Statsautoriserede revisorer
Member Crowe Horwath International

Rygårds Allé 104
DK-2900 Hellerup
+45 39 29 25 00
+45 39 29 25 03 Fax
info@crowehorwath.dk
www.crowehorwath.dk

Spectralink Europe ApS

Bygholm Søpark 21E
8700 Horsens

CVR no. 15 62 27 41

Annual report for 2016

(25th Financial year)

Adopted at the annual general meeting
on 16 June 2017

Michael Larsen
chairman

Contents

Statement by management on the annual report

The Board of Directors and the Executive Board have today discussed and approved the annual report of Spectralink Europe ApS for the financial year 1 January - 31 December 2016.

The annual report is prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Company's financial position at 31 December 2016 and of the results of the Company's operations for the financial year 1 January - 31 December 2016.

In our opinion, management's review includes a fair review of the matters dealt with in the management's review.

Management recommends that the annual report should be approved at the annual general meeting.

Horsens, 23 May 2017

Executive board

Douglas Charles Werking

Board of Directors

Casandra Sue Hofmann	Douglas Charles Werking	Michael Larsen

Independent auditor's report

To the shareholder of Spectralink Europe ApS

Opinion

We have audited the financial statements of Spectralink Europe ApS for the financial year 1 January - 31 December 2016, which comprise a summary of significant accounting policies, income statement, balance sheet, statement of changes in equity and notes. The financial statements are prepared under the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Company´s financial position at 31 December 2016 and of the results of the Company's operations for the financial year 1 January - 31 December 2016 in accordance with the Danish Financial Statements Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the “Auditor's responsibilities for the audit of the financial statements” section of our report. We are independent of the company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and the additional requirements applicable in Denmark, and we have fulfilled our other 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 opinion.

Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the financial statements unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Independent auditor's report

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark 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 financial statements

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, 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 opinion. 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 internal control relevant to the 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 management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company'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 financial statements or, if such disclosures are inadequate, to modify our opinion. 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 the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent auditor's report

Statement on management's review
Management is responsible for management's review.

Our opinion on the financial statements does not cover management's review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read management's review and, in doing so, consider whether management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement of management's review.

Hellerup, 23 May 2017
CVR no. 33 25 68 76
Crowe Horwath

Lasse Nørgård
State Authorized Public Accountant

Company details

The company	Spectralink Europe ApS Bygholm Søpark 21E 8700 Horsens	
	CVR no.:	15 62 27 41
	Reporting period:	1 January - 31 December
	Incorporated:	12. December 1991
	Domicile:	Horsens
Board of Directors	Casandra Sue Hofmann Douglas Charles Werking Michael Larsen	
Executive board	Douglas Charles Werking	
Auditors	Crowe Horwath Statsautoriseret Revisionsinteressentskab Rygårds Allé 104 2900 Hellerup	
Consolidated financial statements	The Company is included in the group annual report of the parent company. The group annual report of the parent company may be obtained at the following address: Spectralink International Corporation 2560 55th Street, Boulder, Colorado 80301 USA	

Financial highlights

Seen over a 5-year period, the development of the Company may be described by means of the following financial highlights:

	2016	2015	2014	2013	2012
	TDKK	TDKK	TDKK	TDKK	TDKK
Key figures					
Profit/loss					
Revenue	157.929	139.808	170.319	153.836	108.112
Gross profit	43.688	34.788	45.486	34.469	7.830
Operating profit/loss	12.643	4.181	17.174	7.106	-6.123
Net financials	-1.147	-3.091	-3.088	-1.482	-1.893
Profit/loss for the year	9.854	1.063	10.937	3.440	-6.053
Balance sheet total	57.593	57.672	58.134	66.566	72.040
Investment in property, plant and equipment	2.383	1.257	2.924	3.150	1.555
Equity	27.379	17.525	16.463	5.526	2.086
Number of employees	31	80	102	103	101
Financial ratios					
Gross margin	27,7%	24,9%	26,7%	22,4%	7,2%
Return on assets	24,0%	7,2%	55,1%	0,0%	0,0%
Solvency ratio	47,5%	30,4%	28,3%	8,3%	2,9%
Return on equity	43,9%	6,3%	99,5%	9,1%	-118,4%

The financial ratios are calculated in accordance with the Danish Finance Society's recommendations and guidelines. For definitions, see the summary of significant accounting policies..

Management's review

Principal activities of the Company
The Spectralink Group is specialised in the development, production and marketing of enterprise wireless data and telecommunications systems distributed all over the world.

Spectralink Europe ApS' solutions are based on open standards and interoperate with most existing and future communications systems. End-users are offered wireless and mobile solutions and are thereby more flexible for work purposes.

Development in activities and financial position
Spectralink Europe ApS realised revenue of DKK 157 million for 2016 as against revenue of DKK 140 Million in 2015, an increase of 12,1 %

For 2016, the Company reported a profit of DKK 9,9 million as against a profit of DKK 1,1 million in 2015.

Management considers the results satisfactory and within expectations.

The Group have adjusted intercompany prices after closing the financial statement for 2015. The adjustment is recognised as a fundamental error in 2016. See accounting policies for more details.

Research and development activities
Development activities primarily relate to technologies, hardware and software for enterprise wireless data and telecommunications.

Intellectual capital
The Company strives at employing staff with a high educational level - the critical business processes being product development, production and service.

The employees have the following educational background at the end of 2016:

Higher and medium-high education 100%

Financial review
Development activities primarily relate to technologies, hardware and software for wireless data and telecommunications.

Outlook
Management expects to enjoy a positive sales performance and profit development for 2017 and subsequent yers.

Significant events occurring after end of reporting period
No important events have occurred after the balance sheet affecting considerably the evaluation of the annual report.

Accounting policies

The annual report of Spectralink Europe ApS for 2016 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to medium-sized enterprises of reporting class C.

The annual report for 2016 is presented in TDKK

Changes in accounting policies
With effect from 1 January 2016, the company has implemented Law No. 738 of 1 June 2015. The implication of this is that the following to recognition and measurement for:

1. Annual revaluation of residual values on tangible assets.
2. Reserve for development costs.

Item 1: Henceforth, an annual revaluation of tangible assets is required. The company has no significant residual value on tangible assets in addition to those attributed to the company's sites. Therefore the change is made according to the transition statutory instrument's § 4 only with forward effect as a change in accounting estimates. It has no effect on equity.

Item 2: An amount corresponding to the recognised development costs will in the future be tied up to a specific reserve under the equity called "Reserve for development costs". The amount is tied up to a specific reserve that cannot be used for dividend or to cover deficits. If the recognized development costs are sold or otherwise deducted from the company's operations, the reserve will be reduced or dissolved. This will happen by transfer directly to the equity's free reserves. If the recognised development costs are written off, part of the reserve for development costs must be reversed. The amount that is reversed corresponds to the impairment of the development costs. If an impairment of the development costs subsequently is reversed, the reserve for the development costs will be restored. The reserve for the development costs will also be reduced when depreciations are made. Hereby, the reserve will not exceed the amount recognized in the balance sheet as development costs.

The change has no effect on the income statement or the balance for 2016 or for the comparative figures.

Apart from the above, as well as new and amended presentation and disclosure requirements pursuant to Act no. 738 of June 1, 2015, the financial statements have been prepared in accordance with the same accounting policies as last year.

Accounting policies

Adjustement of fundamental error
The Group have adjusted intercompany prices for 2015. This adjustment has not been recognised in the financial statement for 2015.

The error has no effect on the income statement or the balance sheet for 2016. The error effects the income statement before tax by DKK 4,2 mill., tax DDK 0,9 mill and the net profit for the year 2015 by DKK 3,3 mill. The Equity is increase with DKK 3,3 mill.

The comparatives have been restated to reflect the error.

Basis of recognition and measurement
Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including amortisation, depreciation and impairment losses, are also recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits will flow to the company's and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow from the company's and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. On subsequent recognition, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost using the effective interest method. Amortised cost is calculated as the historic cost less any instalments and plus/less the accumulated amortisation of the difference between the cost and the nominal amount.

On recognition and measurement, allowance is made for predictable losses and risks which occur before the annual report are presented and which confirm or invalidate matters existing at the balance sheet date.

Income statement

Revenue
Revenue from the sale of goods for resale and finished goods is recognised in the income statement, provided that the transfer of risk, usually on delivery to the buyer, has taken place and that the income can be measured reliably and is expected to be received.

Revenue from services, comprising service contracts and extended warranties relating to products and contracts sold, is recognised on a straight-line basis as the services are provided.

Revenue is measured at fair value of the agreed consideration ex. VAT and taxes charged on behalf of third parties. Revenue is net of all types of discounts granted.

Accounting policies

Production costs
Production costs comprises costs incurred to achieve revenue for the year. Cost comprises raw materials, consumables, direct labour costs and indirect production costs such as maintenance and depreciation, etc, as well as operation, administration and management of factories.

Production costs also includes research and development costs that do not qualify for capitalisation as well as amortisation of capitalised development costs.

Distribution costs
Distribution costs comprise costs in the form of salaries to sales and distribution staff, advertising and marketing expenses as well as operation of motor vehicles, depreciation, etc.

Administrative costs
Administrative costs comprise expenses for Management, administrative staff, office expenses, depreciation, etc.

Financial income and expenses
Financial income and expenses include interest, financial expenses in respect of finance leases, realised and unrealised exchange adjustments as well as extra payments and repayment under the onaccount taxation scheme.

Tax on profit/loss for the year
The company is subject to the Danish rules on compulsory joint taxation of the Group's Danish subsidiaries. Subsidiaries participate in the joint taxation arrangement from the time when they are included in the consolidated financial statements and until the time when they withdraw from the consolidation.

On payment of joint taxation contributions, the current Danish income tax is allocated between the jointly taxed entities in proportion to their taxable income. Entities with tax losses receive joint taxation contributions from entities that have been able to use tax losses to reduce their own taxable profits.

Tax for the year, which comprises the current tax charge for the year and changes in the deferred tax charge, including changes arising from changes in tax rates, is recognised in the income statement as regards the portion that relates to entries directly in equity.

Balance sheet

Intangible assets

Development projects, patents and licences
Development costs comprise costs directly and indirectly attributable to the company's development activities.

Developments projects recognised in the balance sheet are measured at cost less accumulated amortisation and impairment losses.

Accounting policies

Following the completion of the development work, development costs are amortised on a straight-line basis over the estimated useful life. The amortisation period is usually three years.

Gains and losses on the disposal of development projects, patents and licences are determined as the difference between the selling price less costs to sell and the carrying amount at the date of disposal. Gains or losses are recognised in the income statement as other operating income or other operating expenses, respectively.

Tangible assets
Items of plant and machinery and fixtures and fittings, tools and equipment are measured at cost less accumulated depreciation and impairment losses.

The depreciable amount is cost less the expected residual value at the end of the useful life.

Cost comprises the purchase price and any costs directly attributable to the acquisition until the date when the asset is available for use.

Where individual parts of an item of property, plant and equipment have different useful lives, the cost is divided into separate parts, which are depreciated separately.

Straight-line depreciation is provided on the basis of the following estimated useful lives of the assets:

	Useful life	
Plant and machinery	3-5	years
Other fixtures and fittings, tools and equipment	3-5	years
Leasehold improvements	5	years

Assets costing less than DKK 12.900 are expensed in the year of acquisition.

Gains or losses from the disposal of property, plant and equipment are recognised in the income statement as other operating income or other operating expenses.

Impairment of fixed assets
The carrying amount of intangible assets, plant and equipment is reviewed for impairment, other than what is reflected through normal amortisation and depreciation, on an annual basis.

Where there are indications of impairment, an impairment test is performed for each individual asset or group of assets, respectively. The carrying amount of impaired assets is reduced to the higher of the net selling price and the value in use (recoverable amount).

Stocks
Stocks are measured using the FIFO method. Where the net realisable value is lower than the cost, inventories are recognised at this lower value.

Accounting policies

The cost of goods for resale, raw materials and consumables comprises the purchase price plus delivery costs.

The cost of finished goods and work in progress includes the cost of raw materials, consumables, direct cost of labour and production overheads.

Production overheads include the indirect cost of materials, wages and salaries as well as maintenance and depreciation of production machinery, buildings and equipment and expenses relating to plant administration and management. Borrowing costs are not recognised in the cost.

The net realisable value of stocks is calculated as the selling price less costs of completion and expenses incurred to effect the sale. The net realisable value is determined taking into account marketability, obsolescence and expected selling price movements.

Receivables
Receivables are recognised at the lower of amortised cost and net realisable value, corresponding to nominal value less write-downs for bad debt losses. Write-downs for bad debts are calculated based on an individual assessment of each receivable.

Prepayments
Prepayments comprise costs incurred concerning subsequent financial years.

Equity
Reserve for development costs
Reserve for development cost include recognized development. The reserve can not be used for dividend or to cover deficits. The reserve is reduced or dissolved if the recognized development costs are amortized or sold from the company's operations. This is done by transferring directly to distributable reserves in equity.

Dividend
Proposed dividends are disclosed as a separate item under equity. Dividends are recognised as a liability at the date of declaration by the annual general meeting.

Provisions
Provisions comprise expected expenses relating to guarantee commitments, losses on work in progress, reconstructions, etc. Provisions are recognised when as a result of a past event the company's has a legal or constructive obligation and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

Provisions are measured at fair value.

Accounting policies

Income tax and deffered tax
Current tax liabilities and current tax receivables are recognised in the balance sheet as the estimated tax on the taxable income for the year, adjusted for tax on the taxable income for previous years and tax paid on account.

Deferred tax is measured according to the liability method in respect of temporary differences between the carrying amount of assets and liabilities and their tax base, calculated on the basis of the planned use of the asset and settlement of the liability, respectively.

Deferred tax assets, including the tax base of tax loss allowed for carry forward are measured at the value to which the asset is expected to be realised, either by elimination in tax on future income or by offsetting against deferred tax liabilities within the same legal tax entity. Any deferred net tax assets are measured at net realisable value.

Liabilities
Liabilities, which include trade receivables, payables to group entities and other payables, are measured at amortised cost, which is usually equivalent to nominal value.

Deferred income
Deferred income comprises payments received concerning income in subsequent reporting years.

Foreign currency translation
On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Foreign-exchange differences arising between the exchange rates at the transaction date and at the date of payment are recognised in the income statement as financial income or financial expenses.

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rates at the balance sheet date. The difference between the exchange rates at the balance sheet date and the date at which the receivable or payable arose or was recognised in the latest financial statements is recognised in the income statement as financial income or financial expenses.

Accounting policies

Financial Highlights

Definitions of financial ratios.

Gross margin ratio	$\frac{\text{Gross Profit x 100}}{\text{Revenue}}$
Return on assets	$\frac{\text{Profit/loss before financials x 100}}{\text{Total assets}}$
Solvency ratio	$\frac{\text{Equity at year end x 100}}{\text{Total assets}}$
Return on equity	$\frac{\text{Net profit for the year x 100}}{\text{Average equity}}$

Income statement
1 January - 31 December 2016

	Note	2016	2015
		TDKK	TDKK
Revenue		**157.929**	**139.808**
Cost of sales		-114.241	-105.020
Gross profit		**43.688**	**34.788**
Distribution costs		-8.196	-5.794
Administrative costs		-22.849	-24.813
Operating profit/loss		**12.643**	**4.181**
Other operating income		1.189	0
Profit/loss before financial income and expenses		**13.832**	**4.181**
Financial expenses	1	-1.147	-3.091
Profit/loss before tax		**12.685**	**1.090**
Tax on profit/loss for the year	2	-2.831	-27
Net profit/loss for the year		**9.854**	**1.063**

Proposed distribution of profit

Reserve for development costs	2.477	0
Retained earnings	7.377	1.063
	9.854	**1.063**

Balance sheet at 31 December 2016

	Note	2016	2015
		TDKK	TDKK
Assets			
Completed development projects		10.520	16.918
Development projects in progress		2.477	0
Intangible assets	3	**12.997**	**16.918**
Plant and machinery		2.549	1.427
Other fixtures and fittings, tools and equipment		366	588
Leasehold improvements		87	176
Tangible assets	4	**3.002**	**2.191**
Fixed assets total		**15.999**	**19.109**
Raw materials and consumables		97	5.500
Work in progress		0	1.454
Finished goods and goods for resale		24.319	7.409
Stocks		**24.416**	**14.363**
Trade receivables		6.219	12.950
Receivables from group enterprises		67	44
Other receivables		468	168
Deferred tax asset	6	248	2.779
Prepayments	5	2.091	2.765
Receivables		**9.093**	**18.706**
Cash at bank and in hand		**8.085**	**5.493**
Current assets total		**41.594**	**38.563**
Assets total		**57.593**	**57.672**

Balance sheet at 31 December 2016

	Note	2016	2015
		TDKK	TDKK

Liabilities and equity

	Note	2016	2015
Share capital		10.000	10.000
Reserve for development costs		2.477	0
Retained earnings		14.902	7.525
Equity		**27.379**	**17.525**
Other provisions		1.730	1.285
Provisions total		**1.730**	**1.285**
Prepayments received from customers		1.083	640
Trade payables		13.767	8.382
Payables to group enterprises		7.319	19.973
Corporation tax		165	78
Other payables		5.994	9.633
Deferred income	7	156	156
Short-term debt		**28.484**	**38.862**
Debt total		**28.484**	**38.862**
Liabilities and equity total		**57.593**	**57.672**

	Note
Staff	8
Contingent assets, liabilities and other financial obligations	9
Related parties	10

Statement of changes in equity

	Share capital	Reserve for development costs	Retained earnings	Total
Equity at the beginning at the beginning	10.000	0	4.245	14.245
Net effect from adjustment of fundamental error	0	0	3.280	3.280
Adjusted equity at the beginning	10.000	0	7.525	17.525
Net profit/loss for the year	0	2.477	7.377	9.854
Equity at the end at the end	**10.000**	**2.477**	**14.902**	**27.379**

	Share capital	Retained earnings	Total
Equity at the beginning 1. januar 2015	10.000	6.462	16.462
Net profit/loss for the year	0	1.063	1.063
Equity at the end 31. december 2015	**10.000**	**7.525**	**17.525**

Notes

		2016	2015
		TDKK	TDKK
1	**Financial expenses**		
	Interest paid to group enterprises	562	438
	Other financial costs	577	593
	Exchange loss	8	2.060
		1.147	**3.091**

2	**Tax on profit/loss for the year**		
	Current tax for the year	161	0
	Deferred tax for the year	2.531	-12
	Federal income tax US	139	39
		2.831	**27**

3 Intangible assets

	Completed development projects	Development projects in progress
Cost at the beginning	72.242	0
Additions for the year	354	2.477
Disposals for the year	-25.387	0
Cost at the end	47.209	2.477
Depreciation losses and impairment at the beginning	55.324	0
Amortisation for the year	6.752	0
Reversal of depreciation of sold assets	-25.387	0
Depreciation losses and impairment at the end	36.689	0
Carrying amount at the end	**10.520**	**2.477**

Notes

4 Tangible assets

	Plant and machinery	Other fixtures and fittings, tools and equipment	Leasehold improvements
Cost at the beginning	30.293	8.508	3.765
Additions for the year	1.996	287	100
Disposals for the year	-16.807	-3.080	-3.705
Cost at the end	15.482	5.715	160
Impairment losses and depreciation at the beginning	28.865	7.920	3.589
Depreciation for the year	770	460	111
Impairment and depreciation of sold assets for the year	-16.702	-3.031	-3.627
Impairment losses and depreciation at the end	12.933	5.349	73
Carrying amount at the end	**2.549**	**366**	**87**

5 Prepayments

Prepayments comprise prepaid expenses regarding rent, homologation, insurance premiums, subscriptions and interest. TDKK 863 of prepayments fall due after 1 year.

Notes

		2016	2015
		TDKK	TDKK
6	**Provision for deferred tax**		
	Provision for deferred tax at the end at the beginning	3.704	2.767
	Adjustment of fundamental error	-925	0
	Provision in year	-2.531	12
	Transferred to assets	-248	-2.779
	Provision for deferred tax at the end at the end	**0**	**0**
	Intangible assets	2.859	3.722
	Property, plant and equipment	-1.189	-2.119
	Prepayments	460	0
	Tax loss carry-forward	-2.378	-4.382
	Transferred to deferred tax asset	248	2.779
		0	**0**
	Deferred tax asset		
	Calculated tax asset	248	2.779
	Carrying amount	**248**	**2.779**

7 Deferred income

Deferred income consists of payments received in respect of income in subsequent reporting years.

Notes

		2016	2015
		TDKK	TDKK
8	**Staff**		
	Wages and Salaries	22.230	40.640
	Pensions	2.582	3.505
	Other social security expenses	373	325
		25.185	**44.470**

	Average number of employees	31	80

According to section 98 B(3) of the Danish Financial Statements Act, renumeration to the Executive Board has not been disclosed.

9 Contingent assets, liabilities and other financial obligations

The Company has entered into rent agreements and operating leases amounting to TDKK 3,977.

The Company is jointly taxed with other Danish group companies. The jointly taxed companies have joint and unlimited liability for Danish corporation taxes and withholding taxes on dividens, interest and royalties.

10 Related parties

Transactions

Spectralink Europe A/S have the following transactions with related parties in 2016 (DKK.mill)

Sales of goods to group enterprises	9,8
Purchase of goods from group enterprises	27,2
Purchase of services from group enterprises	20,0
Royalty to group enterprises	2,7
Interest paid to group enterprises	0,5