ANNUAL AND SUSTAINABILITY REPORT 2023

For a growing life

PLANTASJEN®

2023 executing in a difficult market

At Plantasjen, we aim to make plants and a life closer connected with nature available for the many, by making our products easily accessible and affordable. We want to make sure that all our customers can take advantage of the positive effects of being surrounded by plants and take pleasure in their gardens and see plants flourish. Our employees and their skills and knowledge about plants and gardening are essential to achieve this.

As for many retail businesses, 2023 has been a challenging year for Plantagen with regards to lower consumer sentiment, inflationary pressure in all markets and weakened home currencies. Despite this challenging market and costs increases, Plantasjen delivered its strongest 2nd quarter to date in terms of sales and earnings, except for the pandemic years 2020 and 2021. After a slow start of spring with heavy adverse winter weather, Plantasjen employees and stores were well prepared as sales took off in the beginning of May. I am proud of every one of the team for how we all have executed our peak season and how we have adjusted ourselves to every twist and turn throughout 2023.

Focus for 2024 is to continue to give more value to our customers while making planned cost efficiencies across all the business. The lowered cost base and the improved cash flow generated in 2023 will place Plantagen in a better position to weather out the current economic climate when consumer appetite returns.

We have great aspirations across all our markets for the coming years and during 2024 we aim to introduce new offerings to customers, make commercial upgrades to stores and improve our operations.

Plantasjen's vision is to be the most inspiring Nordic garden centre. This entails offering inspiration, expertise and tools to succeed in a growing life, ensuring customers choose us over the competition. We continue to make good progress in all the above areas, and I am optimistic about Plantasjen's future possibilities.

I look forward to shifting up a gear together with my colleagues.

Jesper Lien, CEO of Plantasjen

Table of Contents

About Plantasjen

Plantasjen is a leading retailer with the widest assortment of plants, plant accessories and other products connected to "a growing life" in the Nordic markets. In addition, we have products for garden life such as equipment, barbecues and furniture. Plantasjen garden centers offer a wide assortment for both the outdoor garden and indoor homes. Through our 129 physical locations across Norway, Sweden and Finland, as well as online store, Plantasjen generated approximately 10.4 million customer transactions during 2023. Thanks to our employees, all with a passion for all things growing, and an outstanding operation, we aim to be the most inspiring Nordic Garden Center bringing our customers closer to nature's positive energy. Sustainability is an integral part of our business strategy and will increasingly impact our product offering, our operations, and our partners.

Plantasjen Facts

- Present across Norway, Sweden and Finland, with stores, logistic hubs and offices in all three countries.
- 129 stores in varying formats and sizes.
- Plantasjen Source offices in Holland and Germany.
- Online store offering click & collect as well as home delivery.
- Approximately 2400 employees and seasonal staff throughout the year.
- Approximately 10.4 million customer transactions per year.
- Annual sales of ca NOK 4.3 billion.
- Since 2016 Plantasjen is owned by Ratos, a Swedish stock listed group.

Management Team

Jesper Lien
Chief Executive Officer

Marcus Larm
Category Director (Plants & B2B)

Julia Romberg
Category Director (Dry Goods)

Fredrik Dahl
Commercial Director

Niklas Svensson
Supply Director

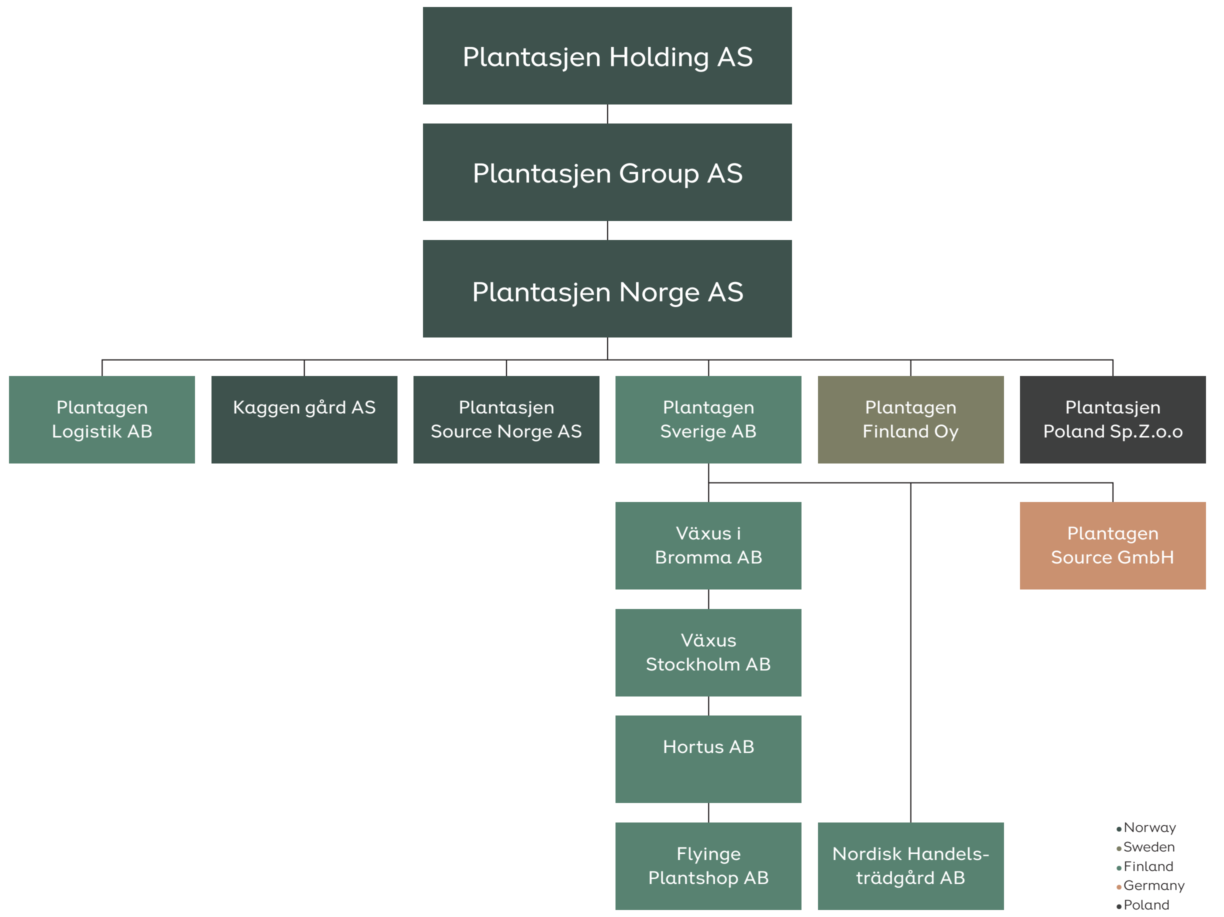
Jesper Lien
Store Operations Director

Nils Eriksson
Chief Financial Officer

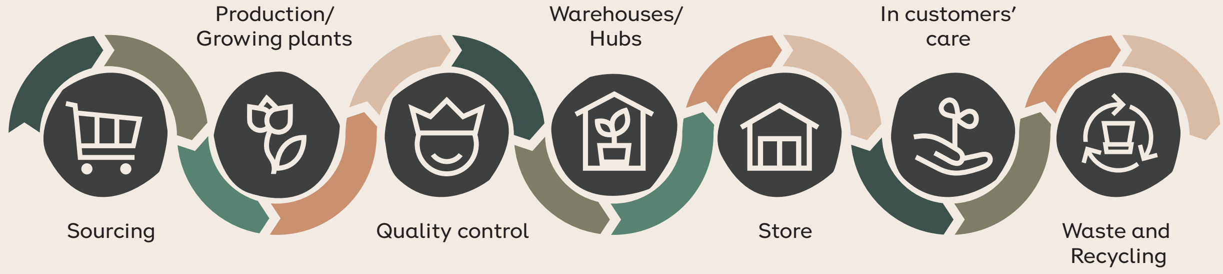
Olav Fyldeng
Chief Information Officer

Gunstein Hansen
Real Estate & Shared Services Director

Plantasjen Company Structure



Value Chain



Plantasjen's ambition is to be the most inspiring Nordic Garden Center through a superior offer on Plants and complementary Dry Goods categories made accessible for our customers in all relevant channels. Today, we have the widest assortment of plants, plants accessories and other products connected to a growing life in the Nordic markets. Plantasjen's Range team plans and sources products, procuring both "off-the-shelf"-items as well as items specifically developed and produced for Plantasjen. The Range team is divided into two branches; one focusing on plants and one focusing on plant accessories and related products. During 2023 we worked with suppliers from 18 countries in Europe and Asia, purchasing approximately 13 800 unique items. Quality controls are performed in factories and at growers before items are shipped either directly to stores or to one of Plantasjen's central warehouses.

Plantasjen has several warehouses through which items are distributed to our stores, to increase efficiency of store replenishment. We now have warehouses handling dry goods and plants in Norway, Sweden and Finland, as well as a plant hub in the Netherlands. We work closely with our transportation partners to ensure continuous development of shipping routes and delivery accuracy, striving to minimize our climate impact while optimizing our logistic chain.

Items are available for purchase in our stores and online via Plantasjen's webpages. E-commerce customers can pick up their purchases in store or have them delivered from store or central warehouse, and for some product lines Plantasjen offers delivery directly to the customer from supplier. Before or after purchase, customers can contact our customer service department for support or turn to our webpage and our forum for garden related questions which are answered by our gardeners.

Plantasjen also offers business to business customers both off-the-shelf products as well as customized solutions. Flyinge Plantshop in Skåne, which Plantasjen acquired in 2022, has an especially high ratio of sales to other businesses such as municipalities, real estate companies and construction companies.

Employee Overview

Plantasjen has had approximately 2362 employees over the year (1653 FTE's, or full-time employees) with a gender distribution of 72% women and 28% men, where the vast majority (85%) work in our stores. Due to the highly seasonal nature of the business, we have many temporary employees during parts of the year. As an established company in the Nordic markets, Plantasjen follows all local laws and regulations regarding employment and employee rights.

In Plantasjen, we have measured employee satisfaction since 2016. The process and tools are currently under review, to ensure the best fit and value for Plantasjen's employees.

Plantasjen believes strongly in developing our employees and offers several programs for strengthening competence in different areas. As part of our Grow Academy program we offer courses and programs to all our employees based on roles and responsibilities. All employees have access to online courses gathered on the Plantasjen Grow e-learning platform, where all employees receive their onboarding as well as courses targeted at areas such as product skills, sales techniques and health and safety skills. Sustainability related topics are also part of the training modules, for example business ethics and biodiversity. We also offer different programs for our managers, targeted at developing their leadership skills and business understanding.

Current

2023 has been characterized by continued challenges due to external factors.

INFLATION

The inflation rate of 2023 has remained considerably higher than normal and desired levels, affecting rent and salary development as well as cost of goods and services. However there has been a slight decline of the inflation rate at the end of 2023.

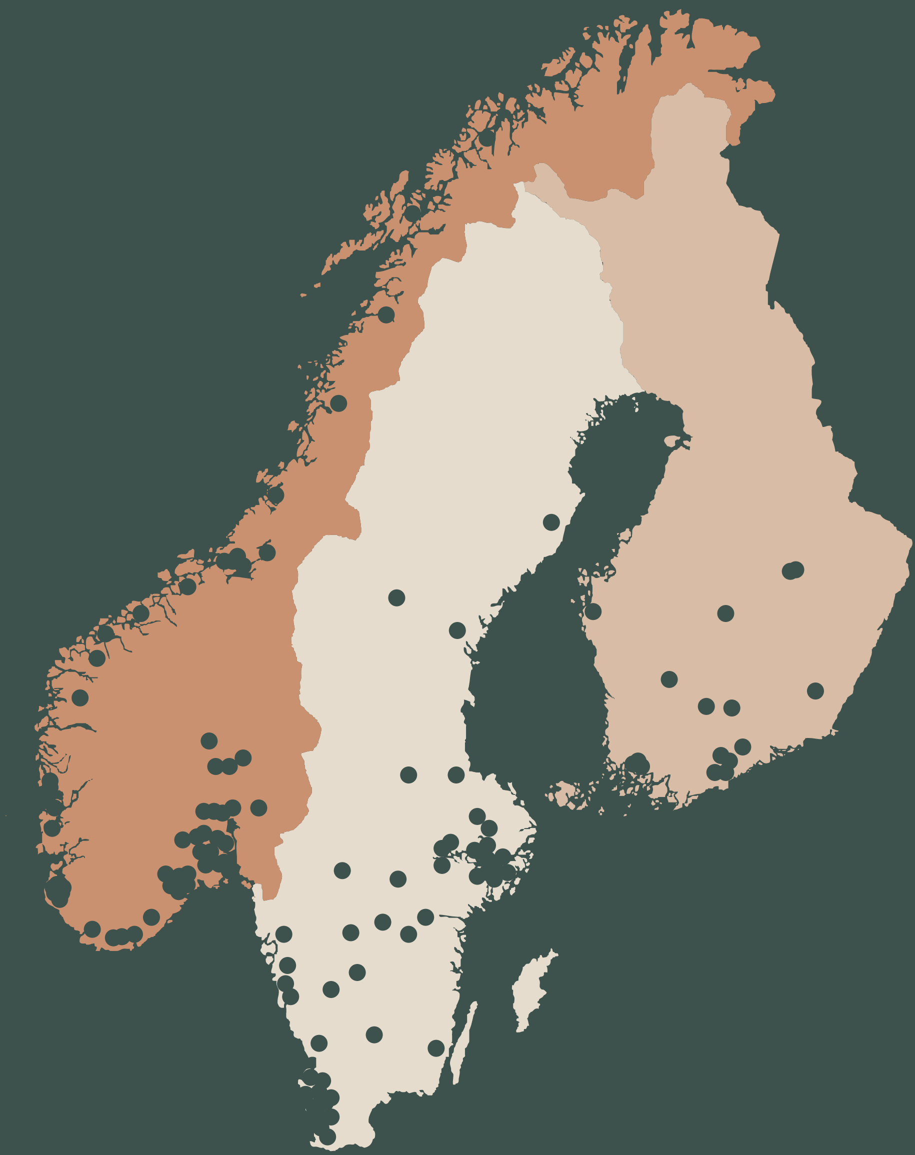
GDP DOWNTURN

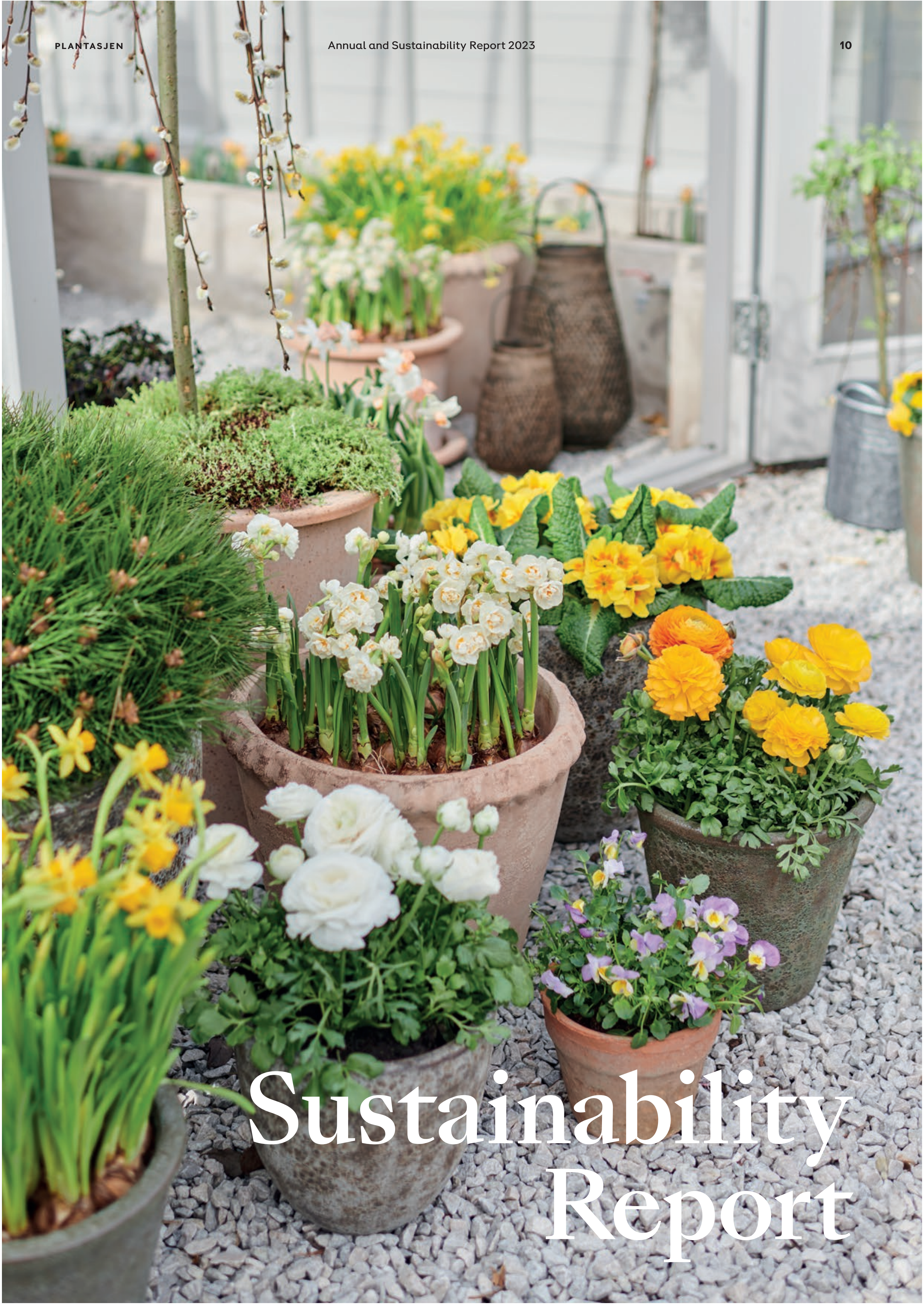
Higher cost of capital, for companies as well as consumers, have affected consumption and disposable income. Most companies within the retail industry have suffered from this development, and 2024 is forecasted to be a tough year as well, before GDP will return to more normal levels.

Global uncertainties have most likely also affected consumption, with a growing awareness of the importance of having a buffer. Reasons for this include the increasing cost of daily goods, spikes in electricity cost as well as shortages of goods due to issues connected to production and logistics.

THE WARS

The conflict in Ukraine is still ongoing. Sourcing of products was a focus in 2022, to ensure compliance with restrictive measures imposed by the EU, and remains a priority in 2023. New challenges have arisen from the conflict in Israel and Gaza, creating fear and uncertainties in and around the Red Sea, calling for new and longer logistic routes from suppliers.





Sustainability Report

About This Report

This report addresses material aspects concerning Plantasjen's significant economic, environmental and social impacts. These matters were identified and evaluated on the basis of a materiality assessment that involved input from the company's main stakeholders. It describes Plantasjen's opportunities, risks and progress made in the field of sustainability during 2023. The report covers the global activities of the Plantasjen Group, i.e. Plantasjen Holding AS and its wholly owned subsidiaries, including Plantasjen stores, offices in Europe, and the Plantasjen-owned distribution centres. The focus in this report lies on Plantasjen's own activities, and includes all entities reported in Plantasjen's financial reporting.

Plantasjen presents its sustainability information in accordance with Global Reporting Initiatives (GRI) standards. The sustainability information presented for 2023 has not been assured by an external party. All financial data and material information shared in this report has been audited by an external party. Annual Report refers to the period from January 1 to December 31, 2023. The publication date for this report is 25 of April, 2024.

For any questions regarding this report, please contact Martin Falk Danauskis, Manager of Business Development & Sustainability: +46 763 275 634, martin.falk.danauskis@plantagen.se

Sustainability at Plantasjen

> *"Sustainability is important to many of our customers, suppliers and for our employees. For us as a company it is vital to act now to contribute and make a difference where we can. By working together, we can improve human health both physically and mentally. Plantasjen aims to operate with the highest ethical standards combating climate change, as we innovate to protect biodiversity and minimize waste."*
>
> Jesper Lien, CEO of Plantasjen

Although a life with plants connects people well with nature, Plantasjen operates in a sector where there is, without a doubt, a lot to be done to reduce emissions and waste. As a company we are ambitious about securing our business in a sustainable way. We know that this is an important perspective for our customers, and it is necessary in order to take care of future generations of this planet.

Plastic waste is unfortunately a big problem for nature. Luckily, we can take small steps in our everyday lives to reduce plastic waste and make a big impact on the environment. Recycled and recyclable material is a top priority when sourcing, especially when it comes to plastic items. Plantasjen's aim is to be able to offer exclusively recycled and recyclable plastic items in our assortment, and we are constantly updating our range to increase the ratio of recycled products. During 2023, approximately 30% of all items mainly produced from plastics contained at least 50% recycled materials.

Many of our plants are grown and sold in plastic pots, something we are striving to find sustainable alternatives to. During 2023, Plantasjen purchased approximately 1.4 million plants grown in biodegradable pots, both pots made of pressed peat and pots made of a newly developed sunflower seed shell compound material. These sunflower seed pots are developed together with Plantasjen and our plant suppliers to withstand all necessary handling and transportation as well as to provide the plants with suitable growing conditions while being 100% compostable for end customers. The 2023 pilot, testing the pot on a selected variety of plant species, was well received by suppliers, employees and customers, and we will significantly increase the number of plants supplied in sunflower seed bio pots over the coming years. Plantasjen is also in the process of testing different alternatives to plastic to secure our plants during transportation, where plastic trays and plastic wrapping is in widespread use today.

Stakeholders

Employees	Suppliers	Financial institutions and banks
Customers	Owners	Society

Plantasjen's employees regularly participate in employee surveys that address various questions of sustainability. Apart from this there is ongoing open communication between regional managers and service office teams to get opinions and ideas from store personnel and customers, where sustainability issues are forwarded to suitable instances. Our customers' thoughts and opinions matter greatly to us as a company, and we closely follow the input we get through our store employees' daily interactions and through our various social media channels. Our customer service department also receives questions and feedback that are passed on to the different teams as appropriate, giving us the possibility to act in accordance with customer wishes. In addition, there is a company chat function where suggestions and input can be put forward.

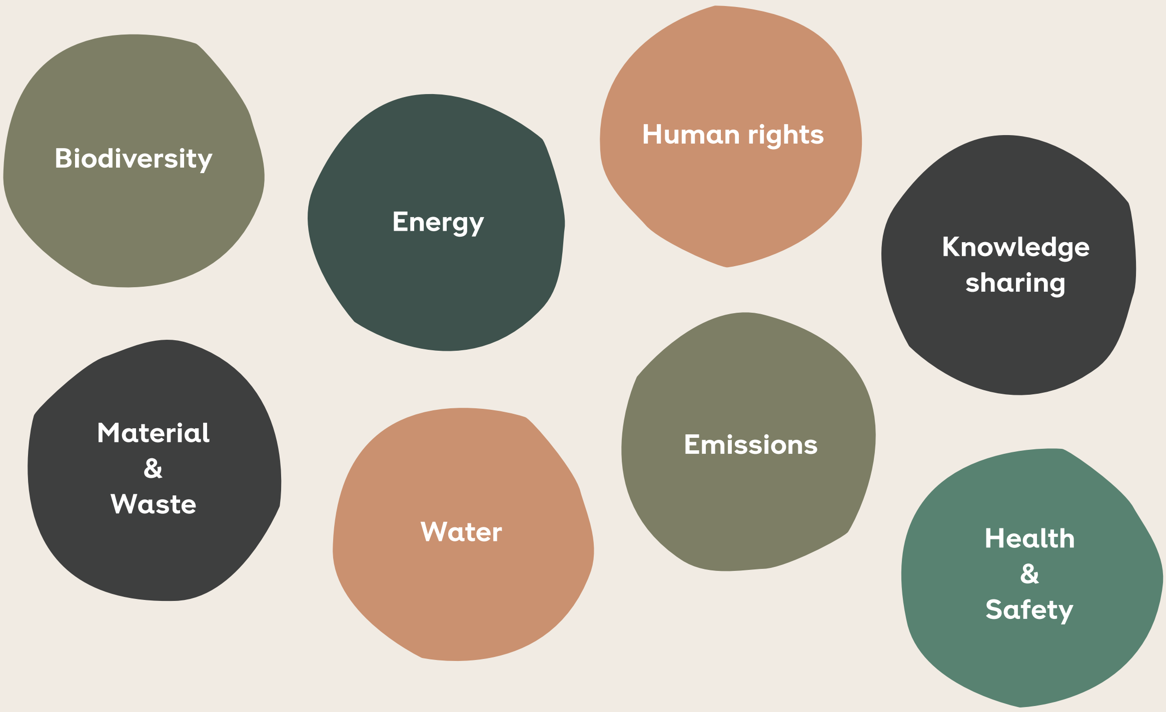
A part of the evaluation process, when Plantasjen selects suppliers, is our sustainability agenda. At Plantasjen we aim to work closely together with suppliers who also have a focus on sustainable development. The Range team-members frequently visit supplier factories, farms and other production sites where they can review and discuss sustainability issues. Initiatives are identified together with suppliers to improve materials, production and logistics to reduce climate footprint throughout the value chain. We are always seeking to increase our share of locally produced items where possible, and during 2023 we have moved the production of approximately 1 million pots from Asia to Sweden.

We have an ongoing dialogue with our owners when it comes to how we should position ourselves in regard to sustainability development, and regularly participate in lectures and workshops dedicated to sustainability which are initiated by our owner company. During 2023, one of the focus areas has been to start preparing ourselves for the CSRD regulations.
At Plantasjen we strive to stay ahead of the competition in our industry within sustainability development and participate in relevant forums and the public media debate. Several times per year we publish reports based on market surveys where trend scouts have investigated the latest trends within the gardening sector. We cooperate and exchange information with authorities such as Mattilsynet, Naturvårdsverket and Jordbruksverket; with NGO's such as bee protection organizations Pollinate Europe, Pollinera Sverige and La Humla Suse; with local unions; we are members of Virke, the Enterprise Federation of Norway; Svensk Handel, the Swedish Trade Federation; Kauppa, the Finnish Commerce Federation, The Association of Swedish Advertisers and Norsk Gartner-forbund. Plantasjen is also regularly inspected by KIWA, an independent and impartial global supplier of testing, inspecting and certifying services that let us market and sell selected products with the KRAV-label.

Materiality

MATERIALITY ASSESSMENT
In 2023 interviews and workshops were carried out to validate Plantasjen's material topics (based on an inside-out perspective) from 2022, as well as to identify material topics from an outside-in perspective, resulting in a double materiality assessment. Employees from all business areas in Plantasjen were represented in the assessment and store- as well as office personnel were included. Experts within the sustainability industry were consulted before, during and after the interviews and workshops, to ensure quality in the process as well as the result.

As a first step, the result from 2022's material assessment was analyzed and assessed, to build a foundation for a brainstorming workshop with broad representation. The scope was the entire value chain, including long- as well as short term, negative and positive impact. The topics identified in the workshop were ranked and later distributed to an even broader audience to collect further input. After a few iterations, the final result was the below list of eight material topics, presented in no particular order:



The topics have been narrowed down, compared to the list in 2022, to focus on the most critical topics from a likeliness – as well as impact-perspective.

Biodiversity, Energy, Emissions and Knowledge sharing remain as individual topics, while Products and assortment and Waste have been included in Material & Waste. Human rights in Supply Chain and Employment have been included in Human rights, while Health and working environment and Customer health and safety have been included in Health & Safety.

The list of topics lays the foundation for Plantasjen's sustainability work going forward and helps to prioritize resource allocation as well as to create a common view and understanding of sustainability at Plantasjen.

HUMAN RIGHTS

Human Rights Risk Assessment

Sustainability risks include a variety of topics within the fields of environment, social and employee matters, human rights and corruption. Plantasjen's definition of sustainability risks is "risks related to the potential negative impact our company's activities can have on people and environment". A key risk assessment is updated annually, and the assessment and key risk mitigation actions are presented to the Board of Directors. Below are the identified key risks specifically relating to human rights and work environment.

Plantasjen continuously works to prevent and mitigate human rights risks within the company; updating and securing compliance with policies and procedures, analyzing risk areas and mitigating factor effects and encouraging a healthy feedback culture for all employees. Looking at the entire work stream, internal operations are considered lower risk, seeing as Plantasjen is based in countries with comprehensive, well established work laws. A higher risk is deemed to stem from the sourcing and supplying part of the work stream.

Plantasjen has two defined supply chains: one for plants and one for complementary goods, such as gardening equipment and interior decoration. As the two supply chains have different sustainability risks, the management and risk mitigation differ. Production of complementary goods has an impact both environmentally and socially. Environmental impact and risks are linked to materials and production. The social impact is risks linked to working conditions, labour rights, health and safety, child labour and other human rights associated with both suppliers and sub-suppliers. Plantasjen also utilizes service suppliers and transport suppliers, and the risk assessments for the different types of suppliers are based on the specialist knowledge each area manager possesses.

Risk Identification

In terms of risk assessments for goods suppliers, Plantasjen is aware of the risk of, and has a zero-tolerance policy for, child labour and forced labour. All suppliers in high-risk countries are considered vulnerable to possible incidents of child labor and compulsory labor, and social audits are regularly performed that include inquiries and inspections to detect and prevent any such occurrence. Health and safety in production environments is also considered a high-priority risk factor, as well as working conditions. Plantasjen works with amfori BSCI (Business Social Compliance Initiative) in risk countries to address social impact risks and has reviewed all amfori BSCI inspection results for its active suppliers during 2023 for a data-driven identification of general risks in order to pinpoint the most recurring risk findings. The most prominent areas with findings of varying degrees of policy breaches during inspections were:

- Occupational health and safety
- Decent working hours
- Fair remuneration

Raw materials are also recognized as a risk for both plant and complementary goods supply chains, but is for plants centered around peat-extraction and biodiversity impact while complementary goods risks are geared towards metals and working conditions.

Indirect suppliers who provide services to Plantasjen have different inherent risks depending on the type of service they provide. However, their main risk areas are deemed to overlap the goods suppliers' risk areas as listed above.

TYPE OF RISK	SIGNIFICANT RISK	DESCRIPTION	MITIGATION
Social and employee matters	Health & Safety	Health and safety will remain high on our agenda to keep workers, employees and customers safe.	Health and Safety Management system, internal routines for working in a safe manner. Educating and informing customers about potential health and safety risks connected with our products. Clear labelling on all products with potential health and safety risks to them. Code of Conduct, Due Diligence questionnaires and third party audits of suppliers.
	Working environment	A highly seasonal business area brings risks of periodical stress and heavy workload.	Closest manager responsible for continuous evaluation and adaption of workloads. Leadership training programs for all leaders at Plantasjen available at different levels. Active monitoring of psychosocial environment and close cooperation with regular meetings between HR and work environment representatives in stores and offices.
Human rights	Discrimination	Unethical behaviour connected to gender or other grounds of discrimination.	Code of Conduct, External Whistleblowing System and Routine for Handling Allegations of Discrimination.
	Human rights in supply chain	Risk of indirectly violating labour rights and human rights in supplier or sub-supplier workplaces.	Social sustainability audits in risk countries. Supplier Code of Conduct included in General Purchasing Agreements. Due Diligence questionnaires. Directed focus according to risk grouping.
Corruption	Fraud and corruption	Exposure to unethical behaviour or corruption is both a direct and indirect risk when purchasing and transporting goods.	Code of Ethics, Anti-Corruption Policy, Whistleblowing System, Supplier Code of Conduct.

In terms of transport supplier risks, health and safety is considered the greatest risk since workers constantly operate in environments with moving vehicles and heavy machinery. Working conditions are also deemed a risk, with correct work permits and legally required rest periods in focus.

To improve and expand on Plantasjen's due diligence work, the goods supplier base has been divided into five risk groups, breaking down the work and focusing on the highest risks before moving on to lower risk suppliers. These groups have been defined in cooperation with external legal expertise according to guidelines for compliance with the Transparency Act. From higher risk to lower risk range, the groups are:

1. Suppliers and traders from risk countries according to amfori risk country list 2023
2. Traders from low-risk countries according to amfori risk country list 2023
3. Suppliers from low-risk countries according to amfori risk country list 2023
4. Brand name suppliers
5. European suppliers operating in countries where similar legislation to the Transparency Act is already implemented

The risk group criteria for the highest risk group were based on the view that regardless of type of product, suppliers in countries classified as risk countries from amfori perspective all needed to be deemed highest priority. The reasoning behind the suppliers categorized as belonging to the second highest priority group was that traders may have less control and influence over production and production sites, consequently requiring more attention to human rights conditions. The third risk group contains suppliers operating in a non-risk classified country that do not fall under one of the lower two risk groups. Brand name suppliers were considered of lower risk since their interest to protect and promote their brand was thought to contribute to a higher level of diligence in monitoring supplier operations. Finally, suppliers operating in countries who have implemented legislation similar to the Transparency Act were ranked as the lowest risk, since they are likely to have adapted their operations according to legal demands. Within these risk groups, turnover data has been used to further prioritize due diligence efforts, where suppliers who have a larger trade with Plantasjen are prioritized over suppliers with lower trade.

During 2023, we stopped working with 128 existing suppliers and started working with 93 new suppliers. Of the new suppliers, 1 is from a country outside Europe; a country considered low-risk according to amfori BSCI. According to the risk group criteria, the new suppliers have not been categorized as high-risk. 30 % of the new suppliers have been socially screened using a self assessment questionnaire. From this year we also include Flyinge Plantshop suppliers, 82 unique suppliers, in the tally and therefore the supplier base has increased compared to the previous year.

Number of suppliers	2023	2022	2021
Suppliers of non-plant products	225	226	229
Suppliers of plants	343	295	267
Total number of suppliers	568	521	496

Risk Mitigation
To source ethically, Plantasjen selects suppliers that are committed to sustainable standards; this is also a way to reduce risk in the supply chain. Plantasjen relies on amfori BSCI inspections to ensure that dry goods suppliers in risk countries are systematically and regularly reviewed through social audits performed with an interval of 6 to 24 months. Plantasjen policy, which is settled with suppliers as part of the initial supplier agreement, is that a supplier in a risk country must uphold a score of at the very least C in the amfori BSCI grading system in order to maintain the business relationship. Plantasjen commits to working together with the supplier where possible to prevent and remediate non-compliances with amfori BSCI protocol. There have during 2023 been no findings of non-compliances of such importance that a business relationship has been reconsidered, or such that Plantasjen has been involved in remediation actions.

In 2023, 85% (23 of 27) of suppliers in risk countries had valid BSCI-certification, just as 85% (28 of 33) of all supplier factories had valid certification. This is a reduction from last year's results, which is due to a reduction in the number of suppliers located in risk countries for 2023 according to Plantasjen's strategy of prioritizing local suppliers. The suppliers/ factories that do not hold valid certificates are well-known by Plantasjen, and decisions have been made to maintain business relationships.

While independent third party audits and certifications are only a requirement for Plantasjen tier-1 suppliers and, due to practical as well as business reasons, not a Plantasjen requirement for sub-suppliers, amfori BSCI practices include that suppliers need to ensure the amfori BSCI Code of Conduct is part of policy for all their sub-suppliers. Plantasjen's supplier agreements outline that sub-suppliers are expected to adhere to the same standards as tier 1-suppliers in terms of human rights, with transparency in the supply chain as an important factor.

The sustainable schemes within the horticultural sector are divided into Environmental, Social and Good Agricultural Practice (GAP), the latter correlating to production methods and measures for safe and healthy products. With the wide range of sustainability schemes available on the market, MPS, Global GAP, Svenskt Sigill and KSL are the most frequently used by Plantasjen's plant suppliers. Since 2019, Plantasjen has been a member of the Floriculture Sustainability Initiative, FSI, an international collaboration with other companies and organisations in the floriculture industry. The aim is to improve practices and drive positive change towards sustainable production and trade of flowers and plants.

All Plantasjen plant suppliers are encouraged to participate in established plant certification schemes such as MPS-SQ or Global GRASP, which meet international requirements in the field of social responsibility. For any plant suppliers in a risk country, social certification is a prerequisite. During 2023, approximately 20% of Plantasjen's plant suppliers were socially certified. However, all plant suppliers operate in low-risk countries, some in countries where similar legislation to the Transparency Act is implemented, and the focus have therefore mainly been on the suppliers deemed belonging to a higher risk group according to the previously mentioned risk group definitions.

Social audits	2023	2022	2021
Share of suppliers of dry goods in risk countries that have been socially audited in 2023 (amfori BSCI or similar)*	66.7%	84.4%	94%
Share of suppliers of dry goods in risk countries that have been socially audited (with a valid 3rd party social audit protocol)*	85.2%	92.2%	95%
Share of production units (factories) of suppliers in risk countries that have been socially audited in 2023*	84.8%	81.8%	95%

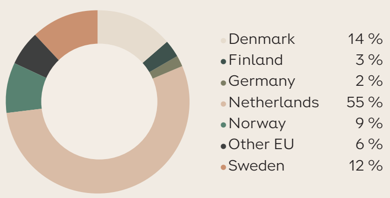
*Suppliers where we purchase directly or have access to trader's sub-suppliers.

The majority of Plantasjen transporters today adhere to the Nordiskt Speditörs-förbunds Allmänna Bestämmelser (NSAB). Transport supplier agreement documentation is currently being revised and, like goods supplier agreements, will include a stronger emphasis on the need for a strong and transparent CSR and environmental commitment and follow-through in the supplying organization and its possible sub-suppliers. As part of the scope of the new agreements, Plantasjen will require bi-annual reports on supplier sustainability measures, and will follow up these measures through regular random inspections.

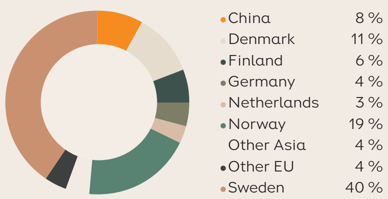
During 2023, a self assessment due diligence questionnaire based on the Transparency Act principles was distributed by Plantasjen to all suppliers, beginning with the highest risk group suppliers according to the previously mentioned risk group definitions. The responses to the questionnaire have been compiled and quantified by assigning a set number of points per answer, giving Plantasjen valuable insight into individual supplier challenges as well as an overview of which areas to prioritize in further analysis and support.

Supplier compliance with human rights principles as defined by the agreed Code of Conduct is something that Plantasjen does and will follow up on a regular basis. Through repeated audits, CSR certification renewals, recurring due diligence assessments, site visits and communication with Plantasjen employees, supplier development in the CSR area will be tracked to help enable a positive development or provide early warning signs in case of possible risks.

SUPPLIERS OF PLANTS



SUPPLIERS OF NON-PLANT PRODUCTS



Suppliers' country of origins – when working with traders, manufacturing of goods can take place in different countries

Employment
Due to the strong seasonal variability in demand of Plantasjen's business, an important component is to hire temporary workers from temporary employment agencies. This is relevant in peak season in stores and at warehouses, which to a great extent falls within Q2 and somewhat in Q3, as a complement to the permanent staff. At warehouses, a total number of 62 835 worked hours during 2023 were temporary staffed. At stores, a total of 17 387 worked hours were temporary staffed.

The service offices utilize consulting agencies in some cases, either for project work or for interim solutions. However, in contrast to temporary personnel, service office consultants do not make up a significant part of the organization during any part of the year.

The gender distribution at Plantasjen is at approximately the same level at previous years, with the ratio of female employees being higher than male employees in both stores and offices. Gender distribution on a manager-level follows similar ratio, being 62 percent female and 38 percent male.

During 2023, Plantasjen has worked with 32 service companies where work is being done on Plantasjen premises by workers not employed by Plantasjen. The work performed can be grouped into cleaning, area maintenance, machine maintenance, pest control, security and waste management. Regarding these areas, cleaning is a regular activity while work in other areas can be said to be need based and fluctuate more. For all areas we contract tasks, not hours, meaning it is ultimately up to the service provider to determine the amount of time spent on a task.

All full-time employees as well as temporary and part-time employees in all locations of operation are ensured employee benefits as agreed in national collective agreement or by country specific law requirements; life insurance, work accident insurance, disability and invalidity coverage, parental leave and retirement provision. Based on geographical location and individual agreements and roles, some employees also have access to health insurance and travel insurance. All 1689 women and 673 men were entitled to parental leave, and during 2023 77 women and 22 men made use of it.

All employees in Norway and Sweden (100 %) are covered by collective bargaining agreements. In Finland, all employees are covered by the collective labour agreement. In Holland and Germany, we comply with the requirements of collective bargaining and it's possible for all employees to privately be a member of a union.

Total number of employees leaving Plantasjen						2023	2022	2021
	By gender		By age group			Rate of employee turnover (%)	Rate of employee turnover (%)	Rate of employee turnover (%)
	Female	Male	<30	30–50	>50			
Employees, Norway	93	33	77	34	15	11.4	6.9	7.3
Employees, Sweden*	159	48	103	82	21	25.6**	32.2	13.1
Employees, Finland	18	2	10	8	2	20.8	9.9	16.3
Office employees all countries	44	23	9	49	9	18.8	10.3	21.8
Total	**314**	**106**	**199**	**173**	**47**	**17.8**	**13.8**	**10.3**

*Including Flyinge
**Higher rate in Sweden compared to Norway due to higher ratio of temporary & part-time personnel

Total number of employees hired by Plantasjen						2023	2022	2021
	By gender		By age group			Rate of employee hires (%)	Rate of employee hires (%)	Rate of employee hires (%)
	Female	Male	<30	30–50	>50			
Store employees, Norway	39	11	25	19	6	4.5	9.7	8.5
Store employees, Sweden*	103	31	64	56	14	16.6	27.7	24.4
Store employees, Finland	20	4	12	11	1	25.0	25.4	26.1
Office employees all countries	39	25	11	39	14	18.0	20.0	27.5
Total	**201**	**71**	**112**	**125**	**35**	**11.5**	**16.0**	**14.4**

*Including Flyinge

Remuneration within Plantasjen is decided based on different criteria depending on role within the company. Store employee salaries are set according to collective bargaining agreements. Store Manager salaries are dependent on store turnover level. Within each given level, there is a salary spectrum where relevant competence determines the outcome. The Regional Manager together with HR makes the decision. Service office employee salaries are based on the role in question; responsibility, authority, competence, geographical location and current market level salaries form the grounds for decision making, where the closest manager together with HR make the decision. Group Management salaries are based on the same criteria as service office employee salaries, and are determined by the CEO together with Chairman of the Board. All salaries are reviewed on a yearly basis.

The ratio of annual total compensation for highest-paid individual to average annual total compensation for all employees (excluding the highest paid) is 20.42, while the change in annual total compensation ratio is 3.82. Calculating these ratios, all full-time and part-time employee compensations have been taken into account, including wages and other employee benefits but excluding pension- and social security costs. The same types of compensation have been applied for the highest-paid individual, which is CEO. The total compensation paid to CEO during 2023 is higher than was the case 2022, as is the total compensation sum for all employees. Average annual total compensation for all employees excluding CEO has dropped slightly as the organizational focus has been to increase efficiency by reducing decision-making paths through as few middle management positions as possible.

Gender breakdown	Employees, total			Women/Men			Women/Men (%)			Permanent/Temporary			Part-time/full-time		
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Stores Norway	1,101	1,149	1,368	767/ 334	800/ 349	922/ 446	70/ 30	70/ 30	67/ 33	647/ 454	926/ 223	1,066/ 302	862/ 239	859/ 290	1,178/ 190
Stores Sweden	809	488	459	614/ 195	379/ 109	349/ 110	76/ 24	78/ 22	76/ 24	300/ 509	205/ 283	192/ 267	752/ 57	346/ 142	348/ 111
Stores Finland	96	71	92	88/ 8	64/ 7	86/ 6	92/ 8	90/ 10	93/ 7	94/ 2	68/ 3	84/ 8	56/ 40	30/ 41	49/ 43
Offices, all countries	356	195	193	220/ 136	132/ 63	135/ 58	62/ 38	68/ 32	70/ 30	341/ 15	188/ 7	191/ 2	29/ 327	8/ 187	10/ 183
Total	2,362	1,903	2,112	1,689/ 673	1,375/ 528	1,492/ 620	72/ 28	72/ 28	71/ 29	1,382/ 980	1,387/ 516	1,533/ 579	1,699/ 663	1,243/ 660	1,585/ 527

HEALTH AND SAFETY

Occupational Health and Safety

A safe and healthy working environment is a core value for Plantasjen, and we strive to maintain a physically, psychologically and socially healthy environment. The organization and employees work together to improve work environment and prevent risks of accidents and ill health, and the efforts and results are evaluated continuously. All employees are introduced to our health and safety routines as part of their work on-boarding. All employees receive health care benefits, including a yearly wellness contribution bonus to encourage engagement in physical activities.

Plantasjen uses online occupational health and safety management systems which cover all employees in the Nordics (2352, or 99.6%) at offices and stores. The systems were implemented to aid in Plantasjen's health and safety procedures by providing policies, plans, management- and overview tools to responsible parties. There are different systems in each country, as they are constructed by taking national work environment laws into consideration. The systems do not cover workers who are not employees, on the basis that their organizations hold their information in internal systems.

Through risk assessments, performance reviews, employee surveys and collaborative meetings with work environment representatives, Plantasjen routinely identifies and assesses risks and risk mitigation activities. The HR department is responsible for updating the contents of the health and safety management systems to reflect the results of this process. Employees are encouraged to contribute to a safe work environment by communicating concerns and work hazards to a manager or HR. Should an employee feel the need to remove themselves from a risky work situation, they do so in communication with the work environment representatives and closest manager. It is possible to report perceived work health risks anonymously through regular employee surveys or the whistleblower function. Should the work environment representative decide a workplace is causing injury or ill health, they are authorized to shut the work down until causes are remedied.

Apart from Plantasjen's e-learning covering occupational health and safety, the occupational health and management systems contain routines and practical instructions for avoiding risks of ill health throughout the work environment; these routines range from what to do in case of threats, theft or fire to how to use trucks and ladders in a safe manner.

Work related incidents are reported in the occupational health and safety management systems. These incidents are investigated individually to evaluate whether the risk is local or general and to determine risk mitigation actions on an immediate and a long-term scale. Through the company intranet, there is access to external health providers collaborating with Plantasjen who facilitate medical treatments, rehab functions and counselling.

Plantasjen expects the companies it does business with to take actions to prevent negative occupational health and safety impacts within their areas, and encourages open communication to find mutual improvement possibilities in routines and working conditions. For producers and suppliers of goods operating in high-risk countries, audits are performed which include health and safety measurements.

Main types of work-related injuries within Plantasjen 2023 include wear and tear injuries, heavy physical work, falls, strain and minor wounds. Truck accidents and falls constitute risks of high consequence injuries, and while truck handling and reaching or climbing can't be eliminated from store work, actions are taken to minimize risks. These actions incorporate education in safe truck handling and instructions for securing ladders as well as input on risky activities to avoid. The injury tracking does not cover workers who are not employees, on the basis that their organizations hold their information in internal systems.

Sick leave	2023	2022	2021
Norway	6.2	6.4	6.4
Sweden	4.9	7	5.5
Finland	6.4	4.8	5.2

	Number	Rate
Fatalities as a result of work related injury	0	–
High consequence work related injuries (excluding fatalities)	0	–
Recordable work related injuries	78	31.55
Number of hours worked	2,472,115	–

Rates based on 1000 000 hours worked.

Customer Health and Safety
Natural toxins are present in a wide variety of plants. They are usually metabolites produced by plants to defend themselves against various threats such as bacteria, fungi, insects and predators. This is often species specific and give the plant its characteristics, e.g. colours and flavours. Some plants (if handled incorrectly) may pose a health risk, however Plantasjen helps customers avoid this by information and education.

100% of Plantasjen plants and flowers that are not meant for consumption and/or are toxic are labelled with clear warning symbols to inform customers to take proper care. Sap from certain plants may be irritating to the skin to particularly sensitive or allergic persons, and our gardeners can provide their expertise to customers who wish to avoid exposure to those varieties.

All Plantasjen stores employ educated gardeners to assist customers and answer questions regarding health and safety with plants, and our web pages provide further information as well as forums where plant questions are answered by our gardeners on a daily basis.

Electrical and chemical products are also part of Plantasjen's assortment, and where these product may pose a health or safety risk they are clearly labelled as such and provided with instructions for safe use.

During 2023, there have been a few incidents where customers have had fires caused by a candle bought from Plantasjen. There has also been one incident where a customer reported finding a sharp syringe hidden in the folds of a ground cover weave purchased at a Plantasjen store. After investigating the matter throughout the supply chain, no explanation could be found and at no stage during manufacturing or shipping the product risked coming into contact with syringes.

MATERIAL AND WASTE

Material

Plantasjen has a wide variety of products; our offer ranges from plants to garden tools to household items, and production includes both renewable materials and non-renewable materials. Depending on assortment-, component- and material selections made in the product sourcing and development phase, as well as decisions regarding design and durability, the raw materials and finished products can have more or less environmental impact and risks. Materials such as paint, glaze, plastics, wood and metals, and the actual production of goods, are linked to risks for negative environmental impact and emissions into water, air and soil.

We work closely together with our suppliers to improve our sustainability efforts throughout our entire value chain. Together we aim for all products at Plantasjen to have packaging without plastic, or as little as possible. We also want to use as much as possible of recycled or renewable material for our products. We are always looking for new, climate smart solutions for products and packaging within our product segments. As a step in this direction, Plantasjen's seed range is packaged and sold in paper bags made from processed tomato scraps. We have also during 2023 introduced a range of environmentally friendly cleaning products for garden furniture and patios, where all ingredients are biodegradable.

Plantasjen has a return system for plastic pots, which has been in place for more than a decade. We encourage our customers to return their pots to our stores, from where the pots are shipped back to the production unit to be reused. A wide range of perennial plants are planted in a unique blue pot, which is a part of the return system. To encourage customers to return and recycle the blue pots, we offer customers that return a specified number of pots a reward with a perennial plant for free. During 2023, 32% of blue pots sold were collected and returned to production. In addition, biodegradable pots for an increasing range of plants and cuttings are available.

Peat and peat harvesting is a steadily growing topic for discussion from an environmental perspective, and Plantasjen has several peat-free alternatives within the range of our soil-offerings. We plan to expand the range further in the future and keep in close contact with our suppliers to monitor the development in this area.

Waste

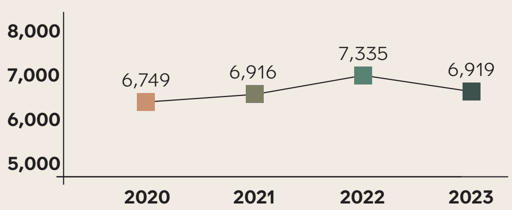
All stores at Plantasjen separate waste into different categories. The nature of Plantasjen operations result in a large portion of the waste being organic waste and packing material. We employ waste handling companies that are well established in their field and are committed to waste prevention. Each company provides detailed compilations of managed waste per store and market. Organic waste, namely plants, is composted by the waste handling companies in all markets. Plantasjen has a low share of hazardous waste, which is handled responsibly and sent to landfills.

Waste	Tons
Total waste	6,919
Combustible waste	3,162
Organic waste	1,419
Plastic waste	255
Hard plastic waste	184
Soft plastic waste	72
Wooden waste	1,138
Hazardous waste	10
Other waste	934

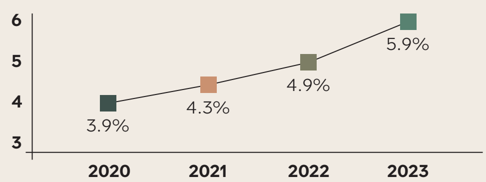
Waste has decreased overall in 2023, and is now at the same level as 2021. During 2023, Plantasjen has performed a thorough analysis of its waste handling to enable maximum efficiency from a financial, environmental and productivity perspective. Together with external advisors, Plantasjen has developed detailed solutions of store waste handling based on store size. These solutions will during the coming year be adjusted to suit individual store needs and implemented throughout the stores.

Replacing selected suppliers and challenging claims processes are two reasons that have contributed to varying inventory levels, which in turn has ultimately been counted towards an increase in the total shrinkage level for 2023. Another challenging area with regards to shrink for 2023 have been fluctuating sales, for example due to historically cold April, which at times resulted in temporary overstock of plants leading to shrink. Plantasjen takes the negative financial and environmental

WASTE FROM STORE, IN METRIC TONNES



TOTAL SHRINKAGE



Percentage of total turnover – due to different calculation method in previous report, 2020–2022 numbers have been updated in above image.

effects of shrinkage very seriously, and is currently performing a structured analysis of shrinkage reasons and mitigation factors per product group.

Plantasjen stores receive and unpack goods every day, and we are committed to work both long- and short term to reduce waste from packaging material as much as possible. For plants, the material used for transportation is mainly plastic, while dry goods mainly use cardboard, plastic and wood. Plastic is high on our sustainability agenda as it is the material with the most potential negative environmental impact both upstream through production and downstream through possible marine pollution. We work together with our suppliers to reduce the use of plastic and to locate and develop alternative packing methods and materials, looking for biodegradable or recyclable options.

WATER

Water is fundamental to our operations and is a vital resource and is required for the normal physiological processes of all plants. Water scarcity is an increasing phenomenon throughout the world, and protecting water resources is essential. At Plantasjen, all stores use water from municipal water pipes for irrigation of plants and we believe we can contribute to saving water by striving to reduce the amount used in our garden centers.

Directed, limited watering and collection and reuse of water are two key areas to work with to reduce the negative environmental impact on water that might come from producing and nurturing plants. Plantasjen is currently looking into the most efficient way to measure water usage throughout the stores in all three countries, to be able to take concerted actions to reduce and reuse water where possible. In addition, we communicate with our customers on how to reduce water usage in their gardens, by for example saving and using rainwater to irrigate plants and lawns. Our suppliers that provide us with irrigation items are continuously improving their products to help reduce the amount of water waste and minimize water withdrawals in private gardens. Many of our plant suppliers are diligently working with water saving measures in their production facilities, gathering and reusing rainwater and overflow water.

Plantasjen recognizes the importance of using water responsibly, and we see a great potential for reducing our own usage through various measures that can be implemented in coming years, as well as continuing to work together with our suppliers and customers to help and inspire each other in taking actions going forward.

ENERGY AND EMISSIONS

In 2022 the first carbon footprint assessment was carried out, based on 2021 year's data. It is a cumbersome process and requires a lot of involvement of many different people and roles at Plantasjen. How ever we believe this is important and prioritized activity, which is why we in 2023 continued and carried out a carbon footprint assessment for 2022 year's data as well. In order for us to achieve a reliable and actionable result, we have focused on establishing a rigid and transparent process for data collection. This is a journey in itself and will require us to have a mindset of continuous improvements of data collection and reporting. There is a lot to learn and we will do what we can to fine tune and identify as well as to correct potential errors, which in a short time frame or on a detailed level can affect comparability, but in the long run improves insights and actionability.

At Plantasjen the vast majority of CO_2-emission comes from scope 3 (98.6 % of Plantasjen's total CO_2-emission), making it important to work closely with suppliers to ensure it is a priority for them as well. This takes time and can be costly, but by emphasising the importance of Sustainability we believe that our voice can contribute to them taking steps in the right direction. Another important part for us within scope 3 is for us to choose assortment cautiously, and to choose the better alternative from an ESG-perspective, where possible.

Despite scope 1 and 2 being considerably smaller, they are of large importance as these are the areas we have direct impact and influence through our daily operations. In 2023 and going forward there will be a heavy focus on improving operations. In our case we benefit from this twofold, as decreased cost from for example electricity, heating, water and consumables also have a positive impact on our carbon footprint.

Plantasjen Energy Consumption **Type of energy consumed**	**Total consumption per type 2023 (MWh)**	**Total consumption per type 2022 (MWh)**	**Total consumption per type 2021 (MWh)**
Total fuel consumption from non-renewables	1,049	1,469	1,686
Total fuel consumption from renewables	1,827	551	59,423
Electricity green label	2,811	41,781	20,778
Electricity residual	40,041	737	579
District heating	25,546	18,372	39,729
Total energy consumption	**71,275**	**62,910**	**122,196**

*calculated fuel consumption from litres to MWh using BEIS 2021/2022/2023 conversion factors
*recalculated fuel consumption numbers from 2022/2021 due to previous calculation errors

We continue to work hard to ensure energy-efficient stores, offices, warehouses and premises, and replace fossil-based materials with more sustainable alternatives. The work of optimizing and improving our energy performance in our stores has been a major priority for Plantasjen, and the stores are closely followed up to ensure optimal temperature is kept to lower overall energy consumption. In 2023 we have increased the total energy consumption compared to last year though, from roughly 63 000 MWh in 2022 to 71 000 MWh in 2023, due to the early onset of winter.

The total CO_2 emission of Plantasjen in 2022 was approximately 193 000 ton CO_2e (market based), which is a decrease of roughly 6.7% from 2021. The main contributors to our emissions remain the same as previous years, being our products sold (dry goods) and plants. Our scope 1 emissions, including CO_2 in the calculations, come to 277.37 ton which is a reduction from last year's amount of 356.21 tons, both years using BEIS emission factors as calculation methods. Scopes 2 and 3 are still waiting to be calculated for year 2023, but for year 2022 Plantasjen had a CO_2e scope 2 amount of 2 504 tons and a scope 3 amount of 190 144 tons, clearly demonstrating where our main focus needs to lie. Our ambition is to further improve our carbon footprint in 2024 and onward.

BIODIVERSITY

The environment needs to be managed in a way that maintains the diversity of habitats and landscape types and ensures that there are viable populations of naturally occurring species: this will ensure that biological diversity can continue to evolve. Plantasjen aims to contribute to halt the loss of biodiversity according to the mandate for the Nordic Working Group for Biodiversity. Communicating the positive effects plants and flowers have on biodiversity is among the measures that Plantasjen has put into effect. The plants that have significant value are labelled "Good for bees", and this initiative is highly valued by the customers. Stores also have displayed signage listing plants that are particularly good for bees and other pollinators.

Plantasjen follows all local regulations regarding invasive species, and does not import or sell any plants or seeds to areas where they are deemed invasive. Another objective is to influence our producers to reduce the use of chemicals and pesticides during production; this is a major goal for all our growers and suppliers in the green sector.

Production and transportation of Plantasjen's assortment could have potential negative environmental impacts on biodiversity through possible habitat conversion, use of transport infrastructure and pollution. We follow regulations for environmentally conscious production, but we always strive together with our suppliers to improve. Out of our 343 plant suppliers, 166 hold a valid environmental certification and Plantasjen encourages all our suppliers to obtain one.

No one supplier has been identified as having increased actual or potential negative environmental impacts during 2023.

KNOWLEDGE SHARING

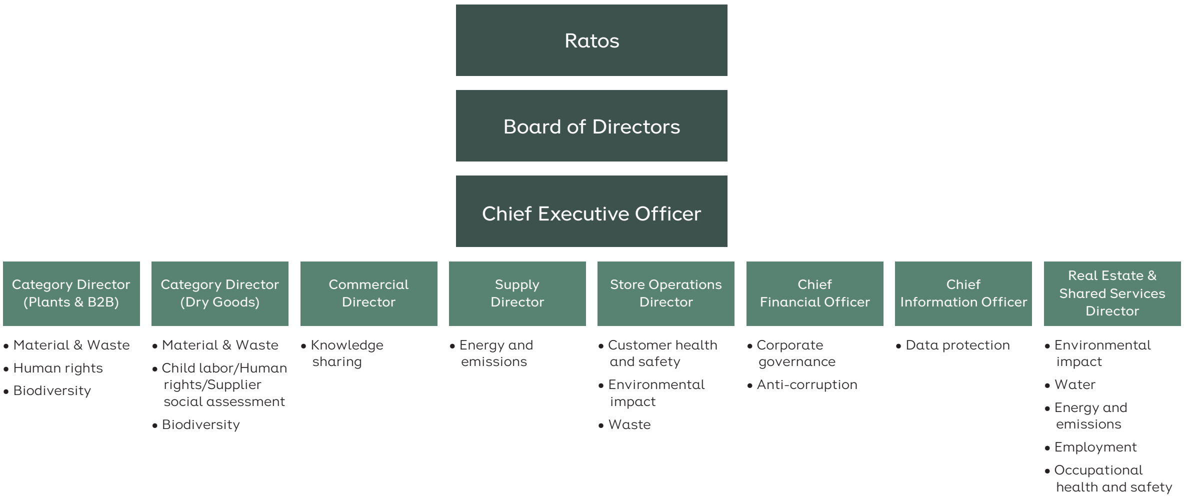
Nature can generate many positive emotions, such as calm, joy and creativity and can facilitate concentration. Nature connectedness is also associated with lower levels of poor mental health, particularly lower depression and anxiety. Our skilled gardeners and staff are providing our customers with expertise and knowledge about growing and managing plants, as well as informing and creating awareness of bee- and butterfly-friendly planting, composting, environmentally friendly weed- and pest control and increased self-sufficiency through vegetable growing. Plantasjen's web pages contain hundreds of inspirational and informative articles on a wide variety of topics connected to plants, such as permaculture, growing ecologically and how to create a stonecrop roof.

Product information and labelling is another way through which customers receive information. Plantasjen products that contain a combination of substances, such as fertilizers, pesticides and weedicides, have tables of contents printed on them. Products that require special attention when handling, such as candles, barbecues and lawn mowers, come with instructions for safe use. Products that need to be safely disposed of, such as batteries, light sources and propane cylinders, also come with instructions for disposal. The source of product components can be included in product labelling but is generally not. 100% of relevant products are labelled in such a way as to comply with product labelling procedure. During 2023, an internal quality control revealed one electric item to not have the correct electrical symbol labelling, and orders of this product were halted until the product could be re-labeled.

Plantasjen has developed own symbols used on product labels to clearly show which items in our assortment that are particularly beneficial for pollinating insects, which plants are edible, and which plants are poisonous.

During 2023, the organization has not identified any non-compliance with marketing communication regulations. Plantasjen will continue to inspire our customers and educate about the importance of preserving nature and the positive effect nature has on humans. In close collaboration with our suppliers Plantasjen will keep developing products that are good for biodiversity and the environment.

Governance Structure



Governance

Group Management consists of 9 positions, whereof the position of Store Operations Director is handled by the CEO. The group is made up of 90 % men and 10 % women.

The composition of Group Management is decided in a cooperation between CEO and Chairman of the Board of Directors. The selection process for members of Group Management is dependent on CEO requirements. In case an internal candidate is considered, CEO will present selection to and consider input from Chairman of the Board of Directors before making a decision. The CEO may also collect input from other members in the organization on candidates' relevant competence. In case no internal candidates are considered, an external recruitment process will begin, following Plantasjen's standard recruitment processes.

Plantasjen's sustainability policies and goals are agreed within Group Management, with input from relevant stakeholders such as Board of Directors and topic experts. Group Management is responsible for securing a strategic and adequate agenda for sustainability, making it an integrated part of Plantasjen's governance model and risk management processes. The sustainability strategy, policies and targets are reviewed and followed up yearly in Plantagen Board meeting and are part of the annual reporting. The CEO reviews and the Board approves the annual report including the sustainability prior to publishing.

While leading Group Management, CEO is ultimately responsible for Plantasjen's sustainability work but has delegated responsibility to Sustainability Manager. CEO is still highly involved in ongoing sustainability initiatives and targets. All members of Group Management take an active part in developing and executing sustainability strategies for Plantasjen, each according to their role and area of expertise. Initiatives and goals are anchored with the CEO, and progress and results are shared in internal and external communication, as applicable. Group Management members are also responsible for leading and overseeing ongoing work within their organization to identify and manage possible sustainability impacts, with the support of the Sustainability Manager.

Plantagen has an established process for systematic and continuous enterprise risk management. As part of this process, risks are identified within four different areas (strategic, operational, compliance and financial) and categorized based on likelihood and impact. Activities for risk mitigation for top-rated risks are implemented and actions followed up.

Mapping of risks and follow-up of mitigating actions to reduce risks is reported to the audit committee at least yearly. In addition, a yearly compliance survey is also carried out and the results are reported to the audit committee.

Policies

Plantasjens policy framework is designed to provide clear and consistent direction so that Plantasjen may efficiently and effectively achieve the company objectives. The policies apply to all employees, Board of Directors, consultants, agents or joint ventures and every independent contractor who acts on behalf of the Company. The documents are available to employees on the intranet of Plantasjen and are a part of the onboarding training each new employee receives.

Governing Policies

Corporate Governance	Ethical Business	Delegation of Authority
• Policy framework • Instructions for Board of Directors and CEO • Treasury	• Code of Conduct • Code of Ethics • Anti-Corruption and Bribery • Environment • Trade Sanctions • Global Data Protection • Risk Management • Disaster Recovery	• Health and working environment • Competent staff • Diversity and inclusion

The structure of the framework consists of the following:

Governing Policies
Plantasjen has made a strong commitment to ensure trust in the company and to enhance shareholder value through effective decision-making and improved communication between the management, the Board of Directors and the shareholders. The company's governing policies are intended to decrease business risk, maximize value and utilize the company's resources in an efficient, sustainable manner, to the benefit of shareholders, employees and society at large. All governing policies are approved by the Board of Directors.

Functional Policies
Functional policies support the governing policies by providing more focused, detailed information. Functional policies are the metrics forming the technical requirements that must be met in order to meet the terms of corporate governance. Functional policies are either approved by the Board of Directors or by a member of Group Management or Extended Group Management.

Procedures
Procedures contain information that will be applied locally to live up to the functional and governing policies and contain detailed instructions guiding implementation.

Guidelines
Guidelines are non-mandatory approaches to the implementation of policies or procedures. Guidelines provide flexible "good practice" recommendations and advice to assist those responsible for implementing the requirements.

If two policy documents in the hierarchy are inconsistent, the document higher in the hierarchy takes precedence.

The policies will at minimum be reviewed on an annual basis. In case there are amendments to a policy, the policy will be re-issued. All policies have a designated custodian responsible for reviewing policy

10
Work environment (physical and psychological)

1
Customer complaint (external)

regularly and implementing training and communication of the policy according to the policy communication plan.

Our Code of Conduct states that the company is fully committed to support and respect the protection of internationally proclaimed human rights. All employees shall comply with UN's Universal Declaration on Human Rights, The UN's Convention on Rights of the Child, International Labour Organisation Conventions (ILO conventions), the UN Guiding Principles on Business and Human Rights as well as other applicable conventions and international standards on human rights. In the supplier agreements signed with Plantasjen goods suppliers, the amfori BSCI Workplace Code of Conduct is set forth as the minimum requirements all suppliers must meet in order to do business with Plantasjen. This is followed up by audits of suppliers in risk countries.

In line with Plantasjen's values and policies, we are dedicated to doing our part in remediation of any negative impacts that we may cause or contribute to. Should we, in the course of daily operations or by being alerted by internal or external sources, discover involvement in any negative impacts, this information will be shared with Group Management. They are tasked with analyzing any grievances, determining remediation actions, delegating assignments within the organization and following up on results.

To avoid conflicts of interest, transparency and open communication is key. All employees must adhere to Plantasjen's Code of Conduct, where it is stated that employees should not participate in actions that could create conflict of interest. Employees are responsible for informing their superior of any potential or actual conflicts of interest. Group Management regularly ensure related employees are not organized in a direct manager-employee relationship. Should board memberships or shareholding in rivaling companies exist, stakeholders would be informed.

Should anyone want to raise concerns anonymously about business conduct not in line with company values Plantasjen has a whistleblowing system in place that allows for employees to anonymously report grievances. The system has since been extended to include external party grievances as well. In 2023 there have been 10 internally reported cases and 1 externally reported case distributed as below. All cases have been closed.

During 2023, there have been no significant instances of non-compliance with laws and regulations.

Sustainability Risks

Sustainability risks include a variety of topics within the fields of environment, social and employee matters, human rights and corruption. Plantasjen's definition of sustainability risks is "risks related to the potential negative impact our company's activities can have on people and environment". At Plantasjen, the Board of Directors is responsible for internal control in accordance with applicable laws and regulations.
The management team has an annually recurring process to review key risk mitigation actions. The risk assessment is presented to the Board of Directors.

For social and employee matters, human rights and corruption risks at Plantasjen, see chapter "Human Rights in Supply Chain".

TYPE OF RISK	SIGNIFICANT RISK	DESCRIPTION	MITIGATION
Environment	Climate change	Significant sources of emissions include energy use to operate stores, transportation, and production of goods.	Implementation of energy efficiency measures and energy monitoring systems in stores. Measures for more efficient logistics and evaluating low-emitting transport alternatives. In 2022 we performed a mapping of our carbon footprint including Scope 3 emissions relating to production of plants and other products.
	Plant shrinkage	Slow sales on perishable articles lead to low inventory turns. This can in turn bring risks of further sales decline and perished stock, which results in waste of resources and a larger climate footprint.	Systematic work to reduce waste, with particular focus on plant shrinkage. Review ordering and shipping routines. Improve routines for handling products in stores. Conduct customer surveys to measure perceived product quality.
	Chemicals	Chemicals can be present in all steps of the value chain. In non-plant products, chemicals are sometimes used as a raw material or processing aid. For plant products, chemicals are sometimes sprayed to control pest and weed. In stores, chemicals such as plant protection are sold.	Chemical restrictions list as part of general agreements with plant suppliers. Residue analysis testing of dry goods.
	Biodiversity	Management of invasive species is important to secure that undesirable plant species are not spread. Peat is a raw material that is present in many soil products. The use of peat could have potential negative impact on both biodiversity and climate change.	Internal routines and education on invasive species. Continuous work to exclude high risk plants. Participate in work with other stakeholders like governmental bodies and NGOs. Adding peat-free products to the soil range.

GRI Index

Plantasjen AS has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	3, 5, 11, 49			
	2-2 Entities included in the organization's sustainability reporting	11			
	2-3 Reporting period, frequency and contact point	11			
	2-4 Restatements of information	24–25			
	2-5 External assurance	12–13, 15, 28–29			
	2-6 Activities, value chain and other business relationships	6			
	2-7 Employees	20–21			
	2-8 Workers who are not employees	20			
	2-9 Governance structure and composition	28–29			
	2-10 Nomination and selection of the highest governance body	28			
	2-11 Chair of the highest governance body	28			
	2-12 Role of the highest governance body in overseeing the management of impacts	28–29			
	2-13 Delegation of responsibility for managing impacts	28–29			
	2-14 Role of the highest governance body in sustainability reporting	28–29			
	2-15 Conflicts of interest	32			
	2-16 Communication of critical concerns	32			
	2-17 Collective knowledge of the highest governance body	28			
	2-18 Evaluation of the performance of the highest governance body	29			
	2-19 Remuneration policies	21			
	2-20 Process to determine remuneration	21			
	2-21 Annual total compensation ratio	21			
	2-22 Statement on sustainable development strategy	12			
	2-23 Policy commitments	31–32			
	2-24 Embedding policy commitments	31-32			
	2-25 Processes to remediate negative impacts	16–18, 31–32			
	2-26 Mechanisms for seeking advice and raising concerns	31–32			
	2-27 Compliance with laws and regulations	32			

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-28 Membership associations	13			
	2-29 Approach to stakeholder engagement	12–13			
	2-30 Collective bargaining agreements	20			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15			
	3-2 List of material topics	15			
HUMAN RIGHTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	16-18			
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Under "risk identification"			
	414-2 Negative social impacts in the supply chain and actions taken	Under "risk identification"			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	16–18			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	16–18			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	20			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	20			
	401-3 Parental leave	20	401-3 d-e	Information unavailable/ incomplete	Plantasjen does not track if employees returning after parental leave stay more than 12 months after returning, as a KPI. We will investigate the best way of producing the information going forward.
HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	22			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	22			
	403-2 Hazard identification, risk assessment, and incident investigation	22			
	403-3 Occupational health services	22			
	403-4 Worker participation, consultation, and communication on occupational health and safety	22			
	403-5 Worker training on occupational health and safety	22			
	403-6 Promotion of worker health	22			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	22			

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
HEALTH AND SAFETY					
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	22			
	403-9 Work-related injuries	22	403-9 b	Information unavailable/ incomplete	Data for workers who are not employees is not available to Plantasjen at this time. Plantasjen is working with organizations supplying workers to ensure tracking and follow-up in this area.
	403-10 Work-related ill health		403-10 a-e	Information unavailable/ incomplete	Data on ill health is not available at this time as it is not compiled internally in a systematic way. External health providers can not share data due to secrecy issues. Plantasjen will continue exploring ways to compute cases of ill-health without compromising individual secrecy.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	23			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	23			
MATERIAL AND WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	24–25			
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1 a	Information unavailable/ incomplete	No detailed data of materials used in production and packaging is available at this time. Work is ongoing to determine specific share of materials in each product; during 2023, Plantasjen has focused on tracking the share of recycled plastic specifically. Work will be ongoing in 2024, with adaptations of Plantasjen systems and processes to assist.
	301-2 Recycled input materials used		301-2 a	Information unavailable/ incomplete	No detailed data of materials used in production and packaging is available at this time. Work is ongoing to determine specific share of materials in each product; during 2023, Plantasjen has focused on tracking the share of recycled plastic specifically. Work will be ongoing in 2024, with adaptations of Plantasjen systems and processes to assist.
	301-3 Reclaimed products and their packaging materials	24			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	24–25			
	306-2 Management of significant waste-related impacts	24–25			
	306-3 Waste generated	24			
	306-4 Waste diverted from disposal		306-4 a-e	Information unavailable/ incomplete	Information on waste handling at external sites is not available at this time. An internal mapping of Plantasjen waste management has been performed during 2023 and beginning of 2024. The ambitions for the result include gaining a deeper understanding of waste management throughout the value chain.

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
GRI 306: Waste 2020	306-5 Waste directed to disposal		306-5 a-e	Information unavailable/ incomplete	Information on waste handling at external sites is not available at this time. A mapping of waste management by waste management companies is planned for 2023.
WATER					
GRI 3: Material Topics 2021	3-3 Management of material topics	25			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	25			
	303-2 Management of water discharge-related impacts		303-2 a	Not applicable	Standards follow regulatory requirements.
	303-3 Water withdrawal		303-3 a-b	Information unavailable/ incomplete	Information on water use has not been collected on an overall level and the quality of data from suppliers needs to be structured and improved, which is ongoing work.
	303-4 Water discharge		303-4 a-e	Information unavailable/ incomplete	Information on water discharge is not tracked.
	303-5 Water consumption		303-5 a-d	Not applicable	Water is not stored, withdrawal = consumption.
ENERGY AND EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	25–26			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	25–26	302-1 a-b, d-e	Information unavailable/ incomplete/not applicable	a-b, e:Plantasjen does not convert energy consumption to joules but to MWh, which is included in the report. d: not applicable, Plantasjen does not sell energy.
	302-2 Energy consumption outside of the organization		302-2 a-c	Information unavailable/ incomplete	Plantasjen conducts carbon footprint emission analyses for all three scopes, but scope 2 and 3 we compute one year later meaning we only have scope 1 data available at this date.
	302-3 Energy intensity		302-3 a-d	Information unavailable/ incomplete	There is not a complete reporting system to identify the energy intensity at the moment. Plantasjen will keep working to develop a better system including tools to be able to get better and more precise data.
	302-4 Reduction of energy consumption	25–26			
	302-5 Reductions in energy requirements of products and services		302-5 a-c	Information unavailable/ incomplete	Plantasjen does not track data at this level currently. We will strive to have a better tool to trace the energy requirements of our products and services.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25–26	305-1 c-f	Information unavailable/ incomplete	Plantasjen has currently not a systematic way of tracking the emission factors and the global warming potential source.
	305-2 Energy indirect (Scope 2) GHG emissions	25–26	305-2 e-f	Information unavailable/ incomplete	Plantasjen has currently not a systematic way of tracking the emission factors and the global warming potential source.
	305-3 Other indirect (Scope 3) GHG emissions	25–26	305-3 e-f	Information unavailable/ incomplete	Plantasjen has currently not a systematic way of tracking the emission factors and the global warming potential source.

GRI Standard	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
ENERGY AND EMISSIONS					
GRI 305: Emissions 2016	305-4 GHG emissions intensity		305-4 a-d	Information unavailable/ incomplete	Plantasjen has currently not a system in place to get the correct data. Plantasjen will keep working to develop a better system including tools to be able to get better and more precise data.
	305-5 Reduction of GHG emissions		305-5 a-e	Information unavailable/ incomplete	Plantasjen has at the moment adequate data in place for our emissions for scope 1-3. However, we will work to get a better and more comprehensive overview that includes all our partners and suppliers.
	305-6 Emissions of ozone-depleting substances (ODS)		305-6 a-d	Not applicable	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7 a-c	Not applicable	
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	26–27			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1 a	Information unavailable/ incomplete	New supplier environmental screening work has not been documented systematically. Work is in progress to evaluate Plantasjen environmental supplier requirements.
	308-2 Negative environmental impacts in the supply chain and actions taken	26–27			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		304-1 a	Information unavailable/ incomplete	No known operational sites in or adjacent to protected areas. Due to the broad geographical spread of Plantasjen operations, research into protected areas is still ongoing.
	304-2 Significant impacts of activities, products and services on biodiversity	26–27			
	304-3 Habitats protected or restored		304-3 a-d	Not applicable	No habitat areas protected or restored.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4 a	Information unavailable/ incomplete	No known habitats in areas affected by operations. Due to the broad geographical spread of Plantasjen operations, research into habitats is still ongoing.
KNOWLEDGE SHARING					
GRI 3: Material Topics 2021	3-3 Management of material topics	27			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	27			
	417-2 Incidents of non-compliance concerning product and service information and labeling	27			
	417-3 Incidents of non-compliance concerning marketing communications	27			

Plantasjen Holding AS Directors' Report 2023

THE BOARD OF DIRECTORS OF PLANTASJEN HOLDING AS, 917 763 933, HEREBY SUBMIT THE 2023 ANNUAL REPORT FOR THE PARENT COMPANY AND THE GROUP.

The Company's Activities And Summary of the Year

Plantasjen Holding AS is the holding company for Plantasjen's retail and wholesale plant business and was established in September 2016. The company's business is to invest in companies operating in the plant industry and companies supporting the plant business. The registered office of the Board is in Kongsvinger, Norway.

The Plantasjen Group consist of Plantasjen Holding AS, the parent company for Plantasjen Group AS, Plantasjen Norge AS, Plantagen Sverige AB, Plantagen Finland OY, Plantasjen Source AS, Plantagen Logistik AB and Plantagen Source GmbH, together defined as "the group" or "Plantasjen".

Plantasjen was founded in 1985 and is now a leading retailer of plants and accessories in the Nordics (Norway, Sweden and Finland). The group sells a wide range of plants (including outdoor plants, indoor plants and cut flowers) and accessories (such as soil, fertilizers, pots and artificial plants). In addition, the Group sells other products (such as garden living products, garden equipment, interior decorations, and pet products).

Plantasjen operates a network of stores with a footprint focused across the key population centers in Norway, Sweden and Finland. As of 31 December 2023, the Group had 125 (129) stores, with 70 (73) stores in Norway, 44 (43) stores in Sweden and 11 (13) stores in Finland.

2023 has been a challenging year for many Retail businesses, with increased costs due to inflation and reduced consumer sentiment. After a slow start of spring due to snow and winter weather in Norway, Plantagen delivered one of its best peak seasons ever. The second half of 2023, the focus has been on improving cash flow and reducing inventory through powerful promotions and strong supply chain management. Plantagen has during the year improved operating cash flow by +744m mainly by reduced inventory by 350m.

Plantasjen sales for full-year 2023 increased by +1.7% while EBITA declined to NOK –208m (309m), following the higher discounts to reduce inventory. EBITA in 2023 includes a writedown of Goodwill NOK 249m in the fourth quarter.

Going into 2024 Plantagen has launched a cost improvement program covering all areas of the business. The cost program and the lowered inventory position in 2023 will place Plantagen in a better position to weather out the current economic climate.

Plantasjen holds a Directors and officers liability insurance which covers the loss of every injured person and the company resulting from any claim made by any insured person.

Financial Results

Income statement for the Group

Amounts in NOK million for the period 1 January to 31 December, from continuing operations

	2023	2022
(Amounts in NOK million)		
Revenue	4,313.5	4,239.8
Gross margin	45.6%	50.8%
Operating profit	–212.7	304.9
Profit/Loss before tax	–554.9	47.1

Revenues for 2023 were MNOK 4,313.5 which was 1.7 percent higher than 2022.

Gross margin was 45.6 percent in 2023 which is a decrease of 5.2 percentage units compared to 2022. Other operating costs including personnel expenses, other operating expenses, net gain/loss and depreciation, amortization and impairment increased by 17.8 percent mainly due to increased costs for premises and salary indexation.

Operating profit for 2023 ended at MNOK –212.7 compared to 304.9 in 2022. The decrease in operating profit is driven by the lower margin following focus to improve cash flow, reduce inventory and writedown of Goodwill.

Net financial costs for 2023 were MNOK –342.2 (–257.9).

Profit/loss before tax for 2023 was –554.9 (47.1).

Balance Sheet For the Group

Total assets were MNOK 6,878,2, a decrease of MNOK 423.0 from 2022. Inventories amounted to MNOK 737.9 at the end of the year, a decrease of MNOK 350.3, following inventory build-down activities Cash and cash equivalents were MNOK 73.5 at year-end which is a increase of MNOK 39.2 compared to 2022.

Total equity end of 2023 was MNOK 913.6 (1,357.8). The equity ratio was in December 2023 13.3 (18.6) percent. Interest-bearing debt to credit institutions, shareholders and other parties was at year-end 2023 MNOK 1,711.9 (1,749.1). The total debt for leases was at the end of 2023 3,648.3 (3,549.7). The increase in leasing debt is an effect of rent contract indexation.

Cash Flow For the Group

Cash flow from operations was in 2023 MNOK 928,3 (184.9). The increase of MNOK 744.1 is mainly due to changes in working capital during 2023 driven by inventory reduction.

Cash flow from operations after interest payments on leases and installments on leasing liabilities was in 2023 MNOK 327.9 (–347.6).

Cash flow from investments in 2023 was MNOK –142.5 (–250.1) mainly related to store maintenance, investments in IT and property development.

Cash flow from financing was MNOK –754,6 (35.7) mainly related to leasing MNOK –601 (–532). Positive effect 35.7 in 2022 was affected by changes in long term loans of MNOK 203.6 and short-term loan of MNOK 421.1 from Ratos.

Net change in cash and cash equivalents was MNOK 31.9 (–29.6).

Financial Risks

The Group is exposed to financial risks in its operations: foreign exchange risks, interest rate risks, credit risks and liquidity risks.

Currency Risk

A significant portion of the Group's sold goods are purchased in foreign currencies, primarily plants from Europe in EUR and DKK and dry goods from Asia in USD. This risk is reduced through currency hedging on committed volumes for the coming six months. Equity in foreign subsidiaries, mainly in Sweden, is partly hedged through loans in SEK. Other effects from translating foreign subsidiaries to the Group's presentation currency are not hedged, but closely monitored as changes in foreign exchange rates may impact the Group's financial key figures.

Interest Rate Risk

The Group has both long-term and short-term financial debt. The interest is currently fixed every 3 months. A change in interest rate would have impact on the Group's interest costs. As a result, the Group monitors changes in interest rates on regularly basis to be able to initiate necessary actions.

Liquidity and Credit Risk

The Group's exposure to credit risk is limited as sales essentially are to the end user and payment is made in cash or by credit card directly to the Group's stores or on-line via an internet payment supplier.

The nature of the business is seasonal with a large portion of the yearly sales taking place in the second quarter and inventory is built up in preparation for the second quarter sales. As a result, the Group is exposed to liquidity risks, which are managed with long and short-term shareholder loans.

Employees

The Parent Company had no employees in 2023.

During 1 January to 31 December 2023 the Group had in 1,321 (1,196) FTE.

The Group supports equal opportunities for women and men. On 31 December 2023 62 percent (62) of management positions were held by women and 72 (72) of the total number of full-time equivalents were women. 33 percent (33) of the Directors on the Board were women.

The Group strives to provide a safe and healthy working environment for all employees and the Group takes actions to prevent accidents and illness related to the workplace. Due to different regulations and definition of short- and long-term sick leave, we report on each country. Sick leave for Norway 6.2 (6.4), Sweden 4.9 (7.0), Finland 6.4 (4.8). Total number of work-related injuries was 0 (0) high consequences injuries and 78 (32) accidents during 2023.

Environment

While plants sold by the Group have a positive direct impact on the environment, there are also effects from operations controlled by the Group and from production and logistics controlled by suppliers as well as from the customers' use of the products. The Group is continuously assessing the environmental impact throughout the value chain of the plants and accessories business in order to address the most relevant areas to reduce our climate footprint.

Sustainability Report

The Group has prepared a report on sustainability. The report can be found in this report, on pages 10–33.

Outlook

The Group continues to develop its existing stores and new sales channels in order to improve the shopping experience and meet new customers and competitive challenges. The product range will further evolve with strong focus on plants and unique offerings. Initiatives which aim at increasing the Group's control over the supply chain and improve margins continue. The business is exposed to risks relating to weather, and earnings may vary from year to year as a result.

The board of directors are of the view that the Group has a solid foundation to maintain and develop its leading market position. All forecasts regarding future financial development are connected with a high level of uncertainty.

The general consensus on the economic outlook for 2024 is continued inflationary pressure on prices and negative customer sentiment 2024. To meet a more uncertain future the Group has initiated a cost improvement program covering all areas of the company.

Events After the Balance Sheet Date

No events have occurred after the balance sheet date.

Going Concern

The Board of Directors are of the opinion that the business will improve profitability and deliver a stable positive operating cash flow going forward. Considering the profitability, available capital and liquidity, the business' ability to generate cash and the risks associated with the operations, the Directors are of the view that the Group can meet its present and future obligations.

The Group is financed by the major shareholder who has provided long term funding and by participating in Ratos AB's cash pool, short term funding is available when needed.

Parent Company's total equity was MNOK 1,043.7 (1,044.7) at 31 December 2023 after testing the value of shares in group companies.

The Group's total equity was MNOK 913.6 (1,357.8) at 31 December 2023 giving an equity to assets ratio of 13.3 percent (18.6).

Based on the above the Board of Directors confirm that the assumption of going concern is present and that the financial statements have been prepared on a such basis.

Proposed Distribution of Profit

The Board of Directors propose that the Parent Company's net result of TNOK –12,415 be carried forward in the share premium account.

(Amounts in NOK million)	
Share premium account	598.4
Other equity	277.3
Profit/loss for the year	–12.4
Total share premium and other equity	**863.2**
To be carried forward	863.2

Kongsvinger 4 April 2023

Anders Slettengren
Chairman of the Board

Jacob Landén
Board Member

Hege Brandhaug
Board Member

Jesper Lien
CEO

Consolidated Statement of Profit and Loss

	Notes	2023	2022
(Amounts in NOK million)			
Revenue	2,3	4,258.2	4,187.9
Other operating income		55.3	51.6
Profit from associated companies		–	0.3
Total revenue		**4,313.5**	**4,239.8**
Cost of goods sold	4	–2 347.1	–2,084.7
Personnel expenses	5	–911.6	–853.4
Other operating expenses	5,6	–460.5	–524.9
FX net gain/loss	7	–14.7	8.4
Depreciation, amortisation and impairment	8,9,10	–792.3	–480.3
Total operating costs		**–4 526.2**	**–3,934.8**
Operating profit		**–212.7**	**304.9**
Financial income	11	29.7	10.4
Financial expenses	11,13	–371.9	–268.3
Net financial items		**–342.2**	**–257.9**
Profit before tax		**–554.9**	**47.1**
Income tax expense	12	31.1	–27.0
Net Profit/(loss)		**–523.8**	**20.0**
Profit/(loss) is attributable to:			
Equity holders of the parent company		–523.8	20.0

Consolidated Statement of Comprehensive Income

	Notes	2023	2022
(Amounts in NOK million)			
Profit/(loss)		**–523.8**	**20.0**
Other comprehensive income			
Items which may be reclassified to profit or loss			
Cashflow hedges		–2.6	4.5
Tax attributable to cashflow hedges		0.6	–0.9
Net-investment hedge		11.5	–3.6
Tax attributable to net investment hedges		–2.5	0.8
Foreign currency rate changes		24.6	–19.1
Other comprehensive income, net of tax		**31.5**	**–18.3**
Total comprehensive income			
		–492.3	**1.7**
Total comprehensive income is attributable to:			
Equity holders of the parent company		–492.3	1.7

Consolidated Balance Sheet

	Notes	2023	2022
(Amounts in NOK million)			
Non-current assets			
Deferred tax assets	12	64.2	59,0
Goodwill	8	1,382.8	1,620.3
Intangible assets	8	849.2	863.2
Buildings and land	9	380.3	333.7
Machinery and equipment	9	97.5	98.1
Right of use asset	10	3,075.7	3,025.7
Investments in associated company	13	–	4.7
Other non-current receivables		0.1	0.0
Total non-current assets		**5,849.7**	**6,004.8**
Current assets			
Inventories	4	737.9	1,088.2
Accounts receivable	14	29.6	26.9
Other current receivables	14	179.3	147.0
Tax receivables	12	8.2	–
Cash and cash equivalents	15	73.5	34.3
Total current assets		**1,028.5**	**1,296,4**
Total assets		**6,878.2**	**7,301.2**
Equity and liabilities			
Share capital	16	180.5	180.5
Other equity		733.1	1,177.3
Total equity	16	**913.6**	**1,357.8**
Deferred tax	12	56.0	71.2
Pension liabilities	5	3.5	3.2
Bank borrowings, long-term	18	5.1	5.1
Shareholder loan, long-term	18	946.7	947.4
Leases, long-term	10	3,248.2	3 176.1
Other long-term liabilities		–	9.1
Total long-term liabilities		**4,259.5**	**4,212.1**
Bank borrowings, short-term	18	0.3	0.3
Shareholder loan, short.term	18	759.8	796.3
Leases, short-term	10	400.1	373.6
Trade and other payables		224.2	219.1
Tax payable	12	–	19.4
Accrued public taxes		109.3	103.4
Other short term liabilities	20	211.4	219.3
Total current liabilities		**1,705.1**	**1,731.4**
Total equity and liabilities		**6,878.2**	**7,301,2**

Kongsvinger 4 April 2024

Anders Slettengren
Chairman of the Board

Jacob Emil Kristofer Landén
Board Member

Hege Ekelund Brandhaug
Board Member

Jesper Lien
CEO

Consolidated Statement of Profit and Loss

	Notes	Share capital	Hedging reserves	Translation reserves	Other reserves	Other equity*	Total equity
(Amounts in NOK million)							
Equity 1-jan-2022		**180.5**	**–15.0**	**–36.1**	**1,226.7**	**1,175.6**	**1,356,1**
Profit/(loss) for the year		–	–	–	20.0	20.0	20.0
Other comprehensive income for the year		–	0.8	–19.1	–	–18.3	–18.3
Total comprehensive income for the year		–	**0.8**	**–19.1**	**20.0**	**1.7**	**1.7**
Transaction with owners:							
Equity 31-Dec-2022	16	**180.5**	**–14.3**	**–55.2**	**1,246.7**	**1,177.3**	**1,357.8**

	Notes	Share capital	Hedging reserves	Translation reserves	Other reserves	Other equity*	Total equity
(Amounts in NOK million)							
Equity 1-jan-2023		**180.5**	**–14.3**	**–55.2**	**1,246.7**	**1,177.3**	**1,357.8**
Profit/(loss) for the year		–	–	–	–523.8	–523.8	–523.8
Other comprehensive income for the year		–	6.9	24.6	–	31.5	31.5
Total comprehensive income for the year		–	**6.9**	**24.6**	**–523.8**	**–492.3**	**–492.3**
Transaction with owners:							
Group contribution		–	–	–	48.2	48.2	48.2
Total transactions with owners, recognised directly in equity		**–**	**–**	**–**	**48.2**	**48.2**	**48.2**
Equity 31-Dec-2023	16	**180.5**	**–7.4**	**–30.6**	**771.1**	**733.1**	**913.6**

*Other equity is the sum of hedging reserves, translation reserves and other reserves.

Consolidated Statement of Cash Flows

	Notes	2023	2022
(Amounts in NOK million)			
Cash flow from operating activities			
Profit before tax from continuing operations		–554.9	47.1
Profit before tax		**–554.9**	**47.1**
Adjustment for:			
Taxes paid in the period	12	–26.8	–68.8
Depreciation, amortisation and impairment	8,9	792.3	480.3
Write downs subsidaries		4.7	–
Fair value contingent consideration		–3.5	–
Non–cash effect foreign exchange		5.9	–11.9
Items with non–cash effect		–0.2	0.2
Accrued interest	18	210.5	260.9
Items classified as financing activities	11	131.7	–3.1
Change in inventory	4	350.3	–408.2
Change in accounts receivable	14	–2.7	–7.5
Change in trade payables		5.1	–93.4
Change in other accruals	18,2	16.4	–10.9
Net cash flow from operations		**928,9**	**184.8**
Cash flow from investments			
Purchase of fixed assets	8,9	–142.5	–170.4
Purchase of shares		–	–79.7
Net cash flow from investments		**–142.5**	**–250.1**
Cash flow from financing			
Repayments bank borrowings	18	–0.3	–0.3
Net changes in overdraft and short term borrowings	18	–36.8	421.1
Installments on leasing liabilities	10	–390.9	–327.2
Interests borrowings from Ratos AB	18	–89.8	–55.9
Interests on lease	10	–210.2	–205.2
Other financial items		0.5	–4.6
Loan from Ratos AB	18	350.0	260.0
Repayments of loans to Ratos AB	18	–377.0	–52.3
Net cash flow from financing		**–754.6**	**35,7**
Net Change in Cash and Cash Equivalents		**31.9**	**–29,6**
Cash and cash equivalents at the beginning of the period	15	34.3	64.2
Effect of foreign currency rate changes on cash and cash equivalents		7.3	–0.3
Cash and cash equivalents at the end of period	**15**	**73.5**	**34,3**

Notes to the Consolidated Financial Statements

Note 1 | Accounting Principles

1.1 General Information
Plantasjen Holding AS and its subsidiaries (together "Plantasjen Holding Group" or the "Group") sell plants and accessories. The Group's sales are made primarily from the Group's physical store locations in Norway, Sweden and Finland.

The Group's head office is located at Norvalds Strands veg 43, 2212 Kongsvinger, Norway. The ultimate parent of the Group is Ratos AB.

1.2 Basis of Preparation
The consolidated financial statements are prepared on a historical cost basis, except for derivative financial instruments that have been measured at fair value. The preparation of financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed in note 1.20.

The functional currency of Plantasjen Holding AS is the Norwegian krone (NOK). The Group accounts are presented in NOK.

These consolidated financial statements have been prepared under the assumption of a going concern.

As a result of rounding adjustments, the figures in one or more columns included in the financial statements may not add up to the total of that column.

Presentation and classification of items in the financial statements is consistent for the periods presented, unless otherwise stated.

The consolidated financial statements of Plantasjen Holding AS and its subsidiaries have been prepared in accordance with International Financial Reporting Standards (IFRS) and interpretations issued by the IFRS Interpretations Committee (IFRIC) as adopted by the European Union (EU) and Norwegian authorities and are effective as of 31 December 2023. Plantasjen Holding Group also provides the disclosures as specified under the Norwegian Accounting Law (Regnskapsloven).

1.3 Significant Accounting Policies
The significant accounting policies applied in the preparation of the Group's 2023 consolidated financial statements, including all comparative figures, are given below.

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

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

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired is recorded as goodwill. If the total consideration transferred, the non-controlling interest recognized and previously held interest measured is less than the fair value of the net assets of the subsidiary acquired in the case of a bargain purchase, the difference is recognized directly in the consolidated statement of profit or loss.

Inter-company transactions, balances and unrealized gains/losses on transactions between group companies are eliminated. When necessary, amounts reported by subsidiaries have been adjusted to conform with the Group's accounting principles.

Associates
Associates are entities over which the Group has significant influence but not control or joint control. This is generally the case where the Group holds between 20 and 50% of the voting rights. Investments in associates are accounted for using the equity method. Under the equity method the investments are initially recognized at cost and adjusted thereafter to recognize the Group's share of movements in the associates' Other comprehensive income. The carrying amount of equity-accounted investments includes any implicit goodwill identified at the time of purchase.
Inter-company transactions, balances and unrealized gains/losses on transactions between the Group and its associates are eliminated to the extent of the Group's interest in these entities. When necessary, amounts reported by associates have been adjusted to conform with the Group's accounting principles.

1.5 Foreign currency translation

a) Functional and Presentation Currency

Items included in the financial statements of the individual entities within the Group are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The consolidated financial statements are presented in Norwegian kroner (NOK), which is the Group's presentation currency.

b) Transactions and Balance Sheet Items

Transactions in foreign currencies at the entity level are translated into the entity's functional currency using the exchange rate prevailing at the date of the transaction. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in profit or loss.

Currency gains and losses related to loans and cash and cash equivalents, except cash pool balances, are presented (net) as financial income or financial expense. All other foreign exchange gains and losses are presented in the consolidated statement of profit or loss within Operating profit.

c) Group Companies

The results and balances for all Group entities (none of them with hyperinflation) that have a functional currency different from the Group's presentation currency are translated into the presentation currency as follows:

a) Assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;
b) Income and expenses for each statement of profit or loss presented are translated at the average exchange rate for the reporting period. In a period when the exchange rate fluctuates significantly special efforts are put into analysing and describing the translation effects on the profit and loss statement; and
c) All resulting exchange differences (net) are recognized in the consolidated statement of Other comprehensive income.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

d) Other Foreign Currency Translation

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are recognized in Other comprehensive income. When a foreign operation is sold, any associated exchange differences recognized in Other comprehensive income from borrowings that formed part of the net investment are reclassified to profit or loss, as part of the gain or loss on sale.

1.6 Revenue

Plantasjen Holding Group recognises revenue from customers in accordance with IFRS 15 Revenue from contracts with customers. The Group runs a retail chain within sales of plants and accessories to customers. Revenue is recognised at the point in time of the sale with payment upon retail sale immediately in the form of cash or by the use of payment cards.

Revenue – Customer Club Benefits and Right to Return

Plantasjen has implemented a customer club/loyalty program for repeat customers. One of the membership benefits is a bonus scheme in which the customer receives a bonus of 2 percent of every purchase in the form of bonus points. Until 2021, this only applied to Sweden, but in 2022 it was introduced in Norway and Finland. For every 2500 bonus points earned, the customer receives a bonus check of 50 NOK or SEK. The bonus check can be redeemed as a discount for a subsequent purchase. The bonus check is valid for 2 months. The liability is accrued on a monthly basis and recognized in the line item "Other short-term liabilities" in the consolidated balance sheet. Redemption of the vouchers against goods is recognized as a discount in the income statement, hereby reducing revenue.
The Group's policy is to provide the customer with a right of return (on all sales independent of sales channel) within 7–30 days on dry goods, 5 days on cut flowers and 12 months on all perennial outdoor plants. As a consequence, revenue is reduced by any rebates and right to return. The right to return goods is estimated based on historical information and is accrued on a monthly basis. The liability is recognised in the line item "Other short-term liabilities" in the consolidated balance sheet.

1.7 Non-current Tangible Assets

Non-current tangible assets consist of machinery and equipment, as well as Buildings and land. See note 1.17 Leasing for the accounting principles for the leased non-current tangible assets. Non-current tangible assets are initially recognised at acquisition cost and subsequently measured at historical cost, less accumulated depreciation and impairment losses, if any. Historical cost includes expenditures that are directly attributable to the acquisition of the tangible asset. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the specific tangible asset will flow to the Group and the cost of the asset can be measured reliably. Repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred. Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within Other operating income and Other operating expenses in the consolidated statement of profit or loss.

Land is not depreciated. Depreciation on other non-current tangible assets is calculated using the straight-line method to allocate the cost less the residual value over the estimated useful life, as follows:

- Buildings (owned, not leased): 5–27 years
- Machinery and equipment: 3–10 years

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

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. See note 1.9 Impairment of non-current tangible and intangible assets.

1.8 Goodwill and Intangible Assets

Goodwill

Goodwill represents the future economic benefits arising from a business combination that are not individually identified and separately recognised. Goodwill and trademark are calculated as the sum of the consideration and the book value of non-controlling interest and the fair value of previously owned shares, minus net value of identifiable assets and liabilities at acquisition date. Goodwill is not amortised but is tested annually for impairment. Goodwill is carried at cost less accumulated impairment losses.

For the purpose of impairment testing, goodwill acquired in a business combination is allocated to geographical business units. Each unit to which goodwill is allocated represents the lowest level within the entity at which the goodwill is monitored for internal management purposes. Goodwill is monitored at the level of geographical business units.

Goodwill impairment reviews are undertaken annually at year-end or more frequently if events or changes in circumstances indicate a potential impairment. The carrying value of the relevant unit including goodwill is compared to the recoverable amount, which is the higher of value in use and the fair value less costs of disposal. Any impairment of goodwill is recognised immediately as an expense and is not subsequently reversed.

Intangible Assets

Acquired intangible assets are capitalised on the basis of the costs incurred to acquire and put the intangible asset into use. Intangible assets acquired in a business combination that qualify for separate recognition are initially recognised as intangible assets at their fair value.

a) Trademark

Trademark is capitalized and has an indefinite useful life and is tested for impairment annually, either individually or as part of a cash-generating unit. Trademark is not amortised as the Group is operating under the brand name "Plantasjen" and "Plantagen". The Group continuously maintain its Plantasjen brand value through marketing efforts which management consider to be successful. The Group operates and trades using the Plantasjen brand name and continues to do so for the foreseeable future. Consequently, it is management's assessment that the trademark "Plantasjen / Plantagen" is correctly classified as an indefinite lived intangible asset. Management reviews the trademark annually to determine whether the indefinite useful life assumption is valid.

b) Customer Relations

The customer club consist of customers who have signed up as members. The relationships are expected to contribute positively to the future cash flow of the Group.

Customer relations is amortized over 10 years in the case of the Swedish customer club and over the length of the agreement in the case of customer contracts. See note 1.9 Impairment of non-current tangible and intangible assets.

1.9 Impairment of Non-current Tangible and Intangible Assets

Non-current tangible and intangible assets that are subject to depreciation or amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Right-of-use assets recognised under IFRS 16 are also subject to the same IAS 36 rules for testing and recognition of impairment losses. An impairment loss is recognized for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost of disposal and value in use. For the purposes of assessing an impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). Prior impairments of non-current tangible and intangible assets subject to annual amortisation are reviewed for possible reversal of the recognised impairment loss at each reporting date.

1.10 Inventories

Inventories are valued at the lower of cost and net realizable value. Cost is determined using the first-in, first-out (FIFO) method. The cost of finished goods comprises direct costs, import duty and freight. It excludes borrowing costs and warehouses/storage costs which are classified as Other operating expenses. Net realizable value is the estimated selling price in the ordinary course of business, less estimated costs necessary to make the sale.

1.11 Accounts Receivable

Accounts receivable are initially recognised at their transaction price when the Group has an unconditional right to receive the consideration and the payment is only dependent on the passage of time. Accounts receivable are subsequently measured at amortised cost less any loss allowance. Accounts receivable are managed as held for collection and meet the criteria for SPPI. The loss allowance is based on the lifetime expected credit loss model and adjusted for market and economic conditions based on management judgement.

If collection is expected in one year or less, they are classified as current assets. If not, they are classified as a non-current asset.

1.12 Cash and Cash Equivalents

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

1.13 Equity

Ordinary and preference shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax. from the proceeds.

Where any group company purchases shares in the parent company, the consideration paid for such shares, including any directly attributable incremental costs (net of tax) is deducted from equity attributable to the equity holders of the parent company until the shares are cancelled, or reissued. If such shares are subsequently reissued, any consideration received, net of any directly attributable incremental transaction costs and the related tax effects, is included in equity attributable to the equity holders of the parent company.

1.14 Income Tax

The income tax expense or credit for the period is the tax payable on the current period's taxable income based on the applicable income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax lossess.

The current income tax charge is calculated based on the tax laws enacted or substantively enacted at the end of the reporting period in the countries where the company's subsidiaries and associates operate and generate taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognized if they arise from the initial recognition of goodwill. Deferred income tax is also not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realized or the deferred income tax liability is settled.

Deferred tax assets are recognized only if it is probable that future taxable amounts will be available to utilize those temporary differences and losses before the expiration date if applicable.

Deferred tax liabilities and assets are not recognized for temporary differences between the carrying amount and tax bases of investments in foreign operations where the company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realize the asset and settle the liability simultaneously.

Current and deferred tax is recognized in profit or loss, except to the extent that it relates to items recognized in other in equity, respectively.

1.15 Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months after the reporting period. They are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

1.16 Leasing

Plantasjen leases properties that include both land and building elements, as well as leasing of machinery and equipment.

Identifying A Lease

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

Separating Components In the Lease Contract

For contracts that constitute, or contain a lease, the Group separates lease components if it benefits from the use of each underlying asset either on its own or together with other resources that are readily available, and the underlying asset is neither highly dependent on, nor highly interrelated with, the other underlying assets in the contract. The Group then accounts for each lease component within the contract as a lease separately from non-lease components of the contract.

Recognition of Leases and Exemptions

At the lease commencement date, the Group recognizes a lease liability and corresponding right-of-use asset for all lease agreements in which it is the lessee, except for the following exemptions applied:

- Short-term leases (defined as 12 months or less)
- Low-value assets (lower than 5 KUSD)

For these leases, the Group recognizes the lease payments as other operating expenses in the statement of profit or loss when they incur.

Right-of-use Assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, if any, and lease payments made at or before the commencement date less any lease incentives received.

The Group applies the depreciation requirements in IAS 16 Property, Plant and Equipment in depreciating the right-of-use asset, except that the right-of-use asset is depreciated from the commencement date to the earlier of the lease term and the remaining useful life of the right-of-use asset. The Group applies IAS 36 Impairment of Assets to determine whether the right-of-use asset is impaired and to account for any impairment loss identified.

Lease Liabilities
At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating a lease, if the lease term reflects the Group exercising the option to terminate. The variable lease payments that do not depend on an index or a rate are recognised as expense in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset.

The Group remeasures the lease liability upon the occurrence of certain events (e.g., a change in the lease term, or a change in future lease payments resulting from a change in an index or rate used to determine those payments). Generally, the amount of remeasurement of the lease liability is recognised as an adjustment to the right-of-use asset.

The Group presents its current and non-current lease liabilities as separate line items in the statement of financial position.

Incremental Borrowing Rate
In calculating the present value of lease payments, the Group uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. To arrive at the incremental borrowing rate the Group applies the respective country's (economic environment) risk free rate for the term corresponding to the lease term, adjusted for own credit risk.

1.17 Financial Liabilities

Classification
Financial liabilities are classified in the following categories: at fair value through profit or loss (FVOPL) or at amortised cost.

a) Financial liabilities at fair value through profit or loss

   Derivatives that are liabilities are measured at FVOPL unless they are designated as a hedge accounting instrument. Derivatives designated as cash flow hedge accounting instruments are shown at fair value in the balance sheet and at fair value over OCI.

b) Amortised Cost

   Borrowings and other financial liabilities, such as trade payables are included in this category. The liabilities are measured at amortized cost. Trade and other payables that have a short anticipated maturity is measured at nominal amounts without discount.

Borrowings are recognized initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortized cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognized in the consolidated statement of profit or loss over the period of the borrowings using the effective interest method.

Fees paid on the establishment of loan facilities are recognized as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalized as a pre-payment for liquidity services and amortized over the period of the facility to which it relates.

1.18 Employee Benefits

The company has various pension schemes, both defined contribution plans and defined benefit plans.

Pension Obligations
For defined contribution plans, the Group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual, or voluntary basis. A defined benefit plan is a pension scheme that is not a defined contribution plan. For defined contribution plans, the Group has no further payment obligations once the contributions have been paid. The contributions are recognized as employee benefit expenses when they are due. Prepaid contributions are recognized as an asset to the extent that a cash refund or a reduction in the future payment is available.

Government Grants
The company has received government grants regarding compensation for sick leave costs. The grants are recognized as a reduction of employee benefit expenses when the grants are received.

1.19 Critical Accounting Estimates and Judgements

Management prepares estimates and makes judgements related to the future. By definition, the accounting estimates that are made now will rarely be fully consistent with the final outcome in the future. Estimates and assumptions or conditions that represent a significant risk of material changes in the carrying amount of assets and liabilities within the next financial year are discussed below.

Estimated Impairment of Goodwill
The Group conducts annual tests to assess impairment on goodwill (see note 8 Intangible assets). The recoverable amount from cash-generating units is determined from calculations based on the value-in-use method. These calculations require the use of estimates.

Inventories
Plantasjen reviews the age distribution, movement in inventories, historical sales value as well as estimated future sales value in order to assess a provision for obsolescence. The calculations partly require the use of estimates.

Leases – significant judgment in determining the lease term of contracts with renewal options
The Group determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised. The Group applies judgement in evaluating whether it is reasonably certain to exercise an option to renew a lease contract, considering all relevant factors that create an economic incentive for the Group to exercise the renewal. The threshold for being reasonably certain is lower than virtually certain and higher than more likely than not under IAS 37 Provisions, Contingent liabilities and Contingent Assets.

A significant portion of the Group's lease contracts are leases for retail space (buildings and attached outdoor areas). Based on an assessment of the current term of the leases before including the extension options, management has concluded that it is reasonably certain the extension options will not be exercised. This assessment will be revaluated on a regular basis as the timing for the expiration of the extension option approaches. The lease term is therefore established as the non-cancellable lease term, which is less than the expected life of the leased assets.

When a lease contract is modified a reassessment of the lease term, contract length and the new discount rate is made. The discount rate used in such a reassessment is based on the current marginal borrowing rate for the new length of the lease contract.

The level of certainty for establishing the lease term requires a higher level of certainty than for establishing the useful life for depreciation purposes. Hence, the determination of the lease term does not affect the Group's determination of useful life of own assets determined for the purposes of depreciation chargest.

Deferred Tax Asset

Deferred interest deductions in Norway have been recognized as a deferred tax asset in the consolidated balance sheet to the extent that is likely that these deferred interest deductions can be utilized before they expire. Based on the current plans and financial projections all deferred interest deductions will be utilized over the coming years. Certain judgement has been made when making these financial projections such as expected taxable profits and expected paid interests over the relevant time period (maximum 10 years). In Norway tax losses carried forward have been utilized to offset taxable profits in Group companies in recent years.

Tax losses in Finland have not been recognized as a deferred tax asset.

1.20 Standards, amendments and interpretations to existing standards that have been adopted as of 31. December 2023

The standards on financial instruments (IFRS 9 and IFRS 7) have been adapted to new benchmark interest rates. The standard for leases (IFRS 16) has been temporarily amended to consider changes in lease payments that are directly related to Covid-19. None of these changes have had a material effect on Plantasjen's financial statements.

1.21 Operating Segments

Plantasjen operates in the following segments: Norway, Sweden, Finland and shared functions. Norway, Sweden and Finland include store operations and are segmented by geography. Shared functions include purchasing, distribution, marketing, management, HR, IT and other support. A substantial part of the value creation in the company takes place in shared functions. Transactions between shared functions and store operations are mainly deliveries and payments for goods and services.

The information provided reflects what is reported to the Chief Operating Decision Maker (Group Management Team) to regularly measure the performance of the segments. EBITA Operations is used as measure for segment profitability. This excludes capital gains/losses and extraordinary items compared to EBITA.

Note 2 | Revenues

In accordance with IFRS 15 Revenues from contracts with customers, management analyses the revenue contracts with customers and disaggregates the revenue into the two types of sales channels: retail and wholesale. Revenue from retail sales is further disaggregated into the geographical areas Norway, Sweden and Finland. The Groups wholesales in 2023 was 2.6 MNOK (2022: 0 MNOK).

The table below shows the gross revenue total. For the financial year 2023 gross revenue as presented in the income statement is recognised with a total of MNOK 4,258.2 , MNOK 4,187.9 for 2022.

Disaggregation of revenue 2023	**Retail**			**Wholesale**	**Financial year 2023 Total**
(Amounts in NOK million)					
	Norway	Sweden	Finland	Germany	
Revenue from customers	2,461.2	1,517.6	276.7	2.6	4,258.2

Disaggregation of revenue 2022	**Retail**			**Wholesale**	**Financial year 2022 Total**
(Amounts in NOK million)					
	Norway	Sweden	Finland	Germany	
Revenue from customers	2,477.7	1,463.4	246.8	–	4,187.9

Disaggregaton of Revenue Based on Channel

In 2023 on-line sales represented 3,1 % (in 2022 3,1 %) of total retail revenues.

Revenue Recognition

The Group provides plants, cut flowers and plant accessories to its customers. Customers within the retail sales channel are individuals who shop at Plantasjen stores.

Each contract with a customer consist of one or more products, and each product or batch order of the same product constitute one performance obligation, since the customer can benefit from each good or batch on its own or together with other resources already available. The fixed transaction price, which represents the stand alone selling price of each product, is separately stated for each product or batch of products within the contract.

Revenue from sales of goods is recognized at a point in time, when a Group entity has sold the product to the customer. Control of the good transfers immediately at the point of sale, in store. Payment within the retail sales channel is performed in the form of cash purchase, by the use of payment cards and invoicing. On-line payment is performed via internet based solution. Revenue of online sales is recognized at a point in time when the control of the good transfers to the online customer. A receivable is recognised for the delayed payment terms, which is included in the line item Accounts receivable in the consolidated balance sheet.

The Group's policy is to provide the customer with a right of return (on all sales independent of sales channel) within 7–30 days on dry goods, 5 days on cut flowers and 12 months on all perennial outdoor plants. As a consequence revenue is reduced by any rebates and right to return. The right to return goods is estimated based on historical information and is accrued on a monthly basis. The liability is recognised in the line item Other short-term liabilities in the consolidated balance sheet.

Customers can also purchase gift cards. Revenue for gift cards is recognised at the point in time when the gift card is redeemed. At the point of sales of the gift card, a liability is recognised. Management estimates the expected value of gift cards that will expire unused on a monthly basis. Based on the result of the evaluation and on historical information, the amount not expected to be redeemed is recognized as revenue each month. The gift card liability is part of Other short-term liabilities in the consolidated balance sheet. As at 31 December 2023 the liability for non-redeemed gift cards was MNOK 26.1 (in 2022: MNOK 25.7).

Loyalty Program

The Group offers a loyalty program to its customers, called "Plantasjen Customer Club". Until 2021, this only applied to Sweden, but in 2022 it was introduced in Norway and Finland. Members of the customer club earn points on each purchase, for which a voucher can be reedemed. This voucher can be used in Plantasjen stores. A liability is recognised on actual purchases, for the vouchers expected to be reclaimed before expiration. The liability for the loyalty program is recognised in the line item Other short-term liabilities in the consolidated balance sheet. As at 31 December 2023 the liability was MNOK 7.0 (In 2022: MNOK 5.3). Redemption of the vouchers against goods is recognized as a discount in the income statement, hereby reducing revenue. Total discounts due to points redemtion amounted to MNOK 43.5 in 2023 (In 2022 MNOK 20.1).

Note 3 | Operating Segments

Plantasjen operates in the following segments: Norway, Sweden, Finland and shared functions. Norway, Sweden and Finland include store operations and are segmented by geography. Shared functions include purchasing, distribution, marketing, management, HR, IT and other support. A substantial part of the value creation in the company takes place in shared functions. Transactions between shared fuctions and store operations are mainly deliveries and payments for goods and services.

Information as reported to the Chief Operating Decision Maker (Group Management Team) to regularly measure the performance of the segments. EBITA Operations is used as measure for segment profitability. This excludes capital gains/losses and extraordinary items compared to EBITA.

Revenue per segment	**2023**	**2022**
(Amounts in NOK million)		
Norway	2,466.0	2,477.7
Sweden	1,518.0	1,463.4
Finland	276.7	246.9
Shared functions	2,068.2	2,140.2
Elimination of revenue between segments	–2,070.8	–2,140.2
Total	**4 258,2**	**4,187,9**

EBITA operations per segment		
(Amounts in NOK million)		
Norway	–57.6	114.9
Sweden	–79.3	22.6
Finland	–42.6	–30.3
Shared functions	–28.9	201.8
Total	**–208.4**	**309.1**

Assets per segment		
(Amounts in NOK million)		
Norway	4,073.1	4,711.6
Sweden	2,087.5	1,862.2
Finland	374.0	334.8
Shared functions	343.5	392.7
Total	**6,878.2**	**7,301.2**

Liquid assets not included in above table.

	Investments		**Depreciations**	
Investments and depreciations per segment	**2023**	**2022**	**2023**	**2022**
(Amounts in NOK million)				
Norway	94.5	85.2	31.9	28.8
Sweden	27.3	43.3	23.8	20.6
Finland	0.8	0.0	2.1	2.0
Shared functions	24.2	63.1	734.5	428.9
Total	**146.7**	**191.6**	**792.3**	**480.3**

Depreciations shared functions includes depreciations of IFRS leases.

Note 4 | Inventories

Net inventories	2023	2022
(Amounts in NOK million)		
Inventory at purchase cost	774.4	1,147.1
Reserve for inventory obsolescence	–36.5	–58.9
Total net inventories	**737.9**	**1,088.2**

Inventory is measured at purchase costs for goods and infreight including handling costs in warehouses.

Dissagreation of cost of goods sold	2023	2022
(Amounts in NOK million)		
Changes in inventory and infreight to warehouse	–1,810.7	–1,536.9
Logistics costs from warehouse to stores	–290.4	–328.8
Waste	–268.4	–225.3
Change in provision for obsolence	22.4	6.3
Recognized loss on inventories in cost of goods sold	**–2,347.1**	**–2,084.7**

Note 5 | Personnel Expenses

Employee benefit expenses	2023	2022
(Amounts in NOK million)		
Salary expenses	697.0	665.4
Social security cost	150.6	133.6
Pension costs	45.7	36.7
Other costs	18.2	17.7
Total personnel expenses	**911.6**	**853.4**
Number of full time equivalents	1,321	1,196

The Group has received government grants of 0 MNOK in 2023 (in 2022 1.2 MNOK) distributed as follows:
Norway: None.
Sweden: Compensation for sick leave costs 0 MNOK (In 2022 1.2 MNOK).
Finland: None.
The grant is recognized under Other costs in note 5.

Pensions

Norway
Norwegian companies are required to have occupational pension schemes according to the law on compulsory occupational pension. The Norwegian companies' pension schemes meet the requirements of this act. The pension plans cover all employees and are reported as defined contribution under IFRS.

Sweden
Swedish companies are not required to provide occupational pension plans by Swedish law. However, employers covered by a Swedish collective bargaining agreement (CBA) are required to provide an occupational pension plan in accordance with the CBA. The Swedish legal entities' pension plans satisfy the requirements stipulated in the Swedish CBA. The pension plans cover all employees and are reported as defined contribution under IFRS.

Finland
Finnish companies are required to have occupational pension arrangements according to the laws and rules that apply to Finland. The Finnish companies' pension plans meet the requirements according to Finnish laws and regulations. The pension plans cover all employees and are reported as defined contribution under IFRS.

The Group also has pension obligations related to employees in senior management positions. As of 31 December 2023, the Group had obligations of MNOK 10.8. The Group also had related pension assets of MNOK 7.3 and the net liability of MNOK 3.5 is recognized in the balance sheet. As of 31 December 2023, the scheme covered six former employees.

Remuneration to executive personnel

Financial year 2023		Salary	Bonus and severance pay	Pension	Other benefits	Total
(Amounts in NOK thousands)						
Jesper Lien	Group CEO and General Manager	6,125.4	–	–	–	6,125.4
Other Group Management		14,578.9	–	2,037.8	1,230.6	17,847.4
Group Management		20,704.4	–	2,037.8	1,230.6	23,972.8

Financial year 2022		Salary	Bonus and severance pay	Pension	Other benefits	Total
(Amounts in NOK thousands)						
Jesper Lien	Group CEO and General Manager	1,857.1	–	185.7	–	2,042.8
Nina Jönsson	former Group CEO and General Manager	3,231.0	145.4	734.7	101.6	4,212.7
Other Group Management		15,499.7	4,478.6	2,529.2	1,648.8	24,156.3
Group Management		20,587.8	4,624.0	3,449.6	1,750.4	30,411.8

The salary of the Group CEO is determined by the Board. The salary of all member of the general management is determined by the Group CEO in consultation with the Chairman of the Board.

Bonus is based on performance targets in Plantasjen Holding Group. The maximum size of bonus payment to the Group CEO is determined by the Board and has an upper limit of 50 % of annual base salary. The maximum size of the bonus pay to the general management is determined by the Group CEO in consultation with the Chairman of the Board and has an upper limit of 50 % of annual base salary.

The Group CEO has up to 12 months paid termination notice if the company terminates the employment relationship.

No loans or pledges have been given to the Group CEO, Chairman of the Board or other related parties. No share-based remuneration has been given to executive personnel or the Board of Directors as of Dec 2023.

Nina Jönsson left her employment with Plantasjen Holding AS on 22th of August 2022. On the 22 th of August Jesper Lien was appointed new Group CEO. From 1 January to 21 August, Jesper Lien was part of Plantasjen Group Management. His salary for this period is included in Other Group Management.

Board of Directors' compensation

Financial year 2023		Board remuneration	Other benefits	Total
(Amounts in NOK thousands)				
Lars Anders Slettengren	Chairman of the Board	–	–	–
Jacob Emil Kristofer Landén	Board member	–	–	–
Hege Ekelund Brandhaug	Board member, employee representative	25	–	25
Malin Fossback	Employee representative	10	–	10

Financial year 2022		Board remuneration	Other benefits	Total
(Amounts in NOK thousands)				
Lars Anders Slettengren	Chariman of the Board	–	–	–
Jacob Emil Kristofer Landén	Board member	–	–	–
Hege Ekelund Brandhaug	Board member, employee representative	25	–	25
Malin Fossback	Employee representative	10	–	10

Auditor's remuneration

EY Expensed auditor fees, ex. VAT:	2023	2022
(Amounts in NOK thousands)		
Statutory audit (including technical assistance - annual accounts)	2,761	2,728
Other audit services	92	–
Tax advice (including technical assistance corporate tax papers)	150	130
Other assistance	48	171
Total	**3,051**	**3,029**

Note 6 | Other Operating Expenses

Other operating cost consists of the following entries:	Notes	2023	2022
(Amounts in NOK million)			
Lease expense for low–value and short term leases	10	16.5	10.3
Electricity and heating		97.7	129.8
Other property related expenses		93.9	82.2
Advertising		103.6	135.4
IT costs		67.6	70.7
Income from subletting right of use assets		–34.5	–35.0
Other expenses		115.7	131.5
Total other operating expenses		**460.5**	**524.9**

Note 7 | Net Gain/loss

Net gain/loss derivatives (see note 19 – Financial Risk Factors)	Notes	2023	2022
(Amounts in NOK million)			
Net gain/loss derivatives	19	15.3	16.1
FX net/gain on cash and operating receivables and payables		–29.9	–7.6
Total Net gain/loss		**–14.7**	**8.4**

Net gain/loss consists of foreign exchange gains and losses on purchases, accounts receivable and payable, cash pool accounts related to operating companies and currency future contracts.

Revaluation of financial items such as bank debt are recorded under financial items.

Note 8 | Intangible Assets

Financial year 2022	Goodwill	Trademark	Customer relations,	Business systems	Other intangible assets	Total intangible assets
(Amounts in NOK million)						
Opening balance 01.01.2022	**2,168.6**	**665.9**	**42.2**	**278.4**	**5.4**	**991.9**
Investment during the year	39.3	–	–	42.3	–	42.3
Sale/disposals	–	–	–	0.0	–	0.0
Effect of changes in foreign exchange	–1.8	–	–1.3	–0.4	–0.1	–1.7
Closing balance 31.12.2022	**2,206.2**	**665.9**	**40.9**	**320.3**	**5.3**	**1,032.4**
Accumulated amortisation and impairment						
Opening balance 01.01.2022	585.8	–	21.3	95.6	5.4	122.2
Sale/disposals	–	–	–	0.0	–	0.0
Amortisation	–	–	–	43.9	–	43.9
Amortisation of assets identified in PPA	–	–	4.1	–	–	4.1
Impairment	–	–	–	0.0	–	0.0
Effect of changes in foreign exchange		–	–0.7	–0.4	–0.1	–1.1
Closing balance 31.12.2022	**585.8**	**–**	**24.7**	**139.2**	**5.3**	**169.2**
Net book value as at 31.12.2022	**1,620.3**	**665.9**	**16.2**	**181.1**	**–**	**863.2**

Financial year 2023	Goodwill	Trademark	Customer relations,	Business systems	Other intangible assets	Total intangible assets
(Amounts in NOK million)						
Opening balance 01.01.2023	**2,206.2**	**665.9**	**40.9**	**320.3**	**5.3**	**1,032.4**
Investment during the year	2.6	–	–	41.7	–	41.7
Sale/disposals	–	–	–	–	–	–
Effect of changes in foreign exchange	8.6	–	2.9	1.0	0.2	4.1
Closing balance 31.12.2023	**2,217.3**	**665.9**	**43.8**	**363.0**	**5.4**	**1,078.2**
Accumulated amortisation and impairment						
Opening balance 01.01.2023	585.8	–	24.7	139.2	5.3	169.2
Sale/disposals	0.0	–	–	0.0	–	–
Amortisation	–	–	–	52.4	–	52.4
Amortisation of assets identified in PPA	–	–	4.3	–	–	4.3
Impairment	248.7	–	–	–	–	–
Effect of changes in foreign exchange		–	1.8	1.0	0.2	3.0
Closing balance 31.12.2023	**834.5**	**–**	**30.9**	**192.6**	**5.4**	**229.0**
Net book value as at 31.12.2023	**1,382.8**	**665.9**	**12.9**	**170.4**	**0.0**	**849.2**
Useful life			10 years	5 years	2–20 years	
Amortisation method			Straightline	Straightline	Straightline	

General

Goodwill, trademark and customer relations relate to the acquisitions of Plant Topco AS. Plantasjen Holding AS acquired 100 % of the shares in Plant Topco AS through its subsidiary Plantasjen Group AS on 30 November 2016. Business systems relates to investments in ERP and IT-systems.

Trademark

Trademark relates to the Group's brand name "Plantasjen" and "Plantagen" which is capitalised and which has an indefinite useful life. Trademark is not amortised as the Group is operating under the brand name "Plantasjen". The Group continuously maintains its Plantasjen brand value through marketing efforts which management consider to be successful. The Group operates and trades using the Plantasjen brand name and continues to do so for the forseeable future. Consequently, it is management's assessment that there is no need to amortise this brand asset. The value is instead tested annually for impairment. The impairment assessment of trademark is included in the goodwill impairment test.

Customer Relations

Customer relations relates to the Swedish customer club. The customer club consist of customers who have signed up as members. The relationships are expected to contribute positively to the future cash flow of the Group.

Customer relations is amortised over 10 years in the case of the Swedish Customer club and over the length of the customer contracts in the case of Spira Blommor AB. The value is also tested annually for impairment. The impairment assessment of customer relations is included in the goodwill impairment test.

Allocation of goodwill and imparment test of intangible assets

Each unit to which goodwill is allocated represents the lowest level within the entity at which the goodwill is monitored for internal management purposes. Each store is considered to be a cash generating unit. However, management monitors goodwill and trademark from groups of cash generating units (CGUs) at the level of geographical business units. For the purpose of impairment testing, goodwill acquired in a business combination is allocated to geographical business units.

Intangible assets; Goodwill, trademark and IFRS16 Right of Use asset has been tested for impairment at the end of 2023. When testing the book value (carrying amount) of intangible assets, management has used a 5-year discounted cash flow including IFRS16 with a terminal growth rate of 1.6% to 2%. Estimated future EBITDA is based on business plans approved by the board. The business plans and assumed revenue growth are based on historical growth rates, strategic initiatives and store network development per market. Impairment tests assumes continuing operation of CGUs. The recoverable amount of the CGU is calculated based on a "value in use" method. Present value of estimated future cash flows for each CGU is calculated using a discount rate after tax. For Plantasjen's businesses the discount rate after tax is estimated at 10.0% for Norway, 9.3% for Sweden, and 9.4% for Finland.

In 2023 Plantasjen focused on reducing its capital tied up in inventory through clearance sales with lower gross margins which had a negative impact on profits. Given current economic outlook moderate growth is projected for 2024–2025. The change in the 5 year forecast used in the impairment test resulted in a Goodwill writedown of NOK 249m in the fourth quarter. Going into 2024 Plantagen has launched a cost improvement program across all areas of the business. The cost savings and the lowered inventory position in 2023 will place Plantagen in a better position to whether out the current economic climate although it will be sensitive for changes in critical assumptions going forward.

The carrying amount was distributed as follows per 31.12.2023:	**Sweden**	**Norway**	**Finland**	**Total**
(Amounts in NOK million)				
Goodwill	131.0	1,251.8	–	1,382.8
Trademark	86.6	579.3	–	665.9
Customer Relations	12.9	–	–	12.9
Right of use assets	1,245.8	1,426.8	315.2	2,987.8
	1,476.3	**3,258.0**	**315.2**	**5,049.5**
Sensitivity to the discount rate				
Discount rate before tax	9.3%	10.0%	9.4%	
Of which risk-free rate	3.0%	3.5%	2.5%	
Increase in the discount rate of 0,5% will effect Enterprise Value (in MNOK)	–126.0	–139.0	–27.0	
Decrease in Terminal Growth of -0,5% will effect Enterprice Value (in MNOK)	–104.0	–117.0	–21.0	

The carrying amount was distributed as follows per 31.12.2022:				
Goodwill	119.9	1,500.5	–	1,620.3
Trademark	86.6	579.3	–	665.9
Customer Relations	16.2	–	–	16.2
Right of use assets	1,123.7	1,504.7	289.6	2,918.1
	1,346.3	**3,584.6**	**289.6**	**5,220.5**

Note 9 | Non-current Tangible Assets

Non-current tangible assets 2022	Buildings and land*	Machinery and equipment
(Amounts in NOK million)		
Opening balance 01.01.2022	535.6	540.6
Investment during the year	105.2	22.9
Business acquisition	13.0	7.5
Sale/disposals	–17.6	–16.9
Effect of changes in foreign exchange	–1.7	–11.4
Closing balance 31.12.2022	**634.5**	**542.7**
Accumulated amortisation and impairment		
Opening balance 01.01.2022	286.8	434.1
Business Acquisition	4.7	5.2
Depreciation charges	27.6	31.4
Impairment for the year	0.9	0.3
Accumulated depreciation sold/disposed	–17.6	–17.1
Effect of changes in foreign exchange	–1.7	–9.3
Closing balance 31.12.2022	**300.8**	**444.6**
Net book value at 31.12.2022	**333.7**	**98.1**

Non-current tangible assets 2023		Buildings and land*	Machinery and equipment
(Amounts in NOK million)			
Opening balance 01.01.2023		634.5	542.7
Investment during the year		75.0	25.8
Sale/disposals		–8.1	–4.9
Effect of changes in foreign exchange		17.3	30.1
Closing balance 31.12.2023		**718.7**	**593.6**
Accumulated amortisation and impairment			
Opening balance 01.01.2023		300.8	444.6
Depreciation charges		32.6	31.0
Impairment for the year		4.3	0.2
Accumulated depreciation sold/disposed		–8.6	–4.7
Effect of changes in foreign exchange		9.3	25.1
Closing balance 31.12.2023		**338.4**	**496.2**
Net book value at 31.12.2023		**380.3**	**97.5**
Useful life	15 years (average)	5-27 years	3-10 years
Depreciation method	Straight line	Straight-line	Straight-line

*Land consists of MNOK 147.8 and MNOK 143.5 as of 31 December 2023 and 2022, respectively.

Note 10 | Leasing

General

The group has a significant amount of lease contracts related to store lease contracts, warehouse lease contracts, office lease contracts and contracts for cars and other smaller contracts. The group applies IFRS16 on all lease contracts since 1st of January 2019. Smaller lease contracts (net present value lower than 5 kUSD is excluded) according to the simplification rules applicable to IFRS16. See note 1.21 for the practical expedients used upon adoption of IFRS 16 and note 1.17 and 1.20 for the accounting principles and significant judgements related to lease accounting for the group.

The asset value of the lease contracts (right of use asset) is initially set by calculating the net present value of the contracted lease payments during the contract period. The discount rate used is the incremental borrowing rate at the point in time when the lease contract is entered.

The lease contracts include normally an option to prolong the contract. The use of the option has been inluded in the assessment of the lease contract if it is likely that the option will be used. Since the duration of the contracts are rather long (in average more than 10 year) and there is a large uncertainty on the rent levels to which the contract can be prolonged the group has chosen not to include the value of a prolongment in the net present value. Variable costs such as heat, electricity, cleaning and property tax has been excluded from the net present value calculation if the costs are splittable from the lease contracts.

The majority of the lease contracts are indexed on a yearly basis. The net present value of all lease contracts are recalculated annually (shown as remeasurement in the table below) as the CPI is known. The duration of the lease contracts are between 1 and 20 years where the majority of the contracts are between 10 and 15 years.

The group has 35 lease contracts where the payment is dependent on the turnover of the store. In 2023 due to high turnover in several stores, the provisions for turnover based lease payment was 2.9 MNOK (2.7 MNOK in 2022). In the calculation of the net present value of the future lease payments the turnover based lease payments have not been included since it was immaterial until 2019.

Modifications of lease contracts

In 2020 there have been modifications to the lease contracts in the group. In 2020 the Group has renegotiated a number of contracts with landlords and changes to the rent levels and changes to the duration of the contracts have been made. In no cases there have been an increase or decrease of the size of the leased premises. According to IFRS16 these contracts have been subsequently treated as modified lease contracts where a reassessment of the net present value of the changed contract based on new duration, new rent level and discounted at the current discount rate for 2020. The changes of the net present value is then added to the right of use asset and the lease liability. The discount rates used in 2020 is 4.7–6.3 % based on the incremental borrowing rate for the group in 2020.

Leases are guaranteed by Plantasjen Norge AS or Plantasjen Group AS.

Right–of–use assets as at 31 December 2022	**Property**	**Cars**	**Equipment**	**Total**
Opening balance 01.01.2022	4,207.2	6.3	8.3	4,221.8
Additions	–	2.3	–	2.3
Divestments, termination of contracts	–4.3	–0.2	–1.7	–6.2
Remeasurements and reclassifications	221.6	–	–	221.6
Effect of changes in foreign exchange rates	–33.8	–0.1	–	–33.8
Total acquisition cost 31 December 2022	**4,390.7**	**8.3**	**6.6**	**4,405.6**
Accumulated amortisation and impairment				
Opening balance 01.01.2022	1,015.6	2.9	5.4	1,023.9
Divestments, termination of contracts	–4.2	–0.2	–1.7	–6.2
Depreciation for the year	368.3	2.1	1.4	371.9
Effect of changes in foreign exchange rates	–9.8	–0.0	–	–9.8
Accumulated depreciation 31 December 2022	**1,370.0**	**4.8**	**5.1**	**1,379.9**
Net carrying amount 31 December 2022	**3,020.7**	**3.5**	**1.5**	**3,025.7**
Average lease term	9.6 years	3.8 years	2.8 years	
Depreciation method	Linear	Linear	Linear	

Right-of-use assets as at 31 December 2023	Property	Cars	Equipment	Total
Opening balance 01.01.2023	4,390.7	8.3	6.6	4,405.6
Additions	–	–	–	–
Divestments, termination of contracts	–12.6	–3.4	–1.5	–17.4
Remeasurements and reclassifications	357.0	0.4	–	358.0
Reclassification	–	3.1	3.1	–
Effect of changes in foreign exchange rates	146.1	0.2	–	146.3
Total acquisition cost 31 December 2023	**4,883.1**	**14.2**	**2.6**	**4,900.0**
Accumulated amortisation and impairment				
Opening balance 01.01.2023	1,370.0	4.8	5.1	1,379.9
Divestments, termination of contracts	–12.6	–3.4	–1.5	–17.4
Depreciation for the year	414.5	3.8	0.6	418.9
Reclassification	–	2.3	–2.3	–
Effect of changes in foreign exchange rates	42.8	0.2	–	43.0
Accumulated depreciation 31 December 2023	**1,814.8**	**7.6**	**1.9**	**1,824.3**
Net carrying amount 31 December 2023	**3,068.3**	**6.7**	**0.7**	**3,075.7**
Average lease term	8.8 years	3.6 years	3.8 years	
Depreciation method	Linear	Linear	Linear	

No impairment indicators were identified for 2023, and calculations were performed according to IAS 36.9. Details regarding testing can be found in note 8.

Lease liabilities	Long term	Short term	Total
Lease obligation as of 1 January 2022	**3,344.6**	**331.2**	**3,675.8**
Additions	2.2	–	2.2
Divestments, termination of contracts	–	–	–
Interest expense on lease liability	202.9	–	202.9
Cash payment on interest on lease liability	–202.9	–	-202.9
Reclassification to short term	–371.2	371.2	–
Lease payments	–	–327.2	–327.2
Remeasurements	221.6	–	221.6
Foreign currency translation	–21.2	–1.7	–22.8
Balance as of 31 December 2022	**3,176.1**	**373.6**	**3,549.7**
Lease obligation as of 1 January 2023	**3,176.1**	**373.6**	**3,549.7**
Additions	7.5	–	7.5
Divestments, termination of contracts	–	–	–
Interest expense on lease liability	198.9	–	198.9
Cash payment on interest on lease liability	–198.9	–	–198.9
Reclassification to short term	–405.5	405.5	–
Lease payments	–	–390.9	–390.9
Remeasurements	355.8	–	355.8
Foreign currency translation	114.3	11.9	126.2
Balance as of 31 December 2023	**3,248.2**	**400.1**	**3,648.3**

Lease liabilities maturity schedule	2023	2022
Within 6 months	203.0	190.6
Within 1 year	203.0	191.2
Within 2 years	368.2	360.8
Within 3 years	356.6	327.0
Within 4 years	343.1	316.6
Within 5 years	278.4	304.6
5 years or later	2,041.1	2,108.8
Total undiscounted future minimum lease payments	**3,793.4**	**3,799.7**
Amounts recognised in the consolidated statement of profit or loss		
Depreciation charge on right-of-use assets	418.9	371.9
Impairment charge on right-of-use assets	–	–
Interest expense (included in finance expense)	210	205.2
Turn-over based rent and other	3.0	2.7
Total amount recognised in consolidated statement of profit or loss	**632.0**	**579.8**
Amounts recognised in the statement of cash flows		
Payment of principle portion of the lease liabilities	390.9	327.2
Payment of interest	210.2	205.2
Turnover-based rent and other	3.0	2.7
Total lease payments related to lease liabilities	**604.0**	**535.0**

Note 11 | Financial income and financial expenses

Net gain/loss	Notes	2023	2022
(Amounts in NOK million)			
Financial income			
Other interest income		11.6	2.7
Foreign exchange gains		18.2	7.7
Total financial income		**29.7**	**10.4**
Financial expenses			
Interest expense on leases	10	210.2	205.2
Interest expense on bank loan		0.3	−0.4
Interest expenses on shareholder loan		82.9	43.1
Interest expenses on cashpool with shareholder		24.1	13.0
Other interest expense		10.4	7.1
Other financial expenses	18	5.2	0.2
Foreign exchange losses		38.9	0.0
Total financial expenses		**371.9**	**268.3**

Note 12 | Tax

Tax (expense)/income	2023	2022
(Amounts in NOK million)		
Tax payable	–0.4	–26.4
Change in deferred tax/tax asset as a result of the changed tax rate	–	–
Other items	0.7	–0.1
Change in deferred tax assets/liabilities	30.7	–0.5
Total tax (expense)/income	**31.1**	**–27.0**

Below is a specification of the tax effects of temporary differences and losses carried forward:

Deferred tax	Opening balance 01.01.2023	Recognised in Income Statement	In acquiree companies	Heging reserve	Reclassifi-cation	Translatin difference reported	Closing balance 31.12.2023
(Amounts in NOK million)							
Trademark	146.5	–	–	–	–	–	146.5
Other	32.5	–1.2	–	–	3.5	0.9	35.7
Total deferred tax relating to temporary differences	179	–1.2	0.0	–	3.5	0.9	182.2
Carrying value deferred tax liabilities	**179.0**	–	–	–	–	–	**182.2**
*Set-off of deferred tax liabilities pursuant to set-off provisions**	–107.8	–	–	–	–18.5	–	–126.2
Net deferred tax liabilities	**71.2**						**56.0**
Deferred tax assets							
Non-current tangible assets	52.4	–3.5	–	–	–	0.9	49.8
Leasing liabilities	99.0	6.9	–	–	–	3.9	109.9
Inventories	11.4	–3.2	–	–	–	–	8.2
Other	2.0	–1.2	–	–2.0	3.7	–0.2	2.4
Losses carried forward	2.0	18.1	–	–	–	0.1	20.1
Total deferred tax assets relating to temporary differences and losses carried forward	**166.8**						**190.4**
Carrying value deferred tax assets	**166.8**						**190.4**
Set-off of deferred tax liabilities pursuant to set-off provisions	–107.8	–	–	–	-18.5	–	–126.2
Net deferred tax assets	**59.0**						**64.2**
Non-recognised portion of deferred tax assets relating to losses carried forward	56.3						81.6

Deferred tax is measured at the tax rates expected to be applied to temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date. Deferred tax is not recognized for goodwill identified in business combinations. Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority. Deferred tax assets are recognized for unused tax losses, tax credits and deductible temporary differences. The deferred tax asset is only recognized to the extent it is considered probable that future taxable profits will be available to utilize the credits.

The tax rate in Norway is 22 %, the tax rate in Sweden is 20,6 %, and tax rate for Finland is 20 %.

Change in non-recognised deferred tax assets relates to leveraging of carry-forward deficit in Swedish subsidiaries.

Losses carried forward as of 31 December	2023	2022
(Amounts in NOK million)		
Expiration:		
Within one year	32.9	61.8
Within 1–5 years	155.9	139.2
Within 6–10 years	136.9	127.7
Unlimited carry forward period	89.8	6.4
Total losses carried forward	**415.6**	**335.2**

Reconciliation of tax expense	2023	2022
Profit before tax	–554.9	47.1
22% tax	122.1	–10.4
Tax effect of:		
Difference in tax rates	–1.6	0.4
Permanent differences	–55.6	–0.4
Change in non-recognised deferred tax asset	–32.6	–17.5
Write-down of previously capitalised tax losses	–1.3	–0.3
Change in deferred tax/tax asset due to changes in tax rate	–	–
Other/Currency	0.1	1.1
Calculated tax (expense)/income	**31.1**	**–27.0**

Reconcilliation of payable taxes in the balance sheet	2023	2022
Payable tax in the tax charge	0.4	26.4
Tax effect in untaxed reserves	0.7	–1.7
Taxes refunds	–9.3	–5.4
Payable tax in the balance sheet	**–8.2**	**19.4**

Note 13 | Investments in Subsidiaries and Associated Companies

The consolidated financial statements include the following companies as of 31 December 2023.

Subsidiaries	**Country**	**Business Office**	**Voting percentage**	**Ownership percentage**
Plantasjen Group AS	Norway	Kongsvinger	100 %	100 %
Plantasjen Norge AS	Norway	Kongsvinger	100 %	100 %
Plantasjen Norge AS and subsidiaries:				
Plantagen Sverige AB	Sweden	Solna	100 %	100 %
Plantagen Finland OY	Finland	Vantaa	100 %	100 %
Plantasjen Poland Sp. Z o. o	Poland	Warsaw	100 %	100 %
Plantasjen Source Norge AS	Norway	Kongsvinger	100 %	100 %
Plantagen Logistik AB	Sweden	Solna	100 %	100 %
Kaggen gård AS	Norway	Kongsvinger	100 %	100 %
Plantagen Sverige AB and subsidiaries:				
Växus i Bromma AB	Sweden	Solna	100 %	100 %
Växus i Stockholm AB	Sweden	Solna	100 %	100 %
Plantagen Source GmbH	Germany	Westerstede	100 %	100 %
Hortus AB	Sweden	Solna	100 %	100 %
Flyinge Plantshop AB	Sweden	Flyinge	100 %	100 %
Associated company				
Andøytorv AS	Norway	Dverberg	20 %	20 %

In 2023 the financial investment in Andøytorv AS at MNOK 4,7 has been written down.

Note 14 | Accounts Receivable and Other Current Receivables

The Group applies IFRS 9 and measures the impairment loss on accounts receivable using simplified lifetime expected credit loss (ECL) model. To measure the expected credit losses, accounts receivable have been grouped based on shared credit risk characteristics and the days past due. In 2023 the Group has recognised a loss allowance of 2.1 MNOK and 3.1 MNOK in 2022 based on the ECL model. Bad debt losses was in 2023 1.4 MNOK and 0.3 MNOK losses in 2022.

The maximum exposure to credit risk at the balance sheet date is the carrying value of accounts receivables as disclosed in the tables below.

Accounts receivable consists of many small accounts and therefore there is no single account that poses a material credit risk.

Aging of accounts receivable 2023	**Gross carrying amount**	**Loss allowance (ECL)**	**Net carrying amount**
(Amounts in NOK million)			
Up to 2 months	26.5	0.0	26.5
More than 2 months	5.2	–2.1	3.1
Total accounts receivable	**31.7**	**–2.1**	**29.6**

Aging of accounts receivable 2022	**Gross carrying amount**	**Loss allowance (ECL)**	**Net carrying amount**
(Amounts in NOK million)			
Up to 2 months	26.9	–0.8	26.1
More than 2 months	3.1	–2.3	0.8
Total accounts receivable	**30.0**	**–3.1**	**26.9**

Other current receivables		**2023**	**2022**
Derivatives	(see note 19 – Financial risk factors)	0.4	1.0
Marketing contribution		10.5	11.1
VAT receivables		20.7	24.8
Prepaid costs		48.7	70.2
Other		99.0	40.0
Total other current receivables		**179.3**	**147.0**

Note 15 | Cash and Cash Equivalents

Cash and cash equivalents	**2023**	**2022**
(Amounts in NOK million)		
Cash and cash equivalents	73.5	34.3
Of which are restricted cash		
Restricted bank deposits for employee tax withholdings	0.1	0.1
Deposit account	0.5	1.0

The maximum exposure to credit risk at the reporting date is the carrying value of cash and cash equivalent as disclosed above.

Note 16 | Share Capital and Shareholder Information

Share capital and shareholder information

As of 31.12.2023, share capital amounts to NOK 180,491,609 consisting of 1,804,916,090 shares at a face value NOK 0.1 per share.

Overview of the largest shareholders as of 31 December 2023:

Shareholder	A shares	B shares	C shares	D shares	Total number of shares	Ownership
Ratos Consumer AB	384,714,827	911,937,528	200,000,000	300,000,000	1,796,652,355	99.54 %
Shares owned by management		103,735	-	-	103,735	0.01 %
Other	6,760,000	1,400,000	-	-	8,160,000	0.45 %
Total	**391,474,827**	**913,441,263**	**200,000,000**	**300,000,000**	**1,804,916,090**	**100.0 %**

Each class A-share (ordinary shares), each class B-share (preference shares), each class C-share (preference shares) and each class D-share (preferance shares) has equal voting rights at the General Assembly. All shares are fully paid.

Preference shares set the limit on the amount of dividends that can be paid. C- and D-shares have priority over B-shares, and B-shares have priority for A-shares for repayment of the issue price and accrued dividends when repayments are made to shareholders upon dissolution, liquidation, insolvency or bankruptcy. Owner of A-shares do not have any obligations to cover the negative value on their shares, and this will reduce the amount payable to B-shares, C-shares an D-shares in any event of repayment.

Distribution of equity between shareholders of class A shares, B shares, C shares and D shares

	A shares	B shares	C shares	D shares	All shares
(Amounts in NOK million)					
Shareholders' equity 1-Jan-2022	–727.5	1,429.0	264.5	390.1	1,356.0
Total comprehensive income for the year	0.4	0.9	0.2	0.3	1.7
Shareholders' equity 31-Dec-2022	**–727.2**	**1,429.8**	**264.7**	**390.4**	**1,357.7**
Shareholders' equity 1-Jan-2023	–727.2	1,429.8	264.7	390.4	1,357.7
Group contribution	10.4	24.4	5.3	8.0	48.2
Total comprehensive income for the year	–106.8	–249.2	–54.6	–81.8	–492.3
Shareholders' equity 31-Dec-2023	**–823.5**	**1 205.0**	**215.5**	**316.6**	**913.6**

Shares held by the board of directors and executive personnel

No shares are held by current board of directors or current executive personell at 31.12.2023.

Note 17 | Earnings Per Share

There are four classes of shares; A-share (ordinary shares), each class B-share (preference shares), each class C-share (preference shares) and each class D-share (preferance shares).

	2023	2022
(Amounts in NOK million)		
Net profit for the year	–523.8	20.0
Average number of shares	1,804,916,090	1,804,916,090
Earnings per share (basic and dilluted) (expressed in NOK per share)	**–0.29**	**0.01**

Note 18 | Interest Bearing Liabilities

General

The Groups activities are partially financed through loans. During 2021 Ratos AB decided to change the funding structure within the Ratos Group by replacing bank debt with internal funding.

The internal funding consists of long terms loans and short term funding by participation in Ratos ABs cash pool.

Borrowings

Long term liabilities due in 1–5 years	2023	2022
(Amounts in NOK million)		
Gross bank borrowings, due in 1–2 years	0.3	0.3
Gross bank borrowings, due in 3–4 years	0.6	0.6
Gross bank borrowings, long term (> 5 years)	4.1	4.2
Shareholder loan, due in 1–2 years	946.7	947.4
Total	**951.8**	**952.5**
Short term liabilities due within one year		
Bank borrowings, short-term	0.3	0.3
Shareholder loan	250.5	250.2
Ratos AB Cash Pool (NOK)	509.3	546.1
Total	**760.1**	**796.4**
Total bank borrowings	**1,711.9**	**1,749.1**

Borrowings are recognized initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortized cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognized in the consolidated statement of profit or loss over the period of the borrowings using the effective interest method.

Specification as of 31.12.2023	Loan origination date	Principal in local currency	Carrying value 2023
Färs & Frosta Sparbank			
Företagslån	09.12.2014	1.0	1.0
Industrifastighet	28.02.2014	2.9	2.9
Industrifastighet	29.11.2013	1.5	1.5
Ratos AB			
Loan NOK	10.10.2022	1,065.0	1,065.0
Loan SEK	10.10.2022	130.0	131.7
Short term Facility			
Ratos AB Cash Pool (NOK)		509.3	509.3
Accrued interest			**0.5**
Total debt (gross amount)			**1,711.9**

Loan facility

Specification as of 31.12.2022	Loan origination date	Principal in local currency	Carrying value 2022
Färs & Frosta Sparbank			
Företagslån	09.12.2014	1.0	1.0
Industrifastighet	28.02.2014	3.0	2.9
Industrifastighet	29.11.2013	1.6	1.5
Ratos AB			
Loan NOK	10.10.2022	1,065.0	1,065.0
Loan SEK	10.10.2022	140.0	132.4
Short term Facility			
Ratos AB Cash Pool (NOK)		546.1	546.1
Accrued interest			**0.2**
Total debt (gross amount)			**1,749.1**

*All loans originate from a loan agreement dated 30 July 2021, this agreement was renegotatied on 10 October 2022 and is treated as a new loan agreement under IFRS 9.

The following table shows the installments profile of the Group's debt, based on the remaining loan period at the balance sheet date. For maturity table of all contractual cash flows, see note 19.

Payment profile on debts per 31.12.2023 in NOK

Year	2024	2025	2026	After 2026	Total
(Amounts in NOK million)					
Loan (NOK)	250.0	815.0	-	-	1,065.0
Loan (SEK)	0.3	132.0	0.3	4.4	137.1
Cash pool debt	509.3	-	-	-	509.3
Trade finance	-	-	-	-	-
Accrued interest	0.5	-	-	-	0.5
Total installment	**760.1**	**947.0**	**0.3**	**4.4**	**1,711.9**

Payment profile on debts per 31.12.2022 in NOK

Year	2023	2024	2025	After 2025	Total
(Amounts in NOK million)					
Loan (NOK)	250.0	250.0	565.0	–	1,065.0
Loan (SEK)	0.3	0.3	132.7	4.5	137.8
Cash pool debt	546.1	–	–	–	546.1
Trade finance	–	–	–	–	–
Accrued interest	0.2	–	–	–	0.2
Total installment	**796.6**	**250.3**	**697.7**	**4.5**	**1 749.1**

Interest

The loans bear an weighted average interest rate in 2023 of 6.13% annually (3.65% in 2022). The interest on the Loans are set quarterly based on Nibor 3 Months and Stibor 3 Months respectively.

Reconciliation of liabilities arising from financing activities	Borrowings	Lease liabilities	Total
Liabilities 1 January 2022	**1,119,2**	**3,675,9**	**4,795,1**
New bank borrowings	5,6	–	5,6
Repayments bank borrowings	–0,2	–	-0,2
New Shareholder loan	260,0	–	260,0
Repayment Shareholder loan	–52,3	–	-52,3
Net changes in revolving credit facility and cash pool	421,1	–	421,1
Installments on leasing liabilities (IFRS 16)	–	-327,2	-327,2
Cash flow from financing activities	**634,2**	**-327,2**	**307,0**
Change in interest accrued	–0,3	–	–0,3
Initial recognition of lease liability under IFRS 16	–	–	–
Additions and changes in lease liability under IFRS 16	–	223,9	223,9
Amortized cost effects	–	–	–
Foreign exchange rate changes	–4,3	-22,8	-27,1
Transactions without cash effect	**–4,5**	**201,0**	**196,5**
Net debt as at 31 December 2022	**1,748,9**	**3,549,8**	**5,298,6**
New bank borrowings	–	–	–
Repayments bank borrowings	–0,3	–	–0,3
New Shareholder loan	–	–	–
Repayment Shareholder loan	–10,1	–	–10,1
Net changes in shareholder cash pool	–36,8	–	–36,8
Installments on leasing liabilities (IFRS 16)	–	–390,9	–390,9
Cash flow from financing activities	**–47,2**	**–390,9**	**–438,1**
Change in interest accrued	0,3	–	0,3
Initial recognition of lease liability under IFRS 16	–	–	–
Additions and changes in lease liability under IFRS 16	–	363,3	363,3
Amortized cost effects	–	–	–
Foreign exchange rate changes	10,0	126,1	136,1
Transactions without cash effect	**10,3**	**489,4**	**499,6**
Net debt as at 31 December 2023	**1,711,9**	**3,648,3**	**5,360,2**

Note 19 | Financial Risk Factors

Overview

Through its activities, the Group is exposed to different types of financial risks: market risk, credit risk and liquidity risk. This note presents information related to the Group's exposure to these risks, the Group's objectives, policies and procedures for risk management, as well as the Group's management of capital.

The Group's overall risk management plan is to ensure the ongoing liquidity in the Group, defined as being able to meet its payment obligations at any point time.

Risk management of the Group is maintained by a central Finance Function in accordance with the guidelines approved by the Board. The Group's Finance Function identifies, measures, mitigates and reports on financial risks in close cooperation with the various operating units.

Risk management policies and procedures are reviewed regularly to take into account changes in the market and the Group's activities.

During 2023 the consumer sentiment has decreased significantly following increased interest rates, higher inflation and surging energy costs. This has generally caused considerable headwind for the retail sector in 2023, especially within durable goods. In 2024 there remains an uncertainty in the market with respect to purchasing power and a general sense of caution among consumers. Plantasjen are facing inflationary pressure on rent cost and for the purchasing of goods and a several mitigating actions has been taken to protect profitability, both general cost savings in the operations as well as increasing retail prices.

Financial instruments by category

Financial instruments as of 31 December 2023	Fair value of hedges through profit and loss	Assets measured at amortised cost	Liabilities measured at amortised cost	Hedge Accounting through OCI	Total
(Amounts in NOK million)					
Accounts receivable	–	29.6	–	–	29.6
Other current receivables (only derivatives)	–	–	–	0.4	0.4
Cash and cash equivalents	–	73.5	–	–	73.5
Total financial assets	**0.0**	**103.1**	**–**	**0.4**	**103.5**
Shareholder loans	–	–	1,706.5	–	1,706.5
Bank borrowings	–	–	5.4	–	5.4
Trade and other payables	–	–	224.2	–	224.2
Other short term liabilities (only derivatives)	–	–	–	3.6	3.6
Total financial liabilities	**0.0**	**–**	**1,936.2**	**5.1**	**1,939.8**

Financial instruments as of 31 December 2022	Fair value of hedges through profit and loss	Assets measured at amortised cost	Liabilities measured at amortised cost	Hedge Accounting through OCI	Total
(Amounts in NOK million)					
Accounts receivable	–	26.9	–	–	26.9
Other current receivables (only derivatives)	–	–	–	1.0	1.0
Cash and cash equivalents	–	34.3	–	–	34.3
Total financial assets	**0.0**	**61.2**	**–**	**1.0**	**62.2**
Shareholder loans	–	–	1,743.6	–	1,743.6
Bank borrowings	–	–	5.4	–	5.4
Trade and other payables	–	–	219.1	–	219.1
Other short term liabilities (only derivatives)	–	–	–	1.7	1.7
Total financial liabilities	**0.0**	**–**	**1,968.1**	**1.7**	**1,969.8**

Determination of Fair Value

Due to the short-term nature of the current receivables and cash and cash equivalents, their carrying amount is considered to be the same as their fair value. The carrying amounts of trade and other payables are considered to be the same as their fair values, due to their short-term nature.

For the majority of the borrowings, the fair values are not materially different to their carrying amounts, since the interest payable on those borrowings is either close to current market rates or the borrowings are of a short-term nature.

The fair value of right of use assets and lease liabilities is calculated as the present value of estimated cash flows discounted at the interest rate applicable for the corresponding assets and liabilities at the balance sheet date.

Recognised Fair Value Measeurements

The Group classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurement. The fair value hierarchy has the following levels:

– Level 1: The fair value of financial instruments traded in active markets (such as publicly traded derivatives) is based on quoted market prices at the end of the reporting period. The quoted market price used for financial assets held by the group is the current bid price. These instruments are included in level 1.

– Level 2: The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

– Level 3: If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.

Valuation Techniques Used to Determine Fair Values

Specific valuation techniques used to value financial instruments include:
– the use of quoted market prices or dealer quotes for similar instruments.
– the fair value of interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves.
– the fair value of forward foreign exchange contracts is determined using forward exchange rates at the balance sheet date.
– the fair value of the remaining financial instruments is determined using discounted cash flow analysis.

The following categories of financial instruments are measured at fair value as of 31 December, 2023

	Level 1	Level 2	Level 3
Financial assets at fair value			
Forward currency derivatives at fair value over OCI	–	0.4	–
Total	**–**	**0.4**	**–**
Financial liabilities at fair value			
Forward currency derivatives at fair value over OCI	–	3.6	–
Total	**–**	**3.6**	**–**

The following categories of financial instruments are measured at fair value as of 31 December, 2022

	Level 1	Level 2	Level 3
Financial assets at fair value			
Forward currency derivatives at fair value over OCI	–	1.0	–
Total	**–**	**1.0**	**–**
Financial liabilities at fair value			
Forward currency derivatives at fair value over OCI	–	1.7	–
Total	**–**	**1.7**	**–**

a) Market Risk

Market risk can be defined as the risk that the Group's income and expenses, future cash flows or fair value of financial instruments will vary as a result of changes in market prices. Market risk includes two types of risks: currency risk and interest risk.

Market risk is managed continuously by Finance Function through a combination of natural hedges and derivative contracts.

Currency Risk

The Group operates internationally and is exposed to changes in foreign currency exchange rate fluctuations. For risk management purposes, the Group has identified three types of currency exposures:

Exposure to the Presentation Currency

As an international group, Plantasjen is exposed to the risk associated with converting the currency related to legal entities with a functional currency different from the Group's presentation currency. Such translation exposure does not yield an immediate result on the cash flow. It can still affect the Group's financial covenants and is therefore closely monitored. Exposure of foreign subsidiaries' equity is partly secured through borrowings in corresponding currency.

Exposure to Purchase of Goods and Services in Different Currencies

The Group's business model is such that the subsidiaries' sales and operating expenses are incurred in local currency. A portion of inventory (cost of good sold) is purchased in foreign currencies, mainly in DKK, EUR and USD from Asia. The EUR exposure is partly offset by the revenue in the Finnish entity. The Group's strategy is to reduce the currency exposure through currency hedges using foreign currency derivatives.

Exposure to Loans in Foreign Currency

The Group is exposed to changes in the exchange rate on the loans taken up by the subsidiaries in a currency other than their functional currency. These are mainly related to SEK loans as shown in note 18 Interest bearing debt. The exposure is partly offset by equity in Swedish subsidiaries.

Sensitivity Analysis of Exposure Against Purchases Foreign Currency and Loan in Foreign Currency

The table below shows the currency effect on the Group's profit before tax and on equity if the exchange rate fluctuates with a reasonable probable +/- 10 %, all other variables held constant, and excluding the potential impact from currency hedging. The analysis shows the main currency effects of all entities in the Group against their functional currency. Exposure related to presentation currency is not included in the table, the same applies to internal transactions within the Group.

		Effect for 2023		Effect for 2022	
Foreign currency sensitivity	**Changes in currency**	**Profit before tax**	**Profit after tax**	**Profit before tax**	**Profit after tax**
(Amounts in NOK million)					
SEK/NOK[1]	+10%	21.5	16.7	20.4	15.9
	–10%	–21.5	–16.7	–20.4	–15.9
EUR/NOK	+10%	29.8	23.2	32.0	25.0
	–10%	–29.8	–23.2	–32.0	–25.0
DKK/NOK	+10%	4.4	3.4	4.4	3.4
	–10%	–4.4	–3.4	–4.4	–3.4
EUR/SEK	+10%	40.3	31.4	49.2	38.4
	–10%	–40.3	–31.4	–49.2	–38.4
USD/SEK	+10%	11.9	9.3	50.7	39.5
	–10%	–11.9	–9.3	–50.7	–39.5
USD/NOK	+10%	3.1	2.4	2.2	1.7
	–10%	–3.1	–2.4	–2.2	–1.7
DKK/SEK	+10%	7.5	5.9	11.2	8.7
	–10%	–7.5	–5.9	–11.2	–8.7

1) NOK 13,2 million of the total effect relates to the SEK loan of MNOK 131,7 million which is treated as a net investment hedge to which IFRS 9, hedge accounting, is applied. Any changes in the NOK value due to changed exchange rates between SEK and NOK will therefore be posted in Other comprehensive income. See comments on "Equity hedge".

Currency hedging

The Group reduces its exposure to the fluctuations in exchange rates related to the purchase of items in different currencies by entering into forward currency contracts. These contracts qualify for hedge accounting. Included in the table are the outstanding forward currency contracts as of year-end.

Overview of forward currency contracts per 31 December 2023

Forward contract (Buy/From)	Amount in currency (' 000)	Average hedge rate	Unrealised gain/loss 31.12 in TNOK
DKK/NOK	8,700	1.53	–186
DKK/SEK	5,800	1.51	–153
EUR/NOK	6,470	11.40	–1,011
EUR/SEK	3,330	11.26	–547
NOK/SEK	–55,430	0.99	78
USD/NOK	1,210	10.42	–302
USD/SEK	4,270	10.29	–1,071

The fair value of the open forward contracts was an asset of MNOK 0.4 and a liability of MNOK 3.6 as of 31 December 2023. Forward contracts are maturing during 2024.

Overview of forward currency contracts per 31 December 2022

Forward contract (Buy/From)	Amount in currency (' 000)	Average hedge rate	Unrealised gain/loss 31.12 in TNOK
DKK/NOK	12,000	1.42	–109
DKK/SEK	8,100	1.47	–16
EUR/NOK	4,830	10.56	–175
EUR/SEK	4,530	11.06	322
NOK/SEK	–79,290	1.04	–954
USD/NOK	1,240	9.97	–126
USD/SEK	6,950	10.39	355

The fair value of the open forward contracts was an asset of MNOK 1.0 and a liability of MNOK 1,7 as of 31 December 2022. Forward contracts are maturing during 2023.

Net investment hedge of foreign subsidiary

2023	Amount in TSEK	Amount in TNOK	Unrealised gain/loss 31.12.2021	Unrealised gain/loss 2022 in profit and loss	Unrealised gain/loss 2022 over OCI	Unrealised gain/loss 31.12 2023 in total TNOK
(Amont in TNOK if not stated else)						
Internal Borrowings SEK	130,000	131,703	–10,766.00	568.49	11,459	1,261

2022	Amount in TSEK	Amount in TNOK	Unrealised gain/loss 31.12.2020	Unrealised gain/loss 2021 in profit and loss	Unrealised gain/loss 2021 over OCI	Unrealised gain/loss 31.12 2022 in total TNOK
(Amont in TNOK if not stated else)						
Internal Borrowings SEK	140,000	132,400	–	–	–10,766	–10,766

The Group has a net investment hedge (a SEK bank loan) in order to hedge the net investment in the Swedish business. If the efficiency of the net investment hedge is higher than 100 % than the underlying asset the unrealized gains/loss of the hedge is recognized over profit and loss. In 2021 the net investment hedge was replaced and adjusted to the hedged item.

Interest Rate Risk

The Group's interest rate risk is mainly related to loans where an element of the interest rate is floating. See note 18 Interest-bearing liabilities for an overview of such loans.

Sensitivity Analysis within Reasonable Probable Changes

An interest rate change of minus 0,5 % given all other variables held constant, would lead to an increase in profit before tax of MNOK 8,6 and increase in 2023.

An interest rate increase of 1 % given all other variables held constant, would lead to a decrease in profit before tax of MNOK 17,1 and decrease in 2023.

An interest rate change of minus 0,5 % given all other variables held constant, would lead to an increase in profit before tax of MNOK 7,4 and increase in 2022.

An interest rate increase of 1 % given all other variables held constant, would lead to a decrease in profit before tax of MNOK 15,0 and decrease in 2022.

b) Credit Risk

Credit risk is managed at the Group level. Credit risk is very limited when the major part of Group's sales is to the end users and occurs through cash or credit card payments directly at one of the Group's stores, at the time of the sales transaction.

c) Liquidity Risk

The ability to service the debt depends on the Group's cash flows from operating activities. Management regularly monitors the cash flow situation by setting up cash flow forecasts based on the forecasts of the liquidity reserves, including cash equivalents and borrowing facilities. The forecasts are set up and regularly monitored by the Group Finance Function.

To meet seasonality effects on liqudity the Group hold an account in Ratos cash-pool where funds can be withdrawn and posted.

See also note 18 Interest-bearing liability for information on funding sources and payment profiles.

Contractual maturities of financial liabilities at 31 December 2023	Less then 6 months	6–12 months	1–2 years	3–5 years	Over 5 years	Total contractual cash flows	Carrying amount (assets)/ liabilities
Non-derivatives							
Trade and other payables	224.2	–	–	–	–	224.2	224.2
Shareholder loans	509.3	250.0	946.7	–	–	1,706.0	1,706.5
Lease liabilities	203.0	203.0	368.2	978.1	2,041.1	3,793.4	3,648.3
Total non-derivatives	**936.6**	**453.0**	**1,314.9**	**978.1**	**2,041.1**	**5,723.7**	**5,579.0**
Derivatives							
Forward fx contracts, cash flow hedges							
- inflow	243.3	–	–	–	–	243.3	–
- outflow	–246.5	–	–	–	–	–246.5	–
Total derivatives	**-3.2**	**–**	**–**	**–**	**–**	**-3.2**	**–**

Contractual maturities of financial liabilities at 31 December 2022	Less then 6 months	6–12 months	1–2 years	3–5 years	Over 5 years	Total contractual cash flows	Carrying amount (assets)/ liabilities
Non-derivatives							
Trade and other payables	219.1	–	–	–	–	219.1	219.1
Shareholder loans	546.1	250.0	250.0	697.4	–	1,743.5	1,743.6
Lease liabilities	190.6	191.2	360.8	948.2	2,108.8	3,799.7	3,176.1
Total non-derivatives	**955.8**	**441.2**	**610.8**	**1,645.6**	**2,108.8**	**5,762.3**	**5,138.8**
Derivatives							
Forward fx contracts, cash flow hedges							
- inflow	322.1	–	–	–	–	322.1	–
- outflow	–322.7	–	–	–	–	–322.7	–
Total derivatives	**-0.5**	**–**	**–**	**–**	**–**	**-0.5**	**–**

Capital Management and Disclosure of Capital

The Group's main goal is to maximize shareholder value while ensuring the Group's ability to continue operations. Due to the seasonality of the business the company has policies and processes for short term capital management. By participating in Ratos cash-pool structure the Group have accsess to short term financing and possibility to post excess funds.

Note 20 | Other Short Term Liabilities

Other short term liabilities consist of the following items:	**2023**	**2022**
(Amounts in NOK million)		
Accrued employee benefit expenses	82.6	83.4
Accrued vacation pay	78.1	72.3
Non-redeemed gift cards*	26.1	25.7
Loyalty program	7.0	5.3
Turnover based rent	3.0	2.7
Accrued costs	9.4	25.6
Other current items	1.7	2.7
Derivatives	3.6	1.7
Total other short term liabilities	**211.4**	**219.3**

*Gift cards expire after two years if not used. As of 31 December 2023 the non-redeemed gift cards is distributed between the countries as follows:

	2023	**2022**
(Amounts in NOK million)		
Norway	9.6	9.6
Sweden	13.8	13.2
Finland	2.7	3.0

Note 21 | Related Parties

Remuneration of executive staff and Board of Directors, share capital information are presented in note 5 and note 16.

Guarantees provided by Ratos AB for the Group's borrowings is described in note 18.
The Group has in 2023 paid TSEK 925 (850) in management fee to Ratos AB.

No group contribution to any subsidary of Ratos AB outside Plantasjen Holding Group in 2023 and 2022. Plantagen Sverige AB accounted for a group contribution from Ratos Consumer AB in 2023 TSEK 61 MSEK (0), this is in the consolidated statement included in equity. There have been no other transactions with shareholders, executive staff and directors' of the board.

Parent Company Statement of Profit and Loss

Statement of profit and loss	Notes	2023	2022
(Amounts in NOK thousands)			
Other operating expenses		–1,796	–3,192
Operating profit		**–1,796**	**–3,192**
Financial income	2	110,889	47,235
Financial expenses	2	–121,778	–43,177
Net financial items		**–10,889**	**4,057**
Profit before tax		**–12,685**	**866**
Tax	3	270	596
Profit/(loss)		**–12,415**	**1,462**
Transfers			
Provided group contribution		–	–
Transfer to Share premium account		–12,415	1,462
Total transfers		**–12,415**	**1,462**

Parent Company Balance Sheet

Balance Sheet	Notes	2023	2022
(Amounts in NOK thousands)			
Non-current assets			
Deferred tax assets	3	2,638	2,369
Participation in group companies	4	1,032,240	1,032,240
Long-term receivables from group companies	5	1,203,480	1,206,535
Total non-current assets		**2,238,358**	**2,241,144**
Current assets			
Receivables from group companies	5	2,730	2,298
Cash and cash equivalents		440	–
Total short-term assets		**3,170**	**2,298**
Cash and cash equivalents	6	4	4
Total current assets		**3,174**	**2,302**
Total assets		**2,241,533**	**2,243,446**
Equity and liabilities			
Share capital (1,804,916,090 shares at NOK 0.1)	7, 8	180,492	180,492
Other equity	7	863,212	864,168
Total equity		**1,043,704**	**1,044,660**
Liabilities			
Long term liabilities			
Loan from Group companies	5	946,703	947,426
Total long term liabilities		**946,703**	**947,426**
Current liabilities			
Accounts payable		311	200
Liabilities to group companies	5	250,000	250,000
Other short term liabilities		815	1,161
Total Current liabilities		**251,126**	**251,361**
Total equity and liabilities		**2,241,533**	**2,243,446**

Kongsvinger 4 April 2024

Anders Slettengren
Chairman of the Board

Jacob Landén
Board Member

Hege Brandhaug
Board Member

Jesper Lien
CEO

Parent Company Statement of Cash Flows

	Notes	2023	2022
(Amounts in NOK thousands)			
Cash flow from operating activities			
Profit before tax		–12,685	866
Adjustment for:			
Accrued interest		82,883	43,067
Items classified as financing activities		–71,995	–47,125
Change in trade payables		111	–223
Change in other accruals		–2,002	–444
Net cash flow from operations		**–3,687**	**–3,858**
Cash flow from investments			
Net payment on loans from group companies		12,237	–204,567
Net cash flow from investments		**12,237**	**–204,567**
Cash flow from financing			
Interests borrowings from Ratos AB		-82,600	–42,880
Other financial items		83,488	43,531
Loan from Ratos AB		350,000	260,000
Repayments of loans to Ratos AB		–359,904	–52,229
Group contribution		466	–
Net cash flow from financing		**–8,549**	**208,421**
Net Change in Cash and Cash Equivalents		**0**	**–4**
Cash and cash equivalents at the beginning of the period		4	8
Cash and cash equivalents at the end of period		**4**	**4**

Parent Company Accounting Principles

The company's accounts are prepared in accordance with the Norwegian Accounting Act of 1998 and generally accepted Norwegian accounting principles.

Operating expenses
Seasonal other operating expenses are accrued in such a way that these costs are recorded in the period to which they refer.

Balance sheet classifications
Assets intended for either permanent ownership or use are classified as fixed assets. Other assets are classified as current assets. Receivables that are to be paid within one year are classified as current assets. Analogue criteria are applied when classifying current liabilities and long-term debt. The current year's instalments on long-term debt are classified as current liabilities.

Valuation of assets and liabilities
Fixed assets are valued at acquisition cost but written down to fair price if the decline in value is not considered to be of a temporary nature. Any write-down of fixed assets is reversed when the basis for the write-down no longer exists. Fixed assets with limited useful economic lives are depreciated systematically. Long-term debt is recorded at nominal received amount at the time the debt was raised. Long-term debt is not re-valued to fair value as a result of changes in interest rates.

Current assets are valued at the lower of acquisition cost and fair value. Short-term debt is recorded at nominal received amount at the time the debt was raised. Short-term debt is not re-valued to fair value as a result of changes in interest.

Financial fixed assets
In the parent company's company accounts the shares in subsidiaries and associated companies are valued at acquisition cost and written down to fair value if the decline in value is not considered to be of a temporary nature.

Cash and cash equivalents
Cash and cash equivalents at fair value, and items in foreign currencies are translated at the closing rate.

Taxes
Taxes are recorded in the period when the tax cost/tax credit arises based on the period's taxable income. The tax charge comprises taxes payable and changes in net deferred tax liability/deferred tax asset in the balance sheet. The tax charge is distributed between the ordinary result and the result of extraordinary items in accordance with the tax basis. Deferred tax liability/deferred tax asset in the balance sheet is calculated using a nominal tax rate on the basis of temporary differences that exist between values for accounting purposes and values for tax purposes, and losses to be carried forward at the end of the accounting year.

Deferred tax assets are recognized only if it is probable that future taxable income will be available to utilize those temporary differences and losses.

Foreign currency translation
Monetary items denominated in currencies other than Norwegian kroner are translated at the closing rate. Receivables and liabilities hedged by forward contracts are valued at forward rates. Income statement items are carried at invoice period fx rates, and fx differences are calculated by Bank rate at payment time, and are classified as financial items.

Forward contracts
The company uses forward contracts in foreign currency to secure a future exchange rate on existing (capitalized) receivables / liabilities (value hedging). Changes in the fair value of forward contracts that hedge balance sheet items (value hedging) are recognized directly in equity. Amounts entered directly against equity are recognized in the income statement as an income or expense in the period in which the hedged item affects the income statement.

Note 1 | Personnel Expenses

Board of Directors' compensation

Financial year 2023		Board remuneration	Other benefits	Total
(Amounts in NOK thousands)				
Lars Anders Slettengren	Chairman of the Board	–	–	–
Jacob Emil Kristofer Landén	Board member	–	–	–
Hege Ekelund Brandhaug	Board member, employee representative	25	–	25
Malin Fossback	Employee representative	10	–	10

Financial year 2022		Board remuneration	Other benefits	Total
(Amounts in NOK thousands)				
Lars Anders Slettengren	Chairman of the Board	–	–	–
Jacob Emil Kristofer Landén	Board member	–	–	–
Hege Ekelund Brandhaug	Board member, employee representative	25	–	25
Kay Jilali Hoff Quaar	Employee representative	10	–	10

The company had no employees in 2023. Salary costs consists of board remuneration. The company are required to have occupational pension schemes according to the law on compulsory occupational pension.

There are no loans / collaterals to the CEO, chairman or other related parties.

There is no obligation to provide special compensation upon termination or change of position of the Board member or CEO.

There is no single loan / security totalling more than 5 % of the company's equity.

Auditor's remuneration	2023	2022
(Amounts in NOK thousands)		
Expensed auditor fees, ex. VAT:		
Statutory audit (including technical assistance – annual accounts)	103	911
Other attestation services	–	–
Tax advice (including technical assistance corporate tax papers)	20	75
Other assistance	–	–
Total	**123**	**986**

Note 2 | Financial Income and Financial Expenses

Financial income	2023	2022
(Amounts in NOK thousands)		
Interest income on group companies	83,498	43,535
Foreign exchange gains	27,391	3,700
Total financial income	**110,889**	**47,235**
Financial expenses		
Other interest expense	10	4
Interest expense to group companies	82,883	43,067
Foreign exchange losses	38,884	106
Total financial expenses	**121,778**	**43,177**

Note 3 | Tax

Deferred tax asset	2023	2022
(Amounts in NOK thousands)		
Net investment hedge	2,638	2,369
Losses carried forward	-	0
Carrying value deferred tax assets	**2,638**	**2,369**
Deferred tax assets/liabilities		
Unlisted deferred tax asset		
Deferred tax assets/liabilities	**–**	**–**
Reconciliation of tax expenses, change in deferred tax and tax payables		
Net profit before tax	–12,685	866
Permanent differences	11,459	–3,574
Basis for tax expense	–1,226	–2,709
Changes in temporary differences	–11,459	3,574
Change in losses carried forward	12,685	–1,332
Basis for tax payable on the income statement	**–**	**–466**
+/– Received/given group contribution	–	466
Taxable income (basis for tax payable in the balance sheet)	**–**	**–**
Distribution of tax expenses		
Payable tax on profit for the year	–	–
Too much, too little allocated last year	–	–
Total payable tax	–	–
Change in deferred tax/tax asset	–270	–596
Change in deferred tax/tax asset due to changes in tax rate	–	–
Tax expense	**–270**	**–596**
Reconciliation of tax expenses		
The accounting profit before tax	–12,685	866
Tax accoring to current tax rate, 22%	–2,791	190
Tax expense in the income statement	–270	–596
Difference	**–2,521**	**786**
The difference consists of the following:		
Change in deferred tax/tax asset due to changes in tax rate	–	–
Permanent differences	2,521	–786
Total explained difference	**2,521**	**–786**
Payable tax in the balance sheet		
Payable tax in tax expense	–	–
Tax effect of group contribution	–	–
Payable tax in the balance sheet	**–**	**–**

Note 4 | Investments in Subsidiaries

Subsidiaries	Country	Business Office	Voting percentage	Ownership
Plantasjen Group AS	Norway	Kongsvinger	100 %	100 %
Plantasjen Norge AS	Norway	Kongsvinger	100 %	100 %
Plantasjen Norge AS and subsidiaries:				
Plantagen Sverige AB	Sweden	Solna	100 %	100 %
Plantagen Finland OY	Finland	Vantaa	100 %	100 %
Plantasjen Poland Sp. Z o. o	Poland	Warsaw	100 %	100 %
Plantasjen Source Norge AS	Norway	Kongsvinger	100 %	100 %
Plantagen Logistik AB	Sweden	Solna	100 %	100 %
Kaggen gård AS	Norway	Kongsvinger	100 %	100 %
Plantagen Sverige AB and subsidiaries::				
Växus i Bromma AB	Sweden	Solna	100 %	100 %
Växus i Stockholm AB	Sweden	Solna	100 %	100 %
Plantagen Source GmbH	Germany	Westerstede	100 %	100 %
Hortus AB	Sweden	Solna	100 %	100 %
Flyinge Plantshop AB	Sweden	Flyinge	100 %	100 %

There are pledges for all shares in Plantasjen Group AS , Plantasjen Norge AS, Plantagen Sverige AB, Plantagen Logistik AB and Plantagen Finland Oy.

Note 5 | Outstanding with Company in the Same Group

Receivables	2023	2022
(Amounts in NOK thousands)		
Loan to Plantasjen Group AS	1,203,480	1,206,535
Interest to Plantasjen Group AS	2,730	1,832
Group contributions from Plantasjen Source Norge AS	–	466
Sum	**1,206,210**	**1,208,833**
Liabilities		
Loan from Ratos AB	1,196,703	1,197,426
Sum	**1,196,703**	**1,197,426**

All liabilities in the company have due date later than one year under normal circumstances, but all loans can be renegotiated during their lifetime. The average interest rate on group receivables and liabilities was 6.59 % in 2023 (3.73 % in 2022).

Note 6 | Cash and Cash Equivalents

There are no restricted deposits.

Note 7 | Equity

Shareholders equity 01.01.2023	Share capital	Share premium account	Other Equity	Total
(Amounts in NOK thousands)				
Opening balance	180,492	–10,766	874,934	1,044,660
Net investment hedge	–	11,459	–	11,459
Profit/(loss) for the year	–	–	–12,415	–12,415
Shareholders equity 31.12.2023	**180,492**	**693**	**862,519**	**1,043,704**

Note 8 | Share Capital and Shareholder Information

As of 31.12.2023, share capital amounts to NOK 180,491,609 consisting of 1,804,916,090 shares at a face value of NOK 0.1 per share.

Overview of the largest shareholders as of 31 Dec 2023:

Shareholder	A shares	B shares	C shares	D shares	Total number of shares	Ownership
Ratos Consumers AB	384,714,827	911,937,528	200,000,000	300,000,000	1,796,652,355	99.54%
Other	6,760,000	1,503,735	–	–	8,263,735	0.46%
Total	**391,474,827**	**913,441,263**	**200,000,000**	**300,000,000**	**1,804,916,090**	**100%**

Each class A-share (ordinary shares), each class B-share (preference shares) , each class C-share (preference shares) and each class D-share (preference shares) has equal voting rights at the General Assembly. All shares are fully paid.

Preference shares set the limit on the amount of dividends that can be paid. Preference shares have priority for repayment of the issue price and accrued dividends when repayments are made to shareholders upon dissolution, liquidation, insolvency or bankruptcy.

Size of dividends and dividend basis for preference shares are more specifically laid out in the company's articles of association.

Shares held by the board of directors and executive management:
None of the existing board of directors or executive management holds shares in Plantasjen Holding AS. Certain shares are held by former board of directors or key employees.