing the document.

**WHISTLEBLOWING**

A whistleblowing service is an important tool for reducing risks and fostering high business ethics and thereby maintaining customer and public confidence in our operations. To this end, ITAB has established a broad and public whistleblowing process in accordance with the EU directives and national legislation and regulations, specifying the scope of acceptance and handling procedures. We encourage whistleblowers to use the dedicated service and to report illegal and disciplinary violations. The process maintains strict confidentiality for any whistleblower. Whistleblowing directives and processes are part of the extensive training programme in ITAB Group.

In 2023, ITAB has received and concluded one whistleblowing report.

**ANTI-CORRUPTION**

ITAB adheres to a zero-tolerance policy towards fraud, continuously improving our anti-corruption and bribery management mechanisms. Should any signs arise from routine work investigations or reports, the Group will conduct thorough investigations. Cases reaching a criminal amount will be transferred to local judicial departments. For cases not reaching the required amount, we will rely on company departmental systems to impose different levels of disciplinary action according to the degree of harm to the Group company's interests. In 2023, ITAB has not encountered any corruption lawsuits or violations, ensuring stakeholders' rights to the greatest extent possible. In 2022, all of ITAB's senior management participated in anti-bribery training. Our goal is to maintain a 100 percent senior management training coverage rate in 2024.

In addition, ITAB requires suppliers to sign integrity commitment clauses via the Supplier Code of Conduct, stipulating that partners comply with anti-corruption and anti-bribery laws and regulations, committing never to engage in any form of commercial bribery. In 2023, all of category managed suppliers had signed ITAB Group's Supplier Code of Conduct.

**AUDITS OF CATEGORY MANAGED SUPPLIERS**

ITAB has committed to 100 percent of all suppliers under category management to be audited by the end of 2025. In 2023, 50 percent of the category managed suppliers received an

onsite audit from ITAB. The remaining of these suppliers are being targeted for an audit in 2024.

**BUSINESS ETHICS TRAINING IN HIGH-RISK COUNTRIES**

ITAB has committed to training 100 percent of Group employees in high-risk countries. At present, Argentina is the only country categorised as "high-risk" in which the Group has operations. As part of ITAB's extensive training programme covering the Group's CoC, whistleblowing and business ethics, all of the Group employees in Argentina have completed the training and signed the CoC.

**KEY FACTS 2023**

All senior management in completed anti-bribery training

Close to 100 percent of all signed ITAB Group Code of Conduct

All Group employees in high-risk countries have completed ITAB Group Code of Conduct

100 percent of the category managed suppliers have signed ITAB Group Code of Conduct

2023 ACTIVITY	LONG-TERM GOAL
Continued training of suppliers and for new suppliers	CoC signed by 100% of all employees
Changes monitoring	Monitoring of the whistleblowing process and the reporting of any identified and investigated whistleblowing incidents
Category managed suppliers	100% Suppliers under Category Management to be audited by end 2024
Category managed suppliers	Training for 100% of Group employees by 2025
Audits of Suppliers in High-Risk Countries	Business Ethics Training in High-Risk Countries

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# EFFICIENCY IN THE VALUE CHAIN

During 2023 a focus has been placed on the refinement of the data capture to allow the calculation of the Scope 1 and 2 greenhouse gas emissions and finding a suitable model to allow the estimation of ITAB's Scope 3 emissions. The supply chain focus has turned to the new Carbon Border Adjustment Mechanism ("CBAM") legislation and ITAB completed a pre-study for this legislation ensuring we can comply with the law moving forward.

### CARBON BORDER ADJUSTMENT MECHANISM

From 1 October 2023, EU's CBAM legislation has entered into effect. It covers several sectors, but the import of iron, steel and aluminium are the prevalent ones for ITAB. CBAM is designed to avoid carbon leakage, the process where materials are produced in less carbon emission stringent countries, meaning that higher impact materials can be brought into the EU. From January 2024, all local ITAB countries will report their import of these materials to local authorities.

### SUPPLIER CODE OF CONDUCT ("SCOC")

Throughout 2023, the Group's category managers, working with the local procurement functions, have ensured that close to 1,500 supplier have signed ITAB Group's Supplier Code of Conduct.

All of the suppliers on the category managed lists have signed the SCOC. Throughout 2023, supplier audits have been taking place in order to address our supply chain environmental and social risk management. ITAB has committed to all of the suppliers under category management to be audited by the end of 2025. In 2023, 50 percent of the category managed supplier were audited and we are on target for completion in 2024.

### ENERGY CONSUMPTION

ITAB's target within energy is to have 100 percent electricity generated from renewable sources by 2025.

For 2023, ITAB Group's electrical consumption amounted to 25,967 MWh, of which 9,953 MWh were procured from renewable sources. This means that over 38 percent was sustainably generated.

### CO<sub>2</sub> EMISSIONS

ITAB has committed to a 50 percent reduction in CO<sub>2</sub>e in Scope 1 and 2 emissions by 2030. During 2023, ITAB's Scope 1 emissions were 5,935 tonnes of CO<sub>2</sub>e. This is a reduction of approximately 1,800 tonnes of CO<sub>2</sub>e, equivalent to a 23 percent reduction compared to 2022. The CO<sub>2</sub> was generated through the burning of natural gas within our production facilities, primarily for heating and for heating painting lines. Calculated in line with the GHG Protocol Scope 1 reporting, using the WRI GHG Protocol Emission Factor from Cross Sector Tools (March 2017).

Stationary combustion for ITAB Scope 2 emissions were 7,856 tonnes of CO<sub>2</sub>e for 2023. This is a decrease of 10 percent from 2022. Scope 2 have been calculated in accordance with the GHG Protocol Scope 2 Market Based Methodology. Scope 3 emission monitoring is being developed throughout 2024 in order to comply with the CSRD legislation. During 2024 and in line with the CSRD legislation ITAB will develop methodology to report the full value chain CO<sub>2</sub> emissions.

Refer also to the in-depth sustainability information on page 91 for more information on MWh of energy consumption by source and CO<sub>2</sub>e emissions.

### WATER RESOURCE MANAGEMENT

ITAB recognizes that protecting water resources is a common responsibility of the whole society. This places water conservation at an important position in the corporate development. The Group has established a baseline water consumption for 2023 of 40,609 m<sup>3</sup> and we are now adopting a series of water use measures in production and daily life, regulating water use, rationally developing, utilizing, and recycling to protect water resources.

- Water conservation measures implemented include:
- Strictly prevent all drips and leaks in production and daily life.
  - Strengthen the daily maintenance management of water-using equipment.
  - Promptly identify and resolve water waste issues.

## KEY FACTS 2023

Onsite audits performed  
50 percent of all category managed suppliers

38 percent of the Group's consumption was sustainably generated

Scope 1 CO<sub>2</sub>e emissions reduced by 23 percent

10 percent lower Scope 2 CO<sub>2</sub>e emissions

ITAB's water consumption was 40,609 m<sup>3</sup>

# Årsregnskab regnskabsåret 2023 for 960912624

LONG-TERM GOAL	2024 ACTIVITY
Energy Consumption % renewable Energy Consumption Absolute	Progress towards goal to achieve renewable electricity
Emissions Scope 1 GHG Scope 2 GHG Scope 3 GHG	Increase monitoring in line with Technology research to live replacement of gas use in
Supplier Code of Conduct	Continue roll out plan through procurement decisions

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# SUSTAINABLE BUSINESS DEVELOPMENT

ITAB Group's commitment to sustainable business development is evident in its strategy to create in-store solutions that support customers by offering energy-efficient and cost-effective products. The Group focuses on incorporating increasingly sustainable materials into its solution and product portfolio, aiming to minimize the environmental impact. This approach reflects ITAB's dedication to providing innovative and eco-friendly solutions for the benefit of both customers and the environment.



**ITAB is committed to by sustainability into design products and services**

**SUSTAINABILITY SERVICES**

ITAB has developed and deployed a number of Sustainability Services. These are designed to partner with the customers because the goods we provide for them do not only create our Scope 1 GHG emissions, but our activities and products are their Scope 3 GHG emissions. Refer also to the introduction on page 17.

To support our customers in their long-term sustainable goals, ITAB is committed in the short term to develop a Carbon Dioxide equivalent (CO<sub>2</sub>e) assessment service, and in the long-term to build sustainability into the design by using this assessment to help our customers achieve their Carbon Zero goals. ITAB can create a baseline of the current equipment to ensure that future equipment is delivering incremental improvements. By incorporating these insights from benchmarking, we can recommend design changes to improve the sustainability of the equipment.

CO<sub>2</sub> reporting is becoming more and more important to our customers and with that in mind ITAB has now partnered with Design Conformity, who provide an independent quality and

sustainability design standard for retail display equipment and are able to assess the (CO<sub>2</sub>e) of all the products we design and supply to our customers.

Our goal is to include CO<sub>2</sub>e as part of the quote and working with the design team in the Netherlands and our Partners Design Conformity multiple quotes have now been tendered with CO<sub>2</sub> information to help the tender process.

ITAB has also certified the core Lighting and Gates and Guidance equipment so that a full carbon certificate is available for these. Checkouts will be completed in 2024.

**'RESTORE' PROGRAM**

Very little consideration is given to end of life for equipment, with new suppliers often tasked with disposing of old displays. These typically go to landfill. One example of the Sustainability Services that have been developed by ITAB, to avoid this landfill waste is the 'ReStore' program.

'ReStore' seeks to increase the opportunity to 're-pair, re-used or re-furnishment' existing equipment.

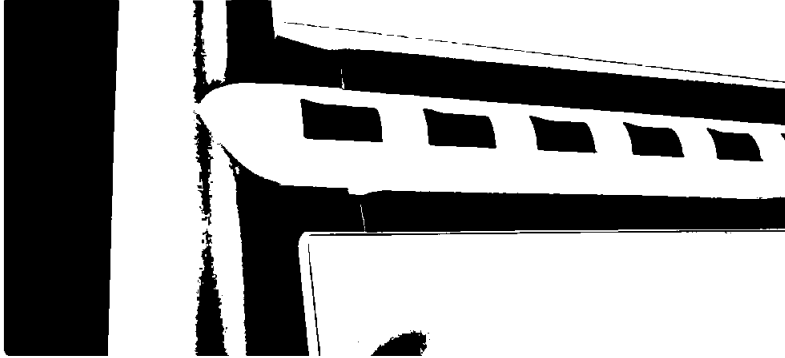
## CASE 'RESTORE'

Working with a leading high street sustainable design team reviewed gondola design and using the Design circular design principles proximity design that allowed for:

- 92 percent of the materials to be recycled;
- All waste parts to be recycled;
- 4-5 potential lives rather than six

Once the design was approved, we identified for the pilot project arranged collection of 127 gondola processing line were set up to inventory the gondolas which were assembled and cleaned. Plastic which were removed from the displays. steel frames were then adapted to new longer-life timber panel. The then powder coated, and a new back panel added. The new gondolas then collected and shipped back to seven stores.

The pilot showed that refurbishing was rather than manufacturing the reduced the carbon footprint from 11.4 kg, a saving of 71 percent, and of 84 percent on the original design tonnes of CO<sub>2</sub>.



CO <sub>2</sub> e in design	LONG-TERM GOAL	2024 ACTIVITY
Sustainability in design CO <sub>2</sub> e quoted CO <sub>2</sub> e installed Working with our customers to achieve their carbon zero goals	Sustainability in design CO <sub>2</sub> e quoted CO <sub>2</sub> e installed Working with our customers to achieve their carbon zero goals	Continue to deliver Sustainability Services to all markets to ensure we can work with our customers to achieve their carbon zero goals

## ITAB SHARE

ITAB's shares were registered on Nasdaq First North in 2004, and the shares have been listed in the Mid Cap segment on Nasdaq Stockholm since 2008. In 2023, ITAB shares for approximately MSEK 108 were traded and the share price increased by 10 percent. On 31 December 2023, ITAB's market capitalisation totalled MSEK 2.639.

### MARKET LISTING

ITAB's ordinary shares were registered on Nasdaq First North on 28 May 2004 and have been listed in the Nasdaq Stockholm Mid Cap segment since 2008. ITAB's shares are traded under the ticker ITAB.

### THE ITAB SHARE'S PERFORMANCE IN 2023

In 2023, the ITAB share price increased by 10 percent to a final price of SEK 12.10 as of 31 December 2023. During the same period, the OMX Stockholm PI increased by 15 percent. The highest and lowest prices paid for the year were SEK 13.24 (closing price on 6 March) and SEK 8.30 (closing price on 20 September), respectively.

ITAB's total market capitalisation at 31 December 2023 was MSEK 2,639. Approximately 10 million ITAB ordinary shares were traded during the year at a total value of MSEK 108. Calculated against the average number of shares outstanding, this corresponds to a turnover rate of 5 percent. Calculated per trading day, an average of approximately 42,000 ITAB shares were traded per day at an average value of approximately MSEK 0.5.

### SHARE CAPITAL

On 31 December 2023, the share capital amounted to MSEK 93. The total number shares was 222,500,192, of which 218,100,192 were ordinary shares and 4,400,000 were Class C shares. All ordinary shares entitle the holder to an equal share of ITAB's assets and earnings, and entitle holders to one vote per share at general meetings of shareholders. The Class C shares do not carry the right to any dividend and entitle the holder to 1/10 of a vote each.

### DIVIDENDS

ITAB's dividend policy states that dividends over a longer period are to follow the Group's results and correspond to at least 30 percent of the Group's profit after tax. However, dividends are to be

adjusted to the Group's investment requirements and any share repurchase program.

The Board of Directors proposes that a dividend of SEK 0.75 (0.50) per ordinary share be paid for the 2023 financial year. Calculated based on the number of ordinary shares outstanding at the end of the financial year, the proposed dividend amounts to a total of MSEK 163.

### OWNERSHIP STRUCTURE

On 31 December 2023, ITAB had 5,021 shareholders. Legal entities, including equity funds, insurance companies and pension funds, etc. in Sweden and abroad owned approximately 80 per-

cent of the total number of shares. Foreign owners for approximately 4 percent of the total number of largest shareholders at 31 December 2023 are listed in table on page 24.

As of 31 December 2023, ITAB held 541,748 ordinary shares, all 4,400,000 Class C shares in treasury.

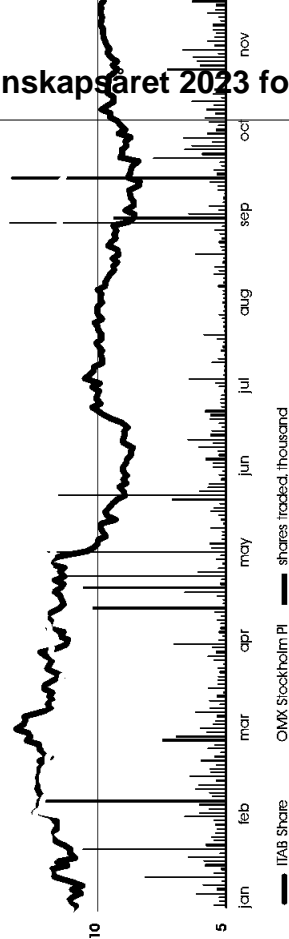
### FURTHER INFORMATION

ITAB's website, itabgroup.com, is continuously updated with information about price trends, changes in ownership

### SHARE PERFORMANCE 2023

Share price, SEK

15



ITAB Share OMX Stockholm PI

shares traded, thousand

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**THE ITAB ORDINARY SHARE <sup>1)</sup>**

	2019	2020	2021	2022	2023	2024
Share price at year-end, SEK	12.10	11.00	13.42	11.00	12.10	11.75
Market capitalisation at year-end, MSEK	2,639	2,399	2,927	2,399	2,639	2,110
Dividend, SEK	0.75 <sup>2)</sup>	0.50	0.00	0.50	0.75 <sup>3)</sup>	0.00
Payout ratio of net earnings	60% <sup>3)</sup>	64% <sup>3)</sup>	-	64% <sup>3)</sup>	60% <sup>3)</sup>	-
Average number of shares outstanding before dilution, thousand <sup>2)</sup>	218,015	218,100	191,396	218,100	218,015	102,383
Average number of shares outstanding after dilution, thousand <sup>2)</sup>	219,275	219,558	218,100	219,558	219,275	102,383
Number of shares outstanding at year-end, thousand <sup>2)</sup>	217,558	218,100	218,100	218,100	217,558	102,383
Number of shareholders at year-end	5,021	5,181	5,308	5,181	5,021	4,369
Highest share price during the year, SEK	13.24	16.00	19.90	16.00	13.24	20.52
Lowest share price during the year, SEK	8.30	7.65	10.50	7.65	8.30	6.84
Dividend yield <sup>3)</sup>	6.2% <sup>3)</sup>	4.5% <sup>3)</sup>	-	4.5% <sup>3)</sup>	6.2% <sup>3)</sup>	-
Earnings per share before dilution, SEK	1.24	0.78	0.50	0.78	1.24	1.17
Equity per share, SEK	14.01	13.81	12.17	13.81	14.01	17.07

1) All data refer to ITAB's ordinary shares listed on Nasdaq Stockholm.

2) As of 31 December 2023, ITAB Shop Concept AB held 541,748 ordinary shares in treasury.

3) Dividend divided by share price at year-end.

4) Pursuant to the Board of Directors' proposed dividend for the 2023 financial year.

**LARGEST SHAREHOLDERS AT 31 DECEMBER 2023**

Shareholder	Number of			Shares (%)	Votes (%)
	Ordinary shares	Class C shares	Shares		
ACapital ITAB HoldCo AB	54,354,496		24,98	24.98	24.98
Pentana-gruppen AB	37,946,397		17.44	17.44	17.44
Perter Fägersten, with companies and family	24,720,262		11.36	11.36	11.36
Anna Benjamin, with companies and family	14,208,693		6.53	6.53	6.53
Svalder AB	13,195,680		6.07	6.07	6.07
Stig-Olof Simonsson, with companies	10,992,410		5.05	5.05	5.05
Orman Funds	5,267,946		2.42	2.42	2.42
Försäkringsaktiebolaget Avarna Pension	4,486,733		2.06	2.06	2.06
Third AP Fund	3,000,000		1.38	1.38	1.38
Kennert Persson	2,882,200		1.32	1.32	1.32
Other Shareholders - total	46,504,427		21.39	21.39	21.39
<b>Total number of shares outstanding</b>	<b>217,558,444</b>		<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
Repurchased shares held in treasury by ITAB Shop Concept AB	541,748	4,400,000			
<b>Total number of shares</b>	<b>218,100,192</b>	<b>4,400,000</b>			

**DISTRIBUTION OF SHARES AT 31 DECEMBER 2023**

Share holding	Number of Shareholders		Shares
	Ordinary shares	Class C shares	
1-1,000	3,215	813,778	
1,001-5,000	1,041	2,549,253	
5,001-10,000	297	2,179,734	
10,001-50,000	339	7,689,513	
50,001-100,000	49	3,479,676	
100,001-	80	201,388,238 <sup>a)</sup>	4,400,000 <sup>a)</sup>
<b>Total</b>	<b>5,021</b>	<b>218,100,192</b>	<b>4,400,000</b>

<sup>a)</sup> As of 31 December 2023, ITAB Shop Concept AB held 541,748 ordinary shares and 4,400,000 Class C shares.

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**ITAB SHOP CONCEPT AB (P)**  
**Parent Company:** ITAB Shop  
 Registered limited liability company  
**Corp. reg. no.:** 562921088  
**Domestic:** Linköping  
**Address:** Box 9064, SE-550  
 Sweden

ITAB Shop Concept AB develops  
 manufactures, sells, and licenses  
 store concepts for retail chains

ITAB | ANNUAL & SUSTAINABILITY REPORT

# ADMINISTRATION REPORT WITH CORPORATE GOVERNANCE REPORT

The Board of Directors and the Chief Executive Officer (CEO) of ITAB Shop Concept AB (publ), corp. reg. no. 556292-1089, based in Jönköping, hereby submit the annual accounts and consolidated accounts for the 1 January to 31 December 2023 financial year. The subsequent Corporate Governance Report, Income Statements, Statements of Comprehensive Income, Financial Position and Changes in Equity, Cash Flow Statements and Notes are integral components of the Annual Report and were reviewed by the company's auditors. Pursuant to the Swedish Annual Accounts Act, the statutory Sustainability Report can be found on pages 15-22 and 87-97.

## OPERATIONS

ITAB Shop Concept develops, manufactures, sells and installs complete store concepts for retail chain stores. The comprehensive offering includes: solution and store design, customised concept fittings, checkouts, customer-flow solutions, professional lighting systems, and digitally interactive solutions for physical stores. Customers include leading retailers in Europe operating in the global market. ITAB has operating subsidiaries in Argentina, Chile, China, Czechia, Denmark, Dubai, Estonia, Finland, France, Germany, Hong Kong, India, Italy, Latvia, Lithuania, Malaysia, the Netherlands, Norway, Poland, Spain, Sweden, the United Kingdom and the USA. The Group's operations in Russia are being discontinued (see below).

Working in close collaboration with the customer, ITAB contributes its experience and expertise to the customer's specific needs and requests. Operations are founded on long-term business relationships and delivery reliability, in combination with streamlined production resources. ITAB is today the market leader in checkouts for retailers in Europe, and one of Europe's largest suppliers of shop fitting concepts and lighting systems.

## Discontinuation of operations in Russia

ITAB decided at the beginning of March 2022 to discontinue its operations in Russia due to the Russian regime's invasion of Ukraine. The Group has a production facility and sales offices in Russia with a total of some 140 employees. Total sales in Russia

amounted to approximately MSEK 85 in 2023, corresponding to about 1.5 percent of ITAB's total annual sales.

The process of discontinuing the Russian operations is under way, and the aim is for this to be done in a controlled manner for our employees, customers and partners. Given that the Group's operations in the Russian subsidiary ITAB Rus JSC are being discontinued and it was deemed highly probable that the discontinuation will be completed and that it otherwise fulfilled the stated criteria during the third quarter of 2022, this company was recognised as Discontinued Operations in accordance with IFRS 5 as of the interim report for the third quarter of 2022. For more information, see Note 2 and Note 5. Other operations comprise Continuing Operations.

Comments and figures in this Administration Report pertain to Continuing Operations, unless otherwise stated. Comparative figures for consolidated profit and loss items for 2022 have been restated related to Discontinued Operations.

## COMMENTS ON THE GROUP'S PERFORMANCE IN 2023

The year was characterised by rising inflation and interest-rate levels, which negatively impacted the retail sector's willingness to invest and demand for ITAB's products and solutions. However, the Group's sales gradually stabilised starting in the autumn, and a favourable product mix with an increased share of sales of ITAB's technical solutions strengthened the gross margin for the full year. In parallel, ITAB also continued to reduce its need for working capital and

strengthened its cash flow. In total, the Group posted a higher operating margin despite a reduction in net sales by over MSEK 700 during the year and cash flow from operating activities increased by nearly 50 percent.

## SALES AND PROFIT

The Group's net sales decreased by 11 percent to MSEK 6,139 (6,868). Currency-adjusted sales fell by 15 percent during the year.

Uncertainty concerning the future economic trend impacted both consumer behaviour and the retail sector's general willingness to invest in existing stores and new establishments at the same time, new solutions in loss prevention, increased efficiency and unique and competitive technological and digital solutions in loss prevention, increased efficiency and lower in-store costs as well as in improved consumer experiences attracted considerable interest among customers. Targeted sales measures in all of the Group's operations and markets positively impacted sales of smart gates and various types of self-service solutions in stores.

The economic effects during the year negatively impacted sales in all of the Group's geographic markets except for countries outside Europe where sales increased by 13 percent. Europe currently accounts for a total of 86 percent of net sales. In terms of customer groups, the sales trend was negative in Groceries (13 percent), Home Improvements (21 percent) and Fashion (20 percent) compared with the preceding year. Sales to other customer groups, such as retailers in pharmacies, consumer electronics, and health & beauty, increased by 6 percent. The Group's largest customer group, Grocery, accounted for 53 percent of sales.

The Group's operating profit amounted to MSEK 432 (403). Profit for the comparative year 2022 was impacted by non-recurring items of MSEK -40 pertaining to restructuring costs attributable to transformation work under the One ITAB strategy. Operating profit corresponded to an operating margin of 7.0 percent (5.9).

The Group's increased share of loss prevention and other technical solutions, implemented price increases and measures to reduce Group

expenses gradually strengthened the margin and the operating margin for the same time, lower net sales had an impact on capacity utilisation at the Group's production facilities. Due to the fact that some of their production facilities were carried out, and the products in growth areas in the such as security gates.

Earnings were negatively impacted participating in the Euroshop trade fair in the year and adjustments for the valuation of the Argentinian peso in has partially made adjustments in the financial statements for its Hyperinflationary Economies. Sales of ITAB's total annual sales. See also the Profit after financial items amount (348) and profit after tax to MSEK

## CASH FLOW, FINANCING AND LI

Cash flow from operating activities MSEK 810 (542). The long gross sales taken to reduce working capitalised inventory levels continued to impact on cash flow. The Group continuing to implement measures to increase their capital efficiency. financial year was negatively impacted amount of approximately MSEK paid tax liabilities.

Net debt excluding lease liabilities MSEK 45 (399). Net debt including amount to MSEK 1 (1,080). Total credits, amounting to MSEK 1,783 (1,833) since sheet date on 31 December, assets ratio including discontingnu 56 percent (48).

For information on cash flow in

ations, refer to Note

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## INVESTMENTS

The Group's net investments/divestments amounted to MSEK 107 (150), of which MSEK -9 (66) was attributable to corporate acquisitions/divestments. ITAB's current investments include common operational support systems for the Group, which corresponded to approximately 76 percent of total investments in 2023. For more information on corporate acquisitions and divestments, refer to Note 5.

## DATA PER SHARE

Earnings per share including Discontinued Operations totalled SEK 1.24 (0.78) before dilution and SEK 1.23 (0.78) after dilution for the financial year. Equity per share amounted to SEK 14.01 (13.81).

## EMPLOYEES

The average number of employees amounted to 2,533 (2,715), excluding Discontinued Operations. The number of employees in Discontinued Operations was 138. For more information, refer to Note 8.

## PARENT COMPANY

The Group's Parent Company, ITAB Shop Concept AB, does not conduct any operational activities. Its operations mainly comprise Group-wide functions. The Parent Company's net sales pertain to revenue from subsidiaries and amounted to MSEK 184 (174). The Parent Company posted a loss after financial items of MSEK -69 (-57). This loss includes dividends from subsidiaries of MSEK 27 (31). Impairment of shares and receivables from subsidiaries had an impact of MSEK -32 (-97) on earnings. Of the impairment for the comparative year 2022, MSEK -88 pertained to the revaluation of intra-Group assets in Russia. Net divestments/investments totalled MSEK 0 (0).

## ACQUISITIONS AND DIVESTMENTS

ITAB did not complete any new acquisitions during the year. During the second quarter, ITAB's 21-percent shareholding in the associated company Omnidroid AB (Pty) was divested. The purchase consideration for the divested shares amounted to MSEK 15. See Note 5 for information about acquisitions and divestments.

## SUSTAINABILITY REPORT

ITAB works consciously with the Group's environmental, social and financial responsibility as part of meeting the ambitions of the Paris Agreement and the UN Sustainability Development Goals (SDGs). Through its sustainability efforts, ITAB wants to contribute to sus-

tainable development that the planet can manage while at the same time securing favourable social conditions, profitability and long-term economic growth. In dialogue with its stakeholders, ITAB has identified material sustainability issues - areas where the Group can make a difference linked to its customer offering and own operations. ITAB also takes into account the risks that are associated with its own operations and the world in which the Group operates. By doing so, ITAB creates a strong and resilient company that contributes to the necessary transition of society. The Group's sustainability efforts are focused on four prioritised sustainability targets: Good Working Conditions, Business Ethics, Efficiency in the Value Chain and Sustainable Business Development. The Group does not pursue any reporting activities according to the Swedish Environmental Code in the Parent Company or any of the Swedish subsidiaries. In accordance with Chapter 6, Section 11 of the Swedish Annual Accounts Act, ITAB has prepared its statutory sustainability report for 2023 as a separate report from its legal Annual Report. The statutory Sustainability Report can be found on pages 15-22 and 87-96 of this Annual Report.

As of 1 January 2022, ITAB is eligible to disclose certain information about its operations in accordance with the EU Taxonomy for sustainable investments. The ITAB Group presents this information for 2023 in the in-depth sustainability information on pages 92-95. ITAB's sustainability reports are also available on the company's website, [itabgroup.com](http://itabgroup.com).

The company's auditors review the sustainability reporting to the extent required to make a statement regarding the preparation of the statutory sustainability report (refer to page 97), but do not otherwise review the sustainability data.

Ahead of 2024, ITAB intensified its environmental, social and corporate governance (ESG) efforts with the aim of preparing the Group for a review of its sustainability targets and increased ESG reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD).

## RESEARCH AND DEVELOPMENT

The Group companies carry out continuous product development - partly in collaboration with customers and partly in-house - to develop new products and improve existing products. Most of the Group's product development relates to self-checkout and lighting products as well as digital solutions for physical stores. In 2023, MSEK 23 (18) was capitalised as development expenditure and recognised as intangible assets.

Amortisation of development costs totalling MSEK 22 (20) was charged to earnings.

## THE SHARE AND OWNERSHIP STRUCTURE

ITAB's shares were admitted to trading on the First North exchange in 2004. Since July 2008, the company's ordinary shares have been listed on Nasdaq Stockholm. On 31 December 2023, the total number of shares amounted to 222,500,192, of which 218,100,192 were ordinary shares and 4,400,000 were Class C shares. All ordinary shares entitle the holder to an equal share of ITAB's assets and earnings, and entitle holders to one vote per share at general meetings of shareholders. The Class C shares do not carry the right to any dividend and entitle the holder to 1/10 of a vote each. The Articles of Association stipulate no limitations on the number of votes each shareholder may cast at a general meeting. Refer also to Note 25.

The 2023 Annual General Meeting (AGM) resolved to authorise the Board of Directors, on one or more occasions, and with or without deviation from the shareholders' preferential rights, to decide on a new issue of shares up to a maximum of 10 percent of the company's outstanding shares. The purpose of the authorisation is to decide on a new share issue to increase the company's financial flexibility and to give the company opportunities for corporate acquisitions. Pursuant to Chapter 6, Section 2a of the Swedish Annual Accounts Act, listed companies are required to disclose information concerning certain circumstances that may affect opportunities to take over the company through a public takeover bid pertaining to shares in the company. ITAB's creditors are entitled to terminate granted credit facilities if the company's shares are delisted from Nasdaq Stockholm, or in the event of a public takeover bid if the bidder secures a holding of more than 30 percent of the number of shares in the company or controls at least 30 percent of the votes in the company. In other respects, the company has not entered into any significant agreements with suppliers or employees that would take effect or change or cease to apply or stipulate payment of financial compensation should the control of the company change due to a public offer for the shares in the company.

At 31 December 2023, ACapital ITAB HoldCo AB held 24.4 percent of the shares and 24.9 percent of the votes, Pomona-gruppen AB held 17.1 percent of the shares and 17.4 percent of the votes, and Övre Kullen AB held 11.1 percent of the shares and 11.3 percent of the votes in ITAB. No other shareholder

had any direct or indirect holding that represented more than one number of votes. On 31 December 2023, 5,021 (5,181) shareholders.

Further information about ITAB's development and ownership structure is presented in the December 2023 Sustainability Report on pages 23-24.

## REPURCHASES OF OWN SHARES

The 2023 AGM resolved to authorise the Board of Directors to make decisions on the acquisition of own shares. The authorisation of the Board increased leeway in the company's capital structure and, if desired, to enable share-based incentives to Group's employees or the acquisition of shares through payments with the company. Board of Directors shall, on one or more occasions, be able to make such decisions associated with the shares ceasing to be issued.

On 28 September 2023, ITAB initiated a buyback programme with a maximum amount of MSEK 50. The share buyback will run from 29 September 2023 and will be carried out in accordance with the Market Abuse Regulation ("MAR") and the Delegated Regulation so-called "Safe Harbour Regulation". The buyback programme is to optimise the company's capital structure by cancelling repurchased shares. At 31 December 2023, ITAB held 4,400,000 Class C shares and all 4,400,000 Class C shares. Refer also to Notes 26 and 27.

## GUIDELINES FOR REMUNERATION TO SENIOR EXECUTIVES

The Board shall prepare proposals for remuneration to senior executives for the year, or before that, there is a change of circumstances, and present the proposals at the AGM. The guidelines shall be adopted by the Board. The guidelines shall include the following: The remuneration shall be on a fixed component, variable cash remuneration, long-term interests, including its structure, and the awarding of shares. The remuneration shall be based on the company's performance, consisting of the following components: variable cash remuneration,

ITAB is also continuing to develop and invest in the transformation with the Group's One ITAB strategy while the leading solutions provide the ambition to continue increasing services and technical solutions to strengthen the Group's digital operations are developing new capabilities in information landscape to support new operating model in order to operations in the next three to five years. ITAB is more scalable and flexible in a dynamic world. At the same time, the Group's position is providing ITAB with a clear growth through strategic actions. The One ITAB strategy and the goals are laying the foundation for a position as the leading solutions provider in the retail market with a focus on growth and increased profitability.

#### SIGNIFICANT EVENTS AFTER THE END OF THE FINANCIAL YEAR

ITAB's share buyback programme completed in September 2023 was completed for a maximum amount for shares of SEK 3,079.66 million. No other significant events for ITAB occurred after the end of the financial year.

related to ITAB's operations, such as general liability, property, operational disruptions, accidents, transport, business travel and Board and management liability. Insurable risks and coverage are continuously evaluated as part of ITAB's ongoing loss prevention.

#### Significant risks and uncertainties

The risks, uncertainties and important circumstances that are deemed significant for the Group's operations and future development are described on pages 30-33. The risks relate to ITAB's operations, industry and markets, and are categorised as follows: strategic risks, operational risks, financial risks, compliance and regulatory risks, and sustainability risks. More information on sustainability risks is presented in the in-depth sustainability information on pages 89-90. Financial risks are managed by the finance policy adopted by the Board of Directors. An account of the Group's significant financial risks can be found in Note 4.

#### FUTURE OUTLOOK

ITAB's overall objective is to strengthen its customers' businesses and competitiveness with its unique solutions for increased operational efficiency in stores, reduced risk of theft and lower energy consumption. In parallel, ITAB continuously works to strengthen its own earnings performance through adapted price increases as well as increased efficiency and lower costs in its operations. The Group currently sees signs of an increased willingness to invest among its customers and its focus in 2024 will be on continuing the positive performance of its operations and ITAB's profit.

#### PROPOSED ALLOCATION OF PROFITS

##### PARENT COMPANY

The following funds are at the disposal of the Annual General Meeting (SEK):

Share premium reserve

Profit brought forward

Net profit for the year

##### TOTAL

The Board of Directors and CEO propose that these funds be distributed as follows (SEK):

SEK 0.75 per ordinary share to be distributed to shareholders

To be carried forward

##### TOTAL

<sup>7)</sup> Calculated based on the number of ordinary shares outstanding at the end of the financial year on 31 December 2023, totaling 541,746 repurchased ordinary shares into consideration.

Group's equity and the Group's needs for consolidation, liquidity and position in general, and that the dividend does not prevent the Parent Company or the other Group companies from meeting their short- and long-term obligations or to complete required investments. The proposed dividend can thus be defended with regard to what is stated in Chapter 17, Section 3, Paragraphs 2-3 of the Swedish Companies Act (precautionary rule).

#### RISKS AND RISK MANAGEMENT

Risk is defined as an uncertainty that an event will occur, which could impact ITAB's capacity to achieve the objectives the Group has set. Risks are inherent to all operations and must be managed continually and prevented effectively. This is essential to safeguard the business and create profitability and value.

#### Risk management

ITAB intends to maintain a risk management that is integrated into the Group's corporate governance. The aim of the risk management is to, in a balanced manner, avoid, prevent and limit risks that adversely impact the operations. The risk management process involves ensuring that risks are carefully identified, reported, analysed and monitored on an ongoing basis.

ITAB performs an overall risk assessment annually, through which the Group identifies and assesses risks that are detrimental to the attainment of ITAB's goals. Identified risks are assessed based on two criteria:

- The probability that the risk will occur
- The consequences for ITAB if the risk scenario should occur

ITAB's Group management identifies conceivable events that could impact the company's operations. These events are evaluated and a number of control activities established (risk-limiting measures) with the aim of managing and counteracting the identified risks. For each identified risk, a corresponding activity to counteract, limit, control and manage the risk concerned is then developed. An assessment of the efficiency of control activities is performed annually. The Group's CFO is responsible for presenting the results of the assessment to the Audit Committee and the Board.

#### Insurance

ITAB uses a centrally procured global insurance programme for the Group as a risk management tool. The programme includes insurance coverage for risks

and other benefits. The level of remuneration for individual executives must be based on factors such as position, competence, experience and performance. Additionally, a general meeting of shareholders may – irrespective of these guidelines – resolve on, among other things, share-based or share price-based remuneration.

The current guidelines for remuneration and other employment conditions for senior executives were adopted by the 2021 AGM in accordance with the Board's proposal. The guidelines are presented in full in Note 8 on page 61.

The Board of Directors has no intention to propose any amendments to the guidelines for remuneration of senior executives ahead of the AGM in 2024.

#### Remuneration Report 2022

ITAB's Remuneration Report 2022 provides an overview of how the guidelines for remuneration to senior executives, as adopted by the 2021 AGM, have been applied during the year. The Remuneration Report was adopted by the 2023 AGM and is available on ITAB's website, [itab.group.com](http://itab.group.com).

#### DIVIDEND POLICY AND DIVIDENDS 2023

Over a longer period, dividends should follow the result and correspond to at least 30 percent of the Group's profit after tax. However, dividends will be adjusted to the Group's investment requirements and any share buyback programme.

The Board of Directors proposes to the Annual General Meeting 2024 that a dividend of SEK 0.75 (0.50) per ordinary share be paid for the 2023 financial year. Calculated based on the number of ordinary shares outstanding at the end of the financial year, the proposed dividend amounts to a total of N/SEK 163.

#### Statement by the Board regarding the proposed dividend

The proposed dividend constitutes 9.6 percent of the Parent Company's equity and 5.3 percent of the Group's equity attributable to the Parent Company shareholders. After payment of the proposed dividend, the equity/assets ratio is reassuring against the background that the company's and the Group's operations continue to be conducted with profitability. Liquidity in the company and the Group is deemed to be able to be maintained on a continued reassuring level.

The Board's opinion is that the proposed dividend is justifiable in relation to the requirements the Group operations' nature, scope, and risks place on the

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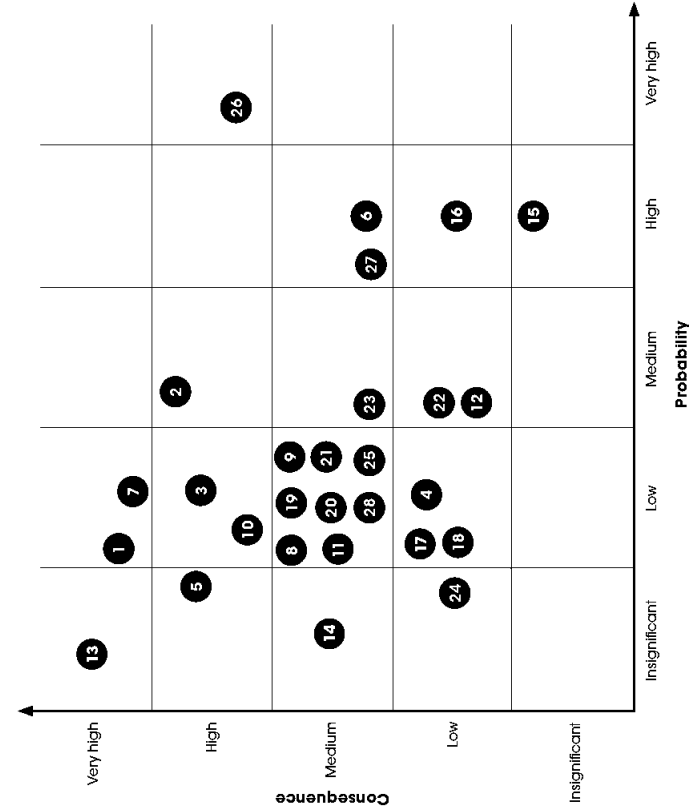
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# SIGNIFICANT RISKS AND RISK MANAGEMENT

ITAB's operations, like all business activities, are associated with risks. Risks can have a negative impact on the business, but can also add value if properly managed. The way risks are managed is therefore very important. The risks, uncertainties and important circumstances that are deemed significant for the Group's operations and future development are described below.

The risks relate to ITAB's operations, industry and markets, and are categorised as follows: strategic risks, operational risks, financial risks, compliance and regulatory risks, and sustainability risks. Each risk is assessed based on the probability that the risk will occur and the consequences for ITAB if the risk were to occur. More information on sustainability risks is presented in the in-depth sustainability information on pages 89-90. An account of the Group's significant financial risks can be found in Note 4. See page 29 for a more detailed description of the Group's overall risk management process and insurance programme.



Note: The position of the risks in each square in the risk matrix above should be interpreted in no particular order.

### Strategic risks

- Changes in the retail market and non-relevant products
- Macroeconomic factors
- Geopolitical and political risk

### Operational risks

- Supply chain, distribution and production
- Production and production facilities
- Raw material risks
- IT security risks
- Customer concentration and acquisition and integration risks
- Goodwill and intangible assets
- Failed implementation and introduction of new IT systems
- Employed risks

### Financial risks

- Liquidity risk
- Refinancing risk
- Interest risk
- Currency risk
- Credit risk

### Compliance and regulatory risks

- Existing and changing laws and regulations
- Corruption risk
- Intellectual property
- Tax risk and regulations

### Sustainability risks

- Social sustainability
- Health & safety
- Environment
- Fair and ethical business culture
- Energy and greenhouse gases
- Materials, waste and circular economy
- Child and forced labour

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## STRATEGIC RISKS

## Significant risks

## 1 Changes in the retail market and non-relevant products

**Description**

The retail market is competitive and changing, with the emergence of online shopping in the last decade affecting consumer preferences and behaviour. There has been a transition in large parts of the market from large, solely physical stores to smaller stores with digital elements and interconnection with online stores. Changing consumer preferences and behaviours require not only attractive and effective solutions and products for shop fittings and design, but also new types of solutions and concepts.

## Risk management

It is crucial for ITAB to be able to predict and adapt to the changing preferences and behaviours of customers, in a timely manner, in order to be able to retain its current customers and attract new customers in the retail market. ITAB has developed the One ITAB strategy, which focuses on adding operational excellence to meet the needs and future demands of the retail sector. This includes improved flexibility, increased internal efficiency and an improved organisational structure. Successful implementation requires that ITAB closely follow developments in consumer behaviour and the retail market and, based on other technical and sustainable solutions and products that meet the needs of customers in the market.

## 2 Macroeconomic factors

The demand for ITAB's solutions, products and services is affected by general macroeconomic factors and other factors, including recession, high inflation, rising interest rates, higher energy prices and new consumption patterns. Any uncertainties regarding future economic prospects that affect consumer spending habits could have an adverse effect on consumer purchases in the retail sector, particularly in physical stores, which in turn would adversely affect retailers' willingness to invest for the future.

The Group's operations monitor macroeconomic developments closely and continuously implement ITAB's overall goal to strengthen its customers' competitiveness with unique and cost-effective solutions that and shrinkage. Improve operational efficiency, reduce costs in stores and enable lower energy costs.

## 3 Geopolitical and political risks

Changes in the political situation could materially impact the sales of ITAB's shop solutions, products and services. Examples of such situations include war and armed conflicts, political decisions, trade wars, and economic sanctions affecting an industry, region or country where ITAB operates.

ITAB operates in a total of 24 countries and through partners in other markets. Of the Group's net sales customers in Europe accounted for approximately 90 percent. ITAB's suppliers of metal, which is an important material for ITAB's operations, are found mainly in Italy, Sweden and Czechia. ITAB's production is mainly located in Central Europe. ITAB closely monitors geopolitical developments in the world and makes business decisions as necessary. One example is the Group's decision in March 2022 to discontinue its operations in Russia in response to the invasion of Ukraine.

## OPERATIONAL RISKS

## Significant risks

## 4 Supply chain, distribution and logistics

**Description**

ITAB relies heavily on dependable and orderly supply chain processes in order to provide customers in Europe and the rest of the world with its comprehensive solutions, including everything from ideas for store concepts, development and production to on-site installation at the customer's premises. Any disruptions or interruptions in the supply chain could have an adverse effect on the Group's operations and sales.

## Risk management

ITAB's supply chain processes are continuously reviewed within the framework of the One ITAB strategy across any shortcomings. This includes, among other things, contact and coordination with relevant suppliers of raw materials and transport services, and relevant production facilities, production, packaging, and ITAB also has insurance for costs arising from disruptions or incidents during transportation.

## 5 Production and production facilities

ITAB's production facilities are a central function in the Group and are in continuous operation. Disruptions or total stoppages in production caused by operational risks, accidents, fires, theft, burglaries, machine failures or other incidents could entail that the Group is unable to fulfil its obligations to the customer in a timely manner or at all.

ITAB develops business continuity plans for its production facilities and carries out drills to ensure they exercise their work in accordance with these plans. Prolonged disruptions or interruptions in production could necessitate adapting to working conditions and production methods. In order to adapt to such changes, ITAB has implemented a programme that includes, among other things, the procurement of raw materials and global insurance coverage for production interruptions. The ITAB Group has a global insurance programme that includes standard insurance coverage such as general liability, property and business interruption.

## 6 Raw material prices

ITAB is dependent on raw materials and energy in its production. Price variations and supply disruptions for these raw materials can affect production costs in the short and long term. Raw material prices fluctuate based on supply and demand in the world market, which in turn is affected by factors such as transport and production chain dynamics as well as wars, regulatory, political and country-specific factors.

A large part of ITAB's business with customers is project-based and priced using a price-cost-plus application. Significant long-term increases in the price of relevant raw materials or supply disruptions could affect ITAB's working methods and choice of raw materials in order to maintain an attractive customer offering.

## 7 IT security risk

ITAB's business and operations are dependent on the reliability, function and continued development of the Group's IT systems regarding all data communication and the enterprise systems that the Group uses for its workflow, from orders and warehousing to delivery. The Group engages several external third parties who assist in efficiently managing these systems. If the IT systems do not work as expected due to operational errors by ITAB or its suppliers, or due to external factors such as different types of cyberattacks or malware, the Group could be affected by production and administration disruptions. This in turn could entail that deliveries to the customer do not take place in a timely manner or at all, that sales or market share are lost or that ITAB's reputation is damaged.

ITAB has IT policies and guidelines to maintain the operation of its IT systems and to mitigate security risks. The Group works according to the National Institute of Standards and Technology (NIST) framework. ITAB site measures and structures its work according to a 60-point scale in order to reduce security risks with modern protection and penetration testing solutions and regularly testing recovery plans. Backups, employees in the Group is another important and ongoing aspect of its IT security processes. Workarounds for all external or administrative access. The Group also conducts regular audits of critical systems of IT as well as external audits of ITAB's own IT systems and processes.

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## OPERATIONAL RISKS, cont.

### Significant risks

### Description

### Risk management

**8 Customer concentration and business relationships**

Most of ITAB's customers in terms of sales are major chain stores that operate in the retail trade, many of which have international operations and stores in several countries. If a major customer reduces its use of the Group's solutions, products or services, terminates an existing agreement or terminates the relationship with ITAB in its entirety, this could adversely affect the operations. During 2023, sales to ITAB's single largest customer accounted for approximately 6 percent of the Group's total sales. Apart from the largest customer, sales to any other individual customer did not account for more than 4 percent.

ITAB is dependent on maintaining good, long-term relationships with its customers, often through formal specific customer contracts that are often signed for each individual shop solution, product and/or service. ITAB has a long-term commitment for the customer to purchase shop solutions, products and/or services that only entered into to a limited extent. ITAB's reputation thus is an important asset that contributes to the sales, products and services from those of its competitors. The Group's reputation also contributes to the customers, employees and suppliers in the markets where the Group operates. ITAB regularly carries out interviews in order to strengthen and develop the collaboration over time.

**9 Acquisition and integration risk**

ITAB's growth strategy includes both sustainable organic growth and strategic acquisitions. Accordingly, the Group intends to carry out acquisitions in order to expand its offering and/or geographic presence to support future growth and profitability. If the assumptions and judgments ITAB makes based on its due diligence on an acquisition candidate and other information available at the time of acquisition, including assumptions on future income and operating costs, prove to be incorrect, ITAB may not be able to achieve all the benefits expected from the acquisition. Moreover, acquisitions of companies could expose the Group to risks associated with the integration of the acquisitions.

Acquisition risks are managed through strategies and plans decided by the Board of Directors and Group also relies on external specialists before and during the implementation of an acquisition. Thus, risks are identified and analysed in the pre-acquisition due diligence process and are continuously monitored during the integration phase. In acquisitions, ITAB emphasises the importance of a well-executed integration and the acquired company through well-developed plans and preparations.

**10 Goodwill and participations in Group companies**

Goodwill is a significant asset item in the Group's balance sheet, corresponding to more than 30 percent of total assets in 2023. Similarly, participations in Group companies account for approximately 75 percent of total assets in the Parent Company's balance sheet. Any impairment of goodwill and participations in Group companies could affect ITAB's financial position.

In accordance with the significant accounting policies described in Note 2, ITAB tests goodwill for impairment more often if there are any indications of a need for impairment. This impairment test is based on a number and sensitivity analyses, as described in Note 19. No impairment requirement has been identified.

**11 Failed implementation and integration of new ERP system**

In line with the One ITAB strategy, ITAB has a need for integrated and coordinated work processes across the Group. ITAB is now in a phase where a number of local business/ERP systems are being replaced by a common global system. There is a risk that the implementation and integration of ERP systems may take longer time and require more resources than expected, which could increase costs.

The Group-wide ERP system is based on a well-established ERP solution from IFS, in which adaptations of well-developed project plan, prototype and common ERP template. The system is being implemented in parts of the Group based on experience from completed pilot installations, which minimises the risk of integration. The project is a high priority for ITAB's Group management and other management teams, and is subject to regular follow-ups. The project is currently deemed to have sufficient resources to be successful in accordance with the established project plans.

**12 Employee risk**

ITAB's operations and future success are highly dependent on attracting and retaining dedicated and competent employees and key individuals. If one or more key individuals leave the Group, or if ITAB fails to attract and retain qualified employees in areas such as research and development or production on acceptable terms, this could have an adverse effect on the Group's operations and future prospects, and lead to postponements in the development of new solutions, products and services.

ITAB devotes considerable focus to offering all employees a pleasant and attractive workplace characterized by equal opportunities, diversity, and a safe and healthy environment - all in accordance with the Code of Conduct. All workplaces are to be free from all forms of discrimination and harassment. To counteract the effects of the loss of key individuals, the Group works continuously on skills development and succession planning to ensure that the necessary resources can be replaced in a timely manner.

## FINANCIAL RISKS

### Significant risks

**13 Liquidity risk**

**14 Refinancing risk**

**15 Interest risk**

**16 Currency risk**

**17 Credit risk**

ITAB is exposed to financial risks in the form of liquidity risks, refinancing risks, interest risks, currency risks and credit risks. Each year, the Board of Directors adopts a Group-wide finance policy that governs the management of these risks. For information about financial risks, refer to Note 4.

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## COMPLIANCE AND REGULATORY RISKS

### Significant risks

#### Description

**18 Existing and new laws and regulations**

ITAB's operations are subject to various laws and regulations in a number of different countries and jurisdictions. Accordingly, the Group is also exposed to risks related to the implementation of new or amended laws or regulations in these countries and jurisdictions. Non-compliance with laws and regulations related to the environment or data protection or other laws and regulations applicable to, among other things, the Group's production, work environment and certification could mean that ITAB becomes subject to fines, penalties and other sanctions, third party claims, loss reputation or loss of current customers', or have an adverse impact on potential new customers' inclination to enter into agreements with the Group.

#### Risk management

ITAB has a central legal function that is responsible for monitoring and ensuring that the Group complies with laws and regulations in all countries and jurisdictions. The central function continuously monitors changing and new laws and regulations in all countries and jurisdictions where necessary. The central function also sets up compliance and contractual terms within the Group, which means that each company within the ITAB Group is responsible to comply with local laws and regulations.

### Corruption risk

**19**

ITAB's geographic spread exposes the Group to risks attributable to sanctions and corruption, ITAB's marketing and sales in certain high-risk areas, such as countries in South America and Asia, increases its exposure to corruption. Corruption risks are particularly high in connection with procurement procedures for contracts of significant value. The risk of corruption is further increased by the fact that ITAB, often due to local practice in the country concerned, uses agents in some of its markets, including Italy and the Middle East.

ITAB has implemented a Group-wide Code of Conduct that regulates zero-tolerance of all forms of bribery and corruption. The Group's employees or agents do not comply with this Code of Conduct and if undue behavior is detected, the Group, its employees and board members may be subject to criminal sanctions under applicable law. In addition to the Code of Conduct, ITAB also has other policies, such as a sustainable procurement policy, which are designed to prevent and detect corruption in several areas of ITAB's value chain and its business relationships.

### Intellectual property

**20**

ITAB's operations are dependent on a number of intellectual property rights, including trademarks, patents, other protected information and company secrets. If the Group does not protect its intellectual property rights effectively or if a third party takes legal action against ITAB for infringement of intellectual property rights, this may have an adverse effect on the Group's operations.

ITAB has established an Intellectual Property Rights Forum to identify and manage risks and issues related to intellectual property. Furthermore, employees in the Group who work on these issues are provided with training and skills development.

### Tax risk and regulations

**21**

The handling of tax issues, such as corporate tax, VAT and transfer pricing for transactions within the Group, is based on interpretations of applicable, relevant and new taxation legislation, tax treaties and other tax regulations, and the positions of the authorities concerned. If, for example, such legislation, agreements and regulations change or ITAB's interpretation and application proves to be incorrect, the Group's past and present handling of tax issues may be called into question. If tax authorities successfully present such claims, this could lead to increased tax expenses, fees, interest, and internal and external consultancy costs for ITAB.

ITAB conducts regular internal audits to evaluate the interpretation and outcome of tax issues both at the Group and in each subsidiary. The Group regularly obtains advice on tax issues from independent tax experts. ITAB is also occasionally subject to external tax audits and reviews. The management of matters regarding tax issues is based on the OECD's guidelines and national regulations for transfer pricing, as well as on determining prices in related party transactions in accordance with market terms.

## SUSTAINABILITY RISKS (ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE - ESG)

### Significant risks

#### 22 Social sustainability

#### 23 Health & Safety

#### 24 Environment

#### 25 Fair and ethical business culture

#### 26 Energy and greenhouse gases

#### 27 Materials, waste and circular economy

#### 28 Child and forced labour

ITAB is exposed to sustainability risks in a number of environmental, social and corporate governance (ESG) areas. For information on risks related to sustainability, see the section "In-depth sustainability information" on pages 89-90.

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## CORPORATE GOVERNANCE REPORT 2023

**SWEDISH CORPORATE GOVERNANCE CODE AND ITAB'S CORPORATE GOVERNANCE REPORT**  
ITAB Shop Concept AB (publ) is a Swedish public, registered limited liability company, whose overall ambition is to create long-term value for shareholders and other stakeholders. ITAB's shares are listed on Nasdaq Stockholm in the Mid Cap segment.

ITAB applies the Swedish Corporate Governance Code (hereinafter referred to as the "Code"). The Code is a component of self-regulation within the Swedish business sector and is based on a "comply or explain" principle. This means that a company that applies the Code may deviate from individual rules if it is deemed to result in better corporate governance, but must then explain the reasons for each deviation reported.

This Corporate Governance Report for the 2023 financial year describes ITAB's corporate governance, management and administration as well as internal controls of financial reporting, and is prepared in accordance with the Code's recommendations. The Corporate Governance Report constitutes part of the formal Annual Report documentation and was reviewed by the company's auditors pursuant to Swedish Annual Accounts Act.

**CORPORATE GOVERNANCE, DIVISION OF RESPONSIBILITIES AND ARTICLES OF ASSOCIATION**

Good corporate governance involves ensuring that companies are managed sustainably, responsibly and as efficiently as possible for the shareholders. Trust among legislators and in society that companies are acting responsibly is crucial to the freedom of companies to realise their strategies in order to create value. Trust among existing and potential investors that this is taking place is decisive for their interest in investing in the companies. In this way, the business sector's freedom to develop and its supply of venture capital and expertise are safeguarded.

The aim of corporate governance in Swedish listed companies is to create a clear division of roles and responsibilities between shareholders, the Board of Directors, Board committees and executive management, and it is regulated by a combination of written rules and practices. At first instance, ITAB is to apply the Swedish Companies Act and the rules that apply in the regulated market in which the company's

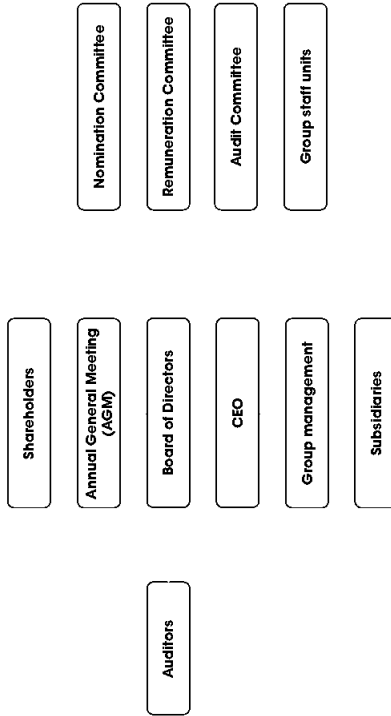
shares are listed for trading (Nasdaq Stockholm) as well as best practices in the stock market. The disclosure requirements to which ITAB is subject are found in the Rule Book for Issuers published by Nasdaq Stockholm, and the Code is a component of this regulatory framework. ITAB shall, at the same time, in the course of its operations abide by the provisions stipulated in the company's articles of association. The Articles of Association can be found in their entirety on ITAB's website, [itabgroup.com](http://itabgroup.com).

**Deviations from the Code**

There are no deviations from the Code to report for 2023.

**ITAB'S CORPORATE GOVERNANCE STRUCTURE**

The Swedish Companies Act states that there should be three decision-making bodies in the company: the General Meeting of Shareholders, the Board of Directors and the CEO. There must also be an inspection body – an auditor that is appointed by the Annual General Meeting. The Act specifies the duties of each body and the responsibility of the individuals included in the company's bodies.

**CORPORATE GOVERNANCE**

Refer to pages 23-24 for information about the ITAB share and ownership structure.

**GENERAL MEETING OF SHAREHOLDERS**

The general meeting of shareholders is the highest decision-making body through which shareholders exercise their influence over the company. The body is superior in relation to the company's Board of Directors and CEO. According to the Articles of Association, notices for a general meeting shall be published by means of an announcement in Post och Inrikes Tidningar (Official Swedish Gazette) and on the company's website. Information that notification has been issued must be announced in Dagens Industri. The statutory Annual General Meeting (AGM) passes resolutions on the adoption of annual accounts and consolidated accounts, discharge the Board of Directors and CEO from liability, appropriation of profits for the past year, election of the Board and, when required, auditors, and other matters in accordance with the Swedish Companies Act and the Articles of Association.

All shareholders registered in the share register and who have given notice of attendance may participate in the meeting and vote according to the number of shares owned. Shareholders are entitled to attend in person may exercise the company does not apply any provisions regarding the function of due to provisions in the Articles of Association as is known to the company holder agreements.

**Annual General Meeting 2023**

ITAB's AGM was held on Wednesday the 27th of November 2023 at 10:00 AM in the AGM, 41 shareholders participated, representing approximately 160 million shares and votes outstanding. The following main resolutions were adopted:

- Discharge from liability for the past year to the Board of Directors and CEO for their administrative year.
- Re-election of Board members: Perter Fagersten, Anders Moberg, Vegard Søraune, and election of Madeleine Pettersson as new Board members.
- Anders Moberg was re-elected as the registered auditing company.
- The registered auditors, with accountant Jocky Falck as a member, were re-elected.
- Fees to the Board of Directors and Remuneration Report for 2022.
- Authorisation to the Board to chase and convene a general meeting of the Board to authorise the Board to purchase up to a maximum of 10% of shares up to the maximum of the company's outstanding shares.

**Annual General Meeting 2024**

ITAB's AGM will be held on Wednesday the 27th of November 2024 in Jönköping, Sweden. Further information can be found on page 97.

**NOMINATION COMMITTEE**

In accordance with the Swedish Companies Act, ITAB has a Nomination Committee. The committee's task is to propose members to the general meeting's Board for proposing and appointing members to the Board to provide good conditions for the company's operations on these issues.

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At the 2022 AGM, revised instructions for the Nomination Committee were adopted. In accordance with these instructions, the Chairman of the Board is tasked with contacting the largest shareholders and requesting that they appoint three members to form the Nomination Committee. The selection of shareholders to contact is to be based on the share register maintained by Euroclear Sweden as of 31 August each year. Unless otherwise agreed by the members, the Chairman of the Nomination Committee is to be the member appointed by the largest shareholder. The composition of the Nomination Committee is to be announced not later than six months prior to the Annual General Meeting. The instructions apply until further notice.

In accordance with this, the then largest shareholders Aeternum Capital AS, Pomona-gruppen AB and Övre Kullen AB each appointed one member of the Nomination Committee ahead of the 2024 AGM. This Nomination Committee comprises Åsa Offerlund (appointed by Aeternum Capital AS), Ulf Hedlund (appointed by Pomona-gruppen) and Petter Fågersten (appointed by Övre Kullen) with Åsa Offerlund as Chairman. The members of the Nomination Committee were appointed for the period up to and including the 2024 AGM. In the event that a member steps down from the Nomination Committee before its work is completed, the remaining members are tasked with appointing a new member.

Ahead of the AGM 2024, the Nomination Committee is assigned with preparing and presenting proposals for the Chairman of the Meeting, Board members and the Chairman of the Board, fees to members of the Board and committees, and where applicable, the election of and fees to auditors. The Nomination Committee shall in other respects fulfil its tasks in accordance with the Code. In its assessment of the Board's evaluation and in its proposals, the Nomination Committee shall pay particular attention to the requirement for diversity and breadth in the Board and strive for an even gender distribution in accordance with the diversity policy according to rule 4.1 in the Code. The Nomination Committee's proposals shall be included in the notice to attend the 2024 AGM. In conjunction with the Board issuing the notice for the AGM, the Nomination Committee shall ensure that the company publishes the Nomination Committee's proposals and reasoned statement as well as information about how the Nomination Committee has conducted its work on ITAB's website, itabgroup.com.

No fees are paid for the Nomination Committee assignment.

Ahead of the 2024 AGM, the Nomination Committee has evaluated relevant aspects of Board's work and, to date, has held five minutes meetings with all members present, and had several other contacts.

## BOARD OF DIRECTORS

The tasks of the Board of Directors are to manage the company's affairs on behalf of the shareholders.

According to ITAB's Articles of Association, the Board of Directors must comprise at least three and at most nine Board members with no more than nine deputies.

## Board members

At the end of 2023, the Board of Directors of ITAB Shop Concept AB consisted of six regular members appointed by the AGM on 10 May 2023: Anders Moberg (Chairman), Karin Eriksson, Petter Fågersten, Madeleine Persson, Fredrik Rapp and Vegard Særaune. A presentation of these Board members, including information about their other assignments, is presented on page 38 as well as on ITAB's website, itabgroup.com. The CEO and other officers of the Group participate in Board meetings, acting as rapporteur or in administrative functions.

All of the Board members are independent in relation to the company and its senior executives. Three of the Board members are independent in relation to the major shareholders. The Board thereby fulfils the requirements for independence pursuant to regulatory frameworks. The Articles of Association do not

contain any special conditions for appointment and dismissal of Board members or change of the Articles of Association.

In accordance with the AGM's resolution in May 2023, Directors' fees totalled SEK 2,080,000, of which SEK 520,000 was paid to the Chairman of the Board and SEK 240,000 to each of the other Board members.

See below for a summary of the Board members and their committee membership(s), attendance at Board meetings, independence and Directors' fees.

## Chairman of the Board

The Chairman of the Board is tasked with ensuring that the Board's work is well organised and efficiently conducted, and that the Board fulfils its assignments. The Chairman shall, in particular, organise and lead the Board's work to create the best possible conditions for the Board's work. The Chairman is tasked with ensuring that a new Board member participates in requisite introductions and other training that the Board's Chairman and the Board member deem to be appropriate, that the Board continuously updates and deepens its knowledge of the company, that Board meetings are held when required and that satisfactory information and supporting material for decisions is obtained for its work, that the proposed agendas for Board meetings are adopted in consultation with the CEO, that the Board's resolutions are implemented, and that the Board's work is evaluated annually. The Chairman is responsible for contacts with shareholders regarding shareholder issues and for conveying the views of shareholders to the Board.

## Board duties

The Board of Directors has ultimate responsibility for the company's organisation and the company's affairs in the interests of all shareholders, pursuant to and agreements that the company Board shall also, based on an annual assessment of the environment, pass resolutions on.

The Board annually adopts written duties that regulate the Board's responsibilities, including its decision-making bodies within the Board meeting plan, and the Chairman's instructions for the financial reporting also issued instructions to the CEO decision authority for investment and divestments as well as operations during the year. The Board has also adopted a decision authority for investment and divestments as well as operations during the year. The Board monitors the CEO's responsible for ensuring that the company's affairs are appropriate that company has and internal control systems for the follow-up and company's operations and regulations in the area applicable to the company's operations. The company's operations, the company's observations, the auditor's observations, the company's accounting procedures

that company has and internal control systems for the follow-up and company's operations and regulations in the area applicable to the company's operations. The company's operations, the company's observations, the auditor's observations, the company's accounting procedures

## THE BOARD OF DIRECTORS' AND COMMITTEES' COMPOSITION, ATTENDANCE AND FEES 2023

Name	Assignment		Remuneration Audit Committee		Independent in relation to <sup>1)</sup>		Participation in		
	Chairman	Chairman	Chairman	Member	Company and executive management	Major shareholders	Board meetings (total number)	Remuneration Committee (total number)	Audit Committee (total number)
Anders Moberg	Chairman	Chairman	-	Member	Yes	Yes	14 (15)	3 (3)	-
Karin Eriksson <sup>2)</sup>	Board member	-	Member	Chairman <sup>3)</sup>	Yes	Yes	11 (11)	-	4 (4)
Jan Frykhammar <sup>4)</sup>	Board member	-	Member	-	Yes	No	7 (7)	-	4 (4)
Petter Fågersten	Board member	Member	-	Member	Yes	No	14 (15)	3 (3)	-
Madeleine Persson <sup>2)</sup>	Board member	-	Member	-	Yes	Yes	11 (11)	-	4 (4)
Fredrik Rapp	Board member	-	Member	Chairman <sup>4)</sup>	Yes	No	15 (15)	-	3 (3)
Vegard Særaune <sup>1)</sup>	Board member	Member	-	Member	Yes	No	15 (15)	3 (3)	-

<sup>1)</sup> In accordance with the definitions of the Swedish Corporate Governance Code.

<sup>2)</sup> Karin Eriksson and Madeleine Persson were elected as Board members at the Annual General Meeting on 10 May 2023.

<sup>3)</sup> Jan Frykhammar was a Board member during the period 1 January to 3 July 2023.

<sup>4)</sup> Fredrik Rapp assumed the role of Chairman of the Audit Committee on 3 July 2023.



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auditors report to the shareholders at the AGM via their auditor's report.

The regular election of auditors in ITAB took place at the 2023 AGM and pertained to the term up to and including the 2024 AGM. The company's auditor is the registered auditing company Ernst & Young AB, with authorised public accountant Joakim Falck as auditor in charge. Joakim Falck has been the auditor for ITAB since 2018. His other audit assignments include Nolato AB, Absolut Group AB, Garo AB, Hexpol AB, Nelab AB, One Partner Group AB and Gyllensväns Möbler AB.

The company's auditor works in accordance with an audit plan that incorporates the views of the Board and its Audit Committee. The auditor then reports his/her observations to executive management teams, Group management and ITAB's Board and its Audit Committee during the course of the audit and in conjunction with the adoption of the annual accounts. The company's auditor also participates at the AGM and describes and expresses his opinion about the audit work. The independence of the external auditor is regulated by special institutions adopted by the Board, which stipulate the areas in which the external auditor may be engaged on matters beyond regular audit work. Ernst & Young continuously tests its independence in relation to the company and submits a written affirmation to the Board every year, stating that the auditing firm is independent from ITAB.

In 2023, a total of MYSEK 1 (1) was paid in fees for Ernst & Young's services in addition to the audit assignment.

## ETHICAL GUIDELINES

ITAB strives to ensure that its business operations adhere to stringent demands on integrity and ethics. The Board has adopted a so-called Code of Conduct for Group operations, which also includes ethical guidelines. The Code of Conduct emphasises the importance of each and every employee, that the Group is to offer a safe and healthy work environment, and that ITAB works continuously to reduce its environmental impact. It also points out that ITAB stands for straightforward, honest communication and that all employees have to respect commercial confidentiality. If an issue relating to business ethics arises at company level, there is a system in place detailing how employees should report directly to the Group and how such issues will be handled. In accordance with the Code of Conduct, ITAB has a zero-tolerance policy regarding all forms of bribery and corruption. The Group's operations have whis-

bleblowing systems for reporting any whistleblowing cases from both internal and external stakeholders.

ITAB regularly reviews and evaluates internal controls in all subsidiaries, which provides reasonable assurance of an appropriate and effective operation, reliable financial reporting and compliance with laws and ordinances. The internal audit also includes a follow-up of the sustainability programme and the Code of Conduct. The managing director of each individual company within the ITAB Group is responsible for ensuring compliance with local regulations. All of ITAB's employees are covered by the Group-wide Code of Conduct and have signed it to confirm that they are complying with this code.

No known cases of corruption were discovered in the Group in 2023. During the year, ITAB provided training in the Group's Code of Conduct and anti-corruption in all operations in the Group. Since the end of 2017, there is also a separate Group-wide supplier policy containing fundamental business ethics requirements that ITAB imposes on its suppliers. In order to ensure that ITAB is complying with GDPR, training has been conducted for employees who process personal data as part of their work.

## INTERNAL CONTROLS FOR THE FINANCIAL REPORTING

According to the Swedish Companies Act and the Code, the Board is responsible for internal controls aimed at protecting the company's assets and thereby the investments of its owners. This responsibility includes annually assessing the financial reporting that the Board receives and setting requirements for its content and presentation to ensure the quality of the reporting. This requirement entails that financial reporting must be appropriate, applying the relevant accounting rules and other requirements for listed companies. The following description is limited to ITAB's internal controls of the financial reporting.

The internal controls should provide reasonable assurance of an appropriate and effective operation, reliable financial reporting, and compliance with laws and ordinances. The basis for the internal control of financial reporting is the control environment, including the organisation, decision-making paths, authorisations and responsibilities that are documented and ITAB's tool for internal control is based on the COSO framework. COSO is a framework for evaluating a company's internal control over financial reporting. The framework streamlines the work with internal controls.

The Group's risk matrix (see pages 30-33) was reviewed during the year and forms the basis of the internal audit programme. In addition to the business risks, the internal controls have focused on formalities, procedures and processes linked to the updated risk matrix.

## Financial reporting

All subsidiaries submit monthly reports concerning financial outcomes, in accordance with the Group's internal finance manual. The reporting is consolidated and constitutes the basis for quarterly reports and operational follow-ups.

This operational follow-up is carried out in accordance with an established structure where invoicing, liquidity, profit, tied-up capital and other key figures of importance for the Group are collated and form the basis for analysis and measures by management and controllers at various levels. Other important, Group-wide aspects of the internal control include business plans and the annual forecast process.

For communication with external parties, the Group has an information policy intended to ensure that all disclosure requirements are complied with correctly and in full.

## Control environment

The Audit Committee's primary task is to monitor the accounting and reporting processes and to ensure the quality of these reports and processes. The responsibility for maintaining an effective control environment, day-to-day risk management and internal controls in terms of financial reporting has been delegated to the CEO. Executives at various levels of the company are in turn responsible within their respective areas. Responsibilities and authorisations are defined in instructions to the CEO, instructions concerning attestation rights, manuals, and other policies and procedures.

The Board determines the Group's policies regarding information, credit and finance. Group management determines other instructions, and the responsible Group functions issue guidelines and oversee the application of the regulatory framework. The Group's accounting and reporting rules are stipulated in an accounting handbook that is available to all accounting staff. Together with laws and other external regulatory frameworks, the organisational structure and internal regulatory frameworks constitute the control environment.

## Risk assessment

ITAB works continuously with risk assessments. Revisions of the Group's risk matrix, financial and strategic risks are carried out at least once a year, as well as planned activities linked to the revisions are undertaken if necessary.

## Control activities

The purpose of control activities and correct errors and deviations on lines are particularly important to ITAB. Reporting and information defining which control activities should be implemented, updated, approved and approved procedures, reconciliation follow-up and control of IT

## Follow-up

Group management and control up economic and financial reporting events. At each Board performance is monitored. Reviews are conducted on how preceding accounting to plan, results is an important complement and reconciliation. The Audit Committee evaluates the internal control, including accounting issues.

## Opinion on internal audit function

The Board has opted not to have an internal audit. The assessment of the Group's size and operations as well as the control processes where the controls is conducted in an internal programme that covers all subsidiaries established plan. If necessary, used for internal control projects. The Audit Committee, parts of the internal audit examined by auditors.

## VIOLATIONS

The company has no commitments, the regulatory framework of the company's shares are traded on the stock market best practices.

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## BOARD OF DIRECTORS

**ANDERS MOBERG**

(born 1950)  
Chairman of the Board since 2018  
and Board member since 2011.

**Other Board assignments:** Chairman of the Board of Byggnax AB, Board member of Bergendahl & Son AB, Bococoncept A/S, Sichtung INGKA Foundation and Zerabisplay AB.  
**Independence:** Independent in relation to the company and its senior executives. Independent in relation to the major shareholders.  
**Shareholding:** 1.850,012 ordinary shares (endowment policy)

**KARIN ERIKSSON**

(born 1966)  
Board member since 2023

CEO of OKG&S Scandinavia.

**Other Board assignments:** Board member of Coop Butiker & Sörmarknader AB and RFSU Aktiebolag, and others.  
**Independence:** Independent in relation to the company and its senior executives. Independent in relation to the major shareholders.  
**Shareholding:** -

**MADELEINE PERSSON**

(born 1969)  
Board member since 2023.

Advisor, Board Member and Executive Mentor.

**Other Board assignments:** Board member of Aim Apparel AB.  
**Independence:** Independent in relation to the company and its senior executives. Independent in relation to the major shareholders.  
**Shareholding:** -

**FREDRIK RAPP**

(born 1972)  
Board member since 2013.

CEO of Pomona-gruppen AB.

**Other Board assignments:** Chairman of the Board of Argynnis Group AB, Estinves AB, Setica Consulting AB, XANO Industri AB, and others. Board member of Ages Industri AB, Coriem Property Group AB, Pomona-gruppen AB, AB Segulah, and others.  
**Independence:** Independent in relation to the company and its senior executives. Dependent in relation to the major shareholders.  
**Shareholding:** 37.945,397 ordinary shares (Via Pomona-gruppen and with family)

**VEGARD SØR**

(born 1980)  
Board member since 2023.

CEO & Investment Advisor at Aelium Mana

**Other Board assignments:** Chairman of the Board of ITAB HoldCo AB, ordinary shares and others. Board member of SKIS and Chairman of Skisenter Invest AS.  
**Independence:** Independent in relation to the company and its senior executives. Dependent in relation to the major shareholders.  
**Shareholding:** 5 ordinary shares (Via ACAP)

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## GROUP MANAGEMENT



**ANDRÉAS ELGAARD**  
(born 1972)  
President & CEO

**Employed by the Group:** 2019  
**Education:** Master of Science, Lund  
**Work experience:** Senior positions  
with IKEA, Balfour Beatty, Sparinvest,  
Iceland and Saint-Gobain Isover.  
**Shareholding:** 700,000 ordinary  
shares



**JAN ANDERSSON**  
(born 1974)  
Senior Vice President -  
MBU Nordic

**Employed by the Group:** 2013  
**Shareholding:** 150,000 ordinary  
shares



**ULRIKA BERGMO SKÖLD**  
(born 1987)  
Chief Financial Officer

**Employed by the Group:** 2020  
**Shareholding:** 103,488 ordinary  
shares



**ANDREA CIOTTI**  
(born 1971)  
Senior Vice President -  
MBU South Europe

**Employed by the Group:** 2016  
**Shareholding:** 20,000 ordinary  
shares



**ROY FRENCH**  
(born 1965)  
Senior Vice President  
MBU UK & Baltics

**Employed by the Group:** 2016  
**Shareholding:** -



**NICK HUGHES**  
(born 1989)  
Chief Commercial Officer

**Employed by the Group:** 2010  
**Shareholding:** 30,000 ordinary  
shares



**FRIDA KARLSSON**  
(born 1984)  
General Counsel

**Employed by the Group:** 2021  
**Shareholding:** -



**PERNILLA LORENTZON**  
(born 1969)  
Senior Vice President -  
People & Culture

**Employed by the Group:** 2015  
**Shareholding:** 4,770 ordinary shares



**MIKAEL NADELMANN**  
(born 1967)  
Chief Operating Officer

**Employed by the Group:** March  
2024  
**Shareholding:** -



**KLAUS SCHIMM**  
(born 1965)  
Senior Vice President  
MBU Central Europe

**Employed by the Group:** 2016  
**Shareholding:** 8,000  
ordinary shares

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**OTHER INFORMATION:** Information about the number of shares refers to shareholdings as of 29 February 2024.

## FINANCIAL REVIEW – FIVE YEARS IN SUMMARY

	2023	2022	2021
<b>Income statements (MSEK)</b>			
Revenue from contracts with customers	6,139	6,868	6,087
Cost of goods sold	-4,420	-5,286	-4,727
<b>GROSS PROFIT <sup>1)</sup></b>	<b>1,719</b>	<b>1,582</b>	<b>1,360</b>
Selling expenses	-935	-871	-796
Administrative expenses	-327	-344	-331
Other operating income and expenses	-25	36	-17
<b>OPERATING PROFIT <sup>1)</sup></b>	<b>432</b>	<b>403</b>	<b>216</b>
Financial items	-47	-55	-69
<b>PROFIT AFTER FINANCIAL ITEMS <sup>1)</sup></b>	<b>385</b>	<b>348</b>	<b>147</b>
Tax on net profit for the year	-93	-105	-52
<b>NET PROFIT FOR THE YEAR – CONTINUING OPERATIONS</b>	<b>292</b>	<b>243</b>	<b>95</b>
Profit from Discontinued Operations, net after tax	-12	-53	8
<b>NET PROFIT FOR THE YEAR</b>	<b>280</b>	<b>190</b>	<b>103</b>
Attributable to:			
Parent Company shareholders	270	170	95
Non-controlling interests	10	20	8
<b>Balance sheets (MSEK)</b>			
<b>Assets</b>			
Intangible assets	1,919	1,897	1,756
Property, plant and equipment	1,222	1,408	1,366
Other non-current receivables	157	153	146
<b>NON-CURRENT ASSETS</b>	<b>3,298</b>	<b>3,458</b>	<b>3,268</b>
Inventories	793	1,030	1,176
Current receivables	1,033	1,244	1,374
Cash and cash equivalents	578	756	208
<b>CURRENT ASSETS</b>	<b>2,404</b>	<b>3,030</b>	<b>2,756</b>
Assets held for sale	66	88	-
<b>TOTAL ASSETS</b>	<b>5,768</b>	<b>6,576</b>	<b>6,024</b>
<b>Equity and liabilities</b>			
<b>Equity</b>			
Deferred tax liabilities	3,208	3,169	2,782
Other non-current liabilities	39	44	45
Other current liabilities	1,057	1,624	1,143
Liabilities attributable to assets held for sale	1,447	1,720	2,054
Liabilities	17	19	19
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>5,768</b>	<b>6,576</b>	<b>6,024</b>
<b>Cash flow (MSEK)</b>			
Cash flow before change in working capital	523	527	424
Change in working capital	287	15	589
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>	<b>810</b>	<b>542</b>	<b>1,013</b>
Cash flow from investing activities	-107	-150	-165
<b>CASH FLOW AFTER INVESTING ACTIVITIES</b>	<b>703</b>	<b>392</b>	<b>848</b>
Cash flow from financing activities	-810	153	253
<b>CASH FLOW FOR THE YEAR</b>	<b>-107</b>	<b>545</b>	<b>521</b>

<sup>1)</sup> For more information about non-recurring items, see the tables on page 41.

As of 2022, ITAB's Russian subsidiary ITAB Rus, JSC is recognised as Discontinued Operations in accordance with IFRS 5. Comparative figures in the consolidated income statement have been restated for 2021. In 2022, a new interpretation was made with respect to the recognition of outward shipping, which is now recognised under "Cost of goods sold" instead of "Selling expenses". All reported years have been adjusted.

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### Key ratios

	2023	2022	2021
EBITDA, MSEK	686	674	487
EBITDA margin, %	11.2	9.8	8.0
EBIT margin, %	7.0	5.9	3.6
Profit margin, %	6.3	5.1	2.4
Interest:coverage ratio, multiple	6.0	6.0	2.8
Equity attributable to Parent Company shareholders, MSEK	3,049	3,012	2,654
Interest-bearing net debt, MSEK	591	1,080	1,239
Interest-bearing net debt excl. lease liabilities, MSEK	45	399	609
Equity/assets ratio, %	56	48	46
Cash conversion, %	118	80	N/A
Return on equity, %	8.8	6.0	4.0
Return on capital employed, %	9.6	8.9	5.4
Return on total capital, %	7.4	6.8	3.9
Depreciation according to plan, MSEK	254	271	271
Net investments, MSEK	107	150	103
- of which, attributable to corporate acquisitions & divestments, MSEK	-9	66	40
Average number of employees	2,533	2,715	2,930

As of 2022, ITAB's Russian subsidiary ITAB Rus JSC is recognised as Discontinued Operations in accordance with IFRS 5. Comparative figures in the consolidated income statement have been restated for 2021. In 2022, a new interpretation was made with respect to the recognition of outward shipping, which is now recognised under "Cost of goods sold". Instead of "Selling expenses". All reported years have been adjusted.

### Items that do not belong to regular operations, known as non-recurring items

	2023	2022	2021	2020	2019
Acquisition, integration and restructuring costs	-	-40	-166	-156	-70
Inventory impairment of non-recurring character	-	-	-	-52	-
Revaluation/settlement, additional purchase considerations for acquisitions	-	-	-	-	42
Sale of property and restructuring in Belgium	-	-	-	-	44
	-	-40	-166	-208	16

### Impact of non-recurring items on the income statement

	2023	2022	2021	2020	2019
Gross profit	-	-19	-59	-121	-31
EBITDA	-	-30	-157	-202	16
Operating profit	-	-40	-166	-205	16
Profit after net financial items	-	-40	-166	-208	16

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## COMMENTS ON FIVE YEARS IN SUMMARY

### SALES

Total net sales have remained largely unchanged over the past five years, but with substantial differences in outcomes between years.

During the five-year period, ITAB has signed numerous long-term agreements with leading retail chains in Europe. These have laid the foundation for ITAB's position as the market-leading supplier of checkouts to retailers and one of the largest suppliers of shop fittings and lighting systems in Europe.

In 2019, sales grew by MSEK 33, corresponding to +1 percent. Currency-adjusted sales fell by 1 percent. Sales increased slightly in Southern Europe, Eastern Europe and the UK, while Northern Europe declined. Sales to the largest customer group, Grocery, increased, while Fashion and Home Improvements decreased.

In 2020, sales decreased by MSEK 741, corresponding to -12 percent. Currency-adjusted sales fell by 10 percent. A substantial part of the reduction was caused by the strict measures taken to reduce the spread of COVID-19, especially during the first six months of the year. Sales recovered somewhat during the second half of the year due to, among other things, increased sales of various protective products for stores. Sales decreased in all geographic markets except Central Europe. Grocery sales increased, while sales to Other customer groups decreased.

In 2021, sales grew by MSEK 764, corresponding to +14 percent. Currency-adjusted sales increased by 19 percent, with organic growth accounting for 8 percent and the acquisition of Celta Retail Solutions contributing 11 percent. The sales trend was favourable throughout the entire year as societies and retailers opened up after lockdowns due to the pandemic. Sales to the Grocery and Home Improvements customer groups increased, while sales in Fashion were unchanged compared with the preceding year. The most significant growth took place in Southern and Eastern Europe.

In 2022, sales grew by MSEK 781, corresponding to +13 percent. Currency-adjusted sales increased by 8 percent, with organic growth accounting for 6 percent and the acquisition of Checkmark in February 2022 contributing 2 percent. Organic growth was mainly attributable to implemented price increases and stable underlying demand. The greatest sales increase took place in Central Europe. Growth was

largest in Fashion and Home Improvements, but sales to Grocery and Other customer groups also increased.

In 2023, sales decreased by MSEK 729, corresponding to -11 percent. Currency-adjusted sales fell by 15 percent. Sales of the Group's loss prevention solutions increased during the year, while the year in other aspects was characterised by uncertainty regarding future economic trends, with rising inflation and interest rates. This had a negative impact on overall demand. The decline in sales was evident in all geographic markets except for non-European countries. Sales in Grocery, Home Improvements and Fashion were negatively impacted, while Other customer groups developed more positively.

### PROFITABILITY

During the five-year period, operating profit varied between a minimum of MSEK 112 (2020) and a maximum of MSEK 432 (2023). The operating margin during the period also varied between 2.1 and 7.0 percent. Profit after net financial items amounted to MSEK 0 (2020) and MSEK 385 (2023), and the profit margin was between 0.0 and 6.3 percent. Profit for 2019-2022 was negatively impacted by non-recurring items.

Profit in 2019 was in line with the preceding year. Profit was negatively impacted by restructuring costs related to the growth and efficiency programme launched in 2018. Impairment of assets as well as organisational changes and staff reductions also had an adverse impact on profit. Capital gains on property sales and repayments of purchase considerations for acquisitions had a positive impact on earnings.

Operating profit for 2020 declined to MSEK 112, corresponding to an operating margin of 2.1 percent. The decrease in sales and currency effects had a negative impact on profit, while an improved gross margin and effects of cost-saving measures had a positive effect. Profit was negatively affected by MSEK -205 in non-recurring items, most of which were attributable to restructuring costs and inventory impairment.

Profit for 2021 was positively impacted by increased sales and the ongoing efforts to transform the operations under One ITAB, including completed production relocations and cost adaptations, more common ways of working, and more efficient and flexible

market cultivation. At the same time, the sharp increase in raw material prices and shortages of certain components during the first two quarters of the year had a negative impact on all of the Group's markets. Profit was negatively impacted by non-recurring items of MSEK -166 pertaining to restructuring costs.

Profit for 2022 was positively impacted by the increase enabled by implemented price increases and currency effects. At the same time, shortages of certain electronic components and rapidly rising prices for raw materials, shipping and energy as well as lockdowns in China due to the COVID-19 pandemic at the start of the year had a negative impact on the gross margin. Profit was negatively impacted by non-recurring items of MSEK -40 pertaining to restructuring costs.

In 2023, the increased share of sales of loss prevention and other technical solutions, implemented price increases and measures to reduce Group expenses gradually strengthened both the gross margin and the operating margin. At the same time, lower net sales had a negative impact on capacity utilisation and earnings in the Group. Profit was not impacted by any non-recurring items.

The Group's return on equity during the period averaged approximately 5.1 percent.

### INVESTMENTS

During the period, net investments, excluding corporate acquisitions, amounted to a maximum of 1.9 percent of sales. The Group's investments have mainly consisted of machinery with a focus on automated operations, high utilisation of resources, sustainability and cutting-edge technical development as well as generated development costs for proprietary products and solutions. In 2021, the Group invested in common production facilities in Czechia within the framework of One ITAB with the aim of securing sustainable and efficient production and assembly.

Investments attributable to corporate acquisitions have focused on strengthening the Group's position as a market-leading supplier of shop fittings to the Group's selected customer groups and geographic markets, and on strengthening and supplementing the services and product portfolio in certain areas.

### FINANCIAL DEVELOPMENT

The balance sheet total was MSEK 5,768 at year-end of 2019 and MSEK 5,768 at year-end of 2020. Changes in the balance sheet to completed corporate acquisitions, production facilities and production facilities and production was achieved through positions operating activities, bank financing and completed share realisation and completed share-bearing net debt (excluding MSEK 1,746 at year-end) amounted to MSEK 45 at year-end. The Group's equity/assets ratio declined to 2019-2020, but has increased to 2020-2021, but has increased to 2021-2022, but has increased to 2022-2023.

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## INCOME STATEMENT GROUP

## STATEMENT OF OTHER COMPREHENSIVE INCOME GROUP

(MSEK)	Note	2023	2022
Revenue from contracts with customers	6	6,139	6,866
Cost of goods sold	8, 9, 10, 11	-4,420	-5,286
<b>GROSS PROFIT</b>	8, 9, 10, 11	<b>1,719</b>	<b>1,582</b>
Selling expenses	8, 9, 10, 11	-935	-871
Administrative expenses	8, 9, 10, 11	-327	-344
Other operating income	12	52	79
Other operating expenses	12	-77	-43
<b>OPERATING PROFIT</b>	8, 9, 10, 11	<b>432</b>	<b>403</b>
Financial income	14	34	16
Financial expenses	14	-81	-71
<b>PROFIT AFTER FINANCIAL ITEMS</b>	8, 9, 10, 11	<b>385</b>	<b>348</b>
Tax expenses for the year	16	-93	-105
<b>NET PROFIT FOR THE YEAR - CONTINUING OPERATIONS</b>	8, 9, 10, 11	<b>292</b>	<b>243</b>
Profit from Discontinued Operations, net after tax	5	-12	-53
<b>NET PROFIT FOR THE YEAR</b>	8, 9, 10, 11	<b>280</b>	<b>190</b>
Net profit for the year attributable to:			
Parent Company shareholders		270	170
Non-controlling interests		10	20
<b>EARNINGS PER SHARE - SEK</b>	17		
Including Discontinued Operations before dilution		1,24	0,78
Including Discontinued Operations after dilution		1,23	0,78
Excluding Discontinued Operations before dilution		1,29	1,02

(MSEK)	Note
<b>NET PROFIT FOR THE YEAR</b>	
<b>OTHER COMPREHENSIVE INCOME</b>	
<b>Items that will not be reclassified to the income statement:</b>	
Revaluation of defined benefit pension commitments	29
Tax relating to items not to be reclassified	16
<b>Items that may be reclassified to the income statement:</b>	
Transition difference on transition of foreign operations	-
Change in fair value of hedges of net investments	-
Change in fair value of cash flow hedges	-
Change in fair value of cash flow hedges transferred to net profit for the year	16
Tax on items that may be reclassified	25
<b>TOTAL OTHER COMPREHENSIVE INCOME</b>	
<b>COMPREHENSIVE INCOME FOR THE YEAR</b>	
Comprehensive income for the year attributable to:	
Parent Company shareholders	
Non-controlling interests	

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## STATEMENT OF FINANCIAL POSITION GROUP

(MSEK)	Note	2023	2022
<b>ASSETS</b>			
<b>Non-current assets</b>			
<i>Intangible assets</i>			
Goodwill	18	1,786	1,790
Other intangible assets	10, 18	133	107
	6	<b>1,919</b>	<b>1,897</b>
<i>Property, plant and equipment</i>			
Buildings and land	10, 19, 22	884	1,069
Plant and machinery	10, 19, 22	226	240
Equipment, tools and installations	10, 19, 22	90	92
Construction in progress and advance payments for property, plant and equipment	19	22	7
	6	<b>1,222</b>	<b>1,408</b>
<i>Financial assets</i>			
Participations in associated companies	20	0	9
Non-current derivative receivables	21	12	21
Long-term investments	21, 35	49	-
Other financial non-current receivables	21	18	19
		<b>79</b>	<b>49</b>
Deferred tax assets	16	76	104
		<b>3,298</b>	<b>3,458</b>
<b>TOTAL NON-CURRENT ASSETS</b>			
<b>Current assets</b>			
Inventories	23	793	1,030
Accounts receivable	21	861	1,062
Current tax assets		35	21
Current derivative receivables	21	6	4
Other receivables	21	63	62
Prepaid expenses and accrued income	6, 21, 24	68	95
Cash and cash equivalents	21	578	756
		<b>2,404</b>	<b>3,030</b>
<b>TOTAL CURRENT ASSETS</b>			
Assets held for sale	5	66	88
		<b>5,768</b>	<b>6,576</b>
<b>TOTAL ASSETS</b>			

(MSEK)	Note	2023	2022
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Share capital			
Other contributed capital	1.		
Other reserves	1.		
Profit brought forward including net profit for the year	1.		
<b>Equity attributable to Parent Company shareholders</b>	3.		
Non-controlling interests	3.		
		<b>25,26,27</b>	
<b>TOTAL EQUITY</b>			
<b>Non-current liabilities</b>			
Liabilities to credit institutions			21
Non-current lease liabilities			21, 22
Other non-current liabilities			21
Provisions for pensions and similar obligations			29
Provision for deferred tax liabilities			16
Other non-current provisions			30
			<b>1.</b>
<b>NON-CURRENT LIABILITIES</b>			
<b>Current liabilities</b>			
Liabilities to credit institutions			21
Current lease liabilities			21, 22
Overdraft facilities			21, 28
Current derivative liabilities			21
Advance payments from customers			6, 21
Accounts payable			21
Current tax liabilities			21
Other liabilities			21
Accrued expenses and prepaid income			6, 21, 31
Current provisions			30
			<b>1.</b>
<b>TOTAL CURRENT LIABILITIES</b>			
Liabilities attributable to assets held for sale			5
			<b>5.</b>
<b>TOTAL EQUITY AND LIABILITIES</b>			

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## STATEMENT OF CHANGES IN EQUITY GROUP

(MSEK)	Note	Share capital	Repurchased own shares	Other contributed capital	Other reserves (see Note 25)	Profit brought forward	Attributable to Parent Company shareholders	Attributable to non-controlling interests
<b>EQUITY AS OF 1 JANUARY 2022</b>	25, 26	91		1,089	42	1,432	2,654	128
Net profit for the year						170	170	20
Revaluation of defined benefit pension commitments	8			2		4	4	0
Translation difference, foreign operations	27	2		0	179		179	9
Hedging of net investment	27				-15		-15	
Hedging of cash flow					18		18	
<b>COMPREHENSIVE INCOME FOR THE YEAR</b>					<b>182</b>	<b>174</b>	<b>356</b>	<b>29</b>
Share incentive programme							2	
New share issue of Class C shares	27	2		0			2	
Repurchase of own Class C shares	27		-2				-2	
<b>EQUITY AS OF 31 DECEMBER 2022</b>	25, 26	<b>93</b>	<b>-2</b>	<b>1,091</b>	<b>224</b>	<b>1,606</b>	<b>3,012</b>	<b>157</b>
Net profit for the year						270	270	10
Revaluation of defined benefit pension commitments					-137			0
Translation difference, foreign operations					22			
Hedging of net investment					-6			
Hedging of cash flow							-137	-8
<b>COMPREHENSIVE INCOME FOR THE YEAR</b>					<b>-121</b>	<b>270</b>	<b>149</b>	<b>2</b>
Dividends						-109	-109	
Share incentive programme	8			2			2	
Repurchase of own ordinary shares	27		-5				-5	
<b>EQUITY AS OF 31 DECEMBER 2023</b>	25, 26	<b>93</b>	<b>-7</b>	<b>1,093</b>	<b>103</b>	<b>1,767</b>	<b>3,049</b>	<b>159</b>

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## STATEMENT OF CASH FLOWS GROUP

Indirect method (MSEK)	2023	2022
<b>Operating activities</b>		
<b>OPERATING PROFIT FROM CONTINUING OPERATIONS</b>	<b>432</b>	<b>403</b>
<b>PROFIT FROM DISCONTINUED OPERATIONS, NET AFTER TAX</b>		<b>-53</b>
<b>Adjustment for items not included in the cash flow</b>		
depreciation and amortisation	254	271
depreciation, amortisation and impairment losses – Discontinued Operations	9	55
Impairment losses of current assets	36	25
adjustment for pensions and other provisions	-7	-22
participations in associated companies	6	2
other items	-28	-6
<b>TOTAL</b>	<b>702</b>	<b>675</b>
Interest received	34	15
Interest paid	-76	-63
Tax paid	-137	-100
<b>CASH FLOW FROM OPERATING ACTIVITIES BEFORE CHANGES IN WORKING CAPITAL</b>	<b>523</b>	<b>527</b>
<b>Change in working capital</b>		
Change in inventories (increase /decrease +)	181	184
Change in operating receivables (increase /decrease +)	201	212
Change in operating liabilities (increase +/decrease -)	-95	-381
<b>Total change in working capital</b>	<b>287</b>	<b>15</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>	<b>810</b>	<b>542</b>
<b>Investing activities</b>		
Acquisition of Group companies, effect on cash and cash equivalents	-6	-66
Divestment of associated companies	15	-
Investments in intangible assets	-58	-22
Investments in property, plant and equipment	-86	-83
Divestment of property, plant and equipment	28	21
<b>Cash flow from investing activities</b>	<b>-107</b>	<b>-150</b>
<b>CASH FLOW AFTER INVESTING ACTIVITIES</b>	<b>703</b>	<b>392</b>
<b>Financing activities</b>		
Repurchases of own shares	-5	0
Repayment of loans	-656	-438
Repayment of lease liabilities	-131	-140
New loans raised	140	731
Change in operating receivables	-49	-
Dividends received	-109	-
<b>Cash flow from financing activities</b>	<b>-810</b>	<b>153</b>
<b>CASH FLOW FOR THE YEAR</b>	<b>-107</b>	<b>545</b>
<i>Of which, Cash flow from Discontinued Operations</i>	<i>5</i>	<i>-7</i>
<b>CASH AND CASH EQUIVALENTS AT THE START OF THE YEAR</b>	<b>756</b>	<b>208</b>
Cash and cash equivalents from Discontinued Operations	-	-7
Transition differences on cash and cash equivalents	-71	10
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	<b>578</b>	<b>756</b>

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## INCOME STATEMENT PARENT COMPANY

(MSEK)	Note	2023	2022
Net sales	7	184	174
Cost of goods sold	7, 8, 9, 11	-31	-25
<b>GROSS PROFIT</b>		<b>153</b>	<b>149</b>
Selling expenses	7, 8, 9, 11	-81	-58
Administrative expenses	7, 8, 9, 10, 11	-78	-49
Other operating income	12	9	32
Other operating expenses	12	-26	-13
<b>OPERATING PROFIT</b>		<b>-23</b>	<b>41</b>
Income from participations in Group companies	13	27	31
Expenses from participations in Group companies	13	-32	-91
Financial income	14	46	44
Financial expenses	14	-86	-82
<b>PROFIT AFTER FINANCIAL ITEMS</b>		<b>-69</b>	<b>-57</b>
Year-end appropriations	15	125	-7
<b>PROFIT BEFORE TAX</b>		<b>56</b>	<b>-64</b>
Tax expenses for the year	16	-15	1
<b>NET PROFIT FOR THE YEAR</b>		<b>41</b>	<b>-63</b>

## BALANCE SHEET PARENT COMPANY

(MSEK)	Note	2023	2022
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment			10, 19
Equipment, tools and installations			
Financial assets			20
Participations in Group companies			20
Participations in associated companies			
Non-current receivables			
Other non-current assets			
Deferred tax assets			16
<b>TOTAL NON-CURRENT ASSETS</b>			
<b>Current assets</b>			
Receivables with Group companies			21
Current tax assets			
Other receivables			21
Prepaid expenses and accrued income			24
Cash and bank balance			21
<b>TOTAL CURRENT ASSETS</b>			
<b>TOTAL ASSETS</b>			
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Restricted equity			
Share capital			
Statutory reserve			
Non-restricted equity			
Share premium reserve			
Profit brought forward			
Net profit for the year			
<b>TOTAL EQUITY</b>			25, 26-27
<b>Non-current liabilities</b>			
Liabilities to credit institutions			
Provision for pensions			
<b>NON-CURRENT LIABILITIES</b>			21
<b>Current liabilities</b>			
Overdraft facilities			28
Accounts payable			
Liabilities to Group companies			
Other liabilities			
Accrued expenses and prepaid income			31
<b>TOTAL CURRENT LIABILITIES</b>			21
<b>TOTAL EQUITY AND LIABILITIES</b>			

## STATEMENT OF OTHER COMPREHENSIVE INCOME PARENT COMPANY

(MSEK)	Note	2023	2022
Net profit for the year		41	-63
Other comprehensive income		-	-
<b>COMPREHENSIVE INCOME FOR THE YEAR</b>		<b>41</b>	<b>-63</b>

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## STATEMENT OF CHANGES IN EQUITY PARENT COMPANY

	Note	Restricted equity		Non-restricted equity		Net profit for the year
		Share capital	Statutory reserve	Share premium reserve	Profit brought forward	
(MSEK)		91	7	1.084	695	-54
<b>EQUITY AS OF 1 JANUARY 2021</b>						
Previous year's profit transferred					54	54
Net profit for the year						-63
Share incentive programme	8				2	
New share issue of Class C shares	27	2		-1	1	
Repurchase of own Class C shares	27				-2	
<b>EQUITY AS OF 31 DECEMBER 2022</b>		<b>93</b>	<b>7</b>	<b>1.083</b>	<b>642</b>	<b>-63</b>
Previous year's profit transferred					-63	63
Net profit for the year						41
Dividends paid					-109	
Share incentive programme	8				1	
Repurchase of own ordinary shares	27				-5	
<b>EQUITY AS OF 31 DECEMBER 2023</b>		<b>93</b>	<b>7</b>	<b>1.083</b>	<b>466</b>	<b>41</b>

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## STATEMENT OF CASH FLOWS PARENT COMPANY

(MSEK)	Note	2023	2022
<b>Operating activities</b>			
<b>OPERATING PROFIT</b>		<b>-23</b>	<b>41</b>
Adjustment for items not included in the cash flow			
depreciation charged to operating profit		1	1
other items		3	4
<b>TOTAL</b>		<b>-19</b>	<b>46</b>
Dividends received from subsidiaries		27	31
Interest received		45	44
Interest paid		-55	-31
Tax paid		-2	3
<b>CASH FLOW FROM OPERATING ACTIVITIES BEFORE CHANGES IN WORKING CAPITAL</b>		<b>-4</b>	<b>84</b>
<b>Change in working capital</b>			
Change in operating receivables (increase /decrease +)		-4	-6
Change in operating liabilities (increase +/-decrease -)		3	-17
<b>Total change in working capital</b>		<b>-1</b>	<b>-23</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		<b>-5</b>	<b>61</b>
<b>Investing activities</b>			
Divestment of associated companies	20	15	-
Investments in property, plant and equipment	19	-3	0
Divestment of property, plant and equipment	14	4	-
<b>Cash flow from investing activities</b>		<b>16</b>	<b>0</b>
<b>CASH FLOW AFTER INVESTING ACTIVITIES</b>		<b>11</b>	<b>61</b>
<b>Financing activities</b>			
Repurchases of own shares		-5	-
Repayment of loans		-653	-393
New loans raised		198	768
Lending from/to Group companies		323	-81
Group contributions	15	125	-7
Paid dividend to shareholders		-109	-
<b>Cash flow from financing activities</b>		<b>-121</b>	<b>287</b>
<b>CASH FLOW FOR THE YEAR</b>		<b>-110</b>	<b>348</b>
CASH AND CASH EQUIVALENTS AT THE START OF THE YEAR		402	54
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>		<b>292</b>	<b>402</b>

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All amounts are in MSEK unless o

## NOTE 1 GENERAL INFORMATION

ITAB Shop Concept AB, corporate registration number 556292-1089, is a Swedish-registered limited liability company with its registered office in Jönköping, Sweden. The address of the company's head office is Instrumentvägen 2, Jönköping, Sweden.

The Parent Company's ordinary shares are listed on Nasdaq Stockholm.

The consolidated accounts include the Parent Company and its subsidiaries, jointly referred to as the Group. These consolidated accounts were approved for publication by the Board of Directors on 26 March 2024.

## NOTE 2 MATERIAL INFORMATION ON ACCOUNTING POLICIES

**COMPLIANCE WITH STANDARDS AND LAWS**  
The consolidated accounts have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB). Furthermore, relevant sections of the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's recommendation RFR 1 have been applied.

The Parent Company applies the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's recommendation RFR 2. For more information, refer to the section "Parent Company accounting policies".

### BASIS FOR PREPARATION OF THE FINANCIAL STATEMENTS

The Parent Company's functional currency is Swedish krona (SEK). This means that the financial statements for the Parent Company and the Group are presented in the reporting currency SEK, rounded off to the nearest million SEK.

### NEW AND AMENDED STANDARDS AND INTERPRETATIONS INTRODUCED 2023

The company management's assessments of relevant amendments and interpretations of existing standards that entered into force as of 1 January 2023 are presented below.

Amendments to IAS 1 *Presentation of Financial Statements* replaced the requirement in IAS 1 to disclose significant accounting policies with a requirement to disclose material accounting policies. As a result of the amendments, the amount of text related to standardised and immaterial disclosures of accounting policies has been reduced.

Amendments to IAS 12 *Income Taxes* clarify that the exemption, whereby deferred tax is not recognised on temporary differences arising on initial recognition of an asset or liability, does not apply to transactions that give rise to both an asset and a liability, such as right-of-use assets and lease liabilities. As a result of the amendments, deferred tax attributable to right-of-use assets and lease liabilities have been recognised gross in Note 16 *Tax*, while they continue to be recognised net in the balance sheet.

ITAB is not affected by BEPS II and therefore does not apply the exemption in IAS 12 to recognise and disclose deferred tax assets and liabilities related to income tax under Pillar II. Other amendments have not had any significant impact on the Group's or the Parent Company's financial statements.

### ISSUED NEW AND AMENDED STANDARDS AND INTERPRETATIONS THAT HAVE NOT YET BEEN APPLIED BY THE GROUP

A number of new standards and interpretations will enter into force for financial years commencing on 1 January 2024 or later and have not been applied in the preparation of this financial report. No new standards, amended standards or IFRIC interpretations published by the IASB are expected to have any material impact on the financial statements of the Group or the Parent Company.

### CONSOLIDATED ACCOUNTS

The consolidated accounts include the Parent Company, ITAB Shop Concept AB, and the companies in which ITAB Shop Concept AB, directly or indirectly, has a controlling influence as of the balance sheet date.

### Business combinations

Business combinations are recognised in accordance with the acquisition method. In the case of acquisitions of partly owned subsidiaries, non-controlling interests are recognised at a proportionate share of the identified net assets.

For acquisitions, the entity approach has been applied, which means that all assets and liabilities as well as income and expenses are included in their entirety, including for partly owned subsidiaries, which impacts recognised goodwill linked to the acquisition. Goodwill that has arisen in a corporate acquisition is assessed at least annually if there is an impairment requirement. See also the section on intangible assets below.

### Discontinued Operations

Given that the Group's operations in the Russian subsidiary ITAB Rus JSC are being discontinued and it is deemed highly probable that the discontinuation will be completed and that it otherwise fulfils the stated criteria for application of IFRS 5 *Non-current Assets Held for Sale and Discontinued Operations*, the Russian subsidiary is recognised as Discontinued Operations from September 2022.

In the consolidated income statement, ITAB Rus JSC is recognised separately under "Discontinued Operations" and comparative years up to and including 2021 have been restated in accordance with the same policies. In the consolidated statement of financial position, the operation's net assets are recognised under "Assets held for sale" and "Liabilities attributable to assets held for sale", respectively. In accordance with IFRS 5, balance sheets before September 2022 have not been restated. The group is measured at the lower of its carrying amount and fair value less selling expenses. More detailed financial statements for Discontinued Operations are presented in Note 5 *Corporate acquisitions, divestments and discontinued operations*.

Assets held for sale and discontinued operations are not presented separately in the Parent Company's income statement and balance sheet as the Parent Company's income statement and balance sheet are prepared in accordance with the Swedish Annual Accounts Act. In addition, depreciation and amortisation in the Parent Company are carried out in accordance with the Swedish Annual Accounts Act.

### ASSOCIATED COMPANIES

Associated companies are companies in which ITAB has a significant influence, but not a controlling influence. A significant influence means the opportunity to influence the operational and financial govern-

nance of the company and is accounted for as participation amounts to between 10% and 50% of the voting rights.

From the time the significant in participations in associated companies is recognised in accordance with the consolidated accounts.

### TRANSLATION OF FOREIGN CURRENCIES

**Functional currency and report**  
Items in the financial statements of the Group units are measured in the functional environment where the primary conducts its business (functional currency). The consolidated accounts employ Parent Company's functional currency, SEK, as the reporting currency. ITAB rates of the European Central Bank are used for translating foreign currencies.

### Transactions and balance sheet currencies

Transactions in foreign currencies are translated into the functional currency at the exchange rate prevailing on the transaction date. Exchange rate gains and losses arising from such transactions and monetary assets and liabilities in the closing day rates are recognised in the closing day rate. Exceptions include monetary items comprising hedging of net investments in which case exchange operations, in which case exchange operations are recognised in the closing day rate. The prerequisite is that the hedging is necessary requirements as for accounting. Exchange rate differences bearing loan receivables are recognised as financial income and exchange rate differences are recognised in profit.

### Foreign Group companies

The profit and financial position of companies with a functional currency other than SEK are translated to the reporting currency as follows:  
(i) assets and liabilities for each reporting period are translated at the closing day rate  
(ii) income and expenses for e

**NOTE 2** cont.

ment are translated at the average exchange rate (unless this average rate is not a reasonable approximation of the accumulated effect of the rates prevailing on the transaction date, in which case income and expenses are translated as of the transaction date).

(ii) all translation differences that arise are recognised in "Other comprehensive income".

Countries with a hyperinflationary currency are recognised in accordance with IAS 29, with all components of the subsidiaries' financial statements restated at the closing day rate. The translation difference arising from translation to SEK is transferred to other comprehensive income. In 2023, Argentina was defined as a country with a hyperinflationary currency. See also Note 35.

Goodwill and other assets and liabilities that arise when acquiring foreign operations are treated as assets and liabilities for these operations and translated at the closing day rate.

**REVENUE FROM CONTRACTS WITH CUSTOMERS**

The Group recognises revenue when the commitments to supply promised goods or services are fulfilled according to identified customer contracts, excluding VAT, discounts and returns and after elimination of intra-Group sales.

The ITAB Group sells, develops, produces and distributes shop fittings and equipment to chain-based customers. Most of ITAB's customers are major chain stores that operate internationally and have stores in several countries. As ITAB sells customised store concepts and often sets a price for a combined product and service, the revenue types are not recognised separately.

Revenue recognition for sales takes place in the period when control has passed to the customers, which normally takes place when all material risks and rewards associated with ownership have been transferred to the buyer. As a result, the Group no longer has any involvement that is associated with ownership and does not exercise any real control. In the event of revenue from concept sales including service assignments, revenue recognition takes place over time based on the degree of completion on the balance sheet date, when the Group will probably receive economic benefits associated with the assignment and reliable calculations can be performed. The degree of completion is determined on the basis of expenditure incurred in relation to calculated total costs. Anticipated losses are expensed immediately.

**SHIPPING COSTS TO CUSTOMERS**

As of the 2022 financial year, ITAB presents shipping costs to customers in profit or loss under "Cost of goods sold". These costs were previously presented in the row "Selling expenses". Shipping costs to customers are part of the costs that arise in connection with contracts with customers, and the assessment has therefore been made that these costs should be presented under "Cost of goods sold". All comparative figures have been restated.

**PENSIONS**

The Group's pension plans are mostly defined-contribution plans. The costs for these plans are recognised as personnel costs in operating profit during the period in which the employees perform the services to which the contribution refers. The Swedish subsidiaries have a defined-benefit ITP plan via Alecia. At present, Alecia cannot provide the required information for the Group to be able to recognise this plan in the balance sheet in accordance with IAS 19. Pension commitments that have not been taken over by insurance companies or secured in some other way with an external party are recognised as provisions in the balance sheet.

**INTANGIBLE ASSETS**

**Capitalised expenses for development work**  
Development expenses where the results are used to plan or create production of new or greatly improved processes or products are capitalised if it is deemed that the process or product is technically and commercially viable. The expenses are recognised as an asset in the balance sheet from the time when the technical and commercial feasibility of the product has been established, the company has the resources to complete the development process to thereafter use or sell the intangible asset, and it is feasible that the product will generate future economic benefits. The carrying amount includes expenses for material, direct expenses and indirect expenses that can reasonably and consistently be attributed to the asset.

Capitalised development expenditure is recognised at cost less accumulated amortisation and any impairment. Amortisation is recognised in profit or loss over the estimated useful life of the capitalised development expenditure. Amortisation commences from the time the asset is available for use. The estimated useful life varies between three and ten years. Estimated useful lives are reassessed every year.

**Trademarks, patents and similar rights**

Trademarks, patents and similar rights are recognised at cost less accumulated amortisation. Amortisation is carried out on a straight-line basis over the estimated useful life of five to ten years. Estimated useful lives are reassessed every year.

**Goodwill**

The factors that constitute ITAB's recognised goodwill are primarily synergy effects in production, logistics, staff, know-how and effective organisation. Goodwill is recognised as an intangible asset with an indefinite useful life and is tested for impairment annually at year-end or when there is an indication of possible impairment losses; see also the section on impairment in Note 3.

A cash-generating unit (IAS 36) is defined as the smallest identifiable group of assets that, in continuous use, generates cash inflows that are essentially independent of other assets or groups of assets. No distribution of the Group's goodwill has been performed since all ITAB companies' activities and cash inflows are highly dependent on each other.

The recoverable value has been determined based on the unit's value in use, which consists of the present value of estimated future cash flows. Identification of projected cash flows is based in part on an assessment of the expected rate of growth of the business in accordance with forecasts prepared by company management for the next four years. The company uses weighted average cost of capital (WACC) to discount projected cash flows and estimate the cash-generating unit's value in use; see also Note 18.

**LEASES**

ITAB is only a lessee, not a lessor. At the commencement date of a lease, the company determines the lease term as the non-cancellable period, together with periods covered by an extension or termination option if it is reasonably certain that the option will be exercised. The lease liability is measured at the present value of the lease payments that were not paid at the commencement date. Lease payments are discounted with the rate implicit in the lease if it can be determined; otherwise ITAB's incremental borrowing rate at the commencement date is used. ITAB's lease portfolio consists mainly of real estate, machinery and vehicles. ITAB applies the practical exemptions in IFRS 16 regarding short-term leases, which are defined as leases where the initial lease

term is a maximum of 12 months of extension options, and leases of a low value, which includes office equipment. ITAB 16 for intangible assets. Non-leased and are not recognised of use or lease liability.

**PROPERTY, PLANT AND EQUIPMENT**  
Property, plant and equipment at less deductions for accumulated depreciation is carried out systematically over the expected useful life and the non-current asset has been The Group applies component depreciation to each part of property with a cost that is significant combined cost of the asset is determined. Land is not depreciated.

**Depreciation plan**

Buildings  
Land improvements to property  
Machinery and equipment

**Depreciation plan for right-of-use**  
Buildings, production  
Buildings, offices and warehouses  
Machinery and equipment

The useful life and residual value reviewed regularly and adjusted needed.

**FINANCIAL INSTRUMENTS**

Financial instruments include cash, loans receivable, accounts payable, current and long-term investments, and derivatives.

**CLASSIFICATION OF FINANCIAL AND LIABILITIES**

A financial instrument is classified according to its purpose to the Group. The Group's financial assets and liabilities are classified into derivatives and derivatives such as instruments in hedge accounting.

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**IN-DEPTH SUSTAINABILITY INFORMATION****ANNUAL GENERAL MEETING 2024****Equity instruments**

The Group classifies equity instruments at fair value through profit or loss.

**Derivatives as hedging instruments in hedge accounting**

Hedging of net investments in foreign operations and future cash flows are recognised according to the principles for hedge accounting. When the transaction is entered into, the relationship between the hedging instrument and the hedged item is assessed and analysed against the Group's objective for risk management in respect of hedging. An assessment of whether the hedging instruments used in hedging transactions are effective when it comes to counter-acting changes in fair value or the cash flows that are attributable to the hedged items is performed when hedging is entered into and continually during the hedging period.

*Hedging of net investments in foreign operations.* Investments in foreign subsidiaries (net assets including goodwill) have to a certain extent been hedged through loans in foreign currency. The exchange rate gain or loss in respect of borrowing that is deemed to be effective hedging is recognised as a translation difference when translating foreign operations in other comprehensive income. The ineffective portion is recognised immediately in net financial items in the income statement. Profit that has been recognised under other comprehensive income is transferred to the income statement when the foreign operation has been divested.

In addition to loans in foreign currencies, the Group uses currency futures to hedge net assets in foreign currencies. The fair value of currency hedges is recognised as a change in the fair value of hedges of net investments in other comprehensive income. Any ineffectiveness is recognised immediately in net financial items in the income statement.

*Hedging of future cash flows.* The derivative instruments used for hedging projected interest expenses and forecast cash flow in a foreign currency are recognised in the balance sheet at fair value. Any gain or loss is recognised as a change in the fair value of cash flow hedges in other comprehensive income until the hedged flow is recognised in the income statement, at which time the hedged instrument's accumulated change in value is transferred to net profit for the year to meet the earnings effects of translated foreign cash flows.

**Debt instruments**

The classification of financial assets that are debt instruments is based on the Group's business model for the management of the asset and the nature of the asset's contractual cash flows. The instruments are classified at: amortised cost or fair value through profit or loss. Financial liabilities are classified at amortised cost or at fair value through profit or loss.

*Financial assets measured at amortised cost* are non-derivative financial assets with payments that are established or can be established and that are not traded on an active market. Receivables of this type normally arise when the Group pays cash to a counterparty or supplies a customer with goods or services without the intent of converting the receivable that arises. Loan receivables, cash and cash equivalents, and accounts receivable are recognised at the amount that is expected to be received after deductions for expected credit losses. All loan receivables and accounts receivable are assessed individually. The anticipated maturity of accounts receivable is short, which is why the value is recognised at the nominal amount.

*Financial assets measured at fair value through profit or loss* include financial assets available for sale and financial assets that have been identified as being measured at fair value through profit or loss. Financial instruments in this category are initially recognised at fair value. Changes in fair value are recognised in profit or loss. Derivatives are classified at fair value through profit or loss if the instrument has not been identified as a hedging instrument in hedge accounting or is ineffective.

*Financial liabilities measured at amortised cost.* This category includes loans, other financial liabilities, accounts payable and financial accrued expenses and prepaid income. Financial liabilities recognised at amortised cost are initially measured at fair value including transaction costs. After initial recognition, they are measured at amortised cost according to the effective interest method.

*Financial liabilities measured at fair value through profit or loss* include financial liabilities that have initially been attributed to the relevant category as well as derivative liabilities if the instrument has not been identified as a hedging instrument in hedge accounting or is ineffective. Changes in the fair value of financial instruments are recognised in profit or loss for the period in which they arise. Additional purchase considerations in connection with business combinations are classified as financial liabilities measured at fair value through profit or loss.

**Impairment of financial assets**

The Group's financial assets, apart from those that are classified at fair value through profit or loss, are covered by impairment for expected credit losses. In addition to this, the impairment covers lease receivables and contract assets that are not measured at fair value through profit or loss. Impairment for credit losses according to IFRS 9 is forward-looking, and a loss allowance is made when there is exposure to credit risk, normally on initial recognition. Expected credit losses reflect an objective, probability-weighted outcome that gives consideration to most scenarios based on reasonable and verifiable forecasts for the anticipated remaining term.

The financial assets are recognised in the balance sheet at amortised cost, meaning net of gross value and loss allowance. Changes in the loss allowance are recognised in profit or loss.

**INVENTORIES**

Inventories are measured at the lower of cost or net realisable value and in accordance with first-in, first-out (FIFO) method. For manufactured goods and work in progress, cost includes a reasonable portion of the indirect costs based on a normal capacity. Deductions are made for internal gains that arise through sales between companies in the Group.

An assessment of the provision for obsolescence is conducted on an ongoing basis for inventories that have not moved for more than 12 months, alternatively if other relevant circumstances. The assessment of value is carried out for individual items.

**TRANSACTIONS WITH RELATED PARTIES**

Related companies are defined as those companies included in the Group as well as companies in which related physical persons have a controlling, joint controlling or significant influence. Related physical persons are defined as Board members, senior executives and close family members of such persons. Information about transactions with related parties is presented in Note 34. The current Board and Group management are presented on pages 38-39.

**SHARE-BASED PAYMENT**

ITAB has long-term share-based incentive programmes that enable employees to acquire shares in the Parent Company. The Group and the Parent Company recognise these programmes in accordance with IFRS 2 *Share-based Payment*. The fair value of allocated share rights is recognised as a

personnel cost with a corresponding equity. Fair value is calculated at the time of issuance and is distributed over the value of the allocated share rights being included into account market conditions that are not vesting conditions at the time of recognition corresponds to the fair value of the number of shares expected to be taken into account service conditions. This cost is adjusted in subsequent periods to reflect the actual number of shares that are not vesting conditions at the time of recognition. However, an adjustment is not made if only due to market conditions that are not vesting conditions in Social security contributions at the time of recognition based instruments for employee-purchased services are expensed in the periods in which the services are provided. Disclosures on share-based payments are presented in Note 8 Personnel and well as Notes 23 and 27.

**OPERATING SEGMENTS**

Identification of operating segments is performed in four stages identifying chief operating decision-maker, business activities, determining whether information is available for financial reporting and determining whether this information is regularly by the company's chief decision-maker. The definition thereafter been used to define the segments.

The company's chief operating decision-maker is identified as the Board of Directors. Profit at company level, or aggregated profit, are not used as a basis for allocation of resources. Various former projects based primarily on the use of a basis for allocation. The Group's sales are made to majorly in which why the ITAB Group has many countries. Decisions are made meaning, for example, that price relation to a particular customer or an uneven allocation of resources.

**NOTE 2** cont.

Group units in order for the Group to win an order. The various units' level of revenue and profit are consequently highly dependent on the Group's other companies, which is one reason why profit is not used as a basis for decisions on the allocation of resources.

Another reason is that the supporting data for decisions on the allocation of production resources is not determined by the various units' profit, rather by the conditions that exist in various customer projects as regards the most effective production for the Group as a whole. This can entail that certain units are allocated resources for production that are not favourable from the individual unit's perspective, but that are deemed to be the best decision from a Group perspective. The corresponding argument also applies to other parameters, such as design, construction, marketing, installation, development, etc. This business model entails that a large portion of the decisions that affect the Group's various companies are taken centrally. ITAB does not have any independent financial information regarding products or product groups since the majority of sales take the form of concept sales, with a combination of several products and services.

These conditions mean that profit is not used as a basis for decisions regarding the allocation of resources to various parts of the company, and that the Group only comprises one operating segment.

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**IN-DEPTH SUSTAINABILITY INFORMATION****ANNUAL GENERAL MEETING 2024****PARENT COMPANY ACCOUNTING POLICIES**

The Parent Company has prepared its annual accounts in accordance with the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's recommendation RFR 2. The Swedish Financial Reporting Board's recommendations for listed companies have also been applied.

**Presentation of income statement and balance sheet**

The Parent Company uses the presentation format specified in the Swedish Annual Accounts Act, which means for example that a different presentation of equity is applied and that provisions are recognised under a separate heading in the balance sheet. For the Parent Company, equity is presented divided into non-restricted and restricted equity.

**Leases**

In the Parent Company, IFRS 16 is not applied. Instead, lease payments are recognised as an expense on a straight-line basis over the lease term.

**Group contributions, shareholder contributions and dividends**

Group contributions are recognised according to RFR 2's alternative rule, which means that received and paid Group contributions are recognised as year-end appropriations in the Income Statement. Shareholder contributions are recognised directly against equity for the recipient and capitalised in shares and participations for the provider to the extent impairment is not required.

Dividends received are recognised as revenue when the right to receive dividends has been determined.

**Participations in subsidiaries**

Participations in subsidiaries are recognised in the Parent Company according to the acquisition method. The investments' impairment requirements are tested annually or when there is a risk that the carrying amount of the investment is higher than the replacement cost.

Dividends from subsidiaries are recognised as financial income. When dividends stem from gains earned before the acquisition, the item must be tested for impairment.

**Financial instruments**

As a result of the relationship between accounting and taxation, the rules relating to financial instruments are not applied according to IFRS 9 in the Parent Company as a legal entity. Instead, the Parent Company applies the cost method in accordance with the Swedish Annual Accounts Act. In the Parent Company, financial non-current assets are thus measured at cost and financial current assets according to the lower of cost or net realisable value, with impairment of expected credit losses applied according to IFRS 9 in respect of assets that are debt instruments. For other financial assets, impairment is based on market values. Derivatives are recognised according to the lower of cost or net realisable value.

### NOTE 3 IMPORTANT ESTIMATES AND ASSESSMENTS

The preparation of financial reports requires that the company management makes assessments and uses estimates and assumptions that affect recognised amounts in the consolidated accounts.

These estimates, assessments and related assumptions are based on experience and other factors that are deemed reasonable in the prevailing circumstances. The actual results may deviate from these estimates. The estimates, assessments and assumptions are reassessed regularly. Changes to estimates and assessments are recognised in the period in which the change takes place as well as in future periods if these periods are affected.

Below are the estimates and assessments that, in the company management's opinion, are important for recognised amounts in the financial statements and for which there is a significant risk that future events or new information could result in them changing.

#### BUSINESS COMBINATIONS

The measurement of identifiable assets and liabilities in conjunction with the acquisition of subsidiaries or operations involves items in the acquired company's balance sheet, as well as items that have not been recognised in the acquired company's balance sheet such as customer relationships, being measured at their fair value. There are normally no publicly listed prices for the assets and liabilities that are to be measured, whereupon various measurement techniques must be applied. These measurement techniques are based on a number of different assumptions. For a production-intensive company like ITAB, non-current assets, inventories and accounts receivable are significant items in the balance sheet that can be difficult to measure and assess.

The measurement of identifiable assets and liabilities is also dependent on the accounting environment in which the acquired company/business has operated. Assessments are made regarding the extent of the adaptations that are required to the Group's accounting policies, the frequency with which final accounts are prepared as well as access to data that may be required to measure identifiable assets and liabilities. All balance sheet items are thereby subject to estimates and assessments. This also means that a preliminary measurement is performed and subsequently adjusted. All acquisition

calculations are subject to final adjustment at the latest one year after the time of the acquisition. With due consideration to the above description and the practical potential to compile and present all individual adjustments in a way that benefits the person reading the Annual Report, ITAB has decided, provided this is not a case of material adjustments, not to specify separately for each individual acquisition the reasons why the initial reporting of the business combination is preliminary, nor the assets and liabilities for which the initial reporting is preliminary.

#### IMPAIRMENT TESTING FOR GOODWILL, OTHER INTANGIBLE ASSETS AND OTHER NON-CURRENT ASSETS

**Important sources of uncertainty in estimates**  
Goodwill is not amortised, rather impairment testing is performed annually instead. Other intangible assets and other non-current assets are amortised or depreciated over the period in which company management estimates that the asset will be used. In addition, regular assessments are performed as to whether there is any indication of a need for impairment. Impairment testing is based on a review of the recoverable amount. The value is estimated based on company management's calculations of future cash flows, which are based on internal business plans and forecasts.

#### Estimates and assessments

Company management's judgement is required when it comes to impairment, particularly when assessing:

- whether an event has occurred that can affect the values of the assets,
- whether an asset's carrying amount can be confirmed by the discounted present value of future cash flows, which are estimated based on the continued use of the asset in the operations,
- that adequate assumptions are used when preparing cash flow forecasts, and
- the discounting of these cash flows.

Changes to the assumptions that are made by company management when determining any level for impairment can affect the financial position and operating profit.

#### IMPAIRMENT TESTING FOR

##### FINANCIAL ASSETS

**Important sources of uncertainty in estimates**  
Impairment for credit losses of financial assets according to IFRS 9 is forward-looking, and a loss

risk, normally on initial recognition. Expected credit losses reflect an objective, probability-weighted outcome that gives consideration to most scenarios based on reasonable and verifiable forecasts for the anticipated remaining term.

#### Estimates and assessments

ITAB's credit risk is almost exclusively attributable to accounts receivable. The basis for expected credit losses comprises an assessment of the unpaid receivables. The loss allowance for expected credit losses is based on a calculation according to the internal regulatory framework in combination with an individual assessment. The assessment is performed on the basis of the circumstances that could have a significant impact in the valuation process, such as important customers' financial position and ability to pay that are known on the balance sheet date.

#### LEASES

**Important sources of uncertainty in estimates**  
ITAB applies IFRS 16 Leases as of 1 January 2019. Lease liabilities attributable to long-term leases, which previously would have been classified as operating leases in accordance with IAS 17, are valued at the present value of the remaining lease payments, discounted using the incremental borrowing rate. ITAB initially recognises a right-of-use asset as a non-current asset at an amount corresponding to the lease liability. The establishment of the lease term and incremental borrowing rate entails judgements that affect the value of the lease liability and right-of-use asset.

#### Estimates and assessments

When determining the lease liability and right-of-use asset, the most significant assessments are attributable to the establishment of the lease terms. The majority of ITAB's leases include options to either extend or terminate the agreement. When the term of the lease is established, ITAB takes into consideration all facts and circumstances that provide a financial incentive to utilise an option to extend or waive an option to terminate the agreement. Examples of factors that are considered include strategic plans, restructuring programmes, the importance of the underlying asset to ITAB's operations and/or costs attributable to not extending or terminating leases.

#### DEFERRED TAX

**Important sources of uncertainty in estimates**  
Deferred tax assets/liabilities are recognised where temporary differences between the carrying amounts of assets and liabilities and the tax base as well as unutilised capitalised tax losses are recognised. Deferred tax assets are recognised where company management's estimate of profit in various tax jurisdictions. The actual results may differ from the estimates due to changes in business climate, legislation.

#### Estimates and assessments

For example, company management estimates the future taxable income in order to determine the value of deferred tax.

#### Estimate/Assessment

Business combinations	Impairment testing for goodwill, other assets and other non-current assets
Leases	Impairment testing for financial assets
Deferred tax	

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### NOTE 4 FINANCIAL RISK MANAGEMENT

ITAB's risk management aims to risk-adjust the Group's financial position and minimise the Group's financial risks are described below. Financial risks are managed by the Board of Directors as risk management, liquidation and borrowing are included in the Company. This allows the Group to manage financial risks and make use of financial risks and make use of financial risks are currency, interest, credit and financing risks.

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## NOTE 4 cont.

## CURRENCY RISK

ITAB Shop Concept is exposed to currency risks through its international business activities. These can be divided into transaction risk, risk when transacting foreign subsidiaries' income statements, and risk when transacting foreign subsidiaries' balance sheets.

## Transaction risk

Commercial payment flows that occur in a currency other than the respective subsidiary's local currency entail a transaction risk. To reduce currency exposure, efforts are made to match the inflow and outflow in different currencies, for example by issuing invoices in the same currency in which purchases are made. In line with the finance policy, each individual Group company decides whether to hedge transaction exposure, which in that case occurs with ITAB Shop Concept AB as the counterparty. External currency exposure hedging is thereafter performed by the Parent Company ITAB Shop Concept AB, with due consideration for the Group's currency exposure within the next 12 months. According to ITAB's finance policy, 50–75 percent of the currency risk within the next upcoming 12 months is hedged through forward agreements. It is also possible to adjust prices for currency fluctuations through clauses in a number of customer contracts. As a result of the hedging strategy, the impact on ITAB's profit from a reasonable fluctuation in exchange rates is deemed to be small, whereupon the currency risk analysis regarding the transaction flows is not deemed to be significant. Hedging activities to reduce transaction exposure are classified as cash flow hedges. At the end of 2023, there were cash flow hedges of projected flows in EUR, GBP, CZK, NOK, and CNH. The fair value of the forward agreements used to hedge forecast flows amounted to MSEK -1 (-6), net. The year's change in fair value, MSEK -5 (-10) after tax, has been recognised in comprehensive income. The realised results of the forward agreements for 2023 amounted to MSEK -13 (18) before tax, which has been recognised as other operating income and expenses in the income statement.

## Risks when translating the income statements of foreign subsidiaries

The income statements of foreign subsidiaries that are not located in hyperinflationary countries are translated at the average exchange rate for the respective period. In countries considered to be

hyperinflationary, the translation of the income statement is instead recognised at the closing day rate and earnings in the local currency are adjusted according to local indexes. Given the invoicing and net profit of 2023, a 5 percent change in the SEK exchange rate to all currencies would affect invoicing by approximately MSEK 271 (310) and net profit by approximately MSEK 12 (13).

## Risks when translating the balance sheets of foreign subsidiaries

The foreign subsidiaries' balance sheets are translated at the closing day rate. The translation risks relate to exchange rate fluctuations that affect the value of the net foreign assets when translating to SEK. The value of net foreign assets amounted to MSEK 2,063 (1,959), as of the balance sheet date. Investments in net foreign assets are partly financed by raising loans in foreign currencies, which reduces the translation risks. To reduce the net assets in foreign currencies and thereby reduce the currency risks, assets are financed locally in the foreign subsidiaries, in local currency, where this is commercially possible. However, some financing is arranged via the Parent Company ITAB Shop Concept AB, in addition to loans in foreign currencies. The Group uses currency futures to hedge net assets in foreign currencies. The fair value of the currency hedges is recognised against comprehensive income and can be reclassified as a financial gain or loss when currency futures are ineffective. Realised results from currency futures amounted to MSEK 22 (-15) after tax in 2023, which was recognised against comprehensive income in the Group. Exchange rate fluctuations in 2023 had an impact of MSEK -123 (173) after tax on the Group's comprehensive income. At the end of 2023, the fair value of the currency futures is estimated at MSEK 7 (-20).

## The value of the Group's foreign net assets after hedging per currency:

Currency (MSEK)	31 Dec 2023	31 Dec 2022
CZK	328	370
NOK	120	53
GBP	100	63
EUR <sup>1)</sup>	927	741
USD, HKD and CNH	480	602
Other	108	130
	<b>2,063</b>	<b>1,959</b>

<sup>1)</sup> EUR also refers to currencies linked to EUR.

## Currency hedges

At the end of the year, the Group had hedged the following net amount via currency futures for the purpose of hedging cash flows and net assets. The gross volumes below are stated per currency in the local currency (million) measured at nominal value. All contracts have a term of less than 12 months.

Currency	31 Dec 2023	31 Dec 2022
SEK	332	567
NOK	-40	-10
CNH	86	120
CZK	11	-358
GBP	-4	-3
EUR	-33	-48
<b>Average exchange rate, currency futures</b>		<b>31 Dec 2023</b>
EUR/SEK		11.3809
EUR/CZK		24.7515
EUR/CNH		7.7702
GBP/SEK		12.6624
NOK/SEK		1.0001
SEK/CZK		2.1346

## INTEREST RISK

The interest risk consists of interest rate changes having a negative impact on the Group's profit through increased borrowing costs. In order to reduce the interest risk, interest rates can be fixed via restricted loans or through interest rate swap agreements. The Group's interest-bearing net debt, which refers to borrowing less cash and cash equivalents and interest-bearing assets, amounted to MSEK 591 (1,080) on the balance sheet date, of which MSEK 322 (644) is financed with variable interest. The remaining MSEK 269 (436) is restricted through interest rate swap agreements and has an average fixed rate period of 29 months (29). The average interest rate for outstanding interest-bearing liabilities including interest rate swaps was 4.02 percent (2.97) at year-end. A 1 percentage point change in interest would affect net profit by approximately MSEK 2 (5) annually. The change in the fair value of interest rate swap agreements is recognised in comprehensive income until the hedged flow is transferred to net profit for the year. The change in comprehensive income amounts to MSEK -13 (35) for 2023, of which MSEK -12 (2) has been transferred to net profit for the year. No hedges were assessed as ineffective in 2023.

## Derivative instruments

Interest rate swap agreements	31 Dec 2023
Duration less than 1 year	
Duration 1-3 years	
Duration 3-5 years	

## LIQUIDITY AND REFINANCING RISK

Liquidity risk refers to the risk that sufficient cash and cash equivalent facilities to fulfil its payment obligations in the risk that a company carries out raising, capital or refinancing acceptable terms. ITAB Shop Concept has a high level of financing received by monitoring and managing the capital financing centrally within the majority of the Group's borrowings between banks and ITAB Shop Concept in turn borrow from ITAB Shop Concept terms. Local borrowing evant company's local currency refinancing of existing loans should good time before maturity or be fixed unutilised credit facilities. The interest liabilities is presented in Note 24.

## CREDIT RISK

Credit risk refers to the risk that financial transactions will be unable to be settled by the counterparty. ITAB Shop Concept credit risk is attributable to accounts receivable, which historically had low losses on average. The company's customers are well-established companies with a capacity distributed across several markets. The risk of losses is managed through set procedures for reminder, procedure and penalties. Credit insurance policies exist in that best represents the maximum losses, without consideration for sales and VAT, is the outstanding amount on the balance sheet date. Credit risk from balances in bank accounts is managed by the Parent Company with the Group's policy. The total assets amount to MSEK 1,594 Note 21.

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**NOTE 5 CORPORATE ACQUISITIONS, DIVESTMENTS AND DISCONTINUED OPERATIONS**

**Information on purchase consideration and acquired/divested net assets:**

Purchase consideration	2023	2022
Total purchase consideration excluding acquisition costs:	-	81
of which, purchase consideration not paid during the year	-	-

Expenses in connection with acquisitions are recognised as expenses in operating profit. Acquisitions and divestments directed net investments in 2023 by MSEK 9, of which MSEK 15 relates to the divestment of the associated company Ombori Apps AB. Net investments in 2023 also include partial payments from acquisitions in 2021 of MSEK -6. Acquisitions and divestments had a total impact of MSEK -66 on net investments for 2022, of which the acquisition of Oy Checkmark Ltd accounted for MSEK -53 and partial payments of acquisitions of previous years' acquisitions for MSEK -13.

**ACQUISITIONS AND DIVESTMENTS IN 2023**

ITAB Group did not complete any new acquisitions in 2023. During the second quarter of 2023, ITAB Shop Concept AB's 21-percent shareholding in the associated company OmboriGrid AB (Pty) was divested. The purchase consideration for the divested shares amounted to MSEK 15. The sale had an impact of MSEK 6 on the ITAB Group's profit and MSEK 15 on cash flow during 2023.

Cash flow was also impacted in an amount of MSEK -6 by partial payments of acquisitions from 2021 during the year.

A dormant company in the Netherlands was also wound up in 2023.

**DISCONTINUED OPERATIONS IN 2023**

ITAB decided at the beginning of March 2022 to discontinue its operations in Russia due to the Russian regime's invasion of Ukraine. The Group has a production facility and sales offices in Russia with a total of some 140 employees. Total sales in Russia amounted to approximately MSEK 85 in 2023, corresponding to about 1.5 percent of ITAB's total annual sales. The process of discontinuing the Russian operations is under way, and the aim is for this to be done in a controlled manner for our employees, customers and partners.

Given that the Group's operations in the Russian subsidiary ITAB Rus JSC are being discontinued and it was deemed highly probable that the discontinuation will be completed and that it otherwise fulfilled the stated criteria for application of IFRS 5 Non-current Assets Held for Sale and Discontinued Operations during the third quarter 2022, the Russian subsidiary was recognised as Discontinued Operations as of the interim report for the third quarter 2022. Discontinued operations are major lines of business that have been disposed of or comprise a disposal group held for sale. Profit after tax from discontinued operations is recognised separately in the income statement.

When a group of assets and liabilities is classified as held for sale, this means that their carrying amounts will be recovered principally through sale and not through use. All assets included in the group are presented separately under assets and all liabilities in the group are presented separately under liabilities. The group is measured at the lower of its carrying amount and fair value less selling expenses.

In the consolidated income statement, ITAB Rus JSC is therefore recognised separately under "Discontinued Operations" and comparative periods from 2021 have been restated in accordance with the same policies. In the consolidated statement of financial position, the operation's net assets are recognised under "Assets held for sale" and "Liabilities attributable to assets held for sale", respectively, as of the third quarter 2022. In accordance with IFRS, balance sheets for prior periods have not been restated. As a consequence of this, the Group's cash flow is recognised excluding Discontinued Operations as of 2023. Financial statements for Discontinued Operations are presented below.

**Income statement for Discontinued Operations in summary (MSEK)**

Revenue from contracts with customers
Costs of goods sold
<b>Gross profit</b>
Selling expenses
Administrative expenses
Impairment of assets measured at fair value
<b>Operating profit</b>
Financial items
<b>Profit after financial items</b>
Tax expenses
<b>NET PROFIT FOR THE YEAR</b>

**Cash flow statement for Discontinued Operations in summary (MSEK)**

Operating profit
Interest paid and received, tax and adjustments for items not included in the cash flow
Change in working capital
<b>Cash flow from operating activities</b>

**Balance sheet for Discontinued Operations in summary (MSEK)**

<b>ASSETS</b>
Non-current assets
Current assets
Cash and cash equivalents
<b>Total assets</b>
<b>EQUITY AND LIABILITIES</b>
Equity
Deferred tax
Current liabilities
<b>Total equity and liabilities</b>

**NOTE 5 cont.****ACQUISITIONS IN 2022**

On 28 February 2022, the ITAB Group acquired, through its Finnish subsidiary ITAB Finland Holding Oy, all shares in Oy Checkmark Ltd. Checkmark is one of the leading suppliers of retail technology solutions for checkouts and store guidance for retailers in the Nordic region. Checkmark has its head office in Pleksämäki in Finland and has subsidiaries in Sweden, Norway and Denmark. Through the acquisition, ITAB strengthened its competence and market position in concept sales in the Nordic market. The Checkmark group had annual sales of approximately M€12 and 44 employees on the acquisition date. The acquisition had a marginal positive effect on earnings per share.

Closing took effect immediately and the acquisition is consolidated in the Group as of 1 March 2022. Immediately after the acquisition, the integration process of Checkmark with ITAB's existing operations started. The estimated impact on the Group's net sales in 2022 amounted to MSEK 114. Acquired net assets at assessed fair value at the time of acquisition amounted to MSEK 81, of which goodwill was MSEK 26. Goodwill that has arisen in the transaction mainly consisted of the value from expected synergies in the product supply and know-how, which are not reported separately. The purchase consideration amounted to MSEK 81, of which MSEK 48 was settled during the first quarter and the remaining amount was finally settled during the second quarter of 2022 after adjustments of net cash and normalised operating capital. Expenses in connection with the acquisition are reported on an ongoing basis as costs.

The acquisition had an impact of MSEK -0 on operating profit and MSEK -53 on cash flow in 2022. The exchange rate for the translation of the acquisition to SEK was EUR/SEK 10.6055.

Cash flow for 2022 was also impacted by partial payments of acquisitions from 2021 in a total amount of MSEK -13.

**Effect of the acquisition of the shares in Oy Checkmark Ltd in 2022**

According to the final acquisition analysis, the assets and liabilities included in the acquisition after the end of the financial year amount to the following:

	Final estimated fair values
Property, plant and equipment	1
Deferred tax assets	0
Inventories	22
Accounts receivable	25
Other current assets	30
Non-current liabilities	-2
Current liabilities	-21
<b>Net identifiable assets and liabilities</b>	<b>55</b>
Consolidated goodwill <sup>1)</sup>	26
<b>Purchase consideration <sup>2)</sup></b>	<b>81</b>
Less net cash and cash equivalents in acquired companies	-28
<b>Impact on the Group's cash and cash equivalents for the year</b>	<b>53</b>

<sup>1)</sup> Goodwill comprises primarily synergistic effects in terms of product supply, logistics, personnel, know-how and an effective organisation. No portion of goodwill is expected to be tax deductible.

<sup>2)</sup> Purchase consideration was finally settled during the second quarter 2022, after adjustments of net cash and normalised operating capital.

**DIVESTMENTS IN 2022**

In 2022, two dormant companies in the UK were wound up.

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## NOTE 7 PURCHASES AND RECEIPTS BETWEEN PARENT COMPANY AND SUBSIDIARIES

Of the Parent Company's invoices consisted of invoicing to subsidiary subsidiaries relate primarily to IT, and administration services. No purchases from subsidiaries.

Profit from participations in subsidiaries are presented in Notes 13 and 14.

### Parent Company

Sales of services to subsidiaries  
Purchases of services from subsidiaries

## NOTE 6 REVENUE FROM CONTRACTS WITH CUSTOMERS

### BUSINESS SEGMENTS AND GEOGRAPHIC AREAS

The ITAB Group comprises some 40 operating companies that sell, develop, produce and distribute shop fittings and equipment to chain-based customers. The largest customer accounts for approximately 6 percent of external sales, and none of the Group's other customers account for more than 4 percent of external sales. Most of ITAB's customers are major chain stores that operate internationally and have stores in several countries. Several of the Group's companies are involved in most business deals.

Because sales largely involve different customised store concepts, customer sales are often conducted with resources from several Group companies in order to fulfill the customer's various needs in the best possible way. Development and production of the various store concept segments are carried out by different Group companies depending on where the best conditions exist. This business model entails that a large portion of the decisions that affect the Group's various companies are taken centrally.

As ITAB sells customised store concepts and often sets a price for a combined product and service, ITAB performs no division between product groups. These circumstances mean that the profit or loss is not used as a basis for deciding on the allocation of resources to different parts of the company, and that ITAB makes no allocation according to operating segments or business segments. See more about the business operations on pages 10-14.

### PROPERTY, PLANT AND EQUIPMENT AND INTANGIBLE ASSETS

Group	2023	2022
Sweden	295	304
China Incl. Hong Kong	208	279
Italy	197	241
Czechia	183	192
Finland	100	77
Norway	91	100
United Kingdom	77	93
Lithuania	60	66
Germany	56	75
Latvia	27	34
USA	21	3
Other	40	51
Goodwill	1,786	1,790
	<b>3,141</b>	<b>3,305</b>

### REVENUE FROM CONTRACTS WITH CUSTOMERS DIVIDED BY CUSTOMER GROUP AND GEOGRAPHIC MARKET

Revenue recognition takes place when the Group satisfies a performance commitment by transferring promised goods and the customer gains control of the asset. This normally takes place on delivery in accordance with applicable delivery terms. In the event of concept sales where a service assignment is included, revenue recognition for the projects takes place over time. The projects are primarily short-term projects. Payment terms vary since they are adapted according to different conditions in different geographic markets.

### EXTERNAL REVENUE<sup>1)</sup>

Group	2023	2022
Italy	971	1,002
United Kingdom	654	845
Germany	653	798
Norway	527	645
Sweden	410	472
Finland	402	430
France	242	282
Australia & New Zealand	211	44
The Netherlands	188	220
Denmark	156	150
Czechia	155	252
USA	118	147
Argentina	107	80
Spain	100	135
Switzerland	86	59
Other	1,159	1,307
	<b>6,139</b>	<b>6,868</b>

1) The allocation basis for deciding the country for external sales is the country where the product is delivered and/or service is performed.

## Sales per market<sup>3)</sup>

	2023	2022
Northern Europe	1,508	1,704
Southern Europe	1,408	1,530
Central Europe	1,169	1,434
United Kingdom & Ireland	680	881
Eastern Europe	475	525
Rest of the World	899	794
	<b>6,139</b>	<b>6,868</b>

3) Northern Europe consists of the Nordic countries. Southern Europe consists mainly of Italy, France and Spain. Central Europe's largest markets are Germany, the Netherlands and Czechia. Eastern Europe's largest markets are the Baltic countries, Poland, Romania and Slovakia. Rest of the World comprises all countries outside of Europe, with the US, Australia, China and Argentina accounting for more than 50 percent of sales.

### CONTRACT ASSETS AND CONTRACT LIABILITIES

ITAB's contract assets comprise goods and services that have been delivered but not yet invoiced, normally in the event of concept sales over time, where additional performance commitments must be fulfilled. Contract liabilities comprise advance payments from customers, allocations from customer loyalty programmes and invoicing in addition to performances not yet fulfilled in the event of concept sales over time. ITAB applies the practical expedient in accordance with IFRS 15.121 as ITAB's performance commitments are part of contracts that have a term of 1 year maximum.

	2023	2022
Contract assets	7	9
Accrued income		
	<b>7</b>	<b>9</b>
Contract liabilities		
Advance payments from customers	50	65
Accrued expenses	29	32
Prepaid income	5	7
	<b>84</b>	<b>104</b>
	<b>107</b>	<b>107</b>

### The Group's recognised revenue includes:

	2023	2022
Revenue included in the opening balance in the item contract liabilities	55	64
Revenue attributable to commitments wholly or partially executed during previous periods	2	1

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**NOTE 8 PERSONNEL AND SENIOR EXECUTIVES**

Average number of employees	2023	Of which men	Of which women	2022	Of which men	Of which women	Salaries and other remuneration divided per country and between board members/CEO and other employees	2023	2023	2023
Parent Company <sup>1)</sup>	18	61%	39%	20	55%	45%	Parent Company in Sweden (of which bonuses)	11.9	Board and CEO	Other employees
Subsidiaries							Subsidiaries in Sweden	4.2		27.8
Argentina	81	94%	6%	80	94%	6%	Argentina			13.6
Chile	2	100%	-	2	100%	-	Chile			1.4
Denmark	26	62%	38%	26	58%	42%	Denmark		2.3	23.7
Estonia	9	67%	33%	10	80%	20%	Estonia			2.9
Finland	142	82%	18%	133	83%	17%	Finland		2.3	74.3
France	35	71%	29%	42	76%	24%	France		3.0	20.7
United Arab Emirates	8	75%	25%	7	86%	14%	United Arab Emirates		1.0	3.4
India	1	100%	-	1	100%	-	India		0.2	0.0
Italy	359	76%	24%	359	77%	23%	Italy		7.4	167.1
China and Hong Kong	384	50%	50%	439	74%	26%	China and Hong Kong		4.9	63.7
Latvia	93	80%	20%	107	83%	17%	Latvia		-	24.8
Lithuania	137	83%	17%	144	85%	15%	Lithuania		1.8	46.8
Malaysia	11	82%	18%	11	82%	18%	Malaysia		0.1	1.6
The Netherlands	66	88%	12%	64	89%	11%	The Netherlands		2.4	38.8
Norway	151	77%	23%	165	76%	24%	Norway		9.8	110.4
Poland	9	67%	33%	10	70%	30%	Poland		1.1	4.1
Spain	11	64%	36%	10	60%	40%	Spain		1.2	3.3
United Kingdom	150	75%	25%	178	73%	27%	United Kingdom		7.8	97.8
Sweden	216	69%	31%	218	74%	26%	Czechia		3.2	86.6
Czechia	343	67%	33%	428	69%	31%	Germany		2.9	139.5
Germany	255	83%	17%	255	82%	18%	USA		-	3.3
USA	6	-	100%	6	17%	83%	CONTINUING SUBSIDIARIES - TOTAL		53.8	1,042.1
	<b>2,515</b>	<b>72%</b>	<b>28%</b>	<b>2,495</b>	<b>73%</b>	<b>27%</b>	GROUP TOTAL - CONTINUING OPERATIONS		8.5	1,070.5
	<b>2,533</b>	<b>72%</b>	<b>28%</b>	<b>2,715</b>	<b>73%</b>	<b>27%</b>	(of which bonuses)		65.7	1,070.5
Discontinued Operations							GROUP TOTAL - CONTINUING OPERATIONS		12.7	
Russia	138	78%	22%	132	75%	25%	(of which bonuses)			
	<b>2,671</b>	<b>73%</b>	<b>27%</b>	<b>2,847</b>	<b>73%</b>	<b>27%</b>				
Salaries, other remuneration & social security expenses <sup>2)</sup>										
(MSEK)										
Parent Company <sup>1)</sup>	39.7			37.1						
(of which pension costs) <sup>3)</sup>	23.2		6.9	20.9		7.4				
Subsidiaries		1,096.5	287.1	1,046.4		263.7				
(of which pension costs)		85.6	77.3			77.3				
	<b>1,136.2</b>	<b>290.5</b>	<b>1,083.5</b>	<b>284.6</b>		<b>284.6</b>				
Costs for long-term incentive programmes		2.5	1.1	3.2		1.1				
Group total	<b>1,138.7</b>	<b>291.6</b>	<b>1,066.7</b>	<b>285.7</b>		<b>84.7</b>				
(of which pension costs) <sup>4)</sup>		88.6								

1) Most of the Parent Company's employees moved their employment to a subsidiary in the fourth quarter of 2023. The information refers to the time when the employees were employed by the Parent Company, IFA8 Shop Concept AB.

2) Refers to Continuing Operations.

3) Of the Parent Company's pension costs, MSEK 1.6 (1.5) pertains to the Board and CEO.

4) Of the Group's pension costs, MSEK 7.3 (7.5) pertains to the Board and CEO.

The Group's outstanding pension commitments to these persons amount to MSEK 0 (0).

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**NOTE 8** cont.**Remuneration and benefits to senior executives**

Costs are recognised as remuneration for the period during which each person held their role.

2023	Directors' fee <sup>1)</sup> / Fixed salary	Short-term variable salary	Long-term incentive programmes	Other remuneration and benefits <sup>2)</sup>	Total salary and fees	Pensions costs	Total incl. pension <sup>3)</sup>
<b>Board of Directors</b>							
Anders Moberg	0.6				0.6		0.6
Anna Benjamin <sup>4)</sup>	0.1				0.1		0.1
Karin Eriksson <sup>5)</sup>	0.2				0.2		0.2
Jan Frykhammar <sup>6)</sup>	0.1				0.1		0.1
Peter Fägersten	0.3				0.3		0.3
Roberto Monti <sup>4)</sup>	0.1				0.1		0.1
Madeleine Persson <sup>5)</sup>	0.2				0.2		0.2
Fredrik Rapp	0.3				0.3		0.3
Vegard Særaune <sup>1)</sup>	0.3				0.3		0.3
<b>TOTAL - BOARD OF DIRECTORS</b>	<b>2.2</b>			<b>2.2</b>	<b>2.2</b>		<b>2.2</b>
<b>Group management</b>							
CEO	5.5	4.2	0.8	0.2	10.7	1.6	12.3
Other senior executives in Group management (9 people)	19.5	9.6	0.8	1.4	31.3	4.9	36.2
<b>TOTAL - GROUP MANAGEMENT</b>	<b>25.0</b>	<b>13.8</b>	<b>1.6</b>	<b>1.6</b>	<b>42.0</b>	<b>6.5</b>	<b>48.5</b>

**2022**

<b>Board of Directors</b>							
Anders Moberg	0.5				0.5		0.5
Anna Benjamin	0.3				0.3		0.3
Jan Frykhammar	0.3				0.3		0.3
Peter Fägersten	0.2				0.2		0.2
Eva Karlsson <sup>4)</sup>	0.1				0.1		0.1
Roberto Monti	0.3				0.3		0.3
Fredrik Rapp	0.3				0.3		0.3
Vegard Særaune <sup>1)</sup>	0.3				0.3		0.3
Rutger de Vries <sup>4)</sup>	0.1				0.1		0.1
<b>TOTAL - BOARD OF DIRECTORS</b>	<b>2.4</b>				<b>2.4</b>		<b>2.4</b>
<b>Group management</b>							
CEO	5.2	3.5	0.9	0.2	9.8	1.5	11.3
Other senior executives in Group management (9 people)	20.7	6.9	1.3	0.3	29.2	3.0	32.2
<b>TOTAL - GROUP MANAGEMENT</b>	<b>25.9</b>	<b>10.4</b>	<b>2.2</b>	<b>0.5</b>	<b>39.0</b>	<b>4.5</b>	<b>43.5</b>

1) Directors' fees including remuneration for committee work, to Board members concerned.

2) Benefits paid to tradeable benefits and restricted share schemes.

3) Expenses for fees for directorships and pension costs are recognised excluding special payroll tax.

4) Board member stepped down in conjunction with ITAB's 2023 and 2022 AGMs, respectively.

5) Board member assumed the role in conjunction with ITAB's 2023 AGM.

6) Board member during the period 1 January to 3 July 2023.

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**Long-term incentive programme**

The 2022 AGM resolved on a long-term incentive programme (LTI) for 2022 extending to June 2025. To participate in LTI, the participant must own a predetermined number of shares throughout the entire duration of the programme and be an employee of ITAB at the end of the programme. For each share held within the framework of LTI 2022, the participant is awarded a minimum of three new ordinary shares, except AB free of charge.

The CEO was entitled to participate in the programme with a maximum of 296,368 ITAB shares, corresponding to a maximum of 889,104 share rights. Other members of Group management were entitled to participate with a maximum of 148,184 ITAB shares per person, corresponding to a maximum of 444,552 share rights. In addition, certain key individuals were invited to participate in the programme with a maximum of 25,467 ITAB shares per person, corresponding to a maximum of 76,401 share rights.

**Share-based payments**

The number of ordinary shares issued during the period 2022 depends on how well the performance targets are met. All performance targets are met. All participants in the programme have reached the same performance targets. Performance targets are based on EBIT margin for the Group's quarter and the 2024 period to reach a certain performance target. The Group's performance target for the 2022-2024 period to reach the performance target is to reach the performance target. Shares will be allocated to participants in the programme in the maximum amount of 2025.

**NOTE 8** cont.**SHARE-BASED INCENTIVE PROGRAMME LTIP 2022**

Number of participants still employed as of 31 December 2023

Performance target 1 – EBIT margin	28 people
Vesting period for performance target 1	The Group's average EBIT margin during the measurement period January 2023–December 2024
Performance target 2 – Sales growth	Average annual net growth during the measurement period
Vesting period for performance target 2	January 2022–December 2024
Fair value per share right	SEK 10.16*

\* The fair value of the share rights is calculated as the share price at the start of the programme.

No. of share rights LTIP 2022 at the start of the programme	Number of participants	Retention share rights	Performance share rights	Maximum number
LTIP 2022	31	1,114,102	2,228,204	3,342,306

**No. of share rights allocated / forfeited in 2023**

No. of share rights as of 1 January 2023	Maximum number
Allocated during the year	3,342,306
Forfeited during the year	-454,350
<b>No. of share rights as of 31 December 2023</b>	<b>2,887,956</b>

**Recognised cost for LTIP 2022, MSEK**

LTIP 2022	2022	2023
	2	2

The cost for the share-based incentive programme is included in operating profit and is recognised in the balance sheet as equity and accrued expenses (social security contributions). The cost is based on the fair value of the share rights expected to be allocated. Fair value is determined at the time of the participants' investment at the share price. Fair value for the cost for social security contributions is calculated on each balance sheet date.

**Gender distribution of Board members/senior executives at year-end**

Group	2023	
	Of which women	Of which men
Board members	15%	85%
Senior executives	25%	75%
<b>Parent Company</b>		
Board members	33%	67%
Senior executives	33%	67%

**Personnel costs divided by function**

Group	2022	2023
Cost of goods sold	-	-
Selling expenses	-	-
Administrative expenses	-	-
<b>Parent Company</b>		
Cost of goods sold	-	-1
Selling expenses	-	-
Administrative expenses	-	-

**REMUNERATION COMMITTEE 2023**

In 2023, the Remuneration Committee comprised Anders Moberg (Chairman), Perter Fägersten and Vegard Saraunei, with the CEO co-opted to attend committee meetings.

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**NOTE 12 OTHER OPERATING INCOME AND EXPENSES**

Other operating income	
Group	Parent Company
Operation's exchange rate differences	
Capital gain on divestment of associated companies	
Capital gain on divestment of non-current assets	
Other <sup>1)</sup>	

Parent Company	
2023	2022
Operation's exchange rate differences	

Other operating expenses	
Group	Parent Company
Operation's exchange rate differences	
Capital loss on divestment of intangible assets	
Capital loss on divestment of property, plant and equipment	
Participations in associated companies	
Other	

Parent Company	
2023	2022
Operation's exchange rate differences	

<sup>1)</sup> The item other operating income includes 1 (2).

**NOTE 11 COSTS DIVIDED BY TYPE OF COST**

Costs of goods sold, selling expenses and administrative expenses divided by cost type:

Group	2023	2022
Costs for direct materials	-2,421	-3,195
Shipping costs to customers	-264	-307
Personnel costs	-1,482	-1,520
Depreciation, amortisation and impairment losses	-254	-271
Other expenses	-1,261	-1,208
	<b>-5,682</b>	<b>-6,501</b>

Parent Company	2023	2022
Personnel costs	-76	-62
Depreciation, amortisation and impairment losses	-1	-1
Other expenses	-113	-89
	<b>-190</b>	<b>-152</b>

Government grants are recognised as a cost reduction of the items to which the grants relate when there is reasonable assurance that the grant will be received, and that the Group will meet the conditions associated with the grant. The grants are systematically accrued in the same way and over the same periods as the costs the grants are intended to compensate for. Grants received during the year amounted to approximately MSEK 9 (2), most of which comprised energy grants in 2023.

**NOTE 9 REMUNERATION TO AUDITORS**

Shown below are the fees for audit assignments and other assignments that are expensed during the year. Audit assignment refers to reviewing the annual accounts and the accounting records as well as the management of the Board of Directors and the CEO. Audit activities other than the audit assignment refer to other quality assurance services that are performed in accordance with applicable regulatory requirements. Tax consultancy includes both advice and checking of compliance within the tax field. Other services are other assignments. The audit was mainly performed by Ernst & Young AB (EY).

	Group		Parent Company	
	2023	2022	2023	2022
	Fees to EY	Fees to other auditors	Fees to EY	Fees to other auditors
Audit assignment	7	4	1	4
Audit activities other than audit assignment	0	0	0	0
Tax consultancy	1	2	1	2
Other services	0	1	0	1
	<b>8</b>	<b>7</b>	<b>2</b>	<b>7</b>

**NOTE 10 DEPRECIATION, AMORTISATION AND IMPAIRMENT LOSSES****Depreciation and amortisation divided per function**

Group	2023	2022
Cost of goods sold	-164	-176
Selling expenses	-74	-73
Administrative expenses	-16	-22
	<b>-254</b>	<b>-271</b>

Parent Company	2023	2022
Administrative expenses	-1	-1

**Depreciation and amortisation divided per asset type**

Group	2023	2022
Capitalised development expenditure	-22	-20
Patents and other intellectual property rights	-9	-9
Buildings	-137	-156
Plant and machinery	-46	-42
Equipment, tools and installations	-40	-44
	<b>-254</b>	<b>-271</b>
Of which leases	-136	-138
Parent Company	2023	2022
Equipment	-1	-1

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**NOTE 13 PROFIT FROM PARTICIPATIONS IN GROUP COMPANIES**

Parent Company	2023	2022
<b>Income from participations in Group companies</b>		
Dividends received	27	31
	<b>27</b>	<b>31</b>
<b>Expenses from participations in Group companies</b>		
Impairment of current receivables in Group companies <sup>1)</sup>	-32	-87
Impairment of shares in subsidiaries <sup>2)</sup>	<b>-32</b>	<b>-91</b>

1) Impairment of receivables for loss coverage in Group companies in 2022 refers to ITAB Rus JSC in Russia (MSEK -2) and La Forzezza SpA in Italy (MSEK -2).  
 2) Impairment of shares in subsidiaries in 2023 refers to impairment in connection with shareholder contributions of MSEK -37 and a further MSEK -5 after impairment testing. Impairment of shares in subsidiaries in 2022 refers to impairment in connection with shareholder contributions of MSEK -47. Of the total impairment of shares and receivables in 2022, MSEK -88 is a direct effect of the revaluation of Intra-Group assets in Russia. For more information, see Note 20.

**NOTE 14 FINANCIAL INCOME AND EXPENSES**

Financial income	2023	2022
<b>Group</b>		
Interest income	34	13
Exchange rate differences	-	3
	<b>34</b>	<b>16</b>

Parent Company	2023	2022
Interest income, Group companies	40	44
Interest income, other	5	0
	<b>45</b>	<b>44</b>

Financial expenses	2023	2022
<b>Group</b>		
Interest expenses from interest rate derivatives	-12	-2
Interest expenses leases	-14	-14
Other interest expenses	-36	-33
Exchange rate differences	-5	0
Other financial expenses	-14	-22
	<b>-81</b>	<b>-71</b>

Parent Company	2023	2022
Interest expenses, Group companies	-19	-2
Other interest expenses	-43	-24
Interest expenses from interest rate derivatives	12	-2
Exchange rate differences	-30	-40
Other financial expenses	-6	-14
	<b>-86</b>	<b>-82</b>

**NOTE 15 YEAR-END APPROPRIATIONS**

Parent Company	2023	2022
Group contributions received	154	42
Group contributions paid	-29	-49
	<b>125</b>	<b>-7</b>

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**NOTE 16 TAX**

Group	The deferred tax assets and liabilities recognised in the balance sheet are attributable to the following	
	2023	2022
<b>Current tax expenses</b>		
Tax expenses for the year	-79	85
Adjustment of tax attributable to previous years	2	-9
	<b>-77</b>	<b>-94</b>
<b>Deferred tax expenses (-)/tax income (+)</b>		
Deferred tax attributable to temporary differences	9	4
Deferred tax attributable to previous years	-3	0
Deferred tax attributable to loss carryforwards	-22	-15
Deferred tax as a result of changes in tax rates	0	0
	<b>-16</b>	<b>-11</b>
<b>TOTAL RECOGNISED TAX EXPENSE IN THE INCOME STATEMENT</b>	<b>-93</b>	<b>-105</b>
<b>Parent Company</b>		
Current tax for the year	0	0
Deferred tax attributable to loss carryforwards	-15	-1
	<b>-15</b>	<b>1</b>

**TOTAL RECOGNISED TAX EXPENSE IN THE INCOME STATEMENT**

Parent Company	2023	2022
Current tax for the year	0	0
Deferred tax attributable to loss carryforwards	-15	-1
	<b>-15</b>	<b>1</b>

**Difference between Swedish income tax rate and the effective tax rate**

Group	2023	2023	2022	2022
<b>Reported profit before tax</b>	<b>385</b>	<b>348</b>		
Tax on Swedish income tax rate	-79	-72	-20.6%	-20.6%
<b>Tax effect of</b>				
Adjustment of previous years' tax	-1	-9	-0.3%	-2.6%
Other tax rates for foreign Group companies	-20	-14	-5.2%	-4.1%
Deductible temporary differences	1	6	0.2%	1.7%
Loss carryforwards	-1	-9	-0.4%	-2.6%
Altered tax rates	0	0	0.1%	0.0%
Non-taxable income and non-deductible expenses	7	-7	2.0%	-2.0%
	<b>-93</b>	<b>-105</b>	<b>-24.2%</b>	<b>-30.2%</b>

**Tax items recognised in other comprehensive income**

Group	2023	2022
Tax on cash flow hedges	2	-5
Tax on hedging of net investments	-6	4
Deferred tax on pension commitments	0	-1
	<b>-4</b>	<b>-2</b>

**Changes in deferred tax**

Group	2023	2022
Start of the year	60	72
Items recognised in other comprehensive income	0	-1
Translation differences	-5	0
Recognised in net profit for the year	-16	-11
<b>End of the year</b>	<b>39</b>	<b>60</b>

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Group	The deferred tax assets and liabilities recognised in the balance sheet are attributable to the following	
	2023	2022
<b>Current tax expenses</b>		
Tax expenses for the year	-79	85
Adjustment of tax attributable to previous years	2	-9
	<b>-77</b>	<b>-94</b>
<b>Deferred tax expenses (-)/tax income (+)</b>		
Deferred tax attributable to temporary differences	9	4
Deferred tax attributable to previous years	-3	0
Deferred tax attributable to loss carryforwards	-22	-15
Deferred tax as a result of changes in tax rates	0	0
	<b>-16</b>	<b>-11</b>
<b>TOTAL RECOGNISED TAX EXPENSE IN THE INCOME STATEMENT</b>	<b>-93</b>	<b>-105</b>
<b>Parent Company</b>		
Current tax for the year	0	0
Deferred tax attributable to loss carryforwards	-15	-1
	<b>-15</b>	<b>1</b>

1) Amendments to AS 12 Income Taxes clarify that the exemption, whereby deferred tax is not recognised on temporary recognition of an asset or liability, does not apply to transactions that give rise to both an asset and a liability, such as financial derivatives. As a result of the amendments, deferred tax attributable to right-of-use assets and lease liabilities have been recognised in the balance sheet, while they continue to be recognised net in the balance sheet. The comparative period has not been restated.

2) Of the deferred tax assets for loss carryforwards recognised in the balance sheet, there are loss carryforwards of MSEK 104 subject to time restrictions. Of these loss carryforwards, MSEK 3 matures in 2024, MSEK 12 matures in 2025, and the remainder matures in 2026 and thereafter.

The Group has loss carryforwards equivalent to a nominal amount of MSEK 506 (420), which are not recognised as a liability. The Group has loss carryforwards equivalent to a nominal amount of MSEK 506 (420), which are not recognised as a liability. For a small proportion of these loss carryforwards, there are restrictions as regards utilisation per year as of 31 December 2023.

**Parent Company**

Loss carryforwards

**NOTE 17 EARNINGS PER SHARE****Group**

	2023	2022
<b>Earnings per share before dilution</b>		
Net profit for the period attributable to Parent Company shareholders, MSEK	269.6	170.5
Average number of ordinary shares outstanding	218,015,094	218,100,192
<b>EARNINGS PER SHARE BEFORE DILUTION, SEK PER SHARE</b>	<b>1.24</b>	<b>0.78</b>
<b>Earnings per share for Continuing Operations before dilution</b>		
Net profit for the period for Continuing Operations attributable to Parent Company shareholders, MSEK	281.3	223.1
<b>EARNINGS PER SHARE FOR CONTINUING OPERATIONS BEFORE DILUTION, SEK PER SHARE</b>	<b>1.29</b>	<b>1.02</b>
<b>Earnings per share after dilution</b>		
Net profit for the period attributable to Parent Company shareholders, MSEK	269.6	170.5
Average number of ordinary shares outstanding	218,015,094	218,100,192
Effect of long-term incentive programme 1)	1,240,208	1,457,367
<b>Average number of ordinary shares outstanding after dilution</b>	<b>219,275,302</b>	<b>219,557,559</b>
<b>EARNINGS PER SHARE AFTER DILUTION, SEK PER SHARE</b>	<b>1.23</b>	<b>0.78</b>
<b>Actual number of ordinary shares at the end of the year</b>		
before dilution	217,558,444	218,100,192
after dilution	218,818,652	219,557,559

On 14 December 2022, the Board decided to issue 4,400,000 new Class C shares intended for the long-term incentive programme. Moreover, the Board of Directors resolved to immediately repurchase of 4,400,000 Class C shares. After the issue, the total number of shares amounts to 222,500,192, of which 218,100,192 are ordinary shares and 4,400,000 are Class C shares. The Class C shares do not carry the right to any dividend and entitle the holder to 1/10 of a vote each, for more information about the new share issue, see Note 27.

On 28 September 2023, ITAB initiated a share buyback programme with a maximum purchase amount of MSEK 50. The share buyback programme runs from 29 September 2023 until 14 May 2024 and is carried out in accordance with the EU Market Abuse Regulation ("MAR") and the EU Commission's Delegated Regulation 2016/1022 (the so-called "Sale Harbour Regulation"). The purpose of the buybacks is to optimise the capital structure and the aim is to reduce ITAB's share capital by cancelling repurchased shares.

At 31 December 2023, ITAB held 541,748 ordinary shares and all 4,400,000 Class C shares in treasury.

1) For calculation of the number of shares after dilution, the average number of shares is adjusted taking into account the effects of dilutive share-based incentive programmes, which, during the reporting period in question, comprised rights to receive shares in ITAB within the framework of the ITIP 2022 long-term incentive programme. As of 1 December 2023, only matching share rights held by employees are considered dilutive, while the right to ordinary shares is based on the hypothetical number of shares that would have been repurchased in the year to match awards of the number of dilutive shares based on the hypothetical number of shares that would have been repurchased with the total outstanding positions within the framework of the incentive programme. Refer to Note 6 Personnel and senior executives for a description of the long-term incentive programmes adopted.

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## SHARE CAPITAL DEVELOPMENT

Year	Transaction	Change in share capital (SEK thousand)	Total share capital (SEK thousand)	Total no. of ordinary shares	Total no. of Class C shares
1987	Formation of the company	50	50	500	
1997	New share issue	50	100	1,000	
1998	New share issue	8,500	8,600	86,000	
2004	Bonus issue	8,600	17,200	172,000	
2004	Split 20:1	-	17,200	3,440,000	
2004	New share issue	16,281	33,481	6,696,200	
2006	New share issue	1,500	34,981	6,996,200	
2007	Split 2:1	-	34,981	13,992,400	
2008	New share issue	725	35,706	14,282,400	
2008	Conversion	0	35,706	14,282,500	
2009	Conversion	9	35,715	14,285,940	
2010	Conversion	0	35,715	14,285,952	
2012	Conversion	6,668	42,383	16,953,205	
2014	Split 2:1	-	42,383	33,906,410	
2016	Split 3:1	-	42,383	101,719,230	
2016	Conversion	277	42,660	102,383,430	
2021	New share issue	42,660	85,320	204,766,860	
2021	Offset issue	5,556	90,876	218,100,192	
2022	New share issue Class C shares	1,833	92,709	218,100,192	4,400,000

Of which repurchased shares held in treasury

541,748

**NOTE 18 INTANGIBLE ASSETS**

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**Intangible assets**

Capitalised expenses for development work primarily comprise internally generated, capitalised costs for the development of checkouts. Investments for the year also include development work in preparation for the replacement of the Group's business system. Other intellectual property rights primarily consist of valued customer relationships as well as patents.

Amortisation of intangible assets excluding goodwill is recognised in the income statement over the estimated useful lives of the assets. Amortisation commences from the date the asset is available for use. Estimated useful lives are reassessed every year. No impairment losses or reversal of impairment losses took place in 2023.

The Group's goodwill comprises primarily synergy effects in terms of production, logistics, personnel, know-how and an effective organisation.

**Impairment testing of goodwill**

The Group assesses goodwill for impairment annually, or more often if there are any indications of a need for impairment, in accordance with the accounting policies described in Note 2. No distribution of the Group's goodwill has been performed since all Group companies' activities and cash inflows are highly dependent on each other.

The recoverable amount for the unit has been determined based on the value in use, which consists of the present value of the estimated projected cash flow. The estimate of projected cash flow is based on an assessment of expected growth in accordance with a cautious starting point in the forecasts prepared by management for the coming four years. The forecasts are based on experience from previous years, but with due consideration for future expected developments. According to the forecasts, average growth in the organisation, after a period affected by the war in Ukraine as well as rising inflation and interest rates, is expected to amount to 2 percent (2) per year during 2024-2027. The cash flows beyond this four-year period have been extrapolated with the aid of an estimated rate of growth of 2 percent (2) per year, which corresponds to estimated long-term inflation.

The assumption of projected growth is an important assumption and is based on assessments of the market's growth and corporate management's assessments of the market's growth. The margins in the operating results also have an impact on EBITDA margin is an important assessment management bases its assessment on the market's growth. When assessing impairment in 2023 and 2024, the discount factor, WACC, has been used for 2024 and 10 percent was used for 2023 and 10 percent and onwards. Average interest rate assumed of the same levels as in 2023. The forecast cash flows have been discounted using a discount rate of 10 percent before tax, which corresponds to the after tax.

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2023 Group	Capitalised development expenditure	Patents and other intellectual property rights	Goodwill	Total
<b>Accumulated cost</b>				
Start of the year	214	85	1,790	2,089
Additions	52	6	-	58
Sales and disposals	-9	-12	-	-21
Transition differences for the year	-	-1	-4	-5
	<b>257</b>	<b>78</b>	<b>1,786</b>	<b>2,121</b>
<b>Accumulated amortisation according to plan</b>				
Start of the year	-138	-54	-	-192
Sales and disposals	9	12	-	21
Amortisation according to plan for the year	-22	-9	-	-31
Transition differences for the year	-	0	-	0
	<b>-151</b>	<b>-51</b>	<b>-</b>	<b>-202</b>
<b>CARRYING AMOUNT AT THE END OF THE YEAR</b>	<b>106</b>	<b>27</b>	<b>1,786</b>	<b>1,919</b>
<b>2022 Group</b>				
<b>Accumulated cost</b>				
Start of the year	198	95	1,644	1,937
Acquisitions of subsidiaries, see Note 5	-	0	26	26
Additions	18	4	-	22
Sales and disposals	-2	-21	-	-23
Transition differences for the year	-	7	120	127
	<b>214</b>	<b>85</b>	<b>1,790</b>	<b>2,089</b>
<b>Accumulated amortisation according to plan</b>				
Start of the year	-119	-62	-	-181
Sales and disposals	1	21	-	22
Amortisation according to plan for the year	-20	-9	-	-29
Transition differences for the year	-	-4	-	-4
	<b>-138</b>	<b>-54</b>	<b>-</b>	<b>-192</b>
<b>CARRYING AMOUNT AT THE END OF THE YEAR</b>	<b>76</b>	<b>31</b>	<b>1,790</b>	<b>1,897</b>

The assumption of projected growth is an important assumption and is based on assessments of the market's growth and corporate management's assessments of the market's growth. The margins in the operating results also have an impact on EBITDA margin is an important assessment management bases its assessment on the market's growth. When assessing impairment in 2023 and 2024, the discount factor, WACC, has been used for 2024 and 10 percent was used for 2023 and 10 percent and onwards. Average interest rate assumed of the same levels as in 2023. The forecast cash flows have been discounted using a discount rate of 10 percent before tax, which corresponds to the after tax.

The assumption of projected growth is an important assumption and is based on assessments of the market's growth and corporate management's assessments of the market's growth. The margins in the operating results also have an impact on EBITDA margin is an important assessment management bases its assessment on the market's growth. When assessing impairment in 2023 and 2024, the discount factor, WACC, has been used for 2024 and 10 percent was used for 2023 and 10 percent and onwards. Average interest rate assumed of the same levels as in 2023. The forecast cash flows have been discounted using a discount rate of 10 percent before tax, which corresponds to the after tax.

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## NOTE 19 PROPERTY, PLANT AND EQUIPMENT

2023 Group	Buildings	Machinery	Equipment	Construction in progress	Total
<b>Accumulated cost excl. leases</b>					
Start of the year	700	704	337	7	1,748
Additions	10	35	18	23	86
Sales and disposals	-20	-13	-38	0	-71
Reclassifications	2	3	2	-7	0
Transition differences for the year	-24	-18	-5	-1	-48
	<b>668</b>	<b>711</b>	<b>314</b>	<b>22</b>	<b>1,715</b>
<b>Accumulated depreciation according to plan excl. leases</b>					
Start of the year	-272	-465	-267	-	-1,004
Sales and disposals	2	12	30	-	44
Depreciation according to plan for the year					
- Continuing Operations	-19	-45	-23	-	-87
Transition differences for the year	7	13	4	-	24
	<b>-282</b>	<b>-485</b>	<b>-256</b>	<b>-</b>	<b>-1,023</b>
<b>TOTAL</b>	<b>386</b>	<b>226</b>	<b>58</b>	<b>22</b>	<b>692</b>
Right-of-use assets <sup>1)</sup>	498	0	32	-	530
<b>CARRYING AMOUNT AT THE END OF THE YEAR</b>	<b>884</b>	<b>226</b>	<b>90</b>	<b>22</b>	<b>1,222</b>
<b>CARRYING AMOUNT AT THE END OF THE YEAR</b>					
<b>2022 Group</b>					
<b>Accumulated cost excl. leases</b>					
Start of the year	690	683	326	17	1,716
Acquisitions of subsidiaries	-	1	-	-	1
Additions	4	48	15	16	83
Sales and disposals	-2	-67	-30	-2	-101
Adjustment for Discontinued Operations	-51	-21	-5	-1	-78
Reclassifications	1	12	11	-24	0
Transition differences for the year	58	48	20	1	127
	<b>700</b>	<b>704</b>	<b>337</b>	<b>7</b>	<b>1,748</b>
<b>Accumulated depreciation according to plan excl. leases</b>					
Start of the year	-242	-472	-244	-	-958
Sales and disposals	2	62	24	-	88
Reclassifications	0	8	-7	1	1
Depreciation and impairment losses - Discontinued Operations	-43	-10	-1	-1	-55
Adjustment for Discontinued Operations	51	21	5	1	78
Depreciation according to plan for the year					
- Continuing Operations	-19	-42	-28	-	-89
Transition differences for the year	-21	-32	-16	-	-69
	<b>-272</b>	<b>-465</b>	<b>-267</b>	<b>0</b>	<b>-1,004</b>
<b>TOTAL</b>	<b>428</b>	<b>239</b>	<b>70</b>	<b>7</b>	<b>744</b>
Right-of-use assets <sup>1)</sup>	641	1	22	-	664
<b>CARRYING AMOUNT AT THE END OF THE YEAR</b>	<b>1,069</b>	<b>240</b>	<b>92</b>	<b>7</b>	<b>1,408</b>

<sup>1)</sup> For more information about right-of-use assets, see Note 22.

## NOTE 20 PARTICIPATIONS IN GROUP COMPANIES AND ASSOCIATED COMPANIES

### Parent Company

	2023	2022
Opening carrying amount	2,051	2,051
Shareholder contributions to subsidiaries <sup>1)</sup>	27	87
Impairment and revaluations for the year <sup>2)</sup>	-32	-87
<b>CLOSING CARRYING AMOUNT</b>	<b>2,046</b>	<b>2,051</b>

1) In 2023, shareholder contributions were paid to ITAB Holding BV (MSEK 19) and ITAB Shop Products AS (MSEK 17). In 2022, shareholder contributions were paid to La Fontezza SpA (MSEK 64) and ITAB Konsult AB (MSEK 3).

2) In 2023, shares in ITAB Shop Products Oy and ITAB Shop Products UK were impaired by MSEK 5 in connection with the discontinuation of operations. In addition, shares in the subsidiaries ITAB Holding BV and ITAB Shop Products AS were impaired by MSEK 27 in connection with the payment of shareholder contributions. In 2022, shares in the subsidiaries La Fontezza SpA and ITAB Konsult AB were impaired by MSEK 47 in connection with the payment of shareholder contributions, of which MSEK 44 was a direct effect of the revocation of intra-Group assets in Russia.

### PARTICIPATIONS ARE HELD IN THE FOLLOWING GROUP COMPANIES:

	CORP. RES. NO.	DOMICILE	COUNTRY	2023	2022
ITAB Lithuania AB	213392310	Kaunas	Lithuania	20	20
ITAB Eesti OÜ	10994786	Tallinn	Estonia	100%	100%
ITAB Germany GmbH	HRB 61998	Cologne	Germany	2	17
ITAB Hart GmbH	HRB 29025	Malchwitz	Germany	100%	-
ITAB Lighting Germany GmbH	HRB 104607	Menden	Germany	5	-
ITAB Holding E.V.	32082085	Weidenberg	Germany	180	36
ITAB Benelux B.V.	6178185	Herengracht	The Netherlands	180	100%
ITAB Group Support AB	556854-1500	Jönköping	Sweden	1,000	0
ITAB Shop Products Finland Oy	1569921-8	Järvi	Finland	1,165	11
ITAB Pharmacy Concept AB	556003-3245	Jönköping	Sweden	40,000	5
Sinek Industrial Property AS	556081-3582	Jönköping	Sweden	9,070	1
ITAB S.A. IT	B 150997	Luembour	Luxembourg	100	100%
ITAB Shop Concept AS	92692724	Oslo	Norway	1,554,500	85
ITAB Norge AS <sup>3)</sup>	92692724	Oslo	Norway	50	-
ITAB Norge AS <sup>4)</sup>	92692724	Oslo	Norway	100	-
Baksmøntner Graphix AS	92692724	Vrslake	Norway	100	-
K8 Design AS	913275438	Oslo	Norway	34	-
Checkmark Norge AS <sup>5)</sup>	983397449	Kristiansand	Norway	20,000	-
ITAB Shop Concept Belgium N.V.	0413.792.003	Antwerp	Belgium	279,295	7
ITAB Shop Concept CZ a.s.	255.638.663	Boraso	Czechia	2,210	277
ITAB Shop Concept A/S	19353443	Helsing	Denmark	11,000	0
ITAB Shop Products A/S	13769893	Taastrup	Denmark	500	22
ITAB Kinezo Oy	0719064-4	Järvi	Finland	77,000	12
ITAB Shop Concept Polska Sp. z o.o.	338168	Warsaw	Poland	100	2
ITAB Shop Products Ltd	5822228	Hemel Hempstead	England	2,500,000	38
ITAB Holdings UK Ltd	4135060	Hemel Hempstead	England	4,632,743	119
Nordic Light Group AB	5113363	Hemel Hempstead	England	1,200,000	-
ITAB Shop Products AS	556306-5773	Skellefteå	Sweden	1,000	523
ITAB Sweden AS	556306-5773	Jönköping	Sweden	1,000	-
Nordic Light AS	556474-2244	Norås	Norway	1,000	-
Nordic Light (HK) Co. Ltd	758608-8161	Hong Kong	Hong Kong	30,000	-
Nordic Light (Suzhou) Investment (HK) Co. Ltd	875136	Hong Kong	Hong Kong	10,000	-
ITAB Shop Concept China Co. Ltd	91320650AA1MFERB06	Suzhou	China	-	-
Nuoo Lighting Technology Ltd Co.	44030450426898	Shenzhen	China	-	-
Nordic Light America Inc.	27.4627942	Columbus	USA	1,500	100%
Nordic Light South America SpA	71.916 / 49.992	Santiago	Chile	100	100%
Nordic Light India Private Ltd	2447265-4	Bangalore	India	10,000	100%
ITAB Finland Oy	1822702-2	Jyväskylä	Finland	40,504	48
Oy Checkmark Ltd <sup>6)</sup>	2278277-9	Pekkinmäki	Finland	25,000	-
Checkmark Sverige AB	556745-8836	Jönköping	Sweden	3,500	100%
Checkmark Danmark ApS	34401389	Taastrup	Denmark	1,000	-
La Fontezza S.p.A. a Socia Unico	FI-4462981	Scarpesio	Italy	20,900,000	786
Imada Retail Solution S.L.	80-558133	Imada	Italy	81,000	81%
La Fontezza Alser S.a.S.	483669225	Joyas-Müller	France	3,811,580	100%
La Fontezza Asia San. Bhd	936959-A	Kuala Lumpur	Malaysia	600,000	-
ITAB Iberica S.L. Unipersonal	93590726	Barcelona	Spain	19,000	100%
ITAB Luz JSC	1057247369223	Stupino	Russia	2,780,000	100%
La Fontezza Verde East DMCC	410135	Dubai	UAE	1	-
La Fontezza Sudamericana S.A.	3063703692	Buenos Aires	Argentina	54,45,992	100%
SA ITAB Latvia	40108175546	Riga	Latvia	2,845	80
				<b>2,046</b>	<b>2,051</b>

In addition to the above companies, the Group owns shares in inactive companies. In total, the Group comprised 42 legal companies at the end of 2023.

3) In 2023, the Norwegian company Checkmark Norge AS was sold internally from Oy Checkmark Ltd to ITAB Norge AS and a dormant company in the Netherlands was wound up. In 2022, all participations in Oy Checkmark Ltd and its subsidiaries were acquired. In 2022, two Norwegian subsidiaries were also merged with ITAB Norge AS, a Swedish company was merged with Nordic Light AB and two dormant companies in the UK were wound up.

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**NOTE 20** cont.**PARTICIPATIONS ARE HELD IN THE FOLLOWING ASSOCIATED COMPANIES**

There were no associated companies within the ITAB Group at year-end 2023. ITAB Shop Concept AB's 21-percent shareholding in the associated company OmbotGrid AB (556841-1333) with domicile in Stockholm, Sweden was divested in the second quarter of 2023. The purchase consideration for the divested shares amounted to MSEK 15. The sale had an impact of MSEK 6 on the ITAB Group's profit and MSEK 15 on cash flow in 2023.

Group	2023	2022
Carrying amount at the start of the year	9	11
Depreciation surplus value	0	-1
Share of net profit for the period until divestment	-1	-1
Disposals during the period	-8	-
<b>Carrying amount at the end of the year</b>	<b>0</b>	<b>9</b>

**OmbotGrid AB's transactions with other ITAB companies**

	2023	2022
Sales to companies within the ITAB Group until divestment	7	9
Receivable to companies within the ITAB Group		2

ITAB's share of OmbotGrid AB's assets, equity, net sales and profit before tax.

	Jan-May 2023	2022
Assets	12	12
Equity	6	7
Net sales	2	4
Profit before tax	-1	-3

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**NOTE 21 FINANCIAL ASSETS AND LIABILITIES**

	2023		2022		Total
	Past due	Not past due	Past due	Not past due	
<b>Time analysis of financial assets</b>					
<b>Accounts receivable, not impaired</b>					
less than 30 days old	26	802	828	59	918
31-60 days old	23		23	36	36
more than 60 days old	10		10	49	49
<b>Accounts receivable, impaired</b>					
more than 60 days old	28		28	21	21
Deduction for reserves	-28		-28	-21	-21
<b>TOTAL ACCOUNTS RECEIVABLE</b>	<b>59</b>	<b>802</b>	<b>861</b>	<b>144</b>	<b>918</b>
Other financial assets (excl. cash and cash equivalents)	-	155	155	-	115
<b>CARRYING AMOUNT, FINANCIAL ASSETS EXCL. CASH AND CASH EQUIVALENTS</b>	<b>59</b>	<b>957</b>	<b>1,016</b>	<b>144</b>	<b>1,033</b>

*The receivable is reserved as doubtful in the case of an expected credit loss. The assessment is individual and performed on a case-by-case basis.*

Group	2023		2022	
	Past due	Not past due	Past due	Not past due
<b>Change in provision for expected credit losses</b>				
Opening balance				21
Increase in provision through the income statement				13
Utilised reserve due to confirmed losses on accounts receivable				-4
Reversed provisions				-2
Transition differences for the year				0
<b>CLOSING BALANCE</b>				<b>28</b>

Group	2023		2022	
	Liabilities to credit institutions	Other financial liabilities	Liabilities to credit institutions	Other financial liabilities
<b>Time analysis of financial liabilities recognised as undiscounted cash flows including accrued interest</b>				
<b>Maturity date</b>				
within 1 year	106	152	83	154
between 1 and 3 years	615	205	1,069	256
between 3 and 5 years		143		142
after 5 years		82		130
	<b>721</b>	<b>582</b>	<b>1,152</b>	<b>684</b>
<b>Parent Company</b>				
<b>Maturity date</b>				
within 1 year	32	415	33	229
between 1 and 3 years	609	2	1,049	1
between 3 and 5 years				
after 5 years				
	<b>641</b>	<b>417</b>	<b>1,082</b>	<b>230</b>

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**NOTE 21** cont.**CHANGE IN LIABILITIES ATTRIBUTABLE TO FINANCING ACTIVITIES IN THE GROUP'S CASH FLOW**

	2022		2023	
	Cash flow	Lease liabilities according to FRS 16	Translation difference	Fair value
Derivative receivables	-25			7
Long-term investments	-	-49		-49
Non-current liabilities to credit institutions	1.047	-447	-5	595
Current liabilities to credit institutions and overdraft facilities	106	-69	58	95
Lease liabilities	681	-131	0	546
Derivative liabilities	27			-27
<b>NET DEBT FROM FINANCING ACTIVITIES</b>	<b>1.836</b>	<b>-696</b>	<b>53</b>	<b>1.169</b>
Cash and cash equivalents				-578
<b>INTEREST-BEARING NET DEBT<sup>1)</sup></b>				<b>591</b>

<sup>1)</sup> Some of the company's bank loans are restricted with covenants, stipulated in the loan contract. One of the restrictions entails that ITAB has committed to keeping the company's interest-bearing net debt in relation to EBITDA within certain stipulated levels. None of the company's covenants were broken during the year.

**INFORMATION ABOUT CARRYING AMOUNT PER CATEGORY AND FAIR VALUE PER CLASS****Valuation hierarchy**

The Group recognises financial instruments that are measured at fair value in the statement of financial position. This requires information about valuation at fair value per level in the following fair value hierarchy:

**Level 1:** Listed prices (unadjusted) on active markets for identical assets or liabilities. Financial instruments measured at fair value based on level 1 comprise cash and cash equivalents and long-term investments as well as non-current and current interest-bearing liabilities.

**Level 2:** Other observable input data for assets or liabilities other than listed prices included in level 1, either direct (meaning as price quotations) or indirect (meaning derived from price quotations). Financial instruments measured at fair value based on level 2 comprise derivatives that are applied in hedge accounting.

**Level 3:** Input data for the asset or liability that are not based on observable market data (meaning non-observable input data).

**Derivative instruments**

Derivative instruments comprise interest rate swaps and currency futures, and are measured at market value according to level 2. In other words, for derivative instruments, the fair value is calculated through discounted future cash flows according to the contracts' terms and maturity dates, where all variables, such as discount rates and exchange rates, are obtained from market listings for calculations.

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## NOTE 21 cont.

## INFORMATION ABOUT CARRYING AMOUNT PER CATEGORY AND FAIR VALUE PER CLASS

Group 2023	Financial instruments measured at fair value through other comprehensive income	Financial instruments measured at fair value through profit or loss	Financial assets and liabilities measured at amortised cost	Total carrying amount
<b>Financial assets</b>				
Financial non-current receivables			18	18
Accounts receivable			861	861
Derivative receivables (level 2)	18			18
Long-term investments (level 1)		49		49
Other receivables			63	63
Accrued income, financial assets			7	7
Cash and cash equivalents <sup>2)</sup>			578	578
<b>TOTAL FINANCIAL ASSETS</b>	<b>18</b>	<b>49</b>	<b>1,527</b>	<b>1,594</b>
<b>Financial liabilities</b>				
Liabilities to credit institutions			670	670
Lease liabilities			546	546
Overdraft facilities			20	20
Advance payments from customers			50	50
Accounts payable			692	692
Other liabilities			103	103
Accrued expenses, financial liability		2	39	41
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>2</b>	<b>2</b>	<b>2,120</b>	<b>2,122</b>
<b>2022</b>				
<b>Financial assets</b>				
Financial non-current receivables			19	19
Accounts receivable			1,062	1,062
Derivative receivables (level 2)	25			25
Other receivables			62	62
Accrued income, financial assets			9	9
Cash and cash equivalents <sup>2)</sup>			756	756
<b>TOTAL FINANCIAL ASSETS</b>	<b>25</b>		<b>1,908</b>	<b>1,993</b>
<b>Financial liabilities</b>				
Liabilities to credit institutions			1,096	1,096
Lease liabilities			681	681
Overdraft facilities			57	57
Derivative liability (level 2)	27			27
Advance payments from customers			65	65
Accounts payable			785	785
Other liabilities			126	126
Accrued expenses, financial liability		1	40	41
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>27</b>	<b>1</b>	<b>2,850</b>	<b>2,878</b>

1) For current receivables and liabilities with a lifetime of less than six months, the carrying amount is considered to reflect the fair value.

2) Cash and cash equivalents are made up in their entirety of cash and bank balances.

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**NOTE 21** cont.**INFORMATION ABOUT CARRYING AMOUNT PER CATEGORY AND FAIR VALUE PER CLASS**

Parent Company 2023	Financial instruments measured at fair value through other comprehensive income	Financial instruments measured at fair value through profit or loss	Financial assets and liabilities measured at amortised cost	Total carrying amount
<b>Financial assets</b>				
Receivables with Group companies			342	342
Other receivables			2	2
Cash and cash equivalents <sup>2)</sup>			292	292
<b>TOTAL FINANCIAL ASSETS</b>			<b>636</b>	<b>636</b>
<b>Financial liabilities</b>				
Liabilities to credit institutions			589	589
Overdraft facilities			21	21
Accounts payable			4	4
Liabilities to Group companies			383	383
Other liabilities			1	1
Accrued expenses, financial liability	2		6	8
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>2</b>	<b>2</b>	<b>1,004</b>	<b>1,006</b>
<b>2022</b>				
<b>Financial assets</b>				
Receivables with Group companies			522	522
Other receivables			3	3
Cash and cash equivalents <sup>2)</sup>			402	402
<b>TOTAL FINANCIAL ASSETS</b>			<b>927</b>	<b>927</b>
<b>Financial liabilities</b>				
Liabilities to credit institutions			1,028	1,028
Overdraft facilities			36	36
Accounts payable			3	3
Liabilities to Group companies			183	183
Other liabilities			1	1
Accrued expenses, financial liability	1		6	7
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>1</b>	<b>1</b>	<b>1,257</b>	<b>1,258</b>

1) For current receivables and liabilities with a lifetime of less than six months, the carrying amount is considered to reflect the fair value.

2) Cash and cash equivalents are made up in their entirety of cash and bank balances.

**NOTE 22 LEASES**

ITAB's leases are attributable to properties, machinery and vehicles. The majority of ITAB's leases include options to either extend or terminate the agreement. When the term of the lease is established, ITAB takes into consideration all facts and circumstances that provide a financial incentive to utilise an option to extend or waive an option to terminate the agreement. Examples of factors that are considered include strategic plans, restructuring programmes, the importance of the underlying asset to ITAB's operations and/or costs attributable to not extending or terminating leases.

**Leases - right-of-use assets and lease liabilities**

Items concerning leases have been included in the consolidated accounts as described below:

	31 December 2023			31 December 2022		
	Buildings	Equipment	Total	Buildings	Equipment	Total
<b>Right-of-use assets</b>						
Start of the year	641	22	664	586	21	608
Additions	119	28	147	178	15	193
Disposals during the year	-142	0	-142	-39	0	-39
Translation difference	-2	-1	-3	54	1	55
Depreciation during the year	-118	-17	-135	-138	-15	-153
<b>Carrying amount at the end of the year</b>	<b>498</b>	<b>32</b>	<b>530</b>	<b>641</b>	<b>22</b>	<b>664</b>
<b>Lease liabilities</b>	<b>514</b>	<b>32</b>	<b>546</b>	<b>657</b>	<b>23</b>	<b>680</b>
	<b>Nominal value</b>	<b>Present value</b>	<b>Nominal value</b>	<b>Present value</b>	<b>Present value</b>	
<b>Lease liabilities</b>	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Current portion, maturity date within one year	152	140	154	163		
Non-current portion, maturity date from one to three years	205	190	258	259		
Non-current portion, maturity date from three to five years	143	136	142	139		
Non-current portion, maturity date over five years	82	80	130	119		
<b>Value at the end of the year</b>	<b>582</b>	<b>546</b>	<b>684</b>	<b>680</b>		

The Group's material leases pertain to leases for buildings, mainly located in Sweden, the UK, Italy, Finland and Czechia. Equipment primarily comprises cars.

The Group's profit for the 2023 financial year was charged with costs attributable to finance leases, including depreciation of MSEK 136 (153) and interest expenses of MSEK 14 (14). Total lease expenses in 2023 amounted to MSEK 153 (182). Lease expenses related to low-value and short-term leases amounted to MSEK 19 (32). There are no significant variable payments or restrictions.

In 2023, leases had an impact of MSEK -131 (-140) on the Group's cash flow.

**NOTE 23 INVENTORIES**

Group	2023	2022
Raw materials and consumables	293	417
Products in progress	81	96
Finished products and goods for resale	413	512
Advance payments for goods	6	5
	<b>793</b>	<b>1,030</b>

The year's impairment of finished products and goods for resale changed to net profit for the year (labelled MSEK 36 (16) for the Group).

**NOTE 24 PREPAID EXPENSES AND ACCRUED INCOME**

Group	2023	2022
Prepaid rent and lease payments	15	14
Prepaid insurance premiums	4	4
Other prepaid expenses	42	63
Accrued revenue from contracts with customers	7	9
Other accrued income	0	5
	<b>68</b>	<b>95</b>

Parent Company	2023	2022
Prepaid insurance premiums	1	1
Other prepaid expenses	13	8
	<b>14</b>	<b>9</b>

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**NOTE 25 EQUITY****GROUP**

The accumulated translation reserve, recognised in comprehensive income as of 2004, amounts to the following:

Translation reserve attributable to Parent Company shareholders	2023	2022
Opening balance	210	47
Translation difference on translation of foreign operations	-136	178
Change in fair value of hedges of net investments	26	-19
Tax	-6	4
<b>Closing balance</b>	<b>94</b>	<b>210</b>

**Share capital**

For information regarding share capital and the share capital development, see the information for Parent Company below.

**Other contributed capital**

Pertains to equity contributed by the owners. This includes a portion of share premium reserves transferred to the statutory reserve as of 31 December 2005. Provisions to the share premium reserve from 1 January 2006 and onwards are also recognised as other contributed capital.

Costs for the share-based incentive programme are recognised in accordance with IFRS 2 *Share-based Payment*. The fair value of the allocated share rights is included in operating profit and is recognised in the balance sheet as other contributed capital. Fair value is determined at the time of the participants' investment at the share price and is distributed over the vesting period.

**Other reserves**

Other reserves in equity consist of the translation reserve and hedging reserve.

*Translation reserve*

Translation differences concerning foreign subsidiaries are recognised as a separate item in equity. The translation reserve includes all exchange rate differences arising on the translation of the financial statements of foreign operations that have prepared their financial statements in a currency other than the Group's functional currency. The Parent Company and the Group present their financial statements in SEK. The translation reserve also comprises exchange rate differences arising on the translation of liabilities used as hedging instruments for net investments in a foreign operation.

On the sale or discontinuation of foreign operations, accumulated translation differences are recognised as a portion of the profit from the divestment. In 2023, only dormant companies of a minor value were divested and wound up.

**Translation reserve attributable to non-controlling interests**

	2023	2022
Opening balance	28	16
Translation differences for the year	-8	10
<b>Closing balance</b>	<b>20</b>	<b>28</b>

*Hedging reserve*

The hedging reserve includes the accumulated net change in the fair value of cash flow hedging instruments attributable to hedging transactions that have not yet taken place.

	2023	2022
Opening balance	14	-4
Change in fair value of cash flow hedges	-9	39
Change in fair value of cash flow hedges transferred to net profit for the year	2	-16
Tax	2	-5
<b>Closing balance</b>	<b>9</b>	<b>14</b>

<b>Total other reserves attributable to Parent Company shareholders</b>	<b>103</b>	<b>224</b>
<b>Total other reserves attributable to non-controlling interests</b>	<b>20</b>	<b>28</b>

**Profit brought forward**

Profit brought forward including net profit for the year includes profit earned in the Parent Company and its subsidiaries. Previous provisions to the statutory reserve, excluding transferred share premium reserves, are included in this equity item.

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**NOTE 26 ALLOCATION OF PROFITS**

Parent Company, MSEK	The following unrestricted profit is at the disposal of the AGM:
Share premium reserve	
Profit brought forward	
Net profit for the year	
<b>TOTAL</b>	
<b>The Board of Directors and CEO propose that these funds be distributed as follows:</b>	
Proposed dividend to shareholders, SEK per ordinary share	
Number of ordinary shares outstanding at the end of the year	217
To be paid as dividends to shareholders in total, MSEK	
To be carried forward, MSEK	
<b>Total (MSEK)</b>	

**Årsregnskap regnskapsåret 2023 for 960912624****NOTE 25 cont.****PARENT COMPANY****Share capital**

On 14 December 2022, the Board decided to issue new Class C shares intended for the long-term incentive programme for senior executives in the Group, based on the issue authorisation decided at the AGM of ITAB Shop Concept AB (publ) on 10 May 2022. The issue increased the total number of shares by 4,400,000 Class C shares. All shares are paid. For more information, see Note 27.

On 28 September 2023, ITAB initiated a share buyback programme with a maximum purchase amount of MSEK 50. The share buyback programme runs from 29 September 2023 until 14 May 2024 and is carried out in accordance with the EU Market Abuse Regulation ("MAR") and the EU Commission's Delegated Regulation 2016/1052 (the so-called "Safe Harbour Regulation"). The purpose of the buyback programme is to optimise the capital structure and the aim is to reduce ITAB's share capital by cancelling repurchased shares. See also Note 27.

Ordinary shares entitle the holder to one vote and Class C shares to 1/10 of a vote at general meetings of shareholders. Ordinary shares entitle the holder to dividends, while Class C shares do not. The share capital is distributed as follows: SEK 90,876 thousand pertaining to ordinary shares and SEK 1,833 thousand pertaining to Class C shares. All Class C shares are held in treasury by ITAB. The quotient value per share is SEK 0,4167. For information on the share capital development, refer to Note 17.

**Statutory reserve**

The purpose of the statutory reserve has been to save a portion of net profit, which is not used to cover the loss brought forward. This also includes a portion of share premium reserves transferred to the statutory reserve as of 31 December 2005.

**Share premium reserve**

When shares are issued at a share premium, meaning that the price paid for the shares are higher than their quotient value, an amount corresponding to the amount received over and above the quotient value for the shares must be transferred to the share premium reserve. Issue costs reduce the value of the share premium reserve. Share premium reserves prior to 31 December 2005 have been transferred to the statutory reserve.

For information on the new share issue in 2022, refer to Note 27.

**Profit brought forward**

Profit brought forward comprises the previous year's profit brought forward, including the previous year's profit after payment of any dividends.

Costs for the share-based incentive programme are recognised in accordance with IFRS 2 Share-based Payment. The fair value of the allocated share rights is included in operating profit and is recognised in the balance sheet as profit brought forward. Fair value is determined at the time of the participants' investment at the share price and is distributed over the vesting period.

Together with net profit for the year and the share premium reserve, profit brought forward constitutes total non-restricted equity, meaning the amount that is available for dividends to the shareholders.

**Parent Company**

Shares outstanding	31 December 2023		31 December 2022		Total
	Ordinary shares	Class C shares	Ordinary shares	Class C shares	
Opening number of shares	218,100,192	4,400,000	218,100,192	-	218,100,192
New share issue	-	-	-	4,400,000	4,400,000
<b>Number of shares at the end of the year</b>	<b>218,100,192</b>	<b>4,400,000</b>	<b>218,100,192</b>	<b>4,400,000</b>	<b>222,500,192</b>
of which held by ITAB Shop Concept AB	-541,748	-4,400,000	-	-4,400,000	-4,400,000
<b>Total shares outstanding at the end of the year</b>	<b>217,558,444</b>	<b>0</b>	<b>218,100,192</b>	<b>0</b>	<b>218,100,192</b>

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## NOTE 27 REPURCHASES OF OWN SHARES AND NEW SHARE ISSUE

### REPURCHASE OF OWN ORDINARY SHARES IN 2023

On 28 September 2023, ITAB initiated a share buyback programme with a maximum purchase amount of MSEK 50. The share buyback programme runs from 29 September 2023 until 14 May 2024 and is carried out in accordance with the EU Market Abuse Regulation ("MAR") and the EU Commission's Delegated Regulation 2016/1052 (the so-called "Safe Harbour Regulation"). The purpose of the buyback programme is to optimise the capital structure and the aim is to reduce ITAB's share capital by cancelling repurchased shares. At 31 December 2023, ITAB held 541,748 ordinary shares in treasury.

### NEW ISSUE OF CLASS C SHARES IN 2023

On 14 December 2022, the Board decided to issue new Class C shares intended for the long-term incentive programme, based on the issue authorisation decided at the AGM of ITAB Shop Concept AB. With the support of the authorisation from the AGM held on 10 May 2022, the Board of Directors resolved on 14 December 2022 on a directed cash issue of 4,400,000 Class C shares to Norddea Bank at a subscription price corresponding to the quotient value of the shares, whereby the share capital increased by MSEK 2. Moreover, the Board of Directors resolved to immediately repurchase all 4,400,000 Class C shares from Norddea Bank at the same price as the subscription price.

The purpose of the issue and repurchase was to secure delivery of ordinary shares to the employees in the ITAB Group who are participants in the ITP 2022 performance-based incentive programme that was adopted by the AGM on 10 May 2022 by ITAB later converting the Class C shares to ordinary shares.

After the issue, the total number of shares amounts to 222,500,192, of which 218,100,192 are ordinary shares and 4,400,000 are Class C shares. The Class C shares do not carry the right to any dividend and entitle the holder to 1/10 of a vote each. ITAB currently holds all 4,400,000 Class C shares in treasury.

	Number of Class C shares	Share capital, MSEK	Share premium reserve, MSEK	Total, MSEK
New share issue	4,400,000	2	-	2

## NOTE 28 OVERDRAFT FACILITIES

Group	2023	2022
Granted overdraft facility	1,183	749
Utilised overdraft facility	26	57
Unutilised overdraft facility	1,157	692
<b>Parent Company</b>	<b>2023</b>	<b>2022</b>
Granted overdraft facility	1,100	685
Utilised overdraft facility	21	36
Unutilised overdraft facility	1,079	649

*The companies in the ITAB Group are affiliated to the Group account system. At the end of the year, ITAB Shop Concept AB had net debt of MSEK 52 (2022: net assets of MSEK 500) via Group accounts. Together with the subsidiaries in the Group, the Parent Company's total receivables from credit institutions via Group accounts amounted to MSEK 297 (2022: 409) and liabilities to credit institutions to MSEK 21 (2022: receivable of MSEK 214).*

## NOTE 29 PROVISIONS FOR PENSIONS

The following tables present an overview of the items included in the net costs for remuneration recognised in the consolidated income statement for defined-benefit pension plans. Certain information concerning the outcome of capital management and amounts reported in the Group's balance sheet for these pension plans is also provided.

Defined-benefit pension plans	2023	2022
<b>Net costs</b>		
Interest on the year's increase in the present value of pension commitments	1	0
Net of pensions earned and premiums paid during the year	-5	-5
Expected return on plan assets	0	0
<b>RECOGNISED PENSION COSTS, NET</b>	<b>-4</b>	<b>-5</b>
<b>Recognised provision as of 31 December</b>		
Present value of pension commitments	46	71
Fair value of plan assets	-17	-37
<b>RECOGNISED PROVISION AS OF 31 DECEMBER</b>	<b>29</b>	<b>34</b>

Net amount distributed between the following countries

Norway	1	2
Sweden	3	3
Italy	22	27
France	2	1
Belgium	-	-
Other	1	0
<b>RECOGNISED COMMITMENTS IN THE BALANCE SHEET</b>	<b>29</b>	<b>34</b>

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### Change in recognised provision

Opening net debt  
Actuarial gains and losses  
Value adjustment  
Pension costs, net

### RECOGNISED PROVISION AS OF 31 DECEMBER

#### The most important assumptions used for determining commitments (%)

Discount factor  
Future salary increases  
Future pension increases  
Expected return

#### ALECTA

For salaried employees in Sweden, the ITP 2 plan's pension commitments for retirement and family pension through an insurance policy with Alecia. According to the Swedish Financial Reporting Board, IFR 10 *Recognised-benefit plan financed through insurance with Alecia* defines a defined-benefit plan that covers several employers. In a fiscal year, the company did not have access to information on its proportional share of the plan's obligations costs, which meant that it has not been possible to report its proportional share of the plan's obligations costs. The ITP 2 pension plan that is defined-benefit insurance with Alecia is therefore reported as a defined-benefit plan on an individual basis, and is dependent on previously earned pension and the underlying policies in force. The fees for the year for ITP 2 insurance policies amount to MSEK 6 (5).

The collective funding ratio comprises the market assets as a percentage of the insurance commitments according to Alecia's actuarial method and assumptions not coincide with IAS 19. The collective funding ratio to vary between 125 and 155 percent. Alecia's cost is below 125 percent or above 155 percent, measure the aim of creating the conditions to bring the funding normal range. In the event of a low funding ratio, on to raise the agreed price for new subscriptions and benefits. In the event of a high funding ratio, one may introduce premium reductions. At the end of 2023, the form of the collective funding ratio was 127 percent

**NOTE 30 OTHER PROVISIONS**

Group	2023	2022
Restructuring reserve <sup>1)</sup>	1	3
Guarantee reserve <sup>2)</sup>	8	6
Other provisions <sup>3)</sup>	13	18
	<b>22</b>	<b>27</b>

Group 2023	Guarantee reserve %	Restructuring reserve %	Other provisions %	Total
<b>Opening balance, 1 Jan 2023</b>	<b>6</b>	<b>3</b>	<b>18</b>	<b>27</b>
Provisions during the year	3	-	1	4
Utilised provisions	-1	-2	-6	-9
<b>Closing balance, 31 Dec 2023</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>22</b>
Of which, current provisions	-	1	7	8
Of which, non-current provisions	8	-	6	14

Group 2022	Guarantee reserve %	Restructuring reserve %	Other provisions %	Total
<b>Opening balance, 1 Jan 2022</b>	<b>6</b>	<b>21</b>	<b>11</b>	<b>38</b>
Provisions during the year	1	0	8	9
Utilised provisions	-1	-19	-2	-22
Translation differences	0	1	1	2
<b>Closing balance, 31 Dec 2022</b>	<b>6</b>	<b>3</b>	<b>18</b>	<b>27</b>
Of which, current provisions	-	3	11	14
Of which, non-current provisions	6	-	7	13

1) The restructuring reserve refers to costs in connection with the closure of the production unit in France.  
2) The guarantee provision refers to IFAB's assessed costs for warranty commitments where IFAB's products are sold with more than a one-year warranty.  
3) Other provisions refer primarily to a provision for agents pursuant to Italian law and are based on average commission over the past five years. This amount also includes a reserve for personnel costs in connection with restructuring.

**NOTE 31 ACCRUED EXPENSES AND PREPAID INCOME**

Group	2023	2022
Payroll and vacation expenses	147	160
Accrued social security contributions, incl. pension and payroll tax	75	67
Accrued expenses from contracts with customers	29	32
Accrued sales commissions	14	9
Accrued service-related expenses	5	9
Accrued interest expenses	6	6
Other accrued expenses	72	75
Prepaid revenue from contracts with customers	5	2
Other prepaid income	3	10
	<b>356</b>	<b>370</b>

Parent Company	2023	2022
Payroll and vacation expenses	12	11
Accrued social security contributions, incl. pension and payroll tax	11	9
Accrued interest expenses	6	6
Other accrued expenses	3	4
	<b>32</b>	<b>30</b>

**NOTE 32 PLEDGED ASSETS**

Group	2023	2022
Pledges for own liabilities	0	4
Corporate mortgages	0	4
<b>TOTAL PLEDGED ASSETS</b>	<b>0</b>	<b>4</b>

All collateral refers to collateral for liabilities to credit institutions.

The Parent Company has no pledged assets.

**NOTE 33 CONTINGENT LIABILITIES**

Group	2023	2022
Guarantee undertakings	10	13
<b>Parent Company</b>	<b>97</b>	<b>120</b>

Sureties for subsidiaries

**NOTE 34 TRANSACTIONS WITH RELATED COMPANIES**

Related companies are defined as those companies, Group as well as companies in which related physical persons, controlling, joint controlling or significant influence, related physical persons refer to senior executives, the Board of Directors and close family members of related physical persons with related parties relationship of more than MSEK 1.

For information regarding salaries and remuneration, see Note 8.

Transactions between the Parent Company/IFAB and its subsidiaries are specified in Notes 7, 13 and 14. In IFAB companies and associated companies are specified. There were no other significant transactions with related companies in 2023.

**NOTE 35 INFLATION ADJUSTMENT**

Argentina's economy is considered to have been in inflation since 1 July 2018. Following the devaluation of the Argentine peso in autumn 2023, the financial statements for IFAB's subsidiaries were adjusted in 2023 to correct for the effects of inflation with IAS 29 *Financial Reporting in Hyperinflationary Economies*. This means that:

- The different items in the income statement have been restated at the closing day price.
- All of the components in the subsidiary's financial statements in the transition to SEK have been recognised in the transition to SEK in accordance with IAS 21 *Effects of Changes in Exchange Rates*.
- The figures for financial year that began prior to 31 December 2023, Argentina's national CPI with base period of December 2016. To hedge monetary inflation, long-term investments have been made in an amount of MSEK 49. These are recognised at fair value in the income statement.

As of 31 December 2023, Argentina's national CPI with base period of December 2016. To hedge monetary inflation, long-term investments have been made in an amount of MSEK 49. These are recognised at fair value in the income statement.

**NOTE 36 EVENTS AFTER THE REPORTING PERIOD**

IFAB's share buyback programme was completed on 22 March 2024 as the maximum buybacks of MSEK 50 was reached. In 2023, 3,079,650 shares were repurchased within the programme. No other significant events for the Group occurred in the financial year.

## RECONCILIATION OF ALTERNATIVE PERFORMANCE MEASURES

Key ratios included in the Annual Report derive primarily from the disclosure requirements according to IFRS and the Swedish Annual Accounts Act. In addition, reference is made to a number of performance measures that are not defined in IFRS regulations or directly in the income statement or balance sheet, with the aim of illustrating the company's profit trend, financial position and how the company has invested its capital.

These financial measures are not always calculated in the same way by all companies. The main alternative performance measures presented below are EBITDA, cash conversion, interest-bearing net debt and return on equity, capital employed and total capital. The definitions of these alternative performance measures and other key ratios can be found on the next page.

**EBITDA** (Operating profit before depreciation and amortisation)  
EBITDA (earnings before interest, tax, depreciation and amortisation) is considered a relevant profit measure to assess the company's profit trend over time.

(MSEK)	2022	2023
Operating profit	432	403
Depreciation and amortisation	254	271
<b>EBITDA</b>	<b>686</b>	<b>674</b>
Reversal of non-recurring items <sup>b)</sup>	-	30
<b>EBITDA EXCL. NON-RECURRING ITEMS</b>	<b>686</b>	<b>704</b>

<sup>b)</sup> For more information about non-recurring items, see page 41.

**CASH CONVERSION** (Operational cash flow in relation to EBITDA)

A relevant measure to assess capital efficiency. This measure is included in IAB's financial targets.

(MSEK)	2023	2022
Operational cash flow (Cash flow from operating activities)	810	542
EBITDA	686	674
<b>CASH CONVERSION, %</b>	<b>118</b>	<b>80</b>

**RETURN ON EQUITY**

This measure shows the return on the shareholders' capital invested in the IAB Group.

(MSEK)	2023	2022
Net profit for the year attributable to Parent Company shareholders	270	171
Equity attributable to Parent Company shareholders (Average <sup>c)</sup> equity attributable to Parent Company shareholders	3,049	3,012
	3,056	2,852
<b>RETURN ON EQUITY, %</b>	<b>8.8</b>	<b>6.0</b>

<sup>c)</sup> Average is calculated as the average of opening balance and the data up until the closing period. In other words: 2023 calculated as March 2023 - 30 June 2023 + 30 September 2023 + 30 December 2023

**RETURN ON CAPITAL EMPLOYED**  
This measure is used to assess the efficiency and value added (MSEK)

Net profit for the year after financial items plus financial borrowing costs  
Average <sup>c)</sup> balance sheet total less non interest-bearing liabilities

**RETURN ON CAPITAL EMPLOYED, %**

**RETURN ON TOTAL CAPITAL**

This measure is used to assess the ability to generate profit regardless of financing costs.

(MSEK)

Net profit for the year after financial items plus financial borrowing costs  
Average <sup>c)</sup> total capital

**RETURN ON TOTAL CAPITAL, %**

**INTEREST-BEARING NET DEBT**

Interest-bearing net debt is the most relevant measure to show the company's financial position in its loaning, and is included in the covenants that IAB has with its company's banks.

(MSEK)

Interest-bearing non-current liabilities

Interest-bearing current liabilities

Interest-bearing assets

Cash and cash equivalents

**INTEREST-BEARING NET DEBT**

Reversal of interest-bearing lease liabilities

**INTEREST-BEARING NET DEBT EXCL. LEASES**

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## PERFORMANCE MEASURE & ALTERNATIVE PERFORMANCE MEASURE

PERFORMANCE MEASURE & ALTERNATIVE PERFORMANCE MEASURE	DEFINITION	MOTIVE
<b>Return on equity</b>	Net profit for the year attributable to the Parent Company's shareholders	Relevant measure to show the return on the share capital invested in the ITAB Group.
<b>Return on capital employed</b>	Net profit for the year after financial borrowing costs in relation to average balance sheet total less non-interest-bearing liabilities	Relevant measure for assessing ITAB's efficiency value from the business.
<b>Return on total capital</b>	Net profit for the year after financial borrowing costs in relation to average total capital.	Relevant measure for assessing ITAB's ability to generate value on the Group's assets regardless of financing.
<b>Cash conversion</b>	Operational cash flow (Cash flow from operating activities) in relation to operating profit before depreciation/amortisation (EBITDA)	A relevant measure to assess capital efficiency included in ITAB's financial targets.
<b>Direct yield</b>	Paid or proposed dividend in relation to the share price on the balance sheet date.	Return measure for shareholders.
<b>Discount rate (WACC)</b>	Weighted Average Cost of Capital - weighted required return for equity and borrowed capital on the company's future earnings.	Measures the required return on ITAB's capital discount future cash flows.
<b>EBITDA</b>	Earnings before interest, tax, depreciation of property, plant and equipment, and amortisation of intangible assets.	A relevant profit measure to assess the company over time.
<b>Equity per share</b>	Equity at the end of the year attributable to Parent Company shareholders in relation to the number of ordinary shares outstanding at the end of the year.	Measure to describe how much equity belong to holders of the Parent Company.
<b>Cash flow from operating activities per share</b>	Cash flow from operating activities in relation to the average number of outstanding ordinary shares.	This measure highlights ITAB's ability to generate pay dividends to its shareholders.
<b>Average number of employees</b>	Number of worked hours divided by normal annual working time.	This measure shows the size of ITAB's workforce.
<b>Earnings per share after dilution</b>	Net profit for the year attributable to Parent Company shareholders in relation to the average number of ordinary shares outstanding after dilution. For calculation of earnings per share after dilution, the average number of shares is adjusted taking into account the effects of dilutive potential ordinary shares, which, during the reporting years in question, competed rights to receive shares in ITAB within the framework of the LTP 2022 long-term incentive programme. Matching share rights held by employees as of the reporting date are considered dilutive. Moreover, the right to receive shares with performance conditions is dilutive only to the extent that set performance targets are met as of the reporting date. Adjustment of the number of dilutive shares is based on the hypothetical number of shares that could have been purchased with the value of remaining positions within the framework of the incentive programme.	A valuation measure that highlights ITAB's ability to generate value for its shareholders.
<b>Earnings per share before dilution</b>	Net profit for the year attributable to Parent Company shareholders in relation to the average number of ordinary shares outstanding before dilution.	A valuation measure that highlights ITAB's ability to generate value for its shareholders.
<b>Interest-bearing net debt</b>	Non-current and current interest-bearing liabilities including lease liabilities less interest-bearing assets as well as cash and cash equivalents.	Relevant measure to show the financial position in ITAB's balance sheet in relation to the company's balance sheet.
<b>Interest-coverage ratio</b>	Profit after financial items plus financial interest expenses in relation to financial borrowing costs.	Shows ITAB's ability to cover its financial expenses.
<b>Operating margin / EBIT margin</b>	Operating profit in relation to revenue.	Relevant for assessing ITAB's efficiency and cost control.
<b>Equity/assets ratio</b>	Equity in relation to total capital.	This measure highlights financial risk.
<b>Total capital</b>	Total equity and liabilities (balance sheet total).	This measure highlights the size of the company.
<b>Currency-adjusted sales</b>	Translation of the foreign subsidiaries' income statements are conducted at each period's average currency rate. For comparison of profit excluding currency effects, the companies are recalculated at the previous year's average currency rate for the same period. ITAB applies the European Central Bank's average rates for the whole period. As of the 2023 financial year, the effects of the Group's operations in hyperinflationary countries are excluded from the calculation of currency effects.	Relevant to show the sales and profit trend without the effects of currency fluctuations on the company's financial results. Growth in ITAB's financial targets.
<b>Profit margin</b>	Profit after financial items in relation to revenue.	Relevant for assessing ITAB's efficiency and cost control.

The Board of Directors and the CEO hereby verify that the consolidated accounts and the annual accounts have been prepared in accordance with the International Financial Reporting Standards (IFRS), as adopted by the EU, and the Swedish Annual Accounts Act, respectively, and provide a true and fair view of the Group's and the Parent Company's financial position and results, and that the Administration Report presents a true and fair view of the development of the Group's and the Parent Company's business activities, financial position and results as well as describing significant risks and uncertainties that the Parent Company and companies within the Group face. The annual accounts and the consolidated accounts were approved for issue by the Board of Directors on 26 March 2024. The consolidated income statement and statement of financial position as well as the Parent Company's income statement and balance sheet will be subject to adoption at the Annual General Meeting on 15 May 2024.

#### Jönköping, 26 March 2024

Anders Moberg  
Chairman of the Board

Karin Eriksson  
Board member

Petter Fägersten  
Board member

Madeleine Persson  
Board member

Fredrik Rapp  
Board member

Vegard Søraune  
Board member

Andreas Eigaard  
CEO

Our Auditor's Report was submitted on 27 March 2024

Ernst & Young AB

Joakim Falck  
Authorised Public Accountant

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# AUDITOR'S REPORT

To the general meeting of the shareholders of ITAB Shop Concept AB (publ), corporate identity number 556292-1089

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## REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

### OPINIONS

We have audited the annual accounts and consolidated accounts of ITAB Shop Concept AB (publ) except for the corporate governance statement on pages 34-37 for the year 2023. The annual accounts and consolidated accounts of the company are included on pages 26-83 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2023 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS Redovisningsstandarder), as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on pages 34-37. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

### BASIS FOR OPINIONS

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are inde-

pendent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

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

### KEY AUDIT MATTERS

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the Auditor's Responsibilities for the audit of the financial statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

## VALUATION OF GOODWILL AND SHARES IN GROUP COMPANIES

**Description**  
As of 31 December 2023, the carrying amount of goodwill amounts to MSEK 1,786 in the Group's balance sheet which corresponds to 31.0 percent of total assets. Shares in Group companies are reported in the Parent Company's balance sheet at MSEK 2,046, which corresponds to 75.2 percent of total assets. Every year, and when there is an indication of a fall in value, ITAB tests that the carrying amount does not exceed the calculated recoverable amount. The recoverable amount is determined for each cash-generating unit by means of a current value calculation of future cash flows. Future cash flows are based on the management's business plans and forecasts and include a number of assumptions, including regarding profit trend, growth, investment needs and discount rate. For participations in Group companies, the recoverable amount is determined as fair value or value in use, whichever is the highest.

Altered assessments of the assumptions that the management has made in the calculation of the recoverable amount and the assumptions that the company has applied are therefore very important in the assessment of the need for impairment. We have therefore judged that the recognition of goodwill and shares in Group companies are a key audit matter.

A description of the impairment test can be seen in Note 18 "Intangible assets" and in Note 3 "Important estimates and assessments".

### How our audit addressed this key audit matter

In our audit, we have evaluated and tested the company's process for establishing impairment tests, including by evaluating the accuracy of forecasts and assumptions in previous years. With the aid of our valuation specialists, we have assessed the selected discount rate and assumptions regarding long-term growth. We have reviewed the company's model and method for implementing impairment tests and have evaluated the company's sensitivity analysis. We have reviewed the additional information provided in the annual accounts.

**OTHER INFORMATION THAT THE AUDITOR HAS REVIEWED**  
This document also contains information other than the annual accounts and consolidated accounts and is found on pages 84-97. The other information includes the remuneration report and the information provided by the Board of Directors and the Management. Our opinion on the other information is not an audit of the consolidated accounts and other information and we do not assume any form of assurance conclusion on the other information.

In connection with our audit of the annual accounts and consolidated accounts, we have also reviewed the information in the report above and considered whether there is material inconsistency between the consolidated accounts and other information.

Procedure we also take into account whether the information appears to be materially inconsistent with the information in the annual accounts and consolidated accounts and whether there is anything that we are required to report in this regard in this report.

## RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE MANAGEMENT

The Board of Directors and the Management are responsible for the annual accounts and consolidated accounts and that they give an accurate picture of the company's financial position and, concerning the consolidated accounts, in IFRS as at the end of the reporting period. The Board of Directors and the Management are also responsible for such other information as they determine necessary for a fair presentation of the annual accounts that are free from material misstatement. The Board of Directors and the Management are also responsible for preparing the annual accounts in accordance with the Act on the Annual Accounts and the Act on the Consolidated Accounts and, concerning the consolidated accounts, in IFRS as at the end of the reporting period. The Board of Directors and the Management are also responsible for such other information as they determine necessary for a fair presentation of the annual accounts that are free from material misstatement. The Board of Directors and the Management are also responsible for preparing the annual accounts in accordance with the Act on the Annual Accounts and the Act on the Consolidated Accounts and, concerning the consolidated accounts, in IFRS as at the end of the reporting period. The Board of Directors and the Management are also responsible for such other information as they determine necessary for a fair presentation of the annual accounts that are free from material misstatement.

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Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

#### AUDITOR'S RESPONSIBILITIES

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden 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 annual accounts and consolidated accounts.

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 annual accounts and consolidated accounts, 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 the company's internal control relevant to our 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 internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the

Board of Directors and the Managing Director.

- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any 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 annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. 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 a company and a group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have compiled with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or related safeguards applied.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe

these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

## REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

**Report on the audit of the administration and the proposed appropriations of the company's profit or loss**

#### OPINIONS

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of ITAB Shop Concept AB (publ) for the year 2023 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

#### BASIS FOR OPINIONS

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our 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 opinions.

#### RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE MANAGING DIRECTOR

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things con-

tinuous assessment of the company's financial situation and the company's organization is designed to ensure the management of the company's financial affairs otherwise than in the manner. The Managing Director shall manage the ongoing administration of the Board of Directors' guidelines and among other matters take necessary to fulfill the company's accordance with law and handling of assets in a reassuring manner.

**AUDITOR'S RESPONSIBILITIES**

Our objective concerning the audit, and thereby our opinion from liability, is to obtain audit evidence with a reasonable degree of assurance that the Board of Directors' Director in any material respect:

- has undertaken any action or omission which can give rise to a liability, or
- in any other way has acted in violation of the Annual Act, the Annual Act or the Articles of Association.

Our objective concerning the audit of appropriations of the company's profit or loss is to verify our opinion about this, is to verify the degree of assurance whether the degree of assurance is a high degree of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect a material misstatement when it exists.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional skepticism throughout the audit. The degree of assurance whether the degree of assurance is a high degree of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect a material misstatement when it exists.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things con-

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and best decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined whether the proposal is in accordance with the Companies Act.

## THE AUDITOR'S EXAMINATION OF THE ESEF REPORT

### OPINION

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the ESEF report) pursuant to Chapter 16, Section 4(c) of the Swedish Securities Market Act (2007:528) for ITAB Shop Concept AB (publ) for the financial year 2023.

Our examination and our opinion relate only to the statutory requirements. In our opinion, the ESEF report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

### BASIS FOR OPINION

We have performed the examination in accordance with IFRS's recommendation RevR 18 *Examination of the ESEF report*. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of ITAB Shop Concept AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

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

### RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE MANAGING DIRECTOR

The Board of Directors and the Managing Director are responsible for the preparation of the ESEF report in accordance with Chapter 16, Section 4(c) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the ESEF report without material misstatements, whether due to fraud or error.

### AUDITOR'S RESPONSIBILITY

Our responsibility is to obtain reasonable assurance whether the ESEF report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(c) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the ESEF report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the ESEF report.

The audit firm applies ISQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or other Assurance or Related Services*

Engagements which require the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with professional ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence through various procedures, that the ESEF report has been prepared in a format that enables uniform electronic reporting of the annual and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the ESEF report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the ESEF report has been prepared in a valid XHTML format and a reconciliation of the ESEF report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the ESEF report have been marked with iXBRL in accordance with what follows from the ESEF regulation.

## AUDITORS

The auditors are appointed by the shareholders at the Annual General Meeting. The auditors examine the company's annual accounts, consolidated accounts and accounting records as well as the administration of the Board of Directors and CEO.

The company's auditor is the registered auditing company Ernst & Young AB, with authorised public accountant Joakim Falck as auditor in charge. Aside from his duties for ITAB Shop Concept AB, Joakim Falck also has auditing assignments for Nolatio AB, Absolent Group AB, Gato AB, Hexpol AB, Nelab AB, One Partner Group AB and Gyllensvaans Möbler AB.

## THE AUDITOR'S EXAMINATION OF THE CORPORATE GOVERNANCE STATEMENT

The Board of Directors is responsible for the corporate governance statement to be prepared in accordance with the Accounting Act.

Our examination of the corporate governance statement is conducted in accordance with RevR 16 *The auditor's examination of the corporate governance statement*. This means that the examination of the corporate governance statement is substantially less in scope than that conducted in accordance with International Auditing and generally accepted auditing standards in Sweden. We believe that the examination with sufficient basis for our opinion is with sufficient basis for our opinion.

A corporate governance statement is prepared. Disclosures in accordance with paragraph 6 of the second paragraph of the Accounting Act and chapter 7, section 1 of the same law are covered by other parts of the annual accounts and consolidated accounts.

Ernst & Young AB is appointed auditor for ITAB Shop Concept AB from May 2023. ITAB Shop Concept AB is a public interest entity in accordance with the Public Interest Entity Disclosure 28 May 2023.

Jönköping, 27 March 2024  
Ernst & Young

Joakim Falck  
Authorized Public Accountant

Joakim Falck (born 1972)  
Auditor for ITAB since 2018  
Authorized Public Accountant  
Member of FAR SRS, Ernst & Young

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**ABOUT ITAB'S SUSTAINABILITY REPORT**  
 ITAB's Sustainability Report for the 2023 financial year comprises pages 15-22, together with this in-depth sustainability information on pages 87-97. This constitutes the Group's statutory Sustainability Report, prepared in accordance with the provisions of the Annual Accounts Act and has not been externally reviewed. Read more about the Sustainability Report on page 15.

**MATERIALITY ANALYSIS AND STAKEHOLDER DIALOGUE**  
 Through a comprehensive analysis involving vision, strategy, stakeholders, and materiality assessment, ITAB has identified four primary focus areas crucial to the Group's sustainability journey. The focus areas have been decided by the Group management and approved by the Board of Directors. Each of the areas is intricately linked to a key SDG and concurrently contributes to the advancement of other SDGs, as outlined on page 16.

The requirements and expectations of stakeholders identified through dialogues with them have then further helped us in the evaluation and prioritisation of sustainability actions needed both in the short- and long-term. Refer to the table for more information on ITAB's stakeholder dialogues.

**In preparation for CSRD**  
 A comprehensive Double Materiality Assessment has been performed in 2023 to account for significant changes in business and market dynamics since the previous assessment and complete requirement by the Corporate Sustainability Reporting Directive (CSRD) being introduced in the EU from 2024.

**STAKEHOLDER DIALOGUE**  
 For ITAB, fostering a continuous dialogue with stakeholders is crucial for constructing a sustainability plan that reflects their requirements, expectations, and interests. ITAB's main stakeholder include:

Stakeholders	Dialogue	Expectations
<b>Customers</b>	Engaging with those who use ITAB's solutions to understand their needs and expectations. Dialogue through Key Account Managers, project managers and customer service channels, as well as senior management.	Quality products delivered on time and at a price Sustainable business
<b>Suppliers/Partners</b>	Collaborating with suppliers/partners to uphold sustainable practices throughout the supply chain. Dialogue through Key Account Managers, local procurement buyers and managers, as well as via Head of Procurement.	Approved, preferred and ultimately Partner terms Payment within agreed payment terms Sustainable business
<b>Employees</b>	Ensuring the well-being and satisfaction of the workforce, while considering their perspectives on sustainability. Continuous dialogue in the day-to-day business, appraisals, safety committees, intranet communications, etc.	Attractive workplace Good working environment Health & safety Staff development and career opportunities Diverse and equal workplace Pay conditions Sustainable business
<b>Owners/Investors</b>	Keeping owners/investors informed about sustainable initiatives and performance to align with their expectations. Dialogue through Board meetings, General Meetings of Shareholders, and investor meetings.	Return on investment Transparent reporting Sustainable business
<b>Society / NGOs</b>	Interacting with and contributing to the communities in which ITAB operates. Adhering to and complying with regulations while actively participating in relevant discussions with society and Non-Government Organisations.	Compliance with all laws in all jurisdictions Sustainable business Correct taxes paid in the right jurisdictions



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The output from the double materiality analysis will allow new sustainability targets and long-term goals to be developed and published, alongside a revision of current targets and goals to align with the double materiality analysis findings. This work is planned to be completed in early 2024.

**REPORTING AND FOLLOW UP**

ITAB follows the Global Reporting Initiatives' (GRI) guidelines for sustainability reporting to communicate the progress of its sustainability initiatives. The company has established Key Performance Indicators (KPIs) for continuous monitoring and reporting of sustainability efforts. These KPIs are reported quarterly by each commercial company to the Parent Company and are scrutinized in ITAB's Sustainability Council, where all Group functions are represented. Through 2024 ITAB will transition to the disclosures required by the CSRD legislation to report alongside GRI.

The KPIs and targets are structured around the four identified focus areas, as detailed in the Sustainability Report on pages 15-22. For internal control, ITAB utilizes the COSO framework, a comprehensive system for assessing a company's internal control over financial reporting. This framework enhances the efficiency of internal control processes.

Refer to page 96 for reporting according to GRI and GRI Index.

**SUSTAINABILITY RISKS**

In risk management, ITAB has a comprehensive risk management system, which includes an organizational functional system for risk management, formulation of risk management strategies, regular major risk assessments, identification of major risks and allocation of responsibilities, etc. This is to prevent and control potential risks in the operational environment, ensuring stable business operations. For more information about the Group's risk matrix, signi-

ficant risks, and risk management, please refer to pages 30-33. Significant sustainability risks are presented in detail below on page 90.

The internal audit program is updated annually, primarily focusing on business risks. In addition, the internal audit now encompasses the oversight of the sustainability program and adherence to the Code of Conduct. Regular reviews and evaluations of internal checks are conducted across all subsidiaries within ITAB. This practice ensures reasonable assurance of appropriate and effective operations, reliable financial reporting, and compliance with laws and ordinances. The integration of sustainability monitoring and control mechanisms underscores ITAB's commitment to comprehensive corporate governance and responsible business practices.

Given that ITAB operates in markets associated with heightened sustainability risks, a detailed approach is taken for countries with different risk levels. Occupational health and safety, working conditions, and corruption are particularly crucial issues from a risk perspective. ITAB has classified countries into high, medium, and low-risk categories, with high-risk countries requiring increased scrutiny as outlined in the company's Procurement Procedures, Supplier Code of Conduct, and Sustainable Procurement Policy. This approach ensures a thorough understanding and management of sustainability risks associated with different operational contexts.

**In preparation for CSRD**

ITAB remains committed to mitigating environmental and social risks throughout its value chain. The assessment of sustainability risks plays a crucial role in the materiality analysis, forming the foundation for the sustainability program and prioritizing sustainable goals. The output from the comprehensive Double Materiality Assessment performed in 2023 will be included as part of the Group's overall business risk processes, as required by the CSRD.



**ENERGY CONSUMPTION**

ITAB's target within energy is to have 100 percent electricity generated from renewable sources by 2025. For 2023, ITAB Group's electrical consumption amounted to 25,967 MWh, of which 38 percent were procured from renewable sources. Refer to the table for more detailed information.

**CO<sub>2</sub>e EMISSIONS**

ITAB has committed to a 50 percent reduction in CO<sub>2</sub>e in Scope 1 and 2 emissions by 2030. During 2023, ITAB's Scope 1 emissions were 5,935 tonnes of CO<sub>2</sub>e. The CO<sub>2</sub> was generated through the burning of natural gas within our production facilities, primarily for heating and for heating painting lines. Calculated in line with the GHG Protocol Scope 1 reporting, using the WRI GHG Protocol Emission Factor from Cross Sector Tools (March 2017), stationary combustion for ITAB Scope 2 emissions were 7,856 tonnes of CO<sub>2</sub>e for 2023. Scope 2 have been calculated in accordance with the GHG Protocol Scope 2 Market Based Methodology. Refer to the table for more detailed information.

Scope 3 emission monitoring is being developed throughout 2024 in order to comply with the CSRD legislation. During 2024 and in line with the CSRD legislation ITAB will develop methodology to report the full value chain CO<sub>2</sub> emissions.

**MWh OF ENERGY BY SOURCE**

MWh of Energy consumption by source	2023	2022
<b>Northern Europe</b>		
Natural Gas Purchased	826 MWh	561 MWh
Electricity Purchased	7,416 MWh	10,751 MWh
of which from Renewable sources	79.1%	79.1%
<b>Southern Europe</b>		
Natural Gas Purchased	14,484 MWh	16,737 MWh
Electricity Purchased	5,443 MWh	6,336 MWh
of which from Renewable sources	34.2%	31.7%
<b>Central Europe</b>		
Natural Gas & LPG Purchased	7,028 MWh	10,124 MWh
Electricity Purchased	4,892 MWh	6,549 MWh
of which from Renewable sources	20.1%	14.7%
<b>United Kingdom &amp; Ireland</b>		
Natural Gas Purchased	1,979 MWh	2,504 MWh
Electricity Purchased	1,359 MWh	1,702 MWh
of which from Renewable sources	40.0%	40.0%
<b>Eastern Europe</b>		
Natural Gas Purchased	1,771 MWh	2,105 MWh
Electricity Purchased	1,616 MWh	1,843 MWh
of which from Renewable sources	42.9%	83.1%
<b>Rest of the World</b>		
Natural Gas Purchased	4,454 MWh	7,152 MWh
Electricity Purchased	5,241 MWh	6,023 MWh
of which from Renewable sources	0.0%	5.4%
<b>ITAB Group – Total</b>		
Natural Gas Purchased	<b>30,542 MWh</b>	<b>39,183 MWh</b>
Electricity Purchased	<b>25,967 MWh</b>	<b>33,204 MWh</b>
of which from Renewable sources	<b>38.3%</b>	<b>42.2%</b>

**CO<sub>2</sub>e EMISSIONS**

CO <sub>2</sub> e emissions (t CO <sub>2</sub> e)	2023	2022
<b>Northern Europe</b>		
Scope 1	826	561
Scope 2 market based	7,416	10,751
<b>Total</b>	<b>8,242</b>	<b>11,312</b>
<b>Southern Europe</b>		
Scope 1	14,484	16,737
Scope 2 market based	5,443	6,336
<b>Total</b>	<b>19,927</b>	<b>23,073</b>
<b>Central Europe</b>		
Scope 1	7,028	10,124
Scope 2 market based	4,892	6,549
<b>Total</b>	<b>11,920</b>	<b>16,673</b>
<b>United Kingdom &amp; Ireland</b>		
Scope 1	1,979	2,504
Scope 2 market based	1,359	1,702
<b>Total</b>	<b>3,338</b>	<b>4,206</b>
<b>Eastern Europe</b>		
Scope 1	1,771	2,105
Scope 2 market based	1,616	1,843
<b>Total</b>	<b>3,387</b>	<b>3,948</b>
<b>Rest of the World</b>		
Scope 1	4,454	7,152
Scope 2 market based	5,241	6,023
<b>Total</b>	<b>9,695</b>	<b>13,175</b>
<b>ITAB Group – Total</b>		
Scope 1	<b>55,118</b>	<b>66,165</b>
Scope 2 market based	<b>47,807</b>	<b>57,907</b>
<b>Total</b>	<b>102,925</b>	<b>124,072</b>

## REPORTING ON EU TAXONOMY OBJECTIVES 2023

To meet the EU's climate and energy targets for 2030 and reach the objectives of the European Green Deal, the EU's Taxonomy Regulation (2020/852/EU) came into force in July 2020. The EU Taxonomy is a classification system that helps companies and investors identify "environmentally sustainable" economic activities to make sustainable investment decisions.

ITAB is a public interest entity and therefore has an obligation to report the proportion of its business that is eligible under and aligned with the Taxonomy Regulation. ITAB develops, manufactures, sells and installs a broad range of solutions and services in interior fixtures, in-store technology and lighting for the retail sector. The Group has today a few economic activities that are listed in the currently published delegated acts for the Taxonomy Regulation.

ITAB has reviewed the economic activities listed in the three published delegated acts on technical screening criteria and identified one activity in the delegated act on climate change mitigation and one activity on transition to a circular economy. No activities carried out by ITAB are considered to be listed in the delegated acts on climate change adaptation, sustainable use and protection of water and marine resources, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. For an economic activity to be Taxonomy-aligned, the activity must be contained in the technical screening criteria, the activity must do no significant harm to any of the other five environmental objectives and it must fulfil the minimum safeguards that set the standard for the social sustainability of companies. Minimum safeguards refers to processes to ensure that the business is operated in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights throughout the value chain.

### TAXONOMY-ELIGIBLE AND -ALIGNED ACTIVITIES CCM 3.5. *Manufacture of energy efficiency equipment for buildings*

Taxonomy-eligible economic activities within climate change mitigation in 2023 comprises the Group's manufacturing of lighting equipment for retailers (NACE code C27.40). Currently only a small portion of the lighting equipment manufactured by ITAB meets the requirements for alignment. Hence, this portion of the economic activities within climate change mitigation is considered to be taxonomy-aligned.

### CE 1.2. *Manufacture of electrical and electronic equipment*

Taxonomy-eligible economic activities within transition to a circular economy in 2023 comprises the Group's manufacturing of retail technology for retailers (NACE code C26 and 27). None of the economic activities within transition to a circular economy is considered to be taxonomy-aligned at present.

All taxonomy-eligible revenue and expenditures relate to the objectives climate change mitigation or transition to a circular economy, and meet the criteria for Do No Significant Harm. ITAB has established processes to ensure that the business is operated in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights throughout the value chain. The process is centred on a risk-based working method. ITAB considers that the requirement for the fulfilment of minimum safeguards in relation to social sustainability is met.

Refer to the tables below on pages 93-95 for disclosures on EU Taxonomy Objectives 2023.

### NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

On 1 January 2023, a Complementary Climate Delegated Act entered into force, whereby companies must now report Taxonomy-alignment of certain nuclear and fossil gas related activities. Nuclear energy and fossil gas have been deemed environmentally sustainable for the time being by the European Parliament, as they are considered important components of the transition to lower GHG emissions. ITAB does not currently conduct any of the activities covered by this Complementary Climate Delegated Act.

### REPORTING PRINCIPLES

The key performance indicators under the EU's Taxonomy Regulation have been calculated in line with the definitions in Annex 1 to the Delegated Act (EU) 2021/4987, supplementing Article 8 of the Taxonomy Regulation. Relevant data has been collated from the Group's financial systems.

### Turnover

Net turnover corresponds to the reported net sales for the financial year (see net sales for the Group on page 43 and in Note 6). Policies for consolidated revenue recognition are described in more detail in Note 2. When determining and allocating the taxonomy-eligible and aligned net sales, operations and underlying products and services were grouped according to economic activities. The turnover in the denominator consists of the Group's total net sales.

**Capital expenditure (CapEx)**  
CapEx is defined as additions to property, plant and equipment and intangible assets in the year after deducting depreciation and any impairment, valuation and revaluations of changes to fair value. Also additions to, and revaluations of assets as well as property, plant and intangible assets re-ment and combinations. The Group's CapEx and goodwill are not included for includes the Group's total year. See also Notes 18 and 19.

**Operating expenditure (OpEx)**  
OpEx is defined as direct non-current assets, short-term leases, maintenance and other direct expenditures day-to-day servicing of items and equipment but not necessary to ensure the functioning of such assets. The covers the Group's OpEx associated with the functioning of such assets. See certain supplementary disclosures.

## DISCLOSURES ON EU TAXONOMY OBJECTIVES 2023

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities for 2023

Financial year 2023	Year		Substantial Contribution Criteria							DNSH criteria (Does Not Significantly Harm)							Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2023 (18)
	Code (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)			
Economic Activities (1)																		

### A. TAXONOMY-ELIGIBLE ACTIVITIES

#### A.1. Environmentally sustainable activities (Taxonomy-aligned)

Manufacture of energy efficiency equipment for buildings	CCM 3.5	10	0.2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	Y	0.1%
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>10</b>	<b>0.2%</b>	<b>0.2%</b>	-	-	-	-	-	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.1%</b>
Of which Enabling		10	0.2%	0.2%						Y	Y	Y	Y	Y	Y	Y	Y	0.1%
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-	-

#### A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

Manufacture of energy efficiency equipment for buildings	CCM 3.5	549	8.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	EL	EL	EL	EL	EL	EL	EL	EL	9%
Manufacture of electrical and electronic equipment	CE 1.2	1,687	27.5%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	27.5%
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>2,236</b>	<b>36.4%</b>	<b>8.9%</b>	-	-	-	-	-	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>36.4%</b>
<b>A. Turnover of Taxonomy eligible activities (A.1.+A.2)</b>		<b>2,246</b>	<b>36.6%</b>	<b>9.1%</b>	-	-	-	-	-	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>27.5%</b>	<b>36.6%</b>

### B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

<b>Turnover of Taxonomy-non-eligible activities</b>		<b>3,993</b>	<b>63.4%</b>															
<b>TOTAL</b>		<b>6,139</b>	<b>100.0%</b>															

Y = Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective  
N = Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective  
N/EL = Not eligible, Taxonomy non-eligible activity with the relevant environmental objective  
EL = Taxonomy eligible activity for the relevant environmental objective

T = Transitional  
E = Enabling  
CCM = Climate Change Mitigation  
CCA = Climate Change Adaptation  
WTR = Water and Marine Resources  
CE = Circular Economy  
PPC = Pollution Prevention and Control  
BIO = Biodiversity and ecosystems

PROPORTION OF TURNOVER / TOTAL TAXONOMY	
Taxonomy-aligned per objective	Taxonomy
CCM	0.2%
CCA	0.0%
WTR	0.0%
CE	0.0%
PPC	0.0%
BIO	0.0%

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities for 2023

Financial year 2023	Year		DNSSH criteria (Does Not Significantly Harm*)										Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18)			
	Code (2)	CapEx (3)	Proportion of CapEx, year 2023 (4)	Substantial Contribution Criteria					DNSSH criteria (Does Not Significantly Harm*)							
Economic Activities (1)				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)
				EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL	EL/UE/EL

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Manufacture of energy efficiency equipment for buildings	CCM	3.5	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.1%
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			0	0.0%	0.0%	-	-	-	-	-	0.0%	Y	Y	Y	Y	Y	0.1%
Of which Enabling			0	0.0%	0.0%	-	-	-	-	-	0.0%	Y	Y	Y	Y	Y	0.1%
Of which Transitional			-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

Manufacture of energy efficiency equipment for buildings	CCM	3.5	5	3.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL	3.6%
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			5	3.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL	3.6%
A. CapEx of Taxonomy eligible activities (A.1+A.2)			34	25.4%	3.6%	-	-	-	-	-	21.8%	21.8%	21.8%	21.8%	21.8%	21.8%	21.8%

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities	100	74.6%
TOTAL	134	100.0%

Y = Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective  
 N = Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective  
 N/EL = Not eligible, Taxonomy non-eligible activity for the relevant environmental objective  
 EL = Taxonomy eligible activity for the relevant environmental objective  
 T = Transitional  
 E = Enabling  
 CCM = Climate Change Mitigation  
 CCA = Climate Change Adaptation  
 WTR = Water and Marine Resources  
 CE = Circular Economy  
 PPC = Pollution Prevention and Control  
 BIO = Biodiversity and ecosystems

PROPORTION OF CAPEX / TOTAL TAXONOMY	
Taxonomy-aligned per objective	0.0%
CCM	0.0%
CCA	0.0%
WTR	0.0%
CE	0.0%
PPC	0.0%
BIO	0.0%



# GLOBAL REPORTING INITIATIVE (GRI)

ITAB presents its sustainability information with the support of Global Reporting Initiatives' (GRI) standards, core level. The Sustainability Report is prepared annually as a section in the Annual Report. The sustainability information presented has not been reviewed by an external party.

The information in the Sustainability Report is to provide a comprehensive overview of ITAB's work within the framework of environmental, social, and corporate governance (ESG) sustainability. The sustainability information in this report has been defined and delimited on the basis of an analysis of ITAB's most essential issues, and describes the impact both within and outside of the organisation.

GRI's fundamental principles for sustainability reporting form the basis for the preparation of ITAB's GRI report. This includes consideration having been given in order to ensure good reporting quality and to delimit and define the content of the report.

The index refers to ITAB's Annual Report 2023 including the Sustainability Report. The page references show where mandatory standard information and selected indicators based on the materiality analysis are reported in this report.



**ITAB GROUP - CONTACT SUSTAINABILITY & GRI**

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ANNUAL GENERAL MEETING 2024

## GRI CONTENT INDEX

**Statement of use:** ITAB Shop Concept AB has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards.  
**GRI used:** GRI 1; Foundation 2021 **Publication date:** 28 March 2024

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This is a translation of the original Auditor's Report in Swedish

# THE AUDITOR'S REPORT ON THE STATUTORY SUSTAINABILITY REPORT

To the General Meeting of ITAB Shop Concept AB (publ),  
corporate reg. no. 556292-1089

## ENGAGEMENT AND RESPONSIBILITY

The Board of Directors is responsible for that the statutory Sustainability Report for 2023 on pages 15-22 and 87-96 has been prepared in accordance with the Annual Accounts Act.

## THE SCOPE OF THE AUDIT

Our examination of the statutory Sustainability Report has been conducted in accordance with FAR's auditing standard RevR 12 Auditor's report on the statutory Sustainability Report. This means that our examination of the statutory Sustainability Report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

## OPINION

A statutory Sustainability Report has been prepared.

Jönköping, 27 March 2024

Ernst & Young AB

Johkim Falck  
Authorised Public Accountant

ITAB GROUP

SUSTAINABILITY REPORT

ITAB SHARE

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IN-DEPTH SUSTAINABILITY INFORMATION

Materiality analysis and stakeholder dialogue  
Sustainability risks

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## ANNUAL GENERAL MEETING 2024

The 2024 Annual General Meeting for ITAB Share will be held on Wednesday, 15 May 2024 at 3:00 PM in the main hall of the head office at Instrumentväggen 2 in Jönköping.

The notice to attend the Annual General Meeting will be published in early April 2024 through a press release on the company's website, and through an advertisement in the magazine "Dagens Industri". An announcement of the proposed agenda and the proposals of the Board of Directors for resolutions at the Meeting will be made in "Dagens Industri". The notice will be published in the company's website and in the company's annual and sustainability reports.

Refer to [itabgroup.com](https://itabgroup.com) for more information and order reports.

## FINANCIAL INFORMATION FOR

Interim Report 3 months – 1 Jan-31 Mar 2024

Annual General Meeting 2024

Interim Report 6 months – 1 Jan-30 Jun 2024

Interim Report 9 months – 1 Jan-30 Sep 2024

Year-End Report 2024 – 1 Jan-31 Dec 2024

Annual & Sustainability Report 2024

## ITAB GROUP CONTACT – INVESTOR RELATIONS

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