

# Talenom Services

Financial management  
services 2025



TALÉNOM



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# Introduction

Talenom Oyj is one of Finland's leading financial management service providers. Talenom offers its customers high-quality services that can be tailored to the customer's needs. The company is known for its progressive approach to financial management, and the customer is always at the heart of its operations. Talenom offers its services in four European countries: Finland, Sweden, Spain and Italy.

This guide identifies the services provided by Talenom and their prices. The responsibilities defined in the guide are part of the agreement between Talenom Oyj and the customer company purchasing its services.

Talenom reserves the right to modify the contents of this guide.



Our financial management services mainly have fixed prices. We can only offer a competitive fixed price if we define the content of the service and identify additional work that is not included in the fixed price.

The price list describes the most common additional services.

## Features

	Talenom One	Talenom One+	Talenom Pro Customer specific service solution			
BOOKKEEPING SERVICE price from	From EUR 59 per month	From EUR 109 per month	From EUR 148 per month	EUR 227 per month	EUR 337 per month	EUR 477 per month
Financial statements	✓	✓	✓	✓	✓	✓
Tax return	✓	✓	✓	✓	✓	✓
Monthly bookkeeping to interim financial statement standards	✓	✓	✓	✓	✓	✓
Designated contact person	–	✓	✓	✓	✓	✓
VAT return	✓	✓	✓	✓	✓	✓
Care meetings	–	1	3	6	9	12
Financial statement protocols	○	○	○	✓	✓	✓
Application for changes in advance taxes	–	–	○	✓	✓	✓
Reimbursement of occupational health care expenses	–	–	○	✓	✓	✓
Annual update of information in the Trade Register	–	–	○	○	✓	✓
Earnings and cash budget for the financial period	–	–	○	○	✓	–
Earnings and cash budget and monthly updates of actual values	–	–	○	○	○	✓
Annual update of beneficiary information	–	–	○	○	○	✓
Tax optimisation for the company	–	–	○	○	○	✓
'Salary or dividend' calculation	–	–	○	○	○	✓
Preparation of a training plan for the company and training deduction in taxation	–	–	○	○	○	✓
Monitoring objects	–	–	○	○	○	○
<b>Talenom Payroll Service</b>						
Pro salaries*	○	○	○	○	○	○
Standard salaries*	○	○	○	○	○	○
One Salaries*	○	○	○	○	○	○

**Table legend:** ✓ Included in the basic service ○ Available as an additional service – Not available in the service \*For more detailed terms and conditions, see page 7



## Bookkeeping, Basic Services

### Talenom One

Company's annual net sales:	Bookkeeping	Financial statements & tax return (Private entrepreneur, LLC)
EUR 0–30 000	EUR 37,00 per month	From 199,00 €
EUR 30 000–90 000	EUR 67,00 per month	From 249,00 €
EUR 90 000–150 000	EUR 97,00 per month	From 299,00 €
EUR 150 000–200 000	EUR 137,00 per month	From 349,00 €

Express delivery surcharge +50% of the monthly bookkeeping price.

Software	EUR 22,00 per month
Missing voucher	EUR 5,00 each + over 20 voucher EUR 2,29 each
Financial meeting	EUR 129,00 per hour
Financial statement meeting minutes and regulatory filings	EUR 100,00 per year
Handling of auxiliary business name sales	EUR 15,00 per month

### Talenom One+

Number of vouchers per month	Bookkeeping	Financial statements
0–20 vouchers	EUR 109,00 per month	EUR 219,00 each
21–40 vouchers	EUR 139,00 per month	EUR 219,00 each
41–60 vouchers	EUR 199,00 per month	EUR 299,00 each
61–80 vouchers	EUR 249,00 per month	EUR 404,00 each
81–100 vouchers	EUR 349,00 per month	EUR 524,00 each

Express delivery surcharge +50% of the monthly bookkeeping.

Tax return	EUR 199,00 each
Missing voucher	EUR 5,00 each
Handling of auxiliary business name sales	EUR 15,00 each

### Talenom Pro customer specific service solution

Bookkeeping services	From EUR 148,00 per month
Financial statements	From EUR 300,00 each
Tax return	EUR 299,00 each

## Bookkeeping, Additional Services

### Cost object accounting

Light cost object accounting	EUR 50,00 per month
Marginal taxation processing	EUR 50,00 per month
Fixed asset accounting	EUR 60,00 per month + 95,00 per month
Customer-specific chart of accounts	EUR 100,00 per month
Journal-keeping	EUR 195,00 per month
Dividend declarations	EUR 60,00 per month

(if there are several dividend recipients, itemisation is charged at an hourly rate)

Declaration of withholding tax on dividends	EUR 35,00 per month
Annual notification of shareholder loans	EUR 60,00 per month
Meeting minutes	EUR 75,00 per month

Information for the authorities

Application for changes in advance taxes	EUR 95,00 per month
Notification to the Trade Register of changes	EUR 129,00 per month
Application for the reimbursement of occupational health care expenses	EUR 150,00 per month

Training plan and deductions	EUR 300,00 per month
Asset transfer tax return	EUR 135,00 per month
Bond	EUR 135,00 per month
Disbursement application	EUR 640,00 per month
VAT on the right to use real estate	EUR 159,00 per month

'Car ownership or company car as fringe benefit' calculation EUR 270,00 per month

Documentation of development expenditure EUR 320,00 per month

Establishing a limited liability company From EUR 495,00 per month

Conversion from sole trader to limited liability company From EUR 995,00 per month

Financial manager service EUR 150,00 per month

Investment calculation EUR 250,00 per month

Personal tax return EUR 399,00 per month

Official financial statement information EUR 75,00 per month

Other bookkeeping work EUR 95,00 per month

Group accounting work EUR 129,00 per month

Expert bookkeeping work EUR 149,00 per month

IFRS bookkeeping EUR 149,00 per month

IFRS expert work EUR 199,00 per month

### Customer-specific price

### Paper voucher processing service

1–5 vouchers per month	EUR 4,99 each
6–50 vouchers per month	EUR 39,00 per month
51–100 vouchers per month	EUR 59,99 per month
Yli 100 vouchers per month	EUR 79,00 per month

### Mergers, acquisitions, and ownership arrangements

Dissolving a limited liability company	From EUR 2 900,00 each
Share issue	From EUR 1 800,00 each
Merger	From EUR 4 200,00 each
Demerger	From EUR 6 000,00 each
Share exchange	From EUR 5 500,00 each
Business transfer	From EUR 4 800,00 each
Restructuring application	From EUR 1 900,00 each
Bankruptcy application	From EUR 600,00 each

### Real estate arrangements

Founding a limited liability housing or real estate company	From EUR 950,00 each
Real estate plan	From EUR 250,00 per hour

### Valuations and acquisitions

Valuations	From EUR 1 200,00 each
Acquisition, due diligence	EUR 250,00 per hour

### Contract and company law services

Shareholders' agreement	From EUR 590,00 each
Contracts and bills of sale	From EUR 500,00 each

### Tax services

Tax consultancy	From EUR 250,00 per hour
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### Personal services for entrepreneurs

Will, guardianship authorisation	From EUR 400,00 each
Estate inventory	From EUR 1 100,00 each
Employment law consulting	From EUR 250,00 per hour
Dispute management	From EUR 250,00 per hour
International tax and legal services	From EUR 280,00 per hour

## Talenom Pro Salary

### Talenom Payroll

1–50 payslips per payday	EUR 35,00 per occurrence + EUR 16,00 per payslip
More than 50 payslips per payday	EUR 35,00 per occurrence + EUR 12,00 per payslip
Applications and certificates	EUR 27,00 each
Standardised payroll statement	EUR 18,00 each

## Payroll services, additional services

Additional salary accounting	EUR 35,00 per occurrence + EUR 18,00 per payslip
Average hourly earnings calculation	EUR 10,00 per occurrence + EUR 5,00 per employee
Cash payments	EUR 10,00 each
Introducing a working time bank	From EUR 170,00
Membership fee statement/union	EUR 30,00 each
Monitoring the effect of work experience on monthly salaries	EUR 95,00 per hour
Other salary calculation work	EUR 95,00 per hour

### Express delivery

Express delivery (4 days)	25,00 €/ krt + 5,00 € /per occurrence*
Express delivery plus service (3 days)	50,00 € / krt + 9,00 € / per occurrence*

\* The express delivery fee is added to the payroll fee

<b>Talenom standard salaries</b>	EUR 9,00 per payslip
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<b>Talenom One Salary</b>	EUR 9,00 per payslip
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### Talenom Assistant

1–6 hours per month	EUR 69,00 per hour
More than 6 hours per month	EUR 59,00 per hour

### HR services

HR expert and consultation	EUR 120,00 per hour
Invoicing according to actual service usage or at least	

HR review	From EUR 900,00
HR Annual Clock	From EUR 900,00
Work community development plan	From EUR 1 320,00
Equality and non-discrimination plan	From EUR 1 800,00
Guidelines for ongoing dialogue	EUR 690,00
Actions exceeding 3 hours	EUR 250,00 per hour

### Talenom HR and HR Plus

#### Deployment

1–39 employees	EUR 450,00 per company
40–99 employees	EUR 495,00 per company
100+ employees	EUR 550,00 per company
HR plus: basic fee plus customer-specific tailoring in conjunction with deployment	EUR 825,00 per person-workday (minimum: 4 person-workdays)

#### Employee-based monthly price

1–39 employees	EUR 2,50 per active employee
40–99 employees	EUR 2,20 per active employee
100+ employees	EUR 1,80 per active employee

#### HR plus

Monthly maintenance fee	EUR 75,00 per month
Changes and additions to the specifications	EUR 120,00 per hour
Electronic signature	EUR 2,99 each

Other customer-specific services and reporting are priced separately.

#### Integration

Integration into partner systems	EUR 0,00
Integration into other systems	EUR 29,00 per month
Deployment	EUR 390,00
Tailored integration or customer-specific configuration	EUR 110,00 per hour

#### Talenom Business Intelligence Pro

Service deployment fee	EUR 3 000,00
Customer-specific configuration	EUR 120,00 per hour
User-specific monthly fee	EUR 59,00 per month
+ at least one administrator	EUR 89,00 each per month

## Bookkeeping services

### Talenom One

For companies with estimated annual net sales below EUR 200 000 and fewer than 40 vouchers per month.

The Software fee is charged at the beginning of the month on a separate invoice. The fee is non-refundable, even if no bookkeeping is carried out.

Bookkeeping services are billed after the monthly accounts are completed.

The price of bookkeeping includes user fees and electronic archiving of the accounts. There is no charge for the first 10 e-invoices sent and received each month.

### Talenom One+

For companies with estimated annual net sales below EUR 1 million and fewer than 100 vouchers per month.

## Limitations

The following factors limit the use of the Talenom One and Talenom One+ services:

- Regular trading in securities
- VAT on items used by the company
- Customer-specific chart of accounts
- Association or foundation
- Mutual real estate limited company or housing company
- Group companies and affiliates
- Agriculture
- Cooperatives, road cooperatives
- Journal-keeping
- Foreign VAT liability
- Foreign currency accounts, virtual currency
- Submission of material on paper
- Regular import of goods from outside the EU
- Bookkeeping reports with a regular cycle other than one month

#### Talenom One

- Marginal taxation
- Monitoring objects
- Contract notices in the construction sector
- Property development
- Percentage-of-completion recognition

## Salaries

### Talenom standard salaries

The service does not include a designated payroll clerk. Standard salaries are suitable for clients who regularly pay only a monthly salary or record a monthly car/bicycle benefit.

The customer both stores and maintains data through the Talenom Salaries online service.

### Talenom Entrepreneur's salary

The customer calculates and pays wages independently in Talenom Online. Salaries are accepted for payment including incidental expenses in Talenom Online's Payments service.

The service automatically deducts statutory payments according to employment information and saved tax card information.

Incomes Register reports and Employer's separate reports are sent from the service automatically. Accounting documents are automatically sent from the service to the accountant.

The customer himself is fully responsible for the correctness of payroll.



### Material delivery schedule and delivery channels

The Customer must submit the necessary material using Talenom's material submission channels in line with Talenom's specified schedule for the service to be provided according to the agreed timetable. If the material is submitted late, Talenom will reschedule the completion of the service. Talenom is entitled to charge any additional costs arising from processing late or incorrectly delivered material. Talenom is not liable for the consequences of late submissions.

### Material quality and format requirements

The Customer is responsible for the clarity, completeness, accuracy and compliance of the material submitted. If necessary, the Customer must supplement the submitted material. For example, additional clarifications, translations or additional documents may be required. Talenom is entitled to charge any additional costs arising from processing ambiguous or incomplete material. Talenom is not liable for the consequences of ambiguous or incomplete material.

### Work done by the Customer or a third party

If the Customer prepares part of the bookkeeping themselves, the Customer is liable for its accuracy and legality

and for maintaining records of the partial accounts as required by regulations. Talenom will not verify the accuracy of partial accounting unless otherwise agreed in writing. In addition, Talenom will not review the Customer's specified bookkeeping accounts, tax rates, or monitoring objects in the financial management system from which the transactions are transferred to bookkeeping after posting. Talenom charges an additional fee for correcting errors in partial accounting or posting carried out by the Customer.

### Retention of bookkeeping and payroll material

During the customer relationship, Talenom will retain the bookkeeping material in accordance with the requirements of Finnish legislation. Talenom Online allows the Customer to view and download the bookkeeping material. At the end of the customer relationship, the Customer is responsible for downloading and retaining the bookkeeping material, unless otherwise agreed in writing.

### Payment Terms and Delay Consequences

The payment term is 10 days from the invoice date, and late payment interest will be charged in accordance with the Interest Act. Collection costs may be charged for overdue payments. Any objections to invoices must be made in writing within ten (10) days from the invoice date.





# TALENOM

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