



Financial Statements

Q4

2021



First Mover Group



## Our services:

- **Tenant advisory services** – future needs and workplace analysis, search for premises and contract negotiation, project mgmt. and construction follow-up, interior design specifications and procurement services
- **Business relocation services** – project mgmt. services including detailed planning, budgeting and follow-up, communication, site mgmt. and coordination deliveries at new facility, mgmt. of existing furniture (move/sale/dispose) coordination and execution of the relocation process and return of existing premises
- **Logistics and assembly services** – storage, transportation, and assembly of office furniture, audio-visual equipment, warehouse racks, and other high-end equipment



# This is First Mover Group

First Mover Group (FMG) is a leading Nordic player offering premium services to businesses on the move. Based on investments in technology, infrastructure, and a highly specialized workforce, we have a unique offering which adds significant value to our client's workplace investment.

We work hard every day to create Better Beginnings for our customers. We do that by providing a full range of services; starting with identifying future workplace needs, searching to find the perfect property, and negotiating the best deal for our customers. Then we manage the entire project from A to Z including coordination and construction follow-up, interior design specification, procurement services and relocation planning. Finally, we execute the relocation process and return of existing premises, we manage the logistics and assembly of all new furniture, AV equipment and racks and have you up and running at your new premises with minimum downtime.

Each year, thousands of business are signing new rental contracts in the Nordics. Many of these contracts result in relocation or upgrades of workplaces. This is our market. Few to none can deliver what we can – because we keep moving.



# Management summary Q4



## Soft close to Q4 with lock-down in our main markets

### Q4 financial performance bringing down our yearly numbers

The financial performance in the fourth quarter weakened significantly after a strong start in October experiencing a hard lock down in our home market of Norway. All markets softened from the end of November, with a negative escalation when lock down was enforced by the government. Q4 is traditionally our high season, and additional costs were committed in order to be able to deliver on strong expected volume, thus increasing our cost base.

Group's quarterly revenue increased slightly from 2020 with 113,8 mNOK revenue versus 109,2 mNOK last year.

Adj. EBITDA for the quarter ended at a negative -13,7 mNOK. The negative margin is mainly driven by the Swedish part of our group.

The Group had a total revenue of 434 mNOK versus 450 mNOK in 2020. A negative growth of 3,5% in a year where we had in total 8 months of various lock-down efforts from the government, versus 4 months in 2020, with home office requirements from the government decreasing our service activities and delaying some committed projects.

### Operational activities and future outlook

After having closed down the Gothenburg operation in Relokator Söders Stadsbud AB in September and trying to turn around the Stockholm operations, we decided to close down our operations in Söders Stadsbud AB in total and put this company into bankruptcy, given that continued future losses was viewed inevitable in the soft market we experienced and return to profitability seemed not likely in the medium term. The company was put into bankruptcy early January 2022. This company has been the main driver of losses with impact of negative -13mNOK in EBITDA in 2021. These losses are to be discontinued going forward, thus strengthening the outlook for the group's profitability. Some discontinuing costs are to be expected.

The other Swedish companies experienced soft markets as well, but not in the dramatic negative fashion as our main loss driver.

The German subsidiary had projects pushed into Q1 of 2022 and as such a soft quarter. However, the pent up demand will give a strong quarter with Fuji Film in Düsseldorf as the largest project worth mentioning. The orderbook for this company is strong first four months of the year, with January as the exception having projects pushed into February.

The Danish operations had a soft close to the year with some projects pushed to next quarter. Still affected by lock-down in the beginning of

the year, but mid February and onwards are strong with a large hospital move in Glostrup as a project that returns high general activity for this company towards Easter.

The Norwegian operation with Realia AS had revenue pushed into Q1 and had as such a soft quarter. Realia is a leading indicator being the first company to experience a market after lock down and has an especially favorable order book for the first half of this year.

First Mover Group Norway AS is our largest subsidiary and had the largest revenue discrepancy versus forecasted numbers in our expected high season. Cost cutting initiatives were initiated and personnel had to be into furlough to control costs with effects first to be realized in January numbers. Leading indicators of higher market activity after lock-down release in February is positive, however taking time before it can be viewed in the numbers.

Group outlook is positive with respect to market position and market share, as well as expected more normal markets going forward. We expect growth in revenue in 2022, however still experiencing effects in first half of Q1 affecting this quarter.

### Capital structure and refinancing issues

In Q4 2021 we have breached our amended Leverage covenant. As such we have again initiated a process towards our bond holders.

The Group will go to great lengths to protect the bondholders position and we are working with a plan that will address our issues and propose a solution by the end of April this year. We are in dialogue with bondholders and hope to find a viable solution for all parties.

**Tore Martinsen**  
CEO



## Q4 2021

NGAAP adjusted for exceptional items, unaudited

REVENUE  
mNOK **113.8**

EBITDA  
mNOK **-13.7**

## LTM Q4 2021

Pro forma LTM  
REVENUE  
mNOK **434.8**

Pro forma LTM  
EBITDA  
mNOK **3.9**

Total revenue for Q4 amounted to 113.8mNOK versus 109.2mNOK for the same period last year. In Q4 for 2021 the Group consists of the same companies vs. same period last year. Revenue in the quarter normally follows an increasing trend from October to December. Due to increased contamination from the Omikron mutant COVID virus in Q4, which resulted in a hard lock down in December, the revenue in October had the highest revenue of the quarter.

Norway counted for 71% of revenues, with Denmark at 16%, Sweden 12% and Germany 1%.

EBITDA for Q4 ended at (13.7)mNOK. This compares to (1.3)mNOK in the same period last year. Several factors contributed to the negative number this quarter. Higher hired crew costs due to a tight labor market. Certain year-end effects from settlements on outstanding project disputes from previous years reduced this year's revenue. In Q4, the part of revenue coming from items acquired on behalf of customers was higher than normal. This revenue has a lower margin than our operative revenue.

The EBITDA figure is adjusted for special one-off costs amounting to 2.6mNOK over the quarter. A large part resulting from special provision for bonus as part of earn-outs from an earlier company acquisition.

Last twelve months (LTM) pro forma revenue per Q4 was 434.8mNOK, a 3.4% decrease from 450.0mNOK from LTM Q4 2020. With 2020 figures already impacted by COVID effects, a further reduction in revenue is a challenge. It is also problematic that the nature of the drop in revenue is not a stable lower level, but unpredictable periods with low activity, directly reflected by a society in various degrees of lockdowns.

The Pro forma part of our LTM revenue was 0.0mNOK reflecting no acquisitions in 2021.

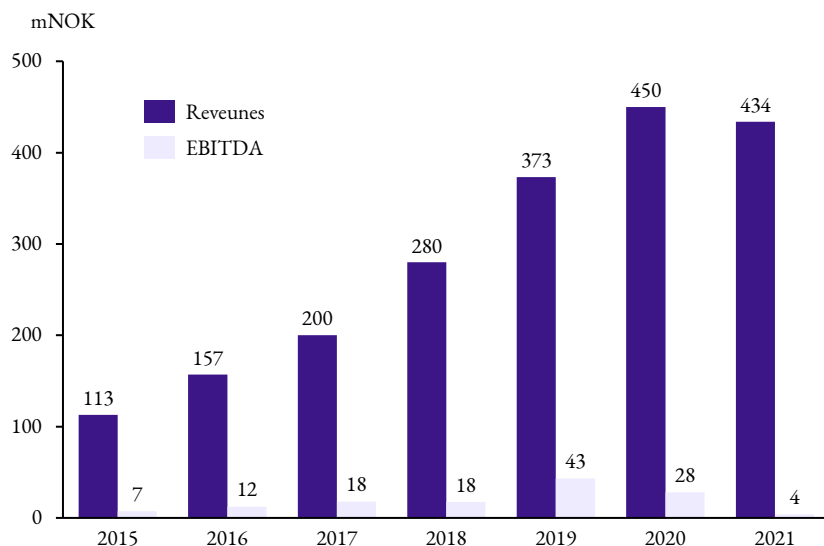
Pro forma LTM EBITDA ended at 3.9mNOK yielding an EBITDA margin of 0.9%. Pro forma LTM EBITDA last year was 28.0mNOK with a margin of 6.2%.

LTM EBITDA is impacted by the low EBITDA in Q4 2021 where the Group experienced a new all time low quarter during the "COVID" period, mirroring the same trend experienced in Q4 2020.

The EBITDA figure is adjusted for special one-off costs amounting to 7.3mNOK, down from 9.6mNOK in 2020. The costs are related to efforts in attracting equity, addressing breach of covenants in bond and a specific M&A opportunity with the motivation to support both equity and bond routes.

## LTM Q4 2021

LTM Revenue and LTM EBITDA (mNOK)



## HIGHLIGHTS

Q4 2021

- New severe lock downs experienced in December hitting the Norwegian operation especially hard
- Closedown of remaining operation in Söder Stadsbud in beginning of January with write downs impacting 2021 figures
- Breach of amended Leverage covenant. Process with bondholders initiated.
- As of February 2022, we experience more positive trends with increasing activity across all regions, however with fewer larger projects in pipeline than normal.



# Financial Statements



## Group key figures 2021 Q4

(amounts in mNOK unaudited)

Revenue (NGAAP)	Q4 2021	YTD 2021	Q4 LTM	2020
Total revenue	113,8	434,8	434,8	400,0
Pro forma additional revenue <sup>1</sup>	-	-	-	50,0
<b>Pro forma Total revenue</b>	<b>113,8</b>	<b>434,8</b>	<b>434,8</b>	<b>450,0</b>
EBITDA (NGAAP)	Q4 2021	YTD 2021	Q4 LTM	2020
EBITDA	-16,4	-3,3	-3,3	18,5
Pro forma adj. to EBITDA <sup>1</sup>	-	-	-	-0,1
Exceptional items	2,6	7,3	7,3	9,6
<b>Pro forma adj. EBITDA</b>	<b>-13,7</b>	<b>3,9</b>	<b>3,9</b>	<b>28,0</b>
<i>EBITDA Margin</i>	<i>-12,1 %</i>	<i>0,9 %</i>	<i>0,9 %</i>	<i>6,2 %</i>
Gross financial interestbearing debt			197,6	202,1
Cash and cash equivalents			51,1	68,1
<b>Net debt NGAAP</b>			<b>146,4</b>	<b>134,0</b>
Amended Covenants <sup>2</sup>				
<b>Pro forma EBITDA adj according to ammended covenant</b>			-5,1	20,3
Leverage Ratio Q4 2021 (Net debt/((EBITDA Q2+Q3+Q4) x 4/3)) < 5,5x (max adj. 10% pro forma EBI			<b>-28,90x</b>	<b>6,61x</b>
Minimum liquidity > 10m NOK including RCF			61,1	78,1

1) There was no acquisitions or divestments performed in 2021

2) On 5 May 2021, a bondholder meeting was held whereby the bondholders gave the Group a waiver on the leverage ratio. The Group is in breach with its Leverage ratio per Q4 2021 and also when this report is being produced, February 2022. See Note 4, 5 and 7 in the Q4 report and for further information.



## Interim consolidated statement of profit and loss

(amounts in NOK unaudited)

	Group (IFRS)				FMG Holding AS (NGAAP)		
	Notes	Q4 2021	Q4 2020	FY 2021	FY 2020	YTD 2021	YTD 2020
<b>Continuing operations</b>							
Revenue from contracts with customers		114 959 497	108 171 299	420 941 238	394 425 749	-	-
Other operating income		(1 179 546)	(857 361)	13 825 735	5 559 595	2 028 716	41 949
<b>Total revenue</b>	<b>2</b>	<b>113 779 951</b>	<b>107 313 938</b>	<b>434 766 973</b>	<b>399 985 344</b>	<b>2 028 716</b>	<b>41 949</b>
Hired Crew		14 185 085	(16 728 356)	47 557 850	-	-	-
Cost of goods sold		20 160 835	38 160 079	61 905 711	82 207 356	-	-
Salary and personell costs		69 199 104	67 376 962	240 297 908	229 260 388	439 285	215 194
Depreciation of fixed assets and Intangible assets	<b>2, 4</b>	8 733 012	3 892 736	31 869 810	22 401 359	-	-
Write downs of fixed assets and Intangible assets	<b>2, 3</b>	19 261 608	112 613	26 257 345	112 613	-	-
Other operating expenses		16 902 834	20 292 002	55 219 940	47 797 924	5 493 498	5 248 749
<b>Operating profit</b>		<b>(34 662 526)</b>	<b>(5 792 099)</b>	<b>(28 341 591)</b>	<b>18 205 705</b>	<b>(3 904 067)</b>	<b>(5 421 994)</b>
Financial income		133 824	119 753	987 253	888 334	4 094 906	3 350 499
Financial expenses	<b>4</b>	6 432 369	3 559 651	24 484 189	20 769 518	13 487 640	14 202 537
<b>Profit before tax from continuing operations</b>		<b>(40 961 070)</b>	<b>(9 231 997)</b>	<b>(51 838 527)</b>	<b>(1 675 480)</b>	<b>(13 296 800)</b>	<b>(16 274 033)</b>
Income tax expense		-	1 186 783	-	2 647 271	-	-
<b>Profit after tax from continuing operations</b>		<b>(40 961 070)</b>	<b>(10 418 780)</b>	<b>(51 838 527)</b>	<b>(4 322 751)</b>	<b>(13 296 800)</b>	<b>(16 274 033)</b>
<b>Profit for the period from total operations</b>		<b>(40 961 070)</b>	<b>(10 418 780)</b>	<b>(51 838 527)</b>	<b>(4 322 751)</b>	<b>(13 296 800)</b>	<b>(16 274 033)</b>
Attributable to:							
Equity holders of the parent company		(40 961 070)	(10 418 780)	(51 838 527)	(4 322 751)	-	-
Non-controlling interests		-	-	-	-	-	-
<b>Earnings per share:</b>							
- Basic		(3,09)	(0,79)	(3,91)	(0,33)	-	-
- Diluted		(3,09)	(0,79)	(3,91)	(0,33)	-	-

## Statement of other comprehensive income

(amounts in NOK unaudited)

	Notes	Q3 2021	Q3 2020	YTD 2021	FY 2020
<b>Profit for the period from total operations</b>		<b>(40 961 070)</b>	<b>(10 418 780)</b>	<b>(51 838 527)</b>	<b>(4 322 751)</b>
<b>Other comprehensive income</b>					
<i>Items which may be reclassified over profit and loss in subsequent periods</i>					
Exchange differences		(451 805)	1 111 236	(3 059 762)	1 111 236
<b>Net other comprehensive income</b>		<b>(451 805)</b>	<b>(1 111 236)</b>	<b>(3 059 762)</b>	<b>(1 111 236)</b>
<b>Total comprehensive income for the year</b>		<b>(41 412 875)</b>	<b>(11 530 016)</b>	<b>(54 898 288)</b>	<b>(5 433 987)</b>
<b>Total comprehensive income attributable to:</b>					
Equity holders of the parent company		(41 412 875)	(11 530 016)	(54 898 288)	(5 433 987)
Non-controlling interests		-	-	-	-
		<b>(41 412 875)</b>	<b>(11 530 016)</b>	<b>(54 898 288)</b>	<b>(5 433 987)</b>





# Interim consolidated statement of financial position

(amounts in NOK unaudited)

	Notes	Group (IFRS)		FMG Holding AS (NGAAP)	
		31.12.2021	31.12.2020	31.12.2021	30.09.2020
<b>ASSETS</b>					
<b>Non-current assets</b>					
Investments in subsidiaries		-	-	226 794 704	238 201 304
Right-of-use assets	4	180 197 370	128 511 219	-	-
Intangible assets		19 193 865	15 666 472	-	-
Goodwill	3	206 897 571	233 804 457	-	-
Deferred tax assets		1 991 558	1 522 812	-	-
Property, plant and equipment		3 839 973	6 275 871	-	-
Other non-current assets		5 045 394	4 622 534	-	-
<b>Total non-current assets</b>		<b>417 165 731</b>	<b>390 403 365</b>	<b>226 794 704</b>	<b>238 201 304</b>
<b>Current assets</b>					
Inventories		686 079	469 616	-	-
Accounts receivable		51 574 467	57 873 512	18 668	-
Other short term receivable		7 216 003	18 300 409	31 745 442	18 853 576
Cash and cash equivalents <sup>3</sup>		51 131 096	68 126 722	24 567 039	24 081 833
<b>Total current assets</b>		<b>110 607 645</b>	<b>144 770 258</b>	<b>56 331 149</b>	<b>42 935 410</b>
<b>TOTAL ASSETS</b>		<b>527 773 376</b>	<b>535 173 623</b>	<b>283 125 852</b>	<b>281 136 713</b>
<b>EQUITY AND LIABILITIES</b>					
<b>Equity</b>					
<b>Paid in capital</b>					
Share capital		132 500	132 500	132 500	131 692
Share premium		77 421 559	77 421 559	77 421 559	75 858 767
<b>Total paid in capital</b>		<b>77 554 059</b>	<b>77 554 059</b>	<b>77 554 059</b>	<b>75 990 459</b>
<b>Other equity</b>					
Other equity		(58 085 571)	(3 187 283)	6 398 395	6 811 045
<b>Total other equity</b>		<b>(58 085 571)</b>	<b>(3 187 283)</b>	<b>6 398 395</b>	<b>6 811 045</b>
Non-controlling interests		-	-	-	-
<b>Total equity</b>	6	<b>19 468 488</b>	<b>74 366 776</b>	<b>83 952 454</b>	<b>82 801 504</b>
<b>Non-current liabilities</b>					
Interest-bearing loans and borrowings	5	2 125 533	5 540 661	-	-
Non-current lease liabilities	4	158 296 422	105 891 147	-	-
Other non-current financial liabilities		7 742 571	17 516 435	-	-
Deferred tax liabilities		2 446 187	2 436 455	-	-
<b>Total non-current liabilities</b>		<b>170 610 714</b>	<b>131 384 698</b>	<b>-</b>	<b>-</b>
<b>Current liabilities</b>					
Current lease liabilities	4	33 314 816	27 159 463	-	-
Short term interestbearing debt	5	198 313 094	196 549 847	198 313 094	196 063 898
Accounts payable and other current liabilities		79 451 540	74 303 798	860 304	2 258 148
Liabilities for current tax		-	3 790 655	-	-
Public taxes owed		26 614 725	27 618 386	-	13 163
<b>Total current liabilities</b>		<b>337 694 175</b>	<b>329 422 149</b>	<b>199 173 398</b>	<b>198 335 209</b>
<b>Total liabilities</b>		<b>508 304 889</b>	<b>460 806 847</b>	<b>199 173 398</b>	<b>198 335 209</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>527 773 376</b>	<b>535 173 624</b>	<b>283 125 852</b>	<b>281 136 713</b>

3) Includes restricted cash. Restricted cash as of 31 December 2021 amounts to 30mNOK (30 September 2021: 29mNOK ) of which NOK 24mNOK is placed on an Escrow account and the use is regulated by the bond terms. See Note 18 in the 2020 Annual Report for further information.



## Interim consolidated statement of changes in equity

(amounts in NOK unaudited)

	Group (IFRS)				Total equity
	Share capital	Share premium	Currency effects	Other equity	
<b>Equity as at 01.01 2019</b>	<b>30 000</b>	-		<b>6</b>	<b>30 006</b>
Issue of share capital and share premium 27.06.2019	101 692	75 858 767		-	75 960 459
Profit for the period	-	-		2 111 111	2 111 111
Other comprehensive income	-	-	36 948		36 948
<b>Equity as at 31.12 2019</b>	<b>131 692</b>	<b>75 858 767</b>	<b>36 948</b>	<b>2 111 117</b>	<b>78 138 524</b>
Issue of share capital and share premium	808	1 562 792			1 563 600
Profit for the period	-	-		(4 322 751)	(4 322 751)
Other comprehensive income	-	-	(1 012 596)		(1 012 596)
<b>Equity 31.12.2020</b>	<b>132 500</b>	<b>77 421 559</b>	<b>(975 648)</b>	<b>(2 211 634)</b>	<b>74 366 776</b>
Issue of share capital and share premium	-	-	-	-	-
Profit for the period	-	-	-	(51 838 527)	(51 838 527)
Other comprehensive income	-	-	(3 059 762)	-	(3 059 762)
<b>Equity 31.12.2021</b>	<b>132 500</b>	<b>77 421 559</b>	<b>(4 035 410)</b>	<b>(54 050 161)</b>	<b>19 468 488</b>



# Interim consolidated statement of cash flows

(amounts in NOK unaudited)

	Group (IFRS)			FMG Holding AS (NGAAP)	
	Q4 2021	YTD 2021	FY 2020	YTD 2021	FY 2020
<b>Cash flow from operating activities</b>					
Profit/Loss before tax	(40 961 070)	(51 838 527)	(1 675 480)	(13 296 800)	806 883
Taxes paid	-	(3 036 336)	(909 571)	-	-
Gain/loss on sale fixed assets	(40 569)	363 616	(576 240)	-	-
Depreciations	8 733 012	31 869 810	22 513 972	-	-
Write downs of fixed assets and Intangible assets	19 261 608	26 257 345	-	-	-
Change in Working capital	25 717 472	12 410 000	15 432 020	(1 503 620)	1 430 907
<b>Net cash flow from operating activities</b>	<b>12 710 452</b>	<b>16 025 909</b>	<b>34 784 701</b>	<b>(14 800 420)</b>	<b>2 237 790</b>
<b>Cash flows from investing activities</b>					
Sale of fixed assets	40 569	749 324	637 399	-	-
Purchase of fixed assets	(616 410)	(2 848 461)	(1 800 360)	-	-
Sale of intangible assets	-	-	(1 068 476)	-	-
Purchase of intangible assets	(1 658 931)	(2 602 210)	(34 057 738)	-	-
Issue of internal loan Group (Short/Long term)	-	-	-	-	-
<b>Net cash flow used in investing activities</b>	<b>(2 234 772)</b>	<b>(4 701 347)</b>	<b>(36 289 175)</b>		
<b>Cash flows from financing activities</b>					
Net repayments of overdraft facility (RCF)	(485 949)	(485 949)	493 999	-	-
Proceeds from new borrowings (incl Bond fee)	721 208	2 408 105	2 598 885	2 249 196	-
Repayment of borrowings	(1 726 886)	(3 692 903)	2 169 494	1 563 600	2 169 494
Loans to Group Contribution	-	-	-	11 472 830	(37 071 551)
Issue of new Equity	-	-	1 563 600	-	-
Repurchase of Equity	-	-	-	-	-
Dividend	-	-	-	-	-
Payment of principal portion of lease liabilities	(7 735 624)	(26 512 754)	(17 391 437)	-	-
<b>Cash flows from financing activities</b>	<b>(9 227 251)</b>	<b>(28 283 501)</b>	<b>(10 565 459)</b>	<b>15 285 626</b>	<b>(34 902 057)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>1 248 429</b>	<b>(16 958 940)</b>	<b>(12 193 875)</b>	<b>485 206</b>	<b>(32 664 267)</b>
Net currency translation effect	(36 687)	(36 687)	(123 942)	-	-
Cash and cash equivalents at beginning of period	49 919 354	68 126 723	76 961 258	24 081 831	56 746 098
<b>Cash and cash equivalents at end of period<sup>3</sup></b>	<b>51 131 096</b>	<b>51 131 096</b>	<b>68 126 723</b>	<b>24 567 037</b>	<b>24 081 831</b>



# Notes to the accounts



## Note 1. General information, basis for preparation and significant assumptions

### General information

First Mover Group Holding AS, the ultimate parent company of the First Mover Group (the Group), is a limited liability company incorporated and domiciled in Norway, with its head office in Karenslyst Alle 53, 0279 Oslo.

First Mover Group is a growing company providing advisory and logistic services to firms in relation to office relocation and consists of several brands that all address the market that arises when a company's lease agreement is about to expire. The process begins with search arbitration, continues with advice on designing new or reused office/store areas. The physical part of the process starts with good planning and efficient execution of both furniture assembly and business relocation. First Mover Group is the largest company in its niche in Scandinavia.

These condensed interim consolidated financial statements have been approved for issuance by the Board of Directors on 24 Feb 2022.

### Basis of preparation

These condensed interim consolidated financial statements are presented in accordance with recognition, measurement and presentation principles consistent with International Financing Reporting Standards ("IFRS") as adopted by the European Union for interim reporting under International Accounting Standard ("IAS") 34 Interim Financial Reporting. These condensed interim consolidated financial statements are unaudited.

These condensed interim consolidated financial statements are condensed and do not include all of the information and notes required by IFRS for a complete set of consolidated financial statements and should be read in conjunction with the annual consolidated financial statements. The accounting policies adopted in the preparation of the condensed interim consolidated financial statements are consistent with those followed in the preparation of the Group's annual consolidated financial statements for 2020.

All amounts in the interim financial statements are presented in NOK unless otherwise stated. Due to rounding, there may be differences in the summation of columns and rows.

### Significant estimates and judgements

The presentation of condensed interim consolidated financial statements in conformity with IFRS requires the use of accounting estimates and assumptions for the future. Management has, when preparing the financial statements; made certain significant assessments based on critical judgment when it comes to application of the accounting principles.

Management has used estimates and assumptions that have affected assets, liabilities, revenues, expenses and information on potential liabilities. This particularly applies to the amortization of fixed assets, capitalized development, evaluation of goodwill, evaluations related to

acquisitions, estimation of lease liabilities and estimation of provisions.

Future events may lead to these estimates being changed. Estimates and their underlying assumptions are reviewed on a regular basis and are based on best estimates and historical experience. Changes in accounting estimates are recognized during the period when the changes take place. If the changes also apply to future periods, the effect is divided among the present and future periods. Estimates and assumptions, which represent a significant risk of a material adjustment in the carrying value of assets and liabilities during the coming financial year for the group concern the following items:

- a) Business combinations:** Business combinations require the use of substantial judgement when assessing the fair value of the consideration transferred, identifying, and valuing intangible assets.
- b) Goodwill:** The impairment test of goodwill is based on several estimates and assumptions for instance about future cash flows and discount rates.
- c) Leases:** The Group use its incremental borrowing rate as an estimate to measure lease liabilities. The incremental borrowing rate is the rate of interest that the Group would have to pay to borrow over a similar term and with a similar security. The incremental borrowing rate reflects what the Group would have to pay which requires estimation when no observable rates are available.
- d) Software:** The group carries out software development activities and projects. Some expenses incurred in the development phase of a project require the use of judgements around the criteria's for recognizing the development costs in the balance sheet.

### Contingent liabilities

The group is through its ongoing business operations exposed to litigation and claims from contractors and public authorities. These are usually guarantee claims or claims for damages as a result of injury to persons or damage to property that has arisen due to the use of the company's services. The management is of the opinion that none of the on-going cases will lead to significant commitments for the group.



## Note 2. Segment information

The operating segments correspond to the management structure and the internal reporting to the Group's chief operating decision maker, defined as the CEO. The operating segments reflect an allocation based on the type of operation. Segment performance is evaluated based on operating profit or loss and is measured consistently with operating profit and loss in the consolidated financial statements. For management purposes, the group is organized into business units based on the branches it operates, and has four reportable operating segments as follows:

### Tenant Advisory

In the Tenant Advisory segment, the company supports tenants in defining future needs and conduct workplace analysis, search for new premises and performs contract negotiations, conduct project management services including overall progress and financial follow-up, construction follow-up, interior design specification, and procurement services. The company also has the license to sell commercial properties on behalf of clients.

### Business Relocation

In the Business Relocation segment, the company provides a full range of services to businesses on the move. This include project management services including detailed planning, budgeting and follow-up, coordination and execution of the relocation process, management of existing furniture (move/sale/dispose) and management and coordination of all deliveries at the new facility.

### Logistics and Assembly

In the Logistics and Assembly segment, the company provide various assembly and logistics services directly to providers of office furniture, archives and shelves, kitchens and audio-visual equipment.

### Other

The remaining of the Group's activities including headquarter costs is included in "Other".

Information regarding the Group's reportable segments is presented below.

Three months period ended 31 Dec 2021	Tenant Advisory Norway	Business Relocation Norway	Logistics and Assembly Norway	Other	IFRS 16 Adjustment adjustments	Consolidated	Consolidated last quarter
Revenue	13 265 611	44 792 189	20 172 606	35 549 545	-	113 779 951	105 321 490
Operating expenses	7 448 463	36 013 044	14 374 184	29 504 792	33 107 374	120 447 857	95 989 548
Depreciation						8 733 012	8 814 300
Write Down						19 261 608	3 995 737
<b>Segment result/ Operating profit</b>	<b>5 817 148</b>	<b>8 779 145</b>	<b>5 798 422</b>	<b>6 044 753</b>	<b>-33 107 374</b>	<b>-34 662 526</b>	<b>-3 478 095</b>

Inter-segment revenues are eliminated upon consolidation and reflected in the 'other eliminations' column. All other adjustments and eliminations are part of detailed reconciliations presented further below.

Segment operating profit includes revenues and expenses from inter-segment transactions.

Capital expenditure consists of additions of property, plant and equipment, intangible assets and investment properties.

The revenue information is based on the location of the company.



### Note 3. Goodwill

#### Carrying value of goodwill:

Acquisition cost 1 January 2020	198 996 465
Acquisition 2020	40 814 430
Impairments 2020	(6 006 437)
<b>Carrying value 31 December 2020</b>	<b>233 804 458</b>
Acquisition 2021	-
Impairments 2021	(26 906 887)
<b>Carrying value 30 Sep 2021</b>	<b>206 897 571</b>

Goodwill is not amortized, but tested yearly for impairment. Following bankruptcy of Søder Statsbud and a general slower recovery in the activity for Resultat Prosjektledning and Move4U, the Goodwill allocated to Swedish CGUs was impaired by 26.9mNOK in 2021, of which 10.8mNOK was the residual Goodwill in Søder Statsbud in Q4 2022. The outstanding Goodwill on Swedish CGUs post the impairments is 15.0mNOK

#### Overview of the goodwill for the group as of 31 December 2021

	<b>31.12.2021</b>
Moving services Norway	94 136 872
Assembly Norway	24 373 999
Tenant Advisory Norway	63 952 732
Moving services Sweden	8 547 323
Tenant Advisory Sweden	6 489 938
Moving services Denmark	9 396 706
<b>Total</b>	<b>206 897 571</b>

### Note 4. Leases

The group right of use assets consists of premises, cars, trucks and some office equipment. The change in the carrying amount of right-of-use assets and the related lease liabilities is summarized below.

#### Right-of-use assets

Acquisition cost 1 January 2020	93 564 790
Adjustments and additions on existing contracts	55 861 383
Depreciation	(20 062 803)
<b>Carrying amount of right-of-use assets 31 December 2020</b>	<b>129 363 370</b>
Adjustments and additions to existing contracts	87 280 984
Impairments	(6 350 458)
Depreciation	(28 196 536)
Currency exchange differences	(1 899 990)
<b>Carrying amount of right-of-use assets 31 December 2021</b>	<b>180 197 370</b>

#### Lease liabilities

At initial application 1 January 2020	93 354 165
New lease liabilities recognized in the year	55 811 384
Cash payments for the lease liabilities	(22 176 598)
Interest expense on lease liabilities	4 835 161
Currency exchange differences	1 161 348
<b>Carrying amount of lease liabilities 31 December 2020</b>	<b>132 985 459</b>
Adjustments and additions to existing contracts	87 059 135
Cash payments for the lease liabilities	(32 876 933)
Interest expense on lease liabilities	6 602 070
Termination	-
Currency exchange differences	(2 158 492)
<b>Carrying amount of lease liabilities 31 December 2021</b>	<b>191 611 239</b>

As of 31 December 2021, premises makes up the main part of the right-of-use assets, with a carrying value of NOK 167.3 million and lease liability of NOK 177.4 million. See Note 13 Leases in the consolidated financial statement for 2020 for further information.



## Note 5. Debt

In September 2019, the group issued a series of senior secured bonds at the maximum amount of 400mNOK whereof 200mNOK is drawn as of 30 September 2021. The bond matures in September 2022 and the interest rate for the bond is 3-month NIBOR plus a margin of 6%. The net proceeds from the initial bond issue is used to refinance existing debt, financing acquisitions and growth initiatives, in addition to general corporate purposes as described in the bond terms. The bond is secured by share pledge over the material subsidiaries and asset pledges of bank accounts, accounts receivables and other operating assets in the material subsidiaries, limited to 1.3bnNOK.

As a consequence of Covid-19 pandemic introducing a new lock down in Q4 2021, the Group failed to meet its already amended leverage ratio, as provided by bondholders on a bondholders' meeting 5 May 2021. The Group is currently in process with bondholders on how to solve the situation. First step will be to secure a conditional waiver of the Leverage ratio until the Group can revert with a Recovery Plan and proposed amendments to the current bond terms.

## Note 6. Top 10 Shareholders

The shareholders on 31 December 2021 are:

Shareholder	Number of shares	Ownership %
Competitore AS (owned by Chairman and CEO Tore Martinsen)	9 860 294	74.4%
Calobra AS (owned by board member Eric Øverby)	1 439 100	10.9%
Vangbo Invest AS (owned by Mats A. Vangbo, Group COO)	408 857	3.1%
Bjerke Eiendom AS (owned by Anders Bjerke, Group CMO)	344 092	2.5%
Hallin AS	104 175	0.8%
Dresan AS	89 268	0.7%
GGC AS (owned by board member Jacob Gravdal)	76 460	0.6%
Percam AS	71 210	0.5%
Eirik Arnø (Mgmt. team)	70 400	0.5%
Celcas AS	65 846	0.5%
Others	703 455	5.5%
<b>Total</b>	<b>13 250 074</b>	<b>100%</b>

## Note 7. Related parties

The group's related parties include parent company and subsidiaries, as well as members of the board, management and their related parties. Related parties also include companies in which the individuals mentioned above have significant influence. The group has various transactions with associated companies. The Group's shares are all owned by employees, either directly or through their own Companies. All the transactions have been carried out as part of the ordinary operations and at arms-length prices.

## Note 8. Events after the balance sheet date

The global outbreak of Covid-19 virus is on retreat. However, the last two years with constant variations of lock downs in society has significantly hurt our profitability and taken its toll on the liquidity reserves. The outlook is positive for the Group, but with the negative results and bond maturity closing in, the Group will have to work out a solution with its bondholders to solve recurring breaches of Leverage ratio and overhanging refinance risk.





# Responsibility Statement from the Board of Directors

We confirm that, to the best of our knowledge, the condensed set of financial statements for the fourth quarter of 2021 which has been prepared in accordance with IAS 34 Interim Financial Statements gives a true and fair view of the Company's consolidated assets, liabilities, financial position and results of operations, and that the interim management report provides a true overview of important events during the accounting period and their effect on the financial statements, of key risks and uncertainty factors that the company is facing during the next accounting period and of transactions with related parties.

**Oslo, 28 February 2022**

## Financial calendar Next four quarters

**Q1 2022** will be published no later than 31 May 2022

**Q2 2022** will be published no later than 31 August 2022

**Q3 2022** will be published no later than 30 November 2022

**Q4 2022** will be published no later than 28 February 2023





## Definitions

### **TOTAL REVENUE**

Sales Net of VAT.

### **EBITDA**

Earnings before interest, tax, depreciations and amortization.

### **EXCEPTIONAL ITEMS**

Items that are unusual or infrequent in their nature.

### **EBIT**

Earnings before interest and tax.

### **NET INTEREST EXPENSE/INCOME**

Financial income minus financial expenses including exchange rate differences related to financial assets and liabilities.

From a presentation standpoint, certain individual figures may therefore differ from the computed totals.

This report has not been subject audit.

## Philosophy

A firm's workplace is its main physical perimeter which should encourage employees to perform their daily work in an efficient manner. A firm's workplace is its main physical perimeter which should encourage employees to an efficient way of performing their daily work. It is the main display of a firm's values, put into practice. The workplace also represents a significant cost, not only to the firm's financial statements, but also to our environment. Commercial real-estates denote a heavy burden to the environment through construction and operation. The footprint is depending on a building's technical characteristics and how well we utilize its spaces. A conscious management of your workplace can represent large savings, both financially and environmentally.





First Mover Group

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