

Talenom Services

Financial management
service 2026



TALENOM



Table of contents

Introduction3

1 Our customer promise4

2 Service models6

3 Price list7

4 Customer responsibilities 11

Introduction

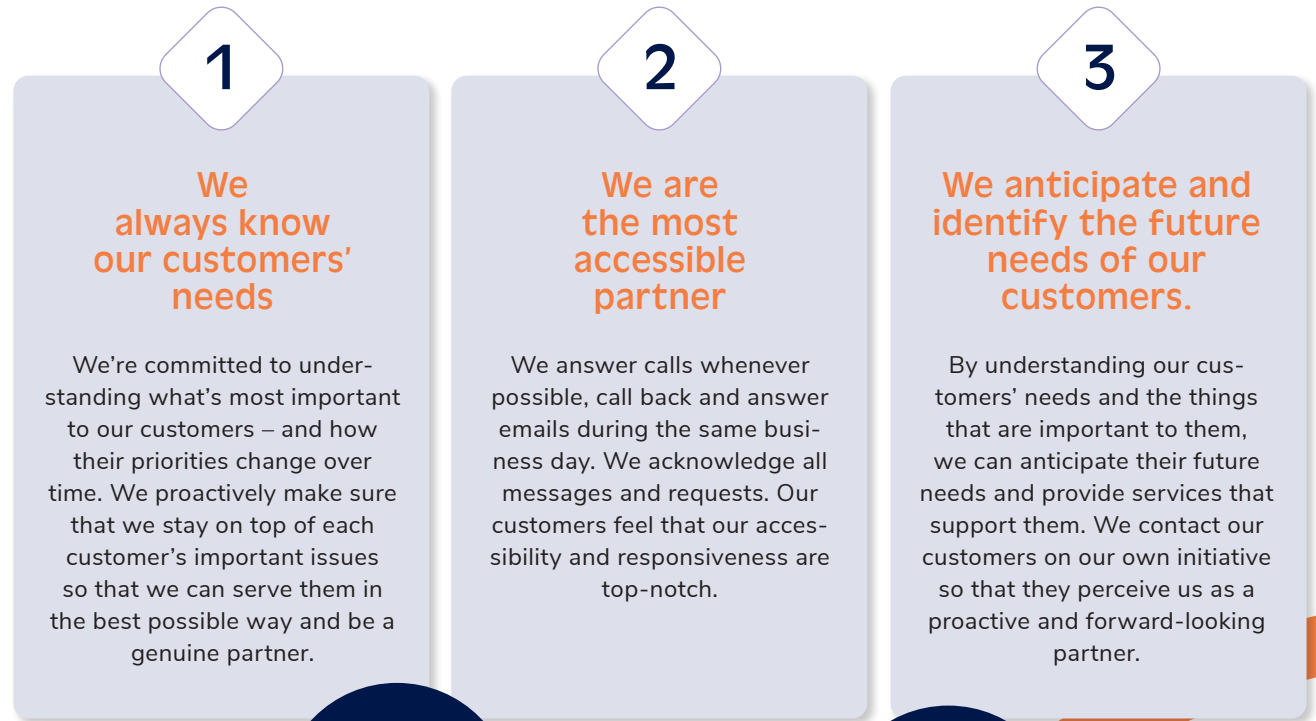
Talenom Oyj is one of Finland's leading financial management service providers. We are a financial partner for our stakeholders, providing reliable, clear, and timely financial information. We understand the everyday realities of your business, respond to your needs, and anticipate on your behalf – making decision-making as easy as possible. Talenom offers its services in three European countries: Finland, Sweden, and Spain.

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 customer promise is our commitment to our customers: we always put their needs first and help solve any challenges that may arise.



1

Our customer promise

Services for all business needs.



Bookeeping



Payroll



HR Services



Legal &
Consulting Services



Financial
Manager
Service



Assistant
Services



Reporting

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

Features	Talenom One+	Talenom Pro Customer specific service solution				
		From EUR 114 per month	From EUR 152 per month	From EUR 234 per month	From EUR 347 per month	From EUR 491 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	–	○	○	○	○	
Continuously evolving AI-assisted reporting, quarterly industry comparison	–	✓	✓	✓	✓	
Talenom Payroll Service						
Pro salaries	○	○	○	○	○	
Standard salaries	○	○	○	○	○	

Table legend: ✓ Included in the basic service ○ Available as an additional service – Not available in the service

2

Service packages

Basic Services

Talenom Pro Customer specific service solution

Bookkeeping services	From EUR 152,00 per month
Financial statements	From EUR 300,00 per month
Tax return	EUR 299,00 each

Talenom One+

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

Number of vouchers per month	Bookkeeping	Financial statements
0–20 vouchers	EUR 114,00 per month	EUR 219,00 each
21–40 vouchers	EUR 144,00 per month	EUR 219,00 each
41–60 vouchers	EUR 204,00 per month	EUR 299,00 each
61–80 vouchers	EUR 254,00 per month	EUR 404,00 each
81–100 vouchers	EUR 354,00 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 per month

Limitations

The following factors limit the use of the 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

Customer-specific price

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 hour
Customer-specific chart of accounts	EUR 100,00 per month
Journal-keeping	EUR 195,00 per month
Dividend declarations	EUR 60,00 each
<small>(if there are several dividend recipients, itemisation is charged at an hourly rate)</small>	
Declaration of withholding tax on dividends	EUR 35,00 each
Annual notification of shareholder loans	EUR 60,00 each
Meeting minutes	EUR 75,00 each
Information for the authorities	
Application for changes in advance taxes	EUR 95,00 each
Notification to the Trade Register of changes	EUR 129,00 each
Application for the reimbursement of occupational health care expenses	EUR 150,00 each
Asset transfer tax return	EUR 135,00 each
Bond	EUR 135,00 each
Financial manager service	EUR 150,00 per hour
Personal tax return	From EUR 399,00 each
Official financial statement information	EUR 75,00 each
Other bookkeeping work	EUR 95,00 per hour
Group accounting work	EUR 129,00 per hour
Expert bookkeeping work	EUR 149,00 per hour
IFRS bookkeeping	EUR 149,00 per hour
IFRS expert work	EUR 199,00 per hour

Accounts Receivable Management

1–199 vouchers per month	EUR 0,59 each
200–499 vouchers per month	EUR 0,49 each
500–999 vouchers per month	EUR 0,29 each
1 000 – 1 999 vouchers per month	EUR 0,19 each
2 000 + vouchers per month	EUR 0,15 each
Hourly work related to accounts receivable	EUR 95,00 per hour

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

Consulting Services

Financial Manager Service

EUR 150,00 per hour or a separately agreed price for a long-term service

Legal & Tax Services

Mergers, acquisitions, and ownership arrangements

Establishment of a limited liability company	From EUR 495,00 each
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
Conversion from sole trader to limited liability company	From EUR 1 900,00 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	From 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



Other services

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 consultationi Invoicing according to actual service usage or at leas	EUR 120,00 per hour
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 ja 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 900,00 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

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.

4

Customer's responsibilities



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