



Half-year financial report January – June 2022

SOLWERS

Strong growth continued and profitability remained on a good level

January - June 2022 in brief

The figures for the first half are unaudited (IFRS). The figures in brackets refer to the corresponding period in the preceding year and are expressed in the same unit, except where otherwise noted.

- Revenue grew 48,3 % to EUR 32,562 (21,962) thousand
- EBITA was EUR 3,801 (2,664) thousand, 11.7 (12.1) % of revenue
- EBIT was EUR 2,808 (2,018) thousand, which is 8.6 (9.2) % of revenue
- The company continued the implementation of its growth strategy by acquiring Arkkitehdit Sabelström Arkitektkontor in Finland in March and Establish Schening in Sweden in May
- The Annual General Meeting resolved on a dividend payment of EUR 0.040 (0.103) per share for the financial year 2021
- The company's operating cash flow EUR +1,846 (+1,757) thousand remained on the level of the comparison period and the financial position continued to be good
- The financing agreement with the company's principal bank was expanded and amended to support of execution of the new business acquisitions
- The number of employees at the end of the reporting period was 601 (405).

Key figures

Solwers Plc consolidated			
EUR thousand	H1/2022	H1/2021	2021
Revenue	32.562	21.962	44.662
EBITDA	4.245	3.013	5.495
EBITDA-%	13,0 %	13,7 %	12,3 %
EBITA	3.801	2.664	4.708
EBITA-%	11,7 %	12,1 %	10,5 %
EBIT	2.808	2.018	3.371
EBIT-%	8,6 %	9,2 %	7,5 %
Net Profit	1.919	840	1.672
Net Profit-%	5,9 %	3,8 %	3,7 %
Earnings per Share (EPS) non-diluted, EUR	0,21	0,15	0,20
Earnings per Share (EPS) diluted, EUR	0,21	0,15	0,20
Revenue per employee	56	56	112
Revenue growth, %	48,3 %	58,1 %	36,8 %
Billing rate, %	81,8 %	81,7 %	82,2 %
Adjusted equity	32.895	28.884	31.908
Net debt	17.184	21	14.119
Equity Ratio, %	43,9 %	51,4 %	45,4 %
Adjusted Equity Ratio, %	43,9 %	51,4 %	45,4 %
Total Assets	74.949	56.196	70.354
Headcount, average during period	586	390	397
Headcount, at end of period	601	405	571



CEO review

Despite the general market uncertainty, the demand for our services remained stable and the performance of our company during the first six months was good. Our revenue increased by almost 50 percent to 32.6 million euros and profitability is on the mid-term target level.

Our order stock has also remained relatively stable, and the invoicing rate is on the same level compared to last year's first six months. Of the new projects, an interesting example is the design project of the Raisio Tiedonpuisto school of Lukkaroinen Architects and their new subsidiary Sabelström Architects. Pontek's refurbishment of an old building to an interim school retaining the original structures is worth mentioning among the concluded projects Geounion's geotechnical survey work in the Turku One Hour Train project is in turn a fascinating example of

the ongoing projects.

In Sweden, the demand for ELE Engineering's services has been growing. They supplied Svenska Skogsplantor a complete, fully automated production line for handling 20 million forest plants per season and in northern Sweden they were responsible for primary engineering and documentation structure for substations in a windfarm project. Dreem architects designed an extensive residential and commercial block in Backa, Gothenburg, where the building integrates solar and geothermal energy to minimize energy losses. Solar energy can be stored in the geothermal system which provides both reduced energy consumption and greater autonomy from the general power grid. These types of solutions are becoming even more relevant in a fast-changing business environment.

In line with our growth strategy, we continuously expand our operations through business acquisitions. In May, we acquired the entire capital stock of the management consulting company Establish Schening AB in Sweden. The Stockholm based Establish Schening AB has 12 employees and its' revenue in 2021 was SEK 20 million. The company's core competence is management consulting in logistics solutions, and the customer base consists of companies in the public transport, manufacturing, and retail sectors.

The expansion of the service portfolio, together with the diversified business and geographical presence of the Solwers companies, balances and reduces the risk of work shortages, but if the market situation suddenly changes, we are prepared to adjust the capacity. We have a wide customer base at different locations in two countries and in addition to large projects, we carry out thousands of small projects every year with services varying from different design services to project management, financial management and other expert services.

In addition to the Nordic countries, we explore growth opportunities also in the Eastern European countries, where the production costs for planning and design are more competitive than in the Nordic countries. Companies to be acquired in this geographical area could support our operations in the Nordic countries while continuing their business in their home country.

Furthermore, in our home markets of Finland and Sweden, we may make local acquisitions with which we can strategically strengthen the competence, capacity, or geographical presence of the subsidiary. One example is Sabelström Arkitektkontor Architects in Turku, which was acquired by our subsidiary Lukkaroinen Architects in March. Sabelström's office has significant local references, knowledge of the area and established customer relationships in Southwest Finland.

When taking a view at the future outlook, it can be noted that the general uncertainty in the market may affect customers' willingness to invest. However, we are proceeding in line with our growth strategy by strengthening the organization's expertise and aim for a few business acquisitions during this year.

Outlook

The level of investment varies from one year to the next and in different ways in different sectors. Public and private sector investments affect employment and profitability in the entire design and engineering sector, including Solwers. The expansion of the service portfolio and the diversification of the business and the geographical scope of operations through the Solwers companies provides balance and supports the achievement of the set targets. The demand for infrastructure design and engineering services in Finland is stable, and the demand for industrial and infrastructure design and project management services in Northern Sweden is expected to remain strong.

The Solwers companies do not operate in Russia or Ukraine, but the weakening economic growth and rising inflation and interest rates may affect customers' willingness to invest in Finland and Sweden.

The business acquisitions made last year will increase Solwers' full year revenue and strengthen the company's expertise and market position. Solwers intends to make further acquisitions. The company's focus areas are growth and profitability improvement.

The COVID-19 pandemic increased and may continue to increase the number of personnel sick leaves also in the future. This may affect the company's revenue and earnings if the higher-than-normal sickness absences caused by the coronavirus continue.

Strategy and financial targets (no change)

Solwers' strategy is based on business acquisitions and organic growth, the company's attractiveness as a good employer for professionals in various fields and the continuous development of competence. The target is to continue growing and expanding. Smaller business acquisitions may also be made to strengthen subsidiaries' local expertise and capacity.

Growth is supported by the megatrend of urbanization, which increases the construction of aboveground and underground infrastructure. Business growth is also supported by the increasing emphasis on sustainability, the accelerated green transition in Europe, new circular economy projects and the EU's introduction of stricter energy efficiency regulations. In addition, the maintenance deficit in society creates new business opportunities, and Solwers' strategy and business model – which are based on cost-efficiency – are a good fit with these opportunities.

The Solwers' operating model supports the Solwers companies' different cultures, which increases job satisfaction while promoting innovation and creativity. Solwers also wants to give employees the opportunity to learn and develop their skills together with fellow professionals in workplace communities of manageable size.

In late 2021, Solwers acquired ELE Engineering AB in Sweden which expanded its service offering into the electricity, automation and power transmission markets. The growing demand for clean electricity, new sustainable energy production methods and the EU's increasingly strict energy regulations drive demand and create new customer assignments.

The Company will keep a close eye on the effects of the developing geopolitical situation, but nevertheless maintains its mid-term financial targets as set out in the prospectus published on 3 June 2021 in connection with the IPO. The targets are as follows:

- Growth: Revenue growth over 20 % (12 months)
- Profitability: EBITA margin over 12 %
- Equity ratio: Over 40 %

Financial position

Assets and equity

The company's total assets amounted to EUR 74,949 (70,354) thousand at the end of the period, of which cash and cash equivalents was EUR 12,553 (12,642) thousand.

Adjusted equity at the end of the period amounted to EUR 32,895 (31,909) thousand.

Net debt and equity ratio

The company's net debt at the end of the reporting period amounted to EUR 17,184 (21) thousand. An increase of EUR 3,065 thousand compared to previous year end was mainly due to new bank loans raised for business acquisitions during the reporting period.

Equity ratio at the end of the reporting was 43.9 % (45.4 %), which was 8.9 %-points above the minimum level determined in the financial agreement concluded with the company's main financing bank.

Cash flow and financing

The company's operative cash flow during the reporting period was positive EUR 1,846 (1,757) thousand and hence unchanged from the comparison period. The project-based nature of the business and the cyclical invoicing pattern due to this has tied relatively more assets as receivables.

The liquidity remained on a good level during the whole reporting period. Cash and cash equivalents amounted to EUR 12,553 (17,130) thousand at the end of the reporting period, i.e. on the same level as at year end 2021.

Cash used for investments during the reporting period amounted to EUR 2,009 (1,393) thousand, of which the majority of EUR 1,815 (154) thousand net was used for business acquisitions.

In May Solwers agreed on expanding and amending the Financing Agreement signed in May 2021 with the company's principal bank. A new EUR 15 million loan facility was added to the Financing Agreement, to be used for business acquisitions in line with the company's strategy. The renewed

financing agreement contains considerable mitigations with respect to investment restrictions compared to previous financing agreement. The covenants and the interest rate terms remained unchanged. The amended agreement contributes to the company's ability to continue executing its strategy through business acquisitions.

Within the terms of the amended financing agreement the company raised new bank loans of EUR 5,036 (10,008) thousand during the reporting period. Bank loan instalments amounted to EUR 949 (7,781) thousand. In addition, business acquisition debts of EUR 2,186 (1,223) thousand and leasing debts of EUR 1,166 (973) thousand were paid off during the reporting period.

Net financial costs EUR -202 (-1,028) thousand and payments amounting to EUR -324 (-1,030) thousand remained on a moderate level during the reporting period. However, the hike of the general interest level will start to affect the company's cost of financing in the latter half of this year.

Executed business acquisitions

In May, Solwers acquired the entire capital stock of Establish Schening AB in Sweden. The Stockholm based Establish Schening AB employs 12 people and the company's 2021 revenue was SEK 20 million.

Establish Schening's core competence is management consulting in logistics solutions, and the customer base consists of companies in the public transport, manufacturing, and retail sectors. Establish Schening creates sustainable supply chain strategies and solutions, re-designs and optimizes goods and information flows and enhances logistical networks based on data driven analytical methods.

In accordance with Solwers strategy, business acquisitions may also be made to strengthen a subsidiary's position. In March the Solwers company Lukkaroinen Architects acquired Arkkitehtitoimisto Sabelström Arkitektkontor Oy's entire capital stock. The Turku-based company employing eight people strengthens Lukkaroinen's position especially in Southwest Finland. Arkkitehtitoimisto Sabelström Arkitektkontor, founded in 2003, has strong experience in architectural and interior design. The company's core expertise comprises the design of new buildings, renovation and alterations, as well as public and private interiors.

Personnel

The Solwers companies employed on average a total of 586 (390) during the period whereas the total headcount number at the of the period was 601 (405).

Annual General Meeting

The Annual General Meeting held on 21 April 2022 confirmed the financial statements, and the members of the Board of Directors and the CEO were discharged from liability for the financial year 1.1.-31.12.2021. The Annual General Meeting resolved on a dividend of EUR 0.040 (0.103) per share be distributed for the financial year 2021 (2020).

The Annual General Meeting re-elected Hanna-Maria Heikkinen, John Lindahl, Mari Pantsar, Emma Papakosta and Leif Sebbas to continue as Board members and in its organizing meeting the Board of Directors elected Leif Sebbas as the Chairman of the Board. The Annual General Meeting resolved that the remuneration of the members of the Board of Directors remains unchanged and that each member (including the Chairman of the Board) be paid a meeting compensation of EUR 2,000 per meeting.

The Annual General Meeting authorized the Board of Directors to decide upon the repurchase and on the acceptance as pledge of a maximum of 1,000,000 of the Company's own shares in total in one or several tranches. The authorization entitles the Board of Directors to decide on the repurchase also in deviation from the proportional holdings of the shareholders (directed repurchase). The authorization is valid until the conclusion of the next Annual General Meeting, but in any case, until no later than 30 June 2023.

The Annual General Meeting did not authorize the Board of Directors to decide on the issuance of shares or on the issuance of stock options and other special rights entitling to shares. An authorization of 1,115,263 shares remains from authorization to the Board of Directors granted by the Annual General Meeting on 22 April 2021. This authorization is valid until 30 April 2023.

Shares and shareholders

Solwers announced on 30 December 2021 that it will acquire the entire capital stock of ELE Engineering AB. Part of the purchase price was paid by a means of a directed share issue to the sellers, and on 31 January 2022, 178,761 new shares were registered, which increased the number of shares in the company to 8,799,804 shares. In the same manner, a part of the purchase price for the entire capital stock of Establish Schening AB was paid, and on 20 June 2022, 54,978 new shares were registered with the Trade Register. As a result of this offering, the total number of issued shares increased to 8,854,782 shares.

On 30 June 2022, the Company had 2,126 shareholders. The Company's 10 largest shareholders on the last day of the review period, are shown in the table below:

Shareholder	Shares	Holding
Finnmap Engineering Oy	3 472 661	39.2 %
Ceb Invest Oy	887 690	10.0 %
Keskinäinen Työeläkevakuutusyhtiö Varma	381 922	4.3 %
Nyström Stefan	312 000	3.5 %
Erikoissijoitusrahasto Aktia Mikro Markka	281 481	3.2 %
Sebbas Leif Olav	266 540	3.0 %
Sijoitusrahasto Säästöpankki Pienyhtiöt	261 481	3.0 %
Keskinäinen Työeläkevakuutusyhtiö Elo	130 000	1.5 %
Wip Nordic Equity	110 000	1.2 %
Fondita European Micro Cap Investment Fund	93 426	1.1 %
10 largest shareholders combined	6 197 201	70.0 %
Nominee registered shares	806 940	9.1 %
Other shareholders	1 850 641	20.9 %

Total	8 854 782	100 %
Of which treasury shares	41 220	0.5 %

Risks and uncertainties

Solwers' operating environment includes risks related to business operations, strategy, company personnel and management. In addition, there are legal risks, risks related to the IT systems and intellectual property rights and risks related to financing and the financial position as well as shares.

The personnel risks of Solwers companies are related to employee retention, the well-being of employees and the availability of suitable professional experts. The business of the companies is based on experts, and skilled personnel are the basis for growth. The prolonged COVID-19 pandemic has increased sickness absences considerably and working remotely continuously may have a negative impact on employee well-being and their commitment to the company.

Operational risks of Solwers companies include project-work risks and information-security risks. There are also risks in the growth strategy being based on business acquisitions, should there be no suitable companies to acquire or if the terms or liabilities of the transactions cannot be agreed at the right level of valuation.

The changed geopolitical situation and the war in Ukraine both entail strategic and economic risks related to the uncertainty of the markets, energy costs, the rise in interest rates or other factors that affect the availability and price of funding. Accelerated inflation may increase the cost level of production factors and thus affect profitability. The implementation of Solwers' growth strategy requires external funding. A deterioration in the financial situation, a reduced willingness of customers to invest and the postponement and cancellation of infrastructure investments could weaken the demand for Solwers' services and adversely affect its operating result, particularly in the construction sector. Unfavorable developments in the economic situation of the public sector, both in central government and in municipalities, may adversely affect the construction in the public sector and reduce infrastructure investments.

Solwers' operating results depend on customer demand and the price level. A weaker demand for services may lead to a decrease in revenue, and the company may not be able to adjust its costs in response to the weakened demand. In addition, Solwers may not be able to make the necessary staff reductions in a downturn, which may have a negative impact on the profitability of operations.

Epidemics and pandemics may impact Solwers business also in the short-term in case projects are rescheduled, suspended, or postponed or if the overall financial situation tightens. The materialization of the above risks may have a significant negative impact on Solwers' operations, profitability, financial position and outlook.

Events after the review period

There have been no significant events since the review period.

Espoo, 15 September 2022

Solwers Plc
Board of Directors

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Solwers in brief

Solwers started operations in 2017, and today it is a fast-growing group of companies with 23 subsidiaries operating under their own names and approximately 600 experts offering various design services for more sustainable living environments. The group companies offer architectural design, technical consulting, electrical, automation and transmission engineering, project management, environmental monitoring and circular economy, financial management services, digital and logistics solutions in Finland and Sweden.

Accounting policies

The financial statements release is unaudited and the figures presented herein have been prepared in accordance with the International Financial Reporting Standards (IFRS) and according to the same accounting policies as the 2021 financial statements published by the Company, which are available on the Company's investor pages at <https://www.solwers.fi/sijoittajat/raportit-ja-esitykset/>

The figures presented in this half-year financial report have been rounded up or down. The sum of individual figures may differ from the sum shown due to rounding up or down.

The company presents commonly used alternative performance measures to describe the financial performance of its businesses and improve comparability between reporting periods. Alternative performance measures provide significant additional information to the Company's management, investors and other parties.

The alternative performance measures used by the Company and their calculation principles are presented below under Calculation formulas for key figures.

Comparability of financial figures

As acquisitions are a key part of Solwers' business strategy, it is important to take the effect of acquisitions into account in measuring the Company's revenue, growth and profit performance. In any given year, acquisitions may account for a significant share of the year-on-year changes in the Company's size, result and profitability.

As the companies acquired during the financial year are consolidated from the date of their acquisition, the consolidated income statement does not include the income statement items of the companies acquired during the financial year for the period preceding their acquisition and, therefore, does not provide an accurate picture of the size of the financial entity constituted by the Company at the end of the reporting period.

Consolidated comprehensive income statement, IFRS (unaudited)

Solwers Plc consolidated			
EUR thousand	H1/2022	H1/2021	2021
REVENUE	32,562	21,962	44,662
Other operating income	75	159	423
Materials and services	-6,460	-2,645	-6,302
Employee benefit expenses	-17,886	-13,753	-27,138
Amortization, depreciation and impairment	-1,437	-995	-2,124
Other operating expenses	-4,046	-2,710	-6,150
OPERATING PROFIT	2,808	2,018	3,371
Financial income and expenses	-202	-1,028	-1,266
PROFIT BEFORE TAXES	2,606	990	2,105
Income taxes	-688	38	-433
PROFIT FOR THE FINANCIAL YEAR	1,919	1,027	1,672
Profit for the financial year attributable to			
<i>Parent company shareholders</i>	1,818	916	1,437
<i>Non-controlling interest</i>	101	112	235
Earnings per share (EUR)			
<i>Earnings per share, non-diluted</i>	0.21	0.15	0.20
<i>Earnings per share, diluted</i>	0.21	0.15	0.20
Average number of shares during the financial year			
<i>Non-diluted</i>	8,771,949	5,987,853	7,239,224
<i>Diluted</i>	8,771,949	5,987,853	7,239,224
Other comprehensive income			
Prior year adjustments			
Items recognized in retained earnings	-177	0	0
Items related to net investments in foreign subsidiaries			
FX rate differences	-846	0	0
Deferred taxes	148	0	0
Items that may later be recognized through profit or loss			
Translation differences	-7	-3	80
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR	1,037	1,024	1,752
Total comprehensive income for the financial year attributable to			
<i>Parent company shareholders</i>	936	913	1,517
<i>Non-controlling interest</i>	101	112	235

Consolidated balance sheet, IFRS (unaudited)

Solwers Plc consolidated			
EUR thousand	30.6.2022	30.6.2021	31.12.2021
ASSETS			
NON-CURRENT ASSETS			
Intangible assets	36,507	22,164	34,421
Tangible assets	5,872	2,704	5,850
Investments	1,908	1,574	1,898
Receivables	1,396	1,509	1,410
NON-CURRENT ASSETS, TOTAL	45,682	27,950	43,580
CURRENT ASSETS			
Inventories	164	150	163
Receivables	16,220	10,661	13,637
Investments	331	304	332
Cash and cash equivalents	12,553	17,130	12,642
CURRENT ASSETS, TOTAL	29,268	28,246	26,774
ASSETS, TOTAL	74,949	56,196	70,354
EQUITY AND LIABILITIES			
EQUITY			
Subscribed capital	1,000	1,000	1,000
Share issue	0	0	1,453
Share premium account	20	20	20
Other reserves	31,509	27,638	29,676
Retained earnings	-2,041	-1,165	-2,326
Profit for the financial year	1,818	916	1,437
EQUITY, TOTAL	32,306	28,409	31,259
NON-CONTROLLING INTEREST	589	475	649
LIABILITIES			
Non-current liabilities	25,142	13,992	20,309
Current liabilities	16,912	13,320	18,136
LIABILITIES, TOTAL	42,054	27,312	38,445
EQUITY AND LIABILITIES, TOTAL	74,949	56,196	70,354

Consolidated cash flow statement, IFRS (unaudited)

Solwers Plc consolidated			
EUR thousand	H1/2022	H1/2021	2021
Cash flow from operating activities			
Profit for the financial year	1,919	1,027	1,672
Adjustments			
Gain from sale of intangible and tangible assets	-16	0	-274
Sales losses and scrapping of intangible and tangible assets	16	0	233
Amortization, depreciation and impairment	1,437	995	2,124
Financial net	202	1,028	1,266
Income tax	688	-38	597
Other adjustments	0	-112	0
Cash flow before change of working capital	4,246	2,901	5,618
Change of working capital			
Change of inventories	-1	111	98
Change of current non-interest bearing receivables	-1,328	-251	1,470
Change of current investments	1	10	-20
Change of current non-interest bearing payables	55	553	-224
Change of working capital, total	-1,273	423	1,324
Financial payments and income tax paid			
Interest received	9	9	4
Interest paid on loans from financial institutions and other lenders	-151	-810	-949
Interest paid on leasing debt	-60	-58	-106
Other financial items paid and received (net)	-122	-171	-20
Income tax paid	-803	-537	-1,187
Financial and income tax payments, total	-1,127	-1,567	-2,258
Net cash flow from operating activities	1,846	1,757	4,684
Cash flow from investment activities			
Investment in intangible non-current assets	-199	-453	-552
Investment in tangible non-current assets	-17	0	-259
Investment in non-current investments (net)	-9	0	0
Investment in non-current receivables (net)	15	-6	-307
Proceeds from sale of intangible and tangible non-current assets	16	133	612
Business combinations	-1,815	-154	-10,004
Change of non-controlling interest	0	-913	-913
Net cash flow from investment activities	-2,009	-1,393	-11,423
Cash flow from financing activities			
Cash received from the IPO (gross)	0	8,951	8951
IPO costs paid	0	-881	-864
Cash received from other share issues	0	3,601	3,601
Costs paid for other share issues	0	0	-187
Dividends paid	-553	-1,022	-1,998
Loans raised from financial institutions	5,036	10,008	15,038
Repayment of loans from financial institutions	-949	-7,781	-7,999
Change in other interest-bearing liabilities (net)	-109	-15	-51
Repayment of non-interest bearing debt	-2,186	-1,223	-1,309
Repayment of leasing debt	-1,166	-973	-1,902
Net cash flow from financing activities	73	10,664	13,280
Change of cash and cash equivalents	-90	11,029	6,541
Cash and cash equivalents, opening balance	12,642	6,101	6,101
Cash and cash equivalents, closing balance	12,552	17,130	12,642

Consolidated statement of changes in equity, IFRS (unaudited)

SOLWERS CONSOLIDATED										
H1/2022										
EUR thousand										
TOTAL EQUITY										
EQUITY ATTRIBUTABLE TO PARENT COMPANY SHAREHOLDERS										
	Subscribed Capital	Share Issue	Share Premium Account	Other Restricted Reserves	Invested Non-restricted Equity Reserve	Translation Differences	Retained Earnings	TOTAL	Non-Controlling Interest	TOTAL EQUITY
Opening Balance	1.000	1.453	20	8	29.667	98	-987	31.260	650	31.909
Comprehensive income										
Profit for the period	-	-	-	-	-	-	1.818	1.818	101	1.919
Other comprehensive income										
Prior year adjustment	-	-	-	-	-	-	-177	-177	-	-177
FX differences from net investments in foreign subsidiaries	-	-	-	-	-	-	-846	-846	-	-846
Deferred taxes	-	-	-	-	-	-	148	148	-	148
Translation differences	-	-	-	-	-	-7	-	-7	-	-7
Total comprehensive income, net of tax	0	0	0	0	0	-7	943	937	101	1.037
Transactions with equity holders										
Business combinations	-	-1.453	-	-	1.834	-	-	381	-	381
Dividend distribution	-	-	-	-	-	-	-350	-350	-50	-400
Prior year adjustment	-	-	0	0	0	0	78	78	-110	-32
Transactions with equity holders, total	0	-1.453	0	0	1.834	0	-272	109	-160	-51
Closing Balance	1.000	0	20	8	31.501	92	-316	32.307	590	32.895

SOLWERS CONSOLIDATED										
H1/2021										
EUR thousand										
TOTAL EQUITY										
EQUITY ATTRIBUTABLE TO PARENT COMPANY SHAREHOLDERS										
	Subscribed Capital	Share Issue	Share Premium Account	Other Restricted Reserves	Invested Non-restricted Equity Reserve	Translation Differences	Retained Earnings	TOTAL	Non-Controlling Interest	TOTAL EQUITY
Opening Balance	1.000	3.332	20	22	2.818	19	3.239	10.450	2.292	12.742
Comprehensive income										
Profit for the period	-	-	-	-	-	-	916	916	112	1.027
Other comprehensive income										
Translation differences	-	-	-	-	-	-3	-	-3	-	-3
Total comprehensive income, net of tax	0	0	0	0	0	-3	916	913	112	1.024
Transactions with equity holders										
Business combinations	-	-	-	-	800	-	-	800	-	800
Acquisition of non-controlling interest 4.3.2021	-	-	-	-	1.766	-17	-2.617	-867	-318	-1.186
Acquisition of non-controlling interest 4.5.2021	-	-	-	-	1.427	-	-1.391	35	-982	-947
Increase of non-controlling interest	-	-	-	-	-	-	-26	-26	26	0
Share issue 21.12.2020-10.1.2021	-	-3.332	-	-	3.824	-	-	492	-	492
Discount (10%) to personnel; share issue 21.12.2020-10.1.2021	-	-	-	-	-36	-	-	-36	-	-36
Directed share issue to key personnel 4.5.2021	-	-	-	-	990	-	-	990	-	990
Directed share issue to anchor investors 10.5.2021	-	-	-	-	3.000	-	-	3.000	-	3.000
Directed share issue to capital loan creditors 10.5.2021	-	-	-	-	5.126	-	-	5.126	-	5.126
Initial Public Offering 7-14.6.2021	-	-	-	-	9.000	-	-	9.000	-	9.000
Discount (10%) to key personnel; Initial Public Offering 7-14.6.2021	-	-	-	-	-49	-	-	-49	-	-49
Initial Public Offering 7-14.6.2021 costs	-	-	-	-	-	-	-1.051	-1.051	-	-1.051
Dividend distribution	-	-	-	-	-	-	-535	-535	-487	-1.023
Prior year adjustment	-	-	-	-	-	-	167	167	-167	0
Transactions with equity holders, total	0	-3.332	0	0	25.849	-17	-5.454	17.046	-1.929	15.117
Closing Balance	1.000	0	20	22	28.666	-1	-1.300	28.409	475	28.884

SOLWERS CONSOLIDATED

FINANCIAL YEAR 2021

EUR thousand

TOTAL EQUITY

EQUITY ATTRIBUTABLE TO PARENT COMPANY SHAREHOLDERS

	Subscribed Capital	Share Issue	Share Premium Account	Other Restricted Reserves	Invested Non-restricted Equity Reserve	Translation Differences	Retained Earnings	TOTAL	Non-Controlling Interest	TOTAL EQUITY
Opening Balance	1.000	3.332	20	22	2.818	19	3.239	10.450	2.292	12.742
Comprehensive income										
Profit for the period	-	-	-	-	-	-	1.437	1.437	235	1.672
Other comprehensive income										
Prior year adjustment	-	-	-	-	-	-	-	0	-	0
Recognition of deferred tax assets	-	-	-	-	-	-	-	0	-	0
Business combinations	-	-	-	-	-	-	-	0	-	0
Translation differences	-	-	-	-	-	79	-	79	1	80
Total comprehensive income, net of tax	0	0	0	0	0	79	1.437	1.516	236	1.752
Transactions with equity holders										
Business combinations	-	1.453	-	-	1.800	-	-	3.253	-	3.253
Acquisition of non-controlling interest 4.3.2021	-	-	-	-	1.766	-	-2.617	-851	-318	-1.169
Acquisition of non-controlling interest 4.5.2021	-	-	-	-	1.427	-	-1.391	35	-982	-947
Increase of non-controlling interest	-	-	-	-	-	-	-26	-26	26	0
Decrease of non-controlling interest	-	-	-	-	-	-	3	3	-3	0
Share issue 21.12.2020-10.1.2021	-	-3.332	-	-	3.824	-	-	492	-	492
Discount (10 %) for staff; share issue 21.12.2020-10.1.2021	-	-	-	-	-36	-	-	-36	-	-36
Directed share issue to key personnel 4.5.2021	-	-	-	-	990	-	-	990	-	990
Directed share issue to anchor investors 10.5.2021	-	-	-	-	3.000	-	-	3.000	-	3.000
Directed issue to capital loan creditors 10.5.2021	-	-	-	-	5.126	-	-	5.126	-	5.126
IPO share issue 7.-14.6.2021	-	-	-	-	9.000	-	-	9.000	-	9.000
Discount (10 %) to key personnel; IPO share issue 7.-14.6.2021	-	-	-	-	-49	-	-	-49	-	-49
Share issue expenses	-	-	-	-	-	-	-1.051	-1.051	-	-1.051
Dividend distribution	-	-	-	-	-	-	-535	-535	-718	-1.253
Prior year adjustment	-	-	-	-	-	-	-45	-45	117	72
Transactions with equity holders, total	0	-1.879	0	0	26.848	0	-5.663	19.307	-1.878	17.429
Other changes										
Other changes, total	-	-	-	-14	-	-	-	-14	-	-14
Closing Balance	1.000	1.453	20	8	29.667	98	-987	31.260	650	31.909

Calculation formulas for key figures

Revenue per person	$\text{Revenue} / \text{average total number of employees}$
Growth	$(\text{Revenue for the period subject to reporting} - \text{Revenue for the comparison period}) / \text{Revenue for the comparison period}$
Invoicing rate	$\text{Sum of the Solwers companies' sales margins} / [(\text{company1 sales margin} / \text{company1 invoicing rate}) + (\text{company2 sales margin} / \text{company2 invoicing rate}) + \dots + (\text{company sales margin} / \text{company invoicing rate})]$ where n = the number of Solwers companies for which the invoicing rate is an applicable performance indicator
EBITDA	EBIT + depreciation, amortization and impairment of tangible and intangible assets
EBITDA-%	$[(\text{EBIT} + \text{depreciation, amortization and impairment of tangible and intangible assets}) / \text{revenue}] \times 100$
EBITA	Adjusted EBIT excluding depreciation and amortization of intangible assets and leased premises and impairment = EBIT + amortization and depreciation of intangible assets and leased premises + impairment
EBITA-%	Adjusted EBIT-% = $[(\text{Operating profit} + \text{depreciation and amortization of intangible assets and leased premises} + \text{impairment}) / \text{revenue}] \times 100$
EBIT	Operating profit
EBIT-%	$(\text{EBIT} / \text{revenue}) \times 100$
Net Profit	Profit/loss for the period subject to reporting
Net Profit-%	$(\text{Profit/loss for the period subject to reporting} / \text{revenue}) \times 100$
EPS	Earnings per share = $(\text{Share of the net profit for the period subject to reporting attributable to parent company shareholders} / \text{average number of outstanding shares during the period subject to reporting})$
Adjusted equity	Equity + non-controlling interest + capital loans
Net debt	Interest-bearing liabilities + lease liabilities + other liabilities comparable to interest-bearing liabilities - cash and cash equivalents

Equity ratio

$(\text{Equity} + \text{non-controlling interest}) / \text{total assets}$

Adjusted equity ratio

$(\text{Equity} + \text{non-controlling interest} + \text{capital loans}) / \text{total assets}$