20241022082251

Styrelsen och verkställande direktören för

Purmo Group Sweden AB

Org nr 556054-9668

får härmed avge

Årsredovisning

för räkenskapsåret 1 januari - 31 december 2023

Innehåll: **sida**

Förvaltningsberättelse	**2**
Resultaträkning	**5**
Balansräkning	**6**
Kassaflödesanalys	**8**
Noter med redovisningsprinciper och bokslutskommentarer	**9**
Underskrifter	**21**

Fastställelseintyg

Undertecknad styrelseledamot i Purmo Group Sweden AB intygar att resultaträkningen och balansräkningen i årsredovisningen har fastställts på årsstämma den 19 juni 2024. Årsstämman beslutade att godkänna styrelsens förslag till hur vinsten ska fördelas.

Jag intygar också att innehållet i årsredovisningen och revisionsberättelsen stämmer överens med originalen.

Markaryd 2024-10-21

Emma Gunnarsson

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626607994

Förvaltningsberättelse

Allmänt om verksamheten

Purmo Group Sweden AB med säte i Markaryd, är helägt dotterföretag till den finska koncernen Purmo Group Oyj och grundades 1950.
Företaget utvecklar, producerar och marknadsför produkter för flödesreglering av värme- och kylsystem under varumärket MMA by Purmo och är marknadsledande i Sverige för Termostater.
I slutet av 2021 fusionerades tidigare dotterföretaget Sigarth AB, som utvecklar, tillverkar och marknadsför upphängningssystem och andra tillbehör till radiatorer. Upphängningssystemet under varumärket Monclac är marknadsledande i Europa.
Sedan den tidigare fusionen med dåvarande moderbolaget Rettig Sweden AB i slutet av 2018, tillhanda-håller bolaget även försäljnings-,marknadsförings-, och logistiktjänster för varumärkena Purmo, Thermo-panel och LVI vars försäljning redovisas i det finska systerföretaget Purmo Group Finland Oy AB.

Utveckling av företagets verksamhet, resultat och ställning, tkr

Ekonomisk översikt	*2023*	*2022*	*2021*	*2020*
Nettoomsättning	366 292	375 483	433 043	230 166
Resultat efter finansiella poster	178 772	6 165	47 733	-2 891
Balansomslutning	391 406	742 957	727 126	721 639
Soliditet %	73	61	62	62
Avkastning på totalt kapital %	49	3	5	-2
Medelantal anställda	156	160	155	138

Väsentliga händelser under räkenskapsåret

Fusion med tidigare dotterföretaget Sigarth AB operationellt genomförd. Detta innebär att bolaget nu har inriktning till gruppens båda produktområde, ICS System och Radiatorer. Försäljningen av andelarna i de tre dotterföretagen Emmeti i Italien, Sigarth GmbH i Tyskland och Sigarth Sp.z.o.o i Polen till koncernmoder-bolaget genomfördes.

Förväntad framtida utveckling

Satsningen att erbjuda kunderna hela systemlösningar kommer att fortsätta.
Utveckling och rationalisering av produktionsprocesser och metoder kommer fortsatt att fokuseras för att säkerställa Bolagets konkurrenskraft.
Produktsortimentet består till största delen av produkter för energioptimering och därmed mindre miljö-påverkan. Bolaget kommer fortsatt att öka profileringen som ett miljöföretag med en tydlig inriktning mot hållbarhet.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626076935

Väsentliga risker och osäkerhetsfaktorer
Risker och osäkerhetsfaktorer som företaget står inför bedöms motsvara de normala för denna typ av industriell verksamhet och bolaget är endast till viss del exponerat för fluktuationer i råvarupriser och valutor.

Forskning och utveckling
Kostnader för forskning och utveckling utgör 24 % (27 %) av de fasta rörelsekostnaderna. Under året pågick utvecklingen av viktiga produkter som lanserades under 2023/24 .
Icke-finansiella upplysningar
Under 2023 genomfördes uppföljnings certifieringen i den nya ISO standarden för kvalitet ISO 9001:2015 samt för miljö ISO 14001:2015 med lyckat resultat. Dessutom certifierades bolaget med Guldmedalj i Ecovadis hållbarhets standard.

Tillstånds- eller anmälningspliktig verksamhet enligt miljöbalken
Bolaget bedriver tillståndspliktig verksamhet enligt 9 kap- 6§ miljöbalken. Påverkan på den yttre miljön under 2023 har varit väl under de krav som finns i företagets miljötillstånd både då det gäller utsläpp till luft och till vatten. Vi bedömer att det inte finns några risker att miljökostnaderna kommer att öka i framtiden bortsett från dem baserade på normala förändringar i samhället.
Företaget arbetar sedan 1998 i enlighet med ett miljöledningsystem certifierat enligt ISO 14001.
Under 2013 certifierades Bolaget även enligt OHSAS 18001 arbetsmiljö.

Hållbarhetsrapport
Gällande hållbarhetsrapport hänvisas till koncerngemensam rapport upprättad av moderbolaget Purmo Group Oyj, med org.nr. 2890898-5 med säte i Helsingfors.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626607996

Eget kapital, tkr

2023-12-31	Bundet eget kapital		Fritt eget kapital	
	Aktiekapital	*Reservfond*	*Bal.res. inkl årets resultat*	*Summa eget kapital*
Ingående balans	2 000	884	430 989	433 873
Årets resultat			174 926	174 926
Transaktioner med ägare				
Aktieägartillskott återbetalda			-342 231	-342 231
Summa	–	–	263 684	263 684
Vid årets utgång	2 000	884	263 684	266 568

Förslag till disposition av företagets vinst eller förlust
Styrelsen föreslår att fritt eget kapital, kronor 263 683 203 kr, disponeras enligt följande:

Utdelning till ägarna	165 000 000
Balanseras i ny räkning	98 683 203
Summa	263 683 203

Styrelsen anser att förslaget är förenligt med försiktighetsregeln i 17 kap. 3 § aktiebolagslagen enligt följande redogörelse;
Den föreslagna utdelningen medför en soliditet för bolaget på 54% beräknat vid tidpukten för utdelningen. Soliditeten är betryggande mot bakgrund av att bolagets verksamhet fortsatt bedrivs med lönsamhet. Likviditeten bedöms kunna upprätthållas på en likaledes betryggande nivå. Styrelsens uppfattning är att den föreslagna utdelningen ej hindrar bolaget från att fullgöra sina förpliktelser på kort och lång sikt, ej heller att fullgöra erforderliga investeringar.
Vad beträffar resultat och ställning i övrigt, hänvisas till efterföljande resultat- och balansräkningar med tillhörande noter.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626607997

Resultaträkning

Belopp i tkr	*Not*	*2023*	*2022*
Nettoomsättning	2	366 292	375 483
Kostnad för sålda varor		-317 277	-319 677
Bruttoresultat		49 015	55 806
Försäljningskostnader		-21 217	-16 208
Administrationskostnader	4	-15 234	-14 496
Forsknings- och utvecklingskostnader		-11 227	-11 620
Övriga rörelseintäkter	3	24 955	9 924
Övriga rörelsekostnader	6	-9 392	-3 487
Rörelseresultat	5,7	16 900	19 919
Resultat från finansiella poster			
Resultat från andelar i koncernföretag	8	166 806	–
Ränteintäkter och liknande resultatposter	9	8 681	1 977
Räntekostnader och liknande resultatposter	10	-13 615	-15 731
Resultat efter finansiella poster		178 772	6 165
Bokslutsdispositioner			
Koncernbidrag, lämnade	28	-6 000	–
Bokslutsdispositioner, övriga	11	2 548	246
Resultat före skatt		175 320	6 411
Skatt på årets resultat	12	-394	-1 258
Årets resultat		174 926	5 153

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626607998

Balansräkning

Belopp i tkr	*Not*	*2023-12-31*	*2022-12-31*
TILLGÅNGAR			
Anläggningstillgångar			
Immateriella anläggningstillgångar			
Balanserade utgifter för utvecklingsarbeten och liknande arbeten	13	163	143
		163	143
Materiella anläggningstillgångar			
Byggnader och mark	14	17 686	17 106
Maskiner och andra tekniska anläggningar	15	35 201	38 303
Inventarier, verktyg och installationer	16	11 447	12 209
Pågående nyanläggningar och förskott avseende materiella anläggningstillgångar	17	7 290	4 456
		71 624	72 073
Finansiella anläggningstillgångar			
Andelar i koncernföretag	18	–	502 529
Andelar hos intresseföretag och gemensamt styrda företag	19	20	20
Andra långfristiga värdepappersinnehav	20	194	194
Uppskjuten skattefordran		4 158	4 164
		4 372	506 907
Summa anläggningstillgångar		76 159	579 123
Omsättningstillgångar			
Varulager m m			
Råvaror och förnödenheter		20 464	23 462
Varor under tillverkning		24 038	24 935
Färdiga varor och handelsvaror		4 912	6 825
		49 414	55 223
Kortfristiga fordringar			
Kundfordringar		30 287	39 133
Fordringar hos koncernföretag		228 293	60 193
Aktuell skattefordran		3 172	–
Övriga fordringar		1 679	983
Förutbetalda kostnader och upplupna intäkter	21	2 402	8 302
		265 833	108 611
Kassa och bank			
Kassa och bank		–	–
		–	–
Summa omsättningstillgångar		315 247	163 834
SUMMA TILLGÅNGAR		391 406	742 957

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626607999

Balansräkning

Belopp i tkr	*Not*	*2023-12-31*	*2022-12-31*
EGET KAPITAL OCH SKULDER			
Eget kapital			
Bundet eget kapital			
Aktiekapital		2 000	2 000
Reservfond		884	884
		2 884	2 884
Fritt eget kapital	22		
Erhållna aktieägartillskott		73 869	416 100
Fusionsresultat		-64 969	-64 969
Balanserat resultat		79 858	74 705
Årets resultat		174 926	5 153
		263 684	430 990
		266 568	433 873
Obeskattade reserver			
Ackumulerade överavskrivningar	23	20 746	23 295
Periodiseringsfonder		1 500	1 500
		22 246	24 795
Avsättningar			
Övriga avsättningar	24	810	810
		810	810
Långfristiga skulder	25		
Övriga skulder till kreditinstitut		2 873	3 693
Skulder till koncernföretag		–	173 000
		2 873	176 693
Kortfristiga skulder			
Skulder till kreditinstitut		4 027	3 264
Leverantörsskulder		39 271	47 096
Skulder till koncernföretag		10 955	8 428
Aktuell skatteskuld		–	1 966
Övriga skulder		16 051	19 765
Upplupna kostnader och förutbetalda intäkter	26	28 605	26 267
		98 909	106 786
SUMMA EGET KAPITAL OCH SKULDER		391 406	742 957

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626080000

Kassaflödesanalys

Belopp i tkr		2023	2022
Den löpande verksamheten			
Resultat efter finansiella poster		178 772	6 165
Justering för poster som inte ingår i kassaflödet	30	1 273	15 063
		180 045	21 228
Betald inkomstskatt		-5 527	-2 841
Kassaflöde från den löpande verksamheten före förändringar av rörelsekapital		174 518	18 387
Förändringar i rörelsekapital			
Ökning(-)/Minskning(+) av varulager		5 809	3 242
Ökning(-)/Minskning(+) av rörelsefordringar		7 045	-7 383
Ökning(+)/Minskning(-) av rörelseskulder		-185 651	8 467
Kassaflöde från den löpande verksamheten		1 721	22 713
Investeringsverksamheten			
Förvärv av materiella anläggningstillgångar		-16 350	-26 408
Förvärv av immateriella anläggningstillgångar		-179	–
Avyttring av finansiella tillgångar		14 888	–
Kassaflöde från investeringsverksamheten		-1 641	-26 408
Finansieringsverksamheten			
Upptagna lån		–	3 695
Amortering av lån		-80	
Kassaflöde från finansieringsverksamheten		-80	3 695
Årets kassaflöde		0	0
Likvida medel vid årets början		–	–
Likvida medel vid årets slut	29	0	0

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240625080001

Noter

Belopp i tkr om inget annat anges

Not 1 Redovisningsprinciper

Årsredovisningen har upprättats i enlighet med årsredovisningslagen och Bokföringsnämndens allmänna råd BFNAR 2012:1 Årsredovisning och koncernredovisning (K3).
Redovisningsprinciperna är oförändrade jämfört med tidigare år.

Immateriella tillgångar
Utgifter för forskning och utveckling
Internt upparbetade immateriella anläggningstillgångar redovisas till anskaffningsvärde minskat med ackumulerade avskrivningar och nedskrivningar.

Avskrivningar
Avskrivning sker linjärt över tillgångens beräknade nyttjandeperiod. Avskrivningen redovisas som kostnad i resultaträkningen.

Internt upparbetade immateriella tillgångar	*Nyttjandeperiod*
Balanserade utgifter för utveckling och liknande arbeten	3 år

Förvärvade immateriella tillgångar	*Nyttjandeperiod*
Dataprogram	3 år

Materiella anläggningstillgångar
Materiella anläggningstillgångar redovisas till anskaffningsvärde minskat med ackumulerade avskrivningar och nedskrivningar

Avskrivningar
Avskrivning sker linjärt över tillgångens beräknade nyttjandeperiod eftersom det återspeglar den förväntade förbrukningen av tillgångens framtida ekonomiska fördelar. Avskrivningen redovisas som kostnad i resultaträkningen.

Hänsyn har tagits till beräknat restvärde, fastställt vid anskaffningstillfället i då rådande prisnivå.

	Nyttjandeperiod
Maskiner och andra tekniska anläggningar	10 år
Inventarier, verktyg och installationer	3-10

Byggnaderna består av ett antal komponenter med olika nyttjandeperioder. Huvudindelningen är byggnader och mark. Ingen avskrivning sker på komponenten mark vars nyttjandeperiod bedöms som obegränsad. Byggnaderna består av flera komponenter vars nyttjandeperiod varierar.

Följande huvudgrupper av komponenter har identifierats och ligger till grund för avskrivningen på byggnader:

- Stomme	100 år
- Stomkompletteringar, innerväggar mm	20-40 år
- Installationer; värme, el, VVS, ventilation mm	20-40 år
- Yttre ytskikt; fasader, yttertak mm	20-30 år
- Inre ytskikt, maskinell utrustning mm	10-15 år

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080002

Leasing

Leasetagare
Leasingavtal förutom de som är på kortare tid än ett år och av mindre belopp redovisas enligt IFRS 16 vilket innebär att de redovisas som en "right of use" tillgång och en leasingskuld.
Övriga leasingavtal redovisas som operationella leasingavtal.

Operationella leasingavtal
Leasingavgifterna enligt operationella leasingavtal, inklusive förhöjd förstagångshyra men exklusive utgifter för tjänster som försäkring och underhåll, redovisas som kostnad linjärt över leasingperioden.

Utländsk valuta
Monetära poster i utländsk valuta räknas om till balansdagens kurs. Icke-monetära poster räknas inte om utan redovisas till kursen vid anskaffningstillfället.
Valutakursdifferenser som uppkommer vid reglering eller omräkning av monetära poster redovisas i resultaträkningen det räkenskapsår de uppkommer.

Varulager
Varulagret är upptaget till det lägsta av anskaffningsvärdet och nettoförsäljningsvärdet. Därvid har inkuransrisk beaktats. Anskaffningsvärdet beräknas enligt vägda genomsnittspriser.
I anskaffningsvärdet ingår förutom utgifter för inköp även utgifter för att bringa varorna till deras aktuella plats och skick.

I egentillverkade halv- och helfabrikat består anskaffningsvärdet av direkta tillverkningskostnader och de indirekta kostnader som utgör mer än en oväsentlig del av den sammanlagda utgiften för tillverkningen. Vid värdering har hänsyn tagits till normalt kapacitetsutnyttjande.

Finansiella tillgångar och skulder
Finansiella tillgångar och skulder redovisas i enlighet med kapitel 12 i BFNAR 2012:1.

Lånefordringar och kundfordringar
Lånefordringar och kundfordringar är finansiella tillgångar som har fastställda eller fastställbara betalningar, men som inte är derivat. Dessa tillgångar värderas till upplupet anskaffningsvärde. Upplupet anskaffningsvärde bestäms utifrån den effektivränta som beräknades vid anskaffnings-tidpunkten. Kundfordringar redovisas till det belopp som beräknas inflyta, dvs. efter avdrag för osäkra fordringar.

Övriga finansiella skulder
Lån samt övriga finansiella skulder, t.ex. leverantörsskulder, ingår i denna kategori. Skulderna värderas till upplupet anskaffningsvärde.

Ersättningar till anställda
Ersättningar till anställda efter avslutad anställning
Planer för ersättningar efter avslutad anställning klassificeras som antingen avgiftsbestämda eller förmånsbestämda.

Vid avgiftsbestämda planer betalas fastställda avgifter till ett annat företag, normalt ett försäkringsföretag, och företaget har inte längre någon förpliktelse till den anställde när avgiften är betald. Storleken på den anställdes ersättningar efter avslutad anställning är beroende av de avgifter som har betalats och den kapitalavkastning som avgifterna ger.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080003

Vid förmånsbestämda planer har företaget en förpliktelse att lämna de överenskomna ersättningarna till nuvarande och tidigare anställda. Företaget bär i allt väsentligt dels risken att ersättningarna kommer att bli högre än förväntat (aktuariell risk), dels risken att avkastningen på tillgångarna avviker från förväntningarna (investeringsrisk). Investeringsrisk föreligger även om tillgångarna är överförda till ett annat företag.

Företaget tillämpar avgiftsbelagda planer.

Avgiftsbestämda planer
Avgifterna för avgiftsbestämda planer redovisas som kostnad. Obetalda avgifter redovisas som skuld.

Skatt
Skatt på årets resultat i resultaträkningen består av aktuell skatt och uppskjuten skatt. Aktuell skatt är inkomstskatt för innevarande räkenskapsår som avser årets skattepliktiga resultat och den del av tidigare räkenskapsårs inkomstskatt som ännu inte har redovisats. Uppskjuten skatt är inkomstskatt för skattepliktigt resultat avseende framtida räkenskapsår till följd av tidigare transaktioner eller händelser.

Uppskjuten skatteskuld redovisas för alla skattepliktiga temporära skillnader, dock särredovisas inte uppskjuten skatt hänförlig till obeskattade reserver eftersom obeskattade reserver redovisas som en egen post i balansräkningen. Uppskjuten skattefordran redovisas för avdragsgilla temporära skillnader och för möjligheten att i framtiden använda skattemässiga underskottsavdrag. Värderingen baseras på hur det redovisade värdet för motsvarande tillgång eller skuld förväntas återvinnas respektive regleras. Beloppen baseras på de skattesatser och skatteregler som är beslutade per balansdagen och har inte nuvärdeberäknats.

Avsättningar
En avsättning redovisas i balansräkningen när företaget har en legal eller informell förpliktelse till följd av en inträffad händelse och det är sannolikt att ett utflöde av resurser krävs för att reglera förpliktelsen och en tillförlitlig uppskattning av beloppet kan göras.

Vid första redovisningstillfället värderas avsättningar till den bästa uppskattningen av det belopp som kommer att krävas för att reglera förpliktelsen på balansdagen. Avsättningarna omprövas varje balansdag.

Intäkter
Det inflöde av ekonomiska fördelar som företaget erhållit eller kommer att erhålla för egen räkning redovisas som intäkt. Intäkter värderas till verkliga värdet av det som erhållits eller kommer att erhållas, med avdrag för rabatter.

Försäljning av varor
Vid försäljning av varor redovisas intäkten vid leverans.

Koncernbidrag och aktieägartillskott
Koncernbidrag som lämnats/ erhållits redovisas som en bokslutsdisposition i resultaträkningen. Det lämnade/ erhållna koncernbidraget har påverkat företagets aktuella skatt.

Fusion
Fusionen mellan dotterföretaget och moderföretaget har redovisats i enlighet med BFNAR 1999:1 "Fusion av helägt aktiebolag". Koncernvärdemetoden har tillämpats vilket innebär att moderföretaget har redovisat de fusionerade dotterföretagens tillgångar och skulder till de värden dessa hade i koncernredovisningen.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080004

Not 2 Nettoomsättning per rörelsegren och geografisk marknad

	2023	2022
Nettoomsättning per geografisk marknad		
Sverige	179 862	177 781
Övriga Europa	128 231	146 896
Övriga marknader	32 170	22 226
Koncernintern ersättning för utförda tjänster	26 029	28 580
	366 292	375 483

Not 3 Övriga rörelseintäkter

	2023	2022
Kursvinster på fordringar/skulder av rörelsekaraktär	15 587	6 908
Realisationsvinster	581	1 025
Ersättning från Försäkringar IF	8 763	–
Återbetalning FORA AGS	–	2 100
Övrigt	24	-109
	24 955	9 924

Not 4 Arvode och kostnadsersättning till revisorer

	2023	2022
KPMG		
Revisionsuppdrag	310	184
Andra uppdrag	108	144

Not 5 Anställda, personalkostnader och arvoden till styrelse

Medelantalet anställda

	2023	varav män	2022	varav män
Sverige	153	62%	157	67%
Norge	3	100%	3	100%
Totalt	156	68%	160	68%

Redovisning av könsfördelning i företagsledningar

	2023-12-31 Andel kvinnor	2022-12-31 Andel kvinnor
Styrelsen	40%	40%
Övriga ledande befattningshavare	25%	23%

	2023	2022
Löner och ersättningar	*77 600*	*74 439*
Sociala kostnader	*34 520*	*34 259*
(varav pensionskostnad) 1)	*(10 668)*	*(11 785)*

1) Av företagets pensionskostnader avser 489 tkr (f.å. 609 tkr) företagets VD och styrelse.
Företagets har inga utestående pensionsförpliktelser gruppens VD elle styrelse.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080805

Löner och andra ersättningar fördelade mellan styrelseledamöter m.fl. och övriga anställda

	2023		2022	
	Styrelse och VD	*Övriga anställda*	*Styrelse och VD*	*Övriga anställda*
Löner och andra ersättningar	1 258	76 342	1 172	73 267
(varav tantiem o.d.)	*(54)*		*(119)*	

Not 6 Övriga rörelsekostnader

	2023	2022
Kursförluster på fordringar/skulder av rörelsekaraktär	-9 361	-3 162
Avsättning Garantikostnader	–	-323
Realisationsförlust	-31	-3
	-9 392	-3 487

Not 7 Operationell leasing

Leasingavtal där företaget är leasetagare

Framtida minimileaseavgifter avseende icke uppsägningsbara operationella leasingavtal	*2023-12-31*	*2022-12-31*
Inom ett år	–	–
Mellan ett och fem år	–	–
Senare än fem år	–	–
	–	–

	2023	2022
Räkenskapsårets kostnadsförda leasingavgifter	583	2 790

Not 8 Resultat från andelar i koncernföretag

	2023	2022
Utdelning från Emmeti Spa	152 421	–
Reavinst vid försäljning av aktier i Sigarth GmbH	3 396	–
Reavinst vid försäljning av aktier i Sigarth Sp.z.o.o	10 989	–
	166 806	–

Not 9 Ränteintäkter och liknande resultatposter

	2023	2022
Ränteintäkter, övriga	–	-9
Ränteintäkter koncernföretag	4 314	180
Kursvinster på fordringar/ skulder av rörelsekraaktär	4 367	1 806
	8 681	1 977

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626080006

Not 10 Räntekostnader och liknande resultatposter

	2023	*2022*
Räntekostnader, koncernföretag	-9 528	-11 376
Räntekostnader, övriga	-2 079	-1 006
Kursdifferenser på finansiella skulder	-1 473	-3 349
Övrigt	-535	0
	-13 615	-15 731

Not 11 Bokslutsdispositioner, övriga

	2023	*2022*
Skillnad mellan skattemässig och redovisad avskrivning		
- Maskiner och andra tekniska anläggningar	2 548	246
	2 548	246

Not 12 Skatt på årets resultat

	2023	*2022*
Aktuell skattekostnad	-479	-1 281
Korrigering skattekostnad tidigare år	91	–
Uppskjuten skatt	-6	23
	-394	-1 258

Kommentar

Avstämning av effektiv skatt

		2023		*2022*
	Procent	*Belopp*	*Procent*	*Belopp*
Resultat före skatt		175 320		6 411
Skatt enligt gällande skattesats	20,6%	-36 116	20,6%	-1 321
Ej avdragsgilla kostnader	0,7%	-1 156	14,9%	-958
Ej skattepliktiga intäkter	-20,3%	35 571	-13,4%	857
Övrigt	-0,7%	1 307	-2,6%	164
Redovisad effektiv skatt	0,2%	-394	19,6%	-1 258

Not 13 Balanserade utgifter för utvecklingsarbeten

	2023-12-31	*2022-12-31*
Ackumulerade anskaffningsvärden		
Vid årets början	1 012	1 012
Övriga investeringar	31	–
Omklassificeringar	148	–
Vid årets slut	1 191	1 012
Ackumulerade avskrivningar		
Vid årets början	-869	-727
Årets avskrivning	-159	-141
Vid årets slut	-1 028	-869
Redovisat värde vid årets slut	163	143

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080007

Not 14 Byggnader och mark

	2023-12-31	*2022-12-31*
Ackumulerade anskaffningsvärden		
Vid årets början	85 342	78 788
Nyanskaffningar	2 880	1 552
Omklassificeringar	–	5 003
Vid årets slut	88 222	85 342
Ackumulerade avskrivningar		
Vid årets början	-68 237	-64 443
Omklassificeringar	–	-2 518
Årets avskrivning	-2 299	-1 276
Vid årets slut	-70 536	-68 237
Redovisat värde vid årets slut	17 686	17 106

Varav mark	*2023-12-31*	*2022-12-31*
Ackumulerade anskaffningsvärden	753	753
Redovisat värde vid årets slut	753	753

Leasing

	2023-12-31	*2022-12-31*
Fastigheter som innehas under finansiella leasingavtal ingår med ett redovisat värde om	1 934	2 265

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080038

Not 15 Maskiner och andra tekniska anläggningar

	2023-12-31	2022-12-31
Ackumulerade anskaffningsvärden		
Vid årets början	207 647	186 956
Nyanskaffningar	5 462	12 872
Avyttringar och utrangeringar	-5 438	-1 407
Omklassificeringar	1 769	9 226
Vid årets slut	209 440	207 647
Ackumulerade avskrivningar		
Vid årets början	-169 344	-159 567
Återförda avskrivningar på avyttringar och utrangeringar	5 436	1 404
Årets avskrivning	-10 331	-11 181
Vid årets slut	-174 239	-169 344
Redovisat värde vid årets slut	35 201	38 303

Leasing

Maskiner som innehas under finansiella leasingavtal tillkommer med ett redovisat värde om	4 902	4 677

Not 16 Inventarier, verktyg och installationer

	2023-12-31	2022-12-31
Ackumulerade anskaffningsvärden		
Vid årets början	68 486	65 921
Nyanskaffningar	1 119	6 660
Avyttringar och utrangeringar	-743	-1 439
Omklassificeringar	2 288	-2 656
Vid årets slut	71 150	68 486
Ackumulerade avskrivningar		
Vid årets början	-56 277	-57 061
Återförda avskrivningar på avyttringar och utrangeringar	743	1 470
Omklassificeringar	–	2 521
Årets avskrivning på anskaffningsvärden	-4 169	-3 208
Vid årets slut	-59 703	-56 277
Redovisat värde vid årets slut	11 447	12 209

Purmo Group Sweden AB

Org nr 556054-9668

20240626080009

Not 17 Pågående nyanläggningar och förskott avseende materiella anläggningstillgångar

	2023-12-31	*2022-12-31*
Vid årets början	4 456	6 291
Omklassificeringar	-4 204	-21 084
Investeringar	7 038	19 248
Redovisat värde vid årets slut	7 290	4 456

Not 18 Andelar i koncernföretag

	2023-12-31	*2022-12-31*
Ackumulerade anskaffningsvärden		
Vid årets början	502 529	502 529
Avyttring	-502 529	
Vid årets slut	–	502 529
Redovisat värde vid årets slut	–	502 529

Spec av företagets innehav av andelar i koncernföretag

			2023-12-31	*2022-12-31*
Dotterföretag / Org nr / Säte	*Antal andelar*	*Andel i % i)*	*Redovisat värde*	*Redovisat värde*
Emmeti Spa *4989370963, Italien*	0	–		502 231
Sigarth GmbH *116403252, Tyskland*	0	–		182
Sigarth Sp.z.o.o *521-29-73-649, Polen*	0	–		116
			–	502 529

i) Ägarandelen av kapitalet avses, vilket även överensstämmer med andelen av rösterna för totalt antal aktier.

Not 19 Andelar i intresseföretag och gemensamt styrda företag

	2023-12-31	*2022-12-31*
Ackumulerade anskaffningsvärden		
Vid årets början	20	20
Vid årets slut	20	20
Redovisat värde vid årets slut	20	20

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080010

Not 20 Andra långfristiga värdepappersinnehav

	2023-12-31	2022-12-31
Ackumulerade anskaffningsvärden		
Vid årets början	194	194
Vid årets slut	194	194
Redovisat värde vid årets slut	194	194

Not 21 Förutbetalda kostnader och upplupna intäkter

	2023-12-31	2022-12-31
Försäkringspremier	174	394
Lesasing- och hyresavtal	559	412
Försäkringsersättningar	374	3 204
Förutbetalt material	–	3 189
Övriga poster	1 295	1 102
	2 402	8 302

Not 22 Disposition av vinst eller förlust

Förslag till disposition av företagets vinst eller förlust
Styrelsen föreslår att fritt eget kapital, kronor 263 683 203 kr, disponeras enligt följande:

Balanserad vinst		430 989 101
Ovillkorat aktieägartillskott återbetalt		-342 231 412
Årets resultat		174 925 514
Totalt		263 683 203
Utdelning till ägarna		165 000 000
Balanseras i ny räkning	Summa	98 683 203

Not 23 Ackumulerade överavskrivningar

	2023-12-31	2022-12-31
Maskiner och andra tekniska anläggningar	20 351	22 900
Inventarier, verktyg och installationer	395	395
	20 746	23 295

Not 24 Övriga avsättningar

	2023-12-31	2022-12-31
Redovisat värde vid årets början	810	488
Avsättningar som gjorts under året[1]	810	810
Belopp som tagits i anspråk under året	-810	-488
Redovisat värde vid årets slut	810	810

1) Inkl ökningar av befintliga avsättningar.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

20240626080011

Not 25 Långfristiga skulder

	2023-12-31	*2022-12-31*
Övriga skulder till kreditinstitut	2 873	3 693
Skulder till koncernföretag	–	173 000
	2 873	176 693

Not 26 Upplupna kostnader och förutbetalda intäkter

	2023-12-31	*2022-12-31*
Personalrelaterade kostnader	19 537	18 430
Kundrabatter	7 694	6 960
Övriga poster	1 374	877
	28 605	26 267

Not 27 Ställda säkerheter och eventualförpliktelser

Företagsinteckningar	8 050	8 050
Eventualförpliktelser	304	250

Not 28 Betalda räntor och erhållen utdelning

	2023	*2022*
Erhållen utdelning	152 421	–
Erhållen ränta	4 314	171
Erlagd ränta	-11 607	-12 201

Not 29 Likvida medel

	2023-12-31	*2022-12-31*
Följande delkomponenter ingår i likvida medel:		
Banktillgodohavanden	–	–
Tillgodohavande på koncernkonto	65 839	48 979
	65 839	48 979

Ovanstående poster har klassificerats som likvida medel med utgångspunkten att:
- De har en obetydlig risk för värdefluktuationer.
- De kan lätt omvandlas till kassamedel.
- De har en löptid om högst 3 månader från anskaffningstidpunkten.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626080012

Not 30 Övriga upplysningar till kassaflödesanalysen

Justeringar för poster som inte ingår i kassaflödet m m

	2023	*2022*
Avskrivningar	16 958	14 586
Nedskrivningar/reversering av nedskrivningar		
Orealiserade kursdifferenser	124	130
Övriga avsättningar	–	322
Övriga ej kassaflödespåverkande poster		25
	17 082	15 063

Not 31 Koncernuppgifter

Företaget som utgör moderföretag för en koncern med dotterföretag, upprättar ej koncern-redovisning med hänsyn till reglerna i Årsredovisningslagen 7 kap 2§.
Företaget ingår i en koncern där Purmo Group Oyj, med org.nr. 2890898-5 med säte i Helsingfors, Finland, upprättar koncernredovisning för den största koncernen. Det utlänska företagets koncern-redovisning finns att tillgå på www.purmogroup.com

Inköp och försäljning inom koncernen
Av företagets totala inköp och försäljning mätt i kronor avser 1% (2%) av inköpen och 36% (38%) av försäljningen andra företag inom hela den företagsgrupp som koncernen tillhör.

DocuSign Envelope ID: 65376C15-8F77-4519-A920-B3208C647335

Purmo Group Sweden AB

Org nr 556054-9668

20240626080913

Not 31 Nyckeltalsdefinitioner

Balansomslutning:	Totala tillgångar
Avkastning på totalt kapital	Resultat efter finansiella intäkter och kostnader med tillägg för finansiella kostnader i procent av totalt kapital.
Soliditet:	Eget kapital inklusive 79,4 % av obeskattade reserver i procent av totalt kapital.

Markaryd den 17 juni 2024

DocuSigned by:
668848414A5F4F5...
Lauri Soikkeli
Ordförande

DocuSigned by:
Anna Jarl
DD4559F6A9A042A...
Anna Jarl
Verkställande Direktör

DocuSigned by:
Kajsa MURSU
83AB1E371B4B4E0...
Kajsa Mursu
Ledamot

DocuSigned by:
Mats BERGVALL
0BF9ED46018048E...
Mats Bergvall
Ledamot

DocuSigned by:
86B4EF81828C440...
Emma Gunnarsson
Unionen-representant

DocuSigned by:
Hans-Joachim Lindau
562816A4554A419...
Hans-Joachim Lindau
Metall-representant

Vår revisionsberättelse har lämnats
KPMG AB

DocuSigned by:
David Olow
444BB49BF9F146D...
David Olow
Auktoriserad revisor

20240626080014

DocuSign

Certificate Of Completion

Envelope Id: 65376C158F774519A920B3208C647335 Status: Completed

Subject: Complete with Docusign: Purmo Group Sweden AB_556054-9668_ Årsredovisning 2024.pdf

Source Envelope:

Document Pages: 21 Signatures: 7 Envelope Originator:

Certificate Pages: 5 Initials: 0 Johnny MYHRE

AutoNav: Enabled Bulevardi 46

EnvelopeId Stamping: Enabled Helsinki, Finland 00121

Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna johnny.myhre@purmogroup.com

IP Address: 195.67.122.221

Record Tracking

Status: Original Holder: Johnny MYHRE Location: DocuSign

6/17/2024 11:40:59 AM johnny.myhre@purmogroup.com

Signer Events

Signature

Timestamp

Lauri Soikkeli

lauri.soikkeli@purmogroup.com

Head of Tax

Security Level: Email, Account Authentication (None)

DocuSigned by:

EC8B48414A5F4F3...

Signature Adoption: Drawn on Device

Using IP Address: 109.240.67.206

Signed using mobile

Sent: 6/17/2024 11:52:09 AM

Viewed: 6/17/2024 11:54:05 AM

Signed: 6/17/2024 11:54:30 AM

Electronic Record and Signature Disclosure:

Accepted: 4/29/2022 10:22:08 AM

ID: 9ecd89f1-abf5-4b34-a3e0-6fb3968df856

Anna Jarl

anna.jarl@purmogroup.com

Security Level: Email, Account Authentication (None)

DocuSigned by:

Anna Jarl

3D4359F5A9A042A...

Signature Adoption: Pre-selected Style

Using IP Address: 90.233.202.93

Signed using mobile

Sent: 6/17/2024 11:54:32 AM

Viewed: 6/17/2024 12:37:57 PM

Signed: 6/17/2024 12:38:37 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Mats BERGVALL

mats.bergvall@purmogroup.com

Business Controller North&East

Purmo Group Finland Oy Ab

Security Level: Email, Account Authentication (None)

DocuSigned by:

Mats BERGVALL

CBF9ED4801804BE...

Signature Adoption: Pre-selected Style

Using IP Address: 193.210.203.80

Signed using mobile

Sent: 6/17/2024 12:38:38 PM

Viewed: 6/17/2024 4:24:50 PM

Signed: 6/17/2024 4:25:33 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Kajsa MURSU

kajsa.mursu@purmogroup.com

Group Financial Controller

Purmo Group Plc

Security Level: Email, Account Authentication (None)

DocuSigned by:

Kajsa MURSU

83AB1E371B4B4E0...

Signature Adoption: Pre-selected Style

Using IP Address: 213.28.227.219

Signed using mobile

Sent: 6/17/2024 4:25:34 PM

Viewed: 6/17/2024 4:53:58 PM

Signed: 6/17/2024 4:56:41 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Signer Events	Signature	Timestamp
Emma Gunnarsson emma.gunnarsson@purmogroup.com Security Level: Email, Account Authentication (None)	DocuSigned by: 56B4EF81628C440	Sent: 6/17/2024 4:56:42 PM Viewed: 6/18/2024 7:49:07 AM Signed: 6/18/2024 7:49:45 AM
Electronic Record and Signature Disclosure: Accepted: 12/21/2022 1:16:10 PM ID: 837e7414-e012-4aa0-9682-fc7325e82310	Signature Adoption: Drawn on Device Using IP Address: 146.210.0.5	
Hans-Joachim Lindau hans-joachim.lindau@purmogroup.com Security Level: Email, Account Authentication (None)	DocuSigned by: Hans-Joachim Lindau 3828164A554A419	Sent: 6/18/2024 7:49:47 AM Viewed: 6/18/2024 2:31:57 PM Signed: 6/18/2024 2:32:28 PM
Electronic Record and Signature Disclosure: Accepted: 6/18/2024 2:31:57 PM ID: c78139cc-0783-443c-87a6-db570e4fe6c3	Signature Adoption: Pre-selected Style Using IP Address: 195.67.122.221	
David Olow david.olow@kpmg.se KPMG AB Security Level: Email, Account Authentication (None)	DocuSigned by: David Olow 4443B49BF9F1463	Sent: 6/18/2024 2:32:30 PM Viewed: 6/18/2024 4:41:20 PM Signed: 6/18/2024 4:41:28 PM
Electronic Record and Signature Disclosure: Accepted: 6/29/2023 11:36:04 AM ID: 0fa37a24-3e3e-4d47-8390-88d9e4eb4b2c	Signature Adoption: Pre-selected Style Using IP Address: 195.84.56.2	

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/17/2024 11:52:09 AM
Certified Delivered	Security Checked	6/18/2024 4:41:20 PM
Signing Complete	Security Checked	6/18/2024 4:41:28 PM
Completed	Security Checked	6/18/2024 4:41:28 PM

Payment Events	Status	Timestamps

Electronic Record and Signature Disclosure

20240626080016

Revisionsberättelse

Till bolagsstämman i Purmo Group Sweden AB, org. nr 556054-9668

Rapport om årsredovisningen

Uttalanden

Vi har utfört en revision av årsredovisningen för Purmo Group Sweden AB för år 2023.

Enligt vår uppfattning har årsredovisningen upprättats i enlighet med årsredovisningslagen och ger en i alla väsentliga avseenden rättvisande bild av Purmo Group Sweden ABs finansiella ställning per den 31 december 2023 och av dess finansiella resultat och kassaflöde för året enligt årsredovisningslagen. Förvaltningsberättelsen är förenlig med årsredovisningens övriga delar.

Vi tillstyrker därför att bolagsstämman fastställer resultaträkningen och balansräkningen.

Grund för uttalanden

Vi har utfört revisionen enligt International Standards on Auditing (ISA) och god revisionssed i Sverige. Vårt ansvar enligt dessa standarder beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till Purmo Group Sweden AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen och verkställande direktören som har ansvaret för att årsredovisningen upprättas och att den ger en rättvisande bild enligt årsredovisningslagen. Styrelsen och verkställande direktören ansvarar även för den interna kontroll som de bedömer är nödvändig för att upprätta en årsredovisning som inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag.

Vid upprättandet av årsredovisningen ansvarar styrelsen och verkställande direktören för bedömningen av bolagets förmåga att fortsätta verksamheten. De upplyser, när så är tillämpligt, om förhållanden som kan påverka förmågan att fortsätta verksamheten och att använda antagandet om fortsatt drift. Antagandet om fortsatt drift tillämpas dock inte om styrelsen och verkställande direktören avser att likvidera bolaget, upphöra med verksamheten eller inte har något realistiskt alternativ till att göra något av detta.

Revisorns ansvar

Våra mål är att uppnå en rimlig grad av säkerhet om huruvida årsredovisningen som helhet inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag, och att lämna en revisionsberättelse som innehåller våra uttalanden. Rimlig säkerhet är en hög grad av säkerhet, men är ingen garanti för att en revision som utförs enligt ISA och god revisionssed i Sverige alltid kommer att upptäcka en väsentlig felaktighet om en sådan finns. Felaktigheter kan uppstå på grund av oegentligheter eller misstag och anses vara väsentliga om de enskilt eller tillsammans rimligen kan förväntas påverka de ekonomiska beslut som användare fattar med grund i årsredovisningen.

Som del av en revision enligt ISA använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Dessutom:

- identifierar och bedömer vi riskerna för väsentliga felaktigheter i årsredovisningen, vare sig dessa beror på oegentligheter eller misstag, utformar och utför granskningsåtgärder bland annat utifrån dessa risker och inhämtar revisionsbevis som är tillräckliga och ändamålsenliga för att utgöra en grund för våra uttalanden. Risken för att inte upptäcka en väsentlig felaktighet till följd av oegentligheter är högre än för en väsentlig felaktighet som beror på misstag, eftersom oegentligheter kan innefatta agerande i maskopi, förfalskning, avsiktliga utelämnanden, felaktig information eller åsidosättande av intern kontroll.
- skaffar vi oss en förståelse av den del av bolagets interna kontroll som har betydelse för vår revision för att utforma granskningsåtgärder som är lämpliga med hänsyn till omständigheterna, men inte för att uttala oss om effektiviteten i den interna kontrollen.
- utvärderar vi lämpligheten i de redovisningsprinciper som används och rimligheten i styrelsens och verkställande direktörens uppskattningar i redovisningen och tillhörande upplysningar.
- drar vi en slutsats om lämpligheten i att styrelsen och verkställande direktören använder antagandet om fortsatt drift vid upprättandet av årsredovisningen. Vi drar också en slutsats, med grund i de inhämtade revisionsbevisen, om huruvida det finns någon väsentlig osäkerhetsfaktor som avser sådana händelser eller förhållanden som kan leda till betydande tvivel om bolagets förmåga att fortsätta verksamheten. Om vi drar slutsatsen att det finns en väsentlig osäkerhetsfaktor, måste vi i revisionsberättelsen fästa uppmärksamheten på upplysningarna i årsredovisningen om den väsentliga osäkerhetsfaktorn eller, om sådana upplysningar är otillräckliga, modifiera uttalandet om årsredovisningen. Våra slutsatser baseras på de revisionsbevis som inhämtas fram till datumet för revisionsberättelsen. Dock kan framtida händelser eller förhållanden göra att ett bolag inte längre kan fortsätta verksamheten.
- utvärderar vi den övergripande presentationen, strukturen och innehållet i årsredovisningen, däribland upplysningarna, och om årsredovisningen återger de underliggande transaktionerna och händelserna på ett sätt som ger en rättvisande bild.

Vi måste informera styrelsen om bland annat revisionens planerade omfattning och inriktning samt tidpunkten för den. Vi måste också informera om betydelsefulla iakttagelser under revisionen, däribland de eventuella betydande brister i den interna kontrollen som vi identifierat.

Penneo document key: CKSEG-2BCGG-3GSXG-YXJU1-5IJNE-I/YOF

Rapport om andra krav enligt lagar och andra författningar

Uttalanden

Utöver vår revision av årsredovisningen har vi även utfört en revision av styrelsens och verkställande direktörens förvaltning för Purmo Group Sweden AB för år 2023 samt av förslaget till dispositioner beträffande bolagets vinst eller förlust.

20240626080017

Vi tillstyrker att bolagsstämman disponerar vinsten enligt förslaget i förvaltningsberättelsen och beviljar styrelsens ledamöter och verkställande direktören ansvarsfrihet för räkenskapsåret.

Grund för uttalanden

Vi har utfört revisionen enligt god revisionssed i Sverige. Vårt ansvar enligt denna beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till Purmo Group Sweden AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen som har ansvaret för förslaget till dispositioner beträffande bolagets vinst eller förlust. Vid förslag till utdelning innefattar detta bland annat en bedömning av om utdelningen är försvarlig med hänsyn till de krav som bolagets verksamhetsart, omfattning och risker ställer på storleken av bolagets egna kapital, konsolideringsbehov, likviditet och ställning i övrigt.

Styrelsen ansvarar för bolagets organisation och förvaltningen av bolagets angelägenheter. Detta innefattar bland annat att fortlöpande bedöma bolagets ekonomiska situation och att tillse att bolagets organisation är utformad så att bokföringen, medelsförvaltningen och bolagets ekonomiska angelägenheter i övrigt kontrolleras på ett betryggande sätt.

Verkställande direktören ska sköta den löpande förvaltningen enligt styrelsens riktlinjer och anvisningar och bland annat vidta de åtgärder som är nödvändiga för att bolagets bokföring ska fullgöras i överensstämmelse med lag och för att medelsförvaltningen ska skötas på ett betryggande sätt.

Revisorns ansvar

Vårt mål beträffande revisionen av förvaltningen, och därmed vårt uttalande om ansvarsfrihet, är att inhämta revisionsbevis för att med en rimlig grad av säkerhet kunna bedöma om någon styrelseledamot eller verkställande direktören i något väsentligt avseende:

- företagit någon åtgärd eller gjort sig skyldig till någon försummelse som kan föranleda ersättningsskyldighet mot bolaget, eller
- på något annat sätt handlat i strid med aktiebolagslagen, årsredovisningslagen eller bolagsordningen.

Vårt mål beträffande revisionen av förslaget till dispositioner av bolagets vinst eller förlust, och därmed vårt uttalande om detta, är att med rimlig grad av säkerhet bedöma om förslaget är förenligt med aktiebolagslagen.

Rimlig säkerhet är en hög grad av säkerhet, men ingen garanti för att en revision som utförs enligt god revisionssed i Sverige alltid kommer att upptäcka åtgärder eller försummelser som kan föranleda ersättningsskyldighet mot bolaget, eller att ett förslag till dispositioner av bolagets vinst eller förlust inte är förenligt med aktiebolagslagen.

Som en del av en revision enligt god revisionssed i Sverige använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Granskningen av förvaltningen och förslaget till dispositioner av bolagets vinst eller förlust grundar sig främst på revisionen av räkenskaperna. Vilka tillkommande granskningsåtgärder som utförs baseras på vår professionella bedömning med utgångspunkt i risk och väsentlighet. Det innebär att vi fokuserar granskningen på sådana åtgärder, områden och förhållanden som är väsentliga för verksamheten och där avsteg och överträdelser skulle ha särskild betydelse för bolagets situation. Vi går igenom och prövar fattade beslut, beslutsunderlag, vidtagna åtgärder och andra förhållanden som är relevanta för vårt uttalande om ansvarsfrihet. Som underlag för vårt uttalande om styrelsens förslag till dispositioner beträffande bolagets vinst eller förlust har vi granskat styrelsens motiverade yttrande samt ett urval av underlagen för detta för att kunna bedöma om förslaget är förenligt med aktiebolagslagen.

Helsingborg enligt digital signering

KPMG AB

David Olow
Auktoriserad revisor

Personal document key: 3G5XG-JXJD1-5TINF-L7Y0F

PENNEO

Signaturerna i detta dokument är juridiskt bindande. Dokumentet är signerat genom Penneo™ för säker digital signering. Tecknarnas identitet har lagrats, och visas nedan.

"Med min signatur bekräftar jag innehållet och alla datum i detta dokumentet."

DAVID OLOW
Undertecknare
Serienummer: 7494b0f47e1981[...]2296dcae363ef
IP: 195.84.xxx.xxx
2024-06-18 14:49:17 UTC

BankID

Penneo dokumentnyckel: CKSEG-3GSXG-7XJ01-S1INE-L7Y0F

20240626080018

Detta dokument är digitalt signerat genom **Penneo.com.** Den digitala signeringsdatan i dokumentet är säkrad och validerad genom det datorgenererade hashvärdet hos det originella dokumentet. Dokumentet är låst och tidsstämplat med ett certifikat från en betrodd tredje part. All kryptografisk information är innesluten i denna PDF, för framtida validering om så krävs.

Hur man verifierar originaliteten hos dokumentet
Detta dokument är skyddat genom ett Adobe CDS certifikat. När du öppnar dokumentet i Adobe Reader bör du se att dokumentet är certifierat med **Penneo e-signature service <penneo@penneo.com>** Detta garanterar att dokumentets innehåll inte har ändrats.

Du kan verifiera den kryptografiska informationen i dokumentet genom att använda Penneos validator, som finns på **https://penneo.com/validator**

PURMO GROUP

2023

Annual Report



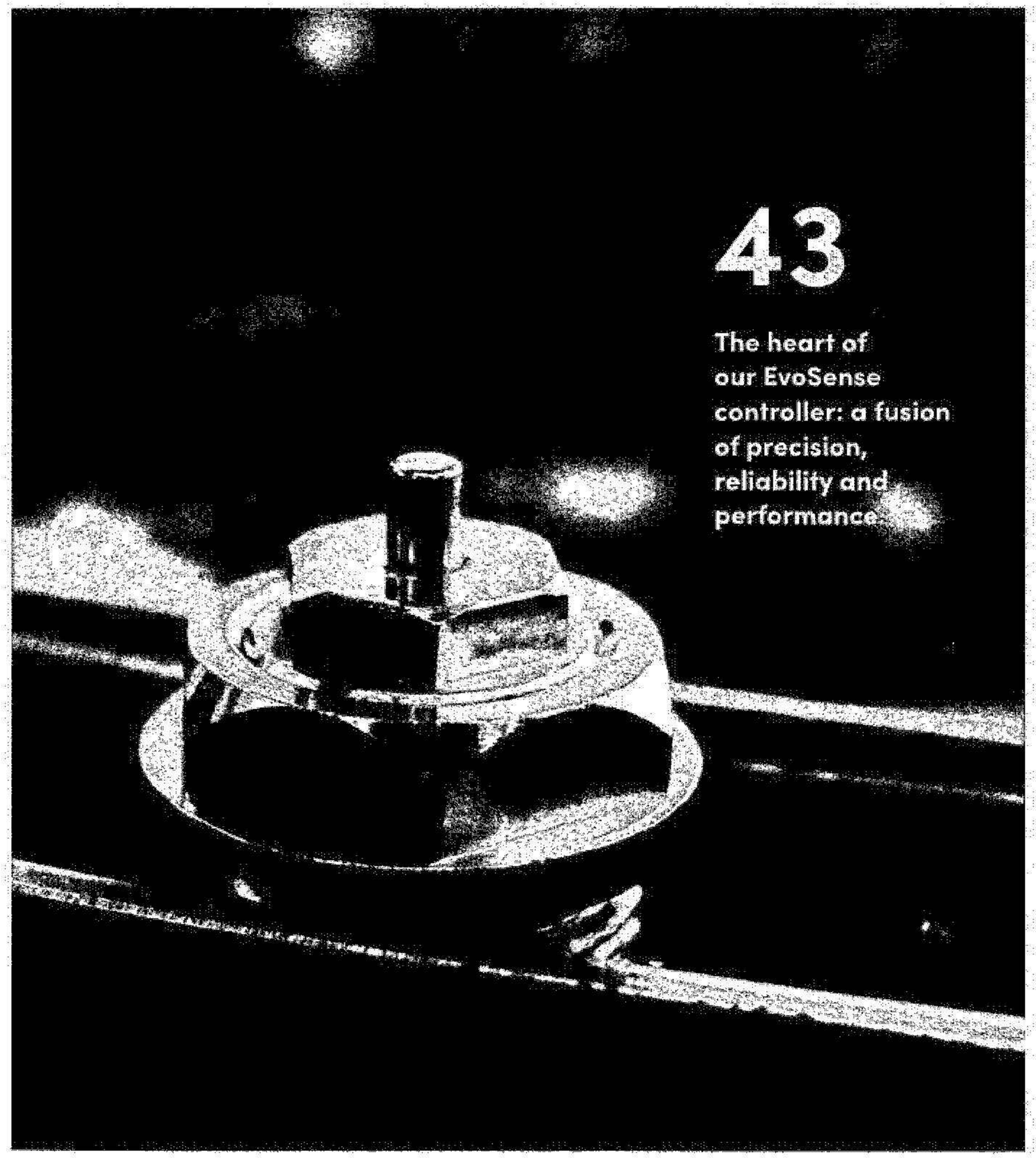


Table of contents

3

STORIES

This is Purmo Group 5
Purmo Group in 2023 6
CEO's greetings 9
Reasons to invest in Purmo Group 11
Research and development 18
People 20

22

SUSTAINABILITY

Sustainability highlights in 2023 23
Sustainability strategy 25
Sustainability focus areas 27
Our Production 27
Our Solutions 28
Our People 29
Our Communities 30
Appendix Our sustainability commitments and targets 31

35

GOVERNANCE

Corporate Governance Statement 2023 36
Board of Directors 44
Management Team 46
Remuneration Report 2023 48

51

FINANCIALS

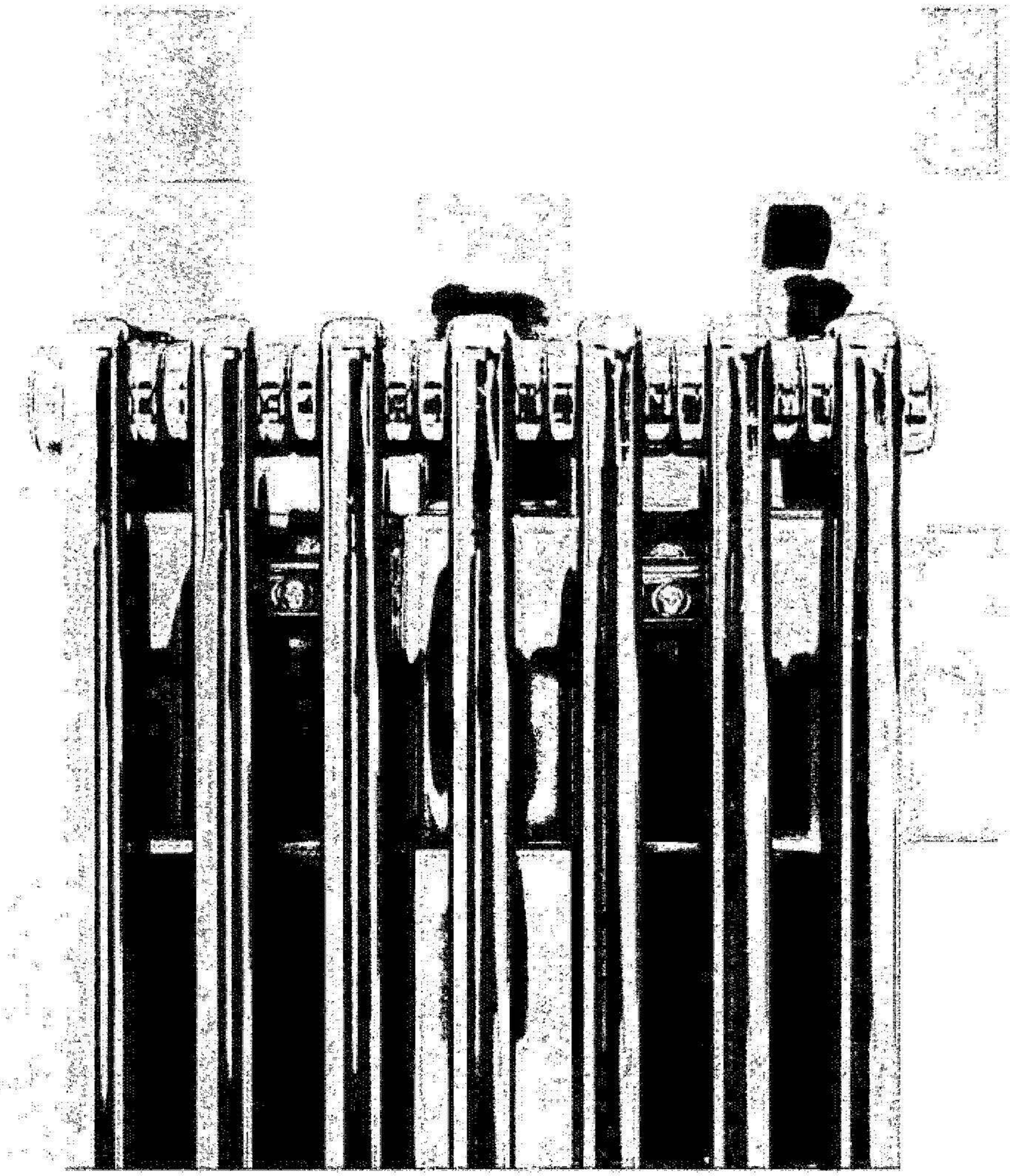
Report of the Board of Directors 2023 52
Financial Statements 81
Auditor's report 140

144

INFORMATION FOR SHAREHOLDERS

Annual General Meeting 2024 145
Financial calendar 2024 and contacts 145


PURMO
GROUP
Stories
Sustainability
Governance
Financials
Information for shareholders
Stories



Purmo Group is a leader in sustainable indoor climate comfort solutions

We are at the centre of the global sustainability journey by offering full solutions and sustainable ways of heating and cooling homes to mitigate global warming. We provide complete heating and cooling solutions to residential and non-residential buildings, including underfloor heating and cooling systems, a broad range of radiators, heat pumps, flow control and hydronic distribution systems, as well as smart products. Our mission is to be the global leader in sustainable indoor climate comfort solutions. Our approximately 3,190 employees operate in 23 countries, manufacturing and distributing top-quality products and solutions to our over 100,000 customers in more than 100 countries. Purmo Group's shares are listed on Nasdaq Helsinki with the ticker symbol PURMO.

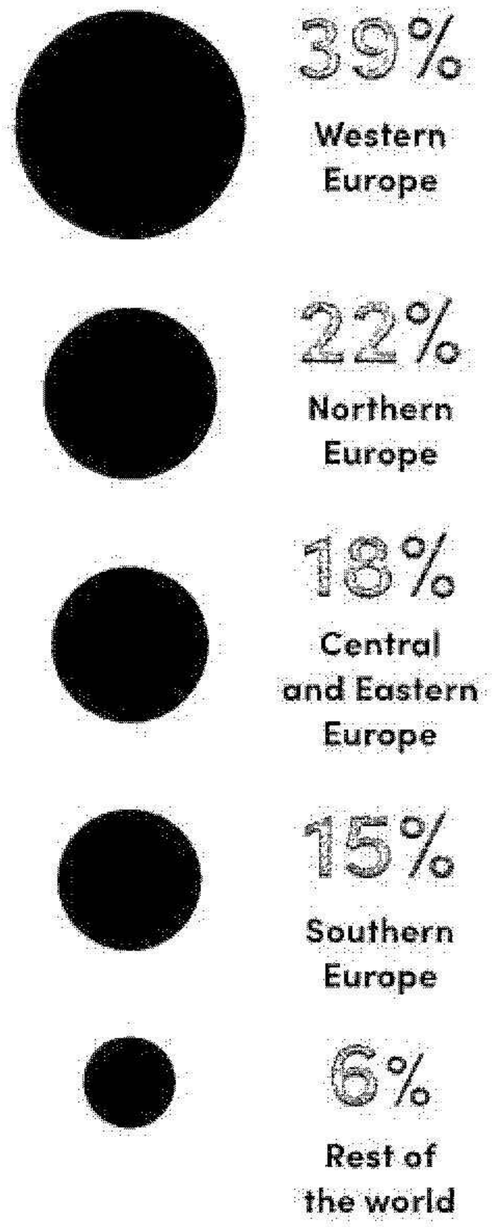
THIS IS PURMO GROUP

Net sales by division

80%
Climate Products & Systems

20%
Climate Solutions

Net sales by geographical area



39% **Western Europe**

22% **Northern Europe**

18% **Central and Eastern Europe**

15% **Southern Europe**

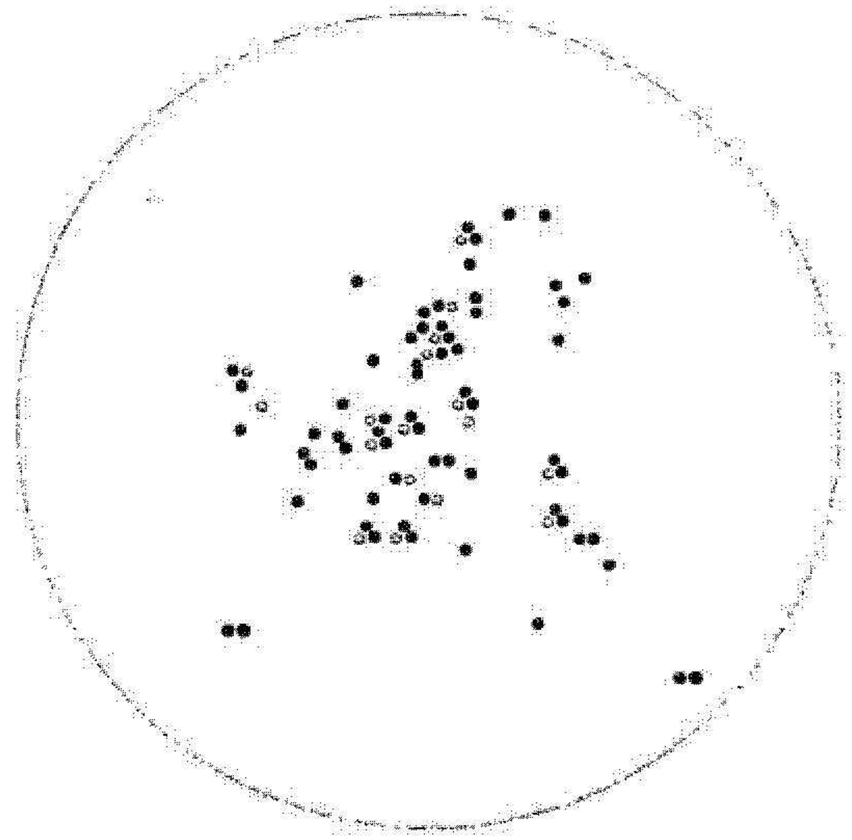
6% **Rest of the world**

Global presence

Manufacturing in
11 countries

Customers in
100+ countries

Operations in
23 countries

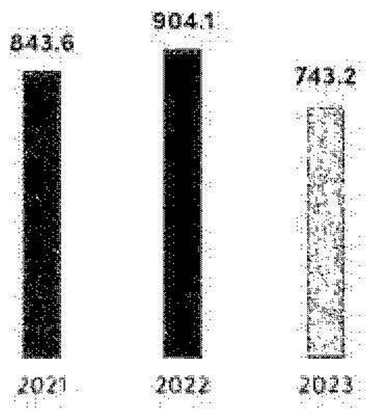


- Manufacturing
- Warehouse
- Sales, support and office

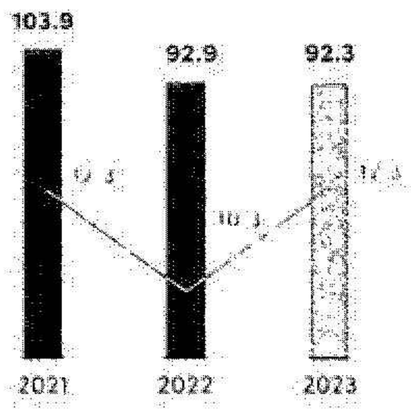
PURMO GROUP IN 2023

Purmo Group's year 2023

Net sales, EUR million

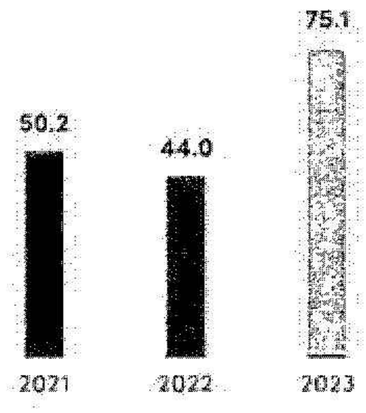


Adj. EBITDA, EUR million

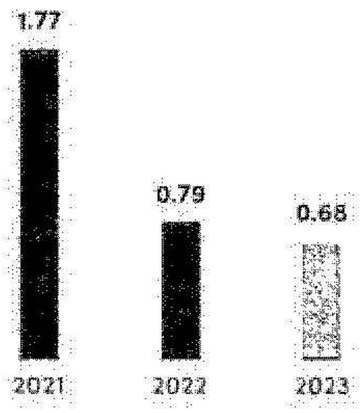


Adjusted EBITDA margin, %

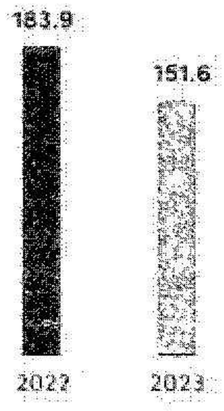
Adjusted operating cash flow, EUR million



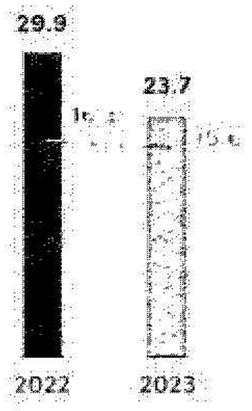
Adjusted earnings per share (basic), EUR million



Climate Solutions division: Net sales, EUR million*

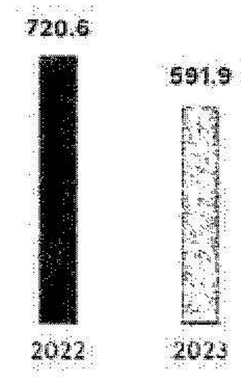


Climate Solutions division: Adj. EBITDA, EUR million*

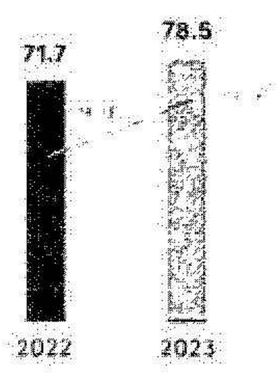


Adjusted EBITDA margin, %

Climate Products & Systems division: Net sales, EUR million*

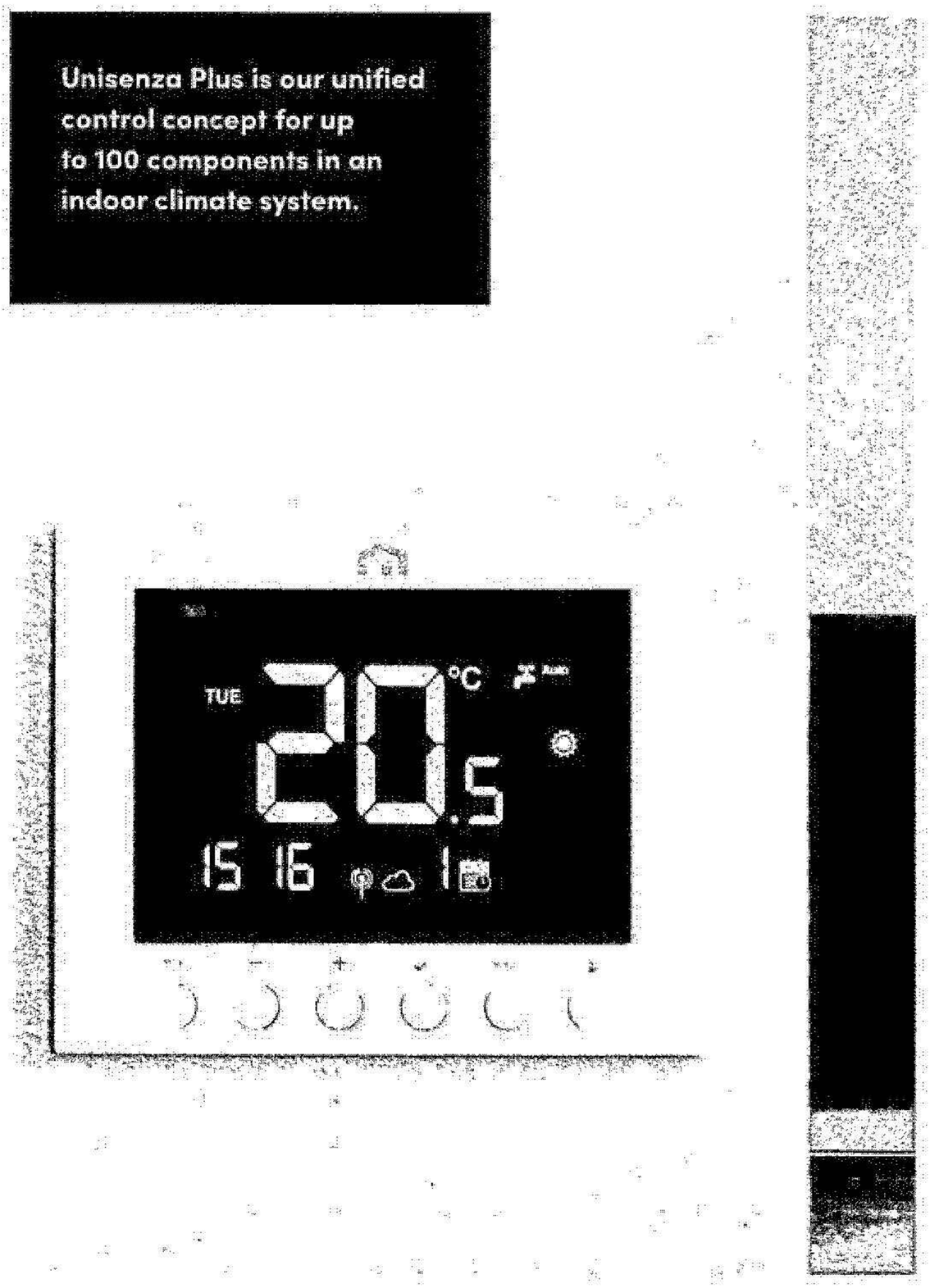


Climate Products & Systems division: Adj. EBITDA, EUR million*



Adjusted EBITDA margin, %

Unisenza Plus is our unified control concept for up to 100 components in an indoor climate system.



* To support the execution of the Accelerate PD programme, aligning resources with the strategic direction and strengthening customer focus, On 5 October 2022, Purmo Group announced a new organisational structure which has been effective since 1 January 2023. The new organisation is based on two business divisions: Climate Products & Systems and Climate Solution Due to this, comparison data is available only from 2022.

2024062608022

PURMO GROUP IN 2023

Highlights

Net sales development

In 2023, Purmo Group's net sales were EUR 743.2 million (904.1); the decrease was 18 per cent. The organic decline in net sales, excluding currency effect, acquisitions and divestments, was 17 per cent. Acquisitions did not have a material contribution to net sales. Net sales for the Group declined due to a slowdown in residential new build and renovation markets during the year. Most of the regions in both business divisions remained weak in 2023, although partial recoveries were seen in some markets towards the end of the year.

92.3

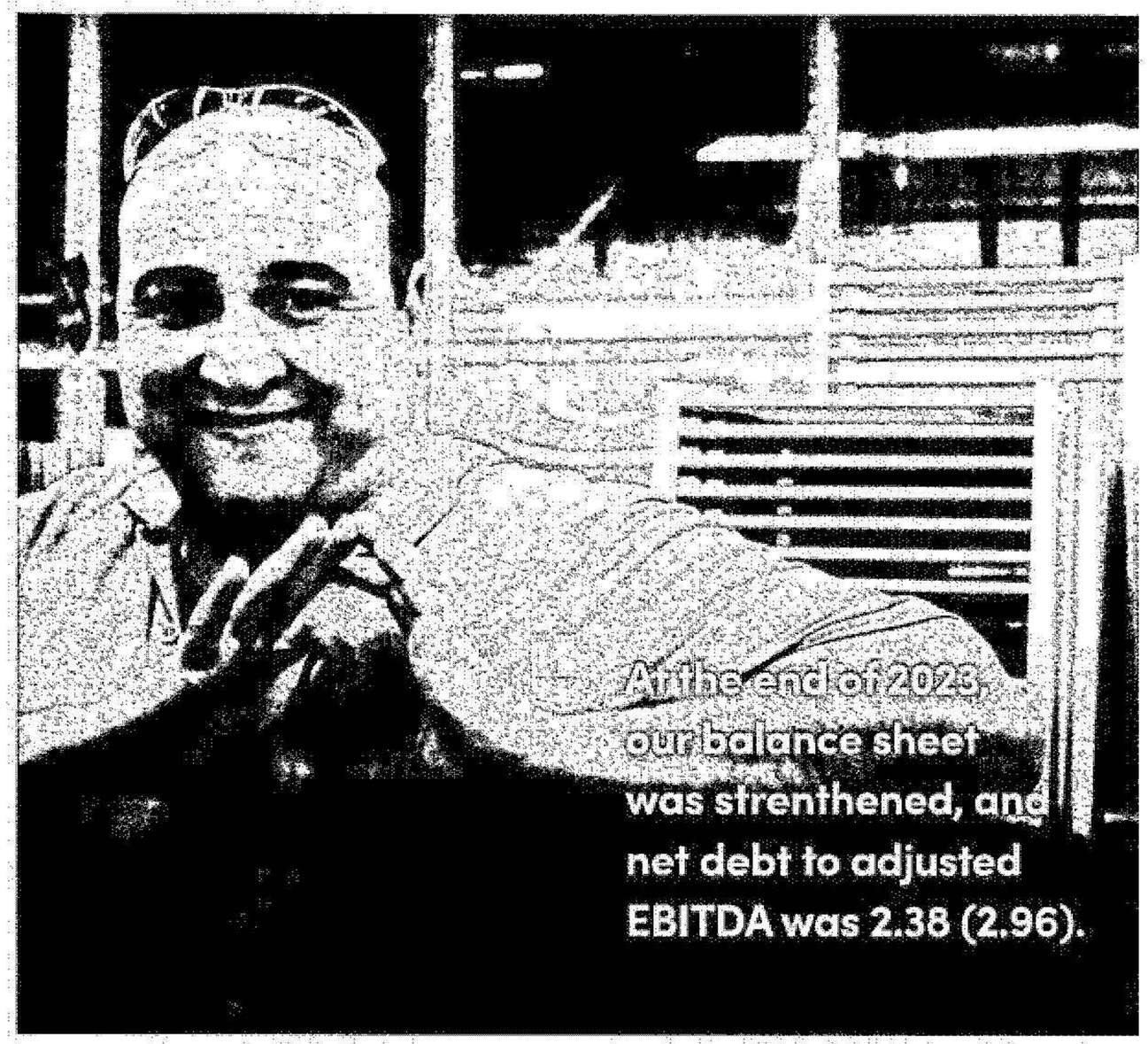
million euros of adjusted EBITDA in 2023.

Profitability development

In 2023, Purmo Group's Adjusted EBITDA was EUR 92.3 million and at a similar level compared to the previous year (92.9). Earnings were in line with the financial guidance announced at the beginning of the year. The slight decline in adjusted EBITDA for the Group was a result of lower sales volumes for both divisions, Climate Products & Systems and Climate Solutions. As a response to lower volumes, margin management actions were completed in both divisions. The good performance of the strategy acceleration programme, Accelerate PG, also supported earnings for the Group during the year.

Balance sheet development

At the end of 2023, our balance sheet was strengthened, and the net debt to adjusted EBITDA ratio was 2.38 (31 Dec 2022: 2.96). This gives room to pursue acquisition opportunities. The decrease in the ratio was due to a lower level of net debt mainly as a result of the issuance of the green hybrid bond of EUR 60.0 million in February 2023. The rationale for the issuance of the green hybrid bond is to ensure funding for Purmo Group's Accelerate PG programme. The net proceeds from the issue will be used following Purmo Group's Green Finance Framework.



PURMO GROUP IN 2023

Highlights



Sustainability

In 2023, Purmo Group started cooperation with H2 Green Steel for a supply of near zero-emission steel. As a result, 140,000 tonnes of green steel will be delivered for the Group in 2026-2033. The Group also submitted its' Science Based Targets to the SBTi organisation for validation. The targets will be validated by the end of 2024, at the latest.

Strategy execution

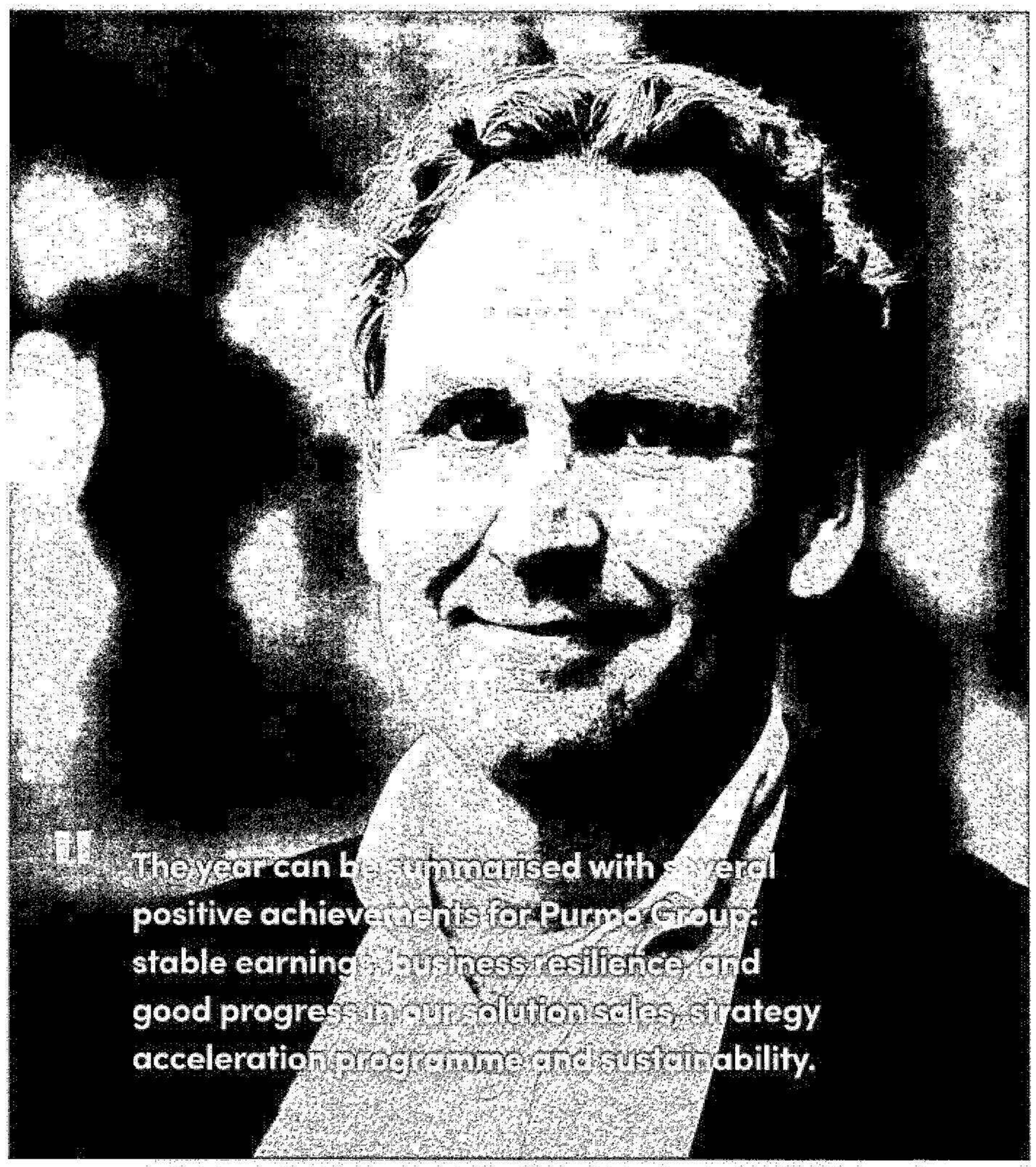
Purmo Group's solution business in France and Ireland showed double-digit growth in net sales during 2023, despite the challenging market conditions. In smart products, the company launched the Unisenza PLUS App and the iQ control system for its customers. The improvements in the strategy acceleration programme, Accelerate PG, exceeded the target set for 2023. The implemented adjusted EBITDA run-rate improvements at the end of 2023 amounted to EUR 30.1 million, which was above the target of EUR 25.0 million. The company also updated the programme's target for 2024: cumulative adjusted EBITDA run-rate improvements are EUR 50.0 million (previously, above EUR 40.0 million), which are expected to be reached by the end of 2024. In addition, the programme targets cumulative net working capital improvements of EUR 45.0 million by the end of 2024 (previously: more than EUR 30.0 million).



CEO'S GREETINGS

Purmo Group demonstrated strength and resilience in 2023

The year 2023 challenged us in many ways. We saw high inflation and high interest rates which lead to a decline in consumer confidence and a decrease in deliveries for heating and cooling projects. Neither of our core segments, residential renovation and new build, showed signs of improvement during the year. Most of our core markets remained weak although partial recoveries were seen in some regions. Our markets in Poland and Italy picked up towards the end of the year although a downturn in the Nordics impacted our net sales. So although adjusted EBITDA remained solid, our net sales were EUR 743.2 million (904.1), which was a decrease of 18 per cent.



Purmo Group responded to market headwinds with strong margin management actions

Despite severe market headwinds, we were able to combat the challenges that our markets presented. The whole team of Purmo Group demonstrated strength and resilience by focusing on margin management actions. This resulted in a significant uplift in our adjusted EBITDA margin for 2023, which improved to 12.4 per cent from 10.3 per cent in the previous year. Purmo Group's adjusted EBITDA reached EUR 92.3 million and remained at the same level compared to last year, which was EUR 92.9 million. We are very proud of this achievement and sincerely want to thank our people for their hard work during the year.

During 2023, the Climate Products & Systems division achieved growth in earnings: the adjusted EBITDA increased by 10 per cent to EUR 78.5 million (71.7), and the adjusted EBITDA margin improved to 13.3 per cent (9.9). This was an outstanding outcome in a year when the radiator volumes declined by 20 per cent and net sales for the division fell by 18 per cent.

Our Climate Solutions division sells integrated solutions directly to installers through the Group's Emmeti business in South Europe, Thermotech business in the Nordics and Merriott business in the United Kingdom and Ireland. In Italy, markets normalised after the governmental incentive programme, which had boosted our heat pump sales in the previous year. This led to a decline in demand which impacted our net sales while in the Nordics, the heavy downturn continued through the year. As a result, the division's net sales decreased by 18 per cent. The adjusted EBITDA decreased by 21 per cent to EUR 23.7 million (29.9). However, the adjusted EBITDA margin was 15.6 per cent, close to the previous year's 16.3 per cent.

Solution selling gained traction in Brazil and France

In 2023, we continued with determination in our strategy execution. In solutions selling, we started a collaboration with a partner in Austria and launched a heat pump radiator offering for our central European customers. This was a response to the energy renovation trend in Europe, in which radiators need to be upgraded to capture full energy savings in conjunction with heat pump installations. In fact, this trend is expected to drive the demand for radiators by 5.6 per cent annually during 2022–2030 based on an independent third-party analysis in 2024.

In Italy, we completed many energy renovations and helped our residential segment's customers to significantly improve their energy efficiency. An excellent example is our customer in Rolo, Italy, whose building's energy class was lifted from F to A2. This was possible by replacing the gas-condensing boiler with our Mirai heat pump and installing solar panels as well as our well-received energy control system, FEBOS. We also completed various underfloor heating and piping projects through our Thermotech business in the Nordics. During 2023, our solution businesses in Brazil and France demonstrated good growth as a result of our decision to expand our solution offering to these markets.

New control systems and positive customer feedback

We were very proud to launch two new, exciting smart products during the year. Unisensa PLUS App and iQ control system, which deliver the heating and cooling monitoring requirements of our customers. During the year, the feedback from our customers remained positive – they especially appreciate our ability to deliver prefabricated systems which save time for installers. In addition, they value the high quality and quick deliveries of our solutions.

Strategy acceleration programme performed above targets

Our strategy acceleration programme, Accelerate PC, performed above targets during the year. Implemented adjusted EBITDA run-rate improvements at the end of the year amounted to EUR 30.1 million and was above the EUR 25.0 million target for 2023. The programme also realised a cumulative net working capital improvement of EUR 20.6 million. As part of the programme, on 28 November 2023, we announced the completion of the consultation process concerning the discontinuation of our radiator production plant in Zonhoven, Belgium. After the review period, on 10 January 2024, we also announced that we had entered into consultation regarding our intention to relocate production from the plant in Hull, United Kingdom.

Purmo Group recognised for sustainability and diversity

We were happy to see that our sustainability strategy also progressed well in 2023. We made an agreement with H2 Green Steel for the forthcoming supply of 140,000 tonnes of green steel during 2026–2033. In addition, we submitted our Science Based targets for validation, which is expected in 2024. We are especially proud that the annual survey in which our customers were asked 'How likely is it that you would recommend the Purmo brand to a friend or colleague as a leader in sustainable indoor climate comfort?' improved from +8 to +21. Furthermore, we made sustainable improvements to our product packaging and were recognized in the Nordic Business Diversity Index with 7th ranking among mid-cap companies in the Nasdaq Helsinki category.

A year to remember

The year 2023 can be summarised with several positive achievements for Purmo Group: stable earnings, business resilience, and good progress in our solutions sales, strategy acceleration programme and sustainability.

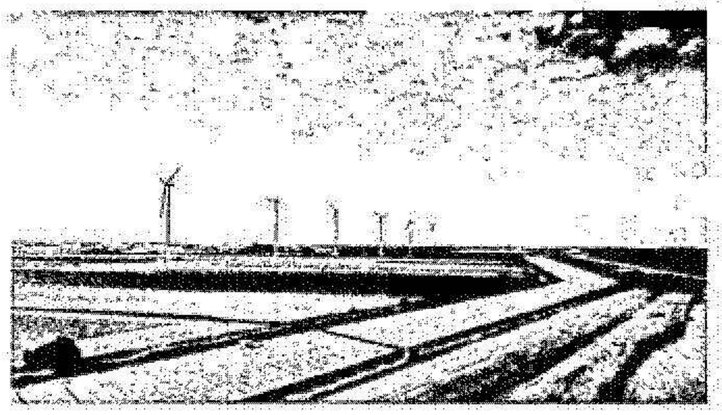
Purmo Group's business is well supported by a green transition in the mid to long-term. The need for radiator upgrades in conjunction with heat pump installations across Europe is also driving the demand for our heating and cooling products. We want to thank our customers, shareholders, partners and, most importantly, our people for another great journey together during this year. Let us make the year 2024 something to remember.



John Peter Leesi
CEO, Purmo Group Plc

REASONS TO INVEST IN PURMO GROUP

Megatrends



Requirements of buildings in Europe are linked to old heating systems, among others.

Sustainability

Sustainability is a key driver for the demand for Purmo Group's solutions

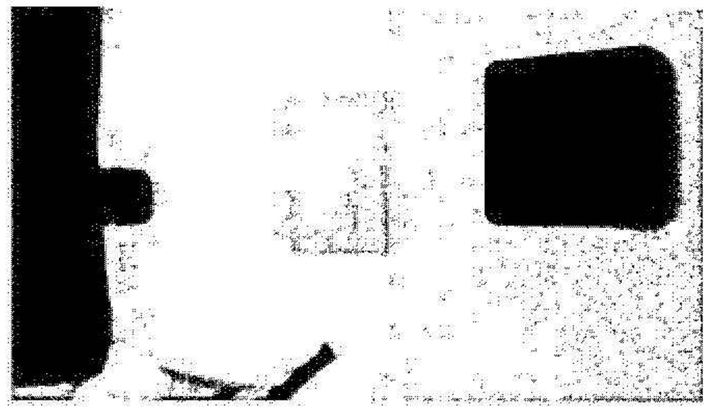
- The European countries have requirements for long-term renovation strategies to achieve energy-efficient and decarbonised building stock by 2050.
  - Requirements are related to the cost-effective transformation of existing buildings, which have the biggest impact on global warming, into nearly zero-energy buildings.
  - Requirements are also linked to replacements of old high-temperature systems with low-temperature systems, such as underfloor heating or heat pump radiators.
  - In renovations, radiators are a competitive and cost-efficient option as a heat emitter.

Other trends in sustainability

- Energy efficiency for new and existing buildings.
- Governmental and local incentives and requirements.
  - The shift to renewable energy sources.
  - Energy efficiency through low-temperature systems and well-insulated housing.
  - Energy performance requirements for new and renovated buildings.
- Consumer preferences moving towards sustainable solutions and products.

How does Purmo Group address this

- The Group's wide range of low-temperature emitters are fit for new build projects, such as underfloor heating, and renovation, such as low-temperature heat pump radiators.
- Purmo Group's focus is also on delivering complete solutions that optimise energy use, supporting energy transition in European buildings.



Purmo Group offers smart products that enable energy optimisation through algorithms.

Digitalisation

Digitalisation is enabling development and driving the demand for smart products of Purmo Group

- Digitalisation is driving the building markets, offering better capabilities for smart controls, large data sets and Building Information Modelling[1] (BIM).
- The availability of data and Artificial Intelligence (AI) capabilities in data control systems have improved operational efficiency and are also supporting decision-making online.

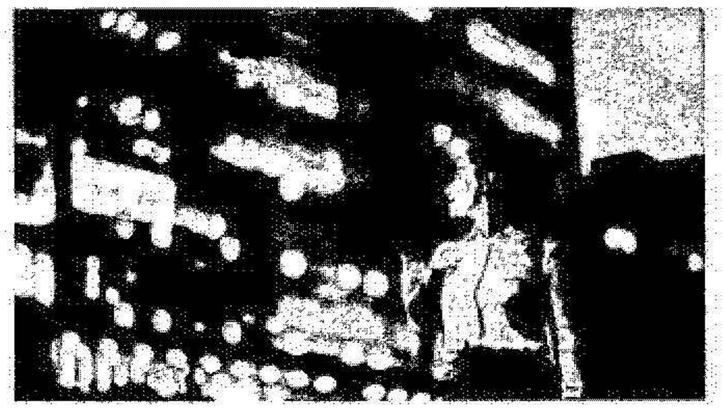
How does Purmo Group address this

- A key pillar of the Group's strategy is offering smart products that enable energy optimisation through intelligent algorithms.
- In parallel, the company is focused on automating key steps along the value chain.

[1] Building Information Modelling (BIM) is the process of managing information for a building. Based on an intelligent model and enabled by a cloud platform, BIM integrates structured, multi-disciplinary data to produce a digital representation of an asset across its lifecycle, from planning and design to construction and operations

REASONS TO INVEST IN PURMO GROUP

Megatrends



Cities are responsible for 60% of energy consumption, 70% of greenhouse gas emissions and 70% of global waste.

Urbanisation

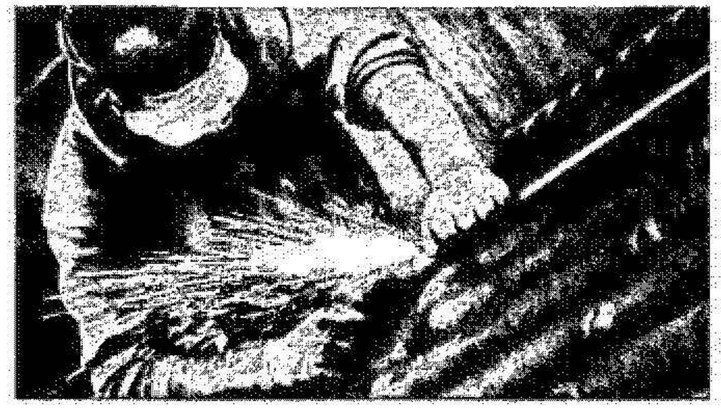
The urbanisation trend is expected to continue globally and in Europe[2], driving the demand for the systems and solutions Group

- The number of people living in cities has more than doubled over the last 40 years and is projected to reach 5 billion by 2050.
- The growth of population in cities is not expected to reverse.
  - Cities today are responsible for over 60% of energy consumption, 70% of greenhouse gas emissions and 70% of global waste.
  - The continued need for renovations of the existing buildings exists.
  - The continued need for technologies that support the building, renovation, and maintenance of buildings in urban areas remains.

How does Purmo Group address this

- The Group collaborates with developers to design optimal heating systems.
- The company delivers energy-efficient solutions that enable the renovation of heating systems for the European residential sector.

Source: European Commission > Knowledge for policy > Continuing urbanisation, 1 December 2023



Building and related trades are expected to see some of the highest labour shortages in EU.

Skilled labour shortage

Skilled labour shortage[3] creates reverse opportunities for Purmo Group's business

- The demographics are shifting with the ageing population, particularly in developed countries. As traditional construction methods face challenges in finding skilled labour, there is a growing interest in off-site construction, including prefabrication.
  - It is expected that by 2030, there will be a global human talent shortage of more than 85 million.
  - Europe is particularly expected to be impacted by a shortage in skilled labour.
  - Building and related trades are expected to see some of the highest labour shortages in the EU.
  - The shifting immigration patterns and restrictions in some markets are further limiting the availability of skilled workers.

How does Purmo Group address this

- The Group has a range of prefabricated products through our brands, such as Thermotech.
- Purmo Group's solutions streamline the construction process by providing prefabricated products that are easy to install and integrate.
- The company's commitment to efficiency translates into shortened project timelines, enabling builders to meet deadlines without compromising on quality.

Sources: Employment and Social Developments in Europe (ESDE) report 2023, European Commission. The global talent crunch: a study by Korn Ferry, 2020. Future of Jobs report, World Economic Forum, 2023 (Most common labour shortages by occupations in Europe)

REASONS TO INVEST IN PURMO GROUP

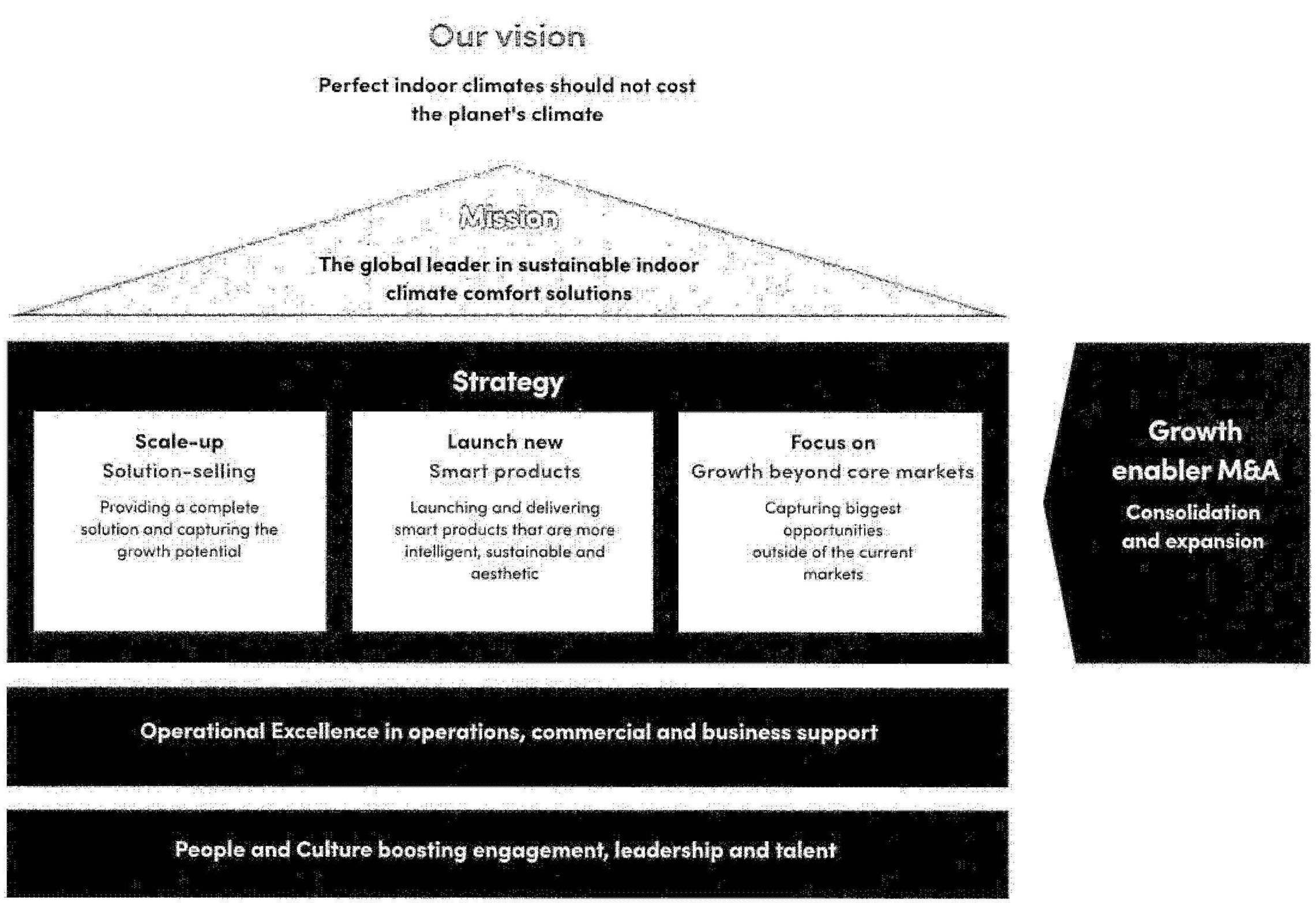
Vision, mission and strategy

Vision

The care of the planet is driving everyone's agenda from government to business to consumer. As a result, people are rethinking how they heat and cool the places where they live, work and socialise. They are also reconsidering what they build or repurpose. As 18% of Europe's households' energy consumption goes into heating or cooling residential building spaces, Purmo Group thinks that perfect indoor climates should not cost the planet's climate. It is our company vision and a foundation for our actions.

Mission

We are on a mission to be the world's leader in sustainable indoor climate comfort solutions.



Strategy

The company's growth strategy is built on three pillars:

1. scaling-up of solution-selling to provide complete solutions and to capture growth potential in underpenetrated markets,
2. launching and delivering smart products that are more intelligent, sustainable and aesthetic, and
3. focusing on growth markets to capture the biggest opportunities outside of current markets.

Growth is supported by M&A opportunities, which will foster consolidation and expansion. The strategy is further supported by continuous improvement of operational excellence and by investments in people and culture.

Strategy acceleration programme

On 5 October 2022, Purmo Group announced a strategy acceleration programme, 'Accelerate PG', to strengthen the execution of the strategy. The programme focuses on improving net sales growth, profitability and net working capital efficiency to support reaching its financial targets. The programme supports the financial development of the Group.

Growth:

- Strengthened position as a provider of complete indoor climate solutions, including heat pumps
- Expansion of both direct and wholesaler channels
- Introduction of new products
- Increased sales in identified growth markets

Profitability:

- Improved efficiency in manufacturing, supply chain and sourcing
- Strengthened commercial execution
- Increased organisational effectiveness

Net working capital:

- Improved net working capital efficiency, particularly through enhanced inventory turnover

Outcomes in 2023

EUR 30.1 million

above the target of EUR 25.0 million for 2023.

Outcomes of the programme in 2023

Accelerate PG delivered implemented adjusted EBITDA run-rate improvements of EUR 30.1 million at the end of 2023. This was above the previously set target of EUR 25.0 million for 2023. The programme has also realised a cumulative net working capital improvement of EUR 20.6 million during 2023.

The most significant improvements within the strategy acceleration programme have been generated from pricing optimisation, procurement savings and overhead cost reductions from operating model changes.

As part of the programme, on 28 November 2023, Purmo Group announced that it had completed the consultation process with employee representatives concerning discontinuing its radiator production plant in Zonhoven, Belgium. According to the plan, part of the radiator production in Zonhoven ceased at the end of the fourth quarter of 2023, and the remainder will be closed by the end of the first quarter of 2024. As a result of the negotiations, the termination of the employment of 136 employees will follow.



2024062608026

After the review period, on 10 January 2024, the Group announced that it had entered into consultation with employee representatives regarding its intention to relocate production from its plant in Hull, United Kingdom, with a possible collective redundancy. The plant employs 37 employees working in the manufacturing of low surface-temperature radiators, fan convectors and other components.

Upgraded target for 2024

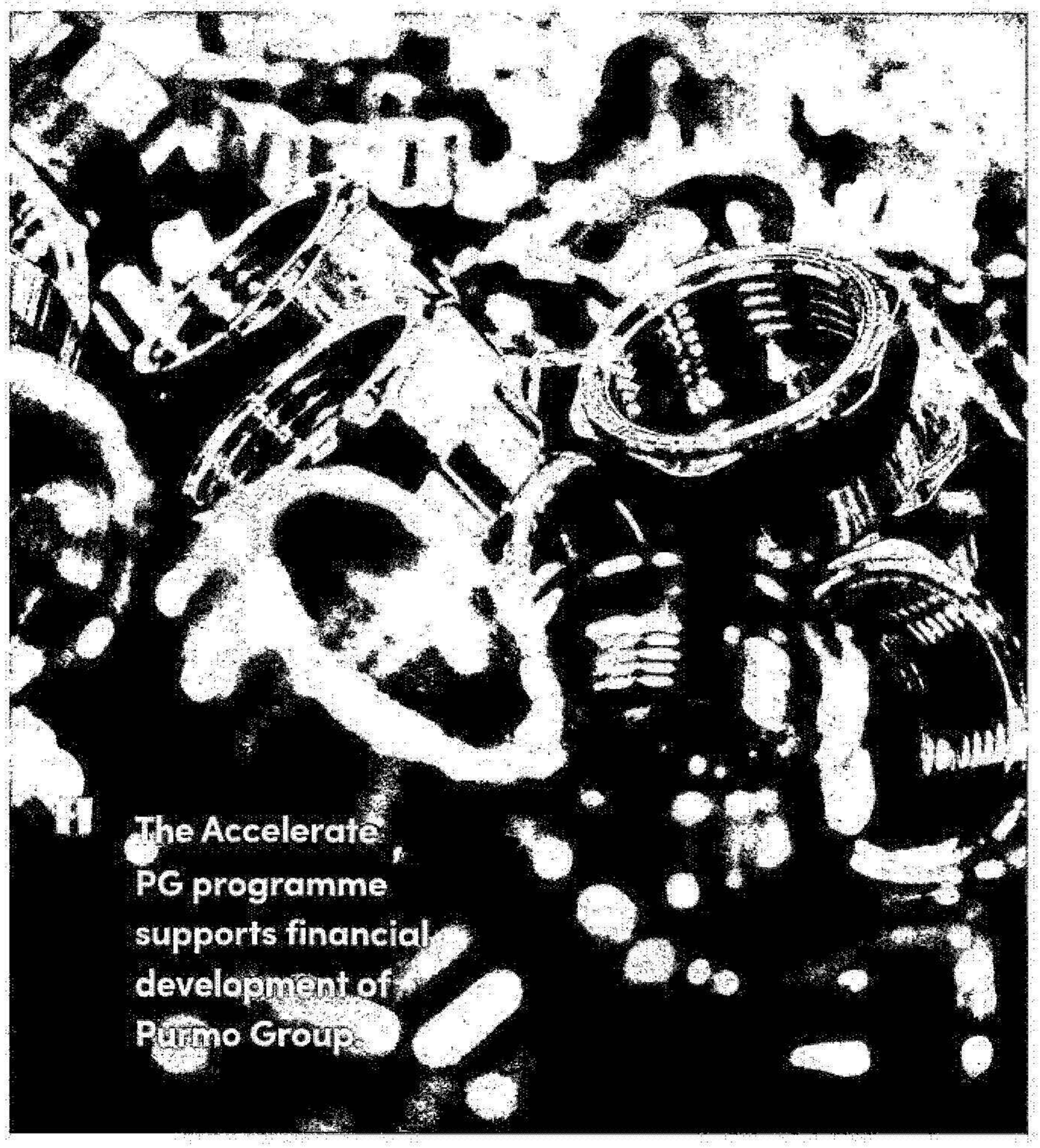
After the review period, on 13 February 2024, the company updated the programme's target. The programme targets cumulative adjusted EBITDA run-rate improvements of EUR 50.0 million (previously: above EUR 40.0 million), which are expected to be reached by the end of 2024. The programme also targets cumulative net working capital improvements of EUR 45.0 million by the end of 2024 (previously: more than EUR 30.0 million).

The costs for the programme, excluding non-cash items, are expected to be approximately EUR 45.0 million, of which approximately EUR 34.0 million was generated before the end of 2023, and the remainder will be incurred in the first half of 2024. In addition, non-cash costs for the programme were EUR 11.0 million in 2023, and those are expected to be below EUR 5.0 million in 2024.

Upgraded target

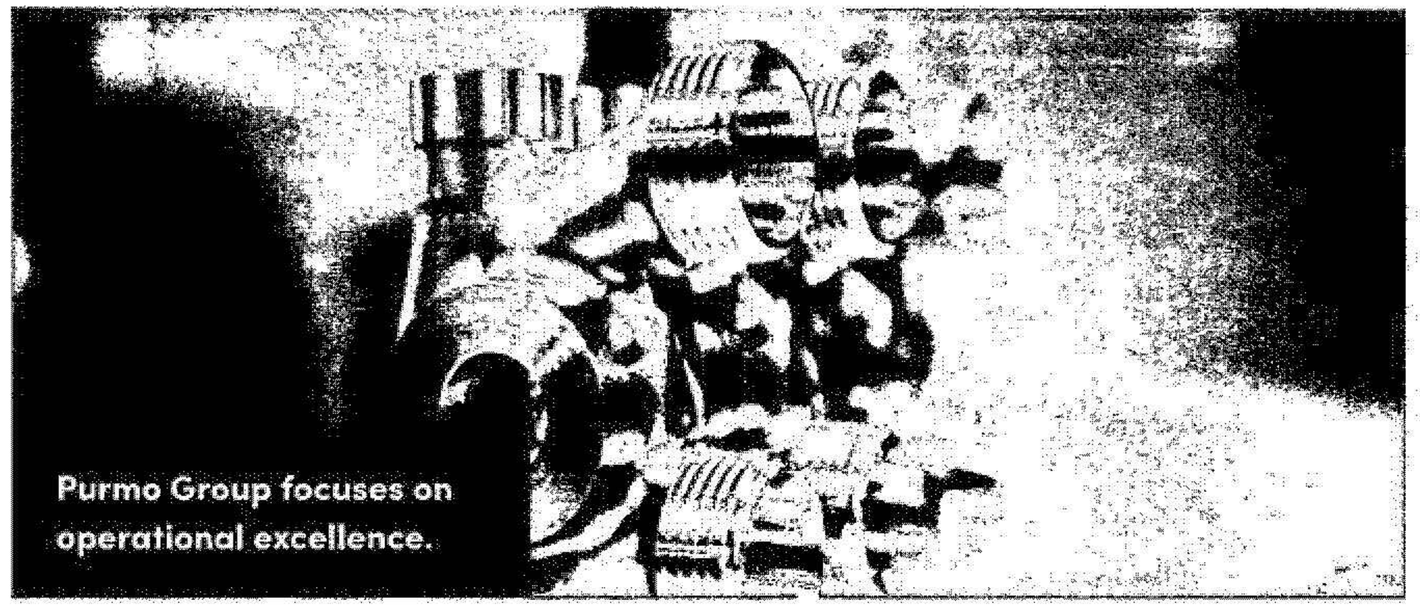
EUR 50 million

by the end of 2024.



REASONS TO INVEST IN PURMO GROUP

Seven reasons to invest in Purmo Group


Purmo Group focuses on operational excellence.

1

At the centre of the sustainability journey

Purmo Group is at the centre of the global sustainability journey Households make up 28 per cent of energy consumption in Europe, from which heating and cooling form 18 per cent of the total energy consumption of buildings in Europe. It is estimated that up to 75 per cent of Europe's building stock is not energy-efficient according to current and emerging building standards As a provider of sustainable and energy-efficient heating and cooling solutions, Purmo Group has a solid position and role in combatting climate change.

2

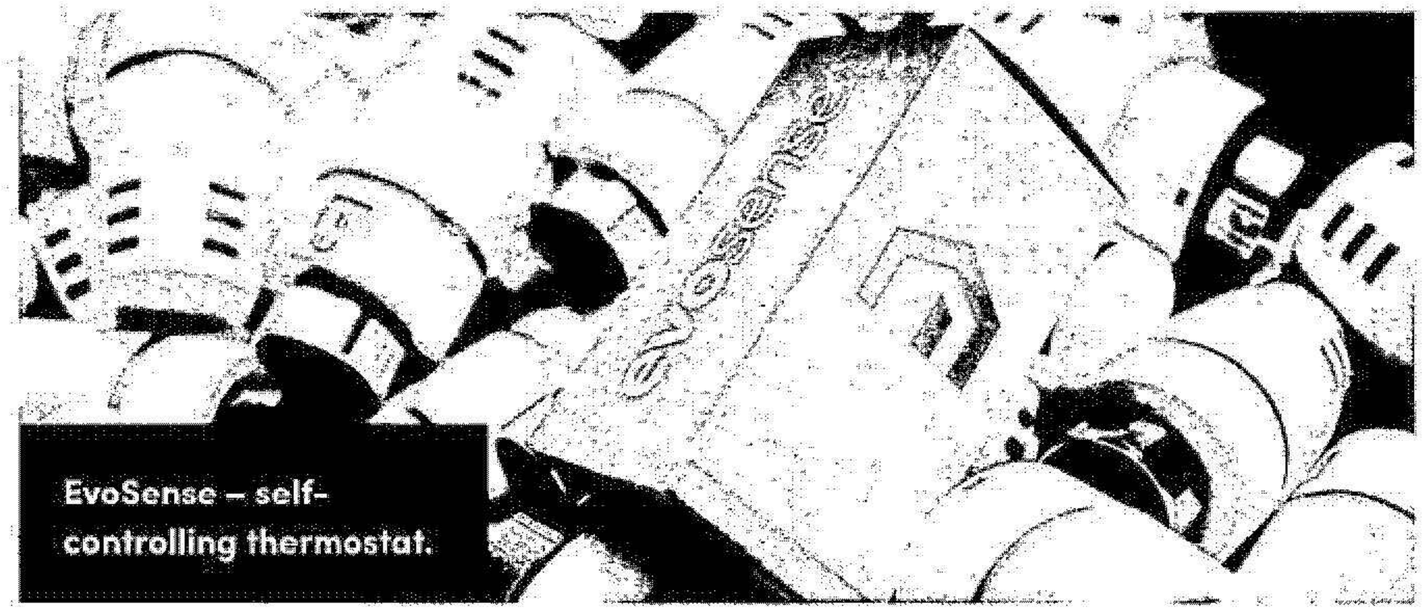
Broadest offering

Purmo Group is a leading European supplier of sustainable indoor climate solutions, which work with any kind of heating and cooling source The Group's products include radiators, for which demand is expected to grow by 5 6 percent (CAGR) during 2022-2030 in Europe due to the switch to heat pumps (Independent third party analysis) Our offering is sold primarily to the residential segment, is available in most of Europe and can be used in both new build and renovation projects We are well-positioned to benefit from the megatrends of sustainability, digitalisation, urbanisation and skilled labour shortage.

3

Product portfolio known for quality and sustainability

Purmo Group has a well-known brand portfolio with a focus on product quality, design, sustainability and innovation. Through the development of our own original Purmo brand and M&A activity, we have expanded that into a renowned portfolio of brands with a strong local presence and recognition among installers and specifiers Based on volumes, we have a leading position in radiators and a top 4 position in Radiant Heating and Cooling (RHC) in Europe



EvoSense – self-controlling thermostat.

4

Long-term relationships with customers

A key competitive advantage is our strong relationship with some of Europe's largest wholesalers in the Heating, Ventilation and Air Conditioning (HVAC) industry. Wholesalers form a central distribution channel in our value chain, simplifying logistics by consolidating demand and managing credit risk, as well as ensuring the availability of products in the market. Brand-loyal technical installers are another important advantage in the Group's value chain that enables growth in solution-selling.

5

Well-defined growth strategy

At Purmo Group our aim is to grow both organically and through acquisitions to implement our mission to be the global leader in sustainable indoor climate comfort solutions. To achieve this mission, we have a well-defined growth strategy based on three, key focus areas: solution selling, smart products and growth markets. It is supported by a continuous improvement of operational excellence and investment in people and culture.

6

Good financial performance and stable return on capital

During 2020–2023, Purmo Group's adjusted EBITDA has grown steadily by 3 per cent annually (CAGR). During 2023, the Group reached a significant improvement in adjusted EBITDA margin of 12.4 per cent, which is a 2.1 percentage point uplift from last year. Cash flow from operating activities also improved to EUR 40.4 million (31.3), mainly due to improved net working capital. Purmo Group has distributed a stable return on capital, EUR 0.36 per class C share, since 2021.

7

Customer-centric operating model and skilled personnel

Purmo Group's management team consist of industry-experienced professionals with a focus on value creation and growth. With the support of a customer-centric operating model, the management team's ambition is to achieve operational excellence in the near term and execute the company's strategy in the long term of becoming the global leader in sustainable indoor climate comfort solutions. In addition, there are approximately 3,190 highly skilled experts at Purmo Group in Europe and across the globe.

RESEARCH AND DEVELOPMENT

A year of complete solutions and product improvements

In 2023, the momentum for Purmo Group's complete indoor climate comfort solutions continued, also supported by strong megatrends of sustainability, digitalisation, urbanisation and skilled labour shortage.

Great potential for the Group's solution-selling strategy exists due to renovation debt in Europe where as much as 75% of buildings require deep renovation. Furthermore, around 18% of all energy consumed in European households is from heating and cooling.

Purmo Group offers peace of mind for this challenge. The company specialises in pre-fabricated and ready-to-install complete solutions, which decrease energy consumption for a customer and save substantial time for an installer. The company offers a number of heat emitters and sources besides digital solutions, which help customers monitor and control their energy consumption easily, independent of their location

The Group is constantly improving its product offering with more efficient and sustainable heating and cooling products to answer the requirements of European legislation for energy-efficient and carbon-neutral buildings

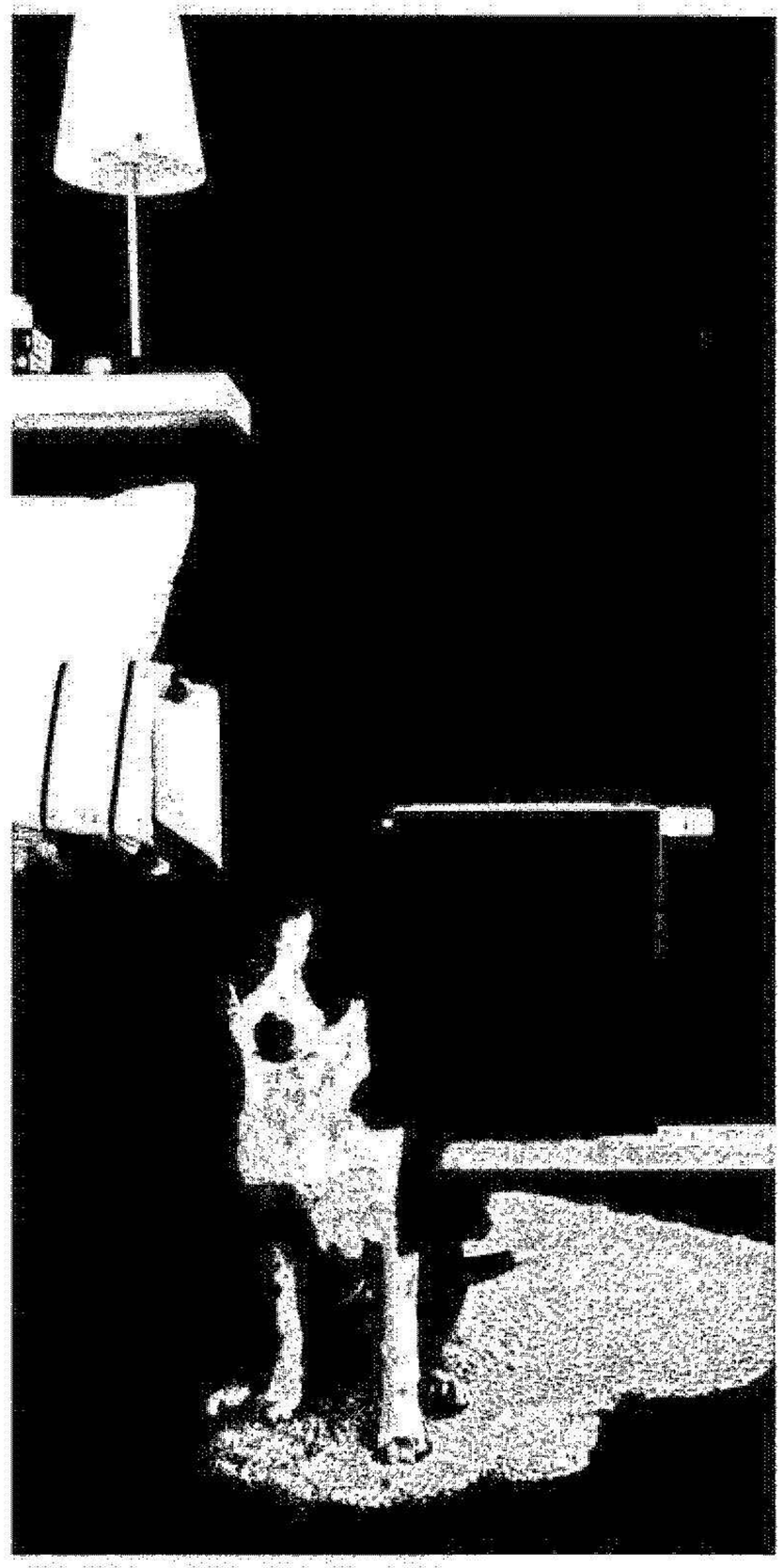
The R&D strategy accelerates innovations in complete solutions and smart products

Purmo Group's Research and Development strategy is connected to the Group's strategy, focusing on scaling up solution selling and launching new smart products, which are more intelligent, sustainable and aesthetic. The company provides complete solutions for its customers with one of the industry's broadest offerings of equipment, controls and experience.

Purmo Group offers almost limitless system combinations of hydronic and electrical systems such as radiators and embedded systems in floors, ceilings or walls, radiant heating and cooling systems, and fast-responding air-based, convector heating and cooling systems

Smart products provide data and analytics on the energy and money spent inside the house in addition to remote assistance possibilities, with high reaction speed and ease of use. Purmo Group's products are produced with sustainability in mind, including from manufacturing, operations and end-of-life recyclability and are designed as eye-catchers for any interior

In 2023, the slowdown of the economy and the decline in construction markets impacted the demand for heating and cooling projects in both renovation and new-build sectors. Despite this, a strong focus on heat emitter and smart product launches continued at the Group. Purmo Group also launched several pre-fabricated complete solutions during the year

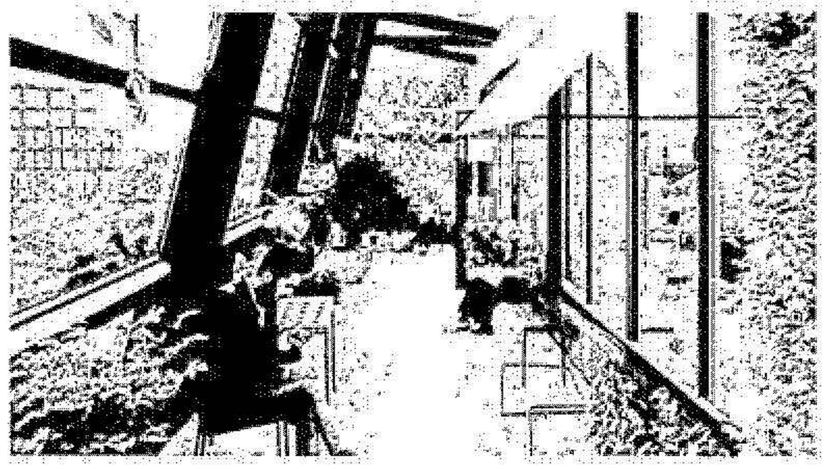


2024062608028

Purmo's customers value high-quality and quick project delivery

Customer feedback on Purmo Group's products and solutions remained at a high level in 2023, demonstrating their high quality. The Group's customers especially appreciate the quick delivery of all the needed heating and cooling products that achieve optimal energy savings. Since Purmo Group pre-fabricates and delivers complete solutions, customers save a great amount of time in assembling. The products also take up less space, which is appreciated by both homeowners and real estate developers.

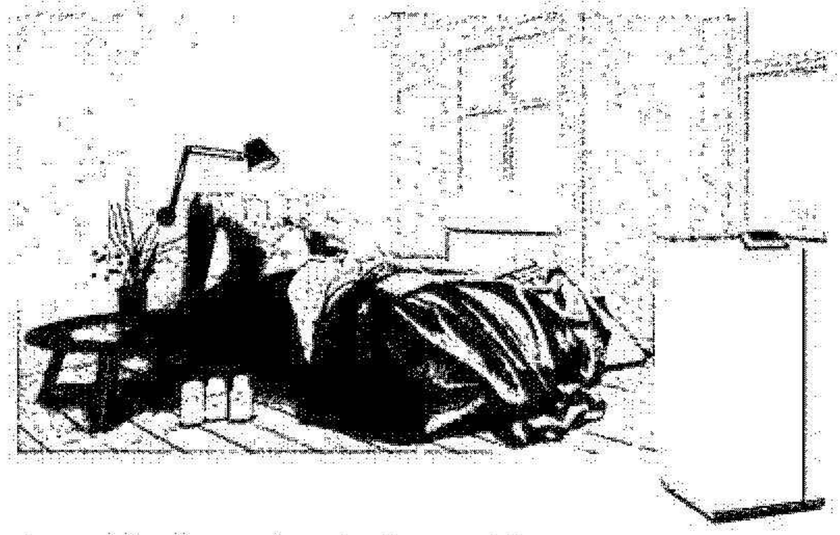
Customers feedback on the Group's products and solutions remained at a high level in 2023.



Quick underfloor heating and pipe deliveries in the Nordics

Fast project design, technical support and quick as well as reliable delivery were the main reasons why customers chose Purmo Group for their indoor heating and cooling needs in larger projects and complete solution deliveries in 2023.

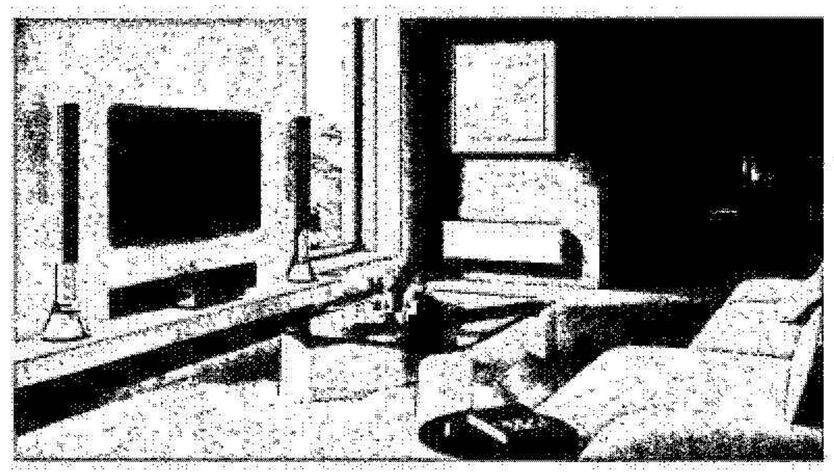
A good example was the delivery of water distribution systems, pipes for domestic water, and tap water distribution for the highest wooden office building in Sweden. The office is located in Malmö with 11 floors and 7,900 m² of space in total. The company also won another important project for one of the largest logistics warehouses in the Nordics. For this warehouse, the Group delivered underfloor heating and potable water systems. The logistics centre, with the world's leading scientifically based certification for construction projects, connects the Nordic countries' logistics beneath 175,000 m² of space in Landskrona, Sweden.



Pre-fabricated solutions offer peace of mind for customers

Purmo Group launched and delivered several pre-fabricated, complete solutions to its customers in 2023. These solutions are hybrid packages of products and services that give value for customers in terms of one-stop-shop, flexibility and multiply benefits.

One of these exciting launches in 2023 was a preconfigured heat pump radiator offering in Austria. The solution combines Purmo Group's ULOW heat pump radiator, other products from the Group, such as underfloor heating, and a heat pump from a partner of Purmo Group, in addition to service and support. Another launch was the production of Eco Hydro Kit, a heat pump support system solution that saves space. The complete 'plug-and-play' solution supports both indoor climates and domestic hot water. Unlike alternatives, the installation of the system takes only a couple of hours and as much space as a refrigerator.



Enhancements to existing product portfolio in 2023

In 2023, Purmo Group's customers were able to enjoy improved versions of already well-received products. These included Kaba2, a new radiator version of Kaba, and an upgraded range of oil-filled electric radiators called Yali Plus.

The Group also launched the Unisenza Plus App, a control system for indoor climate control. This application is remotely connected to other thermal devices of the Group and helps customers avoid excess energy consumption and costs.

PEOPLE

A passionate pioneer in sustainability

Head of Sustainability, Safety and Wellbeing Sam Hodlin's passion for sustainability (ESG) started in a company with international high-speed rail service, where ESG was at the core of the business. After almost ten years, he joined a multinational packaging business and became increasingly convinced that ESG was becoming essential to every business. Shortly after, he joined Purmo Group and the HVAC industry, where the awareness and commitment to ESG are very high. He feels privileged to work in a company that can make a big difference in climate change.

Purmo Group has a comprehensive ESG strategy. What are the most relevant targets within this strategy?

At Purmo Group we talk about the idea of 'Complete Care' with four focus areas, ten commitments and 24 targets at the heart of our ESG strategy and running through everything we do. It's essentially part of our DNA. In Production, our focus is on reducing our greenhouse emissions and in Solutions, we aim to be seen as the number one provider of energy-efficient solutions for our customers. From our People perspective, we strive to improve employee engagement whereas in Communities, we want to give more back to our communities by increasing our volunteering hours.

What do you find inspiring about working at Purmo Group?

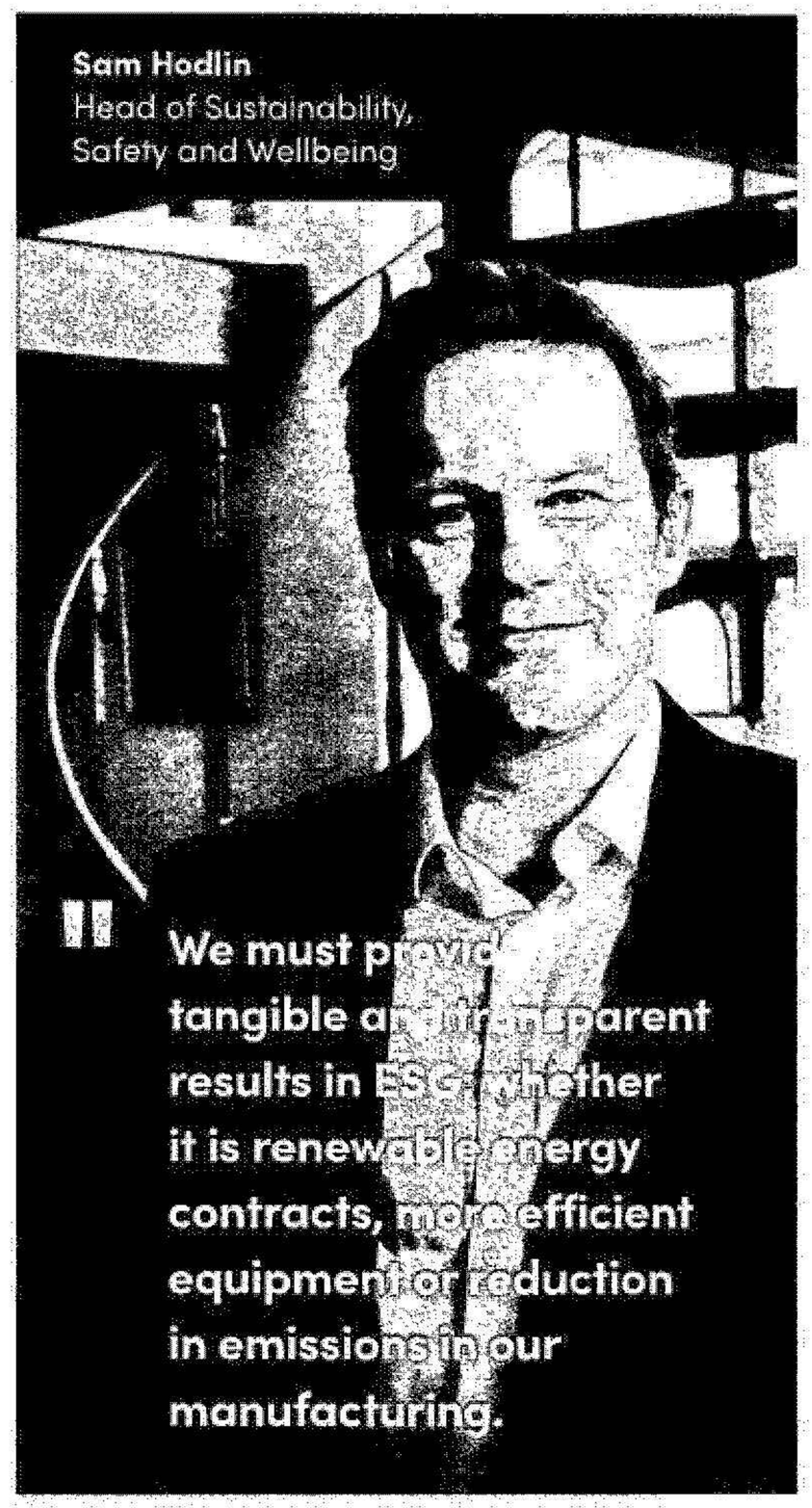
At Purmo Group, you are encouraged to take ownership, deliver your goals and make a difference. People are also very supportive. Furthermore, I love the fact that our business is global, with a European focus: we have lots of different backgrounds and opinions. Last, but not least, the company is very dedicated to being a frontrunner in ESG, which I find very inspiring.

Sustainability is a widely debated topic among investors – how does Purmo Group demonstrate that its actions truly contribute to a carbon-neutral future?

We must provide tangible and transparent results. Whether it's renewable energy contracts, more efficient equipment, creating Environmental Product Declarations or demonstrating our reduction in our Scope 1 and 2 GHG emissions in our manufacturing through projects like solar panels. We strive to be consistent and transparent in our ESG communications because it is very important to avoid greenwashing.

What do you think companies need to achieve to stay competitive, in terms of ESG?

It is all about having an ambition, creating energy and focus. It is also about encouraging the whole business to own ESG, not only me. We must continue to talk openly about where we are in terms of setting targets that move us into a more sustainable future. It is also important to identify and choose the right measures from the variety of indexes and frameworks, but true actions and results are what matter in ESG in the end. Whatever we do, we must continually ask ourselves: 'Are we doing the right thing, not just for ourselves, our customers and our communities, but for the planet?



2024062608029

PEOPLE

Product design for a carbon neutral future

Henrik Bjerstedt, Purmo Group's Head of Product Management, previously worked for over 10 years at a Swedish producer of highly energy-efficient products and solutions for heavy industry. During this experience, he felt he was contributing to something with a higher purpose. This is also why he likes working at Purmo Group. His professionalism lies in value-based selling to wholesalers. Many things matter when selling to a wholesaler: the product design, but also the quality and ability to monitor the product via another system.

What were the reasons you decided to join Purmo Group?

I simply loved the challenge of being part of something new – the transformation from a product company into a solution company is very compelling! There are many opportunities to develop something fantastic in this role. I also believe that Purmo Group can make a real impact globally on sustainability. We have the right products and technology to combine our solutions to support our customers in energy savings and carbon neutrality.

What kind of products does the company currently provide that are fit for the carbon-neutral future?

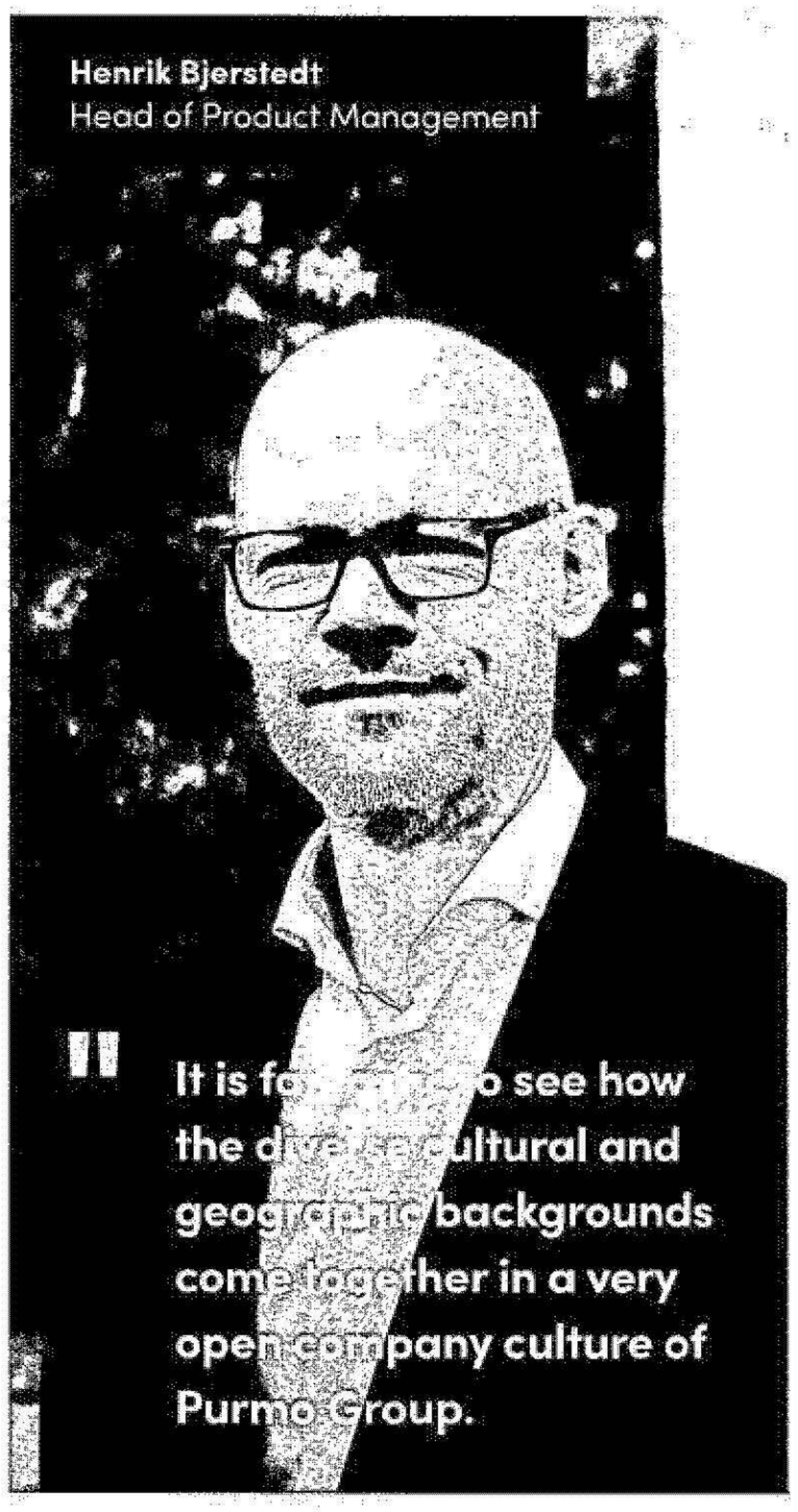
All our products provide a road to a carbon-neutral future. The first natural choice is to take energy sustainably from the air with a heat pump. Secondly, with low-temperature emitters that work at 30–45 degrees temperature, such as underfloor heating and fan coils, our customers can drop energy input down to 25% compared to old systems like gas boilers. With fan-assisted radiators, you can replace your old, inefficient radiators, and with our smart controller, you will soon be able to optimise energy usage based on weather and the availability of green energy. As for combined solutions, our range of heat pump radiators is another good example of the optimal use of our products.

What things will Purmo Group's Product Management focus on in the following years?

Product Management is an enabler of Purmo Group's strategy. We are like a spider in the centre of the web! Our focus is on products and components that support the Group's solution-selling strategy. As we speak, we are reviewing the product portfolio and capabilities to provide end-to-end solutions from the heat source to the emitters, including controls. In smart products, we aim for intelligence, sustainability and aesthetics. We also provide combinations of systems and solutions based on the existing product range. The recent cooperation with H2 Green Steel allows us to produce radiators close to carbon-neutral. All this is very exciting!

How would you describe the company culture of Purmo?

It is fantastic to see how the diverse cultural and geographic backgrounds of our different organisations come together in a very open company culture. There is a lot of curiosity and a non-hierarchical, Nordic culture at Purmo: we share information and let everyone express their opinion.



PURMO GROUP

Sustainability



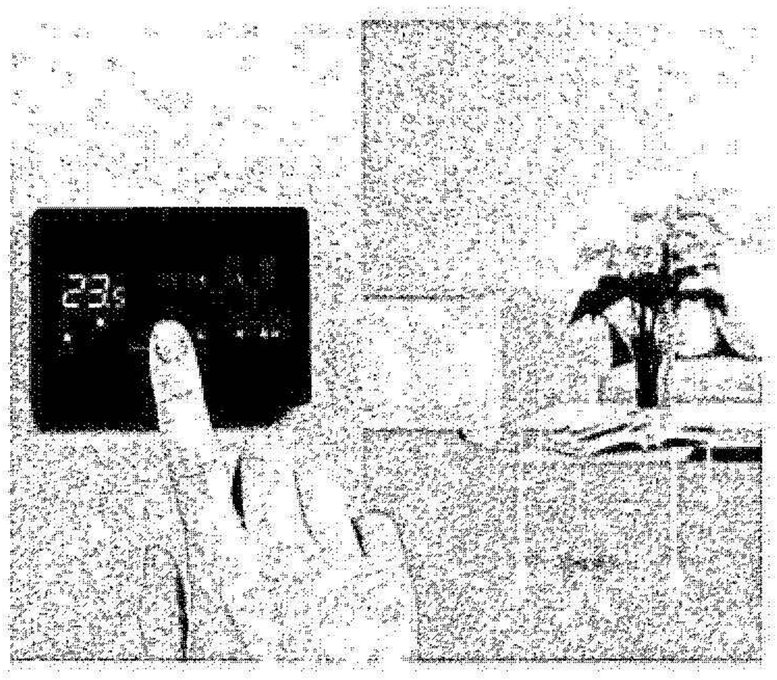
2024062608030

Sustainability highlights in 2023

Creating Environmental Product Declarations

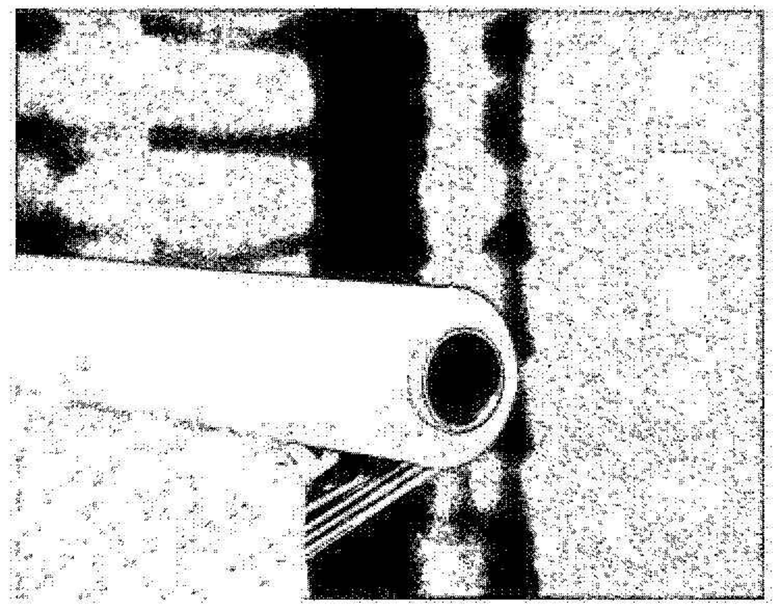
To address growing customer demand for more transparency on the whole-life environmental impact of our products and solutions, Purmo Group has a target that all new products will have Environmental Product Declarations (EPD) by the end of 2025. Environmental Product Declarations is a document communicating the environmental performance or impact of any product or material over its lifetime.

In 2023, Purmo Group adopted software to industrialise the Life Cycle Analysis (LCA). LCA is a methodology that evaluates and quantifies the environmental impacts, compares the environmental performance of different systems and technologies, points out processes with high environmental impact, and introduces a robust methodology to measure and then improve the product's environmental performance. The creation of Environmental Product Declarations (EPDs) started in 2023 and as a result, automation was achieved as well as faster production of EPDs. In 2023, the Group's Thermopanel range held an EPD, and more product declarations are expected for Purmo Group's products in 2024.



Less packaging material usage in the United Kingdom

In 2023, the thickness of the stretch wrap used around pallets was decreased from 23 to 17 microns in the Group's production facility in Gateshead, United Kingdom. This new type of product, called Fusion, comes with less plastic and reduces the impact on the environment without affecting the quality or performance of the packaging. It is the equivalent of taking seven cars off the road or removing 409,500 plastic bottles from the environment every year. In 2023, Purmo Group also established a working group to identify key improvements to more sustainable packaging.



Ready for net-zero production with the submission of Science Based Targets

After a thorough analysis in 2023, Purmo Group took a step forward in its commitment to net-zero production by submitting the Science Based Targets for validation for the SBTi organisation. Purmo Group expects the targets to be validated by the end of 2024.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

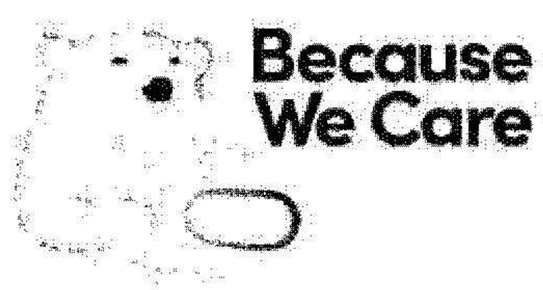
Sustainability highlights in 2023

Double materiality analysis for Corporate Sustainability Responsibility Directive disclosure

Purmo Group is working towards being compliant with the transparency disclosure requirements based on the Corporate Sustainability Responsibility Directive (CSRD) for the reporting year 2024. In 2023, the Company completed a double materiality analysis related to CSRD which resulted in five material topics: energy, water and emissions; product development; circular economy; health and safety and responsible sourcing. The analysis included the measurement of positive and negative impacts, in addition to financial risks and opportunities.



In 2023, Purmo Group completed a double materiality analysis related to CSRD.



Visible sustainable actions through the Paula Bear

In 2023, Purmo Group launched a visual device Paula Bear to illustrate the actions that support its sustainability strategy 'Complete Care'. It appears on improved packaging, improved products and any initiative that acts in line with the four focus areas of Complete Care: our behaviours towards production, solutions, people and communities. Every time you see Paula, it will be because we have made a change that matters. During the year, Paula appeared in 100% recyclable stretch wrap, tape and cardboard boxes used in packaging in Hull and Birtley in the United Kingdom.

SUSTAINABILITY STRATEGY

Complete Care

Sustainability is on every agenda of our business. From production lines to product design, from emissions to materials sourcing, from training to community engagement, sustainability will run through everything we do and will form part of our DNA. We call this Complete Care.

We have four focus areas:

- Our production
- Our solutions
- Our people
- Our community

We have made commitments in each area, all of which were carefully considered following a landscape and materiality analysis in 2021. With over 24 targets and 40 actions identified, we have an ambitious plan for 2024 and beyond.

Our solutions

4.
Climate smart choices
We will help our customers save energy and make sustainable choices

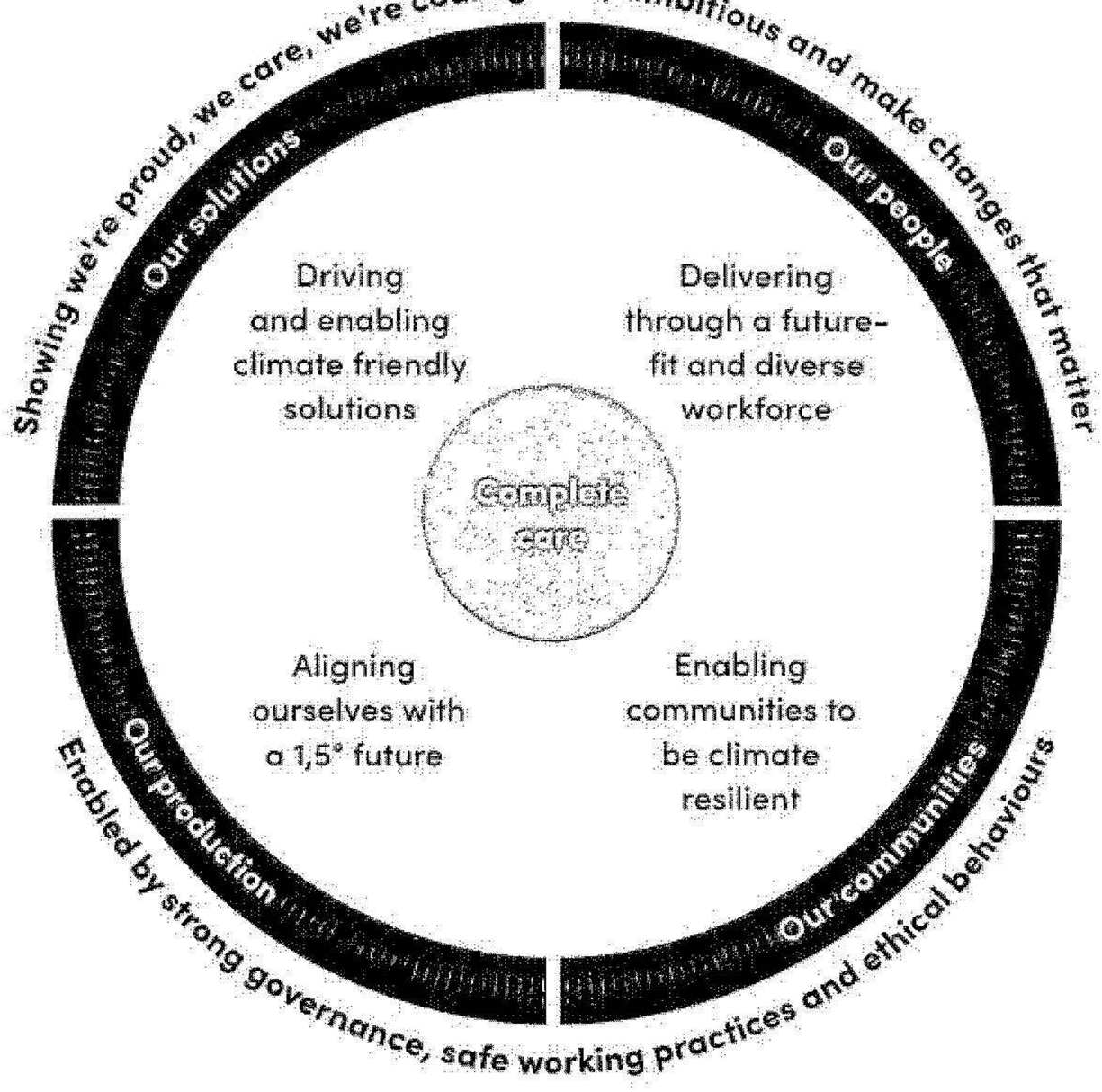
5.
Circularity and end of life
All products will have circular design principles applied and we will invest into new solutions where circularity is not immediately possible

Our production

1.
Emissions and energy
We will align with a 1.5° future and target carbon neutrality

2.
Resource efficiency and waste
We will use less resource to make products and eliminate waste

3.
Responsible sourcing
We will source our key materials responsibly



Our people

6.
Diversity, equality and inclusion
We will create a diverse and inclusive culture within Purmo Group

7.
Engagement at work
We will ensure our employees are satisfied at work

8.
Employee upskilling
We will inspire a future-fit workforce to tackle the skills gap and build a pipeline of future workers

9.
Health and Safety
We will ensure Purmo Group is a safe place to work

Our communities

10.
Community engagement
We will support the most vulnerable people to have access to adequate shelter and indoor climate

Our Production

We will fully align our business operations with a 1.5° future by improving energy efficiency and sourcing more energy from renewables. We strive to contribute to the Paris Agreement goal of limiting the global warming below 2 degrees.

Our Solutions

We will champion climate-friendly heating and cooling solutions. We will take every opportunity to inform and educate our stakeholders about energy efficiency and improve the way we make and deliver our products to enhance their performance and recyclability.

Our People

We will nurture and grow a future-fit and diverse workforce that has the skills and commitment to deliver our sustainability goals.

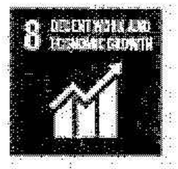
Our Communities

We will collaborate with external organisations to give greater access to energy-efficient indoor climates for all and enable climate resilience.

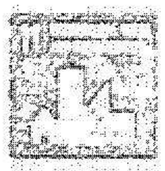
More detail on our our sustainability is available on our webpages

The United Nations' Sustainable Development Goals

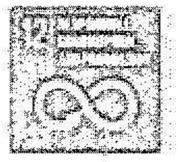
In 2021, we performed a UN Sustainable Development Goals (SDGs) materiality study to better understand how we could make the biggest contribution by tackling the SDGs most materially relevant to us at Purmo Group. We believe our business, products and solutions, strengthened by our ESG targets, can make a material difference to four of the UN's Sustainable Development Goals. These are:



SDG 8
Decent work and economic growth



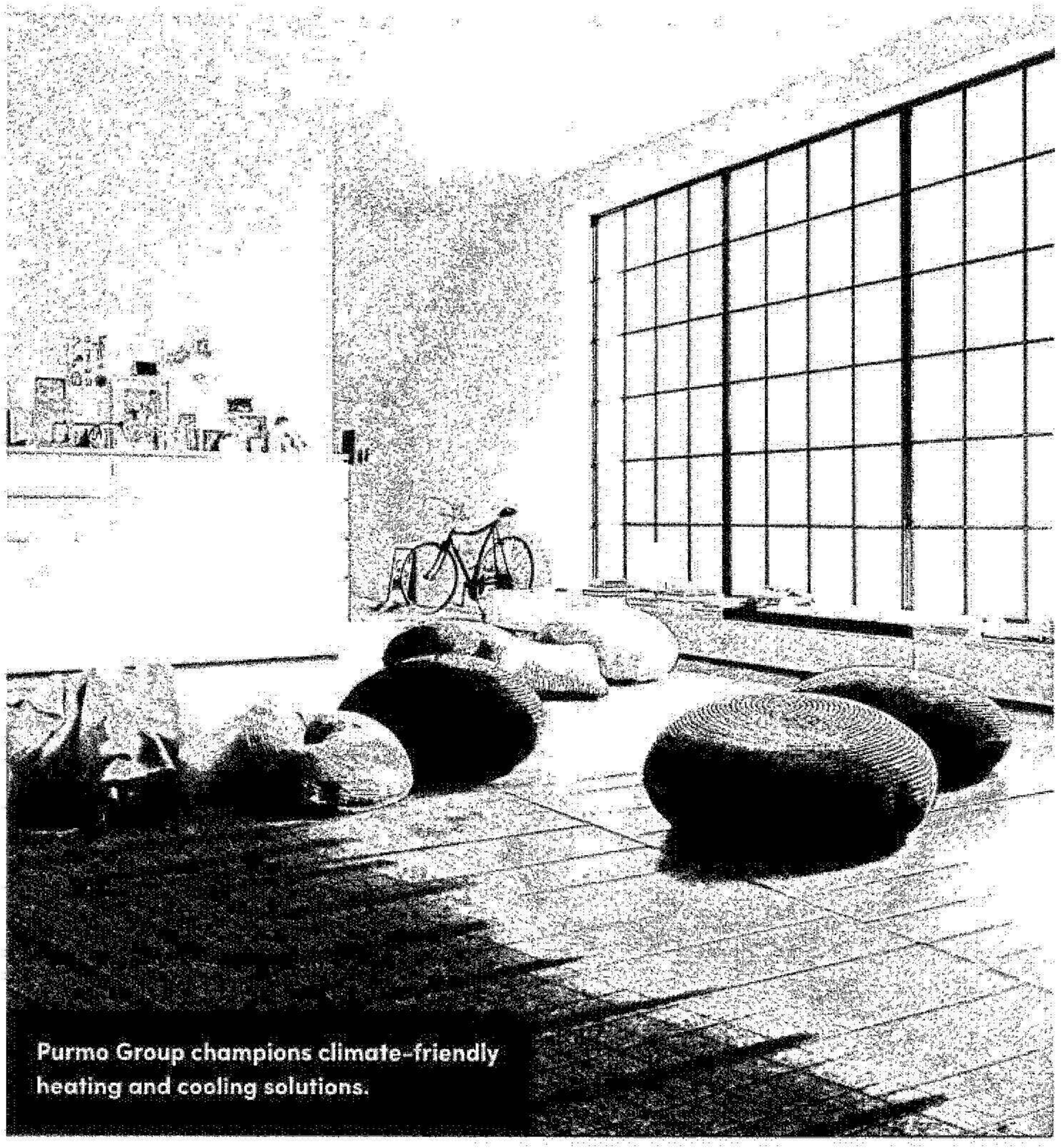
SDG 11
Make cities and human settlements inclusive, safe, resilient and sustainable



SDG 12
Ensure sustainable consumption and production patterns



SDG 13
Climate action



Purmo Group champions climate-friendly heating and cooling solutions.

SUSTAINABILITY FOCUS AREAS

Our Production

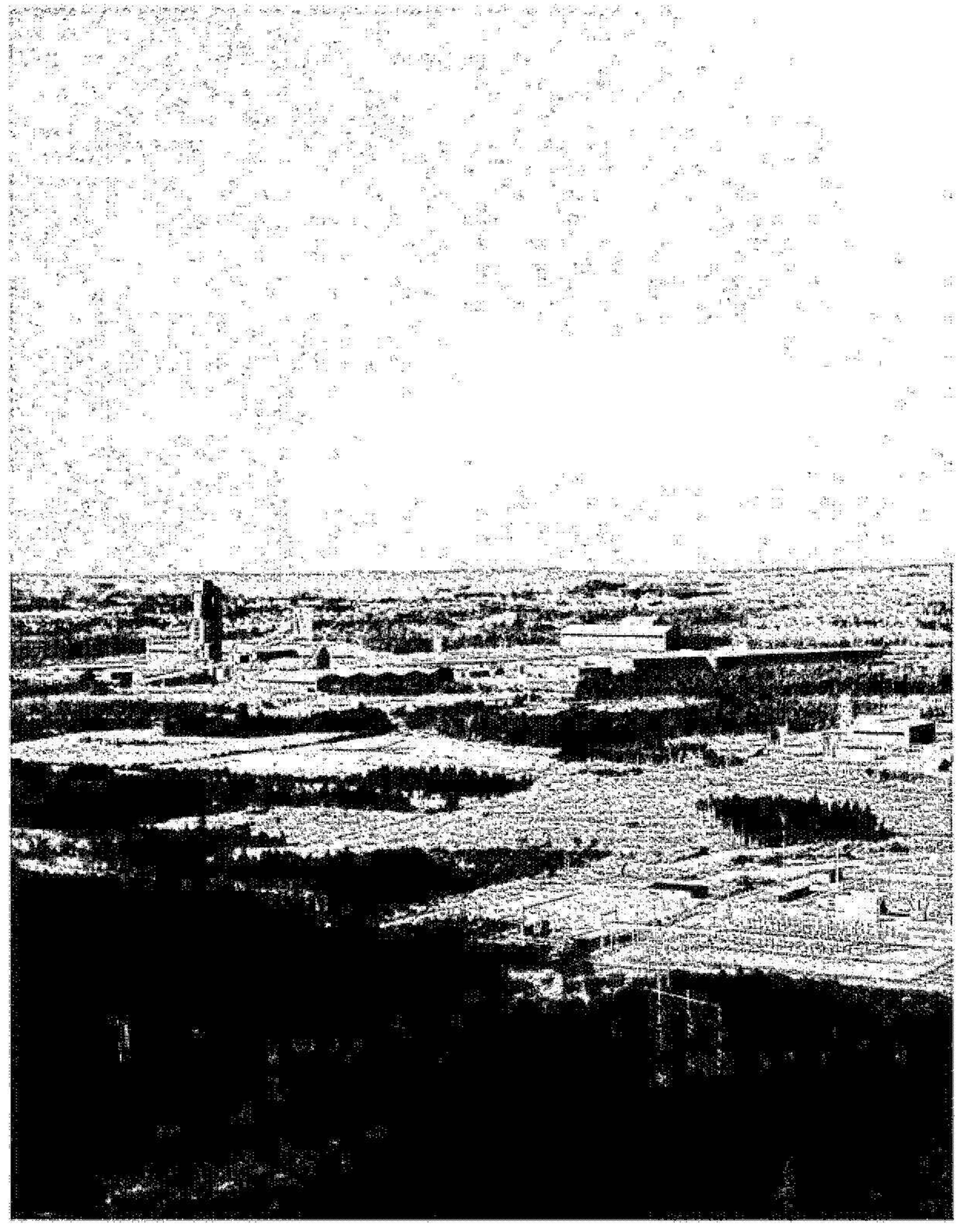
We will fully align our business operations with a 1.5° future by improving energy efficiency and sourcing more energy from renewables. We strive to contribute to the Paris Agreement goal of limiting global warming below 2 degrees.

"This is a natural step on our sustainability journey. We entered into a binding agreement with H2 Green Steel as part of our ambitions to align our production with a 1.5° Celsius future and carbon neutrality. We aim to reach net-zero emissions in our production by 2050. H2 Green Steel is the first producer of its kind to start production of near zero-emission steel, and it is a game-changing move for industries using steel, which is among the world's largest carbon dioxide emitters. We are pioneers in our industry to commit to using green steel in our radiator production," explains Steffen Moritz, Head of Procurement of Purmo Group.

Collaboration with H2 Green Steel for near zero-emission steel supply

In 2023, Purmo Group entered into a binding agreement with H2 Green Steel, for the purchase of 140,000 tonnes of green steel between 2026 and 2033. The deliveries will support the Company in its further advancement in sustainability. Steel represents approximately 50% of all raw material purchases for Purmo Group.

H2 Green Steel's integrated, digitalised, and circular plant is located in Boden, northern Sweden and will start production at the end of 2025. The plant is integrated with the world's largest electrolysis plants and is powered by green hydrogen produced with renewable electricity. It enables the reduction of CO_2 emissions by up to 95% compared to traditional steelmaking powered by coal.



SUSTAINABILITY FOCUS AREAS

Our Solutions

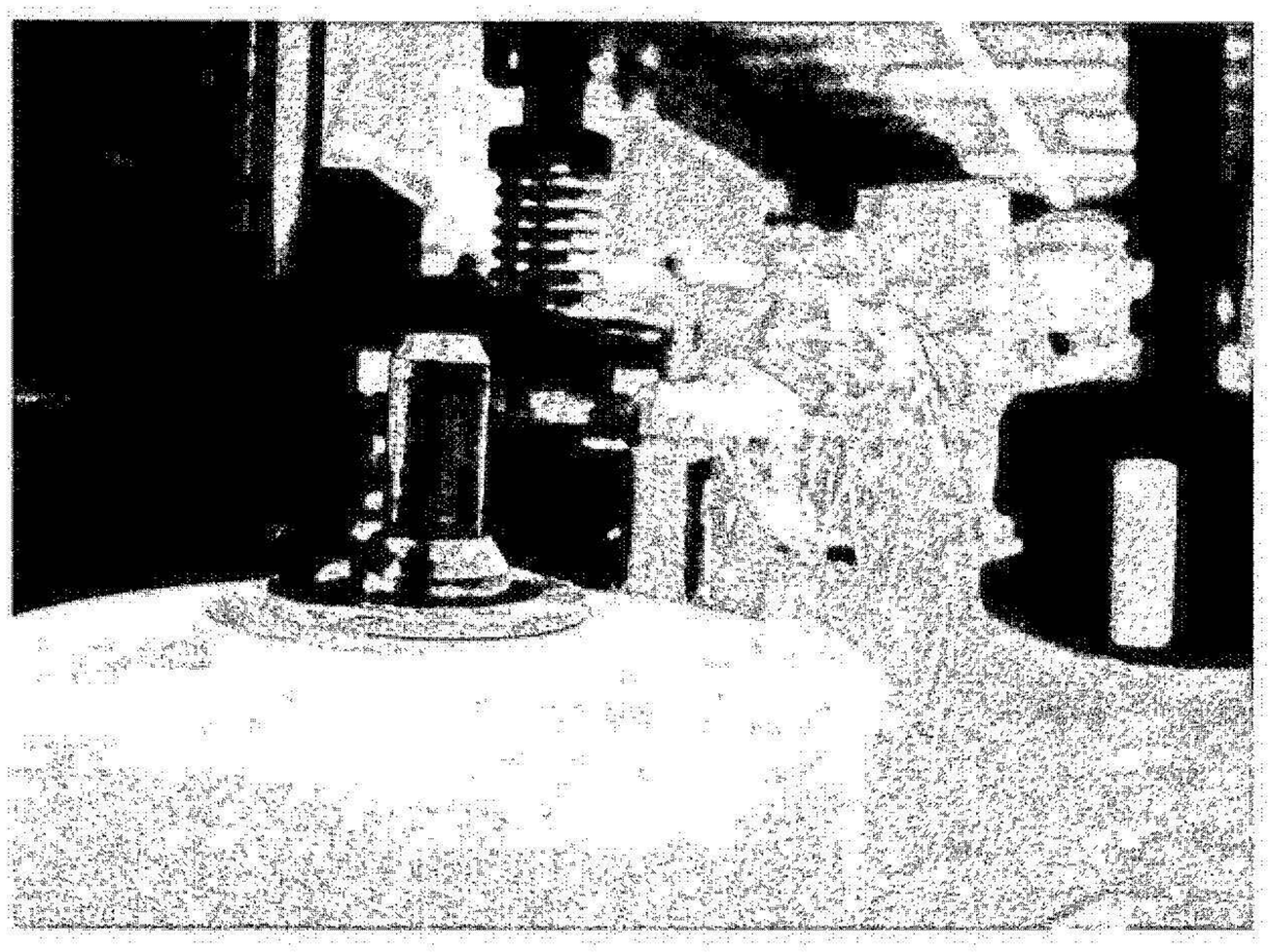
We will champion climate-friendly heating and cooling solutions. We will take every opportunity to inform and educate our stakeholders about energy efficiency and improve the way we make and deliver our products to enhance their performance and recyclability.

"I am very satisfied with the outcome. Besides the environmental benefits of packaging, an important objective of this project was to keep the costs of the new solution to a minimum. It was essential to ensure that the solution could be implemented quickly and effectively in a fast-paced production environment and finally, to be delivered to the markets. During the project, an active dialogue with the local purchasing department and product development took place and potential suppliers were contacted to provide concepts. These concepts were later developed and improved internally, to come to the current solution," explains the project initiator and Product Manager for electric radiators of Purmo Group, Yann Apruzzese.

Removing polystyrene at the Gateshead manufacturing plant

In the United Kingdom, the packaging of an electric radiator, Kaba2, was improved. The project aimed at reducing the environmental impact of product packages by being free from plastics and removing all non-recyclable materials from packaging. From the Kaba2 packaging, expanded polystyrene (EPS) was replaced with cardboard. The fully recyclable solution improves the packaging for approximately 25% of the electric radiators manufactured in the United Kingdom for Purmo Group.

The environmental effects of the innovation are substantial because expanded polystyrene is very difficult to recycle compared to cardboard: it usually ends up in landfills, whereas cardboard is a readily recyclable material that can be added to recycling bins in every home. All in all, approximately 8,500 tonnes of reduction in expanded polystyrene each year is associated with Kaba2. Looking ahead, an electric radiator, Yali, is also now undergoing the same design stages to fully remove expanded polystyrene from manufacturing. Once this non-recyclable material is removed, it could save approximately 50,000 additional expanded polystyrene on site.



2024062608033

SUSTAINABILITY FOCUS AREAS

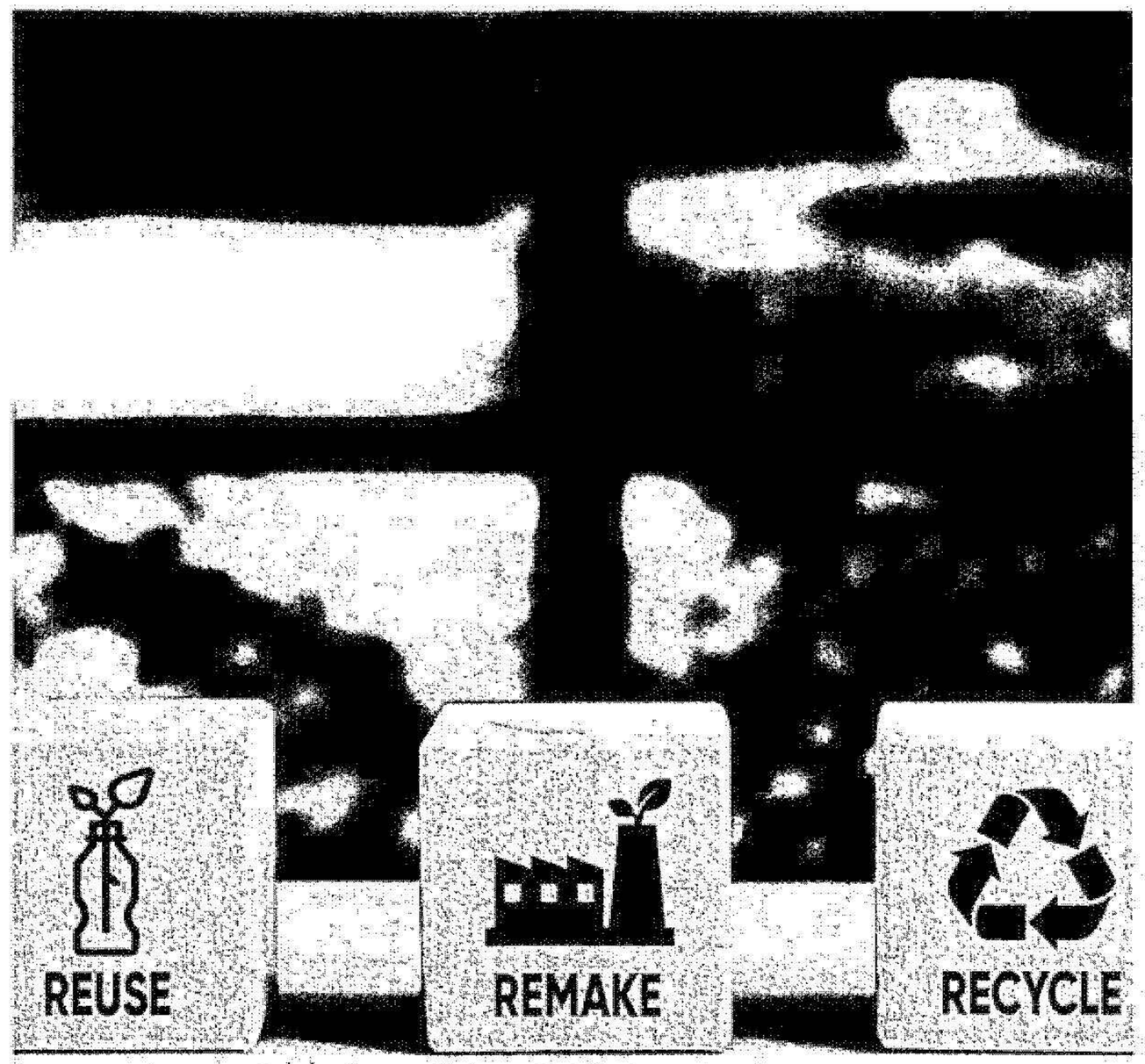
Our People

We will nurture and grow a future-fit and diverse workforce that has the skills and commitment to deliver our sustainability goals.

"Circularity is a big opportunity for us at Purmo Group. Our people who work in offices all around Europe are now trained to think about how to reuse, recycle and recover their belongings more sustainably. I am extremely happy that we launched this training, and we will no doubt continue to remind our people about the importance of reducing consumption by taking care of the existing goods such as clothing, books or food," celebrates Head of Sustainability, Safety and Wellbeing of Purmo Group Sam Hodlin.

90% of Purmo Group employees trained for circularity

Purmo Group launched targeted circularity training for its employees in June 2023. The training included several modules providing the essentials to understanding the circular economy and the common 7Rs model (recycle, reduce, reuse, recover, repair, renew and redesign). It intends to boost Purmo Group's employees' household economy, encourage them to take care of the planet and benefit future generations. Over 90% of employees asked to complete the training completed it. The successful training will become a regular practice for Purmo Group's personnel annually and it is planned to extend the training to cover all employees within the Group in addition to some key customers for the Group.



SUSTAINABILITY FOCUS AREAS

Our Communities

We will collaborate with external organisations to give greater access to energy-efficient indoor climates for all and enable climate resilience.

"The World Environment Day is a worldwide day for giving back to our environment. It is great that we at Purmo Group are encouraged to act on this initiative. Our Poland team loved the planting exercise in June on a warm summer day! We look forward to more of these kinds of initiatives, where we as a team can make a positive impact on the environment," says Anna Luczak, a Plant Manager of Purmo Group in Poland.

Planting meadows and collecting rubbish on World Environment Day



Purmo Group celebrated all around its European locations the World Environmental Day 50th anniversary on the 5th June 2023. It is the United Nations Day to encourage worldwide awareness and action to protect our environment.

At Purmo Group, teams across Europe took part in World Environmental Day. Among many heart-warming actions, in Gateshead, the United Kingdom, 32 people supported a local charity, the Children's Foundation, by creating a garden environment for young people. In Walcz, Poland a group of people planted a little flower meadow meant to be an oasis for bees and in Germany, a team performed a rubbish collection around the pipe production plant in Ochtrup. Several trash bags and four car wheels were collected between Ochtrup and Langenhorst and the waste was brought to their recycling and waste treatment partner Kockmann, free of charge. Furthermore, 75% of personnel in Hillerstorp Sweden, did gardening at the harbour in Hillerstorp. In our wonderful plant in Biache, France, a team carried out a workshop on pallets, giving them a second life in the form of a lounge area with chairs and tables made from pallets.

2024062608034

APPENDIX

Our sustainability commitments and targets

4 Focus Areas	10 Commitments	24 Targets	40 Actions	2023 progress
1. Our production Sourcing and making for a low carbon, resource efficient world	1. Emissions and energy: We will align with a 1.5° future and target carbon neutrality.	1. Scope 1,2 and 3 emissions Scope 1 2 and 3 carbon neutral operations by 2050.	1. Submit Science based targets for validation by end 2023.	Completed
			2. Improve energy efficiency onsite annually through installation of LED's, efficiencies and digitisation, control devices, improved machinery, heat recycling.	On Track
			3. Install energy monitoring devices at all plants by end 2025.	On Track
			4. All plants achieve ISO 50001 certification by end 2025.	On Track
			5. Only source clean energy (electricity) by 2030.	On Track
			6. Generate onsite energy through solar PV by 2030.	Project to begin in 2024
			7. All company cars and onsite vehicles self charging petrol hybrid or electric only by end 2025.	On Track
			8. Collaborate with key suppliers and establish agreements to purchase steel with 30% less embodied carbon by 2030.	On Track
			9. All plants / offices / warehouses have electric car charging points by end 2025.	On Track
	2. Resource efficiency and waste: We will use less resource to make products and eliminate waste.	2. Water & waste reduction 30% reduction in water consumption by 2030 Zero waste to landfill by 2030.	10. Identify resource efficiency and waste improvements annually at all plants.	On Track
		3. Recycled materials and packaging 100% packaging from recycled / recyclable / biodegradable materials by 2030.	11. 100% packaging from recycled / recyclable / biodegradable materials by 2030.	On Track
			12. Elimination of all single use plastics used in packaging by 2030.	On Track
	3. Responsible sourcing: We will source our key materials responsibly.	4. Responsible sourcing Key materials (steel, brass, plastic, packaging) sustainably sourced by 2030.	13. All major suppliers on-boarded and audited against our responsible sourcing standards and who align with our values and goals by end 2025.	On Track
		5. Transparency Trace all (key steel, brass, plastic, packaging) materials to source by 2030.	14. Implement process to enable us to trace all key materials from major suppliers (Steel, (5) brass (3) , aluminium, plastics) back to source by end 2030.	On Track

APPENDIX

4 Focus Areas	10 Commitments	24 Targets	40 Actions	2023 progress
2. Our solutions Smart, sustainable and healthy solutions for comfort, delivered	4. Climate smart choices We will help our customers to save energy and make sustainable choices and be recognised as the number one choice for energy efficient solutions	6. Number one choice Improve sustainability Net Promoter Score by 20% by 2025	15. Carry out customer survey annually	On Track
		7. Product Environmental Profiles By 2025 all new products to have published Product Environmental Profiles.	16. Develop first EPD on Thermopanel v4 in 2022.	On Track
		8. Climate smart systems Increase year on year sales of our smart, sustainable products / solutions.	17 Increase the % of product/ solutions seen as 'aligned' using EU taxonomy criteria	On Track
	5. Circularity and end of life All products have circular design principles applied and invest into new solutions where circularity is not immediately possible.	9. Product end of life All new products will have circular design principles applied by 2025	18. Apply circular design principles to all new products to facilitate disassembly and recyclability of pure material streams in local relevant recycling centers	On Track
		10. Circularity training All white collar employees (750) owareness trained in circularity principles by end 2023	19 Training programme developed for key Purmo Group employees end 2022 Training in 2023 Key customers identified and trained	On Track
		11. Partnerships Invest 100,000 euros over next five years in thought leadership and academic partnership including solutions to give plastic pipes a second life	20. Identify three thought leadership or academic partnerships across the whole Group by end 2022 to explore more sustainable and innovative systems and solutions	On Track
		12. Donation service By 2025 implement service to enable wholesale customer to return dmaaged radiators for rework	21 Pilot radiator rework scheme by end 2023	On Track

2024062608035

APPENDIX

4 Focus Areas	10 Commitments	24 Targets	40 Actions	2023 progress
3. Our People Future fit workforce	6. Diversity, equality and inclusion Create a diverse and inclusive culture within Purmo Group.	13. Diverse company Increase the proportion of women groups in senior management positions (L2+).	22. Report annually on gender distribution across company Board, Management and employee levels.	On Track
		14. Pay equality Bridge and eliminate pay gaps and ensure pay equity by 2030.	23. Identify and monitor where pay gaps exist and develop plans to address.	On Track
		15. Partnering By end 2024 partner with relevant organisation(s) with a mission to support STEM education in young people/women/under-represented groups.	24. Identify potential organisations by end 2023 with agreements and approach agreed.	On Track
		16. Inclusive culture Implement a zero-discrimination culture by 2023.	25. Review our global policies, practices and benefits to ensure they eliminate any bias and discrimination by 2023.	On Track
			26. Every manager with direct reports (300) trained on discrimination and bias misconduct by 2024.	On Track
			27. All office based employees complete mandatory customer excellence training.	On Track
	7. Engagement at work Ensure our employees are satisfied at work.	17. Employee engagement and wellbeing Develop and provide YoY improvement in eNPS and engagement metrics through to 2025 using 2020 as a baseline.	28. Carry out regular engagement survey, analyse results and action plan accordingly.	On Track
			29. Create wellbeing groups for all countries we have manufacturing plants (11) by end 2024.	On Track
			30. Create channels for employees to contribute ideas (on sustainability, customers, products).	On Track
			31. Employee discount schemes in place.	On Track
	8. Employee training, upskilling and career opportunities Inspire a future-fit workforce to tackle the skills gap and build pipeline of future workers	18. Future skills for commercial roles 100% of commercial sales team (300) trained in sustainable and energy efficient solutions by 2025.	32. Define relevant upskilling and reskilling programmes on what the future of work looks like for key HVAC commercial roles by end 2023. Implement training by end 2025.	On Track
		19. Future skills for all employees 100% of our workforce to participate in relevant upskilling and reskilling programmes by 2030.	33. Define relevant upskilling and reskilling programmes so employees have future-fit skills for roles inside Purmo Group or beyond, with a focus on digital (WHAT) and HVAC on what the future of work looks like by end 2022.	On Track
		20. Future talent pipeline Offer 50 apprenticeships and internships across the Group by 2023.	34. Establish internship and apprenticeship processes by end 2023 for all markets internships across the Group with opportunities for permanent hires.	On Track

APPENDIX

4 Focus Areas	10 Commitments	24 Targets	40 Actions	2023 progress
	9. Health and Safety Ensuring Purmo Group is a safe place to work	21. Zero harm Target zero accidents across our business	35 Demonstrate a constant yearly reduction in our Lost Time Injury Frequency Rate from a baseline of 6.1 in 2020 for blue collar and 4.0 for PG overall	On Track
			36 Ensure 100% of safety observations submitted made year on year are acknowledged and improvements implemented.	On Track
			37 Ensure 100% of lost time incidents are investigated and available in AIRSWEB our H&S reporting tool	On Track
		22. Anti-corruption training 100% of eligible employees completing anti-corruption & bribery training.	38. 100% of eligible employees complete online training session on mandatory compliance training annually.	On Track
4. Our Communities Resilient Communities	10. Community engagement and education Support the most vulnerable people to have access to adequate shelter and indoor climate	23. Enable climate resilience for all Devote 25,000 (8 hr per employee per year) hours of employees time to support our local communities in providing heating and cooling solutions	39. Programmes in place at 100% of Purmo Group locations by 2025 supporting local communities	On Track
		24. Stakeholder collaboration By 2025 develop plans in all markets to collaborate with local governments and relevant organisations.	40 Develop strategic approach on how Purmo Group interacts with local government / local associations on key ESG related issues	Project to begin in 2024