





FORTNOX HELPS BUSINESSES START, GROW AND DEVELOP



WHAT?

Fortnox offers products, packages and integrations to cover a business's financial and administrative needs by creating easy flows in accounting, invoicing, financing and for managing employees.



HOW?

Fortnox products are sold in two channels: directly to customers through the website or indirectly through accounting firms. Revenue is generated in three ways: through subscriptions, through transaction-based use and through lending. The combination of Fortnox products and apps from more than 400 development partners provides a scalable enterprise resource planning (ERP) platform where customers can customize their own business system.



HISTORY

Fortnox was established in 2001 in Växjö, with a focus on bookkeeping software that was available online – an idea so innovative that it took the market several years to catch up. Since then, the company has grown quickly and expanded its offering, both organically and through acquisitions. In 2007, it was listed on NGM Nordic SME, and in 2022, it took the step to Nasdaq Stockholm. At the end of 2023, Fortnox had 49,165 shareholders (consolidated holding).



FOR WHOM?

Our primary customer groups are businesses of all sizes as well as accounting firms and their customers. Organizations such as sports and tenant-owners' associations can also enjoy Fortnox's offering. Regardless of what kind of organization, they all have administrative needs. That is why today, Fortnox's customers operate in essentially every industry and include businesses, firms and organizations of every size. The offering is intended for all users connected to a business: from the board, management and employees to customers, suppliers, accounting consultants, auditors and bank contacts.



WHERE?

Fortnox currently operates in the Swedish market, with more than 536,000 customers across the country. The company is headquartered in Växjö with offices in Malmö, Linköping and Stockholm.

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the year IN BRIEF

SEK 268 536,000

ARPC

Number of customers

29% + 41% = 70%

Growth

Operating margin

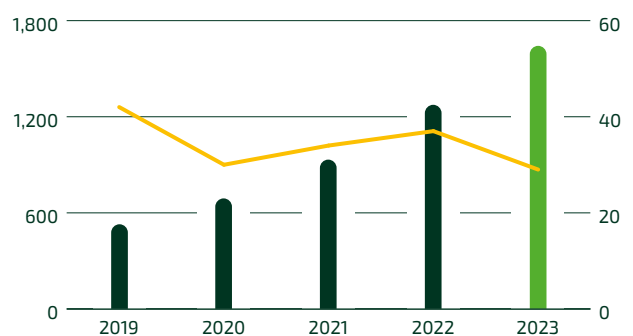
RoF**

	+/-%*	2023	2022	2021	2020	2019
Net sales (SEK million)	29%	1,642	1,276	932	694	532
Growth (%)	–	29	37	34	30	42
Organic growth (%)	–	28	30	21	30	42
Operating profit (SEK million)	45%	673	464	315	265	173
Operating margin (%)	–	41	36	34	38	32
Profit after tax (SEK million)	64%	570	347	241	205	135
Earnings per share (SEK) – after dilution	64%	0.93	0.57	0.40	0.34	0.22
RoF (%)**	–	70	73	68	69	75
Number of subscription customers	12%	536,000	480,000	425,000	367,000	313,000
ARPC (SEK)***	15%	268	233	194	169	154

*Percentage change in 2023 compared with 2022.

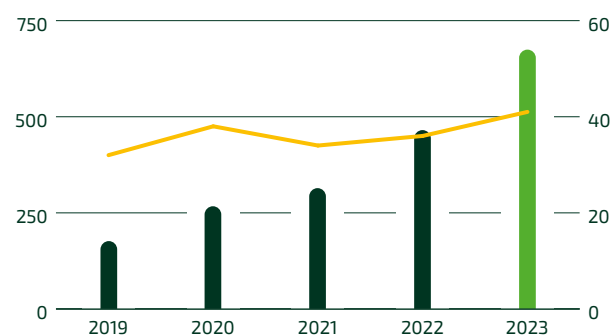
**RoF – "Rule of Fortnox," which alludes to "Rule of 40" – an indicator for software as a service (SaaS) companies that says that combined sales growth and operating margin should be above 40 percent to be long term sustainable.

***Average revenue per subscription customer and month, R12, rolling 12 months.



Net sales, SEK million

Growth, %



Operating profit, SEK million

Operating margin, %

Q1

33%

Growth

38%

Operating margin

+15K

Subscription customers

242

ARPC

Q2

31%

Growth

39%

Operating margin

+15K

Subscription customers

253

ARPC

Q3

25%

Growth

45%

Operating margin

+10K

Subscription customers

260

ARPC

Q4

26%

Growth

41%

Operating margin

+16K

Subscription customers

268

ARPC

COMMENTS FROM THE CEO

MORE PRODUCTS, MORE CUSTOMER VALUE AND CONTINUED GROWTH

Fortnox remain steadfast and we follow our plan, which resulted in increased customer value and continued growth in the past year. Like everyone else, Fortnox needs to navigate this new, uncertain operating environment. Since much in our surroundings is beyond our control, the most important thing is what we can directly influence – the value we create for Sweden's businesses.

Even though Sweden entered a recession in 2023 and the number of new businesses has declined steadily since 2021, we increased by 56,000 customers to 536,000 by the end of the year. Average revenue per customer (ARPC) increased to SEK 268. Our operating margin for the full year was 41%, proof of Fortnox's scalability and our ability to manage growth.

Products for a successful business

During the year, Fortnox continued to help our customers develop successful businesses and released several important products.

Our automatic bookkeeping made a great deal of progress. Automatic bookkeeping, what we call bookkeeping via bank statements, was introduced for Swedbank's, Nordea's, Sparbanken Syd's and Ekobanken's customers. The product also allows users to automate transactions in their tax account through Fortnox's integration with the Swedish Tax Agency. SEB's, Handelsbanken's, Danske Bank's and Länsförsäkringar Bank's customers already had access to automatic bookkeeping. We also updated the VAT workflow function in Bookkeeping. Immediately on the start page after login, the user can now see and manage any deviations, file VAT reports and record them to later be sent to the Swedish Tax Agency.

During the year, we developed a new process for recurring invoicing. With recurring invoicing, invoices are created and sent out automatically, and you can easily update several of your upcoming invoices at the same time. At the end of the year, we also launched a new easy way for customers to send invoices through web links and made it easier for consumers to pay invoices directly on the site with several payment options. We also bundled our financing offering with our invoicing products. Now Invoice Distribution can be used alongside Factoring for quick and easy financing.

Employees Approval was another new product that provides an easy-to-use, comprehensive tool for employee attendance, absence and payslips, including the possibility to set automatic reminders to managers as well as employees to complete their documentation. In addition, it is now possible for employees to register their attendance and absence digitally in Fortnox and see how much comp time, flex time and vacation time they have.

The Fortnox Business Mailbox was introduced in the app, which makes Fortnox products more readily accessible. Users can also grant others access to their mail, for example the head of accounting at the business who might need to handle incoming documents, or their accounting firm.

In 2023, we developed an improved version of Fortnox Insights for accounting consultants who use Digital Byrå. The focus has been on supporting consultants in their advisory services through automatic documentation. Consultants can now better analyze a company's sales and cost trends in real time. They also

have documentation to help their customers price their services. The function calculates a company's hourly rate compared with statistics from other companies in the same industry and presents how much revenue could increase if the company adjusted the price according to the industry's median value.

Another new item was the Fortnox Business Card. The card is integrated with Fortnox and automates several steps in the day-to-day work of customers and their employees, from purchasing to bookkeeping. Employees no longer need to pay out of their own pocket and wait until their next paycheck to be reimbursed. The card will continue to be developed in 2024 and be rolled out to accounting firms during the year.

Fortnox Group was also released and became available to groups of all sizes by the end of the year. The product enables quick and easy consolidation in groups, with support for financial statements and digital reporting to the Swedish Companies Registration Office. Another advantage is the comprehensive analysis feature that can generate value insights for businesses.

In the spring, we also launched Fortnox Signature as an integrated product in our platform. This gives customers access to a signing tool that allows documents to be sent for digital signing directly from Fortnox. With a combination of document storage, Business Mailbox and signing, we are well on the way to offering our customers comprehensive document management.

In May, we entered into a partnership with the Norwegian BankID service, Bank Asept AS, to offer know your customer (KYC) services. New laws mean more requirements for businesses, and Fortnox aims to offer a complete KYC and anti-money laundering (AML) solution. As a part of the Digital Byrå product, a simple and clear process will be created for accounting firms when onboarding and following up with their clients. The new product will launch in 2024.

Fortnox carried out 7,145 software releases during the year, meaning new code implementations so that the user can take advantage of our programs. The mentioned product news in this summary therefore represent only some of what we accomplished and introduced during the year. Whatever we do, we always focus on Sweden's businesses and how our platform can be of use for them.

Entrepreneurship builds prosperous societies

Successful businesses build prosperous societies and Fortnox's impact on the surrounding world is essentially positive. We are a hub that brings together people, businesses, organizations and authorities with the ability to have an impact far beyond our own operations. Fortnox enables partnerships that are essential for solving important societal challenges and we welcome the responsibility that comes with our position, whether in the form of stimulating new enterprise or preventing and fighting crime.

We are convinced that the solution to many of today's societal challenges can be found in enterprise. If we can provide more than half a million businesses with better conditions to conduct their operations, in everything from corporate governance to reducing their climate impact, then we can take important steps towards our vision.

Regulatory compliance is an area we will invest more in going forward. Fortnox will do its best to make it easy to do things correctly. We also aim to take a greater responsibility and counteract various kinds of financial crime, which is why we will make additional investments in products that combat, for example, money laundering.

Driving forces for successful businesses

We released many new products in 2023, a year that I look back on with pride. None of this would have been possible without our Fortnoxers, who work tirelessly every day to develop solutions for Sweden's businesses. We are constantly growing and I am pleased to work with all 761 employees at Fortnox.

Although the state of the world may seem uncertain, we will continue working to realize our vision of a prosperous society built by successful businesses. I look forward to 2024 with anticipation and keen interest.

Tommy Eklund,
CEO Fortnox



COMMENTS FROM THE CHAIRMAN

ENTERPRISING FORTNOX IN AN UNCERTAIN TIME

War and crises during the year gave rise to new patterns in the geopolitical game, making the world more unsettled than before. The economy is weak and finances are strained for many businesses as well as individuals. Fortnox only operates in Sweden, but international events impact the Swedish economy. Despite this, I remain optimistic, both for society and for Fortnox.

Fortnox continued to grow in 2023. Despite fewer transactions during the recession, Fortnox delivered stable earnings and we reached our goals. I am also proud that we are contributing to more entrepreneurship in a time when there are fewer new businesses starting.

Inflation started to decline in the end of 2023, though the future is uncertain. The raised interest rates were a necessary shift away from the monetary norm of low or negative interest rates that we had for a long time. The economic slowdown was also unavoidable. This has naturally led to a downturn, but no downturn is permanent and I am convinced that the conditions that Fortnox is creating for Swedish business can contribute to positive societal development.

Entrepreneurship that improves society

Sustainability is becoming more important and encompasses more areas. In addition to our work to develop our corporate governance and reduce our impact on the climate, we have opportunities to guide society in the right direction through our customers. More businesses create a better world, and if we can provide more

than half a million Swedish businesses with better conditions to work based on an ESG perspective, that is a real contribution to a prosperous society.

Technology that builds the businesses of tomorrow

The Fortnox Business Card was launched during the year. Together with other products, such as our new Business Mailbox, it brings Fortnox closer to our customers' transactions. Our ecosystem of products is gradually becoming a part of their financial infrastructure. Traceability, transparency and security in our digital bookkeeping products is a cornerstone for so much more, for example the ability to offer financing.

My ambition is for us to grow further in fintech, especially within our offering of short-term credit for growing businesses with cash flow challenges. This ties into Fortnox's scalable business model, which focuses on many small transactions rather than a few large ones. My conviction that Fortnox will invest in this area remains undiminished.

Fortnox is to be a hub for starting, running and developing businesses. My long-term ambition is for us to make an impression on the market and become a major contributing factor in Swedish enterprise. Many of the solutions to the challenges the world faces will originate from growing businesses.

More colleagues who believe in Fortnox

At the end of 2023, we had 761 employees at Fortnox. We need to make room for growth, including the number of employees, which is why we continued to develop

the headquarters in Växjö during the year. Besides Växjö, Fortnox now has operations in Stockholm, Malmö, and Linköping, and we are also continuing to develop offices in those locations as we grow.

Many foreign companies are choosing to invest in Fortnox and we are honored by this international spread of owners. During the year, the Board took initiatives to renew the employee share savings plan that we launched in 2022, since the participation rate was so high. Many signed up in 2023 as well. I'm happy to see that our employees believe in Fortnox and that many are choosing to be a part of the company through joint ownership.

For my part, I am going into 2024 with a sense of hope and a firm belief that Fortnox has yet much to accomplish.

**Olof Hallrup,
Chairman of the Board, Fortnox**



“FORTNOX IS TO BE A HUB
FOR STARTING, RUNNING AND
DEVELOPING BUSINESSES.”

VISION

**FORTNOX'S VISION
IS to create a
PROSPEROUS
SOCIETY SHAPED
BY THRIVING
BUSINESSES**

BUSINESS IDEA

Fortnox's business platform is the hub for businesses in Sweden, making it possible for companies to start, grow and develop. Fortnox's technology and platform help businesses and organizations reach their goals.

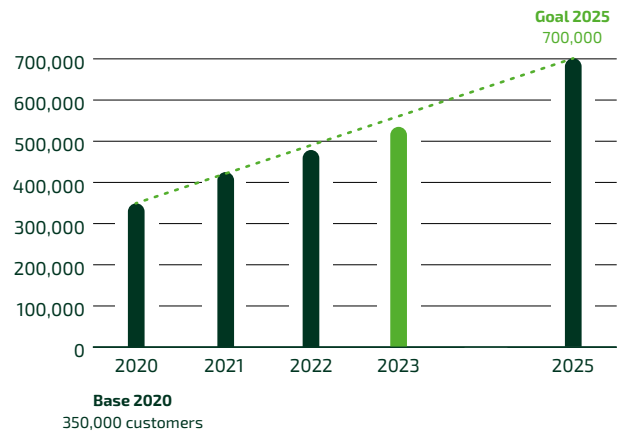
The offering, which includes products, integrations and packages, creates easier flows in accounting, invoicing and financing and for managing employees.

With smart technical solutions, broad entrepreneurial expertise and specific industry knowledge, we give businesses in every industry better conditions for conducting operations.

GOALS

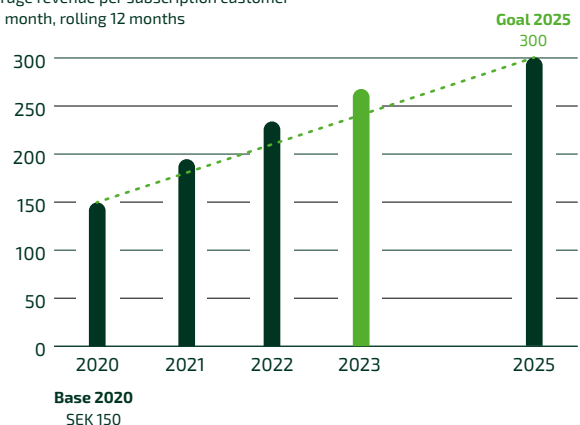
In 2020, Fortnox established a five-year plan, announced in early 2021, with two goals: doubling the number of customers and average revenue per customer by 2025. This means that the company is to have more than 700,000 customers and average monthly revenue per customer (ARPC) that exceeds SEK 300.

NUMBER OF SUBSCRIPTION CUSTOMERS



ARPC

Average revenue per subscription customer and month, rolling 12 months



Strategy

Fortnox employs a variety of strategies to realize its vision, enact its business idea and reach its operational goals. Proactive development is an important part of Fortnox's work to generate organic growth, thereby helping the company reach its established operational goals. Fortnox also works actively with acquisitions

and strategic partnerships as additional ways of expanding its operations through new products, both in its existing core operations and by adding new verticals. Regardless of whether initiatives are organic or structural, the important thing is that they are scalable and do not add costs when they take off and start growing.

Over the last few years, more products have been developed, which together form a natural, strategic link for Fortnox as well as for its customers. Based in bookkeeping, the company's offering has expanded to include an offering that, through additional points of contact, creates added value for a business and its employees.

New points of contact also create new opportunities for Fortnox to achieve its vision: The integrations with banks, together with the company's business card, invoicing and salary products,

make it possible to manage various types of activities, such as payments, expenses and other documentation directly in Fortnox. The automatic bookkeeping offering allows customers to confidently assess their financial position in real time while simultaneously generating sound decision-making documentation. Every step taken and every new product added is part of our ambition to ensure that everything we develop adds value for the customer and creates good long-term potential for Fortnox.

Examples of strategic initiatives in 2023

- Work with bank integrations continued during the year. As a result, Fortnox is now partnered with all of Sweden's largest banks. Now even more of Fortnox customers can initiate payments directly in Fortnox and take advantage of automatic bookkeeping. The more that bookkeeping is automated, the better other Fortnox products become. Automated bookkeeping, combined with Fortnox's capacity to carry out credit assessments in real time, makes it possible to use features like automated purchased receivables.
- Sweden's accounting firms are an important marketing channel. That is why Fortnox works continuously to improve and refine its offering in Digital Byrå (a Fortnox product for accounting firms). A new partnership will add services related to Know Your Customer (KYC). This creates simple and clear processes for firms when onboarding and following up with their clients, which saves time and makes it easier for them to meet the requirements of the Swedish Money Laundering Act. We also added the ability to add private individuals in Digital Byrå. This is one more step away from traditional bookkeeping towards a complete toolbox that helps accounting firms manage their business,

of which private individuals and their tax returns are an essential component.

- Work to increase access to Fortnox products in the app continued and generated positive results. During the end of the year we had around 270,000 monthly users in the app, which is a testament to the app's usefulness and how important it has become for the company's customers.
- The quote and signing tool Cling was acquired in 2022 and added to the Marketplaces offering. In 2023, it was fully integrated into Marketplaces' Offerta platform, while the signing tool was made available to customers in other business areas. By combining signing and quotes with the document storage offering and Business Mailbox, Fortnox has made substantial progress on the journey towards comprehensive document management.
- In line with the ambition to expand the platform's user base, Fortnox invested in products with functions that go beyond a business's financial function and target all employees. This includes the Fortnox Business Card, which can be provided to all employees free of charge.

They can use the card to make purchases without spending their own money, and the transactions are then automatically entered in the accounting solution. The card was launched in the fourth quarter.

- In line with this ambition – to increase activity at the individual level – it is now possible for employees to register their attendance and absence in Fortnox and see how much comp time, flex time and vacation time they have. We were also able to present our new Employees Approval feature, which provides an easy-to-use, comprehensive tool for employee attendance, absence and payslips, including the possibility to set automatic reminders to both employees and managers to complete their documentation.
- Fortnox Group, aimed at corporate groups of all sizes, was another new addition. Fortnox Group, which works equally well with or without an integration with Annual Accounts & Taxes, enables quick and easy consolidation, with support for consolidated financial statements and digital reporting to the Swedish Companies Registration Office. It also includes analytical features that can generate insights.





BUSINESS model

Fortnox products are sold in two ways: directly to customers through the web-site or indirectly through accounting firms. Revenue is generated in three ways: through subscriptions, through transaction-based use and through lending.

Subscriptions generally run for three or 12 months, with a fixed monthly fee per product and user. For transaction-based services, the customer pays for each managed transaction, which is typical for tasks such as sending out payslips. The transaction-based volume is, to a large extent, connected to a company's employees and ongoing operations,

which means it generally only sees limited fluctuations. For lending, this includes invoice factoring, purchased receivables and business loans with interest-based pricing.

The business model is based on the company's definition of a product: a collection of functions that can be sold. This includes access to the product (subscription) and the use of functions in the product (transaction). These are then combined in various ways, depending on how Fortnox can connect a value to pricing and the company's long-term strategy.



- Subscription-based, 71%
- Transaction-based, 21%
- Lending-based, 6%

*Other revenue accounts for two percent of the Group's total revenue.

For example, customers can:

1

Pay for access but use for free

Invoicing is a product that a user pays for via subscription (three or 12 months) and then can manage how invoices are issued themselves without any additional cost.

2

Free to access but pay to use

Customers who rarely send invoices can use the product Basic Invoicing, which does not have a subscription cost. Instead, the user pays an amount per invoice sent.

1 2

Pay for access and use

Fortnox Payroll, for example, has a subscription cost, plus a transaction cost per employee and month.

3

Pay interest

Applies to lending through purchased receivables and factoring as well as business loans. Factoring is when a customer sells or pledges their customer invoice to Fortnox and receives money in return, instead of needing to wait 30 days. In exchange, Fortnox takes a monthly percentage of the amount.

PRODUCT areas

Our products give businesses everything they need to start, conduct and grow their operations. Smart features help you with everything from bookkeeping and invoicing to finding customers and making the right decisions.

Our products undergo continuous development with new functions and our offering is continuously expanding. Automated and real-time are central values for us. We have also developed our financial services based on business needs. This gives businesses the opportunity to grow at the rate they want, with a clear view of their liquidity.

Fortnox's products function in all industries. With our open API and our partnerships with a large number of suppliers, banks

and authorities, businesses can build solutions for their own specific needs. We also help connect businesses with accounting consultants who use Fortnox. Accounting consultants and businesses can use our products to work together and allocate tasks accordingly.

In our product areas, we work continuously to deliver customer value in every aspect of the business process. As a result, we are now in a position to offer a complete business platform.

PRODUCT areas and PRODUCTS

Product areas



Products

INFRASTRUCTURE

¹⁾ From January 1, 2024, changed from Core Products to Accounting Firms.

²⁾ From January 1, 2024, changed from Core Products to Businesses.

³⁾ From January 1, 2024, changed from Core Products to Group Services.

Payment solutions

Payment Service
Invoice Distribution
Reminder Service

Finance services

Purchased Receivables
(Capcito & Fortnox)
Business Loans
(Capcito)
Factoring
(Capcito)

Financial insights & credit decisions

Financial Decision Support
(Monto)

Business proposal

Business Opportunities
(Offerta)
Find Service Provider
Quote & Contracts
(Cling)
Signing
(Cling)

connect

Integrations
Purchasable Integrations
Developer Portal

New developments in 2023



Bookkeeping in real time provides a better overview and more control

Innovation and smart solutions help us create a reliable accounting service that helps businesses make better decisions, every day. Bookkeeping is the foundation of our service and something every business needs to address. We want to digitalize and automate recurring tasks. We want bookkeeping to be checked and updated in real time. Along with linking together the administrative ecosystem for businesses, this allows us to provide insights and proactive advice to accounting consultants and businesses.

Highlights

- Automatic bookkeeping was introduced during the year for Swedbank's, Nordea's, Sparbanken Syd's and Ekobanken's customers who also have Fortnox. The product also allows users to automate transactions in their tax account thanks to Fortnox's integration with the Swedish Tax Agency. SEB's, Handelsbanken's, Danske Bank's and Länsförsäkringar Bank's customers already had access to automatic bookkeeping.
- In 2023, we updated the VAT workflow for users. Immediately on the start page after login, the user can see and manage any deviations, file VAT reports and record them to later be sent to the Swedish Tax Agency.



BILLING

The core of everything is to be paid for the work you do

We make it easier for our customers to do business and create efficient ways to receive payments. We provide easy-to-use and efficient invoicing solutions for small and large businesses. Invoices end up in the company's bookkeeping directly – rather than needing to be managed in three or four steps. Businesses and their needs are as different as people, so we make sure there are different ways to receive payments. Regardless of whether a business sends its own invoices and then manages and checks every step, or if it just wants to receive payments and allow Fortnox to handle the work, we have a solution. Our financial offering is well integrated into our invoicing product. This makes it easy to receive payments soon after an invoice has been generated, or to receive help with distribution, bookkeeping, reconciling and handling any reminders. We take care of everything that happens before and after a company has received payment – sending quotes, time that needs to be invoiced and keeping track of the number of goods in inventory.

Highlights

- During the year, we introduced the possibility for private individuals to pay e-mail invoices distributed through a web link. The link can be designed to showcase the business's visual identity and makes it easier for consumers to pay invoices. If the invoices are sent through Invoice Distribution, the payment methods include Swish, direct bank transfer and instalment payments.
- During the year, we developed a new process for recurring invoicing that is easier to use and offers more automation. With recurring invoicing, invoices are created and sent out automatically, and you can easily can update several of your upcoming invoices at the same time.



REPORT

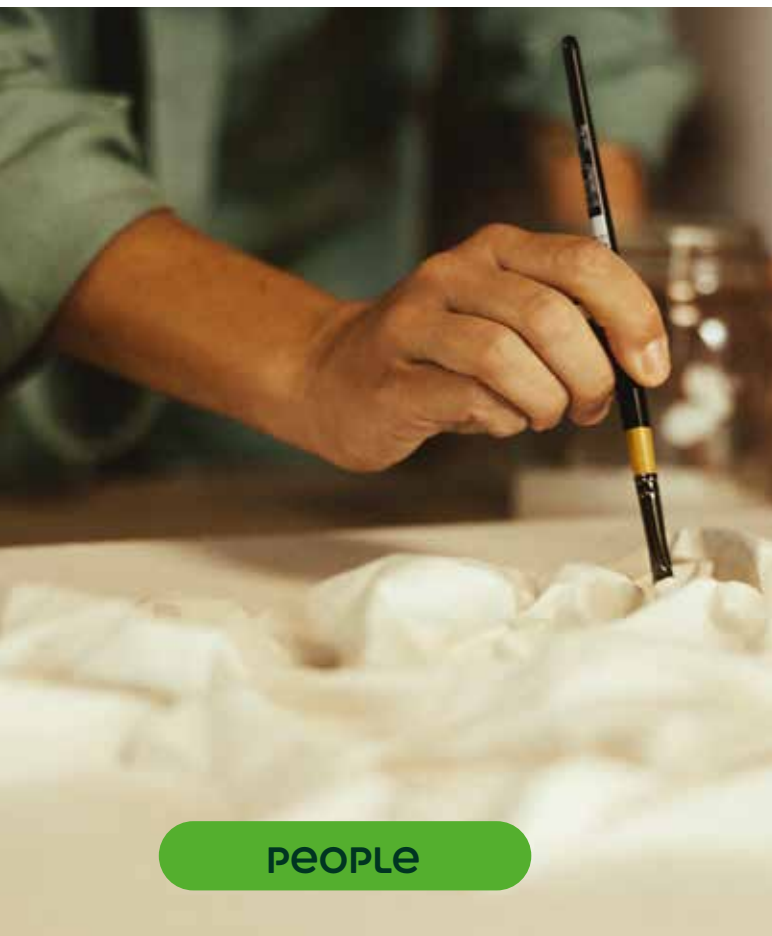
Efficiency and control for accounts closing and reporting

We strive to help businesses put things in order and to offer efficiency and control when it comes to everything related to accounts closing and reporting. We help businesses and accounting consultants with smart, automated and simplified business reporting. Our Annual Accounts & Taxes and Reconciliation & Reporting products automate and simplify the closing of interim and annual accounts. At the group level, we have Fortnox Group, which in addition to reporting offers everything from consolidation to digital submission of annual accounts.

Together, these form a complete offering for annual accounts, annual reports and tax. Company Manager gives users a clear overview and allows them to better manage all of their businesses in Fortnox. Our products save time, and businesses can rest assured that the programs are regularly updated as new laws and regulations enter into force.

Highlights

- During the year, it became possible to record preliminary financial statement verifications. These can help accounting firms and their customers visualize their end-of-year reporting before it is finalized.
- Fortnox Group was launched during the autumn. Users can now easily report and consolidate group operations.
- We also made it possible for customers to add private individuals in Digital Byrå, taking us one step closer to delivering a complete toolbox for accounting firms. The goal is for us to support firms in processing all types of customers. Private individuals and their declarations are an important part of this goal.



PEOPLE

We make the complicated simple

We make complicated regulations and convoluted administration easy to manage – and create security for businesses and their employees. A job and a salary are some of the most important things in a person's life. This is where we play a central role by offering solutions for everything from payroll and expenses to sickness absence and vacation. Many of these tasks can be a hassle for business owners, but we can help make them simple. A business can feel confident that it is following the most recent regulations since we always update our systems. And work can be shared easily between accounting firms, businesses and employees.

Highlights

- The Fortnox Business Card was launched during the year. The free card provides an automated process from purchase to bookkeeping. Employees no longer need to pay out of their own pocket and wait until their next paycheck to be reimbursed, and the company gains a complete overview and control over all costs – every purchase made with every card – in real time in Fortnox.
- New products for 2023 also included the Employees Approval feature, which provides an easy-to-use tool for employee attendance, absence and payslips, including the possibility to set automatic reminders to both employees and managers to complete their documentation.



engage

Automated insights and unrestricted mobility in systems

Our value-generating information guide the user throughout the entire business journey. Using AI, we analyze the customer's data and provide insights that help businesses make well-founded business decisions. We are responsible for the "Start" page, the first page the user sees when logged in to Fortnox. This is where we make sure that the user has the right information at the right moment about what needs to be done and the current status of the business. We also make sure that the most important functions are readily available through the Fortnox App. Our product Stock Company helps future business owners get started right away. All relevant documents are easily available in Archive Storage.

Highlights

- During the year, we made customers' business mail more easily accessible and made it possible to access and manage mail in their Business Mailbox directly in the Fortnox App. Another function that was added during the year is the ability to delegate access to important mail directly to the company's accounting consultant.
- Another new feature is that we made it possible for the company to send documents for digital signatures directly from Fortnox. The recipient accepts the document and signs it entirely digitally with a validated signature method, such as BankID. This feature can be used for quotes or board agendas, for example, or to renew outsourcing agreements for accounting consultants.



We handle our customers' payment processes

With our payment solutions, business owners can receive payments quickly and securely. We also communicate clearly with their end customers and offer them a flexible way to pay. Our role is to make everyday tasks simpler for businesses by managing their customer invoices and payments. We offer automated services such as delivering invoices, maintaining sub-ledgers, sending reminders to end customers and registering payments as they come in. We also give customers access to a practical invoice portal.

Highlights

- We improved the user experience when sending invoices in the Invoice Distribution product to help the customer based on their needs. We also made it easier to get started with our automatic invoicing services and made it easier to understand what you receive when you sell an invoice.



Quick access to financing

– the inside track to growth

We help businesses with smart, flexible financing solutions for everything from growth to dips. By understanding our customers' needs, we can offer customized financing. Depending on the situation, we can offer businesses financing solutions to help them succeed, regardless of whether the goal is to strengthen cash flow or invest for growth. Thanks to our real-time data, we can provide a smart, relevant offering that even includes automated payment flows and bookkeeping. We mainly focus on SMEs that need financing solutions.

Highlights

- During the past year, we took important steps to simplify and improve our service for purchased receivables. We have helped more customers sell a larger share of their invoices as necessary and we have streamlined the process for selling multiple invoices. This considerably reduces the time required and simplifies administration for our customers.
- We also implemented a new function for tracking the status of sold invoices. This function gives our customers a detailed overview over payment behavior and possible risks, for example the risk of recourse for specific invoices. This is a significant improvement that offers increased insight and strengthens our customers' ability to make well-founded financial decisions.



Sound financial decisions

– driven by better data

We help company decision makers better understand their own business's finances and risk profile – and those of other businesses – by offering immediate business insights and analyses. A single integration is all it takes to access information from some 30 sources of data, providing an overview of existing and potential customers. We focus on credit and finance managers, accounting consultants and business owners who want a better understanding of their business or someone else's.

Highlights

- An important new addition during the year was the ability to analyze cash flows using bookkeeping data. This can be used to forecast the next month's cash flow in the form of a graph provided by Fortnox subsidiary Monto's interface. This provides valuable insights into the business's finances.



We make sure that consumers and companies find each other

We help consumers find professional assistance, and help service providers find new customers and business opportunities. Private individuals and companies that need a service provided can find professional assistance by submitting requests cost-free via Offerta. Service companies signed up for Offerta can find new customers and can digitally and easily send and sign quotes. We can offer e-signatures at any place or time, for everyone. Either through our powerful API, which is easily integrated with other products, or directly online through our quote and contract tools.

Highlights

- A new website was introduced for Offerta during the year, with an updated visual identity, more inspiring content, clearer navigation and new smart features. The site is operated jointly with fortnox.se, resulting in scalability and enabling new technical solutions.
- Cling was integrated with more Fortnox products in 2023, including Archive Storage, Offerta, and Stock Company. Additional integrations with other products are ongoing. This means that Fortnox customers will have access to contract management and e-signatures where and when needed.



We are growing together with others

Through our open API, we can offer a variety of suppliers the opportunity to connect with us. This gives our customers solutions that are tailored to the precise needs of their operations – solutions like e-commerce, work order systems, or budget and forecast management. Today, we have hundreds of external services available in Fortnox. The “Connect” page is an aggregate view that appears for our external partners after they log in to Fortnox. On this page, all users can purchase or activate integrations. When we highlight new integrations, we also create visibility for our external partners, which is appreciated by both our partners and our users, who get help finding what they need.

Highlights

- During the year, we updated the landing page for integrators, which makes it easier for developers to integrate their software with Fortnox. Simplifying the integration process and making it more seamless encourages more developers to integrate with us, which benefits customers over the long term.



World-class service for customers and colleagues

We help our colleagues at Fortnox make deliveries and help our customers use Fortnox in the best way possible. We provide both our colleagues and customers with sustainable, well-chosen and sometimes proprietary support systems, frameworks and platforms. We are continuing our journey towards becoming a service organization with services adapted to our target groups and their needs. This product area provides our internal target groups with support systems and allows us to secure our Group-wide public website. Naturally, our central focus is on ensuring that our customers receive the best support, which requires a good management system and stable infrastructure for telephony and chat. We also keep an eye on the “My subscription” service so customers have good insight into their business with us. Efficiency and scalability are two of our most important guiding values.

Highlights

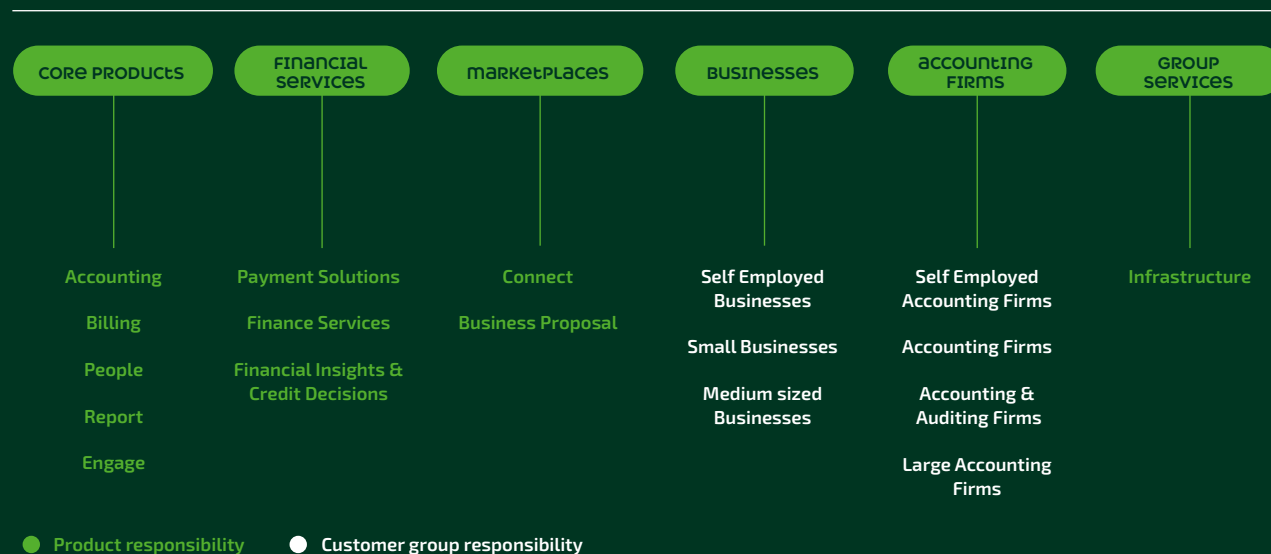
- The platform for the public website was expanded with offertase, which has now been rolled in with other items.
- Tools, data models and opportunities for improved product development, internal analysis and follow-up improved during the year thanks to investments in data and analysis.
- Our ability to introduce our products improved thanks to substantially expanded tools for packaging and discounting different forms of offerings. A long-term consolidation of subscription management also wrapped up during the year.

BUSINESS AREAS

Fortnox has six business areas. Five of them – **Core Products, Accounting Firms, Businesses, Marketplaces** and **Financial Services** – generate revenue. The sixth is **Group Services**, which works Group-wide with finances, HR, legal, communication, IT & operations, workplace, infrastructure, quality and risk. Each business area is responsible for a clearly defined area in the form of products or customer groups. The business areas are also broken down according to a structure that

focuses on *product, support, sales & market and development*. These four functions also work across the business areas, which lays the foundation for a shared and unified view, an efficient working method and a shared focus on areas that are fundamental for operations. The functions are responsible for producing relevant performance measures as well as identifying and defining Group-wide processes and guidelines.

Business areas



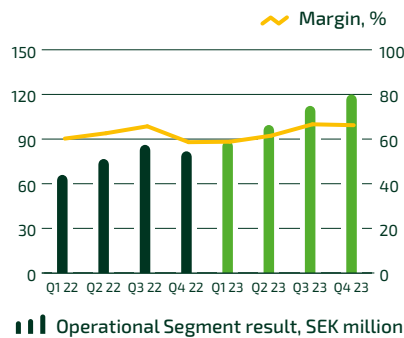
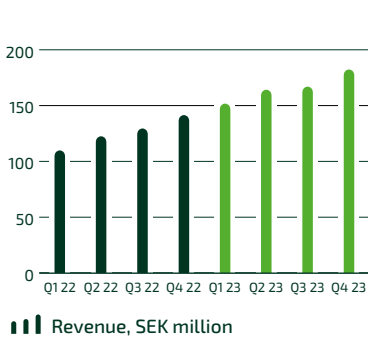
From January 1, 2024 the product responsibility regarding Report and a part of Engage, have been redistributed from Core Products to Accounting Firms respectively Group Services. For more information see under the section Product areas and note 3.

CORE PRODUCTS

at the CORE OF OUR OFFERING

Core Products can be thought of as the core of our development work at Fortnox. The business area carries out product development, user support and additional sales in five of Fortnox's product areas – Accounting, Billing, People, Report and Engage. The focus is on automated and digitalized products and services that make it easy for businesses of all kinds to manage their administrative needs. **Core Products** has also developed the backbone of Fortnox's offering in AI, which is used for services like Fortnox Insights.

Insights offers automated advice and information based on operational data from a business, something that can be connected to products in several product areas. Since **Core Products** is focused on development, its main sales channels to the market are business areas Accounting Firms and Businesses, although a certain amount of additional sales are managed by **Core Products** itself. At the same time, the business area is a sales channel for products from **Marketplaces** and **Financial Services**.



Jesper Svensson
Business Area Manager, Core Products

Highlights from 2023

- At the end of the year, the Fortnox Business Card went live. The free card is integrated with Fortnox Bookkeeping and Receipts & Expense, which automates the process from purchase to bookkeeping. Employees no longer need to pay out of their own pocket and wait until their next paycheck to be reimbursed, and the company gains a complete overview and control over all costs – every purchase made with every card – in real time in Fortnox.
- The integration with Swedish banks continued, including some of the largest in the country. During the year, we surpassed 100,000 customers with active bank integrations, which led to more than ten million transactions being automatically recorded.
- The Fortnox Business Mailbox was launched. This cost-free mailbox collects official mail (information regarding tax assessments, tax deductions for repairs, conversion and extension or cleaning, maintenance and laundry, declarations or sickness benefits, for example) directly in Fortnox. With digital mail, documentation can be automated. Invoices are saved directly in the mailbox, for example as bookkeeping documentation, and an automated workflow can then be created to connect to a smart function, such as invoice data capture with bookkeeping suggestions.



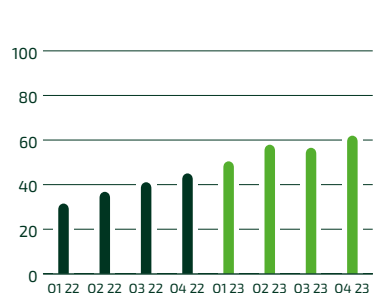
FINANCIAL SERVICES

MORE GROWING POWER WHEN NEEDED

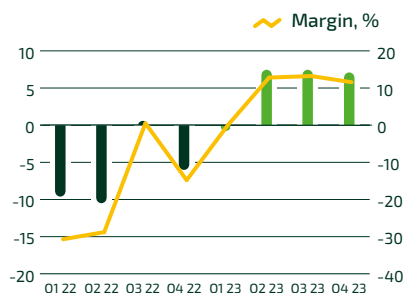
Financial Services develops and offers financial services with a focus on products and solutions that optimize cash flow, primarily for SMEs. By combining smart technology, real-time data and automation, **Financial Services** can offer customized solutions that are based on the conditions of the individual business.

Financial Services offers invoice mortgaging, factoring and

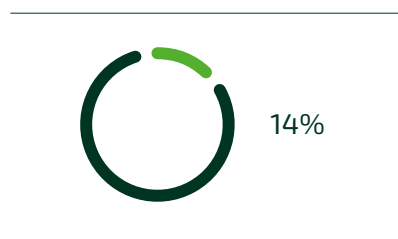
corporate loans – invoice distribution, reminder services and payment solutions as well as credit ratings in real time. The credit rating ability provides security for the financing business since it makes it possible to set a price on risk based on real-time information.



Revenue, SEK million



Operational Segment result, SEK million



Proportion of the Group's revenue

Highlights from 2023

- The business area achieved a breakthrough during the year, with its favorable revenue growth providing leverage that led to a break-even result in the first quarter and profit in the following quarters. This revenue growth was due to increased demand for Invoice Distribution as well as for the purchased receivables and business loans lending services.

- This was the year when automated receivable purchasing achieved a breakthrough and our investments in credit information over the last few years started to pay off. In 2023, automatic purchases grew and accounted for a significant portion of the company's total sales of purchased receivables.



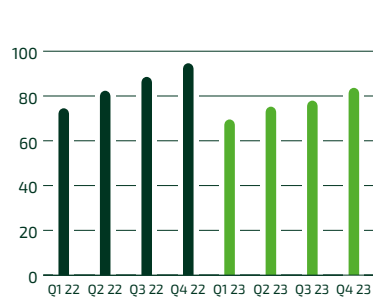
Michael Hansen
Business Area Manager, Financial Services

ACCOUNTING FIRMS

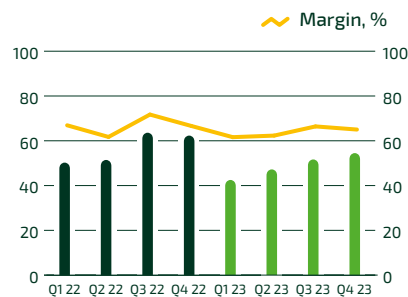
taking accounting firms to the next level

Accounting Firms manages marketing and sales of Fortnox offerings to accounting firms and their consultants, supplemented with its own development of industry-specific solutions. With cutting-edge technology, an integrated accounting process is created, where businesses and employees are connected and can work together with accounting firms, banks and authorities.

In addition to software, firms can also receive support from Fortnox's accounting firm experts. The goal is to create added value by offering accounting firms what they need to be able to focus on the parts of the job that make the biggest difference – the actual interaction with their customers. Today, more than 23,000 firm consultants use Fortnox.



Revenue, SEK million



Operational Segment result, SEK million



Proportion of the Group's revenue

Highlights from 2023

- During the year, we added the ability to add private individuals in Digital Byrå. Combined with the new function Byråanstånd, consultants can now apply for postponement of tax returns on behalf of natural persons. With this kind of new product, Fortnox is moving beyond traditional bookkeeping to an offering of functions that help firms manage their business, and private individuals and their tax returns are an essential component of this.
- A new partnership opened the door to offering KYC services. Integrated into Fortnox Digital Byrå, this tool helps firms comply with existing regulatory requirements. This makes it signifi-

cantly easier to detect deviations and warning signs that can be indicators of financial crime.

- Being able to carry out consolidated reporting in Fortnox has been highly requested. In response to this, Fortnox Group was introduced, which works equally well with or without an integration with Annual Accounts & Taxes. It enables quick and easy consolidation in Swedish and international groups, with support for consolidated financial statements and digital reporting to the Swedish Companies Registration Office. Another advantage is that it includes analytical features that can generate insights.



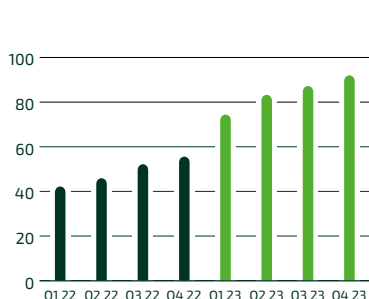
Charlotta Lundberg
Business Area Manager,
Accounting Firms

BUSINESSES

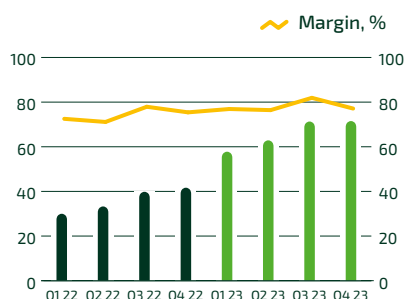
GIVING BUSINESSES a Head Start

Businesses manages marketing and sales of Fortnox offerings to business customers. The product offering includes automated, insight-driven and scalable financial and business systems that businesses can purchase and customize directly in Fortnox's digital interface. The business area is also responsible for developing industry-specific solutions for defined customer

groups, such as tradespeople or property owners. The goal is to understand and continuously identify the needs that businesses have during their lifetime and then package, market, sell and support them with products, apps and solutions that can help businesses become more successful.



Revenue, SEK million



Operational Segment result, SEK million



Proportion of the Group's revenue

Highlights from 2023

- Our work to further develop the offering for microenterprises continued. At the same time, an organization and a network were built to handle larger companies. Even though this initiative is still in an early stage, it is gratifying that the initial reception from customers has been positive.
- With responsibility for fortnox.se, the company's own sales channel to the market, it is important that the offering is easy to find and that the website experience is positive. Each month,

business owners carry out hundreds of thousands of searches to answer business questions. In response to these questions, the business area works continuously to ensure that the content on the website is relevant, with a logical structure and a responsive mobile experience. This is a recipe for successful organic search marketing. As a result, Fortnox won an SEO award for the fourth consecutive year.



Ola Bergqvist
Business Area Manager, Businesses

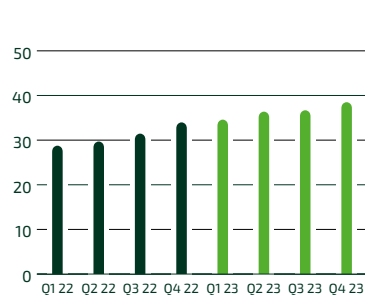
marketPLACES

a HUB FOR GROWTH AND BUSINESS OPPORTUNITIES

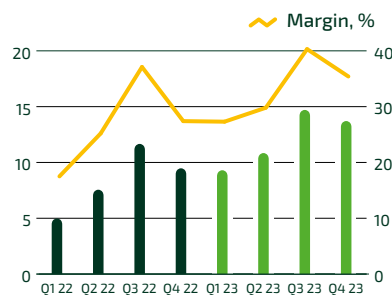
Buyers and sellers meet daily in **Marketplaces**: consumers can request professional help from service providers, primarily within construction, moving and cleaning, while service providers can find new customers. The business area develops, supports and offers service brokerage and products that simplify interactions between service providers and consumers. **Marketplaces** is

also responsible for Fortnox Integrations, where businesses can integrate Fortnox with a large variety of systems from partners based on Fortnox's open API*. This means that with just a few clicks, customers can connect other programs and services with Fortnox, creating their own business system.

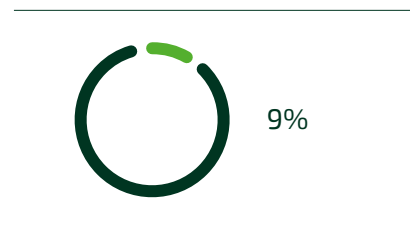
*An API (application program interface) works as a bridge between two systems and offers a way to control the transfer of information.



Revenue, SEK million



Operational Segment result, SEK million



Proportion of the Group's revenue

Highlights from 2023

- Fortnox Integrations continued to grow, exceeding 400 purchasable integrations during the year.
- Marketplaces improved the offertase experience, introducing a new visual identity, new workflow for requests, more inspiring content, clearer navigation and new smart functions. The site is now operated jointly with fortnox.se, resulting in scalability and enabling new technical solutions.
- In other news, Cling (acquired in 2022) was integrated into Offerta. This new bidding tool offers customers a seamless process for creating, sending and tracking quotes and contracts as well as signing with BankID, directly from Offerta's platform. This reduces the need to perform these steps manually and simplifies and improves communication with potential customers. Cling's e-signature function is also integrated in several places in Fortnox, for example in Archive Storage.



Anna Bergius
Business Area Manager, Marketplaces



the share

The Fortnox share was listed on NGM Nordic SME under the ticker FNOX on May 14, 2007. Since April 13, 2022, the company's share has been traded on Nasdaq Stockholm. As of December 31, 2023, the number of shares amounted to 609,744,700, the same as last year. At the end of the year, the price per share was SEK 60, bringing the total market value of the shares to approximately SEK 37 billion.

Research and development

The price of the Fortnox share increased during the first half of the year, reaching a high for the year of SEK 78 on May 15, 2023. The price fell over the summer and autumn, reflecting a broader trend among the shares of software and IT services companies. The year's lowest share price of SEK 41 was quoted when the stock exchange closed on October 27. The share price then increased until the end of the year.

In total, the price of the Fortnox share increased 27 percent in 2023, up SEK 13 from SEK 47 to SEK 60. In comparison, the OMXS Software and Computer Services index increased 10 percent, and the Stockholm Stock Exchange as a whole (OMXSPI) increased 15 percent, which means that Fortnox's share price outperformed both the industry and the stock exchange in 2023.

The total return during the year was 29 percent. Over the past ten years, Fortnox's total return was 7,277 percent, corresponding to an annual effective return of 54 percent – significantly higher than the Stockholm Stock Exchange's average annual effective total return of 12 percent.

Share turnover and trading

The total turnover of the Fortnox share – including all listed and unlisted marketplaces – amounted to 784 million shares in 2023. The single largest marketplace was the Stockholm Stock Exchange, which during the year accounted to a transaction value of SEK 49 billion.

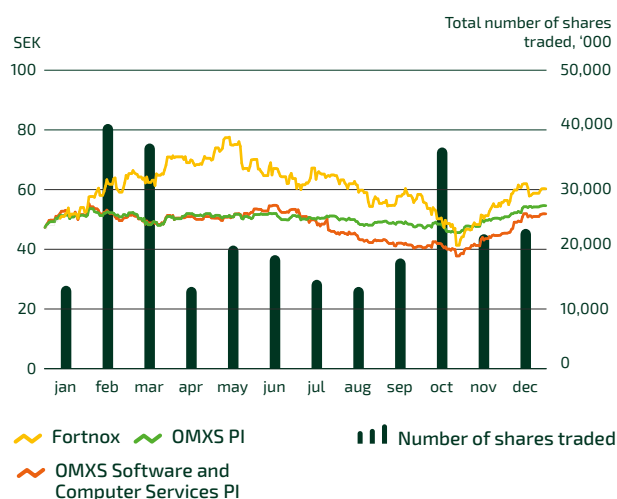
Owners and ownership structure

The number of shareholders at year-end amounted to 49,165. 97 percent of these were natural persons. Natural persons controlled 16 percent of the shares, while legal entities controlled the remaining 84 percent. The majority of the shares were held by Swedish owners, who controlled a total of 63 percent. Large shareholders – shareholders with more 20,000 shares – controlled the majority of the shares, with a 95 percent ownership.

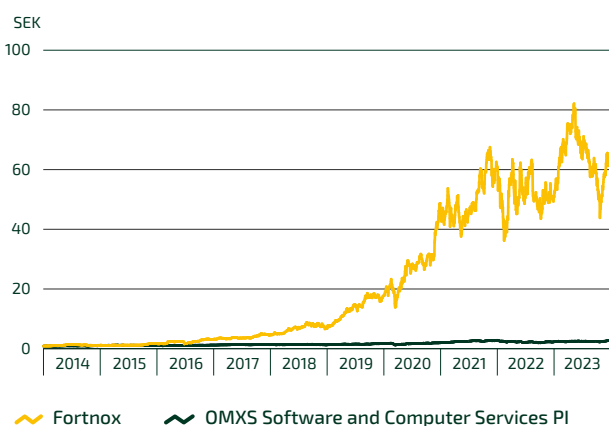
Dividends

Fortnox strives to provide long-term stable dividends to its shareholders. When the operating cash flow exceeds what the Group can invest in profitable expansion in the long term, and provided that the target for the capital structure is met, the surplus is distributed to the shareholders. Fortnox has a long-term goal to distribute 30–50 percent of the Group's profit after tax. For 2023, the Board proposes a dividend of SEK 0.20 (0.12) per share to the AGM.

PRICE TREND JANUARY 1–DECEMBER 31, 2023



PRICE TREND, 2014–2023



Ten largest owners

	No. of shares	Capital and votes (%)
FIRST KRAFT AB	114,780,710	18.8
STATE STREET BANK AND TRUST CO, W9	44,929,756	7.4
SWEDBANK ROBUR FONDER AB	28,272,465	4.6
JP MORGAN CHASE BANK NA, W9	24,329,062	4.0
MORGAN STANLEY & CO INTL PLC, W8IMY	21,689,824	3.6
AMF FONDER & PENSION	17,341,873	2.8
GOLDMAN SACHS INTERNATIONAL, W8IMY	15,008,587	2.5
THE BANK OF NEW YORK MELLON, W9	14 936,294	2.4
HANDELSBANKEN FONDER AB	12,900,890	2.1
DIDNER & GERGE AKTIEFOND	12,354,709	2.0
Total of the ten largest owners	306,544,170	50.3

Source: Euroclear

GEOGRAPHIC DISTRIBUTION

	No. of shareholders	No. of shares	Holding, %
Sweden	48,314	384,665,167	63.1%
USA	36	107,515,097	17.6%
UK	51	51,925,863	8.5%
Luxembourg	27	35,131,360	5.8%
Belgium	9	7,523,392	1.2%

Source: Euroclear

OWNERSHIP DISTRIBUTION BY SIZE

Shares per owner	No. of shareholders	No. of shares	Holding, %
1-500	38,523	4,356,713	0.7%
501 - 1,000	4,255	3,275,576	0.5%
1,001 - 5,000	4,432	10,002,564	1.6%
5,001 - 10,000	799	6,059,007	1.0%
10,001 - 20,000	401	5,853,640	0.9%
20,001-	717	580,197,200	95.1%
Total	49,127	609,744,700	100.0%

Source: Euroclear





a PROSPEROUS SOCIETY

At Fortnox, our view of sustainability is tightly interwoven with our vision of a prosperous society built by thriving businesses. By laying the groundwork for hundreds of thousands of Swedish businesses, we can help create a more secure and prosperous society. We believe that the answer to many of tomorrow's challenges can be found in the business sector. With our broad offering, we are creating scope for innovation and development for a more sustainability society. To continue to create customer value, we are focusing on maintaining an attractive workplace with sustainable employees. Our employees and customers as well as our operating environment are the key to our success, and our broad community involvement is increasingly important for remaining relevant as a driving force in the community.

You can read more about our sustainability work on the following pages. Our expressed ambition is to always take steps forward in our various focus areas. Below, we have highlighted the three areas where we think Fortnox has an impact and can make a difference. We monitor these continuously. The results for 2023 are presented below.



energy

100%

Share of purchased renewable energy

At Fortnox, we work to reduce our negative impact on the environment and climate. We are to reduce our carbon footprint through measures such as using 100% renewable energy.



climate

76%

Share of reused electronics

We strive to become more circular in order to reduce our negative impact on the environment and climate, so we reuse electronics to the greatest extent possible.



people

4.2

Employee Satisfaction Index, ESI

Fortnox's employees are the company's most important asset on our journey towards our vision of creating a society built by successful businesses. Our ambition is to create an attractive workplace that supports well-being and commitment.

IMPORTANT FOR FORTNOX AND THE WORLD AROUND US

To identify our sustainability priorities and focus areas, we carried out our first materiality analysis in 2019, which has since been revised and developed every year. In the materiality analysis, we have collected information about what is important for us and for our stakeholders, thereby identifying several areas where we see that we can make a difference.

environment

- Sustainable products and services
- Energy use
- Our travels

SOCIAL

- Diversity and equality
- Inclusion
- Attracting and retaining expertise
- Community engagement
- Employeeeship
- Leadership

GOVERNANCE

- Growth
- Customer satisfaction
- Profitability
- Resource and cost efficiency
- Innovation and product development
- Regulatory compliance
- Value chain partnerships
- Procurement requirements
- Information security

FOCUS AREAS



OUR MOST IMPORTANT ISSUES

The areas that Fortnox has chosen to focus on, and how we follow up on them, are illustrated below:

Important area	SDG	Performance measures	Target
Climate impact	13	<ul style="list-style-type: none"> Carbon footprint from electronics Share of renewable electricity used in server halls and offices 	<ul style="list-style-type: none"> Establish a strategy to reduce the carbon footprint from electronics 100% renewable electricity used in server halls and offices
Diversity, inclusion and equality	5	<ul style="list-style-type: none"> Inclusion index* (*employee perception of security, support, acceptance, participation, engagement) 	<ul style="list-style-type: none"> An inclusive workplace
Sustainable business	16	<ul style="list-style-type: none"> Share of employees who have completed all of our training in information security 	<ul style="list-style-type: none"> 100% ISO 27001 certification
Responsible supply chain	12	<ul style="list-style-type: none"> Share of reused and recycled electronics (decommissioned electronics) 	<ul style="list-style-type: none"> A circular economy through reusing and recycling as large a portion of materials as possible.
Attractive employer	3	<ul style="list-style-type: none"> ESI – Employee Satisfaction Index Leader index, regarding leadership Attendance rate 	<ul style="list-style-type: none"> Target 4.2 of 5.0 Target 4.0 of 5.0 Target 97%

SUSTAINABILITY GOVERNANCE

Fortnox's sustainability agenda is based on the company's vision of creating a prosperous society shaped by successful businesses. We have a framework of policies and guidelines that guide this work. It includes the Sustainability Policy, the Anti-Corruption Policy and associated guidelines, the Information Policy, the Information Security Policy, the Insider Policy, the Internal Governance and Control Policy, the Risk Management Policy, the Supplier Code of Conduct, the Employee Policy and the Code of Conduct. The company's policies are approved annually by the Board and apply to all employees at Fortnox.

CLIMATE IMPACT

We want to contribute to developing a sustainable society by reducing our climate impact.

Reduced resource consumption

We work deliberately to reduce our negative impact on the environment and climate. Fortnox's Sustainability Policy guides our overall sustainability efforts and regulates our environmental efforts. We also have related guidelines that support our initiatives and focus on some of the most important environmental topics for us, such as business travel and energy and electronics use.

Fortnox sells products, solutions and integrations that meet businesses' financial and administrative needs and does not conduct operations with a major impact on the climate. While we do not have any production units and therefore have relatively low energy and water consumption, like most other companies we have an environmental impact. We work to minimize emissions and resource consumption that affects the environment. The use of electronics is a part of our environmental impact, which is why we implement measures to recycle or reuse decommissioned electronics to the greatest possible extent. During 2023, a large proportion of the Group's decommissioned electronics continued to be reused and amounted to 76 (90) percent. The lower figure is because more mobile phones were turned in. In general, these are reused to a much lesser extent than other electronics.

As a part of reducing our impact, since 2021 we have purchased computers whose carbon emissions have been climate

compensated. This means that almost half, 48%, of all computers purchased during 2023 have been climate compensated through certified carbon compensation service providers. Fortnox has also decided to use electronics longer, from three to four years, and has guidelines for how devices are to be used, thereby reducing our turnover rate for electronic equipment.

Renewable energy and reduced travel

Fortnox has offices in four locations around Sweden, and we continuously work together with our landlord to find more sustainable solutions for energy consumption. For example, we have district cooling, which is disabled during certain times of the year to reduce energy consumption and damage to pumps. During the past year, some equipment was replaced with improved, energy-efficient solutions. This as the energy consumption did not increase to the same extent as the increased presence of employees in the offices.

Even though we live in an increasingly digital world, physical interactions are sometimes necessary to run our operations. Therefore we encourage our employees to choose trains instead of cars and airplanes for business travel in order to reduce our environmental impact. For more information on the initiatives taken regarding employee travel, see the section attractive workplace and sustainable employees.

SCOPE 1, SCOPE 2, SCOPE 3 EMISSIONS (CO₂, tonnes)

	Scope 1	Share of total emissions	Scope 2	Share of total emissions	Scope 3	Share of total emissions	
2021	0 tonnes CO ₂ e	0%	14	1%	1,064 tonnes	98%	
2022	0 tonnes CO ₂ e	0%	26	7%	344 tonnes	92%	
2023	0 tonnes CO ₂ e*	0%	27	1%	2,419 tonnes	99%	
2023							2,462**
2023							597***

* Emissions from refrigerants were reported as Scope 1 in previous years. In climate calculations for 2023, this has been revised since the refrigerants are used in equipment that does not belong to the company, but are rather owned and controlled by the server hall supplier. Refrigerants are now reported as a part of Scope 3 under Category 1, Purchased goods and services, and the amounts that had previously been reported as Scope 1 were moved to Scope 3.

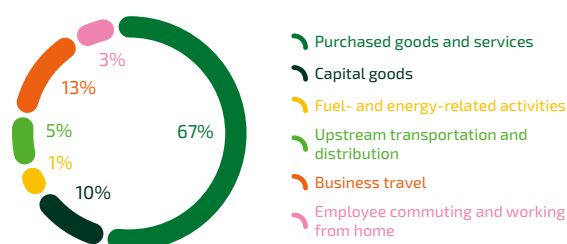
** The total number of tonnes CO₂e for location-based emissions (location-based method), which shows what Fortnox's carbon footprint would be with the average energy mix in the Nordic market. In Scope 2 combustion in the production of this average electricity, in Scope 3 (Category 3) presentation of electricity and network losses. Since we purchase energy from completely renewable sources, our emissions are lower than the average.

*** Pertains to emissions from non-fossil energy sources (various kinds of biofuel) which are used to provide the district heating that Fortnox uses at its premises. This is equivalent to carbon dioxide that is captured by plants specifically for biofuel production and that is then released when burned.

Total reported emissions for 2023 were significantly higher than those reported in previous years. In 2023, a new method was used to create documentation for climate calculations, which means that we now have a more accurate model of Scope 3 emissions.

SCOPE 3 tonnes CO₂e, SHARE OF SCOPE 3

	Tonnes CO ₂ e	Share
Purchased goods and services	1,618	67%
Capital goods	245	10%
Fuel- and energy-related activities	17	1%
Upstream transportation and distribution	119	5%
Business travel	317	13%
Employee commuting and working from home	77	3%



The EU Taxonomy Regulation

The Taxonomy Regulation is part of the EU's action plan for sustainable finances and defines environmentally sustainable investments. The Regulation includes rules for determining when an activity is to be considered environmentally sustainable.

For an activity to be considered sustainable under the Taxonomy Regulation, it needs to contribute substantially to at least one of six environmental objectives and do no significant harm to any of the other objectives. There are also supplementary requirements, minimum safeguards, that apply to human rights, labor rights, taxation and fair competition.

From the 2022 financial year, Taxonomy-eligible companies also need to disclose their green asset ratio (GAR) according to the Taxonomy and the proportion of turnover, operating expenditure (OpEx) and capital expenditure (CapEx) related to these assets.

From January 1, 2023, application of the regulation was expanded from climate change adaptation and mitigation to include sustainable use of water and marine resources, the transition to a circular economy, pollution prevention and control, and preservation of biodiversity and ecosystems.

Following an analysis of all of the objectives and activities now covered by the Taxonomy Regulation's delegated acts, we can assert that Fortnox did not have any Taxonomy-eligible activities in 2023.

Nuclear energy related activities		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Turnover¹⁾

Financial year 2023	2023			Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)							Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, year N-1	Category enabling activity	Category transitional activity
Economic Activities	Code (a)	Turnover	Proportion of Turnover, year 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity				
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Activity 1																			
Activity 1																			
Activity 2																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Activity 1																			
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. Turnover of Taxonomy eligible activities (A.1+A.2)																			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		1,642	100%																
TOTAL		1,642	100%																

¹⁾ Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023.

Capital expenditure (CapEx)²⁾

Financial year 2023	2023			Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, year N-1	Category enabling activity	Category transitional activity
Economic Activities	Code (a)	CapEx	Proportion of CapEx, year N	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity				
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	€	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Activity 1																			
Activity 1																			
Activity 2																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Activity 1																			
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. CapEx of Taxonomy eligible activities (A.1+A.2)																			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		183	100%																
TOTAL		183	100%																

²⁾ Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023.

Operating expenditure (OpEx)³⁾

Financial year 2023	2023			Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm)						Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year 2023	Category enabling activity	Category transitional activity
Economic Activities	Code (a)	OpEx	Proportion of OpEx, year N	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity				
		SEK million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	€	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Activity																			
Activity																			
Activity																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Activity 1																			
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. OpEx of Taxonomy eligible activities (A.1+A.2)																			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		25	100%																
TOTAL		25	100%																

³⁾ Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023.



attractive workplace and sustainable employees

Our work at Fortnox to ensure that everyone thrives over the long term is central to the value we create for our customers and is essential for our long-term success.

We want everyone to have a work situation that is sustainable over the long term, with opportunities for growth, job satisfaction and well-being. It is fundamental for us that we enjoy our job, feel good and have fun at work, which is why we focus on creating good conditions for a positive work-life balance.

Our goal is for Fortnox to be an attractive employer for existing employees and the preferred choice for future employees, and our ambition is to create an attractive, functional and enthusiastic workplace.

We build our goals on insights and in close dialogue with our employees in the form of meetings and discussions as well as through regular questionnaire surveys.

Recruitment and talent management

Fortnox is on an exciting journey of growth and we are always seeking a diversity of people and skills that can meet the demand we are facing in the market.

Successfully attracting and recruiting the right expertise is a critical success factor. Our employer brand is the foundation for our talent management. It is how we raise awareness about who we are and what we stand for and explain why future employees should choose Fortnox. In 2023, we also invested a great deal in our employer brand and we were named one of this year's role models in employer branding, which is a sign of the clarity, relevance and appeal of our offering.

We were also named a Career Company of the Year for the fourth consecutive year, a fantastic point of pride and gratification. The statement from the jury highlighted Fortnox's opportunities for innovation and progress and our investment in creating a comfortable and inclusive work environment.

Every year, Karriärföretagen lists the 100 top employers in Sweden. The list, which is based on a thorough vetting process and jury evaluation, focuses on career and development opportunities for students and young talent at the beginning of their careers. We are, of course, once again very proud of this distinction.



Fortnox strives to have competitive market terms for our employees. Now we also offer permanent employees the ability to become shareholders in Fortnox through our employee share savings plan. This is a long-term investment and by doing so, we hope over time to attract and retain employees in the Group, encourage participation and further strengthen our shared commitment.

Curiosity creates opportunities

Creativity and innovation are important for Fortnox. We see the potential in problems and we prioritize new ideas. This is how we develop, learn and push boundaries.

During two major recurring events, Innovation Days and Hackathon, all employees have the ability to test ideas, try new technology or find smart solutions that will hopefully result in new products for our customers.

We want to inspire leaders

We are convinced that good leadership is key for a healthy organization, which is why it is an area that we regularly focus on. We track employee perceptions of our leaders and have

high standards for good leadership. To encourage our leaders to continue developing in their roles, we arrange events like leadership dialogue forums and partnerships, and ensure that our leaders receive support by offering a variety of training sessions. A new course that was developed during the year is Transformative Leadership, which involves leaders as well as employees in order to provide the right skills development. During the year, Fortnox leaders in one business area also worked with the Respekttrappan concept, a training program divided into multiple steps that start with clarifying various norms and grounds for discrimination and then supporting change as points of improvement are identified. Confident leaders lead to confident employees.

Health and well-being

Our employees' health and well-being is important to us. MåBra is Fortnox's wellness concept. Because every employee's individual need for rest looks different, Fortnox takes a broad approach and offers everything from workouts to massages and mindfulness courses. We also offer CPR courses at all of our offices. During recurring theme weeks focused on health, the company offers lectures, benefits and bicycle initiatives, and at the headquarters in Växjö, we have a well-equipped gym that everyone is free to use. For those unable to access the gym, we offer guided micropauses for all of our employees where they can receive help with exercises to reduce damage and strain to their backs and shoulders.

Similar premises and initiatives are available at all of our offices around Sweden and are open to every employee. We also offer our employees annual fitness subsidies.

MåBra

Under our wellness concept, MåBra, Fortnox offered a variety of initiatives during the year, all of which make it easier for employees to make healthier choices and encourage physical activity.

When more employees choose to take their bikes to work this reduces our climate impact, encourages movement and, we believe, leads to healthier employees. By offering secure bike storage, bike leases, service and tire changes, we make it easier to ride a bike to work.

To reduce the risk of the fitness subsidy going unused, and to make it easier to use it, we offer services like personal training programs provided by local suppliers at our gym that can easily be paid for using the subsidy.

Equality, inclusion and diversity

Fortnox wants to create a climate that supports and embraces diversity because we are convinced that different perspectives are the basis for a thriving organization. That is why Fortnox ensures that all employees have the right conditions to complete their work tasks. The company's needs and people's expertise determine who is recruited, promoted and given development opportunities, and it is important for us that all candidates are treated in the same way during recruitment, both internal and external.

Taking on the future through new perspectives

We are convinced that our solutions for customers become better when we have more employees with new perspectives, experiences and expertise as well as a variety of backgrounds. That is why, during the year, we carried out a pilot program in anonymized recruiting.

All of our managers undergo mandatory recruitment training to raise awareness about their unconscious biases. This is important, not least when it comes to ensuring an inclusive workplace where diverse backgrounds and experiences are appreciated. During the year, HR expanded its department to better work with leadership and inclusion.

OUR EMPLOYEES IN BRIEF

	2021	2022	2023
Number of employees*	596	686	761
of whom, permanently employed (a)	512	623	718
New employees (permanently employed) (b)	232	166	145
Departures (permanently employed) (a)	52	89	62
Employee turnover**	11.9%	15.7%	9.2%

* Number of employees refers to everyone employed at Fortnox at the end of year, including fixed-term employees.

** Employee turnover 2023=(c/((a2022+a2023)/2)

	2021	2022	2023	Target
Leader index*	4.1	4.3	4.3	4.0
Attendance rate**	98%	97%	97%	97%
Inclusion index***	N/A	4.4	4.4	N/A
ESI****	4.1	4.1	4.2	4.2
eNPS*****	26	26	30	N/A

*Leader index – an index that measures employee perceptions of our leaders' abilities in relation to communication, following up on decisions and timetables, conflict management, change management and trust in employees. This is measured once per year on a scale of 1–5.

**Attendance rate is calculated as an average figure for the year. Employees at Capcito Finans AB and Monto.ai AB are not included.

*** Inclusion index is a performance measure that looks at employee perceptions of security, support, acceptance, participation and engagement. This is measured once per year on a scale of 1–5.

**** ESI Employee Satisfaction Index is a performance measure that looks at employee perceptions of comfort, pride and engagement. This is measured once per quarter on a scale of 1–5. The figure shows the average of the figures achieved over the year.

***** eNPS – Employee Net Promoter Score is a performance measure that looks at how likely employees are to recommend our workplace. A score over zero indicates that more employees would recommend us than would warn potential new employees away from working at Fortnox. This is measured ten times per year. The figure shows the average for the year.

We previously measured the leader index and inclusion index on an annual basis. These areas will now be measured quarterly to provide better and more up-to-date information that can be used for taking actions and deciding on measures.

Human rights

Fortnox follows the Universal Declaration of Human Rights. When it comes to employees, we focus on skills development based on individual needs, we ensure that employees have comfortable and safe workplaces as well as a good work-life balance, and we strive to create an inclusive workplace where no form of discrimination is tolerated.

We reached our ESI goal for the year and ended up with a score of 4.2. We hope and believe that all of the measures we take for employee well-being will have results in the long term.

RESULTS IN GENDER EQUALITY % (women/men)

	2021	2022	2023
Total within the entire Group	39/61	38/62	38/62
Board of Directors	33/67	40/60	40/60
Executive Management Team	22/78	25/75	25/75

WORKLOAD

	2021	2022	2023
Workload index*	4.0	4.1	4.0

*Estimated perception of employees regarding workload. A higher figure indicates that more employees perceive their workload to be reasonable. This is measured once per year on a scale of 1–5.



SUSTAINABLE BUSINESS

Fortnox's business idea is inherently sustainable. Tomorrow's technology and solutions for today's societal problems can be found in enterprise. By helping hundreds of thousands of Swedish businesses become more successful, we are creating the necessary conditions for a better society. But sustainable business processes also include acting responsibly and minimizing the risk of any negative impact on our surroundings.

Fortnox shoulders a heavy responsibility since we have access to customers' bookkeeping and other confidential information. We take this responsibility very seriously and have high requirements for how we act and do business.

Code of Conduct

Our Code of Conduct provides ethical guidelines for how we conduct ourselves. These guidelines permeate our entire organization and everything we do every day. The Code of Conduct is based on Fortnox's values, providing a framework for how we are expected to act. Being familiar with the Code of Conduct, and understanding and complying with it, are all an essential part of who we are as employees and what we stand for. It is all about how we act and do business – every day. Regardless of whether we are interacting with our colleagues at Fortnox or others in our surroundings, we need to be aware of our shared and individual responsibility. Each employee is obligated to familiarize themselves with our Code of Conduct and to act in accordance with it.

Anti-corruption

Fortnox wants to contribute to a sound and sustainable corporate climate and combat corruption and similar crimes to the greatest extent possible.

Our Anti-Corruption Policy and our guidelines stipulate that we have zero tolerance for all forms of corruption. Our employees go through annual training to ensure that they know about these issues. We assess and manage corruption risks continuously through our risk management and oversight.

Whistleblowing

In our aim to maintain an open corporate climate and a high level of business ethics, we encourage our employees to register suspicions of irregularities whose disclosure would be in the public's interest.

Fortnox encourages anyone who detects a breach of our Code of Conduct and/or other improprieties to report them. In addition to the traditional information and reporting channels, reports can be filed anonymously through a separate whistleblower function, wb.2secure.se, which is accessible through fortnox.se. To ensure privacy and maintain trust in the system, an independent third-party supplier is responsible for its operation. We have a further description of how to report risks, and how reported risks are managed, on our website.

The number of incidents related to corruption and the number of whistleblowing cases Fortnox had during the year are presented below.

	2021	2022	2023
Number of incidents	0	0	0
Number of whistleblowing cases	0	2	0

Responsible supply chain

At Fortnox, we hold our suppliers to the same strict requirements as we have for ourselves. They are to meet the same requirements as Fortnox when it comes to caring for the environment, labor conditions, human rights and anti-corruption. In the event of any deviations from our Supplier Code of Conduct, our employees and our suppliers' employees are encouraged to report them.

The Supplier Code of Conduct is based on the principles in the UN Global Compact, the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. You can find it on our website.

Secure processing of personal data and information

For Fortnox, it is very important to maintain a high standard of security and protection when it comes to personal data. As the world becomes more digitalized and new opportunities for innovation arise, the risk that sensitive information might fall in the wrong hands is greater than ever. Fortnox needs customers and consumers to trust our services. That is why we dedicate time and effort to security aspects throughout the entire supply chain. Our Information Security Policy guides our employees in this work and is part of a broader framework for managing information security. To promote knowledge and awareness regarding information security, our employees are trained regularly in these issues. Fortnox's work is systematic and risk-based, which means that we proactively and continuously identify, prevent, manage and monitor identified risks.

We process personal data in accordance with prevailing data protection laws and requirements, for example the General Data Protection Regulation (GDPR) in Europe. This work is prioritized and several training sessions have been carried out across the entire organization in order to further raise awareness among our employees. Our ambition is to be ISO 27001 certified, and during the year we took major steps in the right direction. You can read more on our website about how we work with data security.

Stakeholders

We want to help companies be as successful as possible. We achieve this by working in close dialogue with our stakeholders.

Fortnox is an active member of several associations, industry organizations, advisory groups and standardization bodies and strives to be transparent and to engage all stakeholders in close dialogue.

Through our partnerships with these organizations, we follow trends in the operating environment closely. This provides insights about what is important for our customers and how we can improve their conditions. It also increases our understanding of how we can prioritize our resources and initiatives to create successful companies together.

Risk management

A very important part of Fortnox's operations is our ability to identify and manage various types of risks, which is why we have clear structures for how we handle risk management. Our Risk Management Policy is an important part of this work. We explain more about our risks and risk management on page 57.



OUR CUSTOMERS



Our vision – to create a prosperous society built by thriving businesses – inspires us and gives us the scope to help our customers. Another key aspect is highlighting how they can become more sustainable and for example take further steps to reduce their climate impact. We aim to reach more customers and inspire them to do more. We have participated in and organized various events and partnerships in order to highlight sustainability issues and further educate our resellers, Sweden's accounting firms.

Last year, we entered into a partnership with GoClimate, who launched an integration that our customers can use to easily obtain an overview of their operations from a sustainability perspective, specifically their individual climate impact and emissions. The integration calculates total the carbon emissions from their operations and proposes measures to reduce them. During the year, additional players were added who supplement each other and who offer various services within sustainability to help our customers. If Fortnox can help others to do more, then we can all go farther together.

Community engagement

The next generation of entrepreneurs and tomorrow's social enhancers are out there, and that is why Fortnox's engagement in the community beyond its immediate operations is incredibly important. Given this, we are partnering with players who promote the values we represent.

As a driving force in the community, we take a particular responsibility for encouraging entrepreneurship, for promoting opportunities for children and young people, and for reducing marginalization in society. Each success story we can be a part of is a point of pride and satisfaction for us because we can only build a prosperous society together with others.

Partnerships for the future

Fortnox currently supports several different associations that aim to foster children and young people's curiosity when it comes to technology, digital creativity, entrepreneurship and

business enterprise. This includes Hello World and the Junior Achievement organization.

Fortnox is also a national partner of NyföretagarCentrum, which has a clear focus on young business owners, diversity, inclusion and gender equality. We actively participate in a partnership with Drivhuset Gothenburg, where we educate and support young people and give them the opportunity to experiment, develop and implement new ideas that make a difference.

Our investment in other people's development generates a return for us in the form of their engagement, creativity and drive to improve. Together with them, we create successful businesses that lead to a prosperous society.

In 2023, Fortnox participated in Järvaveckan, a meeting place for open conversations and broadening horizons. The initiative aims to bridge the gap between politicians, governing bodies, civil society, business leaders and citizens. We were present to meet the business owners of tomorrow and to help bridge the gap between citizens and the business community. We invited all attendees who had a business idea to participate and compete to win a limited liability company and help with its startup.

#WeSupportBigDreams

Dreaming big and daring to invest in one's dreams of success are driving forces we want to encourage. That is why we support initiatives, both big and small, that create opportunities for people. We have helped groups like the fantastic e-sports team PARA.Ghost, with exclusively disabled gamers, who can now travel together to various e-sports events and competitions. This is another milestone on their journey towards their vision of creating a division for para-teams within e-sports.

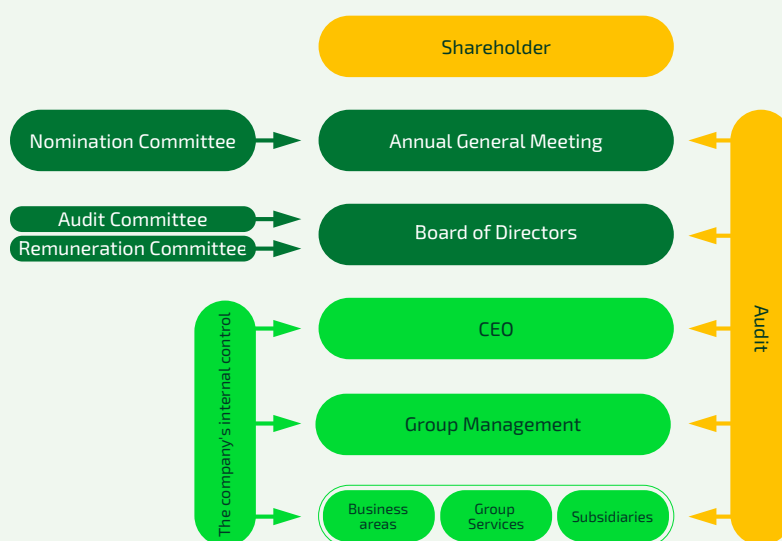


CORPORate GOVERNance REPORT

Fortnox AB (publ) is a Swedish public limited company, Corporate Registration Number 556469-6291, whose shares have been listed on Nasdaq Stockholm's main market since April 13, 2022. Corporate governance is defined as the tools used directly or indirectly by the shareholders to govern the company and its operations. Corporate governance in Fortnox is based on such rules and regulations as Swedish law, the Companies Act, the Accounting Act, the Annual Accounts Act, Nasdaq/OMX Stockholm's rules for issuers, internal regulations and

the instructions and recommendations issued by relevant organizations, such as the Swedish Corporate Governance Board. The company applies the Swedish Corporate Governance Code ("the Code"), which can be applied to all Swedish companies whose shares have been admitted to trading on a regulated market in Sweden.

No deviations from the Code or other regulations occurred during 2023.



Shares and shareholders

As of December 31, 2023, the number of shares amounted to 609,744,700, distributed among 49,149 shareholders (grouped ownership). Each share carries one vote at a general meeting and all shares carry equal rights to the company's assets and profit. As of December 31, the single largest shareholder, First Kraft AB, held 18.8 percent of the shares. The ten largest known shareholders accounted for 50.3 percent of the shares and voting rights in the company.

The company's ten largest shareholders as of December 31, 2023:

Owners	Capital and votes (%)
FIRST KRAFT AB	18.8%
STATE STREET BANK AND TRUST CO, W9	7.4%
SWEDBANK ROBUR FONDER AB	4.6%
JP MORGAN CHASE BANK N.A, W9	4.0%
MORGAN STANLEY & CO INTL PLC, W8IMY	3.6%
AMF FONDER & PENSION	2.8%
GOLDMAN SACHS INTERNATIONAL, W8IMY	2.5%
THE BANK OF NEW YORK MELLON, W9	2.4%
HANDELSBANKEN FONDER AB	2.1%
DIDNER & GERGE FONDER AB	2.0%
Total of the ten largest owners	50.3%

Annual General Meeting

The highest decision-making body at Fortnox is the Annual General Meeting (AGM), which is the forum at which the shareholders can exercise their influence. All shareholders who are registered in the share register and who have notified their intent to participate in time are entitled to attend the Meeting and vote for their total shareholding. Shareholders can participate in the AGM in person or by proxy. The AGM is to be held within six months of the close of the financial year and is normally held in Växjö.

Official notice of the AGM is to be issued not earlier than six weeks and not later than four weeks prior to the Meeting. The official notice contains information concerning registration and entitlement to participate in the AGM, an agenda showing the business to be addressed, information on the proposed dividend and the main content of other proposals.

At the AGM, Fortnox shareholders pass resolutions concerning the following, among other matters:

- Adoption of the income statement and balance sheet and the consolidated income statement and consolidated balance sheet
- Appropriation of profit
- Discharge from personal liability of the Board of Directors and the CEO
- Fees payable to Board of Directors and auditors
- Election of Board of Directors and the Chairman of the Board
- Election of auditor
- Resolution concerning principles for establishing, and instructions for, the Nomination Committee and its work
- Guidelines for remuneration of senior executives
- Introduction of incentive program
- Authorization to decide on the issuance of shares

In addition, the shareholders pass resolutions on potential amendments to the company's Articles of Association. The Articles of Association are the fundamental governing document for the company and stipulate, among other things, the operations the company conducts, where the Board of Directors has its registered office, the size of the share capital and the number of shares, the shareholders' entitlement to participate in the AGM and the business to be addressed at the AGM. Information, such as the official notice and proposals ahead of the AGM and minutes of the company's previous general meetings, is published on Fortnox's website, www.fortnox.se.

Extraordinary general meetings are held when necessary, most recently in 2022.

2023 Annual General Meeting

The AGM for the 2022 financial year was held on March 30, 2023 at Fortnox AB, Bollgatan 3B, Växjö, Sweden.

Maria Arnoldsson, Cirio Advokatbyrå, was elected Chairman of the Meeting. The AGM adopted the income statement and balance sheet as presented. In addition, the consolidated statement of comprehensive income and statement of financial position were adopted. The AGM discharged the Board of Directors and the CEO from personal liability. In addition, the following main resolutions were passed:

Election of Board of Directors and auditor

Per Bertland, Anna Frick, Lena Glader, Magnus Gudéhn and Olof Hallrup were reelected as regular members of the Board of Directors. In accordance with the proposal from the Nomination Committee, Olof Hallrup was reelected Chairman of the Board. In accordance with the proposal from the Nomination Committee, the registered accounting firm KPMG AB was elected as auditor. KPMG AB appointed Authorized Public Accountant Dan Beitner as auditor-in-charge.

Fees

It was resolved that Board fees would be payable in an amount of SEK 310,000 to the members of the Board of Directors and SEK 720,000 to the Chairman of the Board. It was resolved that special fees for committee work would be payable in an amount of SEK 52,000 to members of the Audit Committee and SEK 129,000 to the Chairman of the Audit Committee as well as SEK 26,000 to members of the Remuneration Committee and SEK 52,000 to the Chairman of the Remuneration Committee.

Dividend

The AGM resolved, in accordance with the proposal from the Board of Directors and the CEO, to distribute SEK 0.12 per share to the shareholders as dividends and that the remaining funds at the AGM's disposal would be carried forward.

Authorization to decide on issuance of shares

The AGM resolved to authorize the Board during the period up to the next AGM to make decisions on the new issuance of shares. The Board may make decisions to such an extent that the company's share capital will be increased by an amount corresponding to a total of not more than 10 percent of the registered share capital on the date of the AGM. The purpose of the authorization is to be able to implement or finance acquisitions or, alternatively, to finance existing operations.

Resolution regarding a long-term incentive program

The AGM resolved, in accordance with the Board's proposal, to adopt a long-term employee share savings plan "ESSP 2023" and to acquire and transfer shares under the plan on the same terms as for "ESSP 2022".

The AGM adopted all proposals presented ahead of the AGM by the Board of Directors and the Nomination Committee. All resolutions were passed with the necessary majority. The full proposals of the Nomination Committee and the Board of Directors as well as the minutes and information on the 2023 AGM are available at www.fortnox.se.

2024 Annual General Meeting

The AGM for the financial year 2023 will be held on April 11, 2024 at Fortnox AB, Bollgatan 3B, Växjö, Sweden. Prior notice of attendance at the AGM can be made up to April 5, 2024.

Shareholders will also be offered an opportunity to exercise their voting rights through postal voting. Details concerning the procedures for postal voting and registration for the AGM will be published in the official notice of the AGM.

Information about registration for the AGM and the proposals from the Nomination Committee will be published on the company's website not later than March 11, 2024. Fortnox's audited annual and sustainability report, proxy forms and proposed resolutions will be available from the company's head office and on the company's website not later than March 19, 2024.

Nomination Committee

According to the Code, the Nomination Committee shall comprise at least three members, of whom the majority are to be independent in relation to the company and to the Executive Management Team. The AGM shall appoint and decide how the members are to be appointed. The Nomination Committee shall perform the duties stipulated in the AGM's instructions and the Code. These primarily comprise formulating proposals concerning the election of Chairman of the AGM, members of the Board and Chairman of the Board as well as the fees payable to the Board of Directors and the auditor.

The AGM on March 30, 2023 resolved that the Nomination Committee for 2024 would comprise members appointed by each of the three largest

shareholders in terms of voting rights on the last banking day in August 2023 as well as the Chairman of the Board. The member representing the largest shareholder in terms of votes shall be appointed Chairman of the Nomination Committee, unless the members agree otherwise. On the basis of their shareholding, the largest shareholders were asked in turn to appoint members of the Nomination Committee.

The Nomination Committee for the 2024 AGM comprises:

Mathias Svensson (Chairman), First Kraft AB
Monica Åsmyr, Swedbank Robur Fonder AB
Peter Nichols, Vor Capital LLP
Olof Hallrup, Chairman of the Board, Fortnox AB

First Kraft AB, Swedbank Robur Fonder AB and Vor Capital LLP jointly represented just under 30 percent of the total number of voting rights in Fortnox AB as of August 31, 2023. The composition of the Nomination Committee was announced through press releases and on the company's website on September 25, 2023.

Board of Directors

The second-highest decision-making body after the general meeting of shareholders is the Board of Directors, which has ultimate responsibility for Fortnox's organization and management as well as control of the company's financial conditions. According to Fortnox's Articles of Association, the Board shall consist of at least three and not more than ten members elected annually at the AGM for the period until the end of the next AGM. There is no rule stating a maximum period in office for members of the Board.

The 2023 AGM voted to reelect Per Bertland, Anna Frick, Lena Glader, Magnus Gudéhn and Olof Hallrup as regular members of the Board of Directors. Olof Hallrup was reelected Chairman of the Board.

Olof Hallrup (Chairman of the Board) is regarded as independent in relation to the company and its management, but not in relation to major shareholders. Other members of the Board of Directors are regarded as independent in relation to the company and its management as well as in relation to major shareholders. Accordingly, the Board fulfills the requirements of the Code, namely that a majority of the Board of Directors must be independent in relation to the company and its management and

that at least two of the members of the Board members must also be independent in relation to the company's major shareholders.

Additional information about the Board and management is available at www.fortnox.se.

The work of the Board of Directors

During the financial year, eleven minuted Board meetings were held. In accordance with the rules of procedure for the Board of Directors, the Board addressed the fixed items that were on the agenda of its various scheduled Board meetings, such as the business situation, forecasts, financial outcomes, liquidity, year-end accounts and interim reports. It also addressed overall issues concerning strategic direction, structure, organizational changes, and business combinations. A common feature was the Group's efficiency and fulfillment of financial objectives.

Four Board meetings focused on reviews and approval of interim reports. One meeting addressed operational planning as well as a review of the business plan and strategies. At one scheduled Board meeting, the Group's auditor presented his observations from the examination of the Group's internal control and financial statements. The statutory Board meeting held after the AGM decided on various matters, including company signatories, the Board of Directors' rules of procedure, the CEO's instructions including reporting instructions, and the timetable for scheduled Board meetings during the year. Ahead of Board meetings, the members received written material concerning the business to be addressed. This material included the CEO's written report about the business, which is also sent to the Board each month.

The CEO of Fortnox participates in Board meetings as a presenter. Secretarial duties on the Board in 2023 were performed by the CFO, who was co-opted to the Board. Where necessary, other employees presented business to the Board. In such cases, these employees only attended the portion of the meetings devoted to the business that they were presenting. The Board decides on rules of procedure for the work of the Board of Directors and on the CEO's instructions, including reporting instructions for the CEO of the Group. The rules of procedure establish regulations for the work, in addition to what is stipulated in the Swedish Companies Act and the Articles of Association.

Board of Directors 2023

Name	Position	Member since	Independent ¹⁾	Board meetings ²⁾	Audit Committee	Remuneration Committee
Olof Hallrup	Chairman	2017	Yes/No	11/11	5/5	4/4
Anna Frick	Member	2016	Yes/Yes	11/11	5/5	
Lena Glader	Member	2021	Yes/Yes	11/11	5/5	
Magnus Gudéhn	Member	2019	Yes/Yes	11/11		4/4
Per Bertland	Member	2021	Yes/Yes	11/11		4/4

1. Pertains to independence in relation to the company and its management as well as independence in relation to the company's major shareholders.
2. Of which, one Board meeting held by correspondence.

For information about related-party transactions, refer to Note 29 of the annual and sustainability report.

Role of Chairman of the Board

The Chairman organizes and directs the work of the Board of Directors so that it can be exercised in accordance with the Swedish Companies Act, other laws and ordinances, applicable regulations for companies listed on the stock market, and the Board's internal governing documents. The Chairman monitors the business through continuous contact with the CEO and is responsible for ensuring that other members of the Board of Directors receive satisfactory information and decision-making documentation. The Chairman also makes sure that the work of the Board of Directors and the CEO is continuously evaluated and that the Nomination Committee is informed of the results of the evaluation. The Chairman represents the company in ownership matters.

Evaluation of the Board's work

The Chairman of the Board performs an evaluation of the work of the Board of Directors through discussions with individual members of the Board. A number of issues are addressed, such as the climate of cooperation, the breadth of knowledge and how Board work is conducted. The intention is to gain an understanding of the members' perceptions of how the Board work has been conducted and the actions that can be taken to enhance its efficiency and improve its work. The Chairman continuously reports on the evaluation to the Board of Directors and once annually to the Nomination Committee. The Board continuously evaluates the CEO's work by monitoring the business's development and by examining the CEO's written reports, which are issued to the Board on a monthly basis. The CEO is evaluated continuously in conjunction with Board meetings not attended by the CEO. The results of the evaluation are then reported back to the CEO by the Chairman of the Board.

Working approach of the Executive Management Team

The CEO has appointed an Executive Management Team. During 2023, the Executive Management Team consisted of the Group's CEO, CFO and the managers of the following business areas: Accounting Firms, Businesses, Core Products, Financial Services, Marketplaces and Group Services. The Executive Management Team meets on average every 14 days, but the members also work in close contact with each other, essentially on a daily basis. During the year, issues of both an operational and a strategic character were addressed continuously. Where necessary, larger meetings were held at which senior executives from Fortnox Group companies and managers of various functions participated. Additional information about the Executive Management Team is available at www.fortnox.se.

Auditors

Auditors are appointed by the AGM and their assignment applies until the AGM held the year after the election of auditors. The auditors are tasked with examining Fortnox's annual and sustainability report and accounts, and the management performed by the Board and the CEO. The auditor reports observations to the shareholders through the auditor's report presented to the AGM.

The registered accounting firm KPMG AB was elected as auditor for the period until the close of the 2024 AGM. Dan Beitner has served as auditor-in-charge, and KPMG AB has conducted the audit of Fortnox AB and of its significant subsidiaries. The auditors participated in the Board meeting ahead of the publication of the annual and sustainability report, during which the auditors reported on their material observations from their reviews. The auditors also participated in four meetings with the Audit Committee, where verbal and written debriefings were given regarding the continuous management and internal control.

Audit Committee

Since the statutory Board meeting on March 30, 2023, the Audit Com-

mittee has consisted of members Lena Glader as Chairman and Anna Frick and Olof Hallrup. The Audit Committee exercises supervision of the Group's financial accounting and reporting of the performed audit. This includes such tasks as quality assuring the consolidated financial statements by examining interim reports and the annual and sustainability report, evaluating the auditors' work and examining and evaluating the Group's internal control work. The committee is also responsible for ensuring the Group's compliance with prevailing laws and regulations and overseeing legal and tax-related issues.

The Audit Committee met five times during the year and addressed such matters as internal governance and control, the auditor's examination and reporting, and internal financial reporting, including sustainability reporting.

Remuneration Committee

Fortnox's Board of Directors also has a Remuneration Committee. The Remuneration Committee plays an advisory role and is also involved in preparing matters subject to adoption by the AGM before these are addressed and decided on by the Board of Directors.

The main tasks of the Remuneration Committee are to prepare decisions by the Board of Directors on matters involving remuneration principles, remuneration and other terms of employment for executive management, to prepare and evaluate programs for variable remuneration for executive management, and to monitor and evaluate the application of the guidelines for executive remuneration resolved by the AGM. The Board of Directors appoints the committee members annually at the statutory Board meeting or when a committee member needs to be replaced. The committee members appointed in March 2023 were Olof Hallrup (Chairman), Magnus Gudén and Per Bertland.

The Remuneration Committee met four times during the year and, in addition to monitoring and evaluating the application of guidelines for executive remuneration, addressed such matters as a long-term employee share savings plan for current and future permanent employees of the Fortnox Group.

Remuneration

Remuneration of the Board of Directors for the forthcoming financial year is resolved every year by the AGM. For the period until the close of the 2024 AGM, the AGM resolved that total fees of SEK 2,297,000 (2,200,000) should be payable, distributed so that SEK 720,000 (700,000) would be payable to the Chairman and SEK 310,000 (300,000) to each AGM-elected member of the Board. It was resolved that remuneration to the Audit Committee would be SEK 129,000 (125,000) for the committee Chairman and SEK 52,000 (50,000) for other committee members. It was resolved that remuneration to the Remuneration Committee would be SEK 52,000 (50,000) for the Chairman and SEK 26,000 (25,000) for other committee members.

Guidelines for remuneration of senior executives and information on the remuneration of the CEO and other senior executives are available in Note 5 of the 2023 annual and sustainability report.

Remuneration of the auditors is payable on the basis of applicable agreements and, for extra assignments, according to invoices.

Internal control and risk management concerning financial reporting

The Board is responsible for the company's internal governance and control and for ensuring that financial reporting complies with the laws and regulations applicable for companies listed on NASDAQ OMX Nordic

Stockholm, and Swedish law in respect of the Swedish Companies Act, the Swedish Annual Accounts Act and the Swedish Corporate Governance Code. In addition, Fortnox has prepared internal rules, procedures, systems and a division of roles and responsibilities designed to ensure satisfactory internal control.

Control environment

The purpose of Fortnox's internal control is to ensure compliance with external and internal rules and to safeguard the implementation of financial reporting. These safeguards are achieved by creating favorable conditions for control activities related to material processes involving the financial reporting.

The control environment constitutes the foundation for Fortnox's internal control and encompasses the way the Board and management act and thus determine "the tone at the top", allocate responsibilities and authorities within the organization, disclose information about the business's targets, and communicate overall values concerning internal control.

The control environment involves creating a healthy risk culture and is made tangible through such factors as corporate culture, integrity, ethics, competencies, management philosophy, organizational structure, authorities and responsibilities as well as related governing documents and instructions.

Fortnox's operations are organized in business areas. The Business Area Managers are responsible for regularly overseeing the development of internal control in their respective areas. The Business Area Managers are members of Fortnox's Executive Management Team. Fortnox's decentralized organization with a number of subsidiaries imposes rigorous demands on and presupposes that the division of responsibilities within and between the Group's Executive Management Team, the business area management teams, the subsidiary management teams and boards of directors are well defined and that communication between them works well.

Rules of procedure for the Board of Directors, CEO's instructions and authorization procedures are reviewed and adopted at the statutory Board meeting of each company in the Group. Training on internal rules, accounting policies and processes is offered to relevant employees on a regular basis. Authorization procedures at Fortnox AB and in all subsidiaries regulate the decision-making process for important agreements, major investments and other material decisions and constitute an important part of the Group's control environment.

Risk management

Fortnox's framework for risk management is designed to promote transparency, ensure that decisions and investments are in line with the business's risk appetite, and to ensure that effective measures and controls are applied to be able to manage significant risks.

The framework is based on the material risks to which Fortnox is exposed. These risks are identified through risk assessments and then form the basis for risk management, control design, reporting and monitoring. Risk management processes and controls are documented and evaluated on an ongoing basis. Fortnox conducts risk assessments on an ongoing basis, which are compiled and consolidated in an annual process for a business-wide risk assessment in order to provide the Board and management with increased insight into the risks to which the organization is exposed.

The risk assessment process and measures are intended to ensure that the risks Fortnox is exposed to are within the tolerance levels decided by the Board.

For a more comprehensive description of financial and share-related risks, refer to the directors' report and Note 25 of the annual and sustainability report.

Monitoring

Monitoring activities are used to evaluate the internal control's efficiency, appropriateness and function. The company uses self-assessments to assess the appropriateness and efficiency of the internal control, including determining whether control activities have been implemented and are effective in relation to the purpose of the control activities. Self-assessments are performed at least once a year and the results are reported to the Executive Management Team and the Audit Committee. The Group's and the subsidiaries' compliance with Fortnox's requirements for internal control and processes for financial reporting is also checked continuously by the CFO.

The Group's subsidiaries issue monthly reports of their income statements and balance sheets and relevant performance measures. The consolidated monthly report is analyzed by the Executive Management Team.

Information and communication

An important part of internal control is to ensure an efficient dissemination of relevant information to internal and relevant external stakeholders. Fortnox must ensure that all applicable policies and guidelines are made available to the relevant parties. In addition, information is shared on a continuous basis within the framework of regular operational follow-ups and internal meetings.

Financial reporting is governed by the Group's financial manual, which is updated and communicated to the Executive Management Team and to relevant employees annually. The accounting department has continuous operational responsibility for the financial statements. For this reason, the Head of Finance and Accounting Managers in the Group meet regularly to discuss issues connected to financial reporting in order to ensure compliance with the Group's guidelines and instructions and to identify potential improvements. The Group's financial development is also addressed at every Board meeting, and the Board receives thorough monthly reports from the CEO concerning the financial position and operational development.

Internal audit

Given the Group's structure and processes for internal control of financial reporting, the Board has concluded that establishing a special internal audit function would not be warranted.

Information

The information disclosure within the company complies with the Information Policy established for the Fortnox Group by the Board. The policy stipulates what is to be communicated, by whom and how the information should be released in order to ensure that external and internal information is complete, correct, relevant, clear-cut and reliable. Fortnox's information disclosure to shareholders and other stakeholders takes place through the issuance of press releases, year-end and interim reports and the annual and sustainability report as well as via the company's website, www.fortnox.se. Press releases, financial reports and presentation material for the past few years are published on the website, along with information concerning corporate governance.

GROUP management



Tommy Eklund

Group CEO

Born: 1976

Employed since: 2020

Education: Tommy holds a Master's of Science in physics and computer science from Linköping University.

Background: Extensive experience of leading companies and businesses within the tech industry and has previously been CEO for the IST Group AB. Prior to that, he has held several leading roles within the Saab Group.

Other positions and commitments: Chairman of the Board in Växjö Tennis Club.

Own and related parties shareholdings: 356,118 shares.



Roger Hartelius

CFO and deputy CEO

Born: 1972

Employed since: 2017

Education: Master's Degree in economics from Linnaeus University (Linnéuniversitetet).

Background: Several leading roles in international tech companies, among others, CEO and CFO of IST Group AB, CFO of Readly International AB and CFO of Sörman Information AB.

Own and related parties shareholdings: 204,719 shares and 2,000 warrants for series 2021/2024.



Jesper Svensson

Business Area Manager Core Products

Born: 1972

Employed since: 2013

Education: Studies in computer science.

Background: Several leading roles within tech companies, including among others, as CTO and development manager of Fortnox and Head of Development and Head Architect of Boss Media AB.

Own and related parties shareholdings: 120,520 shares and 2,000 warrants for series 2021/2024.



Johan Lundgren

COO / Business Area Manager Group Services

Born: 1983

Employed since: 2021

Education: Masters in Industrial and Financial Management from School of Business, Economics and Law (Handelshögskolan), Göteborg University.

Background: Several leading roles within Hennes & Mauritz AB, including global chief economist for their expansion department and a corresponding role for Global Sales and Operations.

Other positions and commitments: Board Director of Meitner AB.

Own and related parties shareholdings: 11,644 shares and 5,000 warrants for series 2021/2024.



Ola Bergqvist

Business Area Manager Businesses

Born: 1978

Employed since: 2019

Education: Bachelor's Degree in economics from Linnaeus University (Linnéuniversitetet).

Background: Leading roles within Fortnox and PostNord AB, inter alia Sales Manager, Team Manager Consumer Solutions and Product Manager.

Other positions and commitments: Board assignment for Nyföretagarcentrum Sweden.

Own and related parties shareholdings: 2,884 shares.



Anna Bergius

Business Area Manager Marketplaces

Born: 1976

Employed since: 2021

Education: Degree in business and economics from Stockholm University.

Background: Many years' experience of leading roles within tech and media companies, inter alia Business Area Manager and Marketing Manager of Blocket AB and Schibsted, and Head of Nordics at Betsson. Anna is also a mentor in several networks.

Other positions and commitments: Board Director of Lotstornet AB, Deputy Board Director of Everpoint Holdings AB and Alabio AB.

Own and related parties shareholdings: 8,083 shares and 5,000 warrants for series 2021/2024.



Michael Hansen

Business Area Manager Financial Services

Born: 1971

Employed since: 2021

Education: Bachelor of Science in Business Administration from Kristianstad University (HKR) (Högskolan Kristianstad).

Background: Long background as founder, CEO and at board level from the majority of industries, with digitalisation, change and growth as a common thread. He has also done investments in over 20 young and fast-growing companies and most recently founded and served as CEO for the fintech companies Capcito and Monto.

Other positions and commitments: Chairman of the Board in the edtech company Binogi AB and Eversport Media Group AB (listed on Spotlight).

Own and related parties shareholdings: 1,835 shares.



Charlotta Lundberg

Business Area Manager Accounting Firms

Born: 1976

Employed since: 2023

Education: MBA from Stockholm School of Economics..

Background: Many years of experience from leading managerial positions, including at EF Education. Previous positions also include being a member of the Swedish management group of Hi3G Access AB and 3.

Other positions and commitments: Board member of Smetone Holding AB.

Own and related parties shareholdings: 349 shares.

BOARD OF DIRECTORS



Olof Hallrup

Chairman of the Board and remuneration committee and member of the audit committee

Born: 1958

Elected to the Board: 2011

Education: Olof has a Bachelor of Law Degree from Lund/Stockholm University and a Bachelor of Economics from Lund University.

Background: Olof has a managerial background and has been active within Investment AB Kinnevik and Stena AB during the 1980s and 1990s when he worked with financial issues. Working since 1999 in own company.

Other positions and commitments: Chairman of the Board of ArtOn24 AB and First Kraft AB.

Own and related parties shareholdings: 114,780,712 shares.



Lena Glader

Board Director and Chairman of the audit committee

Born: 1976

Elected to the Board: 2021

Education: Lena has an MBA in business and economics from the Hanken School of Economics (Svenska Handelshögskolan) University in Helsinki.

Background: Lena began her professional career as a stock analyst at Alfred Berg in 2000 and has since then been a partner of Shared Value in London, responsible for Investor Relations at Tele2 AB, run her own advisory agency in Singapore and been Operations Manager at Diplomat Communications AB. CFO between 2014 and 2018 of Eastnine AB.

Other positions and commitments: CFO of Storskogen Group AB (publ), board member of Tagehus Holding AB and board assignments in a number of holding companies within the Storskogen Group.

Own and related parties shareholdings: 1,900 shares.



Anna Frick

Board Director and Chairman of the audit committee

Born: 1968

Elected to the Board: 2016

Education: Anna has an MBA from Stockholm School of Economics (Handelshögskolan i Stockholm), specialization in financing and marketing.

Background: Anna has over 30 years' experience as a Marketing Manager and consultant in digital transformation, strategy and communication, both nationally and internationally. Previous roles include Deputy CEO and Board Director of Garbergs Reklam AB, external CEO of Oakwood Creative AB, Board of Director of Nordnet Bank AB (publ), LeoVegas AB (publ), Logistea AB (publ) and Above Agency AB (part of ARC Arise TopCo AB).

Other positions and commitments: Board of Director in Svea Bank AB, Zinzino AB (publ), Med-help Care AB (publ) and Gosol Energy AB (publ).

Own and related parties shareholdings: 820 shares.



Magnus Gudéhn

Board Director and member of the remuneration committee

Born: 1962

Elected to the Board: 2019

Education: Magnus has a Master of Science in Mechatronics from the Royal Institute of Technology (Kungliga Tekniska Högskolan).

Background: Magnus has more than 30 years' experience in management, sales and digital innovation in finance, telecom and industry. He has held many different roles at the consulting company HiQ, 15 years thereof as CEO for different HIQ companies. Magnus has also been a consultant, strategic advisor and mentor in his own company.

Other positions and commitments: CEO and Board of Director of IT-Total Sweden AB and Chairman of the Board of Qlocx iBoxen Digital AB.

Own and related parties shareholdings: 22,200 shares.



Per Bertland

Board Director and member of the remuneration committee

Born: 1957

Elected to the Board: 2021

Education: Per has a Bachelor's Degree in economics from Lund University.

Background: Per has 20 years' experience of working in leading positions in listed companies. CEO of Beijer Ref AB from 2013 to 2021. Responsible for around 50 company acquisitions in Europe, Africa, Asia and Oceania. Per has been involved in developing private labels and contributed to sustainable solutions within the HVAC industry.

Other positions and commitments: Chairman of the Board in Aktiebolaget Dendera Holding, In-Area Group and Inwido AB (publ). Board of Director of Beijer Ref AB (publ), IV Produkt Aktiebolag, Lindab International AB (publ), and Small Cap Partners AB.

Own and related parties shareholdings: 21,000 shares.

AUDITOR



Dan Beitner

Auditor-in charge, KPMG

Elected by Annual General Meeting: 2021

Education: Graduate in law and economics, Stockholm University

Background: Authorized public accountant. Active as accountant since 2000 with a special focus on listed and financial companies Board of Director in FAR (CPA).

Postal address: KPMG, Vasagatan 16 Box 382, SE- 101 27 Stockholm, Sweden.



DIRECTORS' REPORT

The Board of Directors and the CEO of Fortnox AB (publ), Corporate Registration Number 556469-6291 and with its registered office in Växjö, Sweden, hereby submit the annual and sustainability report and the consolidated financial statements for the 2023 financial year.

Since the Corporate Governance Report is not part of the directors' report, this report also includes disclosures on the Group's internal control and risk management.

In accordance with Chapter 6, Section 11 of the Swedish Annual Accounts Act, Fortnox has chosen to prepare its sustainability report separately from its directors' report. The sustainability report was submitted to the auditors at the same time as the annual report and will be included as a separate section of the annual and sustainability report.

Group structure

Fortnox AB (publ) is the Parent Company of the Group comprising the companies Fortnox AB, Fortnox Finans AB, Fortnox Försäkringar AB, Fortnox Service AB, Fortnox Lagerbolag AB, Offerta Group AB, Capcito Finance AB, Monto.ai AB, Capcito Lending 2 AB, Agoylt AB, Värendsvallen 17 AB and Cling Group AB.

Since April 13, 2022, the Fortnox share has been traded on Nasdaq Stockholm's main list.

General information about the business

Fortnox is a business platform that connects people, businesses and organizations. We help businesses start, grow and develop. With smart technical products, solutions and services, and the ability to connect them with hundreds of external parties, we are a hub for businesses in Sweden. Our vision is to create a prosperous society built by successful businesses.

Established in 2001, Fortnox is headquartered in Växjö with offices in Malmö, Linköping and Stockholm.

Business model

Fortnox products are sold in two ways: directly to customers through the website or indirectly through accounting firms. Revenue is generated in three ways: through subscriptions, through transaction-based use and through lending.

Subscriptions generally run for three or 12 months, with a fixed monthly fee per product and user. For transaction-based services, the customer

pays for each managed transaction, which is typical for tasks such as sending out payslips. The transaction-based volume is, to a large extent, connected to a company's employees and ongoing operations, which means it generally only sees limited fluctuations. For lending, this includes invoice factoring, purchased receivables and business loans with interest-based pricing.

Product areas

Our products give businesses everything they need to start, conduct and grow their operations. Smart features helps the user with everything from bookkeeping and invoicing to finding customers and making the right decisions.

Our products undergo continuous development with new functions and our offering is continuously expanding. Automated and real-time are central values for us. We have also developed our financial services based on business needs. This gives businesses the opportunity to grow at the rate they want, with a clear view of their liquidity.

Fortnox's products function in all industries. With our open API and our partnerships with a large number of suppliers, banks and authorities, businesses can build solutions for their own specific needs. We also help connect businesses with accounting consultants who use Fortnox. Accounting consultants and businesses can use our products to work together and allocate tasks accordingly.

In our product areas, we work continuously to deliver customer value in every aspect of the business process. As a result, we are now in a position to offer a complete business platform.

Financial targets

In 2020, Fortnox set a goal of doubling the number of customers and average revenue per customer in five years' time. This means that the company is to have more than 700,000 customers and average monthly revenue per customer (ARPC) that exceeds SEK 300 by the end of 2025.

Dividend policy

Fortnox strives to provide long-term stable dividends to its shareholders. When the operating cash flow exceeds what the company can invest in profitable expansion in the long term, and provided that the target for the capital structure is met, the surplus is distributed to the shareholders. Fortnox has a long-term goal to distribute 30–50 percent of the Group's profit after tax.

Multiyear overview

Multi-year overview Group	2023	2022	2021	2020	2019
Net sales, SEK million	1,642	1,276	932	694	532
Profit after financial items, SEK million	677	453	309	262	172
EBIT-margin, %	41%	36%	34%	38%	32%
Return on equity, %	37%	31%	33%	55%	61%
Total assets, SEK million	2,652	2,302	1,971	931	575
Equity/assets ratio, %	67%	56%	50%	50%	49%
Average number of employees	665	580	468	335	273

Multi-year overview Parent Company	2023	2022	2021	2020	2019
Net sales, SEK million	1,369	1,042	766	611	464
Profit after financial items, SEK million	708	474	307	238	158
EBIT-margin, %	49%	46%	40%	39%	34%
Return on equity, %	35%	33%	34%	48%	49%
Total assets, SEK million	2,355	1,934	1,507	728	511
Equity/assets ratio, %	75%	67%	64%	63%	57%
Average number of employees	497	429	374	284	229

For further information about the key figures above, see further under the section: Definitions and reason for use of alternative performance measures.

Significant events in 2023

Executive Management Team

Charlotta Lundberg was appointed as the new head of the Accounting Firms business area and became a member of Fortnox's Executive Management Team in conjunction with the start of her employment at Fortnox on March 6, 2023. Charlotta has several years of experience of senior management positions, including within EF Education. She was also previously a member of the Swedish management team of Hi3G Access AB.

Board of Directors

The Annual General Meeting on March 30, 2023 resolved in accordance with the proposals presented, including the re-election of all Board members and the introduction of the "ESSP 2023" employee share savings plan in the Group.

Business combinations

During the third quarter, Fortnox exercised its option to acquire the remaining shares in Capcito. The acquisition was completed on July 14. The purchase consideration amounted to approximately SEK 87 million, in line with the valuation previously communicated in the original announcement of the acquisition in November 2021. The acquisition of Capcito, part of Fortnox's ambition to grow within fintech, added an automated lending and invoice financing offering for Swedish SMEs. It also included the Monto platform, which offers real-time credit assessments based on, for example, data from leading ERP systems, such as Fortnox.

Group development in 2023

Group – net sales and earnings

Net sales amounted to SEK 1,642 million (1,276), up SEK 366 million or 29 percent. For the full year, net sales were positively impacted by new customers and products as well as higher revenue per existing customer. Organic growth for the year was slightly lower than in the preceding year and amounted to 28 percent (30). The year-on-year difference is attributable to a slightly lower growth rate for subscription-based revenue and the fact that the year was characterized by a generally lower level of economic activity in society.

Operating expenses totaled SEK 997 million (834), up SEK 163 million or 20 percent, mainly as a result of an increase in the number of employees and thus higher personnel costs.

Operating profit totaled SEK 673 million (464), up SEK 208 million or 45 percent. Adjusted for acquisitions, operating profit totaled SEK 682 million (514).

The operating margin was 41 percent (36). Adjusted for acquisitions, the operating margin was 42 percent. The operating margin increased compared with last year due to a general decline in costs in relation to net sales. Of the year-on-year improvement in the operating margin, other external costs accounted for 3 percentage points, mainly due to a reduction in the use of consultants.

The Group's net financial income/expenses for the full year amounted to SEK 4 million (-12). Along with operating profit, this contributed to profit before tax of SEK 677 million (453), up SEK 224 million or 50 percent.

Profit after tax was SEK 570 million (347), up SEK 223 million or 64 percent. In addition to the improvement in profit before tax, this increase is

attributable to the recognition of deferred tax assets of SEK 41 million for previously acquired tax losses that are expected to be utilized.

Group – liquidity, cash flow and financial position

The Group's cash flow from operating activities amounted to SEK 646 million (441). Profit before tax and the increase in deferred income had a positive impact on cash flow, while the lending operations had a negative impact as a result of increased receivables, primarily attributable to purchased receivables.

The Group's cash flow from investing activities amounted to SEK -253 million (-185). The increase was attributable to increased investments in internally generated assets as well as the acquisition of the remaining shares in the subsidiary Capcito Finance.

The Group's cash flow from financing activities amounted to SEK -313 million (-194). The negative cash flow from financing activities was mainly attributable to a SEK 200 million payment on the revolving credit facility and a dividend payment to the Parent Company's shareholders of SEK 73 million.

The Group's investments in tangible and intangible assets, excluding acquisitions, amounted to SEK 166 million (139). Capitalized development costs accounted for SEK 162 million (129). Capitalized development costs included internally generated development costs of SEK 107 million (84). Development work increased, as in prior periods, and pertained to the development of existing and upcoming products.

Depreciation/amortization and impairment of tangible and intangible assets for the period amounted to SEK 160 million (129), of which impairment totaled SEK 2 million (5).

At the end of the period, current assets excluding cash and cash equivalents totaled SEK 751 million (542), driven by growth in the lending operations offset by the increase in deferred income.

At the end of the period, the Group's cash and cash equivalents amounted to SEK 514 million (435). Profit before tax contributed to an increase in cash and cash equivalents compared with the preceding year, despite the repayment of interest-bearing loans of SEK 200 million during the year and self-financing of lending operations amounting to SEK 166 million.

Non-current liabilities comprised a lease liability of SEK 113 million (129), a recognized liability of SEK 11 million (98) for the estimated future purchase consideration for the remaining shares in subsidiaries, and deferred tax liabilities of SEK 33 million (37) attributable to completed acquisitions.

Current liabilities amounted to SEK 723 million (557). The year-on-year increase was primarily attributable to deferred income, which increased in line with net sales of subscription-based services.

The Group's working capital amounted to SEK 542 million (419). The year-on-year increase was primarily attributable to the growth of the lending operations, which was partly offset by the increase in deferred income.

Employees

The average number of employees in the Group was 665 (580), of whom 251 (220) were women. See the section "Employees" in the sustainability report and in Note 5 for additional information.

Guidelines for remuneration of senior executives and information on the

remuneration of the CEO and other senior executives are available in Note 5 of the annual and sustainability Report 2023.

Parent Company

Parent Company revenue is mainly derived from subscription services for financial administration.

Parent Company – net sales and earnings

Net sales amounted to SEK 1,369 million (1,042), up SEK 328 million or 31 percent. As in the Group, the increase was driven by existing and new customers and products.

Operating expenses totaled SEK 762 million (623), up SEK 139 million or 22 percent, mainly as a result of an increase in personnel costs.

Operating profit totaled SEK 677 million (475), up SEK 201 million or 42 percent, corresponding to an operating margin of 49 percent (46). The operating margin increased compared with last year due to a general decline in the Parent Company's costs in relation to its net sales.

Profit before tax amounted to SEK 683 million (474), up SEK 209 million or 44 percent. External and internal interest income contributed to the increase, while Group contributions paid had a negative impact. The year-on-year improvement was also attributable to an impairment of shares in associated companies of SEK 7 million in 2022.

Parent Company – liquidity, cash flow and financial position

The Parent Company's cash flow from operating activities amounted to SEK 761 million (520) and was positively impacted by profit before tax of SEK 683 million and an increase of SEK 116 million in operating liabilities. Cash flow from operating activities was negatively impacted by an increase of SEK 24 million in operating receivables. The increase in operating liabilities and operating receivables was primarily attributable to higher deferred income and to accounts receivable.

The Parent Company's cash flow from investing activities amounted to SEK -418 million (-474), an improvement attributable to lower intra-Group loans granted, while shareholders' contributions paid had a negative effect. Shareholders' contributions paid were mainly attributable to Fortnox Finans AB and its acquisition of the remaining shares in Capcito Finance.

The Parent Company's cash flow from financing activities amounted to SEK -280 million (-64), with the decline primarily attributable to the signing and utilization of the revolving credit facility, amounting to SEK 200 million.

The Parent Company's investments in tangible and intangible assets, excluding acquisitions, amounted to SEK 103 million (85). Capitalized development costs accounted for SEK 99 million (77). Capitalized development costs included internally generated development costs of SEK 69 million (55). The increase was primarily attributable to a higher number of employees in product development.

Depreciation/amortization and impairment of tangible and intangible assets amounted to SEK 59 million (54), of which impairment totaled SEK 0 million (4).

Cash and cash equivalents at the end of the period amounted to SEK 317 million (253). The year-on-year increase is primarily attributable to profit before tax, while intra-Group loans to the subsidiaries Capcito and Fortnox Finans and a payment on the revolving credit facility had a negative impact. The intra-Group loans granted were mainly used to finance the lending operations.

At the end of the period, short-term receivables totaled SEK 819 million (656). The increase was mainly due to intra-Group loans granted during the year, which were primarily used to finance the lending operations with own funds.

Current liabilities amounted to SEK 599 million (438). The increase was primarily attributable to deferred income, which increased in line with net sales.

At the end of the period, working capital amounted to SEK 537 million (471). The year-on-year increase was primarily attributable to the positive earnings trend, while the increase in deferred income had a negative impact.

Share and ownership structure

The Parent Company's shares are listed on Nasdaq Stockholm's main market. Fortnox AB's registered share capital on December 31, 2023 was SEK 1 million and the number of registered shares was 609,744,700.

The company has one (1) share class, whereby each share entitles the holder to one vote at general meetings. On December 31, 2023, the closing price was SEK 60.28 and the market capitalization was SEK 36,755 million. On the same date, the single largest shareholder, First Kraft AB, held 19 percent of the shares. See the section "The Fortnox share" under financial information for additional information about the share and shareholders.

Research and development operations

Innovation and a high rate of renewal in Fortnox's customer offering are critical for continued success. Product development is conducted in Fortnox AB and in the subsidiaries Fortnox Finans AB, Fortnox Lagerbolag AB, Offerta Group AB, Capcito Finance AB, Monto.ai AB, Cling Group AB and Agoylt AB, and consists of both continuous improvements in existing product areas and the development of new services and products.

Proactive development activities are an important feature of Fortnox's strategy and are decisive in Fortnox's efforts to realize its financial objectives.

At year-end, the carrying amount of this platform was SEK 409 million (351)

Significant risks and risk management

Fortnox's governance is based on the company's Articles of Association, the Swedish Companies Act, the Swedish Payment Services Act, the EU Money Laundering Directive and other applicable Swedish and international laws and regulations as well as internal governing documents.

Fortnox defines risk as something that can negatively affect Fortnox's achievement of goals. Internal governance is based on Fortnox's ability to detect, prevent and manage the risks to which the business is exposed efficiently and appropriately. Risk is a natural part of all business operations, but it can be managed, and it is the responsibility of the Executive Management Team to ensure that risks are identified, assessed and managed. This, in turn, requires an effective and structured risk management process.

Fortnox's overall objective with risk management is to ensure a systematic approach to identifying risks and to ensure they are managed at an early stage. The objective is also to make risk management a natural part of daily operations by creating a culture and an awareness of risks among all employees and knowledge of how to manage them in order to achieve business goals. Risk assessment forms the basis of the Group's internal control as well as the starting point for the controls that are designed, documented and continuously evaluated. As part of this, Fortnox

has established an annual process a business-wide risk assessment. The risk assessment process and measures are intended to ensure that the risks Fortnox is exposed to are within the tolerance levels decided by the Board of Directors in accordance with Fortnox's Risk Management Policy.

The following is a description of the significant risks identified in Fortnox's business, which are divided into different risk categories attributable to Fortnox's business: strategic, operating, regulatory and financial risks. Fortnox has thereby assessed the materiality of the risks on the basis of the probability that a particular event will occur and the magnitude of the expected adverse effects, resulting in an assessment of the probability and magnitude of the risk should it materialize on a scale of "low", "medium" and "high". This assessment is based on the experience and opinion of the Board. The statement below is based on information available as of February 2024.

Strategic risks

Market conditions and competition

Demand for Fortnox's products and services may be affected by changes in the macroeconomic environment, such as growth, economic cycles, pandemics and changes in customer behavior. Macroeconomic factors may have a negative effect on customer intake, the ability to retain existing customers and income from existing services. The market in which Fortnox is active is exposed to competition. There is a risk that Fortnox will be unable to respond to competition from large companies with significantly greater financial, technical and marketing resources and from new smaller players with a high rate of innovation that create strong offerings in certain market segments.

Risk assessment (medium): ●

Fortnox continues to assess the level of risk as medium. Fortnox's offering has held up well in the market, despite a generally weaker macroeconomic situation.

Management:

Fortnox's strategy is to continue to invest in the business through the continuous development of new and existing products in order to meet customer demand and increase its market share. The general focus for Fortnox's development is primarily mobile solutions and a considerably higher degree of automation. Future earnings are also dependent on continued activities to increase the number of customers and successfully creating demand for additional products and services for existing customers.

Growth, profitability and strategic investments

Part of Fortnox's future growth is expected to be in the form of strategic acquisitions and collaborations with the aim of expanding the business in order to offer new products and services. Fortnox is also dependent on its ability to develop and renew its existing product range to meet demand and new requirements from the market. If Fortnox fails to make the right priorities, development and investments, or fails in the acquisition and integration process, this could have a negative impact on the business through declining growth and profitability. Unexpected costs and a negative impact on Fortnox could also occur if the risks identified and considered prior to an acquisition or collaboration are misjudged.

Risk assessment (medium): ●

Fortnox continues to assess the level of risk as medium, as in the preceding year.

Management:

In order to meet demand, adapt and develop the right products, and make profitable investments, Fortnox engages in continuous monitoring and has structured processes in place for prioritizing and developing the

product range. Analyses are carried out to identify changes, trends and new requirements from customers and other stakeholders. Through an active acquisition strategy, Fortnox also closely monitors and evaluates potential acquisitions, following a rigorous acquisition process, including customary due diligence and integration planning. Fortnox also conducts continuous evaluations of completed acquisitions to improve the acquisition and integration process.

Resources and key competencies

Fortnox's business is largely dependent on employees having the right experience, competencies and knowledge to develop, implement and achieve Fortnox's business plan and strategies. The ability to attract and retain critical human resources constitutes an uncertainty factor, especially in a labor market where demand for, and the cost of, talented employees is increasing. Furthermore, the ability to contribute to a positive work climate, an inclusive work environment and a safe and secure workplace is important in order not to risk increased ill health and dissatisfaction among employees, increase the amount of sick leave, and in attracting new and developing existing employees. As automation and technology become more prevalent in our work environment, required competencies will change and having the right competencies will become more important to build resilience and adapt to change. The loss of a large number of key employees, a shortage of resources, a negative work environment or an inability to recruit experienced, qualified and trained individuals as needed, may cause disruptions to operations.

Risk assessment (medium): ●

Fortnox continues to assess the level of risk as medium.

Management:

Fortnox regularly evaluates its senior executives and key competencies, identifying future leaders, resource requirements and the need for skills development, which provides the conditions to follow up on needs in a timely manner and ensure growth. Fortnox conducts preventive work through continuous measurements, surveys and other measures in order to counteract discrimination, ensure equal rights and promote an inclusive, safe and secure workplace. In addition to market-based salary setting, Fortnox also has various forms of incentive programs and benefit packages for all employees in the Group.

Business ethics, social responsibility and brand

Fortnox's Code of Conduct, which presents the Group's ethical guidelines, permeates the daily work of the entire organization and provides a foundation for how to act and do business. Fortnox wants to contribute to a sound and sustainable business climate and therefore has zero tolerance for unethical business practices and aims to combat corruption and all human rights violations, corruption and similar crimes to the greatest extent possible. Fortnox's reputation, market value and competitiveness are affected if good business ethics are not maintained, which could have a negative impact on its development, growth and revenue. Potential infringements could result in sanctions and fines, lead to a loss of partnerships and have a negative impact on the brand. The same requirements for good business ethics are imposed on Fortnox's suppliers, as Fortnox also impacts the work environment and human rights in its supply chain. Fortnox is also responsible for the environmental impact of its operations. If Fortnox does not succeed with its sustainability work, there is a risk that it will not be able to adequately respond to the climate transition and increased demands and expectations from the outside world.

Risk assessment (medium): ●

Fortnox assesses the risk level regarding business ethics, anti-corruption and social responsibility as low, the risk level regarding climate as low, and the risk level regarding brand impact as medium. The total risk level is assessed as medium.

Management:

Fortnox manages these risks through business intelligence and continuous reviews of its governing documents in order to strengthen the business and ensure responsible marketing, crisis management and communication. Employees' knowledge and awareness is maintained through mandatory annual training. Any breaches of the Fortnox Code of Conduct and/or other irregularities are encouraged to be reported anonymously via a dedicated whistleblowing function.

Operating risks

Cyberattacks and other external threats

Given that a large portion of the Swedish business community is connected to Fortnox's platforms in one way or another and that significant financial flows pass through these platforms and systems on a daily basis, Fortnox is particularly exposed to risks associated with breaches, cyberattacks, insider attacks and fraud attempts. Shortcomings in, or circumvention of, Fortnox's procedures and measures for data and cybersecurity may result in a breach and/or loss. Such losses can be caused by DDoS attacks, viruses, ransomware, spyware or unauthorized access to sensitive data and information, which in one way or another damages Fortnox and affects its reputation and trust.

Risk assessment (high): ●

Continued heightened tensions and geopolitical events in the world during the year have led to an increased threat of various cyberattacks and other external threats. Independent analysts indicate that the number of attacks is increasing in society and will continue to grow. At the same time, the number of ransomware attacks has increased, with several Swedish examples reported in the traditional media, and there is an increased threat of financial irregularities. Fortnox therefore assesses the risk level as having increased from medium to high.

Management:

The risk is managed through a clear division of roles and responsibilities, action plans, control environment and ongoing external monitoring. Fortnox devotes considerable resources to constantly improving its infrastructure and security controls, takes a preventive approach to cyberattacks and continuously reviews its ability to detect a lack of protection. Fortnox's strategy is to continuously improve its information and cybersecurity by adopting a systematic and risk-based approach, in accordance with Fortnox's Information Security Policy and IT Policy.

System-critical processes

Fortnox's proprietary digital platforms form the core of the business, which means that Fortnox's success largely depends on seamless processes and on the availability and functionality of the platforms. Fortnox's ability to provide high-quality and functional products and services therefore places high demands on software, technical systems and infrastructure. Inadequate protection systems, technical errors, fraud or external events that cause business disruptions or interruptions could result in a low rate of development, product delivery delays or a loss of data. Replacing or attempting to recover a large amount of lost customer data or other data could be costly and time consuming. Such a loss could also adversely affect the profitability of the business, lead to a loss of customers, damage Fortnox's reputation and lead to compensation claims from customers.

Risk assessment (medium): ●

Fortnox assesses the level of risk as medium, as in the preceding year.

Management:

Fortnox has responded to the risk by continuing to develop its approach to managing serious and abnormal events such as incidents and crises

linked to system-critical processes and by further developing guidelines for managing the continuity of business-critical processes. Fortnox also continuously monitors the risk of occurrence of various scenarios that may affect the availability, functionality and stored data of Fortnox's products and services. Moreover, Fortnox continuously reviews and follows up its internal controls and control structures related to business-critical processes and adopts a systematic approach to ensure that the components are resilient to errors and redundant in several stages.

Business-critical system and service providers

In addition to its own proprietary platforms, Fortnox uses systems and services provided by partners to conduct its operations and provide its customer offering. Fortnox is thus exposed to risks associated with a dependence on business-critical system and service providers. It is possible that disruptions, cyberattacks and other problems may occur that could affect these systems or services, or lead to disruptions among its suppliers, which could have negative effects on Fortnox's revenue and reputation. Failure on the part of any of Fortnox's providers to provide or perform their services or to fulfill their contractual obligations could lead to a reduced range or cause critical functions on the platforms to become unavailable. This could also have an adverse effect on Fortnox's performance and lead to a negative brand impact, reduced growth and unexpected costs.

Risk assessment (high): ●

Global tensions, which led to an increased threat of various cyberattacks and other external threats during the year, could impact Fortnox's deliveries given its dependence on the services of various partners and providers. Fortnox therefore continues to assess the level of risk as high.

Management:

Fortnox has taken steps to reduce and control these risks insofar as possible through improved internal processes and procedures. This includes setting requirements for new suppliers, reviewing insurance, contracts and continuity management, and having a scalable technical platform with open APIs. Fortnox also conducts risk assessments and cybersecurity audits of its suppliers on an ongoing basis.

Financial risks

Liquidity and refinancing risk

Liquidity and refinancing risk refers to the risk of not having access to cash, cash equivalents or unutilized credit facilities to meet payment obligations and to make the necessary investments in the business operations. If Fortnox fails to obtain the necessary financing in the future, or if financing is obtained only on less favorable terms, this could have a negative impact on the company's financial position and lead to increased financing costs. A deteriorating economy could also have a negative impact.

Risk assessment (low): ●

Fortnox continues to assess the level of risk as low, as in the preceding year.

Management:

Fortnox applies and continuously updates the Group's Financing and Dividend Policy to ensure an adequate liquidity reserve and takes the measures necessary to ensure that Fortnox has sufficient capital and liquidity reserves in relation to other risks facing the business. The policy, adopted by the Board of Directors, includes requirements related to the company's leverage, capital structure, equity/assets ratio, counterparty risk and coverage ratio for operating expenses for the next three months. Outcomes are reported on an ongoing basis with a forward-looking analysis.

Credit and counterparty risk

Credit risk is the risk that a customer or counterparty cannot fulfill its obligation to Fortnox and thereby causes a financial loss. Credit losses arise mainly from the Group's accounts receivable, receivables on business loans, receivables on factoring and on purchased receivables.

Risk assessment (medium): ●

Fortnox assesses the level of risk in the total range of financing products as medium. Its products for purchased receivables and factoring have low credit losses, while its business loans have a slightly higher risk in comparison, resulting in an overall medium level of risk.

Management:

Credit risks are limited by the Group's Financing and Dividend Policy, Risk Management Policy and Credit Policy. Lending, risk management and the risk appetite that Fortnox must adhere to regulate the company's industry concentration risk and exposures to large credits, the risk of default and limits on credit losses. Furthermore, the company has credit instructions and procedures in place that regulate how credit risks are to be identified and managed in the course of its operating activities and how customers and credits are to be risk classified. To ensure that credit risks are managed in a risk-conscious manner, credits are granted by employees trained in the credit framework and with the authority to make decisions within their mandate.

Changes in the value of intangible assets

Since goodwill has an indefinite useful life, the value of recognized goodwill is tested at least annually to determine whether future growth and profitability could lead to impairment. Significant impairment may arise from unfavorable market conditions that apply to either Fortnox specifically, the company from which the goodwill originates, the entire sector or more generally. Fortnox's capitalized costs attributable to platforms consist of capitalized development costs, with new software development carried out to achieve new or improved products. These costs are recognized as an asset if the product or function is technically or commercially feasible and the company has sufficient resources to complete the development and intends to use or sell the intangible asset. If the Group fails to maintain its competitiveness with its platforms, it may become more difficult to attract and retain existing customers. Such a development could force the Group to recognize an impairment loss corresponding to all or part of the carrying amount.

Risk assessment (medium): ●

As in the preceding year, Fortnox assesses the level of risk regarding acquired intangible assets as high and the level of risk regarding capitalized costs attributable to platforms as low. The overall level of risk is medium, as in the preceding year. The risk level regarding acquired intangible assets has increased from medium to high, mainly due to the prevailing economic uncertainty and thus the market valuation.

Management:

Fortnox's structured processes and thorough analysis enable changes, trends and new requirements from customers and other stakeholders to be identified, which forms the basis for a focused approach to developing the right products and pursuing the right acquisitions. The smallest cash-generating unit is tested for impairment at least annually and when necessary. Effective impairment testing and early detection of deviations are crucial for ensuring the company's financial stability and long-term value creation.

Regulatory risks

Regulatory compliance

Fortnox's ability to comply with laws, ordinances and other external regulations affects its exposure to compliance risks. There is a risk that the Group's reputation and business relationships could be damaged if Fortnox does not maintain the right level of compliance or does not have a sufficient ability to adapt to new or changing regulations and requirements. Regulations and requirements are also continuously being changed and updated in response to various factors, such as increased digitalization, climate change and widespread criminality in society, and can thus impact how Fortnox processes data, reduces its carbon footprint or performs customer risk assessments. Fortnox is therefore dependent on having sufficiently effective and appropriate compliance processes. As part of its business activities, Fortnox processes personal data, mainly in connection with customers' use of Fortnox's services and products. Some of the Group's operations are also authorized to offer financial services and are regulated and subject to supervision by the Swedish Financial Supervisory Authority (Finansinspektionen). Moreover, certain parts of the Group's operations are subject to laws and regulations regarding anti-money laundering (AML) and combating the financing of terrorism (CFT), which entail even stricter compliance requirements. Significant instances of non-compliance with the General Data Protection Regulation (GDPR) and the Anti-Money Laundering Directive (AMLD) could result in sanctions in the form of a reprimand or warning, imposition of penalties or other interventions, which would have a significant impact on the Group's business, customer offering and financial position.

Risk assessment (medium): ●

Fortnox continues to assess the level of risk as medium, as in the preceding year.

Management:

Fortnox strives to achieve a strong and healthy culture of compliance that permeates the entire business, and to maintain a high level of expertise and constantly have sufficient resources in place in the area of compliance. Internal control procedures are also continuously developed in order to minimize the occurrence of any deficiencies in the operations. In its operations that are subject to authorization, Fortnox has established independent control functions for risk, compliance and anti-money laundering and counter-terrorism financing and appointed Group-wide Data Protection Officer (DPO). Fortnox continuously monitors and controls the operations' compliance with both external and internal regulations and engages in structured business intelligence to identify new and updated regulations.

Operational governance and control

Operational governance and control refers to the risk of deficiencies or incorrect management with regard to compliance with internal governing document that regulate how the operations are to be conducted and the risk that the company's control procedures are not sufficiently appropriate and effective. Fortnox is therefore dependent on effective corporate governance and internal control procedures throughout its operations and on being able to reliably coordinate, inform and communicate to the entire organization how internal governance and control are to be carried out. Should deficiencies occur in the company's internal governance and control processes, or if its internal controls are not sufficiently appropriate and effective, they may not have the desired effect and may increase the risk of undue influence or the risk that Fortnox could be exposed to fraud or other unlawful use of the business and its resources. If this were to occur, it could have negative effects on Fortnox's reputation and standing, affect its business relationships or financial position, or lead to other increased costs for the business.

Risk assessment (low): ●

Fortnox continues to assess the level of risk as low, as in the preceding year.

Management:

Fortnox continuously evaluates its control environment and internal control procedures to ensure that they are sufficiently appropriate and effective, to prevent irregularities and to minimize the occurrence of any deficiencies in its operations. Fortnox strives to facilitate a Group-wide approach through a reliable management system as well as continuous updating and quality assurance of internal regulations, processes and procedures, enabling systematic monitoring, evaluation and reporting throughout the Group. Other ways in which sound internal control is maintained include a clear division of responsibilities and instructions for the Board, the CEO and other senior executives as well as reporting instructions, authorization instructions and anti-corruption guidelines.

Significant events after the end of the financial year

On January 1, 2024, a redistribution of the areas of responsibility of the Group's operating segments took place. This was done to reach customers more effectively and to achieve a more suitable division of responsibilities between the Group's business areas. This redistribution mainly involved changes in customer and product responsibility, which will also change how revenue and operational segment results are recognized going forward. The redistribution will, among other things, mean that the

products related to Annual Accounts & Taxes and Stock Company will be moved from Core Products to Accounting Firms and Businesses. For more information regarding what the results for 2023 would have looked like taking the redistribution into consideration, refer to Note 3.

After the balance sheet date, the remaining shares have been acquired in Cling Group AB, amounting to 49 percent for a purchase consideration of approximately SEK 11 million, which is in line with the Group's debted consideration.

Håkan Rosén took on a new role in the Executive Management Team as Chief Corporate Development Officer. Håkan took up his new position in the Executive Management Team on February 15, having served as Head of Corporate Development and M&A at Fortnox since 2021.

As of March 1, 2024, Fortnox has acquired 100 percent of the shares in Boardeaser and VisualBy, SaaS companies developing solutions for reporting, group reporting & consolidated accounts, board work, and corporate governance. Boardeaser and Fortnox have had a partnership since 2023. The fixed purchase price amounts to SEK 100 million on a cash-free and debt-free basis. In addition to the fixed purchase price, the sellers are entitled to a potential additional purchase price amounting to a maximum SEK 62 million. The companies had by the end of 2023 increased their annual recurring revenue by 43 percent to approximately SEK 20 million. The operation will from March 1, 2024, be a part of the business area Accounting Firms.



Expectations concerning future development

The outlook for Fortnox remains favorable, with a capacity to grow in line with increasing demand from new and existing customers. Fortnox will continue to show stability and high growth and deliver in line with its financial targets and well-functioning strategy.

Proposal for appropriation of the company's profit

The following funds in the Parent Company are available for distribution by the AGM (amounts in SEK):

Share premium reserve	421,605,186
Retained earnings	576,118,708
Profit for the year	541,053,915
Total	1,538,777,809
The Board of Directors proposes that the available funds and unrestricted reserves be appropriated as follows:	
Dividend 609,589,433 * SEK 0.20 per share	121,917,887
To be carried forward	1,416,859,922
Of which share premium reserve	421,605,186
Total	1,538,777,809

*Dividend-entitled shares

Statement by the Board pursuant to Chapter 18, Section 4 of the Swedish Companies Act (2005:551)

The Board is of the opinion that the proposed dividend will not impede the company from fulfilling its future undertakings or implementing the investments required for continued expansion. Following the dividend distribution, the Parent Company's and the Group's equity/assets ratios will amount to 72 percent and 65 percent, respectively. April 15, 2024 is proposed as the record date for the payment of dividends.

For more information on the company's earnings and financial position, refer to the following financial statements and accompanying notes.



FINANCIAL REPORTS

Consolidated statement of profit or loss and other comprehensive income

January 1 - December 31

SEK million	Note	2023	2022
Net Sales		1,642	1,276
Other operating income	4	28	23
Total operating income	2, 3	1,670	1,298
Own work capitalised		107	84
Services purchased		-104	-91
Other external costs	6, 14, 15	-238	-217
Cost of personnel	5, 22	-601	-481
Depreciation, amortization and impairment of tangible and intangible assets	11, 12, 26	-160	-129
Total operating expenses		-997	-834
Operating profit		673	464
Financial income		15	1
Financial costs		-11	-8
Profit or loss from participations in associated companies	13.1	-	-5
Net financial items	7	4	-12
Profit before tax		677	453
Tax	9	-107	-106
Profit for the year		570	347
Other comprehensive income			
Other comprehensive income		-	-
Comprehensive income for the year		570	347
Profit for the year and comprehensive income for the year attributable to:			
Parent Company's shareholders		570	347
		570	347
Earnings per share	10		
- before dilution, SEK		0.94	0.57
- after dilution, SEK		0.93	0.57
Average no. of shares outstanding			
- before dilution, 000s		609,669	609,745
- after dilution, 000s		609,897	609,780

Consolidated statement of financial position

SEK million	Note	2023-12-31	2022-12-31
Assets	27		
Intangible assets			
Goodwill	11	610	610
Platform	11	409	351
Other intangible assets	11	136	146
Tangible assets			
Machinery and equipment	12	28	36
Right-of-use assets	26	139	156
Financial fixed assets			
Non-current receivables		0	0
Financial investments	13.2	23	26
Deferred tax assets	9	43	1
Total non-current assets		1,387	1,326
Accounts receivable	14, 25	114	92
Receivables factoring	15, 25	46	61
Purchased receivables	15, 25	327	205
Business loan receivables	15, 25	193	135
Prepaid expenses	16	33	26
Accrued income	16	25	18
Other receivables		14	5
Cash and cash equivalents	17	514	435
Total current assets		1,266	976
Total assets		2,652	2,302
Equity	19		
Share capital		1	1
Other contributed capital		424	421
Retained earnings incl. profit for the year		1,347	859
Total shareholders' equity attributable to Parent Company shareholders		1,772	1,281
Liabilities	27		
Non-current interest-bearing liabilities	20	-	200
Non-current lease liability	25, 26	113	129
Deferred tax liability	9	33	37
Other non-current liabilities	21	11	98
Total non-current liabilities		157	464
Current liabilities			
Current lease liability	25, 26	33	34
Accounts payable	25	45	27
Tax liabilities	9	133	87
Other liabilities		70	58
Accrued expenses	23	92	79
Deferred income	23	350	272
Total current liabilities		723	558
Total liabilities		881	1,021
Total equity and liabilities		2,652	2,302

Consolidated statement of changes in equity

Equity attributable to Parent Company's shareholders

SEK million	Share capital	Other contributed capital	Retained earnings incl. profit for the year	Total equity
Opening equity 2022-01-01	1	420	561	982
Profit for the year			347	347
Comprehensive income for the year			347	347
Transactions with the Group's owners				
Dividends paid			-49	-49
Share-based compensation / Shares in own custody		0		0
New share issue	0	1		1
Total transactions with the Group's owners	0	1	-49	-48
Closing equity 2022-12-31	1	421	859	1,281
Opening equity 2023-01-01	1	421	859	1,281
Profit for the year			570	570
Comprehensive income for the year			570	570
Transactions with the Group's owners				
Dividends paid			-73	-73
Share-based compensation / Shares in own custody		3	-9	-6
Total transactions with the Group's owners	-	3	-82	-79
Closing equity 2023-12-31	1	424	1,347	1,772

Consolidated statement of cash flows

January 1 - December 31

SEK million	Note	2023	2022
Operating activities			
Profit before tax		677	453
Non-cash adjustments	31	160	135
Income tax paid		-109	-99
Cash flow from operating activities before changes in working capital		729	488
Increase (-)/decrease (+) in accounts receivable		-21	-18
Increase (-)/decrease (+) in receivables factoring		15	-6
Increase (-)/decrease (+) in purchased receivables		-122	-36
Increase (-)/decrease (+) in business loan receivables		-59	-81
Increase (-)/decrease (+) in other operating receivables		-22	-9
Increase (+)/decrease (-) in other operating liabilities		127	102
Cash flow from operating activities		646	441
Investing activities			
Acquisitions of tangible assets		-4	-10
Acquisitions of intangible assets		-162	-129
Acquisition of financial assets		-87	-46
Cash flow from investing activities		-253	-185
Financing activities			
New share issue		-	1
Share-based compensation / Shares in own custody		-6	-
Repayment of loans		-200	-116
Repayment of lease liability		-34	-30
Dividends paid to Parent Company owners		-73	-49
Cash flow from financing activities		-313	-194
Cash flow for the year		80	61
Cash and cash equivalents at the beginning of the year		435	373
Cash and cash equivalents at year-end	17	514	435

Statement of profit or loss for Parent Company

January 1 - December 31

SEK million	Note	2023	2022
Net sales	2	1,369	1,042
Own work capitalised		69	56
Other operating income		0	1
		1,438	1,098
Services purchased		-65	-56
Other external costs	6, 14, 26	-203	-172
Cost of personnel	5, 22	-435	-341
Depreciation, amortization and impairment of tangible and intangible assets	11, 12	-59	-54
Total operating expenses		-762	-623
Operating profit		677	475
Profit or loss from financial items:	7		
Financial income		39	10
Financial expenses		-8	-4
Results from shares in associated companies	13.1	-	-7
Profit or loss after financial items		708	474
Appropriations	8	-25	-
Profit before tax		683	474
Tax	9	-142	-101
Profit for the year		541	373

Statement of profit or loss and other comprehensive income for Parent Company

January 1 - December 31

SEK million	Note	2023	2022
Profit for the year		541	373
Other comprehensive income			
Other comprehensive income		-	-
Comprehensive income for the year		541	373

Statement of financial position for Parent Company

SEK million	Note	2023-12-31	2022-12-31
Assets	27		
Intangible assets			
Platform	11	216	166
Tangible asset			
Machinery and equipment	12	24	31
Financial assets			
Shares in subsidiaries	30	979	827
Shares in associated companies	13.1	-	-
Non-current receivables		0	0
Deferred tax assets	9	0	0
Total non-current assets		1,219	1,024
Accounts receivable	14	104	79
Interest-bearing current receivables from Group companies		616	507
Other current receivables from Group companies		45	33
Other receivables		6	1
Prepaid expenses	16	25	18
Accrued income	16	23	18
Total current receivables		819	656
Cash and cash equivalents	17	317	253
Total current assets		1,136	909
Total assets		2,355	1,933
Equity and liabilities			
Equity	19		
Restricted equity			
Share capital		1	1
Development fund		216	166
Unrestricted equity			
Share premium reserve		422	420
Retained earnings		576	335
Profit for the year		541	373
Total equity		1,756	1,295
Non-current liabilities	27		
Non-current interest-bearing liabilities		-	200
Other non-current liabilities	20	1	-
Total non-current liabilities		1	200
Current liabilities	27		
Accounts payable		28	20
Liabilities to Group companies		4	4
Current tax liabilities		127	81
Other liabilities		47	37
Accrued expenses	23	67	51
Deferred income	23	325	245
Total current liabilities		599	438
Total liabilities		599	638
Total equity and liabilities		2,355	1,933

Statement of changes in equity for Parent Company

SEK million	Restricted equity			Unrestricted equity		Total equity
	Share capital	Development fund	Share premium reserve	Retained earnings	Profit for the year	
Opening equity 2022-01-01	1	133	420	174	243	971
Profit for the year					373	373
Comprehensive income for the year					373	373
Appropriation of profits				243	-243	-
Funding for own work capitalized		33		-33		-
Dividends paid				-49		-49
Share-based compensation / Shares in own custody			0			0
Closing equity 2022-12-31	1	166	420	335	373	1,295
Opening equity 2023-01-01	1	166	420	335	373	1,295
Profit for the year					541	541
Comprehensive income for the year					541	541
Appropriation of profits				373	-373	-
Funding for Own work capitalised		50		-50		-
Dividends paid				-73		-73
Share-based compensation / Shares in own custody			2	-9		-7
Closing equity 2023-12-31	1	216	422	576	541	1,756

See Note 19 for a more detailed reconciliation of Development fund

Statement of cash flows for Parent Company

January 1 – December 31

SEK million	Note	2023	2022
Operating activities			
Profit or loss after financial items		708	474
Non-cash adjustments	31	59	61
Income tax paid		-98	-84
		669	452
Increase (-)/decrease (+) of operating receivables		-24	-31
Increase (+)/decrease (-) of operating liabilities		116	100
Cash flow from operating activities		761	520
Investing activities			
Acquisitions of tangible assets		-4	-8
Acquisitions of intangible assets		-99	-77
Acquisition of subsidiaries, net cash		-	-47
Shareholders' contribution paid		-151	-
Intra-Group loans paid		-164	-342
Cash flow from investing activities		-418	-474
Financing activities			
Share-based compensation / Shares in own custody		-7	-
Dividends paid		-73	-49
New loans from subsidiaries		-	-15
Repayment of loans		-200	-
Cash flow from financing activities		-280	-64
Cash flow for the year		64	-17
Cash and cash equivalents at the beginning of the year		253	270
Cash and cash equivalents at the end of the year	17	317	253



Note 1 - Significant accounting policies

(a) Compliance with standards and legislation

The consolidated accounts have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), as adopted by the EU. Furthermore, the Swedish Financial Reporting Board's recommendation RFR 1 Supplementary Accounting Rules for Groups has also been applied.

The Parent Company applies the same accounting policies as the Group, except in the cases specified below in the section "Parent Company accounting policies."

The Group's statement of profit or loss and other comprehensive income and statement of financial position as well as the Parent Company's statement of profit or loss and balance sheet will be subject to adoption at the Annual General Meeting held on April 11, 2024.

(b) Valuation basis applied in preparing the financial statements

The consolidated accounts were prepared based on the going concern assumption. Assets and liabilities are measured at historical cost, with the exception of financial investments which are measured at fair value. For more information on financial investments, refer to paragraph (m) and point (i). The carrying amount of financial assets and liabilities is considered a reasonable approximation of fair value.

(c) Functional currency and reporting currency

The Parent Company's functional currency is the Swedish krona (SEK), which also constitutes the presentation currency for the Parent Company and the Group. This means that the financial statements are presented in SEK. Unless otherwise stated, all amounts are rounded off to the nearest million.

(d) Estimates and judgements in the financial statements

The preparation of the financial statements in accordance with IFRS requires company management to make judgments and estimates, and to make assumptions that affect the application of the accounting policies and the reported amounts of assets, liabilities, revenue and expenses. Actual results may differ from these estimates and judgments.

The estimates and assumptions are reviewed regularly. Changes in assessments are reported in the period the change is made if the change affects only this period, or in the period the change is made and future periods if the change affects both the current period and future periods.

Judgments made by company management in the application of IFRS that have a significant impact on the financial statements and estimates made which may entail substantial adjustments to the financial statements for the following year are described in detail in Note 33.

(e) New and amended IFRSs

Amendments to IAS 1 Presentation of Financial Statements, are to be applied from January 1, 2023 and replace the disclosure of significant accounting policies with a requirement to disclose material information about accounting policies. The amendments have resulted in a rewriting of the accounting policies to focus more on material information.

New and amended IFRS with future application are not expected to have any material impact on the Group's financial statements.

(f) Classification etc.

Non-current assets and non-current liabilities in the Parent Company and the Group consist in all material respects only of amounts expected to be recovered or settled after more than 12 months from the balance-sheet date. A liability can only be classified non-current if there is an unconditional right to defer payment beyond 12 months. If a non-current liability is expected to be settled within the normal business cycle, the liability is instead recognized as a current liability. Current assets and current liabilities in the Parent Company and the Group essentially consist of amounts that are expected to be recovered or settled within 12 months from the balance-sheet date.

(g) Operating segment reporting

The Group applies segment reporting consistent with the internal reporting submitted to the chief operating decision-maker. In the Group, the chief operating decision-maker is the Executive Management Team and the main basis for separation into operating segments is the segments' different responsibilities for products and target groups. See Note 3 for a further description of the separation and presentation of operating segments.

(h) Consolidation principles and business combinations

(i) Subsidiaries

Subsidiaries are recognized according to the acquisition method and are companies over which Fortnox AB exercises a controlling influence. A controlling influence exists if Fortnox AB has an influence over the investment object, is exposed to or has the right to variable returns from its involvement, and can exercise its influence over the investee to influence those returns.

Fortnox has chosen to apply the anticipated acquisition method (AAM) for acquisitions of subsidiaries that do not involve a 100 percent holding, where the owner of the remaining holding has an option to sell their holding to Fortnox or where Fortnox has an obligation to buy any holding outstanding. AAM means that 100 percent of the subsidiary is considered acquired on the acquisition date, which means that a liability measured at amortized cost is recognized for the estimated future purchase consideration for the remaining holding. AAM means that no non-controlling interest is recognized for this type of acquisition transaction.

(i) Revenue from contracts with customers

(i) Performance obligations and revenue recognition

Revenue is measured at the fair value of the consideration specified in the customer contract. The Group recognizes revenue in accordance with IFRS 15 Revenue from Contracts with Customers. Revenue is recognized when control of the product is passed to the customer or when a service is performed according to contract, its amount can be measured reliably, and future economic benefits are likely to flow to the Group.

Information about the nature and timing for satisfaction of the performance obligations in contracts with customers, including significant payment terms and related revenue recognition principles, are summarized below.

- Subscription-based – Refers to services with a fixed monthly fee per user. The customer acquires continuous access to the services during the subscription period. Invoices are issued monthly, quarterly or annually in advance and normally with payment terms of

20 to 30 days. Revenue is recognized on a straight-line basis over the useful life of the service since the customer can use the service at any time during the subscription period. Subscription-based services are provided, for example, in bookkeeping, invoicing, payroll administration and service intermediation.

- Transaction-based – Refers to services where the customer pays for each transaction handled and where revenue is collected based on how much of the service is used in the period. The customer acquires control of the services as they are used. Invoices are prepared in arrears based on use, and normally with payment terms of 0 to 20 days. Revenue is recognized as the services are used. Transaction-based services are provided, for example, through invoice interpretation, salary specifications, invoice service and stock companies.
- Lending-based – Refers to services related to financing activities, which can mainly consist of: purchased receivables, factoring and business loans. Revenue from purchased receivables is collected as a percentage of the regular amount of the invoice, with the number of days outstanding on the invoice determining the period in which the revenue or part of the revenue is collected. Revenue from factoring and business loans is based on a daily calculated interest rate that is recognized as revenue on an ongoing basis. For further information on lending-based services, see (m) Financial instruments below.
- Other revenue – Refers primarily to revenue attributable to unallocated incoming payments, rejected money orders, administrative fees for repayment to the debtor. Revenue for unallocated payments and rejected money orders is recognized after a 12-month period, after repeated attempts to contact the customer. Administrative fees for repayment to the debtor are recognized as the services are performed.

(j) Leases

When a contract is concluded, the Group assesses whether the contract is, or contains, a lease. A contract is, or contains, a lease if it conveys the right to use an identified asset for a certain period in exchange for a consideration.

For leases with a lease period of 12 months or less, or with an underlying asset of low value, less than TSEK 50, no right-of-use asset and lease liability are recognized. Lease payments for these leases are recognized as an expense over the lease term on a straight-line basis.

The lease payments are normally discounted using the Group's incremental borrowing rate which, in addition to the Group's credit risk, reflects each contract's lease term and currency, and the quality of the underlying asset as security. However, the implicit interest rate of the lease is used if it is easy to determine, which is the case for some of the Group's vehicle leases.

The lease liability comprises the present value of the expected payments not yet paid at that date:

- fixed payments,
- variable lease payments that depend on an index (usually CPI) or interest rate, initially measured using the index or interest rate (usually STIBOR) that applied at the commencement date,
- amounts expected to be payable under residual value guarantees,
- the exercise price of a purchase option that the Group is reasonably certain to exercise, and
- payments for terminating the lease unless it is reasonably certain that early termination will not occur.

(k) Financial income and expenses

The Group's financial income and expenses primarily include interest income, interest expenses, dividends, and earnings attributable to participations in associated companies.

Interest income or interest expenses are recognized using the effective interest method. Dividends are recognized in profit or loss on the date the Group's right to payment is determined.

(l) Taxes

Income tax comprises current tax and deferred tax. Income tax is recognized in profit and loss except when the underlying transaction is recognized in other comprehensive income or in equity, whereby the associated tax effect is recognized in other comprehensive income or equity.

The measurement of deferred tax is based on how the underlying assets or liabilities are expected to be settled or recovered. For Group companies that are loss-making and where the Group contribution barrier is currently in force, convincing factors about when and how the receivable can be realized are required in order to be recognized as a deferred tax asset.

(m) Financial instruments

Financial assets and liabilities are classified as follows: financial assets and liabilities measured at amortized cost and financial assets and liabilities measured at fair value through profit or loss. The classification is based on the Group's business model and the contractual terms of the assets and liabilities.

Financial assets recognized in the statement of financial position include cash and cash equivalents, accounts receivable, receivables relating to factoring, purchased receivables and business loans, financial investments, non-current receivables, accrued income, and other receivables. Financial liabilities include interest-bearing liabilities, accounts payable, accrued expenses, and other liabilities.

(i) Financial investments

Financial investments and short-term investments consist of securities recognized at fair value with changes in value in profit or loss.

(ii) Lending-based services

Mainly refers to services related to financing activities, purchased receivables, factoring and business loans. Revenue from purchased receivables is collected as a percentage of the regular amount of the invoice, with the number of days outstanding on the invoice determining the period in which the revenue or part of the revenue is collected. Revenue from factoring and business loans is based on a daily calculated interest rate that is recognized as revenue on an ongoing basis.

– Purchased receivables: Occurs with or without a right of recourse against the seller, normally with a fixed fee per invoice purchased and a percentage of the invoice amount. When the invoice is paid by the seller's customer after the due date, the seller's customer is charged fixed reminder fees, percentage-based late payment fees, any debt collection charges, etc. The right of recourse against the seller is exercised approximately 30 days after the due date.

– Factoring: The counterparty is charged monthly interest fees calculated on the loaned amount. If the counterparty is overdrawn, for example due to contesting, crediting or regress, which has led to the counterparty not having security for its loan in the financed invoice, the counterparty will be charged late payment fees. If the loan falls due,

the receivable is recovered through debt collection against the counterparty and customary reminder and collection fees are charged.

– Business loans (annuities): The counterparty is charged a monthly interest rate and, in case of late or missed payments, a fine is charged based on a percentage of the borrowed amount. If the loan falls due, the receivable is recovered from the counterparty through debt collection and customary reminder and collection fees are charged.

Revenue derived from lending-based services, including revenue considered to be compensation (interest) for lending, is recognized as part of the Group's net sales.

(iii) Initial measurement and recognition

Accounts receivable are recognized when they are issued. Other financial assets and financial liabilities are recognized when the Group becomes a party to the contractual provisions of the instrument.

A financial asset (except for accounts receivable without a significant financing component) or financial liability is initially measured at fair value plus, in the case of a financial asset or financial liability not at fair value through profit or loss, transaction costs directly attributable to the acquisition or the share issue. An account receivable that does not contain a significant financing component is measured at the transaction price determined in accordance with IFRS 15.

(iv) Classification and measurement subsequent to Initial recognition

Cash and cash equivalents

Cash and cash equivalents refer to immediately available funds such as cash and account balances through banks and other financial institutions. Part of these funds may be restricted. For more information, refer to Note 27.

Financial assets

At initial measurement, a financial asset is classified and measured at: amortized cost, fair value through other comprehensive income – investments in debt instruments; fair value through other comprehensive income – investments in equity instruments; or fair value through profit or loss.

Financial liabilities

Financial liabilities are classified and measured at amortized cost or fair value through profit or loss. A financial liability is measured at fair value through profit or loss if it is held for trading or as a derivative if it has been designated as such on initial recognition.

(v) Impairment of financial assets

An allowance for expected credit losses is estimated and recognized for the financial assets that are measured at amortized cost. At initial recognition, a loss allowance equal to 12-month expected credit losses is recognized. If credit risk has increased significantly since initial recognition, the credit loss allowance is calculated and recognized based on expected credit losses for the entire remaining maturity of the asset.

For accounts receivable without a significant financing component and contract assets, the simplified approach of always measuring the loss allowance at lifetime expected credit losses is used. When a financial asset's credit risk has increased significantly since initial recognition and when calculating expected credit losses, the Group uses reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative

information and analysis based primarily on information about current transaction information and historical losses for similar receivables and counterparties. The information is continuously evaluated and adjusted based on the current situation.

The Group assesses a significant increase in credit risk for a financial asset to be more than 30 days.

The Group considers a financial asset to be in default when:

- the borrower is unlikely to pay their credit obligations in full to the Group without the Group having recourse, such as seizing collateral (if any such has been pledged); or
- the financial asset is more than 90 days past due.

12-month expected credit losses are the credit losses resulting from default events within 12 months of the reporting date (or a shorter period if the expected maturity of the instrument is less than 12 months).

Lifetime expected credit losses are the expected credit losses resulting from all possible default events during the expected maturity of a financial instrument.

Expected credit loss measurement

Expected credit losses consist of a probability-weighted estimate of credit losses.

Credit impaired financial assets

At every balance-sheet date, the Group determines whether financial assets held at amortized cost are credit-impaired. A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- the issuer or borrower has significant financial difficulties,
- a breach of contract, such as default or maturity of more than 90 days,
- it is likely that the borrower will enter bankruptcy or other financial reconstruction.

Presentation of allowances for expected credit losses in the statement of financial position

Loss allowances for financial assets measured at amortized cost have been deducted from the gross assets.

Derecognition

The gross carrying amount of a financial asset, or part of a financial asset, is derecognized when the Group has no reasonable expectations of recovering either the entirety or a portion of the asset's contractual cash flows.

The Group makes case-by-case assessments of the point in time and amount for derecognition, based on whether reasonable expectations of recovery exist. The Group has no expectations of significant recovery of the derecognized amounts. However, financial assets that are derecognized may still be subject to enforcement activity to comply with the Group's procedures for recovering overdue amounts.

(n) Tangible fixed assets

(i) Owned assets

The Group measures tangible assets at cost less accumulated depreciation and impairment losses. Cost includes the purchase price and any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

(ii) Depreciation principles

Depreciation is recognized in profit or loss on a straight-line basis over the estimated useful life of the tangible assets. Useful lives are reviewed annually and land is not depreciated.

Estimated useful lives:

- Equipment, tools, fixtures and fittings, 5–10 years.
- Right-of-use assets, 3–10 years

(o) Intangible assets

(i) Goodwill

Goodwill is recognized at cost, as determined at the time of acquisition, less any accumulated impairment. Goodwill is allocated to cash-generating units. Impairment testing is carried out at least annually or whenever there is an indication that it may be necessary. Goodwill is recognized as an intangible asset with an indefinite useful life and is not amortized since the Group applies IAS 38.

(ii) Other intangible assets

Other intangible assets with a definite useful life acquired by the Group are recognized at cost less accumulated amortization and impairment losses (see below). Other intangible assets with a definite useful life include customer relationships and acquired software. Other intangible assets with an indefinite useful life are recognised at cost less accumulated impairment. Trademarks are included in other intangible assets with an indefinite useful life since the Group applies IAS 38. Impairment testing for intangible assets with an indefinite useful life or intangible assets is carried out at least annually or whenever there is an indication that it may be necessary.

(iii) Depreciation principles

Amortization is recognized in profit or loss on a straight-line basis over the estimated useful life of the intangible assets. Useful lives are reviewed annually. Intangible assets with a definite useful life are amortized from the date they become available for use. Leased assets are amortized over the shorter of their estimated useful life or expected lease term.

Estimated useful lives:

- Platform, 5 years
- Acquired Platform, 5 years
- Customer relationships, 10 years

(p) Impairment

The Group's recognized assets are tested for impairment on each balance-sheet date. IAS 36 is applied for the impairment of all assets other than financial assets, which are tested in accordance with IFRS 9.

(i) Impairment of tangible and intangible assets

If there is an indication that an asset may be impaired, the recoverable amount of the asset is determined. An impairment loss is recognized

when the carrying amount of an asset or cash-generating unit (group of units) exceeds the recoverable amount. An impairment is recognized as an expense in profit or loss. The recoverable amount is the higher of fair value less costs to sell and value in use. When determining the value in use, future cash flows are discounted with a discount factor that accounts for risk-free interest and the risk associated with the specific asset.

(q) Earnings per share

The calculation of earnings per share before dilution is based on consolidated profit or loss for the year attributable to Parent Company owners and on the weighted average number of shares outstanding during the year. Shares in own custody are not included in the weighted average number of shares. When calculating diluted earnings per share, the results and average the number of shares are adjusted to account for the effects of potential dilutive ordinary shares, which in the reported periods are derived from warrants and matching shares issued to employees.

(r) Employee benefits

(i) Current benefits

Current benefits are calculated without discounting and recognized as an expense when the related services are provided. A provision is recognized for the anticipated cost of profit-sharing and variable remuneration payments when the Group has a current legal or constructive obligation to make such payments as a result of the services provided by employees and the obligation can be estimated reliably.

(ii) Defined contribution pension plans

The Group applies defined-contribution plans, meaning that the company's obligation is limited to the contributions the company has undertaken to pay.

(iii) Share-based payments

Fortnox's current long-term incentive programs include warrant programs and employee share savings plans.

Warrant programs: Refers to incentive programs for senior executives, who have been offered the opportunity to acquire warrants, with each acquired warrant entitling the participant to subscribe for shares in Fortnox. The valuation used to determine the price of the warrants is based on the Black–Scholes warrant valuation model.

Employee share savings plans: Comprises incentive programs for all employees in the Group, under which employees can invest a certain portion of their fixed monthly salaries in shares and receive matching shares after three years, provided they remain employed. The Group's employee share savings plans are classified as share-based payments under IFRS 2. The employee share savings plans do not include any performance targets, but rather require that the employee remains employed with the Group and retains their investment in saving shares in Fortnox during the term of the plan. The Group recognizes a provision for social security contributions for the employee's taxable benefit on the number of shares deemed to have been vested during the term of the plan. For more information about the plans, refer to Note 5.

(iv) Termination benefits

A termination benefit liability is recognized at the earlier of when the Group can no longer withdraw the offer of those benefits, or when the Group recognizes costs for a restructuring. The benefits expected to be settled after 12 months are measured at their present value. Benefits not expected to be settled within 12 months are recognized as long-term benefits.

(s) Related party transactions

Pricing for deliveries between Group companies takes place according to business principles and at prevailing market prices.

Transactions with customers and suppliers with a relationship to identified key personnel in a leading position take place according to business principles and at prevailing market prices.

For more information on related party transactions within the Group, see Note 29.

Parent Company's accounting principles

The Parent Company has prepared its Annual Report in accordance with the Swedish Annual Accounts Act (1995:1554) and the Swedish Financial Reporting Board's recommendation, RFR 2 Accounting for Legal Entities. Statements issued by the Swedish Financial Reporting Board for listed companies have also been applied. RFR 2 specifies that the Parent Company in the annual report for the legal entity is to apply all IFRS and statements adopted by the EU to the extent possible within the framework of the Swedish Annual Accounts Act and Pension Obligations Vesting Act, and with regard to the relationship between accounting and taxation. The recommendation specifies the exceptions and additions to be made to IFRS.

The differences between the accounting policies applied by the Group and the Parent Company are presented below. The accounting policies for the Parent Company stated below have been applied consistently to all periods presented in the Parent Company's financial statements.

Classification and presentation

The Parent Company presents an income statement, and the Group presents a statement of profit or loss and other comprehensive income. The Parent Company also uses the terms "balance sheet" and "cash flow statement" for the reports known in the Group as the "statement of financial position" and "statement of cash flows." The Parent Company's income statement and balance sheet are presented in accordance with the Swedish Annual Accounts Act, while the statement of changes in equity and cash flow statement are based on IAS 1.

Presentation of Financial Statements and IAS 7 Statement of Cash Flows. The differences compared with the Group's financial statements are that the main elements of the Parent Company's income statement and balance sheet are financial expenses, non-current assets and equity.

Subsidiaries, associated companies and joint ventures

The Parent Company recognizes participations in subsidiaries, associated companies, and joint ventures according to the acquisition value method and if the carrying amount exceeds the replacement cost, impairment is recognized at the lower value. In the case of acquisitions of participations in subsidiaries and associated companies, transaction expenses are included in the carrying amount of holdings in subsidiaries. In the consolidated financial statements, transaction costs attributable to subsidiaries and associated companies are recognized directly in profit or loss as they arise.

Financial instruments

The Parent Company has elected not to apply IFRS 9 for financial instruments. However, some of the guidance in IFRS 9 is still applicable – such as impairment, recognition/derecognition, hedge accounting criteria, and the effective interest method for interest income and interest expenses.

In the Parent Company, financial assets are measured at cost less impairment, and current assets according to the lowest value principle.

Operating segment reporting

The Parent Company does not report segments based on the same distribution and scope as the Group, but discloses the distribution of net sales in the Parent Company's business segments.

Tangible assets

Tangible fixed assets in the Parent Company are recognized at cost less accumulated depreciation and any impairment in the same way as for the Group, but with the addition of any revaluation adjustments.

Leased assets

The Parent Company does not apply IFRS 16, in accordance with the exemption in RFR 2. As a lessee, lease payments are recognized as an expense over the lease term on a straight-line basis, whereby a right-of-use asset and corresponding lease liability are not recognized in the balance sheet.

Group contributions

Group contributions are recognized as appropriations.

Note 2 - Revenue

Allocation of revenues from agreements with customers

The allocation of revenues from agreements with customers in major service areas is summarized below.

As a result of a redistribution of responsibility for the Group's operating segments from 1 January 2023, reported figures from 2022 have been recalculated according to the new distribution of responsibilities.

For more information on the division of the Group's operating segments, see Note 3.

Revenue is divided and followed up according to the categories below:

Subscription-based: Refers to services with a fixed monthly fee per user. The customer acquires continuous access to the services during the subscription period. Subscription-based services are provided, for example, in bookkeeping, invoicing, payroll administration and service intermediation.

Transaction-based: Refers to services where the customer pays for each

transaction handled and where revenue is collected based on how much of the service is used in the period. Transaction-based services are provided, for example, through invoice interpretation, salary specifications, invoice service and stock companies.

Lending-based: Refers to services related to financing activities, which can mainly consist of: purchased receivables, factoring and business loans. Revenue from purchased receivables is collected as a percentage of the regular amount of the invoice, with the number of days outstanding on the invoice determining the period in which the revenue or part of the revenue is collected. Revenue from factoring and business loans is based on a daily calculated interest rate that is recognized as revenue on an ongoing basis.

Other revenue: Refers primarily to revenue attributable to unallocated incoming payments, rejected money orders, administrative fees for repayment to the debtor. Revenue for unallocated payments and rejected money orders is recognized after a 12-month period, after repeated attempts to contact the customer. Administrative fees for repayment to the debtor are recognized as the services are performed.

Group

January 1 - December 31

2023

Group's operating segments, SEK million	Businesses	Accounting Firms	Core Products	Financial Services	Marketplaces
Type of service					
Subscription-based	297	266	472	5	145
Transaction-based	37	38	188	97	1
Lending-based	3	3	3	98	0
Others	0	0	0	27	1
Revenue from agreements with customers	337	307	663	227	146

2022

Group's operating segments, SEK million	Businesses	Accounting Firms	Core Products	Financial Services	Marketplaces
Type of service					
Subscription-based	220	212	367	6	123
Transaction-based	28	30	153	69	0
Lending-based	2	2	2	69	-
Others	0	1	0	22	0
Revenue from agreements with customers	251	245	522	166	124

2023

Group's operating segments, SEK million	Eliminations	Group total
Type of service		
Subscription-based		1,185
Transaction-based	-11	351
Lending-based		106
Others		28
Revenue from agreements with customers	-11	1,670

2022

Group's operating segments, SEK million	Eliminations	Group total
Type of service		
Subscription-based		929
Transaction-based	-9	271
Lending-based		75
Others		23
Revenue from agreements with customers	-9	1,298

Group

SEK million	2023-12-31	2022-12-31
Receivables, included in accounts receivables	114	92
Receivables, included in factoring	46	61
Receivables, included in purchased receivables	327	205
Receivables, included in business loans	193	135
Receivables, within accrued income	25	18
Contractual debts	350	272

Parent Company

SEK million	2023-12-31	2022-12-31
Receivables, included in accounts receivable	104	79
Receivables, within accrued income	23	18
Contractual debts	325	245

Contractual balances

Information about receivables and contractual liabilities from agreements with customers is summarized below

Receivables constitute sales within Sweden and primarily refer to the Group's right to compensation for transaction-based services performed but not invoiced as of the balance sheet date (where the right to invoice exists). The receivables with a maturity of more than 12 months are attributable in their entirety to corporate loans and amounted to SEK 153 million. Where the remaining performance commitment is based on continued lending. Of the opening balance of contractual debts, essentially everything has been recognized as revenue in 2023. For the closing

balance of contractual debts, the remaining performance commitment is less than 12 months.

Contractual liabilities primarily refer to advances received from the customer in respect of subscription services where revenue is recognized over time.

The increase in receivables related to contractual balances is primarily attributable to the growth in lending operations, while the increase in contractual debts is primarily attributable to the growth in net sales in the Parent Company.

Note 3 – Operating segments

The Group's operations are organized into operating segments based on those parts of the operations that the company's chief operating decision-maker follows up, known as the 'management approach'.

Each operating segment has a manager who is responsible for the day-to-day operations and regularly reports the outcome of the operating segment's performance to the Executive Management Team. The Group's internal reporting is organized so that the Executive Management Team can monitor revenue and results. The Group's segments have been identified based on this internal reporting. The division into operating segments is based on the different responsibilities for products and target groups that each segment has. The following operating segments exist:

Businesses

Responsible for sales and marketing of Fortnox offering to companies that are not accounting firms or their clients. Businesses is responsible for the relationship with its customers. Industry-specific solutions for defined customer groups are developed within Businesses.

Accounting Firms

Responsible for sales and marketing of Fortnox offering to accounting firms and their clients. Accounting Firms is responsible for the relationship with accounting firms and their clients. Industry specific solutions for accounting firms are developed within Accounting Firms.

Core Products

Responsible for product development, user support for services in financial administration. The business area is also responsible for certain sales of Fortnox products to existing customers.

Financial Services

Responsible for product development, user support and sales to existing customers for payment and financial services.

Marketplaces

Responsible for product development, user support and sales of Inter-mediation services and products that simplify the meeting between service companies and customers.

In addition to the operating segments described above, Fortnox has group-wide functions in the areas of HR, Communication, Finance, IT and operations, Legal and compliance as well as the infrastructure product area and thus supports the operating segments in their business plans and contributes to enabling them.

From January 1, 2024, a redistribution of the areas of responsibility of the Group's operating segments took place. This was done to reach customers more effectively and to achieve a more suitable distribution of responsibilities between the Group's business areas. This redistribution mainly involved changes in customer and product responsibility, which will also change how revenue and operational segment result are recognized going forward. The redistribution will, among other things, mean that the products related to Annual Accounts & Taxes and Stock Company will be moved from Core Products to Accounting Firms and Businesses.

For more information regarding what the results for 2023 would have looked like taking the redistribution into consideration, refer to the Year-end report and Note 3.1.

Group's operating segments

2023

SEK million	Businesses	Accounting Firms	Core Products	Financial Services	Marketplaces
Revenue (from external customers)	337	307	663	217	146
Revenue (from other segments)	-	-	-	11	-
Operational segment result	263	196	421	22	49
Reversal of expenses capitalised expenditures for development work					
Own work capitalised					
Depreciation, amortisation and impairment					
Operating profit					
Financial items					
Profit before tax					

2022

SEK million	Businesses	Accounting Firms	Core Products	Financial Services	Marketplaces
Revenue (from external customers)	251	245	522	157	124
Revenue (from other segments)	-	-	-	9	-
Operational segment result	188	147	330	-18	33
Reversal of expenses capitalised expenditures for development work					
Own work capitalised					
Depreciation, amortisation and impairment					
Operating profit					
Financial items					
Profit before tax					

Group's operating segments

2023

SEK million	Intra-Group	Eliminations	Group total
Revenue (from external customers)	0		1,670
Revenue (from other segments)	-	-11	-
Operational segment result	-279		672
Reversal of expenses capitalised			
expenditures for development work	54		54
Own work capitalised	107		107
Depreciation, amortisation and impairment	-160		-160
Operating profit	-278		673
Financial items	4		4
Profit before tax	-274		677

2022

SEK million	Intra-Group	Eliminations	Group total
Revenue (from external customers)	-		1,298
Revenue (from other segments)	-	-9	-
Operational segment result	-217		464
Reversal of expenses capitalised			
expenditures for development work	45		45
Own work capitalised	84		84
Depreciation, amortisation and impairment	-123		-129
Operating profit	-211		464
Financial items	-12		-12
Profit before tax	-222		453

Parent Company

SEK million	2023	2022
Revenue	1,369	1,042

Revenues are entirely attributable to Sweden.

Parent Company's revenue primarily consists of subscription services for financial administration and the revenues and assets are entire-

ly attributable to Sweden. Of the revenue, SEK 1,087 (834) million is attributable to subscription services within financial administration and SEK 258 (192) million constitutes of transaction-based services within financial administration.

Note 4 - Other operating income

SEK million	2023	2022
Group		
Revenue recognised payments without known counterparty	26	21
Other	1	2
	28	23

Note 5 - Employees, personnel costs and remuneration to senior executives

Employee benefit expenses

SEK million	2023	2022
Group		
Salaries and remuneration, etc	412	339
(of which Salaries and remuneration, etc. to senior executives)	(39)	(29)
(of which share-based compensation, other employees)	(2)	(0)
Pension provisions, contribution-based plans (see Note 22)	37	29
(of which pension provisions to senior executives)	(7)	(3)
Social security contributions	139	106
	589	474

Average number of employees

	2023	thereof men	2022	thereof men
Parent Company				
Sweden	497	62%	429	63%
Subsidiaries				
Sweden	168	62%	151	57%
Group Total	665	62%	580	62%

Gender distribution in company management

	2023-12-31	2022-12-31
	Share women	Share women
Parent Company		
Board of Directors	40%	40%
Other senior executives	14%	14%
Group		
Board of Directors	4%	5%
Other senior executives	22%	22%

Salaries and other remuneration distributed between senior executives and other employees, and social security costs in the Parent Company

2023

SEK million	Senior executives (7 people)	Other employees	Total
Parent Company			
Salaries and other remuneration	31	267	298
Social security contributions	14	108	122
(of which pension provisions)	(4)	(21)	(25)

2022

SEK million	Senior executives (7 people)	Other employees	Total
Parent Company			
Salaries and other remuneration	26	214	240
Social security contributions	11	88	99
(of which pension provisions)	(3)	(16)	(19)

Guidelines for remuneration to senior executives

The following guidelines for remuneration to senior executives at Fortnox AB were adopted at the Extraordinary General Meeting in December 2021. A successful implementation of the Company's business strategy and the safeguarding of the Company's long-term interests, including its sustainability, presupposes that the Company can recruit and retain skilled and qualified employees. This requires the Company to be able to offer market-based and competitive remuneration in each market where the Company operates. Individual remuneration levels are based on experience, competence, responsibility, and performance.

In accordance with the Company's guidelines for remuneration to senior executives, remuneration must be market-based and consist of the following components: fixed salary, variable remuneration, pension benefits, and other benefits.

Fixed salary

The fixed salary, the basic salary, will be based on the individual senior executive's area of responsibility, authority, competence, experience, and performance.

Variable remuneration

For senior executives to be able to receive a total remuneration in accordance with market conditions, they must also be able to obtain variable remuneration in addition to the fixed salary. The variable remuneration will be linked to predetermined and measurable criteria that may be financial or non-financial. Financial criteria may be based, for example, on the Fortnox Group's operating result (EBIT). The purpose of these criteria will be to promote long-term value creation.

Fulfilment of criteria for the payment of variable remuneration will be measurable over either 12 months, whereupon the outcome of financial criteria will be based on the income statement and balance sheet adopted by the Annual General Meeting, or quarterly, whereupon the outcome of financial criteria will be based on published interim reports, or a combination of both measurement periods. The remuneration committee is responsible for assessing, at the conclusion of the measurement period for fulfilment of the criteria for payment of variable remuneration, the extent to which the criteria have been met.

The variable remuneration will primarily be paid as cash remuneration, but the remuneration committee has the right to assign a maximum of 50% of the total variable remuneration for payment of shares in share-related incentive programs decided by the Annual General Meeting instead of through cash payment. The variable remuneration may amount to a maximum of 200% of the fixed cash salary for the CEO and the deputy CEO. The variable remuneration may amount to a maximum of 100% of the fixed cash salary for other senior executives. However, the total variable remuneration that the Company may pay to senior executives may never exceed 2.5% of the Company's EBIT, after the cost of the variable remuneration. The variable remuneration will not be pensionable or lead to accrual of annual leave unless this follows by mandatory collective agreement provisions.

Additional cash variable remuneration may be paid in exceptional circumstances, provided that such extraordinary arrangements are made

only at individual level for the purpose of recruiting or retaining senior executives, or as remuneration for extraordinary work in addition to the person's ordinary duties. Such remuneration may not exceed an amount equal to 10% of the fixed cash salary and may not be paid more than once per year and per individual. Decisions on such remuneration will be made by the Board following a proposal from the remuneration committee.

Pension and insurance

For the CEO, pension benefits, including sickness insurance, will be defined contribution. Variable remuneration will not be pensionable. The pension premiums for defined contribution pensions will amount to a maximum of 30% of the fixed annual cash salary.

For other senior executives, pension benefits, including sickness insurance, will be defined-contribution unless the senior executive is covered by defined-benefit pension in accordance with mandatory collective agreement provisions. Variable remuneration will not be pensionable unless this follows from by mandatory collective agreement provisions applicable to the senior executive. The pension premiums for defined-contribution pensions will amount to a maximum of 30% of the fixed annual cash salary.

Other benefits

Other benefits may include, inter alia, a company car, supplementary health insurance, and occupational health care. The aggregate value of these benefits may not exceed 10% of the fixed annual cash salary.

Agreement on severance pay to senior executives

Upon termination of employment, the period of notice may not exceed 12 months. Fixed cash salary during the period of notice and severance pay may not, taken together, exceed an amount corresponding to the fixed cash salary for two years for the CEO and twelve months for other senior executives. In the event of termination of employment by the executive, the period of notice may not exceed six months without entitlement to severance pay.

The decision-making process for establishing, reviewing, and implementation of the guidelines

The Board has established a remuneration committee. The duties of the committee include preparing the Board of Directors' decisions on proposed guidelines for remuneration to senior executives. The Board of Directors will draw up proposals for new guidelines at least every four years and submit the proposal for resolution at the Annual General Meeting. The guidelines will remain in force until new guidelines are adopted by the Annual General Meeting. The remuneration committee will also monitor and evaluate programs for variable remuneration for senior management, the application of guidelines for remuneration to senior executives, and applicable remuneration structures and levels in the Company. The members of the remuneration committee are independent in relation to the Company and company management. The CEO and other members of the executive management absent themselves during the course of the Board's consideration of and decisions on remuneration-related matters, where they are affected by such issues.

**Parent Company
2023**

SEK million	Basic salary Board fee	Variable Remuneration	Share-related Remuneration	Pension Provisions	Other Remuneration	Total
Olof Hallrup, Chairman of the Board of Directors						
Remuneration from Parent Company	0.8	-	-	-	-	0.8
Remuneration from subsidiaries	-	-	-	-	-	-
Anna Frick, Board of Director						
Remuneration from Parent Company	0.4	-	-	-	-	0.4
Remuneration from subsidiaries	-	-	-	-	-	-
Lena Glader, Board of Director						
Remuneration from Parent Company	0.4	-	-	-	-	0.4
Remuneration from subsidiaries	-	-	-	-	-	-
Magnus Gudéhn, Board of Director						
Remuneration from Parent Company	0.3	-	-	-	-	0.3
Remuneration from subsidiaries	-	-	-	-	-	-
Per Bertland, Board of Director						
Remuneration from Parent Company	0.3	-	-	-	-	0.3
Remuneration from subsidiaries	-	-	-	-	-	-
Tommy Eklund, CEO						
Remuneration from Parent Company	3.4	6.5	0.1	1.0	0.1	11.1
Remuneration from subsidiaries	-	-	-	-	-	-
Roger Hartelius, deputy CEO						
Remuneration from Parent Company	1.7	2.6	0.1	0.5	0.0	4.9
Remuneration from subsidiaries	-	-	-	-	-	-
Other senior executives (5 people)						
Remuneration from Parent Company	8.1	6.6	0.4	2.6	0.0	17.7
Remuneration from subsidiaries	-	-	-	-	-	-
Total	15.4	15.7	0.6	4.1	0.1	35.9
Remuneration from Parent Company	15.4	15.7	0.6	4.1	0.1	35.9
Remuneration from subsidiaries	-	-	-	-	-	-
	15.4	15.7	0.6	4.1	0.1	35.9

**Parent Company
2022**

SEK million	Basic salary Board fee	Variable Remuneration	Share-related Remuneration	Pension Provisions	Other Remuneration	Total
Olof Hallrup, Chairman of the Board of Directors						
Remuneration from Parent Company	0.7	-	-	-	-	0.7
Remuneration from subsidiaries	-	-	-	-	-	-
Andreas Kemi, Board of Director						
Remuneration from Parent Company	0.1	-	-	-	-	0.1
Remuneration from subsidiaries	-	-	-	-	-	-
Anna Frick, Board of Director						
Remuneration from Parent Company	0.3	-	-	-	-	0.3
Remuneration from subsidiaries	-	-	-	-	-	-
Lena Glader, Board of Director						
Remuneration from Parent Company	0.4	-	-	-	-	0.4
Remuneration from subsidiaries	-	-	-	-	-	-
Magnus Gudéhn, Board of Director						
Remuneration from Parent Company	0.3	-	-	-	-	0.3
Remuneration from subsidiaries	-	-	-	-	-	-
Per Bertland, Board of Director						
Remuneration from Parent Company	0.3	-	-	-	-	0.3
Remuneration from subsidiaries	-	-	-	-	-	-
Tommy Eklund, CEO						
Remuneration from Parent Company	3.2	4.5	0.0	1.0	0.1	8.8
Remuneration from subsidiaries	-	-	-	-	-	-
Roger Hartelius, deputy CEO						
Remuneration from Parent Company	1.6	1.8	0.0	0.4	0.0	3.8
Remuneration from subsidiaries	-	-	-	-	-	-
Other senior executives (5 people)						
Remuneration from Parent Company	6.8	4.3	0.0	1.4	2.1	14.6
Remuneration from subsidiaries	-	-	-	-	-	-
Total	13.8	10.5	0.0	2.7	2.2	29.2
Remuneration from Parent Company	13.8	10.5	0.0	2.7	2.2	29.2
Remuneration from subsidiaries	-	-	-	-	-	-
	13.8	10.5	0.0	2.7	2.2	29.2

Share-related incentive programs to senior executives

The Group has three active incentive programs, two of which are aimed at all employees "ESSP 2022 and ESSP 2023" while the third concerns a warrant program (2021/2024) for senior executives.

In October, an extraordinary general meeting (EGM) resolved to introduce an employee stock purchase plan (ESSP 2022) for all Group employees to enable the Group to recruit and retain employees and to encourage greater employee interest and involvement in Fortnox's operations and development. ESSP 2022 gives Group employees the opportunity to invest in shares in Fortnox ("saving shares") through monthly savings and encompasses a saving period of eight months. Provided the employee remains at the company and retains their investment in saving shares, Fortnox matches the number of shares after a three-year period ("matching shares"). The Annual General Meeting on 30 March, 2023, decided to adopt ESSP 2023 on the same terms as ESSP 2022. ESSP 2023 includes a savings period of twelve months. The number of matching shares for ESSP 2022 and ESSP 2023 may amount to a maximum of 250,000 shares (based on the current share price as of the end of December 2023), which corresponds to 0.04 percent of the total number of shares issued in Fortnox.

ESSP 2022 and ESSP 2023 is classified as a share-based payment transaction under IFRS 2, where the costs of the program will be continuously expensed between November 2022 and June 2027, calculated based

on the prevailing market price at the time of allocation. The calculation of IFRS 2 costs includes an expected dividend and in 2023 the costs amounted to SEK 2 (0) million. The program is not linked to any performance targets, but rather requires that the employee remains at the company and retains their investment in saving shares in Fortnox during the term of the program. The Group recognizes a provision for social security contributions for the employee's taxable benefit on the number of shares deemed to have been vested during the term of the program.

Based on current estimates with regard to employees remaining in their positions and retaining their shares for participation in the programs, the Group had recognized costs for about 41,450 matching shares as of December 31, 2023. More information on ESSP 2022 and ESSP 2023 is available on the Group's website: www.fortnox.se.

For senior executives who participate in the Group's incentive program (warrants), no cost is recognized since the senior executives have acquired the warrants at market price.

Warrant program for senior executives:

In addition to the incentive program described above, below is a summary of the maximum number of warrants for senior executives that could be issued in each warrant program, number of warrants acquired (ie the number of warrants actually acquired by participants), number of forfeited warrants and current number of outstanding warrants.

2023

Program	Maximum number of options	Acquired number of options	Redeemed number of options	Forfeited number of options	Outstanding number of options 2023-12-31
2021/2024*	250,000	24,000		-226,000	24,000
Total	250,000			-226,000	24,000

Below is a summary of the terms and conditions of the programs and the input data for the valuation when determining the price of the warrants. The used valuation model is Black & Scholes. The expected volatility has been determined based on the evaluation of historical data on volatility.

Program	Exercise price, SEK	Volatility	Riskfree interest	Expected dividend/year, SEK	Maturity, year	Option price, SEK
2021/2024*	55.282 (recalculated after completed share split)	41%	-0.21%	0.94	3.3	72.5

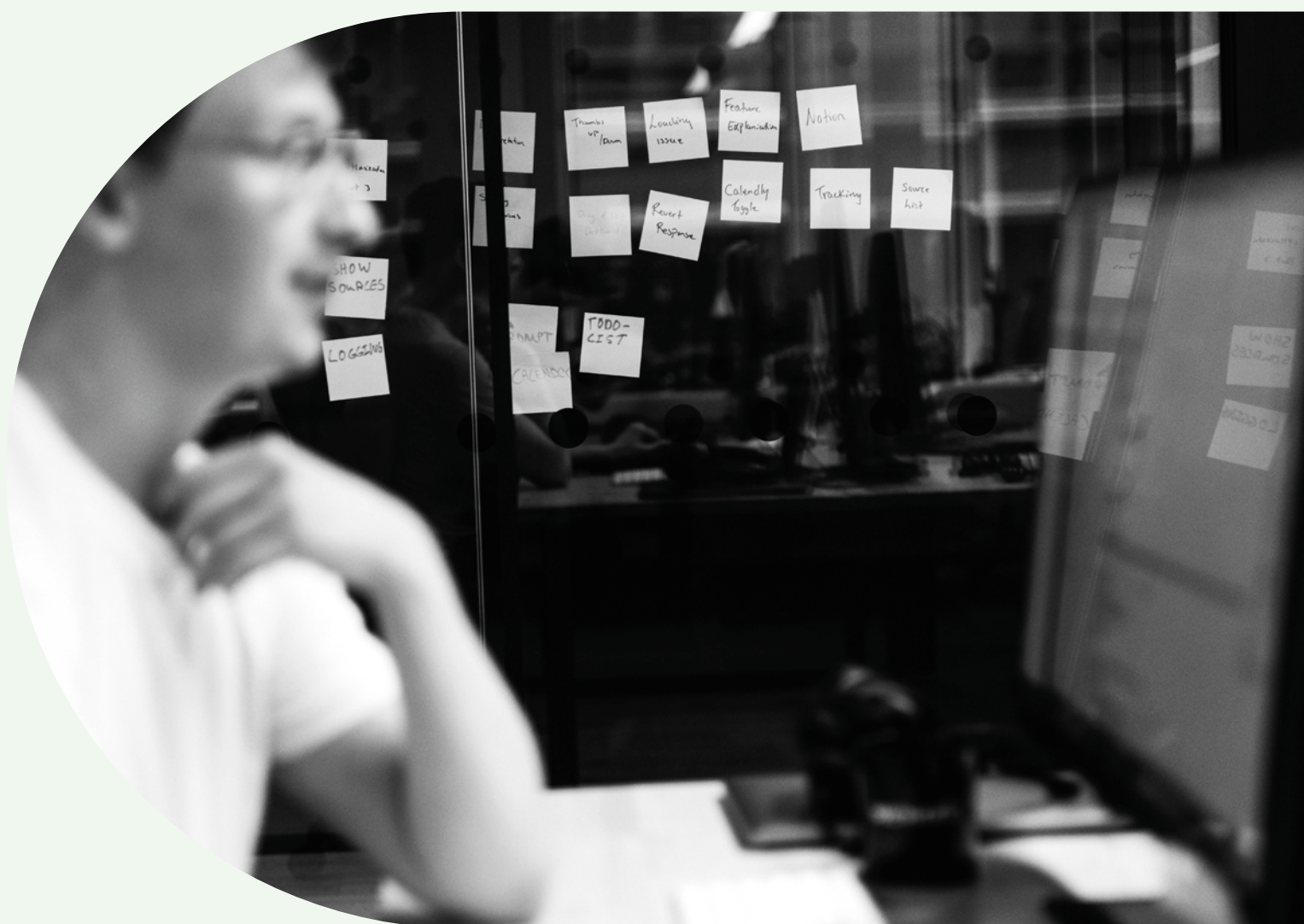
*In accordance with the terms of the warrants, recalculation has taken place with regard to the 10:1 stock split decided by the Extraordinary General Meeting on December 27, 2021, whereby each warrant entitles the holder to subscribe for 10 shares in the Company at a subscription price of SEK 55.28 per share. If a participant's employment or assignment in the Group ends, the Group has no right to buy back warrants. Share price at the time of allocation for warrant program 2021/2024, recalculated as a result of the share split, was SEK 40.5.

2023	Program	Number of outstanding options at the start of the year	Acquired options during the year	Redeemed options during the year	Weighted average share price on the exercise day, SEK	Number of outstanding options at year-end	Number of exercisable option at year-end
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CEO and senior executives

Other senior executives	2021/2024	24,000	-	-		24,000	24,000
Total		24,000	-	-		24,000	24,000

2022	Program	Number of out- standing options at the start of the year	Acquired op- tions during the year	Redeemed options during the year	Weighted aver- age share price on the exercise day, SEK	Number of out- standing options at year-end	Number of ex- ercisable option at year-end
CEO and senior executives							
Other senior executives	2021/2024	24,000	-	-		24,000	24,000
Total		24,000	-	-		24,000	24,000



Note 6 - Fees and cost remunerations to auditors

SEK million	2023	2022
Group		
KPMG		
Auditing assignment	4	3
Audit-related consulting	1	3
Other services	1	1
Other		
Auditing assignment	-	-
Audit-related consulting	-	-
Other services	-	-
Total	6	7
Parent Company		
KPMG		
Auditing assignment	2	2
Audit-related consulting	1	3
Other services	1	1
Other		
Auditing assignment	-	-
Audit-related consulting	-	-
Other services	-	-
Total	3	5

The reduction in costs compared to the previous year regarding audit-related consulting mainly refers to costs attributable to the list change to Nasdaq in 2022.

Audit assignments refer to statutory audits of the annual and consolidated accounts as well as bookkeeping and accounting and the Board of Directors and CEO's administration, and audits and other reviews carried

out in accordance with an agreement or contract. This includes other duties that the Company's auditor is responsible for carrying out, as well as advice or other assistance that is prompted by observations during such review or the implementation of such other duties.

Note 7 – Net financial items

Group

SEK million	2023	2022
Interest income and similar profit or loss items		
Interest income from financial assets at amortised cost	15	1
Interest expenses and similar profit or loss items		
Interest expenses from financial liabilities measured at amortised cost	-4	-3
Interest expenses, other	-7	-5
Profit or loss from interests in associated companies	-	-5
	-11	-13
Net financial items reported in earnings	4	-12

Parent Company

SEK million	2023	2022
Interest income and similar profit or loss items		
Interest revenue, Group companies	31	9
Interest income, other	8	1
	39	10
Interest expenses and similar profit or loss items		
Interest expenses	-8	-4
	-8	-4
Net financial items	31	6

Note 8 – Appropriations

Parent Company

SEK million	2023	2022
Group contributions paid	-25	-
	-25	-

Note 9 – Taxes

Reported in the statement of profit or loss and other comprehensive income

Group

SEK million	2023	2022
Current tax expense (-)/tax income (+)		
Tax expense/income for the year	-111	-106
	-111	-106
Deferred tax expense (-)/tax income (+)		
Deferred tax on temporary differences	4	-0
	4	-0
Total reported tax expense for the Group	-107	-106

Parent Company

SEK million	2023	2022
Current tax expense (-)/tax income (+)		
Tax expense/income for the year	-142	-101
	-142	-101
Deferred tax expense (-)/tax income (+)		
Deferred tax on temporary differences	0	-0
	0	-0
Total reported tax expense for the Parent Company	-142	-101

Reconciliation of effective tax

Group

SEK million		2023		2022
Profit before tax		677		453
Tax in accordance with current tax rates for parent company	20.6%	-140	20.6%	-93
Non-deductible expenses	0.5%	-3	0.8%	-4
Loss deductions attributable to previous years	-4.7%	32		-
Other	-0.6%	4	1.9%	-9
Reported effective tax	15.8%	-107	23.4%	-106

Parent Company

SEK million		2023		2022
Profit before tax		683		474
Tax in accordance with current tax rates for parent company	20.6%	-141	20.6%	-98
Non-deductible expenses	0.2%	-2	0.6%	-3
Other	0.0%	0	0.1%	-0
Reported effective tax	20.8%	-142	21.3%	-101

As a result of all loss deductions being capitalized and expected to be utilized, this does not contribute to an Increase In the effective tax rate for 2023.

Note 9 – Taxes cont.

Change in deferred tax in temporary differences and carry forwards

Group

SEK million	Balance as of Jan 1 2022	Recognised in profit or loss for the year	Business acquisitions	Balance as of Dec 31 2022	Balance as of Jan 1 2023	Recognised in profit or loss for the year	Business acquisitions	Balance as of Dec 31 2023
Unutilised loss/credit carry forwards	-	-	-	-	-	41	-	41
Tangible assets	1	-0	-	1	1	0	-	1
Accounts receivable	0	-	-	0	0	-	-	0
Receivables factoring	-	-	-	-	-	-	-	-
Purchased receivables	0	-	-	-	-	-	-	-
Pension provisions	-	-	-	-	-	-	-	-
Deferred tax asset	1	-0	-	1	1	41	-	43
Intangible assets	-36	4	-4	-37	-37	4	-	-33
Deferred tax liability	-36	4	-4	-37	-37	4	-	-33

The Group recognizes deferred tax assets for tax loss carry-forwards to the extent that they are likely to be used. Within the Group, there are tax loss carry-forwards, related to the business acquisitions Capcito, Cling and Agoy. The group's tax loss carry-forwards amounts to SEK 200 (175) million at the end of the year, of which deferred tax has been reported for all losses within the Group.

Deferred tax receivables refer to temporary differences between the

carrying amount and the tax base value as of December 31, 2023, the temporary differences amounted to SEK 4 (1) million, attributable to tangible fixed assets and accounts receivable. Deferred tax liabilities are attributable to intangible assets in addition to goodwill that arising in connection with completed business acquisitions in 2021 and 2022.

As of December 31, 2023, the parent company's deferred tax assets amount to SEK 0 million.

Parent

SEK million	Balance as of Jan 1 2022	Recognised in profit or loss for the year	Balance as of Dec 31 2022	Balance as of Jan 1 2023	Recognised in profit or loss for the year	Balance as of Dec 31 2023
Tangible assets	0	-0	0	0	0	0
Accounts receivable	0	-0	0	0	0	0
Pension provisions	-	-	-	-	-	-
	1	-0	0	0	0	0

Note 10 - Earnings per share

Earnings per share

		Before dilution	
SEK		2023	2022
Earnings per share		0.94	0.57

		After dilution	
SEK		2023	2022
Earnings per share		0.93	0.57

Shares held in own custody are excluded in the calculation of earnings per share and as of the balance sheet date of December 31, 2023, the number of shares in own custody amounted to 155,267.

The amounts that were used in numerators and denominators are shown below.

Earnings per share before dilution

Profit for the year attributable to the Parent Company's ordinary shareholders, before dilution

SEK million	2023	2022
Profit for the year attributable to the Parent Company's shareholders	570	347
Profit attributable to the Parent Company's ordinary shareholders, before dilution	570	347

Weighted average number of ordinary shares, before dilution

000s	2023	2022
Weighted average number of ordinary shares during the year, before dilution	609,669	609,745
Weighted average number of ordinary shares during the year, before dilution	609,669	609,745

The number of outstanding shares at year-end was 609,744,700 (609,744,700), including shares in own custody.

Earnings per share after dilution

Profit for the year attributable to the Parent Company's ordinary shareholders, after dilution

SEK million	2023	2022
Profit for the year attributable to the Parent Company's ordinary shareholders	570	347
Profit attributable to the Parent Company's ordinary shareholders, after dilution	570	347

Weighted average number of ordinary shares, after dilution

000s	2023	2022
Weighted average number of ordinary shares during the year, before dilution	609,669	609,745
Effect of warrants	228	35
Weighted average number of ordinary shares during the year, after dilution	609,897	609,780

Instruments that may result in future dilution and other changes after the financial position date

The Group has two active share savings programs (ESSP 2022 and ESSP 2023), the programs are earned on an ongoing basis and require the employee to remain employed within the Group and to keep their shares in the depository until matching has taken place. A minor dilution effect may occur as a result of the fact that the Group continuously buy in expected matching shares and hold these in its own custody until the program expires. As of December 31, the Group has 155,267 shares in its own custody.

During 2021, the company had an outstanding warrant program (2021/2024), where 24,000 warrants were subscribed during 2021. The 2021/2024 warrant program was issued in March, where participants purchased warrants during the trading period at a value calculated according to the Black Scholes model. Each warrant entitles the holder to subscribe for one new share in Fortnox. The share options can be exercised during the period April 1 to June 30, 2024, at a predetermined share price of SEK 55.28 (recalculated after completion of the share split).

For further information about the Group's Incentive programs, see under Note 5.

Warrants

Group

		2023-12-31	2022-12-31
Number of outstanding warrants at the start of the year		24,000	24,000
Number of outstanding warrants at the end of the year		24,000	24,000
Of which:	Exercise price		
Program 2021/2024	55.28 (recalculated after share split)	24,000	24,000
		24,000	24,000

Note 11 - Intangible assets

Group	Internally developed intangible assets	Acquired intangible assets				Total
		Platform	Platform	Brands	Customer relationships	
SEK million						
Accumulated acquisition values						
Opening balance 2023-01-01	566	63	56	106	610	1,400
Internally developed assets	162	-	-	-	-	162
Disposals	-1	-1	-	-	-	-2
Closing balance 2023-12-31	728	62	56	106	610	1,561
Opening balance 2022-01-01	405	18	56	106	606	1,191
Internally developed assets	129	-	-	-	-	129
Acquired intangible assets	32	44	-	-	4	80
Closing balance 2022-12-31	566	63	56	106	610	1,400
Accumulated depreciation and impairment						
Opening balance 2023-01-01	-269	-9	-	-15	-	-293
Impairment for the year	-2	-	-	-	-	-2
Depreciation for the year	-89	-12	-	-11	-	-112
Disposals	1	1	-	-	-	2
Closing balance 2023-12-31	-360	-20	-	-26	-	-406
Opening balance 2022-01-01	-199	-2	-	-5	-	-205
Impairment for the year	-5	-	-	0	-	-5
Depreciation for the year	-66	-7	-	-11	-	-83
Closing balance 2022-12-31	-269	-9	-	-15	-	-293
Carrying amounts						
As of 2023-01-01	297	54	56	91	610	1,107
As of 2023-12-31	368	41	56	80	610	1,154
As of 2022-01-01	207	16	56	101	606	986
As of 2022-12-31	297	54	56	91	610	1,107

Parent Company	Internally developed intangible assets	
	SEK million	Platform
Accumulated acquisition values		
Opening balance 2023-01-01		357
Internally developed assets		98
Closing balance 2023-12-31		456
Opening balance 2022-01-01		281
Internally developed assets		77
Closing balance 2022-12-31		357
Accumulated depreciations		
Opening balance 2023-01-01		-174
Depreciation for the year		-48
Closing balance 2023-12-31		-222
Opening balance 2022-01-01		-133
Depreciation for the year		-40
Closing balance 2022-12-31		-174
Accumulated impairments		
Opening balance 2023-01-01		-18
Impairment for the year		-0
Closing balance 2023-12-31		-18
Opening balance 2022-01-01		-14
Impairment for the year		-4
Closing balance 2022-12-31		-18
Carrying amounts		
As of 2023-01-01		166
As of 2023-12-31		216
As of 2022-01-01		134
As of 2022-12-31		166

Depreciations are included in the line Depreciation, amortization, and impairment of tangible and intangible fixed assets in the statement of income and other comprehensive income. Goodwill and brands have been assessed as having an indefinite useful life, and no depreciation has been carried out.

Customer relations were established in connection with the business acquisitions carried out 2021, and the remaining depreciation period is approximately 8 years.

Platform includes intangible assets related to in-house developed or acquired software as well as contract-based rights such as license agreements and software acquired through business acquisitions. Remaining depreciation period for platform is up to 5 years.

For information on depreciation, see the accounting principles in Note 1.

Goodwill

SEK million	2023	2022
Accumulated acquisition values opening balance	610	606
Acquired intangible assets	-	4
Acquisition values closing balance	610	610
Accumulated impairment opening balance	-	-
Impairment for the year	-	-
Accumulated impairment closing balance	-	-
Carrying amount at end of the year	610	610

The Group's goodwill is attributable to synergy effects for business acquisitions completed in 2021 and 2022.

The remaining shares in Capcito Finance AB were acquired during the year, but as a result of the Group choosing to apply the "Anticipated Acquisition Method", meaning that 100 percent was considered to have been acquired at the time of initial acquisition, no subsidiaries have been acquired during 2023.

Subsidiaries acquired in 2022;

Agoylt AB och Cling Group AB

For further information about the acquisitions see Note 18.

Impairment testing

In conjunction with business combinations, Group-wide excess values in goodwill and brands have arisen. Goodwill and brands has been assessed on the basis of an indefinite useful life. This is because the useful life of brands depends on a number of factors such as market development and technological development, which means the useful life cannot be established. Fortnox applies IAS 38, which means goodwill and assets with an indefinite useful life are not amortized. On the other hand, impairment tests are carried out annually or more frequently if there are indications, or it is feared, that the carrying amount of the asset will be lower than the recovery value.

Impairment testing is carried out per cash-generating unit and the value in use relates to the basis for determining the recovery value.

Carrying amount of goodwill and brands per cash-generating unit.

SEK million	2023	2022	Assumptions	
			Annual growth year 11 and beyond, %	Discount rate before tax, %
Offerta Group AB				
Goodwill	231	231	2% (2%)	15.1% (14.0%)
Brands	43	43	2% (2%)	15.1% (14.0%)
	273	273		
Fortnox Lagerbolag AB				
Goodwill	39	39	2% (2%)	13.9% (13.6%)
	39	39		
Cling Group AB				
Goodwill	7	7	2% (2%)	15.9% (16.0%)
	7	7		
Capcito Finance AB				
Goodwill	333	333	2% (2%)	14.5% (14.0%)
Brands	13	13	2% (2%)	14.5% (14.0%)
	346	346		

Method for calculating the recovery value

For goodwill and brands, the recovery value has been calculated by calculating the value in use of the respective cash generating unit. The calculations are based on a discounting of future forecast cash flows, based on the ten-year business forecast determined by management, as a result of completed business acquisitions being judged to be or entering a period of higher growth. An indefinite horizon has been assumed in the calculation, and extrapolation of cash flows for the years after the forecast period has been based on a growth rate as shown in the table above.

Important assumptions for calculating value in use

The following assumptions are significant and common to all cash

generating units when calculating value in use:

Sales: Based on the historical development of the business and expected market growth based on external information sources

Operating margin: Based on historical profitability level and the estimated efficiency of the business.

Investment needs: The investment needs of the operations are assessed on the basis of the investments required to achieve forecast cash flows initially, i.e. without expansion investments. These values from both internal and external information sources have reflected previous experience.

Note 12 - Tangible fixed assets

Group

SEK million	Equipment, tools and installations	Improvement expenditure on other property	Total
Acquisition Value			
Opening balance 2023-01-01	69	5	73
Acquisitions	4	-	4
Disposals	-2	-	-2
Closing balance 2023-12-31	71	5	75
Opening balance 2022-01-01	59	4	63
Acquisitions	10	0	10
Closing balance 2022-12-31	69	5	73
Depreciation			
Opening balance 2023-01-01	-36	-1	-38
Depreciation for the year	-11	-1	-12
Disposals	2	-	2
Closing balance 2023-12-31	-46	-2	-48
Opening balance 2022-01-01	-26	-1	-27
Impairment for the year	-0	-	-0
Depreciation for the year	-11	-1	-11
Closing balance 2022-12-31	-36	-1	-38
Carrying amount			
As of 2023-01-01	32	3	35
As of 2023-12-31	25	3	28
As of 2022-01-01	33	3	36
As of 2022-12-31	32	3	35

Depreciation/Amortization is included in the line Depreciation, amortization, and impairment of tangible and intangible fixed assets in the statement of profit or loss and other comprehensive income.

Parent Company

SEK million	Equipment, tools and installations	Improvement expenditure on other property	Total
Acquisition Value			
Opening balance 2023-01-01	57	4	61
Acquisitions	4	0	4
Disposals	-2	-	-2
Closing balance 2023-12-31	59	4	63
Opening balance 2022-01-01	49	4	53
Acquisitions	8	0	8
Closing balance 2022-12-31	57	4	61
Depreciation			
Opening balance 2023-01-01	-29	-1	-30
Depreciation for the year	-10	-1	-10
Disposals	2	-	2
Closing balance 2023-12-31	-37	-2	-39
Opening balance 2022-01-01	-20	-1	-21
Depreciation for the year	-9	-0	-10
Closing balance 2022-12-31	-29	-1	-30
Carrying amount			
As of 2023-01-01	28	3	31
As of 2023-12-31	22	2	24
As of 2022-01-01	29	3	33
As of 2022-12-31	28	3	31

Depreciation/Amortization is included in the line Depreciation, amortization, and impairment of tangible and intangible fixed assets in the statement of profit or loss and other comprehensive income.

Note 13 - Financial assets

13.1 Participation in associated companies

Group	Group		Parent Company	
SEK million	2023	2022	2023	2022
Interests in associated companies				
Carrying forward amount at start of the year	-	17	-	19
Shares in associated companies acquired during the year	-	5	-	4
Share in profit or loss of associated companies' profits*	-	-1	-	-
Impairment of shares in associated company	-	-4	-	-7
Achieved controlling influence	-	-16	-	-16
Carrying amount at the end of the year	-	-	-	-

*Participation in the profit or loss after tax of the associated company. No dividend has been received.

As of 31 December 2023, the group has no shares in associated companies.

13.2 Financial investments

In connection with the agreement entered with Mynt AB, Fortnox received 310,394 warrants in Mynt AB, with the right to subscribe for

an equal number of new shares in Mynt AB during the period 1 February 2025 to and including 2 May 2025 at a subscription price of SEK 142 per share. The valuation of the warrants has affected Fortnox's financial position and increased financial assets and current liabilities by SEK 23 (26) million. Revenue recognition of the warrants is only done when there is a very high probability of fulfillment of the conditions to which the warrants are attached. Since the previous year, no adjustments have been made within the option valuation model (Black & Scholes) other than changing the remaining term.

Note 14 - Accounts receivable

Accounts receivable for the Group as of December 31, 2023, amounted to SEK 114 (92) million and for the Parent Company SEK 104 (79) million. The Increase compared to the previous year is mainly attributable to the growth in revenue, where accounts receivable increased at a corresponding rate.

Accounts receivables are reported after consideration of expected and determined customer losses, which amounted to MSEK 16 (14) in the Group and to MSEK 10 (6) for the Parent Company.

Information on risks related to credit losses related to accounts receivable is described in more detail in Note 25.

Note 15 - Receivables- factoring, purchased receivables and business loans

As of the balance sheet date of 31 December, 2023, receivables relating to purchased receivables amounted to SEK 327 (205) million, receivables relating to business loans amounted to SEK 193 (135) million and receivables relating to factoring amounted to SEK 46 (61) million.

Receivables regarding factoring, purchased receivables, and business loans are reported after consideration of expected and determined

credit losses, which amounted to MSEK 10 (7) in the Group. In the Parent Company, there are no receivables regarding factoring, purchased receivables, and business loans. Credit losses have increased in line with the growth in the lending operations.

Information on credit risks in receivables regarding invoice financing, factoring, and corporate loans is described in more detail in Note 25.

Note 16 – Prepaid expenses and accrued revenue

SEK million	2023-12-31	2022-12-31
Group		
Prepaid rental expenses	6	5
Other prepaid expenses	27	21
Prepaid expenses	33	26
Accrued transaction-based revenue	23	18
Other accrued revenue	2	0
Accrued revenue	25	18
Parent Company		
Prepaid rental expenses	5	4
Other prepaid expenses	20	15
Prepaid expenses	25	18
Accrued transaction-based revenue	23	18
Other accrued revenue	0	0
Accrued revenue	23	18

Note 17 – Cash and cash equivalents

Group		
SEK million	2023-12-31	2022-12-31
The following components are included in cash and cash equivalents:		
Cash and bank balances	514	435
Total according to consolidated statement of financial position	514	435
Total according to consolidated cash flow statement	514	435
Parent Company		
Cash and bank balances	317	253
Total according to consolidated balance sheet	317	253
Total according to consolidated cash flow statement	317	253

In cash and bank balances there are restricted cash amounting to SEK 1 (1) million, for more information see under Note 27.

Note 18 - Business acquisitions

Note 18.1 Acquisition of remaining shares in Capcito Finance AB

During the year, Fortnox utilized the opportunity to acquire the remaining shares in Capcito Finance AB and the acquisition was completed on 14 July. The purchase consideration amounted to approximately SEK 87 million, in line with the valuation determined in the acquisition analysis. As a result of the Group choosing to apply the "Anticipated Acquisition Method", meaning that 100 percent was considered to have been acquired at the initial time of acquisition in December 2021, the acquisition, in addition to the payment of the remaining purchase consideration, had no major accounting impact.

Note 18.2 Established acquisition analyses of Agoylt AB

On July 1, 2022, the Group acquired the remaining 68 percent of the shares in the unlisted company Agoylt AB ("Agoy"). Adjusted for net cash, the consideration for the remaining holding amounted to SEK 34 million and was paid in cash.

The acquisition analysis has been determined and no adjustments have been made since the preliminary acquisition analysis. Established acquisition analysis can be seen in the annual and sustainability report for 2022.

Note 18.3 Established acquisition analyses of Cling Group AB

On November 1, 2022, the Group acquired 51 percent of the shares in Cling, with an option to acquire the remaining 49 percent in 2024. The purchase consideration to acquire 51 percent of the shares amounted to SEK 9 million, corresponding to a value of SEK 19 million for all of the shares in the company.

The acquisition analysis has been determined and no adjustments have been made since the preliminary acquisition analysis. Established acquisition analysis can be seen in the annual and sustainability report for 2022.

Note 18.4 Previous acquisitions

No business acquisitions have taken place in 2023. Business acquisitions completed in 2022 (Agoylt AB and Cling Group AB) had an impact on net sales and operating profit for 2023, by SEK 9 million and SEK -10 million, respectively. Consolidated accounts in conjunction with business acquisitions are not considered. The information pertains exclusively to the statutory reporting attributable to the business acquisitions.

The acquisition of the remaining shares in Capcito Finance AB meant only a cash flow impact, as Capcito was considered to be 100 percent acquired already in 2021, as a result of the application of the "Anticipated Acquisition Method". In addition, the debt consideration was in line with the actual outcome, whereupon no major profit effect arose.

Note 18.5 Summary of transferred consideration and effects on cash flow for completed acquisitions

Consideration transferred

SEK million	2023	2022
Cash and cash equivalents	87	47
Purchase price paid in 2021 for influence that went from significant to controlling influence in 2022	-	19
Effects attributable to adjusted acquisition analysis from previous years	-	1
Debted consideration	-	11
Total consideration transferred	87	78

Effects on cash flow

SEK million	2023	2022
Consideration transferred	-87	-48
Cash and cash equivalents in acquired companies	-	2
Total cash flow impact	-87	-46

Note 19 - Equity

Types of shares

000s	2023-12-31	2022-12-31
Ordinary shares		
Issued as of January 1	609,745	609,745
Cash issue	-	-
Issued as of December 31 – paid	609,745	609,745

As of December 31, 2023, the registered share capital included 609,744,700 (609,744,700) ordinary shares with a quota value of SEK 0.002.

Holders of ordinary shares are entitled to dividends that are determined in due course and the holding of shares carries the right to vote at the general meeting with one vote per share. The number of shares in own custody are excluded from dividends, which as of 31 December, 2023, amounted to 155,267 (0).

Dividends

After the balance sheet date, the Board has proposed the following dividend. The dividend will be subject to approval by the Annual General Meeting on April 11, 2024.

SEK million	2023-12-31	2022-12-31
0.20 (0.12) SEK per ordinary share	122	73
	122	73

Parent Company

SEK million	Fund for development costs
Opening carrying amount 2023-01-01	166
Funding for own work capitalised	98
Depreciation for own development capitalized	-48
Closing carrying amount 2023-12-31	216

SEK million	Fund for development costs
Opening carrying amount 2022-01-01	133
Funding for own work capitalised	77
Depreciation for own development capitalized	-44
Closing carrying amount 2022-12-31	166

Restricted equity

Restricted equity may not be reduced through dividends.

Development expenditure reserve

The amount capitalized in respect of internally generated development expenses will be transferred from unrestricted equity to a reserve for development expenses in restricted equity. The reserve will be reduced as the capitalized expenditure depreciates or is written down. It is handled in a similar way to the revaluation reserve.

Share premium reserve

When shares are issued at a premium, i.e., when the share price is more than the quota value of the shares, an amount corresponding to the amount received over and above the quota value of the shares is transferred to the share premium. Amounts added to the share premium as of January 1, 2016, are included in non-restricted equity.

Retained earnings

Retained earnings consist of the retained earnings for the previous year and the net result for the year after deduction of the dividend for the year.



Note 20 – Borrowing

Borrowings

Group and Parent Company

SEK million	2023	2022
Non-current		
Liabilities to credit institutions (Group and Parent Company)	-	200
Liabilities to credit institutions (Group)	-	0
	-	200

Group

SEK million	2023	2022
Current		
Liabilities to credit institutions	-	-
	-	-

During the year no non-current liabilities and current liabilities to credit institutions have been added. In December 2021, Fortnox signed an agreement relating to a revolving credit facility. The contract runs for three years with the possibility of extending for a further two years. The contract includes financial conditions that require the Group's net debt to EBITDA ratio not to exceed 2.5:1, and the Group's equity/assets ratio to be no less than 30%. The cost of the credit facility consists of STIBOR plus

a margin. Through the credit facility, Fortnox secured additional liquidity of SEK 500 million and as of December 31, 2023, the Group utilized SEK 0 (200) million. In 2023, Fortnox has chosen to exercise the two-year extension option and secure the revolving credit facility until the end of 2026.

For more information on interest rate risk, see under Note 25.

Credit available

Group and Parent Company

SEK million	2023	2022
Utilized credit facility	-	200
Granted credit facility	500	500

Note 21 - Other non-current liabilities

SEK million	2023	2022
Debted consideration	11	98
	11	98

Debted consideration is attributable to the acquisition of Cling Group AB amounting to SEK 11 (98) million. This as Fortnox has chosen to apply the "Anticipated Acquisition Method", meaning that 100% of the subsidiary are considered to have been acquired at the time of acquisition. Whereupon a liability attributable to the owners' put option valued at amortized cost is reported for the estimated future purchase price. During the year, the indebted consideration was reduced in connection with the acquisition of the remaining shares in Capcito Finance AB.

The size of the put option regarding Cling Group AB, is determined based on net sales growth for 2023 together with development requirements linked to the quotation and signing tool.

Note 22 – Pensions

Defined contribution pension plans

In Sweden, the Group has defined-contribution pension plans for employees that are fully paid for by the companies. Payments to these plans are made on an ongoing basis in accordance with the rules for the respective plans.

SEK million	2023	2022
Group		
Costs for defined contribution plans	37	29
Parent Company		
Costs for defined contribution plans	25	19

Note 23 – Accrued expenses and deferred revenue

SEK million	2023-12-31	2022-12-31
Group		
Accrued personnel costs	33	33
Accrued commission retailer	18	15
Other accrued costs	41	31
Accrued expenses	92	79
Deferred revenue	350	272
Deferred revenue	350	272
Parent Company		
Accrued personnel costs	25	22
Accrued commission retailer	18	15
Other accrued costs	24	14
Accrued expenses	67	51
Deferred revenue	325	245
Deferred revenue	325	245

Note 24 - Valuation of financial assets, liabilities and categorization

Financial assets valued at fair value refer to warrants received in connection with the agreement with the unlisted company Mynt AB. Revenue recognition of the warrants is only done when there is a very high probability of fulfillment of the conditions to which the warrants are attached. The conditions include development of an integration solution and a fulfillment of a certain use of the company cards. As of December 31, 2023, no revenue has been taken regarding the warrants received, due to the uncertainty of the conditions that must be met.

The valuations are attributed in their entirety to level 3 and have been valued based on the Black & Scholes model. The uncertainty in the input data mainly relates to the volatility and current share price. The current share price has been determined based on a new issue of the company's shares, which occurred in May 2022. The volatility has been determined based on a comparison and weighting of similar companies within the same industry, whose volatility has been determined. A change in the input data regarding the volatility and share price by 10 percentage points would mean that the valuation of the warrants would increase or decrease by approximately SEK 6 million.

Group

2023

Recognised value

SEK million	Note	Financial asset valued at amortised cost	Financial assets valued at fair value with changes in value over profit	Financial liabilities valued at amortised cost	Total carrying amount
Financial assets					
Financial investments	13		23		23
Accounts receivable	14	114			114
Receivables factoring	15	46			46
Purchased receivables	15	327			327
Business loan receivables	15	193			193
Accrued income	16	25			25
Other current receivables		14			14
Cash and cash equivalents	17	514			514
		1,233	23		1,255
Financial liabilities					
Other non-current liabilities	21			11	11
Accounts payable				45	45
Accrued expenses	23			53	53
Other current liabilities				8	8
				117	117

Group
2022

Recognised value

SEK million	Note	Financial asset valued at amortised cost	Financial assets valued at fair value with changes in value over profit	Financial liabilities valued at amortised cost	Total carrying amount
Financial assets					
Financial investments	13		26		26
Accounts receivable	14	92			92
Receivables factoring	15	61			61
Purchased receivables	15	205			205
Business loan receivables	15	135			135
Accrued income	16	18			18
Other current receivables		5			5
Cash and cash equivalents	17	435			435
		950	26		976
Financial liabilities					
Interest-bearing liabilities (non-current and current)	20			200	200
Other non-current liabilities	21			98	98
Accounts payable				27	27
Accrued expenses	23			31	31
Other current liabilities				7	7
				363	363

In the Group's opinion, the change in market rates or credit spreads since the interest-bearing loans were raised, has not had a material impact on the Group's financial liabilities. In addition, the financial assets consist in all material respects of cash and cash equivalents and of receivables with short maturities that are recognized after impairment, and accordingly this is considered a reasonable approximation of fair value.

Note 25 - Financial risks and risk management

Through its operations, the Group is exposed to various types of financial risks. Financial risks refer to fluctuations in the Group's earnings and cash flow due to changes in exchange rates, interest rates, financing, and credit risks.

The Group is primarily exposed to:

- Credit risk
- Liquidity risk
- Interest rate risk

The Group's financial policy for management of financial risks has been formulated by the Board of Directors and forms a framework of guidelines and rules in the form of risk mandates and limits for financing activities. Responsibility for the Group's financial transactions and risks is managed centrally by the Group's financial function within the parent company. The overall objective of the finance function is to minimize negative effects on the Group's earnings arising from financial risks.

Liquidity risk

Liquidity risk is the risk of not having sufficient payment preparedness to meet planned and/or unforeseen expenses. The Group has a rolling 12-month liquidity planning that covers all the Group's units. The liquidity planning is updated every month and is used to manage the liquidity risk and the costs of financing the Group's operations. The goal is for the Group to be able to meet its financial commitments in ups and downs, without significant unforeseeable costs and without risking the Group's reputation. According to the Group's Financing and Dividend policy,

adopted by the Board of Directors, found among other, requirements related to the company's leverage, capital structure, equity/assets ratio, counterparty risk and coverage ratio for operating expenses for the next three months. The Group's cash and cash equivalents at the end of the period amounted to SEK 514 (435) million.

The Group's financial liabilities amounted to SEK 117 (363) million. Maturity structure for the loan debt is shown in the table below.

Interest rate risk

Interest rate risk is the risk that the value of financial instruments varies due to changes in market interest rates. Interest rate risk can lead to a change in fair values and changes in cash flows. A significant factor affecting the interest rate risk is the fixed interest period. The Group is exposed to interest rate risk on current and non-current interest-bearing liabilities. Considering the Group's loan-to-value ratio, the interest rate risk is limited. The interest rate risk arose in connection with the adoption of a revolving credit facility amounting to SEK 500 million and, as of December 31, SEK 0 million was utilized.

The Group is also exposed to interest rate risk related to future leasing agreements, which the Group currently judges to be immaterial.

Since the Group haven't utilized any external financing as of the balance sheet date, an Increase In the Interest rate does not have any major Impact on costs.

Group

2023

SEK million	Total	< 1 mo	1-3 mo	3 mo-1 yr	1-5 yr	> 5 yr
Other non-current liabilities	11	-	-	11	-	-
Leasing liabilities	209	3	7	30	145	24
Accounts payable	45	45	-	-	-	-
Other current liabilities	70	60	10	-	-	-
	334	108	17	40	145	24

2022

SEK million	Total	< 1 mo	1-3 mo	3 mo-1 yr	1-5 yr	> 5 yr
Interest-bearing liabilities	208	1	1	6	200	-
Other non-current liabilities	98	-	-	-	98	-
Leasing liabilities	176	3	6	26	99	44
Accounts payable	27	27	-	-	-	-
Other current liabilities	58	49	8	-	-	-
	567	80	15	32	396	44

Credit risk

Credit risk is the risk that a customer or counterparty in attributable to a financial instrument is unable to fulfil its obligations and thereby causes the Group a financial loss, and arises mainly from the Group's accounts receivables, receivables factoring, receivables business loans and purchased receivables.

The carrying amount of financial assets constitutes the maximum credit exposure.

Reserve for credit losses

The Group's accounting principles for impairment of financial assets are based on expected credit losses. The receivables in which the Group has exposures in credit risk as described above are divided into three stages, depending on the degree of increase in credit risk relative to the date on which the credit was issued or acquired;

- Stage 1 (performing) includes receivables where there has been no significant increase in credit risk since the first recognition. In this stage, an amount corresponding to the loss expected to occur within 12 months will be reserved.

- Stage 2 (underperforming) includes receivables where there has been a significant increase in the credit risk since the first recognition. In this stage, an amount corresponding to the loss expected to occur during the entire remaining maturity of the asset is reserved. The Group considers that the credit risk on a financial asset has increased significantly if it is overdue by more than 30 days.

- Stage 3 (credit impairment) includes defaulted/credit impaired loans. In this stage, an amount corresponding to the loss expected to occur during the entire remaining maturity of the asset is reserved. The Group considers that a financial asset is in default when it is unlikely that the borrower will pay the whole of their credit obligations to the Group, without the Group having recourse such as realising a security (if any such is held) or the financial asset is due by more than 90 days (180 days regarding business loans).

Since the Group's accounts receivables, acquired receivables, and issued corporate loans with underlying accounts receivable as security have a short term, which, mostly, is less than 12 months, the calculation method is not affected by expected credit losses from this stage, but only leads to a division of information.

Expected credit losses are calculated using a matrix by applying a fixed percentage rate to which stage the receivable is in, which in turn depends on the number of days by which the receivable is outstanding. The percentage rates have been calculated from historical internal data that could be observed for different degrees of late payment for similar receivables and counterparties. The historical information is continuously evaluated and adjusted, if necessary, according to the current situation and the Group's expectations of future events. The same method is applied to claims in stage 3 that are not of significant value.

For receivables of significant value in stage 3, an individual assessment is made of the cash flows expected to be received and, as a result, of

the amount of the impairment. As the provisions for receivables with a maturity of more than 12 months do not constitute any significant value, discounting is not applied when calculating loss reserves.

The Group applies the same method to its own accounts receivable that do not contain a substantial financing component. The simplified model is not divided into stages since it is always calculated using the remaining maturity.

In the case of factoring with recourse, the seller of the receivables has an obligation to repurchase such receivables that are more than 30 days late. In these cases, the Group does not recognize the acquired receivables in its balance sheet, since the seller has retained all significant risks and rewards in the transferred receivables. Instead, a receivable is reported against the seller. It is therefore the receivable against the seller that is the subject of division into stages 1-3 as above, and these receivables usually belong to stage 1.

Credit risk management

Credit risks are limited by the Group's Financing and Dividend Policy, Risk Management Policy and Credit Policy. Lending, risk management and the risk appetite that Fortnox must adhere to regulate the company's industry concentration risk and exposures to large credits, the risk of default and limits on credit losses. Furthermore, the company has credit instructions and procedures in place that regulate how credit risks are to be identified and managed in the course of its operating activities and how customers and credits are to be risk classified. To ensure that credit risks are managed in a risk-conscious manner, credits are granted by employees trained in the credit framework and with the authority to make decisions within their mandate.

The Group's credit risk exposure is primarily affected by the individual characteristics of each customer or counterparty. However, management considers the factors that may affect the credit risk in the customer base, including the risk of default associated with the industry in which customers operate.

Financial credit risks related to cash and financial instruments are limited by using creditworthy counterparties. The Group reduces the credit risk related to accounts receivable and other receivables by applying the credit policy in force at any time. Counterparties are credit-checked and information on the counterparty's financial position is collected. In addition, the receivables are continuously analyzed on the basis of age.

Credit risks in accounts receivable and receivables within accrued income

At the balance sheet date, there is no significant exposure to different risk concentrations in different geographic markets or to different sizes, number of customers, etc. No individual customer accounts for more than 5% of the Group's accounts receivable. The Group does not require bank guarantees or other security for accounts receivable. The Group has no accounts receivable and receivables within accrued income for which impairment reserves are not recognized due to security. The credit risk exposure and expected credit losses for accounts receivable and receivables within accrued income are summarized below.

Group

2023

SEK million	Carrying amount, gross	Loss reserves	Carrying amount
Not overdue	121	-0	120
Overdue 1–30 days	11	-1	10
Overdue 31–60 days	5	-2	4
Overdue 61–90 days	3	-1	1
Overdue > 90 days	22	-19	3
	162	-24	138

2022

SEK million	Carrying amount, gross	Loss reserves	Carrying amount
Not overdue	101	-1	100
Overdue 1–30 days	6	-1	5
Overdue 31–60 days	4	-2	3
Overdue 61–90 days	2	-1	1
Overdue > 90 days	16	-14	2
	130	-20	111

The change in provisions for impairment of accounts receivable and receivables within accrued income during the year was as follows.

Group

SEK million	2023-12-31	2022-12-31
Opening balance as of January 1	-20	-13
Impairment losses for the year	-14	-15
Realised losses	10	8
Closing balance as of December 31	-24	-20

Credit risks in receivables – factoring, purchased receivables and business loans

At the balance sheet date, there is no significant exposure to different risk concentrations in different geographic markets or to different sizes, number of customers, etc.

In the case of factoring, the Group requires security in the invoice that is financed and may require personal guarantees from the counterparty. Factoring is attributable in its entirety to the subsidiaries within Capcito.

The Group may require personal guarantees from counterparties but does not require bank guarantees or other security for purchased receiv-

ables. Purchased receivables is carried out with or without recourse to the seller of the invoice. In the case of purchased receivables without a right of recourse, the credit risk is transferred to the Group.

For business loans, the Group may require personal guarantees from the counterparty, but otherwise the Group does not require any security in the loans issued.

The following summarizes the credit risk exposure and expected credit losses for receivables – purchased receivables, factoring and business loans.

Group	Purchased receivables		Receivables factoring		Business loan receivables	
SEK million	2023-12-31	2022-12-31	2023-12-31	2022-12-31	2023-12-31	2022-12-31
Receivables						
Stage 1	326	204	46	61	197	135
Stage 2	3	1	-	-	1	0
Stage 3	4	3	1	1	15	13
	333	209	47	62	213	148
Provisions						
Stage 1	-3	-1	-0	-0	-4	-3
Stage 2	-0	-0	-	-	-1	-
Stage 3	-3	-3	-1	-1	-14	-10
	-7	-4	-1	-1	-19	-13
Receivables net	327	205	46	61	194	135

Group	Purchased receivables		Receivables factoring		Business loan receivables	
SEK million	2023-12-31	2022-12-31	2023-12-31	2022-12-31	2023-12-31	2022-12-31
Provision rate %						
Stage 1	1%	1%	1%	1%	2%	2%
Stage 2	3%	18%	-	-	68%	-
Stage 3	75%	82%	100%	98%	94%	79%

Receivables and provisions regarding factoring have decreased during the year and is mainly attributable to a lower lending volume.
Provisions regarding business loans and purchased receivables have increased during the year, attributable to the increased lending volume.

Group	Receivables with a maturity of more than 12 months	
SEK million	2023-12-31	2022-12-31
Receivables		
Stage 1	149	101
Stage 2	2	2
Stage 3	2	1
	153	104
Provisions		
Stage 1	-2	-2
Stage 2	-2	-1
Stage 3	-2	-1
	-6	-4
Receivables net	148	100

Receivables with a maturity of more than 12 months are attributable in their entirety to business loans.

The change in provisions for impairment losses related to purchased receivables was as follows. Impairment losses for the year include recoveries.

Group		
SEK million	2023-12-31	2022-12-31
Provisions purchased receivables		
Opening balance as of January 1	-4	-7
Impairment losses for the year	-3	0
Realised losses	1	3
Closing balance as of December 31	-7	-4

The change in reserves for impairment losses for receivables regarding factoring was as follows. Impairment losses for the year include recoveries., which contributed to the lower provision.

Group		
SEK million	2023-12-31	2022-12-31
Provisions receivables factoring		
Opening balance as of January 1	-1	-6
Impairment losses for the year	0	-0
Realised losses	0	4
Closing balance as of December 31	-1	-1

The change in reserves for impairment losses related to receivables business loans was as follows. Impairment losses for the year include recoveries.

Group		
SEK million	2023-12-31	2022-12-31
Provisions business loan receivables		
Opening balance as of January 1	-13	-7
Impairment losses for the year	-7	-6
Realised losses	1	0
Closing balance as of December 31	-19	-13

Credit risks in cash and cash equivalents

The Group's cash and cash equivalents at the end of the period amounted to SEK 514 (434) million. The Group's cash and cash equivalents are invested in banks with a credit rating of A-1 or higher (Standard & Poor's).

Impairment of cash and cash equivalents has been measured as expected loss on a 12-month basis and reflects the short maturities of the exposure. The Group considers that cash and cash equivalents have a low credit risk based on the counterparties' external credit ratings.

The Group uses a similar approach for assessing expected credit losses for cash and cash equivalents as that used for debt instruments.

At the balance sheet date, there were no loss reserves in cash and cash equivalents since the credit loss is deemed to be insignificant and is therefore not recognized.

Capital management

According to the financial policy, the Group's financial objective is to maintain a good financial position, which contributes to maintaining investor, creditor, and market confidence, and provides a basis for continued business development, while the long-term return generated for shareholders is satisfactory.

In order to maintain an optimal capital structure, the Group may change any future dividend, repay capital to the shareholders, issue new shares, or sell assets to reduce liabilities.

Fortnox strives to provide long-term stable dividends to its shareholders. When the operating cash flow exceeds what the Group can invest in profitable expansion in the long term, and provided that the target for the capital structure is met, the surplus is distributed to the shareholders. Fortnox has a long-term goal to distribute 30–50 percent of the Group's profit after tax. The Board of Directors has proposed to the 2023 Annual General Meeting a dividend of SEK 0.20 per share, which corresponds to 21%.

During 2021, the Group signed a revolving credit facility and through the credit facility, Fortnox secured additional liquidity of SEK 500 million and as of December 31, 2023 the entire credit facility was unused. The agreement initially extended over three years, with the option to extend it for a further two years. The Group has chosen to extend the credit facility during the year up to and including the end of 2026. The Group and the Parent Company have financial commitments linked to the credit facility, where the Group's net debt to EBITDA may not exceed 2.5:1 and the Group's equity/assets ratio may not be less than 30%.

Capital

SEK million	2023-12-31	2022-12-31
Total equity	1,772	1,281
Net debt/equity ratio		
SEK million	2023-12-31	2022-12-31
Leasing liabilities (current and non-current)	146	163
Interest-bearing liabilities (current and non-current)	-	200
Less cash and cash equivalents and current investments	-514	-435
	-369	-72
Net debt/equity ratio	-21%	-6%

Note 26 - Leasing agreements

The Group's tangible assets consist of both owned and leased assets. For further information regarding tangible fixed assets that are owned see Note 12.

SEK million	2023-12-31	2022-12-31
Tangible assets owned	28	36
Right-of-use assets	139	156
	167	191

The Group leases several types of assets including premises, vehicles, and IT equipment. No leases contain covenants or other restrictions beyond the security of the leased asset, and no extension options are considered. Extension options are available for the Group's premises in Växjö (2), Malmö, and Stockholm (2), and constitute on average an option for an extension of 3 years, corresponding to a total amount of approximately SEK 94 (94) million in relation to rental costs.

Remaining rental time for premises in:

Växjö: December 31, 2029 and December 31, 2024

Malmö: October 31, 2026

Stockholm: May 31, 2024 and March 31, 2025

Linköping: April 30, 2024

During 2023, no right-of-use assets have been added that have had any significant effect on the financial position of the Group or the Parent Company.

Right-of-use assets

SEK million	Premises	Vehicles	Other tangible assets	Total
Depreciation during the year	-34	-0	-0	-34
Closing balance December 31, 2023	138	0	1	139
Depreciation during the year	-30	-0	-0	-30
Closing balance December 31, 2022	156	0	0	156

For a maturity analysis of leasing liabilities, see Note 25 Financial risks and risk management in the section on liquidity risk.

Leasing liabilities

Group

SEK million	2023-12-31	2022-12-31
Current leasing liabilities	33	34
Non-current leasing liabilities	113	129
Leasing liabilities included in the statement of financial position	146	163

Amounts recognised in the profit or loss, IFRS 16

Group

SEK million	2023	2022
Depreciation of right-of-use assets	34	30
Interest on leasing liabilities	3	3
Variable lease payments not included in measurement of the lease liability (Real estate tax)	2	2

Amounts recognised in the cash flow statement

SEK million	2023	2022
Total outflow of cash attributable to lease	37	34

The above cash flow includes both the amount for leases recognized as leasing liabilities, as well as the amount paid for variable leasing payments.

Leases in which the Parent Company is the lessee

Parent Company

SEK million	2023-12-31	2022-12-31
Non-cancellable lease payments amount to:		
Within 1 year	40	32
2-5 years	145	104
Later than 5 years	24	45
Total	209	180
Expensed leasing fees amount to:		
Expensed leasing fees	33	29
Variable fees	-	-
Total leasing costs	33	29

Real estate leasing

The Group leases buildings for its office premises. All leasing agreements contain leasing fees based on changes in local price indexes. Some leases also require the Group to pay fees relating to property taxes imposed on the lessor. These amounts are fixed annually.

Other leasing agreements

The Group leases vehicles with leasing periods of two to three years and IT equipment with leasing periods of up to three years.

The Parent Company is the lessee in all IT equipment leases. In the case of vehicles, both Parent Company and subsidiaries are lessees.

Note 27 - Pledged assets, contingent liabilities and contingent assets

Group		
SEK million	2023-12-31	2022-12-31
Pledged assets		
Securities set for own liabilities and provisions		
Floating charges	0	-
Restricted cash	1	1
	2	1

Restricted cash are attributable to a deposit regarding a rental agreement.

Note 28 - Appropriation of the Company's profit

Proposed appropriation of the Company's profit (SEK)

Dividend, 609,589,433 shares * SEK 0.20 per share	121,917,887
To be carried forward	1,416,859,922
of which to Share premium account	421,605,186
Total	1,538,777,809

*Dividend-entitled shares

Shares in own custody are excluded from dividend. As of 31 December, 2023, shares in own custody amounted to 155,267.

Note 29 - Related parties

Related parties

The Parent Company has an associated relationship with its subsidiaries, see Note 30, and with key management personnel. For the Group, transactions with related parties have been carried out in accordance with the table below, which relates to customers and suppliers.

Transactions with related parties are priced on market terms.

Board member, Olof Hallrup, controls ArtOn24 AB and, via First Kraft AB, approx. 19% (20%) of the votes in Fortnox AB.

Capcito Finance AB and Monto.ai AB have had related party transactions during 2023 with the suppliers, Driven Ekonomi i Stockholm AB and Maqe Bangkok, where the CEO of Capcito Finance AB, Michael Hansen has direct holding of shares in the companies amounting to 10% (10%) and 7.5% (7.5%) respectively. Monto.ai AB has also had related transactions with Dybo Development AB regarding consulting services, which is owned by Henrik Dyberg who is in a leading position within the Capcito Group. At the end of the year, Capcito Finance AB's and Monto.ai AB's external related party transactions ceased.

For details on remuneration to key management personnel, see Note 5.

Summary of related party transactions

Parent Company

SEK million	Year	Sales of goods / services to related party	Purchases of goods/services from related party	Receivable from related party as of December 31	Liability to related party as of December 31
Related party relationship					
Fortnox Finans AB (Subsidiary)	2023	44	11	225	-
Fortnox Finans AB (Subsidiary)	2022	21	9	166	-
Fortnox Försäkringar AB (Subsidiary)	2023	-	-	-	-
Fortnox Försäkringar AB (Subsidiary)	2022	-	1	-	4
Fortnox Lagerbolag AB (Subsidiary)	2023	19	-	6	-
Fortnox Lagerbolag AB (Subsidiary)	2022	17	1	20	-
Offerta Group AB (Subsidiary)	2023	2	3	-	2
Offerta Group AB (Subsidiary)	2022	0	-	-	-
Capcito Finance AB (Subsidiary)	2023	23	2	422	-
Capcito Finance AB (Subsidiary)	2022	7	1	341	-
Monto.ai AB (Subsidiary)	2023	3	-	-	-
Monto.ai AB (Subsidiary)	2022	3	-	0	-
Agoylt AB (Subsidiary)	2023	8	3	9	-
Agoylt AB (Subsidiary)	2022	1	1	13	0
Cling Group AB (Subsidiary)	2023	-	0	-	0
ArtOn24 AB (Supplier)	2023	-	25	-	-
ArtOn24 AB (Supplier)	2022	-	23	-	3
Driven Ekonomi i Stockholm AB (Supplier and customer)	2023	0	0	-	-
Driven Ekonomi i Stockholm AB (Supplier and customer)	2022	-	0	-	-

Group

SEK million	Year	Sales of goods / services to related party	Purchases of goods/services from related party	Receivable from related party as of December 31	Liability to related party as of December 31
Related party relationship					
ArtOn24 AB	2023	-	25	-	-
ArtOn24 AB	2022	-	23	-	3
Driven Ekonomi i Stockholm AB (Supplier and customer)	2023	0	0	-	-
Driven Ekonomi i Stockholm AB (Supplier and customer)	2022	0	0	-	1
Dybo Development AB (Supplier)	2023	-	2	-	-
Dybo Development AB (Supplier)	2022	-	2	-	-
Maqe Bangkok (Supplier)	2023	-	1	-	-
Maqe Bangkok (Supplier)	2022	-	1	-	-

Note 30 – Group companies

Participations in Group companies	Subsidiary's registered office, country	Ownership in %	
		2023-12-31	2022-12-31
Fortnox Finans AB	Sweden	100%	100%
Fortnox Försäkringar AB	Sweden	100%	100%
Fortnox Service AB	Sweden	100%	100%
Fortnox Lagerbolag AB	Sweden	100%	100%
Offerta Group AB	Sweden	100%	100%
Capcito Finance AB	Sweden	100%	79%
Monto.ai AB	Sweden	100%	79%
Capcito Lending 2 AB	Sweden	100%	79%
Agoylt AB	Sweden	100%	100%
Cling Group AB	Sweden	51%	51%
Värendsvallen 17 AB	Sweden	100%	-

Parent Company			
SEK million		2023	2022
Cumulative acquisition value			
Opening balance		827	769
Capital contribution		151	59
Closing balance December 31		979	827
Carrying value December 31		979	827

Specification of the Parent Company's direct holding of shares in subsidiaries				Carrying value	
Subsidiary/Registered office	Org.no	Number of shares	Shares %	2023-12-31	2022-12-31
Fortnox Finans AB, Växjö	556949-9824	2,500,000	100%	530	381
Fortnox Försäkringar AB, Växjö	559116-2564	50,000	100%	5	5
Fortnox Service AB, Växjö	556995-3622	50,000	100%	0	0
Fortnox Lagerbolag AB, Växjö	559309-2421	25,000	100%	46	46
Offerta Group AB, Stockholm	556743-5887	227,010	100%	336	336
Agoylt AB, Växjö	559228-1868	157,544	100%	50	50
Cling Group AB, Stockholm	559070-0273	107,839	51%	9	9
Värendsvallen 17 AB, Växjö	559445-2608	250	100%	2	-
				979	827

Note 31 - Specifications for cash flow statement

Adjustments for items that are not included in the cash flow

SEK million	2023	2022
Group		
Depreciation	158	125
Impairment	2	5
Profit or loss attributable to associated companies	-	5
Other	-	0
	160	135
Parent Company		
Depreciation	58	50
Impairment	0	12
	59	61

Write-downs in the Parent Company include a write-down of shares in associated companies amounting to SEK 7 million. For the Group during 2023, interest expenses paid, and interest income received amounted to SEK 11 (8) million and SEK 15 (1) million. For the Parent Company during 2023, interest expenses and income paid and received amounted to SEK 8 (4) million and SEK 39 (10) million. Higher Interest Income from subsidiaries arose as a result of larger amounts lent, as well as an adjusted Interest rate, contributed to the Parent Company's Increase interest income.

Reconciliation of liabilities arising from financing activities

SEK million	Other	Liabilities to credit institutions	Leasing liabilities	Total debt originating from financial activities
Group				
Opening balance 2023	98	200	163	461
Cash flow- amortization	0	-200	-34	-234
New loans	-	-	-	-
Non cash flow affecting changes	-	-	-	-
New leasing agreements	-	-	18	18
Debted consideration	-87	-	-	-87
Closing balance 2023	11	0	147	157
Opening balance 2022	91	314	176	581
Cash flow- amortization	-	-116	-30	-147
New loans	-	3	-	3
Non cash flow affecting changes	-	-	-	-
New leasing agreements	-	-	17	17
Debted consideration	7	-	-	7
Closing balance 2022	98	200	163	461

Parent Company

Reconciliation of liabilities arising from financing activities

SEK million	Other liabilities	Liabilities to credit institutions	Total debt attributable to financing activities
2023			
Opening balance 2023	-	200	200
Cash flows amortizations	-	-200	-200
Total	-	0	0
2022			
Opening balance 2022	15	200	215
Cash flows amortizations	-15	-	-15
Total	-	200	200

Note 32 - Events after the end of the financial year

On January 1, 2024, a redistribution of the areas of responsibility of the Group's operating segments took place. This was done to reach customers more effectively and to achieve a more suitable division of responsibilities between the Group's business areas. This redistribution mainly involved changes in customer and product responsibility, which will also change how revenue and operational segment results are recognized going forward. The redistribution will, among other things, mean that the products related to Annual Accounts & Taxes and Stock Company will be moved from Core Products to Accounting Firms and Businesses. For more information regarding what the results for 2023 would have looked like taking the redistribution into consideration, refer to Note 3.

After the balance sheet date, the remaining shares have been acquired in Cling Group AB, amounting to 49 percent for a purchase consideration of approximately SEK 11 million, which is in line with the Group's debted consideration.

Håkan Rosén took on a new role in the Executive Management Team as

Chief Corporate Development Officer. Håkan took up his new position in the Executive Management Team on February 15, having served as Head of Corporate Development and M&A at Fortnox since 2021.

As of March 1, 2024, Fortnox has acquired 100 percent of the shares in Boardeaser and VisualBy, SaaS companies developing solutions for reporting, group reporting & consolidated accounts, board work, and corporate governance. Boardeaser and Fortnox have had a partnership since 2023. The fixed purchase price amounts to SEK 100 million on a cash-free and debt-free basis. In addition to the fixed purchase price, the sellers are entitled to a potential additional purchase price amounting to a maximum SEK 62 million. The companies had by the end of 2023 increased their annual recurring revenue by 43 percent to approximately SEK 20 million. The operation will from March 1, 2024, be a part of the business area Accounting Firms.

Note 33 - Important assessments and estimations

The management and the Audit Committee have discussed the development, choice and disclosure of the Group's important accounting principles and assessments, as well as the application of these principles and assessments.

The preparation of the annual accounts and the application of accounting principles are often based on management's assessments, estimates, and assumptions that are considered reasonable at the time of the assessment. Assessments and estimates are based on historical experience and a number of other factors, which under prevailing circumstances are considered reasonable. The results of these are used to assess the carrying amounts of assets and liabilities, which are not otherwise clearly apparent from other sources. The actual result may differ from these assessments and estimates. Assessments and assumptions are reviewed regularly.

Important sources of uncertainty in assessments are described below.

Impairment testing of intangible assets

Every year, the Group examines whether there is a need for impairment of intangible assets. The recovery value for cashgenerating units has been determined based on the value in use of the units, which consists of the current value of expected future cash flows. The calculations of future cash flows are based on an assessment of expected growth rate and margin development based on the business plan for next year, management's long-term business expectations, and historical developments.

Provision for expected credit losses

The Group reviews its portfolio of loan receivables and acquired receivables on a monthly basis to assess the need for provision for anticipated credit losses. In order to determine whether receivables should be considered as uncertain, assessments are made as to whether observable data on deterioration of future cash flows exist. In this assessment, the Group works on the basis of factors such as credit quality, portfolio size, and other economic factors, and uses historical information as the basis for provision. Methods and assumptions are subject to ongoing reviews.

Note 34 - Information concerning Parent Company

Fortnox AB is a Swedish-registered limited liability company based in Växjö. The Parent Company's shares are traded on Nasdaq Stockholm's main market.

The address of the head office is Bollgatan 3B, SE-352 46 Växjö.

The consolidated financial statements for 2023 relate to the Parent Company and its subsidiaries, together named the Group.

Statement BY the BOARD OF DIRECTORS

The Board of Directors and the Managing Director hereby declare that the annual accounts have been prepared in accordance with generally accepted accounting principles in Sweden and that the consolidated financial statements have been prepared in accordance with the international accounting standards referred to in Regulation (EC) No 1606/2002 of the European Parliament and of the Council of July 19 2002 on the application of international accounting standards. The Annual Report

and consolidated financial statements provide a true and fair view of the parent company's and the group's financial position and results. The Directors' Report for the parent company and the group provides a true and fair view of the development of the operations, financial position and performance of the parent company and the group, and describes the material risks and uncertainties facing the parent company and the companies in the group.

The annual report and consolidated accounts have, as stated above, been approved for issued by the board and the managing director according to the date shown of our electronic signatures.

Signatures on Swedish original.

Olof Hallrup

Chairman of the Board

Lena Glader

Board Director

Anna Frick

Board Director

Magnus Gudéhn

Board Director

Per Bertland

Board Director

Tommy Eklund

Chief Executive Officer

Our audit report has been submitted on the date shown in our electronic signature

KPMG AB

Dan Beitner

Authorized Public Accountant

The Group's statement of income and other comprehensive income and statement of financial position and the parent company's income statement and balance sheet will be subject to approval at the Annual General Meeting on April 11, 2024.



AUDITOR'S REPORT

To the general meeting of the shareholders of Fortnox AB (publ), corp. id 556469-6291

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Fortnox AB (publ) for the year 2023. The annual accounts and consolidated accounts of the company are included on pages 54-121 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act, and present fairly, in all material respects, the financial position of the parent company as of 31 December 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2023 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the statement of comprehensive income and statement of financial position for the group.

Our opinions in this report on the the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon,

the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Goodwill / Impairment

See disclosure 11 and accounting principles on page 76 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter

According to the consolidated statements Goodwill has a reported value of SEK 610 (610) million as of December 31, 2023, which represents 23% (27%) of total assets in the consolidated statements. Goodwill and the excess value relating to acquisitions is equal to the difference between the value of net assets and the purchase price paid for an acquisition.

Unlike other fixed assets, no depreciation is recorded for goodwill. Instead, goodwill is tested for impairment annually or whenever indicators of impairment are identified. The impairment test is complex and is based on the groups' assumptions of future internal and external events.

An example of one of the assumptions is the future cash-flows that involves estimations of the future development and market conditions for the tested unit. Another important estimate is which interest rate to use in the model. The interest rate should reflect the value of money and the unique risks facing the entity. Future events and new information may result in a change in the underlying assumptions, and it is therefore particularly important for management to continuously evaluate the value of goodwill in light of any new information and circumstances that may arise.

Impairment tests naturally contain a greater level of judgment from company management, which is why we have assessed this as a key audit matter in our audit.

Response In the audit

In our audit, we have paid particular attention to the group's examination of the impairment testing of goodwill. Among other things we have evaluated Fortnox process for identifying cash generating units.

Our audit procedures also included an evaluation of management's process over impairment testing of goodwill, and an examination over management's identification of cash-generating units.

Within the audit team we have used a valuation expert in order to assess the soundness in the estimations that have been done. Furthermore, we have evaluated the reasonableness of assumptions made, carried out sensitivity analyzes for revised assumptions and evaluated the reasonableness of the applied discount rate.

We have reviewed the circumstances disclosed in the notes to the financial statements and assessed the sufficiency and appropriateness of those disclosures.

Credit loss reserves

See disclosure 15 and 25 and accounting principles on pages 74-75 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter

Lending in Fortnox consists of credits with collateral in accounts receivable and without collateral in the form of business loans. Lending takes place in Sweden via own channels. The group's lending amounts to SEK 566 million (401) as of December 31, 2023, which corresponds to 21 (17) percent of the group's total assets. The company's reserves for credit losses in the loan portfolio amount to SEK 26 (19) million.

The reserves for credit losses in the company's loan portfolio correspond to the company's best estimate of potentially incurred losses in the loan portfolio as of the balance sheet date. The provisions require the company to make assessments and assumptions regarding the credit risks and calculations for expected credit losses. The complexity of these calculations, as well as the assessments and assumptions that are made, lead us to see this as a particularly significant area.

Response in the audit

We have tested the company's key controls in the process for credit reserves.

Tested controls consist of both manual controls and automatic controls in application systems. We have also tested general IT controls including authorization management for current systems.

We have reviewed the company's principles based on IFRS 9 to assess whether the company's interpretation of these is reasonable. We have also on test basis checked the input data in the models and the accuracy of the calculations and evaluated the management's assessments. In our audit, we have used our internal model specialists to assist us in the audit procedures we performed.

We have assessed the circumstances presented in the information in the annual report and whether the information is sufficiently comprehensive as a description of the company's assessments.

Revenue

See accounting principles on pages 73-74 in the annual account and consolidated accounts for detailed information and description of the matter.

Description of key audit matter

Subscription-based revenue forms a significant part of Fortnox's revenue. The group reports for the year 2023 a net turnover of SEK 1,642 (1,276) million, of which SEK 1,185 (929) million is attributable to subscription-based revenue.

The subscription-based services are generated in the form of licenses that are used by both individual companies and accounting firms. The subscription revenue is normally invoiced in advance and accrued continuously during the subscription period.

The income statement primarily contains risks related to completeness and accuracy as it involves many transactions. IT systems are used for billing and accrual of income.

Revenue reporting is considered to be a particularly important area as the large volume of transactions means that completeness and accuracy are critical so that a significant error in the financial reporting does not occur.

Response in the audit

Our audit has included testing and evaluating the design and effectiveness of controls for accounting for subscription-based revenue. This includes, among other things, evaluation of essential procedures and controls for revenue recognition, including relevant IT systems used for accounting and follow-up.

We have had a particular focus on the accrual of income through both detailed and substantive analytical procedures. We have also verified reported income against payments.

Our audit procedures have also included review of essential information about the income statement provided in the annual report.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 3-53 and 128-133. The other information comprises also of the remuneration report which we obtained prior to the date of this auditor's report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going

concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the company's internal control relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the Managing Director.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's, use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated accounts. We are responsible for the direction, supervision and performance of the group audit.

We remain solely responsible for our opinions.

We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.

We must also provide the Board of Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, measures that have been taken to eliminate the threats or related safeguards.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the annual accounts and consolidated accounts, including the most important assessed risks for material misstatement, and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes disclosure about the matter.

Report on other legal and regulatory requirements

Auditor's audit of the administration and the proposed appropriations of profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Fortnox AB (publ) for the year 2023 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner.

The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

The auditor's examination of the Esef report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the

Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Fortnox AB (publ) for year 2023.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 *Examination of the Esef report*. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Fortnox AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with the Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The audit firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are

relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of the assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHTML format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for that the corporate governance statement on pages 43-53 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Stan-

dards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act.

The auditor's opinion regarding the statutory sustainability report

The Board of Directors is responsible for the sustainability report on pages 31-42, and that it is prepared in accordance with the Annual Accounts Act.

Our examination has been conducted in accordance with FAR's standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

A statutory sustainability report has been prepared.

KPMG AB, Box 382, 101 27, Stockholm, was appointed auditor of Fortnox AB (publ) by the general meeting of the shareholders on March 30, 2023. KPMG AB or auditors operating at KPMG AB have been the company's auditor since 2017.

Our auditor's report has been issued on the day stated in our electronic signature.

KPMG AB

Dan Beitner

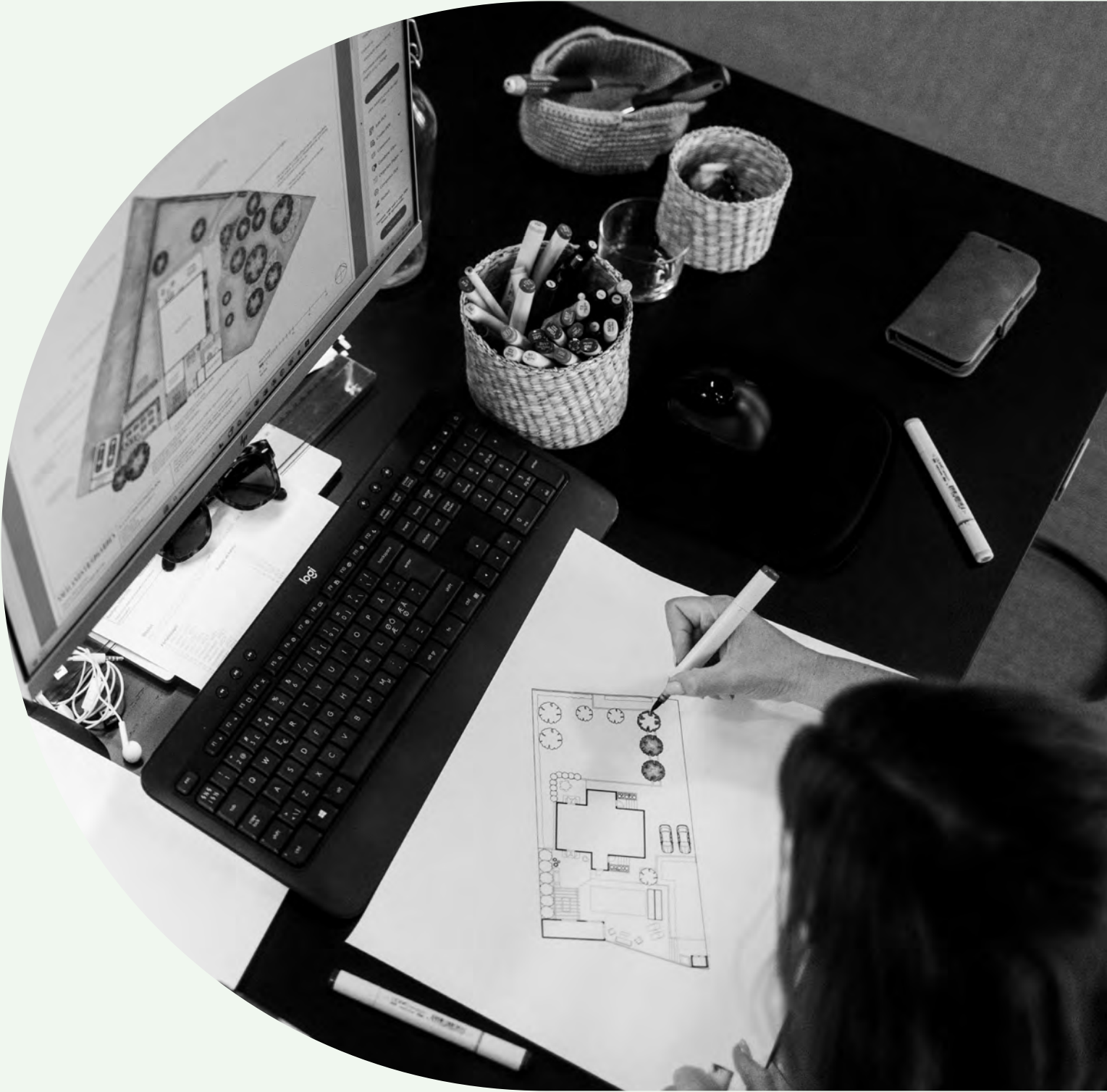
Authorized Public Accountant

Definitions and reason for use of alternative performance measures

Terms and definitions	Reason for use	Derivation
No. of subscription customers at the end of the period The number of companies, sole traders or other legal entities that, directly or through an accounting firm, subscribe to one or more of Fortnox's products/services at the end of the period.	Used for evaluation of the development regarding the number subscription customers	
ARPC Average Revenue Per Customer and month. Net sales (excluding non-recurring revenue) divided by the number of customers at the end of the month. To avoid seasonal variations, Fortnox has elected to report ARPC over a rolling 12-month period. The value of ARPC on a 12-month rolling basis is calculated using the average ARPC over the past 12 months.	ARPC is a measure used to assess the trend for customer purchases of additional services.	
ARR Annual Recurring Revenue comprises the opening value of the next 12 months revenue from subscription services.	ARR is a measure used to assess the company's future revenue from subscriptions services.	
Return on equity Profit for the period divided by average equity. Average equity is calculated as the total of the opening and closing balance divided by two.	Profitability measure which shows how efficiently the Group uses its equity.	(A) Profit for the period, MSEK (B) Average equity, MSEK (C) Return on equity, % (A) / (B) = (C) 570 / 1,526 = 37% (2023) 347 / 1,131 = 31% (2022)
EBIT/Operating margin Operating profit divided by net sales.	Used to assess the company's profitability.	(A) Operating profit, MSEK (B) Net sales, MSEK (C) EBIT/Operating margin, % (A) / (B) = (C) 673 / 1,642 = 41% (2023) 464 / 1,276 = 36% (2022)
Equity per share after dilution Equity divided by the weighted average number of ordinary shares outstanding, adjusted for the effects of all dilutive potential ordinary shares during the period.	Used to assess the company's financial position.	(A) Equity, SEK 000s (B) Average number of shares outstanding after dilution, (000s) (C) Equity per share after dilution, SEK (A) / (B) = (C) 1,771,906 / 609,897 = 2.9 SEK (2023) 1,280,787 / 608,780 = 2.1 SEK (2022)
Net sales adjusted for acquisitions Net sales adjusted for the effect of acquisitions completed on net sales. The adjustment means that acquisitions that impacted the current period's net sales and had not been acquired in the corresponding period of the preceding year are excluded.	Used to assess the company's organic growth, and to improve comparability with previous periods.	(A) Net sales, MSEK (B) Net sales attributable to acquired companies during the year, MSEK (C) Net sales adjusted for acquisitions, MSEK (A) - (B) = (C) 1,642 - 6 = 1,636 MSEK (2023) 1,276 - 69 = 1,207 MSEK (2022)

Terms and definitions	Reason for use	Derivation
Segment operating profit A segment's operating profit, where the period's capitalized costs for internally generated intangible assets (generated by both own personnel and consultants) are expensed and amortized, and depreciation together with impairment losses are reversed.	This is a measure of profitability, and used to assess and monitor the operational profitability of a segment	(A) Operating profit, MSEK (B) Reversal of capitalized costs expensed, MSEK (C) Own work capitalised, MSEK (D) Amortization and impairment, MSEK (E) Segment operating profit, MSEK $(A) + (B) + (C) - (D) = (E)$
Operational segment margin A segment's operating margin is calculated as segment operating profit divided by revenue for the operating segment.	This is a measure of profitability used to assess and monitor the operational profitability of a segment.	(A) Operational segment result, MSEK (B) Revenue for the segment, MSEK (C) Operational segment margin, % $(A) / (B) = (C)$
Organic growth Net sales adjusted for acquisitions during the period divided by net sales adjusted for acquisitions for the year-earlier period.	Used to assess the company's profitability without the effect of acquisitions completed during the year, and to improve comparability with previous periods.	(A) Net sales adjusted for acquisitions during the most recent period, MSEK (B) Net sales adjusted for acquisitions previous year, MSEK (C) Organic growth, % $(A) / (B) - 1 = (C)$ $(1,636 / 1,207) - 1 = 28\%$ (2023) $(1,207 / 932) - 1 = 30\%$ (2022)
Earnings per share after dilution <i>(Defined according to IFRs)</i> Profit for the period after tax attributable to Parent Company shareholders divided by the weighted average number of ordinary shares outstanding, adjusted for the effects of all dilutive potential ordinary shares during the period.	Used to assess the earnings per share effect for the period attributable to Parent Company shareholders after dilution.	(A) Profit for the period, SEK (000s) (B) Average number of shares outstanding after dilution, (000s) (C) Earnings per share after dilution, SEK $(A) / (B) = (C)$ $570,074 / 609,897 = 0.93$ SEK (2023) $346,773 / 609,780 = 0.57$ SEK (2022)
Earnings per share before dilution <i>(Defined according to IFRs)</i> Profit for the period after tax attributable to Parent Company shareholders divided by the weighted average number of ordinary shares outstanding during the period.	Used to assess the earnings per share effect for the period attributable to Parent Company shareholders before dilution.	(A) Profit for the period, SEK (000s) (B) Average number of shares outstanding before dilution, (000s) (C) Earnings per share before dilution, SEK $(A) / (B) = (C)$ $570,074 / 609,669 = 0.94$ SEK (2023) $346,773 / 609,745 = 0.57$ SEK (2022)
RoF RoF (Rule of Fortnox) is a performance measure calculated as growth in net sales plus operating margin.	RoF is used to evaluate the Group's ability to combine growth and profitability.	(A) Growth in net sales, % (B) EBIT-/ Operating margin, % (C) RoF, % $(A) + (B) = (C)$ $29\% + 41\% = 70\%$ (2023) $37\% + 36\% = 73\%$ (2022)
Working capital Current assets less current liabilities.	A measure used to assess the capital tied-up in the company.	(A) Current assets, MSEK (B) Current liabilities, MSEK (C) Working capital, MSEK $(A) - (B) = (C)$ $1,266 - 723 = 542$ MSEK (2023) $976 - 558 = 419$ MSEK (2022)
Operating profit (EBIT) Operating income less operating expenses.	Used to assess the company's operational profitability.	
Operating profit adjusted for acquisitions Operating profit adjusted for the effect of acquisitions completed during the year. The adjustment means that acquisitions that impacted the current period's operating profit and had not been acquired in the corresponding period of the preceding year are excluded.	Used to assess the company's profitability without the effect of acquisitions completed during the year, and to improve comparability with previous periods.	(A) Operating profit, MSEK (B) Operating profit attributable to acquired companies rolling 12 months, MSEK (C) Operating profit adjusted for acquisitions, MSEK $(A) - (B) = (C)$ $673 - (-10) = 682$ MSEK (2023) $464 - (-50) = 514$ MSEK (2022)

Terms and definitions	Reason for use	Derivation
Operating margin adjusted for acquisitions Operating profit adjusted for acquisitions divided by net sales adjusted for acquisitions.	Used to assess the company's profitability without the effect of acquisitions completed during the year, and to improve comparability with previous periods.	(A) Operating profit adjusted for acquisitions, MSEK (B) Net sales adjusted for acquisitions, MSEK (C) Operating margin adjusted for acquisitions, % $(A) / (B) = (C)$ $682 / 1,636 = 42\%$ (2023) $514 / 1,207 = 43\%$ (2022)
Equity/assets ratio Total equity divided by total assets	A measure used to assess the company's long and short-term solvency and capital structure.	(A) Equity, MSEK (B) Total assets, MSEK (C) Equity/assets ratio, % $(A) / (B) = (C)$ $1,772 / 2,652 = 67\%$ (2023) $1,281 / 2,302 = 56\%$ (2022)
Growth compared with the preceding quarter Percentage increase in net sales compared with the preceding quarter.	A measure used to assess the company's growth.	(A) Preceding quarter's net sales, MSEK (B) Preceding quarter's net sales, MSEK (C) Growth compared with the preceding quarter, % $(A) / (B) - 1 = (C)$ $(451 / 416) - 1 = 8\%$ (2023) $(357 / 332) - 1 = 8\%$ (2022)
Profit margin Profit for the period divided by net sales.	A measure of profitability used to assess the company's profit generating capacity.	(A) Profit for the period, MSEK (B) Net sales, MSEK (C) Profit margin, % $(A) / (B) = (C)$ $570 / 1,642 = 35\%$ (2023) $347 / 1,276 = 27\%$ (2022)
Reversal of capitalized development costs expensed Reversal of the period's capitalized expenses for development expensed and carried out by consultants.	Used to calculate segment operating profit.	





Annual report, financial reports and news

At www.fortnox.se, the latest annual report will be available for download (pdf), in both Swedish and English. Fortnox can be followed by subscribing to press releases and financial reports.

Financial calendar 2024

Annual General Meeting, April 11, 2024
Interim report, January-March, April 25, 2024
Interim report, January-June, July 12, 2024
Interim report, January-September, October 24, 2024

Annual General Meeting 2024

The Fortnox Annual General Meeting was convened on April 11, 2024, 14:00 at Fortnox AB. The notice in its entirety with the items on the agenda can be found on the Fortnox website www.fortnox.se.

The Board of Directors has decided that shareholders shall have the right to exercise their voting rights by postal voting, pursuant to Chapter 7, section 4 a (2005:551) of the Swedish Companies Act and the company's Articles of Association. Consequently, shareholders may choose to exercise their voting rights at the annual general meeting by attending in person, through a proxy or by postal voting.

Participation by postal vote

Shareholders who wish to participate in the Annual General Meeting via postal voting should:

- be entered as a shareholder in the register kept by Euroclear Sweden AB on April 3, 2024,
- and also give notice of participation by casting their postal vote in accordance with the instructions below so that the postal vote is received by Euroclear Sweden AB no later than Friday, April 5, 2024.

A special form shall be used for postal voting. The form is available on the Fortnox website fortnox.se. The completed and signed postal voting form must be received by Euroclear Sweden AB no later than Friday, April 5, 2024. The completed and signed postal voting form should be sent to Fortnox AB (publ), "Årsstämma", c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm.

Completed and signed postal voting forms may also be submitted electronically and should be sent to GeneralMeetingService@euroclear.com (enter "Fortnox AB – Poströstning" in the subject line). Shareholders who are natural persons may also cast their postal votes electronically through verification with BankID via the Euroclear Sweden AB website (<https://anmalan.vpc.se/EuroclearProxy/>). Such postal votes must be left no later than April 5, 2024.

Shareholders who use the possibility of postal voting and whose postal vote has been received as stated above, do not need to register separately for the Annual General Meeting since such postal votes will also be considered as notifications.

Anyone who wishes to revoke a postal vote and instead exercise their right to vote by attending the meeting physically or by proxy must notify the secretariat of the meeting before the meeting opens.

Participation in person

Shareholders who wish to physically attend the Annual General Meeting should:

- be entered as a shareholder in the register kept by Euroclear Sweden AB on April 3, 2024,
- and also register for the meeting no later than Friday, April 5, 2024.

Notification of participation for the meeting should be made via <https://anmalan.vpc.se/EuroclearProxy/>, or by post to Fortnox AB (publ), "Årsstämma", c/o Euroclear Sweden AB, Box 191, 101 23 Stockholm. In the notification name, social security or organizational number, address and telephone number must be stated.

Participation by proxy

Shareholders who shall be represented by proxy must issue a signed and dated power of attorney in writing. If the proxy is issued by a legal entity, a certified copy of the current registration certificate of the legal entity (or corresponding document for a foreign legal entity) must be enclosed with the power of attorney. If participation will be based on power of attorney, the related documentation must be submitted at the same time as the notification. The power of attorney form for shareholders who wish to participate in the meeting by proxy will be made available on the company's website www.fortnox.se and at the company's office, Bollgatan 3 B, Växjö.

Nominee-registered shares

In order to be entitled to participate in the Annual General Meeting, shareholders whose shares are registered in the name of a nominee must, in addition to giving notice of participation in the Annual General Meeting by submitting their postal vote, register their shares in their own name so that the shareholder is registered in the presentation of the share register as of April 3, 2024. Such registration may be temporary (so-called voting rights registration), and request for such voting rights registration shall be made to the nominee in accordance with the nominee's routines at such a time in advance as decided by the nominee. Voting rights registrations that have been made by the nominee no later than April 5, 2024, will be taken into account in the presentation of the share register.





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www.fortnox.se

