



# HTJ

The construction management company HTJ had a year of active growth in 2023. HTJ is an expert in construction management, project management and site supervision. It acts as a consultant to public and private sector customers in business premises, infrastructure and industrial construction projects, and also has extensive expertise in energy and environmental issues.

HTJ's net sales increased by 14% to EUR 26.3 million (2022: EUR 23.1 million) and operating profit rose to EUR 2.6 million (2022: EUR 2.8 million). Net sales growth was achieved both organically and by acquiring the business operations of FinestCon Oy. HTJ had 217 employees on average during 2023.

### An even stronger service offering

The FinestCon acquisition in April strengthened HTJ's services particularly in the Jyväskylä and Kuopio regions and in wind power construction, which is a new area of expertise for HTJ. The demand for services in the energy and environmental sectors is increasing as the energy transformation moves forward. HTJ invested in expanding these service areas by recruiting new experts in these fields and by increasing its competence through internal training, for example.

### Broad customer base


HTJ's customers include long-term and one-off developers in the public and private sectors, many of which are long-term framework agreement and cooperation partners. The company's customer volumes grew and it strengthened its market position in 2023. As an independent operator, HTJ is able to serve its customers reliably, and its flat organisational structure ensures that its operations are efficient and agile. The company achieved excellent results in its 2023 customer satisfaction survey, with the Net Promoter Score (NPS) improving to 80 on a scale of -100 to +100. As a rule, HTJ's customers are satisfied or very satisfied with the services provided by the company.

Highly competent and committed employees are the most important success factor for an expert organisation. HTJ offers interesting work, opportunities for competence development and the freedom to

work on a time- and place-independent basis. HTJ also looks after the well-being of its personnel. The excellent results of HTJ's personnel survey speak to the company's position as a highly sought-after employer. In its 2023 Signi personnel survey, the company earned another Future Workplaces certificate, which indicates that HTJ understands its employees' needs to a very great extent.

### Moving on to 2024 with confidence

HTJ enters 2024 in a good position and its order book is at a good level. Strengthening its energy and environmental services will continue to be among the company's key priorities. Ensuring the adequate availability of skilled personnel is necessary for growth. HTJ has many professionals with long careers behind them, and it is important to pass on their knowledge to younger experts.



**NREP Logcenters had a logistics centre built in Nurmijärvi's Ilvesvuori district with a total area exceeding 25,000 m<sup>2</sup>. HTJ's involvement in the project included construction management as well as site management and supervision. The construction was carried out on an exceptionally quick schedule. The project was implemented in less than a year and the centre was completed in May 2023.**



**26.3 MEUR**

NET SALES

**2.6 MEUR**

OPERATING PROFIT

**217**

PERSONNEL