

MindKey Software A/S

Bomhusvej 13, 2100 København Ø

Company reg. no. 20 47 89 85

Annual report

1 July 2021 - 30 June 2022

The annual report was submitted and approved by the general meeting on the 24 November 2022.

John Rasi Beckmann
Chairman of the meeting

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Notes to users of the English version of this document:

- *To ensure the greatest possible applicability of this document, IAS/IFRS English terminology has been used.*
- *Please note that decimal points remain unchanged from Danish version of the document. This means that DKK 146.940 corresponds to the English amount of DKK 146,940, and that 23,5 % corresponds to 23.5 %.*

Management's statement

Today, the board of directors and the managing director have presented the annual report of MindKey Software A/S for the financial year 1 July 2021 - 30 June 2022.

The annual report has been presented in accordance with the Danish Financial Statements Act.

We consider the accounting policies appropriate and, in our opinion, the financial statements provide a fair presentation of the company's assets, equity and liabilities, and financial position at 30 June 2022 and of the company's results of activities in the financial year 1 July 2021 – 30 June 2022.

We are of the opinion that the management commentary presents a fair account of the issues dealt with.

We recommend that the annual report be approved at the Annual General Meeting.

Hellerup, 11 November 2022

Managing Director

John Rasi Beckmann

Board of directors

Henrik Skak Pedersen

John Rasi Beckmann

To the Shareholders of MindKey Software A/S

Opinion

We have audited the financial statements of MindKey Software A/S for the financial year 1 July 2021 - 30 June 2022, which comprise income statement, balance sheet, statement of changes in equity, notes and a summary of significant accounting policies, for the Company. 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 financial position of the Company at 30 June 2022, and of the results of the Company's operations for the financial year 1 July 2021 - 30 June 2022 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' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. 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.

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.

Independent auditor's report

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.

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.

Independent auditor's report

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 Statement Act. We did not identify any material misstatement of Management's Review.

Copenhagen, 11 November 2022

BUUS JENSEN

*State Authorised Public Accountants
Company reg. no. 16 11 90 40*

Arne Sørensen

*State Authorised Public Accountant
mne27757*

Company information

<i>The company</i>	MindKey Software A/S Bomhusvej 13 2100 København Ø
	<i>Company reg. no.</i> 20 47 89 85
	<i>Established:</i> 24 September 1997
	<i>Domicile:</i> Hellerup
	<i>Financial year:</i> 1 July 2021 - 30 June 2022
<i>Board of directors</i>	Henrik Skak Pedersen John Rasi Beckmann
<i>Managing Director</i>	John Rasi Beckmann
<i>Auditors</i>	BUUS JENSEN, Statsautoriserede revisorer
<i>Subsidiary</i>	Mindkey Inc., USA, (no activities)

The principal activities of the company

Mindkey Software develops HR system and Talent Management that supports all Human Resource processes from recruitment to termination of employees. In connection with this, the company provides assistance with implementation, process consulting and training.

Uncertainties as to recognition or measurement

The company's management is aware of the significant importance of development costs for the company. There will always be some uncertainty associated with valuing development costs in software developing companies. The management can state that the recent years' focus on product development has led to a strong, modern and competitive product, where an interesting yield is expected in the coming years. On this premises, management believes that the company's valuation of development costs is reasonable and justifiable.

Reference is made to notes in the annual accounts for mention of uncertainty in the recognition and measurement of those in the balance sheet recognized development projects with DKK 21 million. kr.

Development in activities and financial matters

The gross profit for the year totals DKK 13.697.000 against DKK 14.719.000 last year. Income or loss from ordinary activities after tax totals DKK 1.189.000 against DKK 1.507.000 last year. Management considers the net profit or loss for the year satisfactory.

Income statement 1 July - 30 June

All amounts in DKK.

<u>Note</u>	<u>2021/22</u>	<u>2020/21</u>
Gross profit	13.696.624	14.719.373
2 <i>Staff costs</i>	-7.502.360	-8.071.690
<i>Depreciation, amortisation and writedown relating to tangible and intangible fixed assets</i>	-5.099.321	-5.136.053
Operating profit	1.094.943	1.511.630
3 <i>Other financial costs</i>	-74.934	-79.061
Pre-tax net profit or loss	1.020.009	1.432.569
4 <i>Tax on ordinary results</i>	169.000	74.580
Net profit or loss for the year	1.189.009	1.507.149
Proposed appropriation of net profit:		
<i>Transferred to retained earnings</i>	0	806.216
<i>Transferred to reserve for development expenditure</i>	1.625.131	700.933
<i>Allocated from retained earnings</i>	-436.122	0
Total allocations and transfers	1.189.009	1.507.149

Balance sheet at 30 June

All amounts in DKK.

<u>Note</u>	<u>2022</u>	<u>2021</u>
<i>Assets</i>		
<i>Non-current assets</i>		
5 <i>Completed development projects, including patents and similar rights arising from development projects</i>	19.328.035	18.421.143
<i>Total intangible assets</i>	<u>19.328.035</u>	<u>18.421.143</u>
6 <i>Other fixtures and fittings, tools and equipment</i>	126.137	0
<i>Total property, plant, and equipment</i>	<u>126.137</u>	<u>0</u>
8 <i>Deposits</i>	347.151	223.000
<i>Total investments</i>	<u>347.151</u>	<u>223.000</u>
<i>Total non-current assets</i>	<u>19.801.323</u>	<u>18.644.143</u>
<i>Current assets</i>		
<i>Trade debtors</i>	920.565	1.603.747
<i>Income tax receivables</i>	272.580	377.322
<i>Accrued income and deferred expenses</i>	133.323	2.377
<i>Total receivables</i>	<u>1.326.468</u>	<u>1.983.446</u>
<i>Available funds</i>	18.934	17.825
<i>Total current assets</i>	<u>1.345.402</u>	<u>2.001.271</u>
<i>Total assets</i>	<u>21.146.725</u>	<u>20.645.414</u>

Balance sheet at 30 June

All amounts in DKK.

<u>Note</u>	<u>2022</u>	<u>2021</u>
<i>Equity and liabilities</i>		
<i>Equity</i>		
<i>Contributed capital</i>	1.250.000	1.250.000
<i>Reserve for development expenditure</i>	15.993.621	14.368.490
<i>Results brought forward</i>	-9.999.143	-9.563.021
<i>Total equity</i>	<u>7.244.478</u>	<u>6.055.469</u>
<i>Provisions</i>		
<i>Provisions for deferred tax</i>	3.004.000	3.173.000
<i>Total provisions</i>	<u>3.004.000</u>	<u>3.173.000</u>
<i>Liabilities other than provisions</i>		
<i>Bank debts</i>	3.233.641	708.058
<i>Trade creditors</i>	634.798	570.986
<i>Other debts</i>	1.195.827	4.168.975
<i>Accrued expenses and deferred income</i>	5.833.981	5.968.926
<i>Total short term liabilities other than provisions</i>	<u>10.898.247</u>	<u>11.416.945</u>
<i>Total liabilities other than provisions</i>	<u>10.898.247</u>	<u>11.416.945</u>
<i>Total equity and liabilities</i>	<u>21.146.725</u>	<u>20.645.414</u>

1 *Uncertainties concerning recognition and measurement*

9 *Charges and security*

10 *Contingencies*

Statement of changes in equity

All amounts in DKK.

	<u>Contributed capital</u>	<u>Reserve for development costs</u>	<u>Retained earnings</u>	<u>Total</u>
<i>Equity 1 July 2020</i>	1.250.000	13.667.557	-10.369.237	4.548.320
<i>Retained earnings for the year</i>	0	0	806.216	806.216
<i>Transferred from retained earnings</i>	<u>0</u>	<u>700.933</u>	<u>0</u>	<u>700.933</u>
<i>Equity 1 July 2021</i>	1.250.000	14.368.490	-9.563.021	6.055.469
<i>Retained earnings for the year</i>	0	0	-436.122	-436.122
<i>Transferred from retained earnings</i>	<u>0</u>	<u>1.625.131</u>	<u>0</u>	<u>1.625.131</u>
	<u>1.250.000</u>	<u>15.993.621</u>	<u>-9.999.143</u>	<u>7.244.478</u>

Notes

All amounts in DKK.

	<u>2021/22</u>	<u>2020/21</u>
1. Uncertainties concerning recognition and measurement		
<i>The company has recognized development projects with a book value of DKK 21 million in the balance sheet according to note 4. The estimates and assessments made are based on budgets and business plans regarding the coming years. Such estimates are inherently associated with uncertainty and unpredictability and if budgets are not met, the valuation may be lower.</i>		
2. Staff costs		
<i>Salaries and wages</i>	6.655.537	7.111.979
<i>Pension costs</i>	732.120	858.669
<i>Other costs for social security</i>	114.703	101.042
	<u>7.502.360</u>	<u>8.071.690</u>
<i>Average number of employees</i>	<u>10</u>	<u>11</u>
3. Other financial costs		
<i>Other financial costs</i>	74.934	79.061
	<u>74.934</u>	<u>79.061</u>
4. Tax on ordinary results		
<i>Tax on net profit or loss for the year</i>	0	-272.580
<i>Adjustment of deferred tax for the year</i>	-169.000	198.000
	<u>-169.000</u>	<u>-74.580</u>
5. Completed development projects, including patents and similar rights arising from development projects		
<i>Cost 1 July 2021</i>	83.963.629	77.963.629
<i>Additions during the year</i>	6.000.000	6.000.000
	<u>89.963.629</u>	<u>83.963.629</u>
<i>Amortisation and writedown 1 July 2021</i>	-65.542.486	-60.441.117
<i>Amortisation and depreciation for the year</i>	-5.093.108	-5.101.369
	<u>-70.635.594</u>	<u>-65.542.486</u>
<i>Carrying amount, 30 June 2022</i>	<u>19.328.035</u>	<u>18.421.143</u>

Notes

All amounts in DKK.

	<u>30/6 2022</u>	<u>30/6 2021</u>	
6. Other fixtures and fittings, tools and equipment			
Cost 1 July 2021	234.725	234.725	
Additions during the year	132.350	0	
Cost 30 June 2022	367.075	234.725	
Amortisation and writedown 1 July 2021	-234.725	-200.041	
Amortisation and depreciation for the year	-6.213	-34.684	
Amortisation and writedown 30 June 2022	-240.938	-234.725	
Carrying amount, 30 June 2022	126.137	0	
7. Investments in subsidiaries			
Cost 1 July 2021	7.200	7.200	
Cost 30 June 2022	7.200	7.200	
Revaluations, opening balance 1 July 2021	-7.200	-7.200	
Revaluation 30 June 2022	-7.200	-7.200	
Financial highlights for the enterprises according to the latest approved annual reports			
	<i>Equity interest</i>	<i>Equity</i>	<i>Results for the year</i>
Mindkey Inc., USA, (no activities)	100 %	0	0
8. Deposits			
Cost 1 July 2021	223.000	190.000	
Additions during the year	124.151	33.000	
Cost 30 June 2022	347.151	223.000	
Book value 30 June 2022	347.151	223.000	
9. Charges and security			
As the collateral for bank facilities the company has issued a mortgage of DKK 5.000 thousand.			

Notes

All amounts in DKK.

10. Contingencies

Joint taxation

The company acts as administration company for the group of companies subject to the Danish scheme of joint taxation and is unlimitedly, jointly, and severally liable, along with the other jointly taxed companies, to pay the total corporation tax.

The company is unlimitedly, jointly, and severally liable, along with the other jointly taxed companies, for any obligations to withhold tax on interest, royalties, and dividends.

The liability relating to obligations in connection with withholding tax on dividends, interest, and royalties represents an estimated maximum of DKK 0.

Any subsequent adjustments of corporate taxes or withholding taxes, etc., may result in changes in the company's liabilities.

The annual report for MindKey Software A/S has been presented in accordance with the Danish Financial Statements Act regulations concerning reporting class B enterprises. Furthermore, the company has decided to comply with certain rules applying to reporting class C enterprises.

The accounting policies are unchanged from last year, and the annual report is presented in DKK.

Recognition and measurement in general

Income is recognised in the profit and loss account concurrently with its realisation, including the recognition of value adjustments of financial assets and liabilities. Likewise, all costs, these including depreciation, amortisation, writedown, provisions, and reversals which are due to changes in estimated amounts previously recognised in the profit and loss account are recognised in the profit and loss account.

Assets are recognised in the balance sheet when the company is liable to achieve future, financial benefits and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when the company is liable to lose future, financial benefits and the value of the liability can be measured reliably.

At the first recognition, assets and liabilities are measured at cost. Later, assets and liabilities are measured as described below for each individual accounting item.

Certain fixed asset investments and liabilities are measured at amortised cost, by which method a fixed, effective interest is recognised during the useful life of the asset or the liability. Amortised cost is recognised as the original cost with deduction of any payments and additions/deductions of the accrued amortisation of the difference between cost and nominal amount. In this way capital losses and capital profits are spread over the useful life.

At recognition and measurement, such predictable losses and risks are taken into consideration, which may appear before the annual report is presented, and which concerns matters existing on the balance sheet date.

Foreign currency translation

Transactions in foreign currency are translated by using the exchange rate prevailing at the date of the transaction. Differences in the rate of exchange arising between the rate at the date of transaction and the rate at the date of payment are recognised in the profit and loss account as an item under net financials. If currency positions are considered to hedge future cash flows, the value adjustments are recognised directly in equity in a fair value reserve.

Receivables, payables, and other foreign currency monetary items are translated using the closing rate. The difference between the closing rate and the rate at the time of the occurrence or initial recognition in the latest financial statements of the receivable or payable is recognised in the income statement under financial income and expenses.

Accounting policies

Fixed assets acquired and paid for in foreign currency are measured at the exchange rate prevailing at the date of the transaction.

Group enterprises abroad, associates, and equity investments are considered to be independent entities. The income statements are translated at an average exchange rate for the month, and the balance sheet items are translated at the closing rates. Currency translation differences, arising from the translation of the equity of group enterprises abroad at the beginning of the year to the closing rate and from the translation of income statements from average prices to the closing rate, are recognised directly in equity in the fair value reserve. This also applies to differences arising from translation of income statements from average exchange rate to closing rate.

Translation adjustment of balances with group enterprises abroad that are considered part of the total investment in group enterprises are recognised directly in equity in the fair value reserve. Likewise, foreign exchange gains and losses on loans and derived financial instruments for currency hedging independent group enterprises abroad are recognised directly in equity.

When recognising foreign group enterprises which are integral units, the monetary items are translated using the closing rate. Non-monetary items are translated using the exchange rate prevailing at the time of acquisition or at the time of the subsequent revaluation or writedown for impairment of the asset. Income statement items are translated using the exchange rate prevailing at the date of the transaction. However, items in the income statement derived from non-monetary items are translated using historical prices.

Income statement

Gross profit

Gross profit comprises the revenue, changes in inventories of finished goods, and work in progress, work performed for own account and capitalised, other operating income, and external costs.

The enterprise will be applying IAS 18 as its basis of interpretation for the recognition of revenue.

Revenue comprises the value of services provided during the year, including outlay for customers less VAT and price concessions directly associated with the sale.

Revenue is recognised in the income statement on the completion of sales. This is generally considered to be the case when:

- The service has been provided before the end of the financial year
- A binding sales agreement exists
- The sales price has been determined
- Payment has been received, or is anticipated with a reasonable degree of certainty.

Accounting policies

This ensures that recognition does not take place until the total income and costs and stage of completion at the reporting date can be reliably validated and it seems probable that the economic benefits, including payments, will flow to the enterprise.

Costs of sales includes costs for the purchase of raw materials and consumables less discounts and changes in inventories.

Own work capitalised

Own work capitalised includes staff cost and other internal costs incurred during the financial year and recognised in the cost of proprietary intangible and tangible fixed assets.

Other external costs comprise costs for distribution, sales, advertisement, administration, premises, loss on debtors, and operational leasing costs.

Staff costs

Staff costs include salaries and wages, including holiday allowances, pensions, and other social security costs, etc., for staff members.

Depreciation, amortisation and writedown

Depreciation, amortisation and writedown comprise depreciation, amortisation and writedown for the year and gains and losses on disposal of intangible and tangible fixed assets.

Financial income and expenses

Financial income and expenses are recognised in the income statement with the amounts concerning the financial year. Financial income and expenses comprise interest income and expenses, financial expenses from financial leasing, realised and unrealised capital gains and losses relating to securities, debt and transactions in foreign currency, amortisation of financial assets and liabilities as well as surcharges and reimbursements under the advance tax scheme, etc.

Results from investments in subsidiaries

After full elimination of intercompany profit or loss less amortised consolidated goodwill, the investment in the individual subsidiaries are recognised in the income statement as a proportional share of the subsidiaries' post-tax profit or loss.

Tax of the results for the year

The tax for the year comprises the current tax for the year and the changes in deferred tax, and it is recognised in the profit and loss account with the share referring to the results for the year and directly in the equity with the share referring to entries directly on the equity.

The company is subject to the Danish legislation concerning compulsory joint taxation with the Danish group enterprises. The company acts as an administration company in relation to the joint taxation. This means that the total Danish tax payable of the income of the Danish consolidated companies is paid to the tax authorities by the company.

The current Danish corporate tax is allocated among the jointly taxed companies in proportion to their respective taxable income (full allocation with reimbursement of tax losses).

The balance sheet

Intangible assets

Development projects, patents, and licences

Development costs and internally generated rights are recognised in the income statement as costs in the acquisition year.

Patents and licenses are measured at cost less accrued amortisation. Patents are amortised on a straightline basis over the remaining patent period and licenses are amortised over the contract period, however, for a maximum of 10 years.

Profit and loss from the sale of development projects, patents, and licenses are measured as the difference between the sales price less sales costs and the carrying amount at the time of sale. Profit or loss is recognised in the income statement under amortisation and writedown for impairment.

Goodwill

Acquired goodwill is measured at cost less accumulated amortisation. Given that it is impossible to make a reliable estimate of the useful life, the amortisation period is set at 10 years.

Property, plant, and equipment

Other property, plant, and equipment are measured at cost less accrued depreciation and writedown for impairment.

The depreciable amount is cost less any expected residual value after the end of the useful life of the asset. The amortisation period and the residual value are determined at the acquisition date and reassessed annually. If the residual value exceeds the carrying amount, the depreciation is discontinued.

If the amortisation period or the residual value is changed, the effect on amortisation will, in future, be recognised as a change in the accounting estimates.

The cost comprises acquisition cost and costs directly associated with the acquisition until the time when the asset is ready for use.

The cost of a total asset is divided into separate components. These components are depreciated separately, the useful lives of each individual components differing, and the individual component representing a material part of the total cost.

Depreciation is done on a straight-line basis according to an assessment of the expected useful life:

	Useful life
Other fixtures and fittings, tools and equipment	3 years

Minor assets with an expected useful life of less than 1 year are recognised as costs in the income statement in the year of acquisition.

Profit or loss derived from the disposal of property, land, and equipment is measured as the difference between the sales price less selling costs and the carrying amount at the date of disposal. Profit or loss is recognised in the income statement under depreciation.

Impairment loss relating to non-current assets

The carrying amount of both intangible and tangible fixed assets as well as equity investments in subsidiaries are subject to annual impairment tests in order to disclose any indications of impairment beyond those expressed by amortisation and depreciation respectively.

If indications of impairment are disclosed, impairment tests are carried out for each individual asset or group of assets, respectively. Writedown for impairment is done to the recoverable amount if this value is lower than the carrying amount.

The recoverable amount is the higher value of value in use and selling price less expected selling cost. The value in use is calculated as the present value of the expected net cash flows from the use of the asset or the asset group and expected net cash flows from the sale of the asset or the asset group after the end of their useful life.

Previously recognised impairment losses are reversed when conditions for impairment no longer exist. Impairment relating to goodwill is not reversed.

Financial fixed assets

Investments in subsidiaries

Investments in subsidiaries are recognised and measured by applying the equity method. The equity method is used as a method of consolidation.

Investments in subsidiaries are recognised in the statement of financial position at the proportionate share of the enterprise's equity value. This value is calculated in accordance with the parent's accounting policies with deductions or additions of unrealised intercompany gains and losses as well as with additions or deductions of the remaining value of positive or negative goodwill calculated in accordance with the acquisition method. Negative goodwill is recognised in the income statement at the time of acquisition of the equity investment. If the negative goodwill relates to contingent liabilities acquired, negative goodwill is not recognised until the contingent liabilities have been settled or lapsed.

Consolidated goodwill is amortised over its estimated useful life, which is determined on the basis of the management's experience with the individual business areas. Consolidated goodwill is amortised on a straight-line basis over the amortisation period, which represent 5-20 years. The depreciation period is determined on the basis of an assessment that these are strategically acquired enterprises with a strong market position and a long-term earnings profile.

Accounting policies

In relation to material assets and liabilities recognised in subsidiaries but are not represented in the parent, the following accounting policies have been applied.

Investments in subsidiaries with a negative equity value are measured at DKK 0, and any accounts receivable from these enterprises are written down to the extent that the account receivable is uncollectible. To the extent that the parent has a legal or constructive obligation to cover a negative balance that exceeds the account receivable, the remaining amount is recognised under provisions.

To the extent the equity exceeds the cost, the net revaluation of equity investments in subsidiaries transferred to the reserve under equity for net revaluation according to the equity method. Dividends from subsidiaries expected to be adopted before the approval of this annual report are not subject to a limitation of the revaluation reserve. The reserve is adjusted by other equity movements in subsidiaries.

Newly acquired or newly established companies are recognised in the financial statement as of the time of acquisition. Sold or liquidated companies are recognised until the date of disposal.

On the acquisition of enterprises, the acquisition method, the uniting-of-interests method or the book value method is applied, cf. the above description under Business combinations.

Deposits

Deposits are measured at amortised cost and represent rent deposits, etc.

Receivables

Receivables are measured at amortised cost, which usually corresponds to nominal value.

In order to meet expected losses, impairment takes place at the net realisable value. The company has chosen to use IAS 39 as a basis for interpretation when recognising impairment of financial assets, which means that impairments must be made to offset losses where an objective indication is deemed to have occurred that an account receivable or a portfolio of accounts receivable is impaired. If an objective indication shows that an individual account receivable has been impaired, an impairment takes place at individual level.

Accounts receivable for which there is no objective indication of impairment at the individual level are evaluated at portfolio level for objective indication of impairment. The portfolios are primarily based on the debtors' domicile and credit rating in accordance with the company's and the group's credit risk management policy. Determination of the objective indicators applied for portfolios are based on experience with historical losses.

Impairment losses are calculated as the difference between the carrying amount of accounts receivable and the present value of the expected cash flows, including the realisable value of any securities received. The effective interest rate for the individual account receivable or portfolio is used as the discount rate.

Accrued income and deferred expenses

Accrued income and deferred expenses recognised under assets comprise incurred costs concerning the next financial year.

Available funds

Available funds comprise cash at bank and in hand.

Equity

Reserve for development costs

The reserve for development costs comprises recognised development costs less related deferred tax liabilities.

The reserve cannot be used as dividends or for covering losses.

The reserve is reduced or dissolved if the recognised development costs are amortised or abandoned. This is done by direct transfer to the distributable reserves of the equity.

Income tax and deferred tax

As administration company, MindKey Software A/S is liable to the tax authorities for the subsidiaries' corporate income taxes.

Current tax liabilities and current tax receivable are recognised in the statement of financial position as calculated tax on the taxable income for the year, adjusted for tax of previous years' taxable income and for tax paid on account.

The company is jointly taxed with consolidated Danish companies. The current corporate income tax is distributed between the jointly taxed companies in proportion to their taxable income and with full distribution with reimbursement as to tax losses. The jointly taxed companies are comprised by the Danish tax prepayment scheme.

Joint taxation contributions payable and receivable are recognised in the statement of financial position as "Income tax receivable" or "Income tax payable".

Deferred tax is measured on the basis of temporary differences in assets and liabilities with a focus on the statement of financial position. Deferred tax is measured at net realisable value.

Adjustments take place in relation to deferred tax concerning elimination of unrealised intercompany gains and losses.

Deferred tax is measured based on the tax rules and tax rates applying under the legislation prevailing in the respective countries on the reporting date when the deferred tax is expected to be released as current tax. Changes in deferred tax due to changed tax rates are recognised in the income statement, except for items included directly in the equity.

Accounting policies

Deferred tax assets, including the tax value of tax losses allowed for carryforward, are recognised at the value at which they are expected to be realisable, either by settlement against tax of future earnings or by set-off in deferred tax liabilities within the same legal tax unit. Any deferred net tax assets are measured at net realisable value.

Liabilities other than provisions

Financial liabilities other than provisions related to borrowings are recognised at the received proceeds less transaction costs incurred. In subsequent periods, the financial liabilities are recognised at amortised cost, corresponding to the capitalised value when using the effective interest rate. The difference between the proceeds and the nominal value is recognised in the income statement during the term of the loan.

Other liabilities concerning payables to suppliers, group enterprises, and other payables are measured at amortised cost which usually corresponds to the nominal value.

Accrued expenses and deferred income

Received payments concerning income during the following years are recognised under accrued expenses and deferred income.