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Årsredovisning

för

Crendo Fastighetsförvaltning AB

556642-4809

Räkenskapsåret

2022

Fastställelseintyg

Undertecknad styrelseledamot i Crendo Fastighetsförvaltning AB intygar att resultaträkningen och balansräkningen i årsredovisningen har fastställts på årsstämma 2023-06-09. Årsstämman beslutade att godkänna styrelsens förslag till resultatdisposition.

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

Stockholm 2023-06-09

Andreas Aspegren Westin

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Räkenskapsåret

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Styrelsen för Crendo Fastighetsförvaltning AB avger följande årsredovisning för räkenskapsåret 2022.

Årsredovisningen är upprättad i svenska kronor, SEK. Om inte annat särskilt anges, redovisas alla belopp i tusentals kronor (Tkr). Uppgifter inom parentes avser föregående år.

Förvaltningsberättelse

Information om verksamheten

Crendo Fastighetsförvaltning AB bedriver fastighetsförvaltning samt därmed förenlig verksamhet i Halland, Skåne och Östergötland. Vi arbetar lokalt med fokus på flexibilitet och erbjuder omfattande tjänster inom teknisk och ekonomisk fastighetsförvaltning, fastighetsskötsel, driftteknik, vitvaruarbeten, fuktutredning, mark- och trädgårdsskötsel, snöröjning och halkbekämpning.

Företaget har sitt säte i Solna.

Väsentliga händelser under räkenskapsåret

Resultatet för det gångna året visar en fortsatt förbättring jämfört med föregående år.

Pågående kriget i Ukraina:
Crendo Fastighetsförvaltning AB har påverkats i begränsad utsträckning av kriget. Den primära effekten kommer ifrån ökade kostnader utifrån höjda energi- och drivmedelspriser samt den generella inflationsökningen som vi aktivt jobbat med att föra vidare till våra kunder. Som ett dotterbolag i PHM Group, där vi bland annat har tillgång till konkurrenskraftiga leverantörsavtal, har vi goda förut-sättningar för fortsatt ökad lönsamhet. Det osäkra ekonomiska läget med ökade boendekostnader och fortsatt stigande inflation kan skjuta upp kunders behov av större projekt, något som kan påverka Crendo under kommande år.

Effekt av COVID-19:
Crendo har påverkats i begränsad utsträckning av pandemin. Primärt har vi upplevt ökade sjukskriv-ningar medan efterfrågan på bolagets tjänster varit fortsatt god. Vi ser kontinuerligt över utvecklingen av pandemin och arbetar aktivt med åtgärder för att begränsa spridningen.

Under senare delen av året har verksamheten i Kronoberg avvecklats.

Miljö och kvalitet

Under 2022 har arbetet fortsatt med ett system för certifiering inom miljö- och kvalitetsledning. Certifieringen beräknas vara genomförd under första halvåret 2023. Vi har under året tillsatt en resurs som KMA-ansvarig.

Detta kommer att innebära en kvalitetshöjning inom arbetet gällande miljöpåverkan, avvikelsehantering och myndighetskrav. Fordonsparken förnyas successivt med övergång till miljöanpassade fordon.

Ett digitalt orderhanteringssystem finns nu implementerat i hela verksamheten, vilket har lett till en högre effektivitet och säkerhet gällande orderflöde och fakturering. Under 2023 kommer vi att uppnå en full integration mellan order- och affärssystem.

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Förväntad framtida utveckling samt väsentliga risker och osäkerhetsfaktorer

Bolaget ser tillväxtmöjligheter i alla affärsområden och inom samtliga befintliga regioner.
Vår bedömning är att efterfrågan på kvalificerad fastighetsservice kommer att öka för såväl offentligt ägda verksamheter som för privata fastighetsägare.

Likviditetsrisk

Likviditetsrisk avser risken för likviditetsbrist till följd av att ett upplåningsbehov inte kan tillgodoses. Bolagets mål är att uppvisa en god likviditet och kassaflöde. Risken att bolaget skulle ha svårigheter gällande ett eventuellt upplåningsbehov bedöms som liten.

Marknadsrisk

Marknadsrisk som till exempel konkurrens eller ändrad prisbild på marknaden påverkar bolaget i stora drag och bedöms som företagets största risk. Bolagets mål är att genom nöjda kunder skapa en relation som är stark när konkurrensen ökar eller prisbilden på marknaden eventuellt går ned.

Ränterisk

Ränterisken är en relativt liten risk för bolaget på grund av obefintliga utestående banklån.

Valutarisk

Någon betydande valutarisk existerar inte i dagsläget för bolaget då nästan samtliga transaktioner sker i svensk valuta.

Kreditrisk

Kreditrisk innebär bland annat risken för att en kund inte fullgör sin betalning. Bolagets mål är att minimera dessa kreditrisker. Kreditupplysningar tas på presumtiva kunder. Dessutom har bolaget en snabb och effektiv kravhantering.

Ägarförhållanden

Bolaget ägs till 100 % av PHM Sweden AB, 559206-7952, Företaget upprättar i enlighet med ÅRL 7 kap 2§ inte någon koncernredovisning. Koncernredovisning upprättas av moderbolaget PHM Group OY i Finland.

Rättelse av fel

Siffrorna för jämförelseåret i årets årsredovisning har omklassificerats mot senast fastställda årsredovisningen för att få ökad jämförbarhet med räkenskapsårets siffror.
Detta för att bolaget i år klassificerar pågående arbete som Upparbetad med ej fakturerad intäkt (tidigare Kundfordringar).
Hanteringen påverkar varken årets resultat eller balansräkningen i något av räkenskapsåren.

Flerårsöversikt (Tkr)	**2022**	**2021**	**2019/20**	**2018/19**	**2017/18**
Nettoomsättning	128 277	123 992	173 110	157 573	160 703
Rörelseresultat	4 723	3 366	-40	-186	3 556
Soliditet (%)	35	22	16	14	17
Balansomslutning	33 162	36 750	35 855	48 254	48 521

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Förslag till vinstdisposition

Styrelsen föreslår att till förfogande stående vinstmedel (kronor):

balanserad vinst	8 021 094
årets vinst	3 529 672
	11 550 766

disponeras så att	
i ny räkning överföres	11 550 766

Företagets resultat och ställning i övrigt framgår av efterföljande resultat- och balansräkning samt kassaflödesanalys med noter.

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Resultaträkning

Tkr

	Not	2022-01-01 -2022-12-31	2021-01-01 -2021-12-31
Nettoomsättning	2	128 277	123 992
Övriga rörelseintäkter		3 862	2 640
		132 139	**126 632**
Rörelsens kostnader			
Kostnader för material och underentreprenörer		-52 513	-50 009
Övriga externa kostnader	3, 4	-17 831	-14 222
Personalkostnader	5	-56 203	-58 036
Avskrivningar och nedskrivningar av materiella och immateriella anläggningstillgångar		-869	-1 000
		-127 416	**-123 266**
Rörelseresultat	6	**4 723**	**3 366**
Resultat från finansiella poster			
Övriga ränteintäkter och liknande resultatposter		14	4
Räntekostnader och liknande resultatposter	7	-187	-121
		-173	**-117**
Resultat efter finansiella poster		**4 550**	**3 248**
Resultat före skatt		**4 550**	**3 248**
Skatt på årets resultat	8	-1 021	-835
Årets resultat		**3 530**	**2 414**

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Balansräkning

Tkr

	Not	2022-12-31	2021-12-31
TILLGÅNGAR			
Anläggningstillgångar			
Immateriella anläggningstillgångar			
Koncessioner, patent, licenser, varumärken samt liknande rättigheter	9	631	812
		631	**812**
Materiella anläggningstillgångar			
Maskiner och andra tekniska anläggningar	10	252	1 210
Inventarier, verktyg och installationer	11	306	419
		558	**1 629**
Finansiella anläggningstillgångar			
Andelar i koncernföretag	12, 13	2 304	2 304
Uppskjuten skattefordran	15	209	1 230
		2 513	**3 534**
Summa anläggningstillgångar		**3 702**	**5 975**
Omsättningstillgångar			
Varulager m m			
Råvaror och förnödenheter		2 360	2 493
		2 360	**2 493**
Kortfristiga fordringar			
Kundfordringar		15 784	16 759
Fordringar hos koncernföretag	14	5 674	5 679
Aktuella skattefordringar		1 006	986
Övriga fordringar		281	258
Upparbetad men ej fakturerad intäkt		2 610	3 346
Förutbetalda kostnader och upplupna intäkter	16	1 730	1 218
		27 084	**28 245**
Kassa och bank	17	15	36
Summa omsättningstillgångar		**29 459**	**30 775**
SUMMA TILLGÅNGAR		**33 162**	**36 750**

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Balansräkning

Tkr

	Not	2022-12-31	2021-12-31
EGET KAPITAL OCH SKULDER			
Eget kapital	18, 19		
Bundet eget kapital			
Aktiekapital		100	100
Reservfond		20	20
		120	**120**
Fritt eget kapital			
Balanserad vinst eller förlust		8 021	5 608
Årets resultat		3 530	2 414
		11 551	**8 021**
Summa eget kapital		**11 671**	**8 141**
Långfristiga skulder			
Övriga skulder		0	746
Summa långfristiga skulder		**0**	**746**
Kortfristiga skulder			
Leverantörsskulder		8 154	7 178
Övriga skulder		3 056	9 745
Upplupna kostnader och förutbetalda intäkter	20	10 281	10 939
Summa kortfristiga skulder		**21 491**	**27 862**
SUMMA EGET KAPITAL OCH SKULDER		**33 162**	**36 750**

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Rapport över förändringar i eget kapital

Tkr

	Aktie-kapital	Bundna reserver	Fritt eget kapital	Årets resultat	Summa eget kapital
Ingående eget kapital 2021-01-01	**100**	**20**	**6 675**	**-1 067**	**5 728**
Vinstdisposition			-1 067	1 067	0
Årets resultat				2 414	2 414
Utgående eget kapital 2021-12-31	**100**	**20**	**5 608**	**2 414**	**8 141**
Vinstdisposition			2 414	-2 414	0
Årets resultat				3 530	3 530
Utgående eget kapital 2022-12-31	**100**	**20**	**8 021**	**3 530**	**11 671**

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Kassaflödesanalys

Tkr

	Not	2022-01-01 -2022-12-31	2021-01-01 -2021-12-31
Den löpande verksamheten			
Resultat efter finansiella poster		4 550	3 248
Justeringar för poster som inte ingår i kassaflödet	21	-179	701
Betald skatt		-20	-936
Kassaflöde från den löpande verksamheten före förändring av rörelsekapital		**4 351**	**3 013**
Kassaflöde från förändring av rörelsekapitalet			
Förändring av varulager och pågående arbete		133	-1
Förändring av kundfordringar		975	-7 866
Förändring av kortfristiga fordringar		361	8 870
Förändring av leverantörsskulder		976	103
Förändring av kortfristiga skulder		-7 347	-2 726
Kassaflöde från den löpande verksamheten		**-551**	**1 393**
Investeringsverksamheten			
Investeringar i immateriella anläggningstillgångar		-213	0
Investeringar i materiella anläggningstillgångar		-116	-322
Försäljning av materiella anläggningstillgångar		1 760	314
Kassaflöde från investeringsverksamheten		**1 431**	**-8**
Finansieringsverksamheten			
Amortering av lån		-746	-76
Kassaflöde från finansieringsverksamheten		**-746**	**-76**
Årets kassaflöde		**134**	**1 309**
Likvida medel vid årets början			
Likvida medel vid årets början		5 549	4 240
Likvida medel vid årets slut	22	**5 683**	**5 549**

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Noter

Tkr

Not 1 Redovisnings- och värderingsprinciper

Allmänna upplysningar

Årsredovisningen är upprättad i enlighet med årsredovisningslagen och BFNAR 2012:1 Årsredovisning och koncernredovisning (K3).

Redovisningsprinciperna är oförändrade jämfört med föregående år.

Intäktsredovisning

Intäkter har tagits upp till verkligt värde av vad som erhållits eller kommer att erhållas och redovisas i den omfattning det är sannolikt att de ekonomiska fördelarna kommer att tillgodogöras bolaget och intäkterna kan beräknas på ett tillförlitligt sätt.

Ersättning i form av ränta, royalty eller utdelning redovisas som intäkt när det är sannolikt att företaget kommer att få de ekonomiska fördelar som är förknippade med transaktionen och när inkomsten kan beräknas på ett tillförlitligt sätt.

Ränta redovisas som intäkt enligt den så kallade effektivräntemetoden. Royalty periodiseras i enlighet med den aktuella överenskommelsens ekonomiska innebörd. Utdelning redovisas som intäkt när företagets rätt till betalning är säkerställd.

Segmentrapportering

Ett segment är en redovisningsmässigt identifierbar del av bolaget som antigen tillhandahåller varor och tjänter (rörelsegrenar), eller varor och tjänster inom en viss ekonomisk omgivning (geografiskt område), som är utsatta för risker och möjligheter som skiljer sig från andra segment. Bolagets primära segment utgörs av en rörelsegren, fatighetsförvaltning. Bolagets sekundära segment utgörs av det geografiska området Sverige.

Pågående tjänsteuppdrag

Inkomster från uppdrag på löpande räkning redovisas som intäkt i takt med att arbetet utförs och material levereras eller förbrukas innebärande att vinsten från uppdragen avräknas successivt.

Om det inte är sannolikt att betalning kommer att erhållas för belopp som redan har redovisats som intäkt redovisas det belopp som sannolikt inte kommer att erhållas som en kostnad.

I balansräkningen jämförs redovisade intäkter med de belopp som fakturerats beställaren under samma period. Om de fakturerade beloppen överstiger den redovisade intäkten utgör mellanskillnaden en skuld, vilken redovisas som fakturerad men ej upparbetad intäkt. Om intäkten överstiger de fakturerade beloppen utgör mellanskillnaden en fordran vilken redovisas som upparbetad men ej fakturerad intäkt.

Inkomster till fast pris redovisas som intäkt enligt färdigställandemetoden, det vill säga senast när arbetet väsentligen är fullgjort.

I balansräkningen redovisas för ej färdigställda uppdrag nettot av nedlagda kostnader minskat med fakturerade belopp som pågående arbete för annans räkning. Om ett uppdrag befaras gå med förlust redovisas en kostnad omgående i resultaträkningen.

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Immateriella tillgångar

Företaget redovisar internt upparbetade immateriella anläggningstillgångar enligt aktiveringsmodellen. Det innebär att samtliga utgifter som avser framtagandet av en internt upparbetad immateriell anläggningstillgång aktiveras och skrivs av under tillgångens beräknade nyttjandeperiod, under förutsättningarna att kriterierna i BFNAR 2012:1 är uppfyllda.

Anläggningstillgångar

Immateriella och materiella anläggningstillgångar redovisas till anskaffningsvärde minskat med ackumulerade avskrivningar enligt plan och eventuella nedskrivningar.
Avskrivning sker linjärt över den förväntade nyttjandeperioden med hänsyn till väsentligt restvärde.

Nedskrivningsprövning av immateriella och materiella anläggningstillgångar

Vid varje balansdag bedöms om det finns indikationer på nedskrivningsbehov av någon av de immateriella och materiella anläggningstillgångarna. Nedskrivning sker om värdenedgången bedöms vara bestående och prövas individuellt.

Följande avskrivningsprocent tillämpas:

Immateriella anläggningstillgångar

Balanserade utgifter för utvecklingsarbeten	20%
Koncessioner, patent, licenser, varumärken	20%
Goodwill	20%

Materiella anläggningstillgångar

Maskiner och andra tekniska anläggningar	12,5-20%
Inventarier, verktyg och installationer	20%

Finansiella instrument

Finansiella instrument värderas utifrån anskaffningsvärdet. Instrumentet redovisas i balansräkningen när bolaget blir part i instrumentets avtalsmässiga villkor. Finansiella tillgångar tas bort från balansräkningen när rätten att erhålla kassaflöden från instrumentet har löpt ut eller överförts och bolaget har överfört i stort sett alla risker och förmåner som är förknippade med äganderätten. Finansiella skulder tas bort från balansräkningen när förpliktelserna har reglerats eller på annat sätt upphört.

Andra långfristiga värdepappersinnehav

Placeringar i värdepapper som är anskaffade med avsikt att innehas långsiktigt har redovisats till sina anskaffningsvärden. Varje balansdag görs bedömning om eventuellt nedskrivningsbehov.

Derivatinstrument

Företagets utestående lån löper med rörlig ränta. Samtliga fordringar och skulder är i svenska kronor. Säkringsredovisning tillämpas för närvarande inte.

Kundfordringar/kortfristiga fordringar

Kundfordringar och kortfristiga fordringar redovisas som omsättningstillgångar till det belopp som förväntas bli inbetalt efter avdrag för individuellt bedömda osäkra fordringar.

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Låneskulder och leverantörsskulder
Låneskulder och leverantörsskulder redovisas initialt till anskaffningsvärde efter avdrag för transaktionskostnader. Skiljer sig det redovisade beloppet från det belopp som ska återbetalas vid förfallotidpunkten periodiseras mellanskillnaden som räntekostnad över lånets löptid med hjälp av instrumentets effektivränta. Härigenom överensstämmer vid förfallotidpunkten det redovisade beloppet och det belopp som ska återbetalas.

Kvittning av finansiell fordran och finansiell skuld
En finansiell tillgång och en finansiell skuld kvittas och redovisas med ett nettobelopp i balansräkningen endast då legal kvittningsrätt föreligger samt då en reglering med ett nettobelopp avses ske eller då en samtida avyttring av tillgången och reglering av skulden avses ske.

Nedskrivningsprövning av finansiella anläggningstillgångar
Vid varje balansdag bedöms om det finns indikationer på nedskrivningsbehov av någon av de finansiella anläggningstillgångarna. Nedskrivning sker om värdenedgången bedöms vara bestående och prövas individuellt.

Leasingavtal
Företaget redovisar samtliga leasingavtal där företaget är leasetagare som operationell leasing oavsett om avtalen är finansiella eller operationella. Leasingavtal redovisas som en kostnad linjärt över leasingperioden.

Varulager
Varulagret har värderats till det lägsta av dess anskaffningsvärde och dess nettoförsäljningsvärde på balansdagen. Med nettoförsäljningsvärde avses varornas beräknade försäljningspris minskat med försäljningskostnader. Den valda värderingsmetoden innebär att inkurans i varulagret har beaktats.

Inkomstskatter
Total skatt utgörs av aktuell skatt och uppskjuten skatt. Skatter redovisas i resultaträkningen, utom då underliggande transaktion redovisas direkt mot eget kapital varvid tillhörande skatteeffekter redovisas i eget kapital.

Aktuell skatt
Aktuell skatt avser inkomstskatt för innevarande räkenskapsår samt den del av tidigare räkenskapsårs inkomstskatt som ännu inte redovisats. Aktuell skatt beräknas utifrån den skattesats som gäller per balansdagen.

Uppskjuten skatt
Uppskjuten skatt är inkomstskatt som avser framtida räkenskapsår till följd av tidigare händelser. Redovisning sker enligt balansräkningsmetoden. Enligt denna metod redovisas uppskjutna skatteskulder och uppskjutna skattefordringar på temporära skillnader som uppstår mellan bokförda respektive skattemässiga värden för tillgångar och skulder samt för övriga skattemässiga avdrag eller underskott.

Uppskjutna skattefordringar nettoredovisas mot uppskjutna skatteskulder endast om de kan betalas med ett nettobelopp. Uppskjuten skatt beräknas utifrån gällande skattesats på balansdagen. Effekter av förändringar i gällande skattesatser resultatförs i den period förändringen lagstadgats. Uppskjuten skattefordran redovisas som finansiell anläggningstillgång och uppskjuten skatteskuld som avsättning.

Uppskjuten skattefordran avseende underskottsavdrag eller andra framtida skattemässiga avdrag redovisas i den omfattning det är sannolikt att avdragen kan avräknas mot framtida skattemässiga överskott.
På grund av sambandet mellan redovisning och beskattning särredovisas inte den uppskjutna skatteskulden som är hänförlig till obeskattade reserver.

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Ersättningar till anställda

Ersättningar till anställda avser alla former av ersättningar som företaget lämnar till de anställda. Kortfristiga ersättningar utgörs av bland annat löner, betald semester, betald frånvaro, bonus och ersättning efter avslutad anställning (pension). Kortfristiga ersättningar redovisas som kostnad och en skuld då det finns en legal eller informell förpliktelse att betala ut en ersättning till följd av en tidigare händelse och en tillförlitlig uppskattning av beloppet kan göras.

Koncernförhållanden

Företaget är moderföretag men med hänvisning till undantagsreglerna i årsredovisningslagen 7 kap 2§ upprättas ingen egen koncernredovisning. Det överordnade moderföretaget PHM OY, upprättar koncernredovisning.

Kassaflödesanalys

Kassaflödesanalysen upprättas enligt indirekt metod. Det redovisade kassaflödet omfattar endast transaktioner som medfört in- eller utbetalningar.

Som likvida medel klassificerar företaget, förutom kassamedel, disponibla tillgodohavanden hos banker och andra kreditinstitut samt kortfristiga likvida placeringar som är noterade på en marknadsplats och har en kortare löptid än tre månader från anskaffningstidpunkten. Förändringar i spärrade medel redovisas i investeringsverksamheten.

Nyckeltalsdefinitioner

Nettoomsättning
Rörelsens huvudintäkter, fakturerade kostnader, sidointäkter samt intäktskorrigeringar.

Rörelseresultat
Resultat efter avskrivningar men före finansiella intäkter och kostnader.

Soliditet (%)
Justerat eget kapital (eget kapital och obeskattade reserver med avdrag för uppskjuten skatt) i procent av balansomslutning.

Balansomslutning
Företagets samlade tillgångar.

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Uppskattningar och bedömningar

Upprättandet av bokslut och tillämpning av redovisningsprinciper, baseras ofta på ledningens bedömningar, uppskattningar och antaganden som anses vara rimliga vid den tidpunkt då bedömningen görs. Uppskattningar och bedömningar är baserade på historiska erfarenheter och ett antal andra faktorer, som under rådande omständigheter anses vara rimliga. Resultatet av dessa används för att bedöma de redovisade värdena på tillgångar och skulder, som inte annars framgår tydligt från andra källor. Det verkliga utfallet kan avvika från dessa uppskattningar och bedömningar. Uppskattningar och antaganden ses över regelbundet.

Enligt företagsledningen är väsentliga bedömningar avseende tillämpade redovisningsprinciper samt källor till osäkerhet i uppskattningar, främst relaterade till uppskjuten skatteskuld och fordran moderbolag.

Uppskjuten skattefordran
Bolagets bedömning av den skattefordran som finns i balansräkningen är att bolaget under de kommande åren kommer att generera skattemässiga överskott som medför att skattefordran kommer att kunna utnyttjas fullt ut.

Uppskjuten skatt har beräknats med användning av den skattesats som kommer att gälla i Sverige under den aktuella perioden (20,6). Beroende på när i tiden bolaget bedömer att återvinning respektive reglering av det redovisade värdet kommer att ske, kan de uppskjutna skatterna komma att justeras i efterföljande finansiella rapporter.

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Not 2 Nettoomsättningens fördelning

	2022	2021
Nettoomsättningen per segment		
Teknisk fastighetsförvaltning	127 099	122 631
Ekonomisk och administrativ förvaltning	1 178	1 361
	128 277	**123 992**

Not 3 Leasingavtal

Årets leasingkostnader avseende hyreskostnader uppgår till 2 887 tkr (2 682 tkr), kostnader för övriga operationenell leasingavtal uppgår till 2 770 tkr (3 018 tkr).

Framtida leasingavgifter, för icke uppsägningsbara leasingavtal, förfaller till betalning enligt följande:

	2022	2021
Hyreskostnader inom ett år	2 920	2 913
Hyreskostnader senare än ett år men inom fem år	4 214	4 145
Övriga operationella leasingavtal inom ett år	1 701	1 704
Övriga operationella leasingavtal senare än ett år men inom fem år	1 870	2 998
	10 705	**11 760**

Hyresavtalen löper fram till åren 2023-2026. Inga avtal innehåller krav på förlängning.

Not 4 Arvode till revisorer

Med revisionsuppdrag avses granskning av årsredovisningen och bokföringen samt styrelsens förvaltning, övriga arbetsuppgifter som det ankommer på bolagets revisor att utföra samt rådgivning eller annat biträde som föranleds av iakttagelser vid sådan granskning eller genomförandet av sådana övriga arbetsuppgifter.

	2022	2021
KPMG		
Revisionsuppdrag	135	137
Övriga tjänster	20	20
	155	**157**

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Not 5 Anställda och personalkostnader

	2022	2021
Medelantalet anställda		
Kvinnor	23	24
Män	75	81
	98	**105**
Löner och andra ersättningar		
Styrelse och verkställande direktör	0	0
Övriga anställda	40 037	40 742
	40 037	**40 742**
Sociala kostnader		
Pensionskostnader för styrelse och verkställande direktör	0	0
Pensionskostnader för övriga anställda	2 453	3 359
Övriga sociala avgifter enligt lag och avtal	13 127	12 770
	15 580	**16 129**
Totala löner, ersättningar, sociala kostnader och pensionskostnader	**55 617**	**56 871**

Löner och ersättningar avser endast personal i Sverige

Könsfördelning bland ledande befattningshavare		
Andel kvinnor i styrelsen	0 %	0 %
Andel män i styrelsen	100 %	100 %
Andel kvinnor bland övriga ledande befattningshavare	33 %	33 %
Andel män bland övriga ledande befattningshavare	67 %	67 %

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Not 6 Inköp och försäljning mellan koncernföretag

	2022	2021
Andel av årets totala inköp som skett från andra företag i koncernen	2,16 %	0,20 %
Andel av årets totala försäljningar som skett till andra företag i koncernen	0,25 %	0,20 %

Not 7 Räntekostnader och liknande resultatposter

	2022	2021
Räntekostnader till koncernföretag	0	0
Övriga räntekostnader	187	121
	187	**121**

Not 8 Aktuell och uppskjuten skatt

	2022	2021
Skatt på årets resultat		
Uppskjuten skatt på underskottsavdrag	1 021	835
Totalt redovisad skatt	**1 021**	**835**

Avstämning av effektiv skatt

	2022		2021	
	Procent	**Belopp**	**Procent**	**Belopp**
Redovisat resultat före skatt		4 550		3 248
Skatt enligt gällande skattesats	20,60	-937	20,60	-669
Ej avdragsgilla kostnader	1,87	-85	1,38	-45
Ej skattepliktiga intäkter	-0,02	1	-0,02	1
Förändring av skatt hänförlig till tidigare år	0,00	0	3,75	-122
Redovisad effektiv skatt	**22,45**	**-1 021**	**25,70**	**-835**

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Not 9 Koncessioner, patent, licenser, varumärken samt liknande rättigheter

	2022-12-31	2021-12-31
Ingående anskaffningsvärden	1 987	1 987
Inköp	213	0
Utgående ackumulerade anskaffningsvärden	**2 200**	**1 987**
Ingående avskrivningar	-1 175	-770
Årets avskrivningar	-394	-405
Utgående ackumulerade avskrivningar	**-1 569**	**-1 175**
Utgående redovisat värde	**631**	**812**

Not 10 Maskiner och andra tekniska anläggningar

	2022-12-31	2021-12-31
Ingående anskaffningsvärden	2 168	955
Inköp	0	278
Försäljningar/utrangeringar	-1 032	-75
Övertagna anskaffningar vid inkråmsöverlåtelse	0	1 010
Utgående ackumulerade anskaffningsvärden	**1 136**	**2 168**
Ingående avskrivningar	-956	-714
Övertagna avskrivningar från inkråmsövelåtelse	0	-97
Försäljningar/utrangeringar	319	62
Årets avskrivningar	-246	-208
Utgående ackumulerade avskrivningar	**-883**	**-957**
Utgående redovisat värde	**252**	**1 210**

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Not 11 Inventarier, verktyg och installationer

	2022-12-31	2021-12-31
Ingående anskaffningsvärden	2 851	2 879
Inköp	116	44
Försäljningar/utrangeringar	0	-118
Omklassificeringar	0	46
Utgående ackumulerade anskaffningsvärden	**2 967**	**2 851**
Ingående avskrivningar	-2 432	-2 130
Försäljningar/utrangeringar	0	118
Omklassificeringar	0	-31
Årets avskrivningar	-229	-388
Utgående ackumulerade avskrivningar	**-2 661**	**-2 432**
Utgående redovisat värde	**306**	**419**

Not 12 Andelar i koncernföretag

	2022-12-31	2021-12-31
Ingående anskaffningsvärden	2 304	2 304
Utgående ackumulerade anskaffningsvärden	**2 304**	**2 304**
Utgående redovisat värde	**2 304**	**2 304**

Not 13 Specifikation andelar i koncernföretag

Namn	Kapital-andel	Rösträtts-andel	Antal andelar	Bokfört värde
PHM Redovisning AB	100	100	1 000	2 304
				2 304

	Org.nr	Säte
PHM Redovisning AB	556345-5731	Solna

Not 14 Fordringar hos koncernföretag

	2022-12-31	2021-12-31
Ingående anskaffningsvärden	5 679	18
Tillkommande fordringar	154	5 661
Avgående fordringar	-159	-1
Utgående ackumulerade anskaffningsvärden	**5 674**	**5 679**
Utgående redovisat värde	**5 674**	**5 679**

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Not 15 Uppskjuten skatt på temporära skillnader

Uppskjuten skatt på temporära skillnader
2022-12-31

Temporära skillnader	**Uppskjuten skattefordran**	**Uppskjuten skatteskuld**	**Netto**
Skattemässiga underskottsavdrag	209	0	209
	209	**0**	**209**

2021-12-31

Temporära skillnader	**Uppskjuten skattefordran**	**Uppskjuten skatteskuld**	**Netto**
Skattemässiga underskottsavdrag	1 230	0	1 230
	1 230	**0**	**1 230**

Förändring av uppskjuten skatt

	Belopp vid årets ingång	**Redovisas i resultaträk.**	**Belopp vid årets utgång**
Skattemässiga underskottsavdrag	1 230	-1 021	209
	1 230	**-1 021**	**209**

Not 16 Förutbetalda kostnader och upplupna intäkter

	2022-12-31	**2021-12-31**
Förutbetalda hyreskostnader	761	429
Övriga poster	969	789
	1 730	**1 218**

Not 17 Checkräkningskredit

	2022-12-31	**2021-12-31**
Beviljat belopp inom PHM koncern cash pool Nordea	2 000	2 000
Utnyttjad kredit uppgår till	0	0

Not 18 Antal aktier och kvotvärde

Namn	**Antal aktier**	**Kvot-värde**
Aktier	1 000	100
	1 000	

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Not 19 Disposition av vinst eller förlust

	2022-12-31
Förslag till vinstdisposition	
Styrelsen föreslår att till förfogande stående vinstmedel:	
balanserad vinst	8 021
årets vinst	3 530
	11 551
disponeras så att	
i ny räkning överföres	11 551

Not 20 Upplupna kostnader och förutbetalda intäkter

	2022-12-31	2021-12-31
Upplupna löner och semesterlön	7 613	8 024
Upplupna sociala avgifter	2 378	2 505
Övriga poster	290	410
	10 281	**10 939**

Not 21 Justering för poster som inte ingår i kassaflödet

	2022-12-31	2021-12-31
Avskrivningar	869	1 000
Vinst vid försäljning av anläggningstillgångar	-1 054	-329
Förlust vid försäljning av anläggningstillgångar	6	30
	-179	**701**

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Not 22 Likvida medel

	2022-12-31	2021-12-31
Likvida medel		
Kassamedel	3	3
Banktillgodohavanden	12	33
Fordran PHM Oy, cashpool Nordea	5 668	5 513
	5 683	**5 549**

Not 23 Ställda säkerheter

	2022-12-31	2021-12-31
För skulder till kreditinstitut:		
Företagsinteckningar	15 000	15 000
	15 000	**15 000**

Solna

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42A69C5A18474E1...
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Type of Electronic ID: BankID Sweden
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Identification Method: Electronic ID
Type of Electronic ID: Finnish Bank eIDs (FTN)
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Country or Region of ID: FI
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Workflow Name: DocuSign ID Verification
Workflow Description: The signer will need to identify themselves with a valid government ID.
Identification Method: Electronic ID
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Revisionsberättelse

Till bolagsstämman i Crendo fastighetsförvaltning AB, org. nr 556642-4809

Rapport om årsredovisningen

Uttalanden

Vi har utfört en revision av årsredovisningen för Crendo fastighetsförvaltning AB för år 2022.

Enligt vår uppfattning har årsredovisningen upprättats i enlighet med årsredovisningslagen och ger en i alla väsentliga avseenden rättvisande bild av Crendo fastighetsförvaltning ABs finansiella ställning per den 31 december 2022 och av dess finansiella resultat och kassaflödeför 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 Crendo fastighetsförvaltning 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.

Rapport om andra krav enligt lagar och andra författningar

Uttalande

Utöver vår revision av årsredovisningen har vi även utfört en revision av styrelsens förvaltning för Crendo fastighetsförvaltning AB för år 2022

.

Vi tillstyrker att bolagsstämman 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 Crendo fastighetsförvaltning 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 Uttalande.

Styrelsens 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 om förslaget är förenligt med aktiebolagslagen.

Västerås den 2023-05-16

KPMG AB

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PHM Group TopCo Oy

Business ID 3123809-7

Annual Report
1.1.-31.12.2022

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PHM Group TopCo Oy: Annual report
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Board of Directors' Report

PHM Group in brief

PHM Group is a provider of local property services whose mission is to care about people by taking care of their surroundings. Our unique operating model is based on having the best boots on the ground close to our customers in the Nordic countries and Germany, supported by the local organisation and partner network. PHM Group is made up of strong local companies that take care of their customers' properties and outdoor areas with a proactive approach. Our shared values – entrepreneurial, fair and responsible – are put into action in the way we operate. We offer flexible services that are tailored to our customers' needs. The quality of our services is guaranteed by our highly competent personnel, supported by local management and decades of experience in property services.

We operate in Finland, Sweden, Norway, Denmark and Germany, and our business is growing quickly. At the end of year 2022, the Group currently employed nearly 6,800 professionals. Our like-for-like revenue exceeded EUR 550 million.

PHM Group is majority-owned by funds managed by Norvestor. The other significant owners include an Intera Partners fund as well as the Group's senior management and key employees.

Operating environment

PHM Group provides property services to its customers locally. The crisis in Ukraine has had limited direct impacts on the Group's operations, and the financial impacts have been relatively minor. The primary effects of the crisis are reflected in the continued rise of fuel and energy prices and general cost inflation, which the Group has to a large extent been able to pass on to its selling prices. Heavy snowfall in certain regions in the early months of the year, and in December, tied up the Group's resources. This, combined with the exceptionally high sickness-related absence rate caused by the COVID-19 pandemic, affected the Group's ability to focus on higher-margin additional sales opportunities and increased the Group's operating expenses. These factors also reduced the effect of the price increases carried out by the Group.

Thus far, the war in Ukraine has not had a substantial impact on the demand for the Group's services. Contract-based revenue has remained stable. The demand for additional services during the year under review was also largely on a par with the preceding years, although the demand for certain technical and non-essential services declined slightly during the year. The Group has taken active measures to adhere to the sanctions imposed against Russia and to ensure that all of the Group's employees are treated equally, regardless of their nationality and background. Although the war in Ukraine has not had a direct impact on PHM's operations, the indirect impacts of the war – such as accelerating inflation and general economic uncertainty – affect PHM's business operations, as they do all companies. The Group's good pricing power enables it to pass the increased costs on to prices fairly effectively, but high inflation may temporarily affect the Group's margins to some extent. In addition, the general rise in living costs as well as the costs of financing may cause customers to delay certain non-essential maintenance and improvement activities, which could affect the Group's business in the short term.

PHM Group's view is that interest in improving energy efficiency is growing, and increasing investments are made at properties to provide energy-efficient solutions to residents, which will create new opportunities for the Group in the long term. The postponement of additional work and technical services due to the COVID-19 pandemic is also expected to strengthen demand for these services in the short and medium term, depending on the general development of the economy. Long-term market trends, such as urbanisation, the

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ageing of the building stock and interest in the modernisation of homes and residential buildings are further factors that support the growth of the market in the long run.

Strategy

PHM Group's vision is to be the market leader across all of its markets, town by town. To achieve this objective, the Group executes a strategy that is based on achieving growth both organically and through acquisitions, and providing industry-leading services delivered by local units. The cornerstones of the strategy are organic growth, mergers and acquisitions, employee experience, operational efficiency, responsibility and good governance. The execution of the Group strategy is driven by development projects that are based on these strategic cornerstones.

We pursue organic growth by increasing the number of contract customers and by enhancing additional sales. The latter is driven by offering an increasingly wide range of additional services and increasing the share of wallet of our contract customers, which we believe benefits both the customer and PHM. Combining the Group's sales resources and the expertise of the local units enables us to deliver the best possible service experience to housing companies, residents and commercial properties alike. Growth is also supported by cross-selling opportunities between the Group companies.

PHM Group is the leading driver of consolidation in the fragmented property services market. The low level of consolidation in the market gives PHM the opportunity to be selective in its acquisitions, and also supports the healthy pricing of acquisitions. The focus of acquisitions is on the growth of the Group's operations in Norway, Denmark and Germany, and expanding the Group's service range and presence in selected regions of Finland and Sweden. The Group has extensive experience of acquisitions, and it uses external consultants in addition to its in-house resources in the preparation of acquisitions. The Group's local operating model enables the quick and low-risk integration of acquired units and the rapid realisation of synergies.

As our industry is highly labour-intensive, our personnel play a key role in the execution of our strategy. We want to be the best employer in our industry and thereby strengthen our position and enable our growth. We provide a safe and equal work environment and support diversity and inclusion among our personnel. As a Group, we can provide our employees with not only diverse development opportunities but also a local and close-knit workplace community and operating culture.

At PHM Group, we continuously develop our operations with the aim of improving efficiency. This enables the Group to ensure profitable growth, the reliable delivery of services to customers, and strong cash flow for investors. We improve the efficiency of our operations by sharing best practices between the Group's units, by optimising our personnel and fleet resources, and by developing the efficiency of our units in accordance with the Group's common practices and operating models, for example. The operations of the local units are also supported by the Group's centralised support functions, as well as advanced digital solutions that support the local business operations.

Corporate responsibility is at the core of our business. PHM Group offers a wide range of property services that enable safe and smooth daily life for our customers and employees. Our rigorous corporate governance rules and ethical principles protect both our customers and our employees. We also require the same from our suppliers and subcontractors. As a large group of companies, we can make environmentally sustainable choices and decisions that reduce the environmental impacts of our operations.

Acquisitions and divestments

PHM Group was very successful in executing its acquisition strategy in 2022 by completing a total of 34 acquisitions in its various operating countries. We expanded our operations to the German market by

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acquiring Schultz Gruppe, a provider of cleaning and maintenance services, technical maintenance services and building management services to a wide range of commercial, industrial and residential properties in the Hamburg region in northern Germany. The acquisition is a strategically significant move for the Group, as it opens up a new market with considerable growth opportunities while supporting the execution of the Group's growth strategy and the diversification of geographical risk.

In Finland, PHM Group strengthened its market position and service offering in several cities and acquired a few local operators in the capital region. PHM also expanded its operations geographically in the Pirkanmaa region by acquiring Vammalan Talonmies ja Siivouspalvelu Oy.

In Sweden, PHM strengthened its position particularly in the Gothenburg region and in northern Sweden. The largest of the acquired companies was Parkkompaniet i Boden Ab, a fast-growing outdoor maintenance company operating in several cities in northern Sweden. In addition, PHM divested one small Swedish company whose business was not aligned with PHM's core business.

In Norway, PHM grew its business significantly in 2022. The largest acquisitions were the Oslo-based property services company Ren Service AS, which provides various cleaning and caretaker services, and PBT Gruppen, a full-service property maintenance company that operates in the Vestfold & Telemark region and the Greater Oslo region. The Group also made other acquisitions in Norway, specifically in Oslo and Trondheim, and expanded its operations to Fredrikstad by acquiring RenBolig Service og Omsorg AS and to the Halden region by acquiring Rokke Hageservice AS.

In Denmark, PHM significantly expanded its business operations by acquiring Altiren A/S and Alt i Polering ApS, as well as OK Rengøring AS and KRS Service ApS, which provide cleaning services in the Copenhagen region. PHM also grew its existing property maintenance business in Copenhagen and strengthened its building management services by acquiring the Copenhagen-based WA ApS. The Group also expanded its operations to Jylland by acquiring Grindsted Vinduesservice ApS.

The combined positive effect of the acquisitions made by the Group on its rolling 12-month like-for-like revenue was EUR 114.0 million, and the effect on its rolling like-for-like adjusted operating margin was EUR 17.3 million.

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Acquisitions and divestments, 1–12/2022

Target company	Country	Region	Month	Currency	Revenue *)	EBITDA *)
Acquisitions						
Hagen Hageservice AS	Norway	Oslo	January	NOKm	12.8	2.4
Princip Redovisning Ab	Sweden	Stockholm	January	SEKm	5.5	1.4
Sundby Rengørings Service Aps	Denmark	Copenhagen	February	DKKm	11.3	2.1
Daseko Aps	Denmark	Copenhagen	March	DKKm	11.4	1.0
Vaktmester-Gruppen AS	Norway	Oslo	March	NOKm	12.1	-0,2
Vammalan Talonmies ja Siivouspalvelu Oy	Finland	Vammala	March	EURm	0.9	0.1
Turun Sähköhuolto Oy	Finland	Turku	March	EURm	0.8	0.0
Parkkompaniet i Boden Ab	Sweden	Boden	April	SEKm	44.0	11.3
RenBolig Service og Omsorg As	Norway	Fredrikstad	April	NOKm	12.2	1.4
Sähköasennus Salminen Oy	Finland	Tampere	April	EURm	2.0	0.4
P. Kiinteistöpalvelut Oy	Finland	Uusimaa	April	EURm	1.1	0.2
Unce Oy	Finland	Helsinki	April	EURm	2.5	0.5
Lojonia Palvelut Oy	Finland	Lohja	April	EURm	0.8	0.1
Karkkilan Huolto Oy	Finland	Karkkila	April	EURm	1.1	0.0
Porvoon Talotiimi Oy	Finland	Porvoo	May	EURm	2.0	0.6
Siniservice Oy and Puhtaasti Mäkinen Oy	Finland	Seinäjoki	May	EURm	0.7	0.1
Altiren As and Altipolering ApS	Denmark	Copenhagen	June	DKKm	44.4	8.2
HuoneistoHait Oy	Finland	Helsinki	June	EURm	0.3	0.0
H.N. Service**	Denmark	Copenhagen	June	DKKm	5.8	2.3
International NordicLife Förvaltning AB	Sweden	Gothenburg	July	SEKm	34.3	-3,1
OK Rengoring AS and KRS Service ApS	Denmark	Copenhagen	July	DKKm	46.5	6.0
Grindsted Vinduesservice ApS	Denmark	Copenhagen	July	DKKm	10.9	1.7
Kilderent As	Norway	Trondheim	July	NOKm	5.4	0.6
WA ApS	Denmark	Copenhagen	August	DKKm	18.5	0.9
Ren Service AS	Norway	Oslo	September	NOKm	83.9	7.6
Karsikon Talohuolto Oy	Finland	Joensuu	September	EURm	2.8	0.1
Pukinmäen Kiinteistöhuolto and PK Kuivaus Oy	Finland	Helsinki	September	EURm	3.8	0.3
Totopro Oy	Finland	Lahti	October	EURm	1.4	0.3
3 Kløver AS	Norway	Trondheim	October	NOKm	30.9	0.5
Schultz Gruppe and Corporate Care GmbH***	Germany	Hamburg	October	EURm	32.8	3.5
EC Renhold AS	Norway	Oslo	October	NOKm	11.5	3.5
Svendsen Vaktmester & Vedlikeholdservice AS	Norway	Oslo	October	NOKm	11.0	0.2
Rokke Hageservice AS	Norway	Halden	November	NOKm	9.2	0.7
PBT Gruppen	Norway	Oslo	November	NOKm	83.1	2.0
Divestments						
Berga Lås & Larm Ab	Sweden	Stockholm	June	SEKm	6.9	0.5

*) The presented financial figures are based on the latest available audited financial statements
**) Asset acquisition
***) Unofficial consolidation of group entities

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Financial review

The Group's reported revenue in 2022 amounted to EUR 483.3 million (364.2). The business operations have grown considerably year-on-year as the Group made several significant acquisitions in 2021 and 2022, which explains the annual growth to a large extent.

The Group's adjusted EBITDA was EUR 78.0 million (62.7) in 2022. The increase in the adjusted operating profit is largely attributable to the aforementioned changes in the scope of operations.

The Group's result for the financial period amounted to EUR 13.9 million (-4.3). In the fourth quarter of 2022, the Group redefined the depreciation methods for machinery and equipment in its Finnish subsidiaries to better match useful life of the assets. In the comparison year, 2021, the Group recognised write-downs on the machinery of acquired companies to harmonise the depreciation periods, which increased the amount of depreciation in 2021. In addition to operating costs the result is impacted by amortization of customer and brand related intangible assets from acquisitions made and amortization of other long-term expenditure totalling EUR -13.6 million (-12.1) and financial expenses, which amounted to EUR -22.2 million (-22.1). In addition to interest expenses, the net financial expenses also included financing-related advisory costs and realised translation differences, among other items. During the period under review, PHM Group redefined the treatment of intra-Group financing arrangements in accordance with the IAS 21 accounting standard. Consequently, loans granted to foreign subsidiaries are recognised as net investments, and unrealised translation differences are reported as-is as part of the statement of comprehensive income, and they are no longer reported as part of financial expenses in the consolidated income statement. Unrealised translation differences amounted to EUR 5.7 million in 2022. The unrealised translation differences for 2021 are not restated as the amounts are deemed immaterial.

The Group's like-for-like revenue grew by 5% and amounted to EUR 550.1 million (523.9). Like-for-like revenue is calculated by adjusting for the revenue of acquired entities for the period when they were not part of the Group. At comparable exchange rates, like-for-like revenue grew by 6%. The growth of like-for-like revenue was accelerated by the Group's increased contract-based revenue as well as higher additional sales. The growth of contract-based revenue was driven by price increases as well as the positive development of the contract customer base in all of the Group's operating countries. The development of additional sales was influenced by the high snowfall during the winter in Finland, price increases, and the increased volumes of additional sales in Sweden, Denmark and Germany. Finland accounted for 53% of LFL revenue, Sweden for 24%, Norway for 10%, Denmark for 6% and Germany for 6%. Like-for-like revenue increased in all countries except Sweden, as the impact of exchange rate fluctuations of EUR -6.4 million was attributable almost exclusively to the weaking of the Swedish Crown. At comparable exchange rates the revenue increased also in Sweden.

The Group's like-for-like adjusted EBITDA was EUR 86.5 million (85.4). At fixed exchange rates, the adjusted EBITDA increased by 2% (EUR 1.9 million) and amounted to EUR 87.3 million. The positive factors behind the increase included revenue growth and price increases, although the actual margin was slightly weaker, mainly due to the sales mix. The lower margin was primarily due to resources being tied up in lower-margin snow clearing and cleaning operations in the first half of the year and in the fourth quarter instead of being used for additional services. The like-for-like adjusted EBITDA was also reduced by the high rate of sickness-related absences and the resulting increase in overtime and subcontracting in fixed contract-based services. The higher fuel and energy costs also affected the Group's result. They reduced the adjusted EBITDA margin by 0.6 percentage points year-on-year.

The Group's operating cash flow before acquisitions and financial items was strong at EUR 52.6 million (42.0). The operating cash flow was supported by the strong EBITDA, offset by investments in tangible and intangible assets. The development of working capital during the financial period had a somewhat negative

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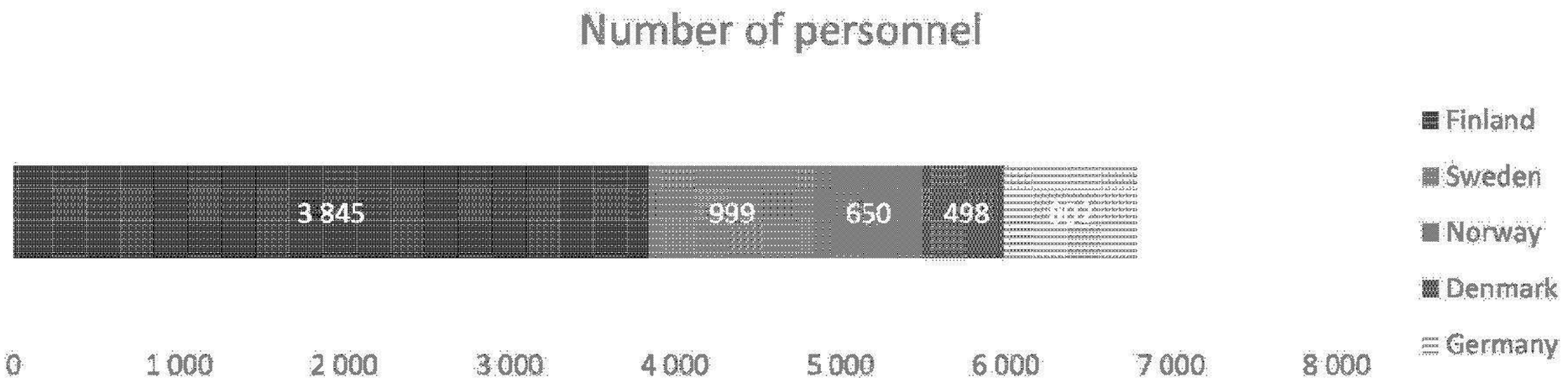
impact on operating cash flow, as trade receivables grew faster than trade payables. Investments in tangible and intangible assets totaled EUR 17.7 million (13.1). This amount mainly consisted of acquisitions of machinery and equipment. The high level of investments was attributable to deliveries being delayed from 2021, as well as growth investments made due to new contracts. At the end of the review period , interest-bearing net debt amounted to EUR 421.0 million and the leverage ratio was 4.81x. The Group's liquidity is strong, as cash and cash equivalents at the end of the review period amounted to EUR 31.6 million, and EUR 62 million of the Super Senior RCF was undrawn.

To ensure its ability to continue to execute its growth strategy, the Group considerably strengthened its financial position by substantially increasing the amount of financing available to the Group in 2022. In February 2022, PHM issued new notes in the amount of EUR 40 million under the existing EUR 450 million notes framework. The notes, including the notes of EUR 300 million originally issued in 2021, were listed on Nasdaq Helsinki in June 2022 in accordance with the terms of the notes framework. The Group also increased its Senior Secured Revolving Credit Facility by EUR 12.5 million to EUR 62.5 million in October 2022. The increase is agreed for 12 months and is in line with the terms set out in the current financing agreements. In addition, new euro-denominated senior secured floating rate notes in the nominal amount of EUR 70 million, under a new framework of EUR 200 million, were issued in December 2022. The new notes are traded on the Frankfurt Open Market, and PHM will submit an application in the second quarter of 2023 to have the notes listed for trading on Nasdaq Helsinki.

Personnel

During 2022, the PHM Group companies employed 6,794 people (LFL) on average across the five countries where the Group operates. Adjusted for the time the companies were part of the Group, the average number of personnel was 5,615. Like-for-like personnel expenses adjusted for non-recurring items totaled EUR 258.2 million (247.4) in 2022. Reported personnel expenses amounted to EUR 225.5 million (168.0).



Governance and corporate responsibility

PHM Group's Board of Directors in 2022:

- Karl Svozilik (Chair)
- Marika af Enehjelm
- Tuomas Sarkola
- Ståle Angel

- Svein Olav Stølen

PHM Group's Management Team in 2022:

- Ville Rantala, Group CEO
- Petri Pellonmaa, Group CFO
- Toni Mannila, Country Director, Finland
- Andreas Westin, Country Director, Sweden (from 6/2022)
- Jon Eldon, Country Director, Norway (from 6/2022)
- Eeva Tielinen, HR Director
- Juha Allonen, CIO
- Joni Paananen, Group Legal Counsel
- Hanna Haapakoski, Director, Corporate Responsibility and Communications (from 5/2022)

In 2022, PHM Group continued to execute its corporate responsibility strategy as planned. The Group organised training on the Code of Conduct and operating policies for senior management, middle management and other key employees in Finland. Next, PHM Group will carry out training on the Code of Conduct and operating policies, as well as harmonisation measures related to HSE (health, safety and environment) issues in Sweden and Norway in 2023. PHM Group continued to conduct internal occupational safety audits in Finland. In late 2022, PHM Group updated its safety strategy and targets, and developed its occupational safety reporting. PHM's Nordic Climate Working Group started its work in late 2022. The Working Group aims to promote the Group's goal of carbon neutrality by 2035 and develop new sustainable business models. In the fourth quarter, PHM Group also continued to develop its corporate responsibility reporting in preparation for reporting on the financial year 2022.

Shares and shareholders

The parent company PHM Group Topco Oy has four different classes of shares, class A shares (ordinary shares), class P1 preference shares (P1 shares), class P2 preference shares (P2 shares, together with the preferred shares of P1 preference shares) and series V shares (V shares).

Ordinary shares and V shares have one (1) vote each. Preference shares do not have voting rights. V-shares do not have any right to dividends or other distributions. The final number of A shares in 2022 was 45,263,856, P1 shares 20,402,406, P2 shares 144,950,633 and V shares 12,229,687. There were 206,502 unregistered A shares, 1,071,751 P1 shares and 1,840,108 P2 shares.

In the fiscal year 2022, the company has acquired own shares worth a total of 2,253 thousand euros. Of this, there were 296,788 A shares, 650,255 P1 shares and 400,000 P2 shares.

On April 30, 2021, the general meeting has authorized the board to decide on the issuance of shares and the issuance of special rights entitling to shares. Authorizes to replace and issue 12,095,208 shares. The board can issue different types of shares as follows: A: No 33,565,076 pcs P1: 11,482,000 pcs P2: No 93,483,056 pcs V: No 33,565,076 pcs.

The majority owners of PHM Group TopCo Oy are funds managed by Norvestor Equity AS. Other beneficial owners include funds managed by Intera Partners, as well as senior management and key personnel

Board of Directors' proposal concerning the distribution of profits

The Board of Directors proposes that the loss of EUR 990 thousand is recognised in the company's non-restricted shareholders' equity be covered with subsequent earnings and that no dividend be distributed.

Subordinated loan

The parent company had a subordinated loan of 15 286 thousand euros on the balance sheet date. The loan has no expiration date and does not require interest payments or any other financial obligations.

Loans, liabilities and contingent liabilities to related parties

Transactions with related parties are presented in Note 6.1.

Statement of non-financial information

Description of the business model

PHM Group produces local property services in Finland, Sweden, Norway, Denmark and Germany. The company's unique operating model is based on having boots on the ground close to our customers, supported by a strong organisation and partner network. PHM Group is made up of local companies that take care of their customers' properties and outdoor areas with a proactive approach.

PHM's reporting of non-financial information includes social responsibility and employee-related issues, respecting human rights, the prevention of corruption and bribery, environmental issues, and the diversity of the management. PHM's own corporate responsibility strategy is built on three cornerstones: good governance, a safe and diverse workplace, and the climate and the environment. The theme "good governance" includes the prevention of corruption and bribery, as well as the diversity of the management. The theme "a safe and diverse workplace" covers social responsibility, employee-related issues, and respecting human rights. The theme "climate and the environment" covers environmental issues.

Social responsibility and employee-related issues

PHM complies with labour law, collective agreements, occupational health and safety regulations, and other obligations. All PHM employees have a written contract of employment and the right to unionise. The company observes consistent HR practices, operating principles and policies. We use professional payroll calculation to ensure consistent wage payment practices. Our operations are guided by PHMs' Code of Conduct and the operating policies that specify how we observe ethical business practices in employee-related matters.

PHM Group companies had, on average, a total of 6,794 employees (LFL) in the five operating countries in 2022. Adjusted for the periods of time the various companies were part of the Group, the average number of personnel was 5,615.

We measure employee satisfaction annually. According to the personnel survey we conducted in Finland, Sweden and Norway in late 2022, the company's strengths include having an appropriate balance between

employees' skills and the demands of their work, enthusiasm for work, and supervisory work, for example. The development areas identified in the survey included the collaborative development of new operating practices, receiving feedback from supervisors, and recovery from work. Supervisors review the results of the survey together with their teams. Units and teams use the results to prepare their respective development plans and actions, which will be monitored during the new year. We also make use of the results in planning Group-level development measures and the themes of supervisor training, as well as in our actions related to the management of work ability.

PHM focused heavily on the development of occupational safety in 2022. Our target is to reduce the number of occupational accidents by 50% each year, compared to the previous year. In 2022, we updated the health, safety and environmental requirements for our units and further specified our descriptions of responsibilities. We also conducted an internal safety audit at 55 of our units in Finland, covering almost all of our units. Based on the audits, we recorded a total of 625 safety deficiencies, development areas and other observations. We began taking corrective actions in response to the observations in 2022, and this will continue in 2023. In 2022, we also made preparations for the deployment of a new safety reporting tool. It enables the reporting and centralised processing of safety observations, near misses, threatening and violent incidents, and occupational accidents. PHM's lost time injury frequency (LTIF) in Finland was 26.0 in 2022. No comparable figures are available for the other operating countries, as the harmonisation of safety management between the countries of operation has not been completed yet.

We recognise that the availability of skilled professionals is a key risk related to our operations. We carried out a survey on labour shortages in our Finnish units in 2022. Approximately 44% of the respondents indicated they have experienced a lot of challenges related to labour availability, and 38% said they have experienced such challenges to some degree. The challenge is common throughout the industry. The company will use the results of the survey to support the personnel with competence development and prevent excessive workloads. A further goal is to provide even better support to the company's units with regard to both recruitment and orientation training.

To enable growth, PHM has a continuous need to recruit competent professionals, which is why we aim to be a motivating and diverse workplace for professionals regardless of their background. In 2022, we drafted a non-discrimination, diversity and inclusion policy for the company and launched related training for the company's key employees in Finland.

Respecting human rights

We respect human rights and workers' rights. This is stated in PHM's Code of Conduct and included as a topic in related training activities. Our aim is for all PHM employees to have completed training on the Code of Conduct.

We treat each other and job applicants with respect and equality and without discrimination. We do not condone any form of bullying, harassment or inappropriate conduct. We do not discriminate against anyone based on age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relations, health, disability, sexual orientation or other personal reasons.

PHM Group operates in Finland, Sweden, Norway, Denmark and Germany. The company also has supply chains that extend to various countries, including countries that have been identified as risk countries from a human rights perspective. PHM has determined that human rights issues in the supply chain are the most relevant to the company's business operations. With this in mind, the company seeks to promote responsibility throughout the supply chain and the realisation of human rights. For example, the use of

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temporary labour through subcontractors may involve risks related to working conditions, occupational safety and appropriate HR practices.

The company commenced a development effort related to supply chain sustainability in late 2022. We will deploy a new supplier portal in 2023, which will enable us to more effectively manage the fulfilment of sustainability requirements and other contractual obligations, for example.

Potential risks related to the supply chain and human rights violations are addressed as part of the Group's risk management process. PHM Group was not informed of any human rights violations in its own operations or its supply chains in 2022.

Anti-corruption and bribery

We do not condone bribery of any form in our business operations. All PHM Group employees are required to act with integrity and transparency. At the turn of the year 2021–2022, we updated the Group's Code of Conduct and key policies, such as the policy concerning the prevention of corruption and bribery.

PHM's assessment is that the risk of corruption and bribery in the company's operating countries is present, but the company does not see this risk as being significant. Nonetheless, the company focuses on guidelines for the prevention of corruption and bribery, as well as the continuous training of the personnel, and key employees in particular. Nearly all of PHM's key employees, meaning approximately 80 representatives of senior management, middle management and the management of our support functions, completed anti-corruption and anti-bribery training in Finland in 2022. The training will be expanded to Sweden and Norway in 2023. Our aim is for all PHM employees to have completed training on the Code of Conduct, and for all of PHM's key employees (senior management, middle management, the persons in charge of the support functions) have completed training on the prevention of corruption and bribery.

PHM Group was not informed of any incidents of corruption or bribery in its own operations or its supply chains in 2022.

Environmental issues

We have identified the environmental impact of our business and are steering our operations towards a less environmentally damaging direction. PHM's day-to-day business operations involve a large number of kilometres driven using various vehicles, the use of machines and equipment, waste processing, the use of various chemicals, as well as landscaping and earthworks. Observing environmental safety is part of the safety requirements we have established for our units. Compliance with the requirements is monitored in various ways, including internal audits. The aim of these measures is to ensure compliance with environmental regulations and the orders issued by the authorities.

We have determined that reducing the greenhouse gas emissions arising from fuel consumption is PHM's most significant environmental challenge. With that in mind, we made a commitment in 2022 to achieve climate neutrality by 2035. To support the achievement of this goal, we established a Nordic Climate Working Group. The first concrete steps will be taken in 2023, and they will include updating our fleet-related policies, for example.

PHM has identified physical risks and transition risks related to climate change. The physical risks are mainly related to projections of decreasing snowfall, increasing rainfall and increased extreme weather phenomena, which is why we aim to assess the long-term development of our service offering. The transition risks are primarily related to the development of fuel and energy prices in the medium and long term, which is why we are continuously investigating alternatives to the use of fossil fuels in particular.

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PHM Group's total emissions (Scope 1 and 2) in 2022 amounted to 26,100 tCO_2e (19,000 tCO_2e in 2021). The Group's emission intensity, or total emissions relative to reported revenue, was 54 (52).

Diversity of the management

Two of the nine members of PHM Group's Management Team are female. Of the members of the Management Team, seven are aged 30–50 and two are over 50 years of age. Various professional and academic backgrounds are represented in the Management Team.

One of the five members of PHM Group's Board of Directors is female. Of the members of the Board of Directors, three are aged 30–50 and two are over 50 years of age. Various professional and academic backgrounds are represented in the Board of Directors.

Loans, liabilities and contingent liabilities to related parties

Transactions with related parties are presented in Note 6.1.

Events after the review period

The Group has continued its strategy of growing through acquisitions even after the year end and continues to have a strong pipeline of active dialogues. None of the closed transactions are such that it would have a material impact on the Group's business or financial position.

The Board of Directors has also evaluated the impacts on PHM's business from the war in Ukraine and assessed that it will not have any significant impacts on the Group's operations, financial position or operating environment. The Group's Board of Directors and management closely monitor the development of the situation and are prepared to react to changing circumstances as needed.

Key figures

EUR million, unless otherwise specified	2022	2021
Reported		
Revenue	483.3	364.2
EBITDA	71.8	56.9
Adjusted EBITDA	78.0	62.7
Adjusted EBITDA margin, %	16.1%	17.2%
Adjusted EBITA	56.8	36.5
Adjusted EBITA margin, %	11.8%	10.0%
Profit for the period	13.9	-4.3
Like-for-like (LFL)		
LFL revenue	550.1	523.9
LFL EBITDA	80.8	79.6
LFL adjusted EBITDA	86.5	85.4
LFL adjusted EBITDA margin, %	15.7%	16.3%
LFL adjusted EBITA	62.4	52.3
LFL adjusted EBITA margin, %	11.4%	10.0%

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Financial position		
Equity ratio, %	21.5%	24.0%
Net interest-bearing debt (NIBD)	421.0	346.3
Leverage, x	4.81	4.84
Operating cash flow before acquisitions and divestments	52.6	42.0
Cash conversion, %	73.3%	73.7%
Other		
Average number of employees, LFL	6,794	-
Average number of employees, reported	5,615	4,138

Alternative performance measures (APM)

The company applies the ESMA (European Securities and Markets Authority) guidelines concerning the presentation of alternative performance measures.

The company uses and presents the following alternative performance measures to better illustrate the operational development of its business: operating profit before the amortisation of intangible assets (EBITA), EBITDA, adjusted EBITA, adjusted EBITDA, and like-for-like figures.

The items included in the aforementioned APMs consist of the following:

Adjusted EBITA and EBITDA	2022	2021
EBIT	36.9	18.7
Amortisation	13.6	12.1
EBITA	50.5	30.7
M&A related consultancy costs	2.8	3.5
Business-related non-recurring items	2.5	1.7
Other non-recurring items	0.9	0.6
Adjusted EBITA	56.8	36.5
LFL impact of acquisitions made	5.7	15.8
LFL adjusted EBITA	62.4	52.3

EBIT	36.9	18.6
Depreciation	21.3	26.7
Amortisation	13.6	12.1
EBITDA	71.8	56.9
M&A related consultancy costs	2.8	3.5
Business-related non-recurring items	2.5	1.7
Other non-recurring items	0.9	0.6
Adjusted EBITDA	78.0	62.7
LFL impact of acquisitions made	8.5	22.7
LFL adjusted EBITDA	86.5	85.4

Calculation formulas for the key figures

$$\text{EBITDA} = \text{Operating profit + depreciation and amortisation}$$

$$\text{EBITDA margin, \%} = \frac{\text{Operating profit + depreciation and amortisation}}{\text{Revenue}} \times 100$$

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EBITA	=	Operating profit + amortisation	
EBITA margin, %	=	Operating profit + amortisation / Revenue	x 100
Adjusted EBITDA	=	EBITDA + non-recurring items	
Adjusted EBITDA margin, %	=	Adjusted EBITDA / Revenue	x 100
Adjusted EBITA		EBITA + non-recurring items	
Adjusted EBITA margin, %	=	Adjusted EBITA / Revenue	x 100
LFL revenue		Revenue + like-for-like adjustment	
LFL EBITDA		EBITDA + like-for-like adjustment	
LFL adjusted EBITDA		Adjusted EBITDA + like-for-like adjustment	
LFL adjusted EBITDA margin, %	=	LFL adjusted EBITDA / Revenue	x 100
LFL adjusted EBITA		Adjusted EBITA + like-for-like adjustment	
LFL adjusted EBITA margin, %	=	LFL adjusted EBITA / Revenue	x 100
LFL synergy-adjusted EBITDA		LFL adjusted EBITDA + unrealised synergies	
Equity ratio, %	=	Shareholders' equity / Balance sheet total - advances received	x 100
Net interest-bearing debt		Interest-bearing liabilities - cash and cash equivalents	
Leverage, x		Net interest-bearing debt (NIBD) / LFL synergy-adjusted EBITDA	x 100
Operating cash flow before acquisitions		EBITDA + change in working capital + proceeds from the sale of tangible and intangible assets + purchases of tangible and intangible assets	
Cash conversion, %		EBITDA	x 100

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		Operating cash flow before acquisitions
Number of employees at the end of the period	=	The average number of employees at the end of the previous financial year and of each calendar month during the reporting period, including the average number of employees of companies acquired during the financial year for the periods before the companies were part of the Group.
Average number of employees, reported	=	The average number of employees at the end of the previous financial year and of each calendar month during the reporting period.

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Key Figures

EUR million, unless otherwise specified	2022	2021
Reported		
Revenue (net sales)	483,3	364,2
EBITDA	71,8	56,9
Adjusted EBITDA	78,0	62,7
Adjusted EBITDA margin -%	16,1 %	17,2 %
Adjusted EBITA	56,8	36,5
Adjusted EBITA margin -%	11,7 %	10,0 %
Profit for the period	13,9	-4,3
Like-for-like (LFL)		
LFL Revenue	550,1	523,9
LFL EBITDA	80,8	79,6
LFL adjusted EBITDA	86,5	85,4
LFL adjusted EBITDA margin -%	15,7 %	16,3 %
LFL adjusted EBITA	62,4	52,3
LFL adjusted EBITA margin -%	11,4 %	10,0 %
Financial position		
Equity ratio, %	21,5 %	24,0 %
Net interest bearing debt (NIBD)	421,2	346,3
Leverage, x	4,81	4,84
Operating cash flow before acquisitions	52,6	42,0
Cash conversion, %	73,3 %	73,8 %
Other		
Average number of employees, LFL	6 794	-
Average number of employees, Reported	5 615	4 138

Alternative Performance Measures (APM)

Company applies ESMA (European Securities and Markets Authority) guidelines on alternative performance measures.

Company uses and presents the following alternative performance measures to better illustrate the operative development of its business: operating profit before amortisations (EBITA), EBITDA, Adjusted EBITA, Adjusted EBITDA, like-for-like figures.

The items included in the aforementioned APM's consist of the following:

Adjusted EBITA and EBITDA	**2022**	**2021**
EBIT	**36,9**	**18,6**
Amortisation	13,6	12,1
EBITA	**50,5**	**30,7**
M&A related consultancy costs	2,8	3,5
Business related non-recurring items	2,5	1,7
Other non-recurring items	0,9	0,6
Adjusted EBITA	**56,8**	**36,5**
LFL impact of acquisitions made	5,7	15,8
LFL adj EBITA	**62,4**	**52,3**

EBIT	**36,9**	**18,6**
Depreciations	21,3	26,2
Amortisation	13,6	12,1
EBITDA	**71,8**	**56,9**
M&A related consultancy costs	2,8	3,5
Business related non-recurring items	2,5	1,7
Other non-recurring items	0,9	0,6
Adjusted EBITDA	**78,0**	**62,7**
LFL impact of acquisitions made	8,5	22,7
LFL adj EBITDA	**86,5**	**85,4**

Formulas of Key Figures

EBITDA	=	Operating profit + depreciations and amortisation
EBITDA margin -%	=	$\frac{\text{Operating profit + depreciations and amortisation}}{\text{Net sales}} \times 100$
EBITA	=	Operating profit + amortisation
EBITA margin -%	=	$\frac{\text{Operating profit + amortisation}}{\text{Net sales}} \times 100$
Adjusted EBITDA	=	EBITDA + non-recurring items
Adjusted EBITDA margin -%	=	$\frac{\text{Adjusted EBITDA}}{\text{Net sales}} \times 100$
Adjusted EBITA		EBITA + non-recurring items
Adjusted EBITA margin -%	=	$\frac{\text{Adjusted EBITA}}{\text{Net sales}} \times 100$
LFL Revenue (net sales)		Net sales + like-for-like adjustments
LFL EBITDA		EBITDA + like-for-like adjustments
LFL adjusted EBITDA		Adjusted EBITDA + like-for-like adjustments
LFL adjusted EBITDA margin -%	=	$\frac{\text{LFL adjusted EBITDA}}{\text{Net sales}} \times 100$
LFL adjusted EBITA		Adjusted EBITA + like-for-like adjustments
LFL adjusted EBITA margin -%	=	$\frac{\text{LFL adjusted EBITA}}{\text{Net sales}} \times 100$
LFL synergy adjusted EBITDA		LFL adjusted EBITDA + run rate synergies
Equity ratio, %	=	$\frac{\text{Shareholders equity}}{\text{Balance sheet total – advances received}} \times 100$
Net interest bearing debt (NIBD)		Interest bearing liabilities - cash and cash equivalents
Leverage, x		$\frac{\text{Net interest bearing debt (NIBD)}}{\text{LFL synergy adjusted EBITDA}} \times 100$
Operating cash flow before acquisitions		EBITDA + change in working capital + Proceeds from sale of tangible and intangible assets + Purchase of tangible and intangible assets
Cash conversion, %		$\frac{\text{EBITDA}}{\text{Operating cash flow before acquisitions}} \times 100$
Average number of employees, LFL	=	The average number of employees at the end of previous financial year and of each calendar month during the accounting period including the number of employees of entities acquired during the previous financial year for the time which they have not been part of the Group
Average number of employees, Reported	=	The average number of employees at the end of previous financial year and of each calendar month during the accounting period

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Consolidated Financial Statements (IFRS)
Consolidated statement of Financial Position

EUR thousand	Note	31.12.2022	31.12.2021
Assets			
Non-current assets			
Goodwill	3.2	416 764	350 561
Intangible assets	3.3	124 978	122 758
Tangible assets	3.4	59 034	45 295
Right-of-use assets	3.5	26 536	22 285
Other shares and investments	4.8	3 223	2 965
Other receivables	3.6	332	273
Deferred tax assets	2.5	3 150	2 202
Total non-current assets		**634 018**	**546 338**
Current assets			
Trade receivables	3.6	56 204	37 086
Inventories		3 007	1 112
Loan receivables	4.3	291	86
Other current assets	3.6	15 139	10 174
Cash and cash equivalents	4.2; 4.4	31 632	18 331
Total current assets		**106 272**	**66 789**
Total assets		**740 290**	**613 127**

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Equity and liabilities			
Equity			
Share capital	4.7	0	0
Fund for unrestricted equity	4.7	150 811	143 759
Subordinated loan		15 286	15 286
Retained earnings		490	-12 076
Translation differences		-7 709	343
Equity attributable to equity holders of the parent		**158 878**	**147 311**
Total equity		**158 878**	**147 311**
Non-current liabilities			
Interest-bearing loans and borrowings	4.1-4.3; 4.5	418 297	303 971
Other non-current liabilities	3.7	941	1 457
Lease liabilities	3.5; 4.5	15 020	13 494
Deferred tax liabilities	2.5	31 331	27 843
Total non-current liabilities		**465 588**	**346 765**
Current liabilities			
Trade payables and other payables	3.7	98 442	73 559
Interest-bearing loans and borrowings	4.1-4.3; 4.5	4 314	33 584
Lease liabilities	3.5; 4.5	12 202	9 362
Income tax payable	2.5	866	2 546
Total current liabilities		**115 824**	**119 051**
Total liabilities		**581 413**	**465 816**
Total equity and liabilities		**740 290**	**613 127**

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Consolidated Financial Statements (IFRS)

Consolidated Statement of Profit and Loss

EUR thousand	Note	1.1.-31.12.2022	1.1.-31.12.2021
Revenue (net sales)	2.1.	**483 282**	**364 215**
Other operating income	2.2.	3 547	3 479
Materials and services	2.2.	-124 076	-96 480
Employee benefit expenses	2.3., 5.1.	-225 493	-167 978
Depreciations, amortisations and impairment	3.2.; 3.3.; 3.4.	-34 859	-38 327
Other operating expenses	2.2.	-65 487	-46 292
Operating profit (EBIT)		**36 914**	**18 617**
Financial income	2.4.	486	794
Financial expenses	2.4.	-22 743	-22 868
ɾe tax		**14 657**	**-3 456**
Taxes	2.5.	-784	-805
Profit for the financial period		**13 874**	**-4 261**

Consolidated Statement of Other Comprehensive Income

Profit for the financial period	**13 874**	**-4 261**
Other items of other comprehensive income		
Items that may be reclassified to profit or loss in subsequent periods		
Exchange differences on translation of foreign operations, net of tax	-8 052	-636
Items that will not be reclassified to profit or loss in subsequent periods		
Other comprehensive income/(loss) for the year, net of tax	**-8 052**	**-636**
Total comprehensive income for the financial period	**5 822**	**-4 897**
Profit for the period attributable to		
Equity holders of the parent	13 874	-4 261

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Consolidated Financial Statements (IFRS)
Consolidated statement of Cash Flows

EUR thousand	2022	2021
Operating activities		
Profit (loss)	13 874	-4 261
Adjustments to reconcile profit before tax to net cash flows:		
Income tax expenses	784	805
Depreciation and impairment	34 847	38 327
Finance income and expenses	22 260	22 073
Other adjustments	-1 720	223
Change in working capital	-1 457	-1 955
Other adjustments without payment	2 565	-
Income tax paid	-3 829	-2 817
Net cash flow from operating activities	**67 323**	**52 395**
Net cash flow fron investing activities		
Acquisition of tangible and intangible assets	-17 711	-13 052
Acquisition of a subsidiary, net of cash acquired (Note 3.1.)	-87 507	-85 999
Proceeds from sale of subsidiaries	465	-
Net cash flow from investing activities	**-104 754**	**-99 050**
Net cash flow from financing activities		
Payments from directed share issues	9 305	17 500
Purchase of own shares	-2 253	-426
Paid dividens and other distribution of profit	-1 249	-70 856
Net change in borrowings	81 221	132 630
Net interests and finance costs paid	-20 933	-20 983
Payments of lease liabilities	-14 834	-10 409
Net cash flow from financing activities	**51 257**	**47 457**
Net increase in cash and cash equivalents	**13 827**	**801**
Effect of exchange rate changes on cash and cash equivalents	-525	-
Cash and cash equivalents at 1.1. (4.4.)	18 331	17 530
Cash and cash equivalents at 31.12.	**31 632**	**18 331**

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Consolidated Financial Statements (IFRS)
Consolidated statement of Changes in Equity

2022		Equity belonging to the Parent Company				
EUR thousand	Note	Fund for unrestricted equity	Subordinated loans	Translation differences	Retained earnings	Total equity
Equity on 1.1.2022		**143 759**	**15 286**	**343**	**-12 076**	**147 312**
Profit for the period		0	0	0	13 874	13 874
Other comprehensive income	4.7.	0	0	-8 052		-8 052
Total comprehensive income		**0**	**0**	**-8 052**	**13 874**	**5 822**
Payments from directed share issues		9 305	0	0	0	9 305
Purchase of own shares		-2 253	0	0	0	-2 253
Dividends paid		0	0	0	-1 249	-1 249
Other changes		0	0	0	-58	-58
Equity on 31.12.2022		**150 811**	**15 286**	**-7 709**	**491**	**158 878**

2021		Equity belonging to the Parent Company				
EUR thousand	Note	Fund for unrestricted equity	Subordinated loans	Translation differences	Retained earnings	Total
Equity on 1.1.2021	**4.7.**	**194 038**	**17 933**	**978**	**-6 960**	**205 989**
Profit for the period		0	0	0	-4 261	-4 261
Other comprehensive income		0	0	-636	0	-636
Total comprehensive income		**0**	**0**	**-636**	**-4 261**	**-4 897**
Transactions with shareholders		-49 853	0	0	0	-49 853
Dividends paid		0	0	0	-822	-822
Change in subordinated loans		0	-2 647	0	0	-2 647
Acquisitions of treasury shares		-426	0	0	0	-426
Other changes		0	0	0	-32	-32
Equity on 31.12.2021		**143 759**	**15 286**	**343**	**-12 076**	**147 312**

1. Key accounting policies and consolidation

1.1. General information

Corporate information

PHM Group TopCo Oy ("Parent company" or "Company") is a limited company incorporated and domiciled in Finland and whose share is not publicly listed. The registered office is located in Helsinki, Uusimaa, Finland.

PHM principally provides services within property maintenance. Information about the PHM's group structure is provided below. Information on other related party relationships of PHM is provided in Note 5.1.

The consolidated financial statements for the year ended 31.12.2022 were authorised for issue in accordance with a resolution of the Board of Directors on 25.4.2023. PHM's financial statements, Board of Directors' report and Auditor's report are available at the website www.phmgroup.com/investors/ and in the Group's head office at Takomotie 1-3, 00380 Helsinki, Finland. In accordance with Finnish Limited Liability Act, shareholders may adopt or reject the financial statements at the Annual General Meeting held after the publication. Annual general meeting can decide on changing the financial statements.

Information about subsidiaries

The consolidated financial statements of PHM include the following subsidiaries, which all provide property maintenance services to its customers. More information about the consolidation principles is presented in Note 1.2. Basis of preparation.

The consolidated financial statements of the Group include:

		% equity interest	
Name	**Country of incorporation**	**2022**	**2021**
Cateva Oy	Finland	100	100
EPV Kiinteistöpalvelu Oy	Finland	100	100
Eurajoen Kiinteistöpalvelu Oy	Finland	100	100
Helmi Saneerauspavelut Oy	Finland	100	100
Janitor Oy	Finland	100	100
Kanta-Hämeen Kiinteistöala Oy	Finland	100	100
Kiinteistöhoito Juhala Oy	Finland	100	100
Kiinteistöhuolto 3 J Oy	Finland	100	100
Kiinteistöhuolto Honkapää Oy	Finland	100	100
Kiinteistöhuolto J Rusanen Oy	Finland	100	100
Kiinteistöhuolto Jurvelin Oy	Finland	100	100
Kiinteistöhuolto Kantola Oy	Finland	100	100
Kiinteistöhuolto Lyijynen Oy	Finland	100	100
Kiinteistöhuolto Rantanen Oy	Finland	100	100
Kiinteistöpalvelu Lintula Oy	Finland	100	100
Kiinteistöpalvelu Tim Turunen Oy	Finland	100	100
Kirkas-Siivous Oy	Finland	100	100
Kotikatu Group Oy	Finland	100	100
Kotikatu Hallintopalvelut Oy**	Finland	100	100
PHM Group Services Oy	Finland	100	100
Kotikatu Holding Oy	Finland	100	100
Kotikatu Jokilaakso Oy	Finland	100	100
Kotikatu Oy	Finland	100	100
Kotkan Kiinteistöpalvelu Oy	Finland	100	100
Kouvolan talohuolto Oy	Finland	100	100
Lappeen Huoltomestarit Oy	Finland	100	100

Luotsi Kiinteistöpalvelut Oy	Finland	100	100
Meranti Siivouspalvelut Oy	Finland	100	100
Moxley Oy	Finland	100	100
Nokian Kiinteistöhuolto Oy	Finland	100	100
PHM Finland Oy	Finland	100	100
PHM Group TopCo Oy	Finland	100	100
PHM Group Holding Oyj	Finland	100	100
PHM Group Oy	Finland	100	100
PHM Holding Oy	Finland	100	100
Pirkanmaan Duo Siivouspalvelut Oy	Finland	100	100
Pirkanmaan Talotoimi Oy	Finland	100	100
Puhdas Tuuli Oy	Finland	100	100
Purkat Oy	Finland	100	100
QSC Group Oy	Finland	100	100
Raahen Kiinteistöhoito Oy	Finland	100	100
Raahen Talohoito Oy***	Finland	100	100
Savon Talohoito STH Oy	Finland	100	100
Talohuolto Multanen Oy	Finland	100	100
Talosyke Oy	Finland	100	100
Tankkipojat Oy	Finland	100	100
TL-Maint Oy	Finland	100	100
Turun Kiinteistöässä Oy	Finland	100	100
Uudenmaan Huoltokeskus Oy***	Finland	100	100
Valkeakosken Kiinteistöpalvelu Oy	Finland	100	100
Vihdin Rakennustekniikka VRT Oy	Finland	100	100
Viherkehä Oy	Finland	100	100
Ympäristöpalvelut Knuutila Oy	Finland	100	100
Vammalan Talonmies- ja Siivouspalvelu Oy	Finland	100	-
Turun Sähköhuolto Oy	Finland	100	-
Karkkilan Huolto Oy ***	Finland	100	-
Lojonia Palvelut Oy***	Finland	100	-
Unce Oy	Finland	100	-
P. Kiinteistöpalvelut Oy	Finland	100	-
Sähköasennus Salminen Oy	Finland	100	-
Siniservice Oy	Finland	100	-
Puhtaasti Mäkinen Oy	Finland	100	-
Porvoon Talotiimi Oy	Finland	100	-
HuoneistoHait Oy	Finland	100	-
PK-Kuivaus Oy	Finland	100	-
Pukinmäen Kiinteistöhuolto PKH Oy	Finland	100	-
Karsikon Talohuolto Oy	Finland	100	-
Totopro Oy	Finland	100	-
Berga Lås &Larm AB****	Sweden	-	100
Bromma Fönsterputs AB	Sweden	100	100
Cemi Ab	Sweden	100	100

Cemi Specialfastigheter AB	Sweden	100	100
Crendo Fastighetsförvaltning Ab	Sweden	100	100
Crendo i Växjö Ab**	Sweden	100	**
PHM Redovisning AB	Sweden	100	100
Driftia EL AB	Sweden	100	100
Driftia Förvaltning Aktiebolag	Sweden	100	100
F.T Drift Ab	Sweden	100	100
Fastighet Mark Teknik Förvaltning Norr AB	Sweden	100	100
FF Fastighetsservice AB	Sweden	100	100
Flow fastighetsvärden AB	Sweden	100	100
Fönsterputskåren i Stockholm AB	Sweden	100	100
Förvaltnings AB Graden	Sweden	100	100
Gröna Gården AB	Sweden	100	100
Gutens Fastighetsservice AB	Sweden	100	100
Hemma Bäst BidCo AB (uct Flow Fastighetsvärden IT AB)	Sweden	100	100
Höga Kusten Skog & Fastighet AB	Sweden	100	100
Lövets Ab	Sweden	100	100
Mark & Fastighetsservice i Kalmar AB	Sweden	100	100
Miljö & Trädgårdsservice i Stockholm AB	Sweden	100	100
Norstaden Stockholm Ab	Sweden	100	100
Optimal Elservice Sverige AB****	Sweden	-	100
Optimal FM Syd AB****	Sweden	-	100
Optimal Service Sverige AB	Sweden	100	100
Optimal Service Väst AB	Sweden	100	100
Ostkustens Trädgårdsservice AB***	Sweden	100	100
Part Halmstad Fastighetsförvaltning AB	Sweden	100	100
PHM Sweden Ab	Sweden	100	100
Renew Service Ab	Sweden	100	100
Svealands Fastighetsteknik Ab	Sweden	100	100
Tingvalla Mark AB	Sweden	100	100
Tomina AB	Sweden	100	100
Västerås Service & Anläggning Ab	Sweden	100	100
Västmanlands Byggtjänst Ab	Sweden	100	100
Västmanlands Fastighetsskötsel Ab	Sweden	100	100
Princip Redovisning Ab	Sweden	100	-
Parkkompaniet i Boden Ab	Sweden	100	-
International NordicLife Förvaltning Ab	Sweden	100	-
International Nordiclife Teknik Ab	Sweden	100	-
International Nordiclife Byggservice Ab	Sweden	100	-
993Hjelp AS	Norway	100	100
Din Vaktmester As	Norway	100	100
Montasjelaget AS	Norway	100	100
Myja AS***	Norway	100	100
Olies Renhold AS	Norway	100	100
PHM Norge As	Norway	100	100
Rene Bygårder As	Norway	100	100
Rene Trapper As	Norway	100	100
Trappervsak Service AS	Norway	100	100
Trondheim Renholdsservice AS	Norway	100	100
Uterom Entreprenør AS	Norway	100	100
Økonomiske Løsninger AS	Norway	100	100
Hagen Hageservice As***	Norway	100	-
Vaktmester-gruppen As	Norway	100	-

RenBolig Service og Omsorg AS	Norway	100	-
Kilderent As	Norway	100	-
Ren Service As	Norway	100	-
3 Kløver AS	Norway	100	-
EC Renhold AS	Norway	100	-
Svendsen Vaktmester & Vedlikeholdservice AS	Norway	100	-
PBT Gruppen As	Norway	100	-
PBT Eiendomsdrift As	Norway	100	-
PBT Eiendomsdrift Øst As	Norway	100	-
Skandinavisk Utemiljø As	Norway	100	-
Rokke Hageservice AS	Norway	100	-
Ejendomsvirke A/S	Denmark	100	100
PHM Danmark ApS	Denmark	100	100
Tip Top Ejendomsservice ApS	Denmark	100	100
Sundby Rengorings Service ApS	Denmark	100	-
Daseko Aps	Denmark	100	-
Altiren As	Denmark	100	-
Altipolering As	Denmark	100	-
OK Rengoring As	Denmark	100	-
KRS Service ApS	Denmark	100	-
HN Service	Denmark	100	-
Grindsted Vinduesservice ApS	Denmark	100	-
WA Aps	Denmark	100	-
Corporate Care Organisation & Unternehmensbetreuung GmbH	Germany	100	-
Schultz Gruppe GmbH	Germany	100	-
BBP Gesellschaft für Haus- und Versorgungstechnik GmbH	Germany	100	-
Schultz BGM GmbH	Germany	100	-
Schultz IGM GmbH	Germany	100	-
Schultz TGM GmbH	Germany	100	-
Schultz TKD GmbH	Germany	100	-
Schultz GFS GmbH	Germany	100	-
Elektro Czorski GmbH	Germany	100	-
Schultz EGM GmbH	Germany	100	-
Sophienterassen Quartiersmanagement GmbH & Co. KG	Germany	100	-
Münz-24 Haus- & Energietechnik GmbH	Germany	100	-
PHM Deutschland GmbH	Germany	100	-

** Entity name has changed. New entity names are presented below the former name.
*** Entity was merged during the 2022 financial period.
**** Entity was disposed during the 2022 financial period.

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1.2. Basis of preparation

Basis of accounting

The consolidated financial statements of PHM Group Holding Oyj have been prepared in accordance with International Financial Reporting Standards (IFRS) and IFRIC Interpretations as adopted by European Union as of 31.12.2022. The notes to the financial statements also comply with the Finnish accounting and corporate legislation. These financial statements are prepared on a going concern basis. The condition of the assumption is that the group has adequate resources to continue its operations and that the management will continue the operations for at least one financial year from the end of the previous reporting period. The effects of the amended IFRS standard applied from the beginning of the financial year 2022 on the consolidated financial statements were not significant

The consolidated financial statements have been prepared on a historical cost basis, unless otherwise stated in the accounting policies below. The consolidated financial statements are presented in euros and all values are rounded to the nearest thousand, except when otherwise indicated. Therefore, the sum of individual numbers may deviate from the presented sum figure due to rounding differences. The comparative year information is presented in brackets after the information for the current financial year. In the financial year 2022, the group has grown strongly through acquisitions, which is why the figures for the consolidated result and balance sheet are not fully comparable in all respects.

The consolidated IFRS financial statements as of 31.12.2022 contain comparative information for the period ended 31.12.2021.

Significant events during fiscal year

Acquisitions and disposals

Acquisitions are a key element of PHM's strategy. The property services market is characterized by a very fragmented competitive landscape and therefore the number of acquisitions made by PHM is typically high. During 2022, PHM made acquisitions in all its operating countries; 13 in Finland, three in Sweden, 10 in Norway, seven in Denmark and expanded to Germany by acquiring Schultz Gruppe. Schultz Gruppe is an owner-managed property service company serving a wide range of commercial, industrial and residential properties, offering cleaning and maintenance services, technical maintenance services and building management services in Northern Germany. The revenue of Schultz Gruppe in 2021 was 32.8 MEUR. Furthermore, PHM also divested a small Swedish company with operations that were not considered to be core to PHM's service offering.

Financing

During 2022, PHM took measures to secure financing for future acquisitions and continuation of its growth strategy. PHM completed a tap issue of its senior secured callable fixed rate notes in the nominal amount of 40 MEUR under the existing 450 MEUR notes' framework. The bonds, including the originally in 2021 issued 300 MEUR nominal amount, were listed to Nasdaq Helsinki as planned.

The Group also increased its Senior Secured Revolving Credit Facility by 12.5 MEUR to 62.5 MEUR. The increase is agreed for 12 months and is in-line with the terms set out in the current financing agreements. Furthermore, new euro-denominated senior secured floating rate notes in a nominal amount of EUR 70 million under a framework of EUR 200 million were issued. The New Notes are listed on the Frankfurt Open Market exchange and PHM will submit an application to have the New Notes listed on Nasdaq Helsinki Ltd during Q2/2023.

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The war in Ukraine

As a local service business, PHM's business has shown a relatively mild impact from the war in Ukraine due to its limited direct exposure to the crisis. The main impacts from the crisis are increased fuel and energy prices as well as the general price inflation, which the Group has succeeded fairly well in passing on to its own sales prices. The war in Ukraine has so far not materially impacted the demand for the Group's services. Contract sales has remained unaffected and the demand for add on services has continued largely in line with previous years. The Group has taken active measures to abide by the sanctions imposed against Russia and ensure that its employees are treated equally regardless of their nationality or background. Although the war in Ukraine has no direct impact on PHM's operations, as all other companies, PHM is not isolated from the indirect effects of the war such as increased price inflation and general economic uncertainty. The Group's good pricing power enables it to pass on price inflation relatively effectively to customers, but high inflation rates may temporarily impact the Group's margins. Also, the generally rising cost of living and financing costs might postpone some nonessential maintenance and improvement work and therefore impact the business in the short-term.

Impacts of COVID-19 Pandemic

The Board of Directors has assessed the impacts of the COVID-19 virus pandemic on the Group's market, employees and business. So far, the virus pandemic has not had a significant impact on the demand for the company's services or its ability to execute them but the pandemic has increased the number of sickness absences. The company's Board of Directors and management closely monitor the development of the COVID-19 situation and will update their assessment of the impacts of the epidemic as the situation progresses.

Consolidation principles

The consolidated financial statements incorporate the financial statements of the Parent Company and entities controlled by PHM Group (its subsidiaries). PHM has control of an entity when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Acquired subsidiaries are consolidated from the date on which control is transferred to PHM, and are no longer consolidated from the date that control ceases.

When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the PHM's accounting policies. All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

Non-controlling interests are presented in the consolidated statement of financial position as within equity, separately from equity attributable to shareholders. Non-controlling interests are separately presented in the statement of other comprehensive income. There has not been non-controlling interests in the fiscal year or in the comparison year.

Segment reporting

PHM has one reportable segment. The reported segment comprises of the Group, PHM Group Holding, and the segment numbers are consistent with PHM Group Holding Group's numbers. See further information in the note 2.1. Revenue from contracts with customers.

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Currencies

Functional currency

PHM's consolidated financial statements are presented in euros, which is also the parent company's functional currency. For each entity, PHM determines the functional currency and items included in the financial statements of each entity are measured using that functional currency.

Primary and subsequent recording

Transactions in foreign currencies are initially recorded by PHM's entities at their respective functional currency spot rates at the date the transaction first qualifies for recognition. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the reporting date.

Differences arising on settlement or translation of monetary items are recognised in profit or loss with the exception of monetary items that are designated as part of the hedge of PHM's net investment in a foreign operation. These are recognised in OCI until the net investment is disposed of, at which time, the cumulative amount is reclassified to profit or loss.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value is determined.

Group consolidation

On consolidation, the assets and liabilities of foreign operations are translated into euros at the rate of exchange prevailing at the reporting date and their statements of profit or loss are translated at exchange rates prevailing at the dates of the transactions. The exchange differences arising on translation for consolidation are recognised in OCI. On disposal of a foreign operation, the component of OCI relating to that particular foreign operation is reclassified in profit or loss.

Any goodwill arising on the acquisition of a foreign operation and any fair value adjustments to the carrying amounts of assets and liabilities arising on the acquisition are treated as assets and liabilities of the foreign operation and translated at the spot rate of exchange at the reporting date.

Current versus non-current classification

PHM presents assets and liabilities in the statement of financial position based on current/non-current classification. An asset is current when it is expected to be realised or intended to be sold or consumed in the normal operating cycle, is held for trading or, is expected to be realised within 12 months. Cash and cash equivalent items are presented as current assets unless restricted from being exchanged or used to settle a liability for longer than 12 months.

A liability is current when it is expected to be settled in normal operating cycle, is held primarily for trading or it is due to be settled within 12 months or there is no unconditional right to defer the settlement over a period of 12 months.

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1.3. Accounting estimates and judgements applied in the preparation of the financial statements

The preparation of PHM's consolidated financial statements requires management to use judgement, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods. The actual values may differ from these estimates and assumptions.

The most significant accounting policies requiring judgement by the management and the key factors of uncertainty related to estimates are presented in the following notes:

- Business combinations, value of net assets acquired and contingent considerations (Note 3.1)
- Goodwill impairment testing (Note 3.2)
- Expected credit losses (Note 4.1)
- Leases (Note 3.5)

1.4. New and updated IFRS standards

PHM adopts the new and amended standards and interpretations, if applicable, when they become effective. The new and amended standards that become effective of 1 January 2023 or later are not expected to have a significant impact on PHM's consolidated financial statements.

The following new and amended standards have been issued and become effective on 1 January 2023 or later. PHM's perspective about the relevancy of each amended standard have been included in the summary below.

Property, Plant and Equipment — Proceeds before Intended Use – Amendments to IAS 16 Property, Plant and Equipment (effective for financial years beginning on or after 1 January 2022)

Under the amendments, proceeds from selling items before the related item of PPE is available for use should be recognised in profit or loss, together with the costs of producing those items.

Reference to the Conceptual Framework — Amendments to IFRS 3 Business Combinations (effective for financial years beginning on or after 1 January 2022)

The amendments update a reference in IFRS 3 and makes further reference related amendments.

Disclosure of Accounting Policies – Amendments to IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2 Making Materiality Judgements (effective for financial years beginning on or after 1 January 2023, early application is permitted)

The amendments clarify the application of materiality to disclosure of accounting policies.

Definition of Accounting Estimates – Amendments to IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors (effective for financial years beginning on or after 1 January 2023, early application is permitted)

The amendments clarify how companies should distinguish changes in accounting policies from changes in accounting estimates, with a primary focus on the definition of and clarifications on accounting estimates.

Deferred Tax related to Assets and Liabilities arising from a Single Transaction – Amendments to IAS 12 Income Taxes (effective for financial years beginning on or after 1 January 2023, early application is permitted)

The amendments narrow the initial recognition exemption (IRE) and clarify that the exemption does not apply to transactions such as leases and decommissioning obligations which give rise to equal and offsetting temporary differences.

Lease Liability in a Sale and Leaseback – Amendments to IFRS 16 Leases* (effective for financial years beginning on or after 1 January 2024, early application is permitted)

The amendments introduce a new accounting model for variable payments and will require seller-lessees to reassess and potentially restate sale-and-leaseback transactions entered into since 2019.

Classification of Liabilities as Current or Non-current - Amendments to IAS 1 Presentation of Financial Statements *: Classification of Liabilities as Current or Non-current; Classification of Liabilities as Current or Non-current - Deferral of Effective Date; and Non-current Liabilities with Covenants (effective for financial years beginning on or after 1 January 2024, early application is permitted)

The amendments are to promote consistency in application and clarify the requirements for determining if a liability is current or non-current. The amendments specify that covenants to be complied with after the reporting date do not affect the classification of debt as current or non-current at the reporting date. The amendments require to disclose information about these covenants in the notes to the financial statements.

Sale or Contribution of Assets between an Investor and its Associate or Joint Venture – Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures * (available for optional adoption, effective date deferred indefinitely)

The amendments address the conflict between the existing guidance on consolidation and equity accounting and require the full gain to be recognised when the assets transferred meet the definition of a 'business' under IFRS 3 Business Combinations.

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2. Group Performance

2.1. Revenue from contracts with customers

Accounting principles

Revenue recognition

Revenue from contracts with customers is recognised when control of the services is transferred to the customer at an amount that reflects the consideration to which PHM expects to be entitled in exchange for those goods or services. The control is transferred over time. PHM acts as a principal in its revenue arrangements, as it typically controls the goods or services being transferred to the customers.

Performance obligations

PHM's customer contracts include mainly property maintenance and technical services. PHM recognises revenue from the property maintenance services over time as the services are rendered. The property maintenance services are invoiced mainly monthly based on services rendered. The additional services are invoiced separately based on hourly fees and the revenue is recognised accordingly over time when services are rendered.

In addition to property maintenance services, PHM provides short-term projects, e.g. sauna and playground refurbishments. The short-term projects typically last for 1-6 months in all operating countries. PHM periodises the revenue of short-term projects for each month work has been performed and thus, recognises revenue over time. The revenue from the short-term projects has not been significant during the financial year.

Variable consideration

Rendering of services may include variable consideration e.g. discounts, penalties
for delay and customer claims. If the consideration in a contract includes a variable amount, the Group estimates the amount of consideration to which it will be entitled in exchange for transferring the goods to the customer. The variable consideration is estimated at contract inception and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognised will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

PHM's contracts with customers do not include significant variable considerations.

Trade receivables

A receivable represents PHM's right to an amount of consideration that is unconditional, i.e., only the passage of time is required before payment of the consideration is due. Further information is disclosed in note 3.6. Trade and other receivables.

Other principles

PHM's contracts with customers do not include significant financing components.

PHM's contracts with customers do not include non-cash considerations.

PHM does not provide any warranties to its customers that would be considered as separate performance obligations. PHM's short-term project customer contracts include warranties, which guarantee to the customer that services performed comply with the agreed specifications. Typically, the contracts contain standard warranties in accordance with the overall industry practice and no service-type warranties are provided to the customers.

Segment information

PHM reports its business operations as one segment, which is in line with the internal reporting delivered to the chief operating decision maker. The chief operating decision maker of PHM is the board of directors.

The Group is in the business of providing property maintenance and additional technical services. In addition, PHM provides short-term refurbishment projects. The maintenance services have similar financial characteristics and are also similar in terms of nature of service production processes, type of customer, and methods used in service distribution.

Since PHM is managed as one segment by the chief operating decision maker and the management reporting only consist of Group level reporting, PHM only has one operating segment.

Disaggregated revenue information

Set out below is the disaggregation of the Group's revenue from contracts with customers:

EUR thousand	31.12.2022	31.12.2021
Type of service		
Contract revenues	251 324	169 730
Sale of additional services	231 082	192 989
Other sales	876	1 496
Total revenue from contracts with customers	**483 282**	**364 215**

Geographical markets	**Contract sales**	**Additional sales**	**Total 31.12.2022**
Finland	142 726	138 257	280 984
Sweden	59 072	73 733	132 806
Norway	24 221	11 444	35 666
Denmark	19 988	4 956	24 944
Germany	5 317	3 567	8 884
Total revenue from contracts with customers	**251 324**	**231 958**	**483 282**

In the chart above other sales are included in "additional sales" column.

Timing of revenue recognition			
Services transferred over time	251 324	231 958	483 282
Total revenue from contracts with customers	**251 324**	**231 958**	**483 282**

Geographical markets	**Contract sales**	**Additional sales**	**Total 31.12.2021**
Finland	121 940	111 727	233 667
Sweden	34 852	69 023	103 875
Norway	6 668	12 409	19 077
Denmark	6 269	1 326	7 595
Total revenue from contracts with customers	**169 730**	**194 485**	**364 215**
Timing of revenue recognition			
Services transferred over time	169 730	194 485	364 215
Total revenue from contracts with customers	**169 730**	**194 485**	**364 215**

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2.2. Other operating income and expenses

Accounting principles

Other operating income

Other operating income includes income that does not directly relate to income from PHM's operating activities.

Government grants are recognised where there is reasonable assurance that the grant will be received and all attached conditions will be complied with. When the grant relates to an expense item, it is recognised as income on a systematic basis over the periods that the related costs, for which it is intended to compensate, are expensed. When the grant relates to an asset, it is recognised as income in equal amounts over the expected useful life of the related asset. Government grants have been recognised within other income. There has not been any material grants during the financial period of 2022 or the comparison period.

"Other income" in total other operating income during the periods presented include mainly annual rebates and rent income. In FY21 the balance also includes Covid-19 related cost compensations.

EUR thousand	2022	2021
Insurance compensations	554	383
Capital gains on fixed assets	1 342	937
Other income	1 651	2 159
Total other operating income	**3 547**	**3 479**

Other operating expenses

Other operating expenses include other operating expenses, which are not considered to be cost of good sold.

The other operating expenses consist mainly of machinery and equipment expenses, marketing and administrative expenses, IT expenses and voluntary personnel costs.

EUR thousand	2022	2021
Machinery and equipment expenses	-30 677	-20 173
Marketing and administrative expenses	-13 820	-11 909
IT expenses	-7 855	-6 083
Voluntary personnel costs	-4 836	-3 509
Expenses for premises	-3 295	-2 153
Short-term and low value leases	-695	-524
Travel expenses	-2 010	-1 356
Other operating expenses	107	-1 108
Total other operating expenses	**-62 388**	**-46 292**

Audit fees

EUR thousand	2022	2021
Audit fees	-674	-570
Consulting services	-23	-223
Total fees to auditors	**-696**	**-794**

Materials and services

Materials and services consists of acquisitions of typical equipment and materials related to the inventory and services provided to customers. If inventroy value is written off it's booked to materials in costs of goods sold.

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2.3. Employee benefit expenses and average headcount

Accounting principles

Short-term employee benefits

Short-term employment benefits include salaries, bonuses as well as benefits in kind, annual holidays and bonuses. They are recorded in the period in which the employees perform the work in question.

PHM provides pension benefits in accordance with local statutory regulation.The current plans are defined contribution based plans and therefore the contributions payable are recognised as expenses in the statement of profit and loss for the period to which the payments relate.

PHM has an annual bonus plan and PHM accrues for the bonus on a monthly basis.

Post employment benefit

The post-employment benefit plans in PHM are contribution-based arrangements. PHM does not have legal obligations to pay any additional amounts related to the defined contribution plans. The payments made to the defined contribution plans are recognized in the statement of profit and loss during a financial period to which they relate.

Employee benefit expenses

EUR thousand	2022	2021
Wages and salaries	-182 832	-135 813
Social security costs	-19 352	-13 869
Pension expenses	-23 309	-18 296
Total employee benefit expenses	**-225 493**	**-167 978**

Average headcount of employees

	2022	2021
Average headcount of employees during the period	5 615	4 138

Salaries, fees and benefits paid for the Board of Directors and for the Group management

Please see the note 5.1. Related party transactions for information regarding compensation to Board and Directors and the Group management.

2.4. Financial income and financial expenses

Accounting principles

Financial income and expenses are recognised in the period during which they are incurred. Interest income and expenses are recognised using the effective interest method. More information regarding the financial instruments is presented in the sections 4.1, 4.2 and 4.4. Accounting policies relating to lease agreements are presented in the note 3.5.

The financial income of PHM consist mainly of interest income and foreign currency exchange gains. The financial expenses relate mostly to loans' interest payment.

Financial income

EUR thousand	2022	2021
Interest income	111	-
Foreign currency exchange gains	355	686
Dividends received	3	2
Other financial income	17	107
Total financial income	**486**	**794**

Financial expenses

EUR thousand	2022	2021
Interest on debts and borrowings	-19 007	-13 704
Interest expenses from leases	-1 071	-971
Foreign currency exchange losses	-809	-723
Other finance costs	-1 856	-7 469
Total financial expenses	**-22 743**	**-22 868**

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2.5. Income tax

Accounting principles

Income taxes consist of taxes based on the taxable income of the financial year and deferred taxes. Taxes recorded on items in the income statement are included in income taxes in the income statement. The tax effect of other items of comprehensive income is recorded in other items of comprehensive income.

Current income tax

Taxes based on taxable income are recorded according to the local tax rules of each country using the applicable tax rate. If there is uncertainty included in interpretations of the income tax rules, company estimates if a company is able to fully utilize the tax position that is stated in income tax computation. If necessary, tax bookings are adjusted to reflect the changes in tax position.

Deferred tax

Deferred tax asset or liability is recognised on temporary differences arising between the tax bases of assets and liabilities and their financial statement carrying amounts at the reporting date. Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates that have been enacted or substantively enacted at the reporting date. The most significant temporary differences in PHM Group arise mainly from business combinations.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered. Deferred tax liabilities are recognised in the balance sheet in full.

The Group offsets the deferred tax assets and deferred liabilities if and only if it has a legally enforceable right to set off current tax assets and current tax liabilities and the deferred tax assets and deferred tax liabilities relate to income taxes levied by the same tax authority on either the same taxable entity.

Direct taxes

The major components of income tax expense for the years ended 31 December 2022 and 2021 are:

EUR thousand	2022	2021
Income tax on operations	- 2 028	- 3 516
Tax for previous accounting periods	163	- 110
Deferred taxes	1 081	2 821
Income tax total	**- 784**	**- 805**

Tax rate reconciliation

EUR thousand	2022	2021
Profit before income tax	**14 657**	**-3 456**
Tax calculated at parent's tax rate of 20% (2020 20 %)	- 2 931	- 695
Tax for previous years	163	- 110
Effect on different tax rates in foreign subsidiaries	- 457	- 156
Non-deductible expenses	- 872	1 500
Income not subject to tax	1 212	- 1 242
Confirmed losses and other tax items	2 102	- 103
Income taxes	**- 784**	**- 805**

Income tax receivables and payables

EUR thousand	2022	2021
Income tax receivables	0	67
Income tax payable	866	-2 546

Effective tax rate

	2022	2021
Effective tax rate for the period	5 %	-23 %

Effective tax rate of fiscal year 2022 is explained by dividend income exempt from taxation. In addition there are interests and confirmed losses usable in taxation.

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Deferred tax

Deferred tax assets 2022

EUR thousand	1.1.2022	Recognised in profit or loss	Business acquisitions	Translation differences	31.12.2022
Leases	153	20	0	0	173
Transaction costs from financial instruments	447	0	0	0	447
Business combinations	1 350	723	0	-14	2 060
Other	251	118	28	73	470
Total	**2 202**	**862**	**28**	**60**	**3 151**

Deferred tax assets 2021

EUR thousand	1.1.2021	Recognised in profit or loss	31.12.2021
Leases	-	153	153
Transaction costs from financial instruments	-	447	447
Business combinations	892	458	1 350
Other	329	-78	251
Total	**1 222**	**980**	**2 202**

Deferred tax liabilities 2022

EUR thousand	1.1.2022	Recognised in profit or loss	Business acquisitions	Translation differences	31.12.2022
Reclassification of subordinated loan	155	-	-	-	155
Business combinations	24 304	-2 604	3 712	-152	25 260
Leases	44	-	-	-	44
Transaction costs from financial instruments	1 506	28	-	-	1 535
Appropriations	1 506	2 037	-	-20	3 808
Other	1 792	319	172	-4	528
Total	**29 307**	**-220**	**3 884**	**-176**	**31 331**

Deferred tax liabilities 2021

EUR thousand	1.1.2021	Recognised in profit or loss	Business acquisitions	31.12.2021
Reclassification of subordinated loan	155	-	-	155
Business combinations	22 438	-2 303	4 169	24 304
Leases	44	-	-	44
Transaction costs from financial instruments	1 266	240	-	1 506
Other	918	915	-	1 833
Total	**24 821**	**-1 148**	**4 169**	**27 843**

3. Capital Employed

3.1. Business Combinations

Accounting principles

Acquired subsidiaries are consolidated in the Group financial statements from the date when PHM obtained control over the acquired entity. Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured as the aggregate of the consideration transferred, which is measured at acquisition date fair value, and the amount of any non-controlling interests in the acquiree. For each business combination, the Group elects whether to measure the non-controlling interests in the acquiree at fair value or at the proportionate share of the acquiree's identifiable net assets. The Group measures the identifiable assets acquired and the liabilities assumed at their acquisition date fair values. In connection with the most significant acquisitions, part of the purchase price is allocated to customer related intangibles and marketing related intangibles.

Acquisition-related costs, such as consulting costs, are expensed as incurred and included in the statement of profit and loss as other operating expenses.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to Group's cash-generating unit that is expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to that unit. More information about goodwill and imparment testing is provided in the note 3.2. Goodwill and impairment testing.

A contingent consideration recognised in a business combination is measured at its fair value through profit and loss.

Acquisitions in 2022

During 2022, PHM made acquisitions in all its operating countries; 13 in Finland, three in Sweden, 10 in Norway, seven in Denmark and expanded to Germany by acquiring Schultz Gruppe. PHM also disposed of one small Swedish company. Please see details in the table below of the acquisitions and disposals in 2022.

Entry to the German market

The largest acquisition made by PHM in 2022 was the acquisition of German Schultz Gruppe by which PHM entered the German market. Schultz Gruppe is an owner-managed property service company serving a wide range of commercial, industrial and residential properties, offering cleaning and maintenance services, technical maintenance services and building management services in Northern Germany. The acquisition is strategically important to the Group as it opens a new market with significant growth opportunities and enables the continuing execution of the Group's strategy and diversification of the geographical risk of the Group.

Acquisitions in Finland

In Finland, PHM strengthened its market position and service offering in multiple locations around the country including the capital region by acquiring a number of local competitors and specialist service providers. Additionally, PHM expanded to Vammala and Sastamala by acquiring Vammalan Talonmies ja Siivouspalvelu Oy.

Acquisitions in Sweden

In Sweden, PHM strengthened its position especially in the Gothenburg area and in Northern Sweden. The largest acquisition in Sweden was Parkkompaniet i Boden Ab, a fast-growing outdoor maintenance company operating in several cities in Northern Sweden. PHM also divested a small Swedish company with operations that did not fit the core service offering of PHM.

Acquisitions in Norway

In Norway, PHM increased the size of its business significantly during 2022. The largest acquisitions were Ren Service AS, a property service company providing a variety of cleaning and janitorial services in the Oslo area, and PBT Gruppen, a full service property maintenance company operating in Vestfold & Telemark and Greater Oslo areas. Additionally, add-on acquisitions were made in both Oslo and Trondheim, and operations were expanded to Fredriksstad by acquiring RenBolig Service og Omsorg AS and to the Halden area by acquisition of Rokke Hageservice AS.

Acquisitions in Denmark

In Denmark, PHM increased the size of its business significantly during 2022. The largest acquisitions were the aqcuisitions of Altiren A/S and Alt I Polering ApS, and OK Rengøring AS and KRS Service ApS, both active mainly in the cleaning business in the Copenhagen area. Furthermore, in addition to strengthening the existing property maintenance business in Copenhagen, PHM also increased its management capabilities by acquiring WA ApS in Copenhagen and expanded to Jutland with the acquisition of Grindsted Vinduesservice ApS.

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Acquired company	Country	Transaction month	Currency	Revenue *)	EBITDA *)
Hagen Hageservice AS	Norway	January	NOKm	12 770	2 436
Princip Redovisning Ab	Sweden	January	SEKm	5 509	1 439
Sundby Rengørings Service Aps	Denmark	February	DKKm	11 260	2 058
Daseko Aps	Denmark	March	DKKm	11 365	1 010
Vaktmester-Gruppen AS	Norway	March	NOKm	12 101	-208
Vammalan Talonmies ja Siivouspalvelu Oy	Finland	March	EURm	861	123
Turun Sähköhuolto Oy	Finland	March	EURm	811	48
Parkkompaniet i Boden Ab	Sweden	April	SEKm	43 974	11 326
RenBolig Service og Omsorg As	Norway	April	NOKm	12 186	1 435
Sähköasennus Salminen Oy	Finland	April	EURm	1 971	417
P. Kiinteistöpalvelut Oy	Finland	April	EURm	1 110	158
Unce Oy	Finland	April	EURm	2 538	466
Lojonia Palvelut Oy	Finland	April	EURm	753	91
Karkkilan Huolto Oy	Finland	April	EURm	1 115	43
Porvoon Talotiimi Oy	Finland	May	EURm	1 965	552
Siniservice Oy and Puhtaasti Mäkinen Oy	Finland	May	EURm	661	93
Altiren As and Altipolering ApS	Denmark	June	DKKm	44 360	8 175
HuoneistoHait Oy	Finland	June	EURm	271	18
H.N. Service**	Denmark	June	DKKm	5 791	2 280
International NordicLife Förvaltning AB	Sweden	July	SEKm	34 292	-3 137
OK Rengoring AS and KRS Service ApS	Denmark	July	DKKm	46 483	6 040
Grindsted Vinduesservice ApS	Denmark	July	DKKm	10 885	1 749
Kilderent As	Norway	July	NOKm	5 377	646
WA ApS	Denmark	August	DKKm	18 466	897
Ren Service AS	Norway	September	NOKm	83 859	7 610
Karsikon Talohuolto Oy	Finland	September	EURm	2 798	124
Pukinmäen Kiinteistöhuolto and PK Kuivaus Oy	Finland	September	EURm	3 847	266
Totopro Oy	Finland	October	EURm	1 370	340
3 Kløver AS	Norway	October	NOKm	30 939	480
Schultz Gruppe and Corporate Care GmbH***	Germany	October	EURm	32 753	3 494
EC Renhold As	Norway	October	NOKm	11 458	3 470
Svendsen Vaktmester & Vedlikeholdservice AS	Norway	October	NOKm	11 047	238
Rokke Hageservice AS	Norway	November	NOKm	9 229	663
PBT Gruppen	Norway	November	NOKm	83 147	1 998
Disposed company					
Berga Lås & Larm Ab	Sweden	June	SEKm	6 868	504

*) Presented financials are based on latest available audited financial statements
**) Asset purchase
***) Unofficial consolidation of group entities

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EUR thousand	**Acquisitions in 2022**
Purchase price	
Consideration paid in cash	98 193
Contingent considerations (Note 4.5.)	1 582
Total	99 775
Fair value of assets and liabilities recognised on acquisitions	
Assets	
Intangible assets (note 3.3.)	
Customer related intangibles	14 468
Marketing related intangibles	214
Other intangible assets	108
Intangible assets	**14 789**
Tangible assets (note 3.4.)	6 412
Land and water areas	-
Buildings	1 274
Machinery & equipment	5 129
Construction in progress	-
Other equipment	9
Other assets	35 740
Cash and cash equivalents	10 686
Total assets	**67 628**
Liabilities	
Non-interest bearing liabilities	22 099
Interest bearing liabilities	15 983
Deferred tax liability (Note 2.5)	3 803
Total liabilities	**41 886**
Total identifiable net assets at fair value	**25 743**
Goodwill arising on acquisition (Note 3.2)	73 873
Purchase consideration transferred	**99 615**
Cash flow impact of acquisitions	
Paid in cash	
Cash and cash equivalents	- 98 193
Expenses related to the acquisition	- 2 557
Net cash flow on acquisition	**- 100 750**

Acquisitions in 2021

During 2021, the Group completed 33 acquisitions, of which 16 were in Finland, 9 were in Sweden, 6 were in Norway and 2 in Denmark. Please see details in the table below of the acquisitions in 2021. In addition, the main acquisitions in each country have been presented in more detail below.

Acquisitions in Sweden
In Sweden, the Group managed to acquire one of its main competitors, Flow Fastighetsvärden AB with a transaction that was signed in June 2021 and subsequently executed in July 2021 after competition authority clearance was received. Flow Group, formerly owned by MVI Advisors and key management, comprises of four operating entities with a wide geographical coverage that greatly complements PHM's current geographical presence in Sweden. In addition, the acquisition will give PHM access to a proprietary digital property management system that can be used widely also in PHM's other operations. PHM also widened its geographical footprint and strengthened its position in many geographical areas during 2021 especially in the southern and northern parts of Sweden and Stockholm.

Acquisitions in Finland
In Finland the Group strengthened its market position in and around major growth centers outside the capital region with several acquisitions, thus widening the geographical scope of the operations. The largest acquisition in Finland was the acquisition of Quality Service Group (QSC Group), which comprised four operating entities operating in Oulu, Rovaniemi and Joensuu. Other larger acquisitions included Kiinteistöhuolto Lyijynen in Lappeenranta and Meranti Siivouspalvelut Oy in Oulu.

Acquisitions in Norway and Denmark
In Norway, the Group was successful in entering Stavanger as well as strengthening its position in both Oslo and Trondheim where it already had a presence since fall 2020. In April, the Group made its first acquisition in Denmark by acquiring Ejendomsvirke A/S , which is based in Copenhagen, but provides property management and maintenance services nationwide in Denmark. Subsequently in December, the Group also acquired TIP TOP Ejendomsservice ApS, a fast-growing property maintenance company focusing on the residential market.

Acquired company	Country	Acquisition date	Currency	Revenue *)	EBITDA *)
Tomina AB	Sweden	January	SEKt	39 000	3 900
Montasjelaget AS	Norway	February	NOKt	18 900	1 900
Olies Renhold AS	Norway	February	NOKt	4 900	700
Meranti Siivouspalvelut Oy	Finland	March	EURt	3 600	500
Janitor Oy	Finland	March	EURt	800	100
Kiinteistöhuolto 3J Oy	Finland	April	EURt	1 200	100
QSC Group	Finland	April	EURt	16 800	2 200
Viherkehä Oy	Finland	April	EURt	1 500	200
Ejendomsvirke A/S	Denmark	April	DKKt	67 500	6 700
Höga Kusten Skog & Fastighet AB	Sweden	April	SEKt	63 700	6 800
Vihdin Rakennustekniikka VRT Oy	Finland	May	EURt	1 700	200
Optimal Service Sverige AB **)	Sweden	May	SEKt	31 200	2 900
Gröna Gården AB	Sweden	May	SEKt	27 700	5 100
Ostkustens Trädgårdsservice AB	Sweden	May	SEKt	18 700	1 300
Trondheim Renholdsservice AS	Norway	June	NOKt	12 700	1 000
Uterom Entreprenør AS **)	Norway	June	NOKt	28 100	9 100
Kiinteistöhuolto Lyijynen Oy	Finland	June	EURt	4 300	1 900
Kiinteistöpalvelu Tim Turunen Oy	Finland	June	EURt	1 600	200
Flow Fastighetsvärden AB	Sweden	July	SEKt	231 900	9 400
Mark & Fastighetsservice i Kalmar Ab	Sweden	July	SEKt	27 500	1 400
Uudenmaan Huoltokeskus Oy	Finland	September	EURt	1 600	200
Økonomiske Løsninger AS	Norway	September	NOKt	19 300	4 000
Bromma Fönsterputs Ab and Fönsterputskåren i Stockholm Ab	Sweden	October	SEKt	8 800	500
Raahen Kiinteistönhoito Oy and Raahen Talonhoito Oy	Finland	November	EURt	1 200	100
993 Hjelp As	Norway	November	NOKt	11 200	1 300
Fastighet Mark Teknik Förvaltning Norr Ab	Sweden	November	SEKt	18 000	- 800
Puhdas Tuuli Oy	Finland	December	EURt	300	-
Pirkanmaan Talotoimi Oy	Finland	December	EURt	1 300	400
Duo Siivouspalvelut Oy	Finland	December	EURt	2 600	500
Kouvolan Talohuolto Oy	Finland	December	EURt	700	100
Kiinteistöhoito Juhala Oy	Finland	December	EURt	800	100
Kiinteistöhuolto Honkapää Oy	Finland	December	EURt	700	200
TIP TOP Ejendomsservice ApS	Denmark	December	DKKt	14 900	1 400
Trappevask Service As	Norway	December	NOKt	9 200	3 700

**) Presented financials are based on latest available local GAAP audited financial statements in local currency.*
***) Unofficial consolidation of group entities*

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EUR thousand	Acquisitions in 2021
Purchase price	
Consideration paid in cash	97 572
Contingent considerations (Note 4.5.)	0
Total	97 572
Fair value of assets and liabilities recognised on acquisitions	
Assets	
Intangible assets	
Customer related intangibles	20 212
Other intangible assets	1 431
Intangible assets	**21 643**
Tangible assets	10 575
Land and water areas	189
Buildings	1 407
Machinery & equipment	8 791
Construction in progress	188
Other equipment	-
Other assets	18 557
Cash and cash equivalents	11 574
Total assets	**62 349**
Liabilities	
Non-interest bearing liabilities	30 475
Interest bearing liabilities	9 418
Deferred tax liability (Note 2.5)	4 179
Total liabilities	**44 072**
Total identifiable net assets at fair value	**18 277**
Goodwill arising on acquisition (Note 3.2)	73 064
Purchase consideration transferred	**91 341**
Cash flow impact of acquisitions	
Paid in cash	
Cash and cash equivalents	- 97 572
Expenses related to the acquisition	- 3 145
Net cash flow on acquisition	**- 100 718**

3.2. Goodwill and impairment testing

Accounting principles

Goodwill arises from the business combinations, and it corresponds to the amount that the consideration transferred exceeds the fair value of identifiable net assets as of the acquisition date.

Goodwill is reviewed for impairment annually or whenever events or changes in circumstances indicate to a possible impairment. The carrying amount of the cash-generating unit (CGU) including goodwill is compared to the recoverable amount which is the higher of the fair value less costs of disposal or the value in use.

If the recoverable amount of an asset is less than its carrying amount, the impairment loss is recorded so that the carrying amount of the asset is equal to its recoverable amount.

EUR thousand	31.12.2022	31.12.2021
Acquisition cost at 1.1.	**350 561**	**274 694**
Goodwill from business acquisitions	66 203	75 867
Acquisition cost at 31.12.	**416 764**	**350 561**

PHM does not possess any intangible assets that have indefinite useful life. Impairment testing is carried out at group level as the identified cash generating unit (CGU) also follows the method how the management follows the operative business. PHM Group Holding monitors goodwill internally at Group level and as PHM Group Holding only has identified one CGU, all goodwill recognised is allocated to this cash generating unit.

The Group has in the reporting period tested goodwill for impairment at 31.12.2022 and 31.12.2021. The recoverable amount from the cash generating unit is determined based on value-in-use calculations. The calculations are prepared following the discounted cash flow method using the management approved estimates for the following year and subsequent development derived from the strategic plans. Terminal year value has been defined based on the long-term strategic plans.

Cash flows beyond the 5-year period are calculated using the terminal value method. The terminal growth rate of 0.5% percent (0.5%) used in projections is based on management's assessment on conservative long term growth. Key driver for the valuation is the revenue growth based on the Group's performance and future strategic growth plans, market position as well as the potential in key markets.

The applied discount rate is the weighted average pre-tax cost of capital (WACC). The components of the WACC are risk-free rate, market risk premium, company specific factor, and industry specific beta, cost of debt and debt/equity ratio. The pre-tax WACC of 10.36% percent (9.10%) has been used in the calculations.

As a result of the impairment test, no impairment loss for the CGU was recognized for the financial periods ended 31.12.2022 and 31.12.2021.

When assessing the recoverable amounts of cash generating unit, management believes that no reasonably possible change in any of the key variables used would lead to a situation where the recoverable amount of the unit would fall below their carrying amount.

Accounting estimates and determinations based on management's judgements

The management uses significant estimates and judgement when determining whether there are indications of impairment of goodwill. Management judgement has also been used when defining the amount of cash generating units but since one cash generating unit has been identified, no further allocation of goodwill is required.

The cash flow projections are based on budgets and financial estimates approved by management covering a 5-year period. Cash flow forecasts are based on Group's existing business structure, actual results and the management's best estimates on future sales, cost development, general market conditions and applicable tax rates. The growth rates are based on the management's estimates on future growth of the business.

Management tests the impacts of changes in significant estimates used in forecasts by sensitivity analyses as described above in this note.

3.3. Intangible assets

Accounting principles

PHM's intangible assets arise mainly from intangible assets identified in acquisitions that are customer and marketimg related intangibles. These assets are valued at fair value. PHM also has separately acquired intangible assets. Separately acquired intangible assets are measured on initial recognition at cost. The cost of intangible assets acquired in a business combination is measured at fair value at the date of acquisition. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Development costs are capitalized.

The useful lives of intangible assets are assessed as either finite or indefinite. PHM does not have intangible assets with indefinite usefel lives.

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the statement of profit or loss in the expense category that is consistent with the function of the intangible assets.

An intangible asset is derecognised upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising upon derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss.

A summary of the policies applied to the PHM's intangible assets is, as follows:

	Customer related intangibles	Marketing related intangibles	Other intangible assets
Useful lives (years)	Finite (12 and 10 years)	Finite (15 years)	Finite (5 years)
Amortisation principle	Amortised on a straight-line basis over the period of the customer relationships	Amortised on a straight-line basis over the period of the trademark	Amortised on a straight-line basis over the period of the trademark
Internally generated or acquired	Acquired	Acquired	Acquired

EUR thousand	Customer related intangibles	Marketing related intangibles	Other intangible assets excluding goodwill	Intangibe assets total	Goodwill	Total intangible assets
Cost						
1.1.2021	**104 816**	**12 300**	**440**	**117 556**	**277 442**	**394 997**
Business combinations	-	-	-	-	73 119	73 119
Additions	158	-	849	1 007	-	1 007
Disposals	-	-	-	-	-	-
31.12.2021	**104 974**	**12 300**	**1 289**	**118 563**	**350 561**	**469 123**
Business combinations	14 468	214	108	14 789	73 873	88 662
Additions	-	-	1 284	1 284	35	1 319
Disposals	-	-	-	-	-451	-451
Translation differences	-725	-	438	-288	-7 254	-7 542
31.12.2022	**118 716**	**12 514**	**3 118**	**134 348**	**416 764**	**551 112**
Amortisation and impairment						
1.1.2021	**-4 987**	**-273**	**-72**	**-5 332**	**-**	**-5 332**
Amortisation	-10 792	-820	-503	-12 115	-	-12 115
31.12.2021	**-15 779**	**-1 093**	**-575**	**-17 447**	**-**	**-17 447**
Amortisation	-11 981	-824	-762	-13 566	-	-13 566
31.12.2022	**-27 760**	**-1 917**	**-1 337**	**-31 014**	**-**	**-31 014**
Net book value						
31.12.2021	89 195	11 207	714	101 115	350 561	451 676
31.12.2022	90 956	10 597	1 782	103 335	416 764	520 099

Customer related intangibles

PHM has recognised customer relationships as intangible assets. The majority of intangible assets in connection to business acquisitions are customer relationships due to importance of the customer base to PHM's operations.

Marketing related intangibles

In connection with the acquisition of Kotikatu Holding Oy and Schultz Gruppe GmbH PHM obtained a right to use Kotikatu, Cateva and Schultz Gruppe trademarks. The trademarks have been valued using the relief from royalty method.

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3.4. Tangible Assets

Accounting principles

PHM's property, plant and equipment consist mainly of buildings, machinery & equipment and land and water areas. The most significant assets class is machinery and equipment which include cars, vans, trucks, office equipment and furniture and other equipment.

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses, if any. The costs comprises directly attributable incremental costs incurred. Indirect acquisition costs are not included in the capitalised acquisition costs.

Depreciation of property, plant and equipment is charged on a straight-line basis over the estimated useful lives to their residual value, as follows:

- Land areas (are not depreciated)
- Buildings 5-25 years
- Machinery and equipment 3-15 years
- Other tangible assets 3-5 years

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted prospectively, if appropriate.

Sales gains and losses on disposal or transfer of tangible assets are presented in other operating income and expenses. Sales gains or losses are calculated as the difference between the sales price and the remaining acquisition cost.

PHM estimates the recognised amounts of the tangible assets, when the internal or external events or changes in the conditions of the operations indicate that the recognised value may not be retained. PHM also takes into account the age of the assets and their remaining useful lives. If any such indication exists, the entity estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the difference is recognized in profit or loss.

During Q4/22 the Group redefined the depreciation period for machinery and equipment in its Finnish subsidiaries to better match the useful life of the assets. The change in depreciation method for the fiscal year 2022 was booked in its entirety to Q4/22 having a positive impact of 4.8 MEUR on depreciation.

EUR thousand	Land and water areas	Buildings	Machinery & equipment	Construction in progress	Other equipment	Total
1.1.2021	**63**	**657**	**35 481**	**564**	**1 280**	**38 045**
Additions	-	-	13 201	-	45	13 247
Business combinations (Note 3.1)	189	1 407	8 791	188	-	10 575
Disposals	-101	-235	-	-	-	-336
Reclassifications	-	-	752	-752	-	-
Depreciation charge for the year	-	-122	-16 035	-	-79	-16 235
31.12.2021	**150**	**1 707**	**42 190**	**-**	**1 247**	**45 295**
Additions	-	232	20 077	-	525	20 834
Business combinations (Note 3.1)	-	1 274	5 129	-	9	6 412
Disposals	-	-175	-2 831	-	-	-3 006
Reclassifications	-	-1	1	-	-	-
Depreciation charge for the year	-	-314	-8 283	-	-61	-8 658
Translation differences	-	1	-633	-	-1 210	-1 842
31.12.2022	**150**	**2 725**	**55 649**	**-**	**510**	**59 034**

3.5. Leases

Accounting principles

Group as a lessee

The lease contracts of PHM consist mainly of cars, machinery and equipment and office premises. Lease contracts are valid for a fixed period or until further notice. The majority of PHM's leasing contracts are valid until further notice with notice periods of 3, 6 or 12 months respectively.

PHM assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Right-of-use assets

Right-of-use assets are measured at aqcuisition cost comprising the amount of the initial measurement of lease liability, any lease payments made at or before the commencement date (less any incentives received), any initial direct costs incurred by PHM, and an estimate of costs to be incurred by the lessee in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease.

Subsequently, the right-of-use assets are measured at initial measurement less accumulated depreciation and impairment losses. The right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset.

Lease liabilities

At the inception of the lease, PHM measures the lease liability at the present value of the lease payments over the lease term. The lease payments included in the measurement of the lease liability comprise the following payments:
-fixed payments;
-variable lease payments that depend on an index or a rate;
-the price of the purchase option if it is reasonably certain that the option will be exercised by the Group; and
-payments of penalties for terminating the lease, if the lease term reflects the Group exercising an option to terminate the lease.

The fixed payments consist of the minimum lease payments. In some of the contracts the lease payments are increased annually based on index. The non-lease components are separated from leases payments in case they can be measured reliably.

Lease payments are discounted by using the lessee's incremental borrowing rate since the interest rates are not easily available in the lease contracts. PHM's incremental borrowing rate is determined based on financing offers received and market conditions and it is reviewed annually. Further information regarding the incremental borrowing rate has been disclosed in the note 4.1. Financial risk management.

Interest expense on lease liabilities are recognized in financial items in the statement of profit and loss over the lease term. The lease liabilities are subsequently measured at initial recognition less lease payments that are allocated to the principal.

Interest expense on lease liabilities are recognized in financial items in the statement of profit and loss over the lease term. The lease liabilities are subsequently measured at initial recognition less lease payments that are allocated to the principal.

Short-term lease contracts and contracts of low-value assets

PHM applies the exemptions applicable to short-term lease contracts (lease period 12 months or less), and for lease contracts for which the underlying asset is of low value. The lease assets are considered to be low value when the underlying asset value is estimated to be under the threshold of EUR 200 on a monthly basis. However, car leases under EUR 200 are included to the lease calculations. These low value lease contracts, which are not included to the lease calculations, are not recognized in the statement of financial position but recorded as expense when the costs are incurred. Lease expenses recognised for short-term leases and low-value assets are presented in more detail in note 2.2. Other operating income and expenses.

Right-of-use assets

EUR thousand	Right-of-use assets, buildings	Right-of-use assets, vehicles	Right-of-use assets, machinery	Right-of-use assets, other	Total
At 1.1.2021	**15 784**	**2 855**	**824**	**-**	**19 463**
Additions	721	3 111	1 323	0	**5 156**
Business combinations	6 947	295	523	8	**7 774**
Depreciations for the financial year	-6 608	-2 305	-1 069	0	**-9 983**
Translation differences	-90	-31	-5	0	**-125**
At 31.12.2021	**16 755**	**3 925**	**1 596**	**9**	**22 285**
1.1.2022	**16 755**	**3 925**	**1 596**	**9**	**22 285**
Additions	3 781	3 335	486	15	**7 617**
Business combinations	6 553	1 657	1 827	24	**10 061**
Depreciations for the financial year	-8 496	-2 897	-1 214	-16	**-12 622**
Translation differences	-407	-280	-115	-1	**-803**
At 31.12.2022	**18 186**	**5 740**	**2 580**	**31**	**26 536**

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Lease liabilities

EUR thousand	2022	2021
1.1.	22 856	19 667
Additions	10 209	6 772
Business combinations	10 062	7 796
Lease payments	-14 834	-10 409
Interest expenses	-1 071	-971
31.12.	**27 222**	**22 856**

EUR thousand	2022	2021
Long-term lease liabilities	15 020	13 494
Short-term lease liabilities	12 202	9 362
31.12.	**27 222**	**22 856**

The maturity analysis of lease liabilities is disclosed in Note 4.5. Borrowings and lease liabilities.

Impact of leases on profit and loss statement

EUR thousand	1.1.-31.12.2022	1.1.-31.12.2021
Short-term leases	-194	-179
Low value assets	-140	-345
Depreciations of right-of-use assets	-12 622	-9 977
Interest expenses from lease liabilities	-1 071	-971
Total	**-13 694**	**-10 948**

Payments of lease liabilities during the financial period 2022 were EUR 14.8 thousand (2021: EUR 10.4 thousand).

Accounting estimates and management's judgements

The most significant management judgment relates to open-ended real-estate lease agreements. For these contracts, management needs to estimate the length of the lease term, which may significantly affect the amounts of right-of-use asset and lease liability as well as the related depreciation and interest expense.

Management judgment is also applied in defining the incremental borrowing rate used to calculate the present value of the future lease payments. PHM applies a margin based on external loan agreement to determine the incremental borrowing rate plus a risk-free reference rate that takes into consideration the currency of the lease payments and the lease term of the lease. In PHM the discount rate is determined according to the operating country, contract term and lease asset class. As a reference discount rate for real estate PHM uses its high-yield bond interest rate and for machinery and equipment lease contracts PHM uses SSRCF limit rate as reference. Based on PHM's analysis these interest rates corresponds to PHM's expenses of financing.

For real estate contracts valid until further notice, PHM analyses the lease term on a case-by-case basis supported by PHM's strategy period. For those contracts with an option to extend, PHM has estimated the likelihood to use the option based on the asset classes, on a lease-by-lease basis and based on PHMs strategic period. Based on the analysis made the term for ongoing contracts has been assessed to be three years. For contracts including a purchase option, PHM's evaluates the likelihood of the purchase transaction based on the asset class and the lease period, being either valid until further notice or for a fixed period and the strategic period which is on a group level three years. For the car lease contracts, lease term is generally assessed to be 3-5-year contract period. The estimates of the lease terms are updated every year.

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3.6. Trade and other receivables

Accounting principle

Trade and other receivables arise from typical business transactions and are non-interest-bearing receivables. A trade receivable is recognised if an amount of consideration that is unconditional is due from the customer. Trade receivables are initially recognised at fair value at inception and recognised as subsequently measured at amortised cost following the classification of financial assets. Other receivables are recognised as cost and are typically including tax receivables and other short-term accruals, which are not considered as financial assets.

Trade receivables

EUR thousand	31.12.2022	31.12.2021
Trade receivables from external customers	57 317	38 160
Provision for expected credit losses	-1 113	-1 074
Total trade receivables	**56 204**	**37 086**

Trade receivables are non-interest bearing and are generally on payment terms of 14 to 45 days. Trade receivables which are over 360 days past due are considered as defaulted. Past due trade receivables are subject to enforcement activity and collection. The collection process is managed by the PHM 's credit control unit.

For terms and conditions relating to related party receivables, refer to Note 5.1. At the reporting date there were no open receivables from the related parties.

Other current assets consist of prepayments, accrued income and other receivables. Other receivables include VAT receivables and other related items. Other receivables considered as non-current assets amount to EUR 332 thousand for 2022 and EUR 273 thousand for 2021. The receivables under other current assets are presented below.

Other receivables & other current assets

EUR thousand	31.12.2022	31.12.2021
Prepayments and accrued income	12 054	8 875
Other receivables	3 084	1 300
Other current assets	**15 139**	**10 174**

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Expected Credit Loss (ECL) calculation

The expected credit loss calculation is based on historical data adjusted by forward-looking parameters based on customers' payment behavior. PHM has analyzed its trade receivables as one portfolio, because the payment behavior is homogeneous. The management estimates the customers' payment behavior and economic events in every reporting period. PHM estimates the timeliness of the payment alongside the customers' payment profile in order to recognize the time value of money effect for the credit receivables. As PHM does not use financing as part of their sales contracts in accordance with IFRS 15, the clients' time value of money is discounted separately for each past due bracket as presented in the ECL table above. PHM applies the simplified approach to calculate the estimated credit losses for each period.

The expected credit losses for contract assets include the expected credit losses from open account receivables at each quartely reporting period. The expected credit loss rate of contract assets is assumed to match the rate used for current trade receivables.

In order to avoid excessive concentrations of risk, the PHM Group's policies and procedures include specific guidelines to focus on the maintenance of a diversified customer portfolio. Identified concentrations of credit risks are controlled and managed accordingly. In PHM Group, the share of an individual customer is never significant, which reduces the risk of credit losses.

Set out below is the information about the credit risk exposure on Group's trade receivables using a provision matrix:

Expected Credit Loss 31.12.2022

EUR thousand	%	Gross value	Expected credit loss	Net value
Current	0,1 %	47 491	-47	47 443
Overdue 1-30 days	0,5 %	6 226	-31	6 195
Overdue 31-90 days	2,0 %	1 746	-35	1 711
Overdue 91-180 days	10,0 %	593	-59	533
Overdue 181-360 days	50,0 %	641	-321	321
Overdue > 360 days	100,0 %	619	-619	0
Total		**57 317**	**-1 113**	**56 204**

Expected Credit Loss 31.12.2021

EUR thousand	%	Gross value	Expected credit loss	Net value
Current	0,1 %	32 727	-33	32 694
Overdue 1-30 days	0,5 %	2 841	-14	2 827
Overdue 31-90 days	2,0 %	712	-14	697
Overdue 91-180 days	10,0 %	545	-54	490
Overdue 181-360 days	50,0 %	754	-377	377
Overdue > 360 days	100,0 %	581	-581	0
Total		**38 160**	**-1 074**	**37 086**

There are no changes in the expected credit loss valuation methods or assumptions between the comparison periods. Due to immaterial amount of the loan receivables to and loan payables to the parent of the group, the expected credit loss was not calculated for either financial period.

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3.7. Trade and other payables

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if payment is due within 12 months or less. Otherwise they are presented as non-current liabilities.

EUR thousand	31.12.2022	31.12.2021
Other non-current payables		
Contingent liabilities	676	-
Other long-term liabilities	265	1 457
Other non-current payables total	**941**	**1 457**

EUR thousand	31.12.2022	31.12.2021
Current trade and other payables		
Trade payables	29 036	19 368
Personnel related liabilities	41 824	28 379
Other payables	16 189	14 671
Accrued interest	755	502
Accrued expenses and deferred income	10 639	10 639
Current trade and other payables total	**98 442**	**73 559**

Other payables consist of contingent considerations, VAT liabilities, withholding tax and social security pay. Accrued expenses and deferred income in the table consist mainly of accrued costs and personnel related expenses.

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4. Financial Instruments and Capital Structure

4.1. Financial risk management

Financial instruments risk management objectives and policies

PHM's principal financial instruments are exposed to various financial risks. Financial risks include market risk, credit risk and liquidity risk. Market risk covers foreign exchange risk and interest rate risk. In addition, PHM's financial assets are exposed to counterparty's credit risk. PHM's management monitors and manages its financial risks in accordance to its Risk Management Policy. PHM has appropriate policies and procedures and financial risks are identified, measured and managed in accordance with PHM's policies and risk objectives. The Board of Directors reviews and agrees policies for managing each of these risks.

Currently, PHM does not use derivatives to hedge its risks associated with market risk. However, PHM key management has the mandate from the Board of Directors to use derivatives if deemed necessary. The objective of PHM is to monitor and minimize financial risk exposures. PHM has centralized management for its funding arrangements on group level.

As a local service business, PHM's business has shown a relatively mild impact from the war in Ukraine due to its limited direct exposure to the crisis. The main impacts from the crisis are increased fuel and energy prices as well as the general price inflation and economic uncertainty.

Market risk

Market risk is the risk that the fair value or future cash flows arising from financial instruments will fluctuate because of changes in market prices or market conditions. Market risk is comprised of: interest rate risk and currency risk. Sensitivity analysis of the market risks is presented below.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. PHM's exposure to interest rate fluctuations relates primarily to the debt obligations which have floating interest rate linked to euribor. Changes in market interest rates have a direct effect on PHM's future interest payments. The majority of PHM external loans are having fixed interest rates and hence variable interest rate risk is considered limited. The main exposure to interest rate risk is the new floating rate senior secured notes of EUR 70 million that were issued in December 2022, which present 15.3% of the Group's total interest bearing debt.

The interest rates of intra-group lones are in line with the interest rates of external financing.

PHM Group Holding Oyj issued senior secured callable fixed rate notes with an initial principal amount of EUR 300 million on 18 June 2021. The loan is due on 18 June 2026. In February 2022 PHM completed a tap issue of its senior secured callable fixed rate notes in the nominal amount of EUR 40 million under the existing EUR 450 million notes' framework. The bonds, including the originally in 2021 issued EUR 300 million nominal amount, were listed to Nasdaq Helsinki as planned in June 2022.

The Group also increased its Senior Secured Revolving Credit Facility by 12.5 MEUR to 62.5 MEUR. The increase is agreed for 12 months and is in-line with the terms set out in the current financing agreements. Furthermore, new euro-denominated senior secured floating rate notes in a nominal amount of EUR 70 million under a framework of EUR 200 million were issued on 15 December 2022. The loan is due on 19 June 2026. The New Notes are listed on the Frankfurt Open Market and PHM will submit an application to have the New Notes listed on NASDAQ Helsinki during Q2/2023.

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Interest-bearing loans

Debt Instrument	Interest	Interest type	Loan raised	Capital amount at 31.12.2022 M€
Super senior RCF	Euribor + Margin	Floating	2021	0.5 (undrawn 62)
Loans from financial institutions	Reference rate + Margin	Fixed/Floating	2020-2021	18,1
Bond	4.75%	Fixed	2021	340
Bond	3 m Euribor + 7.5%	Floating	2022	70

Interest rate sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of loans and borrowings

	31.12.2022		31.12.2021	
EUR thousand	Profit of the year	Equity	Profit of the year	Equity
+0.5% change in market interest rate	-350	-350	-140	-140
-0.5% change in market interest rate	350	350	140	140
+1.0% change in market interest rate	-700	-700	280	280
-1.0% change in market interest rate	700	700	280	280

Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows will fluctuate because of changes in foreign exchange rates. PHM's exposure to the foreign currency risk relates primarily to the operating activities, when revenue or expense is denominated in a foreign currency.

PHM operates in Finland, Sweden, Norway, Denmark and Germany. All entities in the group has local currency as their functional currency. All entities operates with their functional currency without any significant foreign currency transactions and hence the Group has no significant foreign currency transaction risk.

PHM Group has translation risk related to Swedish krona, Norwegian krone and Danish krone. Foreign currency translation risk is presented in translation difference in equity. The most significant part of the translation risk arises in SEK. PHM Group has not hedged its equity risk in its group.

Credit risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial credit loss. PHM is exposed to credit risk from its operating activities, which primarily includes trade receivables.

In relation to the credit risk PHM is exposed to a counterparty risk, which is managed alongside the credit risk, by recognising the customer prior the trading for the services. PHM operates only with recognised, creditworthy parties. Receivable balances are monitored and collected on an ongoing basis. The maximum exposure to credit risk at the reporting date is the carrying value of financial assets. There are no significant concentrations of credit risk within PHM. Please, see note 3.6 Trade and other receivables regarding credit risk.

Liquidity risk

PHM monitors its available funds and maturity analysis as the basis for concluding the cash requirements. Management assesses the business forecast and the related cash flows to maintain the liquidity requirements.

PHM's objective is to maintain a balance between continuity of funding and flexibility through the use of bank balances, and if necessary bank loans. PHM assessed the concentration of risk with respect to refinancing its debt and concluded it to be low.

The group has a good liquidity position as cash amounted to EUR 31.6 millions at year end and the amount of undrawn short term credit facility was EUR 62 million.

PHM has a considerable head room for covenants at their current position. The Group has not had any repayment events caused by breaches of covenants in fiscal years 2022 and 2021.

Please see further information regarding the liquid assets in the note 4.4. Cash and cash equivalents.

The maturity analysis of the financial liabilities is presented in this note below.

Maturity Distibution of Financial liabilities

The following table describes the contractual maturity distribution of the remaining financial liabilities on the balance sheet date. The presented figures are gross and undiscounted.

Based on the maturity distribution position PHM's management facilitates the credit position and liquidity requirement.

31.12.2022

EUR thousand	Carrying amount	Due in less than a year	Due in 1-5 years	Total Cash Outflows
Interest-bearing loans and borrowings incl. Interest	423 366	-20 531	-509 670	-530 201
Lease liabilities	27 222	-13 585	-19 067	-32 652
Trade payables	29 036	-29 036	-	-29 036
Contingent considerations	2 987	-2 311	-676	-2 987
Total	**482 610**	**-65 463**	**-529 413**	**-594 876**

31.12.2021

EUR thousand	Carrying amount	Due in less than a year	Due in 1-5 years	Total Cash Outflows
Interest-bearing loans and borrowings incl. Interest	338 057	-47 834	-360 971	-408 805
Lease liabilities	22 856	-10 335	-14 971	-25 306
Trade payables	19 368	-19 368	-	-19 368
Contingent considerations	4 228	-3 127	-1 101	-4 228
Total	**384 509**	**-80 664**	**-377 043**	**-457 707**

4.2. Fair value measurement

PHM measures financial instruments at fair value at each balance sheet date. Aside from this note, additional fair value related disclosures, including the valuation methods, significant estimates and assumptions are also provided in note 3.1. Business combinations.

Accounting principles

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

-In the principal market for the asset or liability; or
-In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by PHM.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

PHM uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Fair value estimation

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1:
The fair value of these assets or liabilities is based on available quoted (unadjusted) market prices in active markets for identical assets or liabilities.

Level 2:
The fair value of these assets or liabilities is based on valuation techniques, for which the lowest level input that is significant to the fair value measurement and it is directly or indirectly observable. The inputs for the valuation are based on quoted or other readily available source.

Level 3:
Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable and require independent consideration and judgement from the valuation perspective.

For assets and liabilities that are recognised in the financial statements at fair value on a recurring basis, PHM determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

At each reporting date, the PHM's management analyses the movements in the values of assets and liabilities which are required to be remeasured or re-assessed as per the PHM's accounting policies.

For the purpose of fair value disclosures, PHM has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy, as explained above.

In PHM Group contingent liabilities are based on level 3 information. Management's estimate regarding contingent liabilities is based on the financial development of the taraget company. That is supported by historical result, budget and latest business plan.

Fair values

Set out in the Financial instruments tabular presentation (Note 4.3. Financial assets and liabilities) is a comparison, by class, of the carrying amounts and fair values of PHM's financial instruments, other than those with carrying amounts that are reasonable approximations of fair values.

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4.3. Financial assets and liabilities

Accounting principles

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial assets

PHM's financial assets are measured at fair value at initial recognition at trade date, and are classified and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss. The classification is based on the contractual cash flow characteristics of the financial asset and PHM's business model for managing the instruments.

Amortised cost

Financial assets are classified at amortized cost, if the objective of holding the asset is to collect contractual cash flows and if the cash flows are solely payments of principal and interest. Financial assets which fulfill both of the conditions are subsequently measured using the effective interest rate method (EIR) and are subject to impairment. Any gains or losses from these financial assets are recognized in profit or loss when the asset is derecognized, modified or impaired.

PHM's financial assets at amortized cost include cash and cash equivalents, trade and loan receivables.

Derecognition of financial assets

PHM derecognises a financial assets when, and only when the contractual rights to the cash flows from the financial asset expires or it transfers the financial asset and the transfer qualifies for derecognition.

When PHM has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, PHM continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability.

The were no such items on balance sheet at year end.

Impairment of financial assets

Further disclosures relating to impairment of financial assets are also provided in the following notes:

- Disclosures for significant assumptions (1.2.-1.3.)
- Trade receivables (3.6.)

Further information about ECL is presented in the Note 4.1. Financial Risk Management.

Financial liabilities

PHM recognises a financial liability in its statement of financial position when, and only when, the entity becomes party to the contractual provision of the instrument. PHM's financial liabilities are measured at fair value at initial recognition at trade date, and are classified as subsequently measured at amortised cost and fair value through profit or loss. The financial liabilities are classified to their respective current and non-current accounts.

Amortised cost

PHM's financial liabilities classified at amortized cost, such as interest-bearing loans and borrowings and lease liability are initially recognized at fair value less any related transaction cost, and are subsequently measured using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in the statement of profit or loss.

Financial liabilities classified at amortized cost include loans from financial institutions, bond, lease

Financial liabilities at fair value through profit and loss

Financial liabilities measured at fair value through profit and loss include financial liabilities held for trading and financial liabilities designated upon initial recognition at fair value through profit and loss.

Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term.

Financial liabilities at fair value through profit and loss includes contingent considerations arising from business combinations. More information in note 4.5. Borrowings and lease liabilities.

Derecognition of financial liabilities

PHM derecognizes financial liabilities when, and only when the obligation of a financial liability specified in its respective contract is discharged, cancelled or it expires.

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4.3. Financial assets and liabilities (continues)

Financial instruments by classification 31.12.2022

Financial assets, 2022

EUR thousand	Note	Level	Fair value through profit and loss	At amortized cost	Fair value
Current financial assets					
Trade receivables	**3.6.**	**2**	-	56 204	56 204
Loan receivables	**4.3.**	**2**	-	291	291
Cash and cash equivalents	**4.4.**	**2**	-	31 632	31 632
Current financial assets total			-	**88 127**	**88 127**
Financial assets total			-	**88 127**	**88 127**

Financial liabilities, 2022

EUR thousand	Note	Level	Fair value through profit and loss	At amortized cost	Fair value
Non-current financial liabilities					
Bonds		**2**	-	404 531	369 050
Loans from financial institutions		**2**	-	3 217	3 217
Hire purchase loans		**2**	-	10 548	10 548
Leasing liabilities	**3.5.**	**2**		15 020	15 020
Contingent consideration	**4.5.**	**3**	676	-	676
Non-current financial liabilities total			**676**	**433 317**	**398 511**
Current financial liabilities					
Loans from financial institutions	**4.5.**	**2**	-	362	362
Hire purchase loans		**2**	-	3 952	3 952
Trade payables	**3.7.**	**2**	-	29 036	29 036
Leasing liabilities	**3.5.**	**2**	-	12 202	12 202
Contingent consideration	**4.5.**	**3**	2 311	-	2 311
Current financial liabilities total			**2 311**	**45 551**	**47 863**
Financial liabilities total			**2 987**	**478 868**	**446 374**

Financial instruments by classification 31.12.2021

Financial assets, 2021

EUR thousand	Note	Level	Fair value through profit and loss	At amortized cost	Fair value
Current financial assets					
Trade receivables	**3.6.**	**2**	-	37 086	37 086
Loan receivables	**4.3.**	**2**	-	86	86
Cash and cash equivalents	**4.4.**	**2**	-	18 331	18 331
Financial assets total			-	**55 503**	**55 503**

Financial liabilities, 2021

EUR thousand	Note	Level	Fair value through profit and loss	At amortized cost	Fair value
Non-current financial liabilities					
Bond	**4.5.**	**2**	-	294 240	294 240
Loans from financial institutions	**4.5.**	**2**	-	1 413	1 413
Hire purchase loans	**4.5.**	**2**	-	8 318	8 318
Leasing liabilities	**3.5.**	**2**		-13 494	13 494
Contingent consideration	**4.5.**	**3**	1 101	-	1 101
Non-current financial liabilities total			**1 101**	**290 477**	**318 566**
Current financial liabilities					
Loans from financial instituions		**2**		29 793	29 793
Hire purchase loans		**2**		3 790	3 790
Trade payables	**3.7.**	**2**	-	19 368	19 368
Leasing liabilities	**3.5.**	**2**	-	9 362	9 362
Contingent consideration	**4.5.**	**3**	3 127	-	3 127
Current financial liabilities total			**3 127**	**62 314**	**65 441**
Financial liabilities total			**4 228**	**352 791**	**384 007**

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4.4. Cash and cash equivalents

Cash and cash equivalents comprise of cash at banks and on hand with a maturity of three months or less. Cash and cash equivalents are subject to a minor risk of changes in value. The Groups cash deposits are deposited to banks with a low credit risk.

EUR thousand	**31.12.2022**	**31.12.2021**
Cash at banks and on hand	31 632	18 331
Total	**31 632**	**18 331**

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4.5.Interest-bearing loans and borrowings

Interest-bearing liabilities and net interest-bearing debt

Net interest-bearing debt

EUR thousand	Note	2022	2021
Non-current interest-bearing liabilities	4.3.	418 297	303 971
Current interest-bearing loans and borrowings	4.3.	4 314	33 584
Lease liabilities	3.5.	27 222	22 856
Contingent consideration	4.3.	2 987	4 228
Cash and cash equivalents	4.4.	-31 632	-18 331
Net interest-bearing debt total		**421 187**	**346 308**

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Changes in the interest-bearing liabilities

31.12.2022

EUR thousand	Opening balance 1.1.	Business combinations	Translation differences	Other changes	Reporting date balance 31.12.
Non-current interest-bearing liabilities	303 971	5 433	-161	109 053	418 297
Current interest-bearing liabilities	33 584	388	-107	-29 550	4 314
Lease liabilities	22 856	10 062	-818	-4 877	27 222
Contingent considerations	4 228	-	-107	-1 135	2 987
Total changes in interest-bearing liabilities	**364 639**	**15 883**	**-1 193**	**73 491**	**452 819**

31.12.2021

EUR thousand	Opening balance 1.1.	Business combinations	Translation differences	Other changes	Reporting date balance 31.12.
Non-current interest-bearing liabilities	187 401	4 557	-7	112 020	303 971
Current interest-bearing liabilities	6 914	4 954	-85	21 802	33 584
Lease liabilities	19 667	7 796	-127	-4 479	22 856
Contingent considerations	2 747	-	-	1 481	4 228
Total changes in interest-bearing liabilities	**216 728**	**17 307**	**-219**	**130 823**	**364 639**

Contingent considerations
PHM has contingent considerations related to its acquisitions. PHM recognises contingent considerations at fair value through profit or loss. Revaluation is made on each reporting date based on the likelihood meeting the predetermined targets set at acquisition. The earn-out is based on an agreed performance target of the acquired entity, which is typically an agreed EBITDA target for the entity.

In connection with the acquisitions from financial period ending 31.12.2022, PHM has agreed on contingent consideration based on the performance of the acquired companies. PHM has estimated the contingent consideration to an amount of EUR 2,842 thousand included in the acquisition price at the acquisition date, of which EUR 676 thousand will mature in less than five years and EUR 2,167 thousand will mature in less than a year.

In connection with the acquisitions from financial period ending 31.12.2021, PHM has agreed on contingent consideration based on the performance of the acquired companies. PHM has estimated the contingent consideration to an amount of EUR 4,228 thousand 31.12.2021 included in the acquisition price at the acquisition date, of which EUR 1,101 thousand will mature in less than five years and EUR 3,127 thousand

Publicly traded bonds
PHM Group Holding Oyj issued senior secured callable fixed rate notes with an initial principal amount of EUR 300 million on 18 June 2021. The loan is due on 18 June 2026. In February 2022 PHM completed a tap issue of its senior secured callable fixed rate notes in the nominal amount of EUR 40 million under the existing EUR 450 million notes' framework. The bonds, including the originally in 2021 issued EUR 300 million nominal amount, were listed to Nasdaq Helsinki as planned in June 2022.

New euro-denominated senior secured floating rate notes in a nominal amount of EUR 70 million under a framework of EUR 200 million were issued on 15 December 2022. The loan is due on 19 June 2026. The New Notes are listed on the Frankfurt Open Market and PHM will submit an application to have the New Notes listed on NASDAQ Helsinki during Q2/2023.

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4.6. Capital management

The primary objective of the Group's capital management is to ensure continuity of operations (going concern), enable the execution of the Group's strategy and increase the shareholder value.

PHM manages its capital structure and makes adjustments in light of changes in economic conditions and the requirements of the financial covenants, and to ensure availability of capital. To maintain or adjust the capital structure, PHM may issue new debt instruments, repay existing debt, adjust the dividend payment to shareholders, return capital to shareholders or issue new shares. PHM monitors its capital structure by following its leverage ratio, equity and net debt levels. PHM includes within net debt, interest bearing loans and borrowings, lease liabilities and contingent considerations, less cash and cash equivalents.

Interest-bearing net debt is presented separately in note 4.5. Interest-bearing loans and borrowings.

Capital Structure

EUR thousand	**2022**	**2021**
Net debt (note 4.5.)	421 187	346 308
Equity	158 878	147 311
Leverage, x	4,81	4,84

In order to achieve this overall objective, PHM's capital management, amongst other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that are a prerequisite to maintaining the desired capital structure. Breaches in meeting the financial covenants would permit the bank to immediately call loans and borrowings. There have been no breaches of the financial covenants of any interest-bearing loans and borrowing in the current review period. PHM further aims to keep its leverage ratio below 5.5x to ensure availability of debt capital with reasonable terms. Leverage is calculated by dividing the interest-bearing Net debt by the LFL synergy adjusted EBITDA. Additional information regarding the calculation of the Leverage is found in the Key Figures section in the the report by the Board of Directors.

No changes were made in the objectives, policies or processes for managing capital during the year

5.7. Equity

Equity and capital reserves

Equity consists of share capital, reserve for unrestricted equity and exchange differences on translation of foreign operations.

Number of shares (A-shares)	2022	2021
Total number of shares in the beginning of the period	**45 058 211**	**43 838 952**
Transfer of own shares	-481 288 -	144 000
Shares issued	412 147	1 219 259
Total number of shares outstanding at the end of the	**44 989 070**	**44 914 211**
Of which own shares held by the parent company	481 288	144 000
Total number of shares at the end of reporting period	**45 470 358**	**45 058 211**

PHM Group Topco Oy has four series of shares: series A shares (Ordinary shares), series P1 shares (the P1 shares), series P2 shares (the P2 shares and together with the P1 shares the "Preference Shares"), and the series V shares (the V shares). The Ordinary shares and the V shares carry one (1) vote each. The Preference Shares do not have any voting rights. The V shares have no right to dividend or any other distribution.

Total number of shares registered	2022	2021
A Shares	45 263 856	44 981 067
P1 Shares	20 402 406	18 500 116
P2 Shares	144 950 633	143 364 045
V Shares	12 229 687	12 229 687

Total number or unregistered shares	2022	2 021
A Shares	206 502	77 144
P1 Shares	1 071 751	502 171
P2 Shares	1 840 108	445 038

The Preference Shares have a preferred right in relation to the Ordinary Shares to receive dividend corresponding to a yield of 8% per annum calculated from the date of payment for each Preference Share on the subscription price of the Preference Share less any return of capital paid to such Preference Share. However, PHM does not have a contractual obligation to pay dividends or other contributions. PHM distributes the Preference Distribution for the previous financial year to P1 Shares in cash in accordance with the Group's articles of association, subject to any restrictions under the Finnish Companies Act or the financing agreements of the Group. The P1-shares are ahead of P2 -shares in distributions. The P1- and P2-shares do not have right to any other distribution.

Dividends

The Board of Directors proposes to the Annual General Meeting that for the financial year ended 31.12.2022 dividends will be distributed to the P1 shareholders and that the profit for the period shall be recorded within retained earnings.

PHM Group Topco Oy has paid preference payment during the financial year of 2022 for a total amount of EUR 1 249 thousand for P1 shareholders based on fiscal year 2022 result.

Fund for unrestricted equity

The fund for unrestricted equity contains the other equity-related investments and share subscription prices to the extent not to be credited to the share capital. PHM Group TopCo Oy has purchased its own shares amounting to 2 253 thousand which consisted of 296 788 A shares, 650 255 P1 Shares and 400 000 P2 shares.

Exchange differences on translation of foreign operations

Exchange differences relating to the translation of the results and net assets of the PHM's foreign operations from their functional currencies to the Group's presentation currency (i.e. euro) are recognised in other comprehensive income and accumulated in the equity.

Subordinated loan

PHM Group Topco has a subordinated loan. The instrument does not have a maturity date and it does not require any interest payments or any other financial obligation. Thus, based on the IAS 32 classification criteria the instrument meets the IFRS classification and recognition criteria of an equity instrument. PHM has reclassified the instrument as an equity instrument for IFRS purposes.

The remaining balance as of 31.12.2022 was EUR 15 285 thousand.

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4.8 Other shares and investments

PHM's investments in other shares consist of shares of housing co-operative and other equity shares. Shares in housing co-operative company is a typical ownership structure for Finnish apartments and commercial space, where the acquirer owns the shares allowing for tenure in a specific unit and the company around housing co-operative facilitates the maintenance and public spaces. Other shares and investments are initially measured at cost and are subsequently measured at cost less any impairment.

EUR thousand	2022	2021
Other shares and investments	**3 223**	**2 965**

5. Other notes

5.1. Related party transactions

PHM's related parties comprise of subsidiaries, the board of directors, the CEO and the rest of the company's management team and their close family members, as well as entities under their control or joint control, sister companies belonging to the group structure.

Parent company's majority owners are the funds managed by Norvestor Equity AS (ownership 68.2% on 31.12.2022 and 69.0% on 31.12.2021). Other significant owners include the funds managed by Intera Partners and the group's top management and key personnel.

The following tables provide the total amount of transactions that have been entered into with related parties for the relevant financial year.

Compensation of key management personnel

The the group the key management personnel consist of the members of the Board of Directors, Group CEO and members of the Group management team. The amounts disclosed in the table are expensed during the fiscal year.

Compensation of the members of the Board of Directors

EUR thousand	2022	2021
Karl Svozilik, Chairman of the Board	-	-
Ståle Kolbjørn Angel	- 18	- 15
Tuomas Sarkola	-	-
Svein Olav Stølen	- 18	- 14
Marika af Enehjelm	-	-
Janne Näränen (resigned 15th of Sep 2021)	-	-
Total	**- 36**	**- 29**

Group management team (including CEO)

EUR thousand	2022	2021
Salaries and short-term employee benefits	-1 926	-1 432
Post-employment pension and medical benefits	-25	-5
Total compensation paid to key management personnel	**-1 951**	**-1 437**

Other related party transactions

Service provided to

EUR thousand	2022	2021
to Companies held by CEO or to CEO	361	361
Total	**361**	**361**

Services Purchased from

EUR thousand	2022	2021
Real-estate leases from Mivi Capital (CEO is shareholder)	-778	-675
Personnel recreation expenses from Scandinavian Outdoor (CEO is shareholder)	-98	0
Total	**(876)**	**(675)**

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5.2. Contingent liabilities and commitments

Other commitments and obligations for the Group

EUR thousand	2022	2021
Liabilities with pledges, mortgages or other assets pledged as collateral		
Liabilities	52 000	39 500
Total	**52 000**	**39 500**

Securities pledged as collateral for own commitments regarding the above-mentioned liabilities		
Business mortgages	650 000	650 000
Total	**650 000**	**650 000**

Obligations for lease liabilities

EUR thousand	2022	2021
Leasing liabilities payable in the following financial year	619	1 389
Leasing liabilities payable in later financial years	1 856	4 166
Total	**2 474**	**5 554**

Obligations for rent liabilities

EUR thousand	2022	2021
Rent liabilities payable in the following financial year	77	278
Rent liabilities payable in later financial years	230	833
Total	**307**	**1 111**

Legal claim contingency

PHM has not had any material outstanding or ongoing juridical cases with employees, former employees, customers, or other parties to the companies from which PHM would be liable to compensate the other party.

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5.3. Events after reporting period

The Group has continued its strategy of growing through acquisitions even after the year end and continues to have a strong pipeline of active dialogues. None of the closed transactions are such that it would have a material impact on the Group's business or financial position.

The Board of Directors has also evaluated the impacts on PHM's business from the war in Ukraine and assessed that it will not have any significant impacts on the Group's operations, financial position or operating environment. The Group's Board of Directors and management closely monitor the development of the situation and are prepared to react to changing circumstances as needed.

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Parent Company Income Statement (FAS)

EUR thousand	1.1.-31.12.2022	1.1.-31.12.2021
Other operating expenses	- 80	- 41
Operating profit (loss)	**- 80**	**- 41**
Financial income and expenses		
Other interest and financial income	0	699
Interest and other financial expenses	- 0	- 2
Financial income and expenses, total	**- 0**	**696**
Profit (loss) before appropriations and taxes	- 80	656
Group contribution	1 315	669
Income tax	- 245	- 265
Profit for the financial period	**990**	**1 060**

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Parent company balance sheet (FAS)

EUR thousand	2022	2021
Assets		
Non-current assets		
Investments		
Holdings in Group companies	160 318	158 318
Total investments	160 318	158 318
Total non-current assets	**160 318**	**158 318**
Current assets		
Current receivables	90	0
Receivables from Group companies	6 983	16 996
Total current receivables	7 072	16 996
Total current assets	**7 072**	**16 996**
Total assets	**167 391**	**175 314**
Equity and liabilities		
Equity		
Other reserves (Ltd)	150 811	143 759
Subordinated loans	15 286	15 286
Retained earning	- 246	- 57
Profit (loss) for the financial year	990	1 060
Total shareholder's equity attributable to equity h olders of the parent	**166 840**	**160 047**
Liabilities		
Current liabilities		
Liabilities to Group companies	0	15 000
Short term liabilities	550	267
Total Current liabilities	550	15 267
Total liabilities	**550**	**15 267**
Total equity and liabilities	**167 391**	**175 314**

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Cash Flows Statement of the Parent Company

EUR thousand	2022	2021
Operating activities		
Profit before tax	-80	656
Adjustments to reconcile profit before tax to net cash flows:		
Finance income and expens	0	-696
Change in working capital	10 608	-16 325
Net cash flow from operating activities	**10 528**	**-16 366**
Net cash flow from investing activities		
Equity invested in subsidiaries	-16 331	-
Return of equity invested in subsidiaries	0	50 592
Net cash flow from investing activities	**-16 331**	**50 592**
Net cash flow from financing activities		
Repaymet of loan receivables	0	18 826
Purchase of own shares	-2 253	-426
Payments from directed share issues	9 305	17 500
Paid dividend and other distribution of profit	-1 249	-70 822
Net interest and finance cost paid	0	696
Net cash flow from financing activities	**5 803**	**-34 226**
Net increase in cash and cash equivalents	**0**	**0**
Cash and cash equivalents at 1.1.	0	-
Cash and cash equivalents at 31.12.	**0**	**0**

Accounting policies

The financial statements have been prepared in accordance with the Small Business Act (in accordance with Chapters 2 and 3 of the PMA).

Valuation and accrual principles and methods

The company's valuation principles and methods as well as accrual principles and methods are in accordance with sections 3: 1.2–3 of the PMA (Small Business Acts), therefore no separate notes are presented on these.

Notes concerning the parent company's balance sheet

Asset breakdown

EUR thousand	2022	2021
Holdings in Group companies		
PHM Group Holding Oy	160 318	158 318

EUR thousand	2022	2021
Breakdown of short-term receivables		
Group contribution receivables	1 315	669

Breakdown of Equity items

Restricted equity

EUR thousand	2022	2021
Subordinated loans 1st of January 2022 & 1st of January 2021	15 286	15 286
Subordinated loan31 December	15 286	15 286
Total restricted equity	15 286	15 286

Unrestricted equity and other equity reserves

EUR thousand	2022	2021
Other reserves 1st of January 2022 & 1st of January 2021	143 759	194 038
Increase	9 305	17 239
Decrease	-2 253	-67 518
Other reserves 31 December	150 811	143 759
Total unrestricted equity	**150 811**	**143 759**
Retained earnings	-246	-57

EUR thousand	2022	2021
Retained earnings 1st of January 2022 & 1st of January 2021	1 003	-12
Dividend	-1 249	-822
Capital loan interest fy 2020	0	777
Profit (loss) for the period	990	1 060
Retained earnings 31 December	**744**	**1 003**
Non-restricted equity attributable to the owners of the parents	151 555	144 762

EUR thousand	2 022	2 021
Retained earnings/losses	744	1 003
Total restricted equity	15 286	15 286
Total unrestricted equity	150 811	143 759
Total Equity	**166 840**	**160 047**

Distributable funds attributable to the owners of the parents and subordinated loans

EUR thousand	2 022	2 021
Other reserves	150 811	143 759
Retained earnings/losses	744	1 003
Total	**151 555**	**144 762**

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Notes concerning the parent company's income statement

Total amounts of dividend income, interest income and interest expenses

EUR thousand	2 022	2 021
Other interest and financial income	0	699
Interest and other financial expenses	- 0	- 2
Total	**- 0**	**696**

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Parent company's notes concerning personnel and members of the organs

Number and groups of personnel

The company did not have any employees during the financial year.

Loans and securities granted to the CEO, Board of members and other related parties

EUR thousand	2 022	2 021
Other liabilities to PHM group Holding Oy	0	15 000

Holdings in other companies	2 022	2 021
PHM Group Holding Oy	100 %	100 %

Notes concerning reporting entity included in the Group

The company is a parent company and the consolidated financial statements are available from Takomotie 1-3, FI-00380 Helsinki, Finland

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Report of the Board of Directors referred to in the limited liability companies act

Board of Directors' proposal for measures concerning the company's profit and any other distribution of non-restricted equity

The Board of Directors proposes that no dividend is distributed and that the profit of EUR 989 996,98 is booked as retained earnings.

Primary terms and conditions of subordinated loans and non-expensed interest accrued on the loans

EUR thousand	2 022	2 021
Subordinated loans		
Non-current subordinated loans	15 285 538	15 285 538

Terms and conditions:

Subordinated loan has been reclassified in equity under IFRS. The instrument does not have a maturity date and it does not require any interest payments or any other financial obligation

Other commitments and obligations for the Group	2 022	2 021
Liabilities with pledges, mortgages or other assets pledged as collateral	52 000 000	0
Total	**52 000 000**	**0**

Securities pledged as collateral for own commitments regarding the above-mentioned liabilities		
Business mortgages	0	0
Total	**0**	**0**

Signatures to the Board of Directors' Report and the Financial Statements

DocuSigned by:
Karl Svozilik
78344D381BDF4A1...

Karl Svozilik
Chairman of the Board

DocuSigned by:
Ståle Angel
886488B0D2C44AA...

Ståle Angel
Member of the Board

DocuSigned by:
Tuomas Sarkola
FE3C12A9EB4E4E6...

Tuomas Sarkola
Member of the Board

DocuSigned by:
Marika af Enehjelm
AF1763C446674F3...

Marika Af Enehjelm
Member of the Board

DocuSigned by:
Svein Olav Stølen
9BDAD6AE55714EF...

Svein Olav Stølen
Member of the Board

Auditor's note

A report on the audit performed has been issued today.

Helsinki, 28th of April 2023

KPMG Oy

DocuSigned by:
Turo Koila
A58D0B003BAC48F...

Turo Koila
Authorised Public Accountant

KPMG Oy Ab
Töölönlahdenkatu 3 A
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00101 HELSINKI

Puhelin 020 760 3000
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Tilintarkastuskertomus

PHM Group TopCo Oy:n yhtiökokoukselle

Tilinpäätöksen tilintarkastus

Lausunto

Olemme tilintarkastaneet PHM Group TopCo Oy:n (3123809-7) tilinpäätöksen tilikaudelta 1.1.–31.12.2022. Tilinpäätös sisältää konsernin taseen, tuloslaskelman, laajan tuloslaskelman, laskelman oman pääoman muutoksista, rahavirtalaskelman ja liitetiedot, mukaan lukien yhteenveto merkittävimmistä tilinpäätöksen laatimisperiaatteista, sekä emoyhtiön taseen, tuloslaskelman, rahoituslaskelman ja liitetiedot.

Lausuntonamme esitämme, että

- konsernitilinpäätös antaa oikean ja riittävän kuvan konsernin taloudellisesta asemasta sekä sen toiminnan tuloksesta ja rahavirroista EU:ssa käyttöön hyväksyttyjen kansainvälisten tilinpäätösstandardien (IFRS) mukaisesti,
- tilinpäätös antaa oikean ja riittävän kuvan emoyhtiön toiminnan tuloksesta ja taloudellisesta asemasta Suomessa voimassa olevien tilinpäätöksen laatimista koskevien säännösten mukaisesti ja täyttää lakisääteiset vaatimukset.

Lausunnon perustelut

Olemme suorittaneet tilintarkastuksen Suomessa noudatettavan hyvän tilintarkastustavan mukaisesti. Hyvän tilintarkastustavan mukaisia velvollisuuksiamme kuvataan tarkemmin kohdassa *Tilintarkastajan velvollisuudet tilinpäätöksen tilintarkastuksessa*. Olemme riippumattomia emoyhtiöstä ja konserniyrityksistä niiden Suomessa noudatettavien eettisten vaatimusten mukaisesti, jotka koskevat suorittamaamme tilintarkastusta ja olemme täyttäneet muut näiden vaatimusten mukaiset eettiset velvollisuutemme. Käsityksemme mukaan olemme hankkineet lausuntomme perustaksi tarpeellisen määrän tarkoitukseen soveltuvaa tilintarkastusevidenssiä.

Tilinpäätöstä koskevat hallituksen velvollisuudet

Hallitus vastaa tilinpäätöksen laatimisesta siten, että konsernitilinpäätös antaa oikean ja riittävän kuvan EU:ssa käyttöön hyväksyttyjen kansainvälisten tilinpäätösstandardien (IFRS) mukaisesti ja siten, että tilinpäätös antaa oikean ja riittävän kuvan Suomessa voimassa olevien tilinpäätöksen laatimista koskevien säännösten mukaisesti ja täyttää lakisääteiset vaatimukset. Hallitus vastaa myös sellaisesta sisäisestä valvonnasta, jonka ne katsovat tarpeelliseksi voidakseen laatia tilinpäätöksen, jossa ei ole väärinkäytöksestä tai virheestä johtuvaa olennaista virheellisyyttä.

Hallitus on tilinpäätöstä laatiessaan velvollinen arvioimaan emoyhtiön ja konsernin kykyä jatkaa toimintaansa ja soveltuvissa tapauksissa esittämään seikat, jotka liittyvät toiminnan jatkuvuuteen ja siihen, että tilinpäätös on laadittu toiminnan jatkuvuuteen perustuen. Tilinpäätös laaditaan toiminnan jatkuvuuteen perustuen, paitsi jos emoyhtiö tai konserni aiotaan purkaa tai toiminta lakkauttaa tai ei ole muuta realistista vaihtoehtoa kuin tehdä niin.

Tilintarkastajan velvollisuudet tilinpäätöksen tilintarkastuksessa

Tavoitteenamme on hankkia kohtuullinen varmuus siitä, onko tilinpäätöksessä kokonaisuutena väärinkäytöksestä tai virheestä johtuvaa olennaista virheellisyyttä, sekä antaa tilintarkastuskertomus, joka sisältää lausuntomme. Kohtuullinen varmuus on korkea varmuustaso, mutta se ei ole tae siitä, että olennainen virheellisyys aina havaitaan hyvän tilintarkastustavan mukaisesti suoritettavassa tilintarkastuksessa. Virheellisyyksiä voi aiheutua väärinkäytöksestä tai virheestä, ja niiden katsotaan olevan olennaisia, jos niiden

yksin tai yhdessä voisi kohtuudella odottaa vaikuttavan taloudellisiin päätöksiin, joita käyttäjät tekevät tilinpäätöksen perusteella.

Hyvän tilintarkastustavan mukaiseen tilintarkastukseen kuuluu, että käytämme ammatillista harkintaa ja säilytämme ammatillisen skeptisyyden koko tilintarkastuksen ajan. Lisäksi:

- Tunnistamme ja arvioimme väärinkäytöksestä tai virheestä johtuvat tilinpäätöksen olennaisen virheellisyyden riskit, suunnittelemme ja suoritamme näihin riskeihin vastaavia tilintarkastustoimenpiteitä ja hankimme lausuntomme perustaksi tarpeellisen määrän tarkoitukseen soveltuvaa tilintarkastusevidenssiä. Riski siitä, että väärinkäytöksestä johtuva olennainen virheellisyys jää havaitsematta, on suurempi kuin riski siitä, että virheestä johtuva olennainen virheellisyys jää havaitsematta, sillä väärinkäytökseen voi liittyä yhteistoimintaa, väärentämistä, tietojen tahallista esittämättä jättämistä tai virheellisten tietojen esittämistä taikka sisäisen valvonnan sivuuttamista.

- Muodostamme käsityksen tilintarkastuksen kannalta relevantista sisäisestä valvonnasta pystyäksemme suunnittelemaan olosuhteisiin nähden asianmukaiset tilintarkastustoimenpiteet mutta emme siinä tarkoituksessa, että pystyisimme antamaan lausunnon emoyhtiön tai konsernin sisäisen valvonnan tehokkuudesta.

- Arvioimme sovellettujen tilinpäätöksen laatimisperiaatteiden asianmukaisuutta sekä johdon tekemien kirjanpidollisten arvioiden ja niistä esitettävien tietojen kohtuullisuutta.

- Teemme johtopäätöksen siitä, onko hallituksen ollut asianmukaista laatia tilinpäätös perustuen oletukseen toiminnan jatkuvuudesta, ja teemme hankkimamme tilintarkastusevidenssin perusteella johtopäätöksen siitä, esiintyykö sellaista tapahtumiin tai olosuhteisiin liittyvää olennaista epävarmuutta, joka voi antaa merkittävää aihetta epäillä emoyhtiön tai konsernin kykyä jatkaa toimintaansa. Jos johtopäätöksemme on, että olennaista epävarmuutta esiintyy, meidän täytyy kiinnittää tilintarkastuskertomuksessamme lukijan huomiota epävarmuutta koskeviin tilinpäätöksessä esitettäviin tietoihin tai, jos epävarmuutta koskevat tiedot eivät ole riittäviä, mukauttaa lausuntomme. Johtopäätöksemme perustuvat tilintarkastuskertomuksen antamispäivään mennessä hankittuun tilintarkastusevidenssiin. Vastaiset tapahtumat tai olosuhteet voivat kuitenkin johtaa siihen, ettei emoyhtiö tai konserni pysty jatkamaan toimintaansa.

- Arvioimme tilinpäätöksen, kaikki tilinpäätöksessä esitettävät tiedot mukaan lukien, yleistä esittämistapaa, rakennetta ja sisältöä ja sitä, kuvastaako tilinpäätös sen perustana olevia liiketoimia ja tapahtumia siten, että se antaa oikean ja riittävän kuvan.

- Hankimme tarpeellisen määrän tarkoitukseen soveltuvaa tilintarkastusevidenssiä konserniin kuuluvia yhteisöjä tai liiketoimintoja koskevasta taloudellisesta informaatiosta pystyäksemme antamaan lausunnon konsernitilinpäätöksestä. Vastaamme konsernin tilintarkastuksen ohjauksesta, valvonnasta ja suorittamisesta. Vastaamme tilintarkastuslausunnosta yksin.

Kommunikoimme hallintoelinten kanssa muun muassa tilintarkastuksen suunnitellusta laajuudesta ja ajoituksesta sekä merkittävistä tilintarkastushavainnoista, mukaan lukien mahdolliset sisäisen valvonnan merkittävät puutteellisuudet, jotka tunnistamme tilintarkastuksen aikana.

Muut raportointivelvoitteet

Muu informaatio

Hallitus vastaa muusta informaatiosta. Muu informaatio käsittää toimintakertomuksen. Tilinpäätöstä koskeva lausuntomme ei kata muuta informaatiota.

Velvollisuutenamme on lukea muu informaatio tilinpäätöksen tilintarkastuksen yhteydessä ja tätä tehdessämme arvioida, onko muu informaatio olennaisesti ristiriidassa tilinpäätöksen tai tilintarkastusta suoritettaessa hankkimamme tietämyksen kanssa tai vaikuttaako se muutoin olevan olennaisesti virheellistä.

Velvollisuutenamme on lisäksi arvioida, onko toimintakertomus laadittu sen laatimiseen sovellettavien säännösten mukaisesti.

Lausuntonamme esitämme, että toimintakertomuksen ja tilinpäätöksen tiedot ovat yhdenmukaisia ja että toimintakertomus on laadittu toimintakertomuksen laatimiseen sovellettavien säännösten mukaisesti.

Jos teemme suorittamamme työn perusteella johtopäätöksen, että toimintakertomuksessa on olennainen virheellisyys, meidän on raportoitava tästä seikasta. Meillä ei ole tämän asian suhteen raportoitavaa.

Helsingissä 28. huhtikuuta 2023

KPMG OY AB

Turo Koila

KHT