

Zalaris HR Services Danmark A/S

Høje Taastrup Boulevard 33, 1., 2630 Taastrup

CVR-nr. 25 50 70 61

Annual report 2021 for the year 1 January - 31 December 2021

Approved at the Company's annual general meeting on 08.07.2022

Chairman:

.....
Signatur: 

E-post: hans-petter.møllerud@zalaris.com

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Statement by the Board of Directors and the Executive Board

Today, the Board of Directors and the Executive Board have discussed and approved the annual report of Zalaris HR Services Danmark A/S for the financial year 1 January - 31 December 2021.

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 financial position of the Company at 31 December 2021 and of the results of the Company's operations for the financial year 1 January - 31 December 2021.

Further, in our opinion, the Management's review gives a fair review of the matters discussed in the Management's review.

We recommend that the annual report be approved at the annual general meeting.

Taastrup, 06.07.2022

Executive Board:

Signatur: 

E-post: hans-petter.mellerud@zalaris.com

Hans Petter Mellerud

Board of Directors:

Signatur: 

E-post: gunnar.manum@zalaris.com


Gunnar Manum
Chairman

Signatur: *Kathrine B Lundgaard*

Kathrine B Lundgaard (6. jul. 2022 14:52 GMT+2)

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Kathrine Botten Lundgaard

Signatur: 

E-post: hans-petter.mellerud@zalaris.com

Hans Petter Mellerud

Independent auditor's report

To the shareholders of Zalaris HR Services Danmark A/S

Opinion

We have audited the financial statements of Zalaris HR Services Danmark A/S for the financial year 1 January - 31 December 2021, which comprise income statement, balance sheet, statement of changes in equity and notes, including accounting policies. The financial statements are prepared in accordance with 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 31 December 2021 and of the results of the Company's operations for the financial year 1 January - 31 December 2021 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

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.

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 as to 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 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 the financial statements.

Independent auditor's report

As part of an audit conducted in accordance with ISAs and additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism 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 note 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 the Management's review

Management is responsible for the Management's review.

Our opinion on the financial statements does not cover the 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 the Management's review and, in doing so, consider whether the 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 the Management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that the 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 the Management's review.

Kolding, 8 July 2022

EY Godkendt Revisionspartnerselskab



Claus E. Andreasen
State Authorised
Public Accountant
mne16652



Sussi Toft
State Authorised
Public Accountant
mne35830

Management's review

Company details

Name	Zalaris HR Services Danmark A/S
Address, Postal code, City	Høje Taastrup Boulevard 33, 1., 2630 Taastrup
CVR no.	25 50 70 61
Established	15 July 2000
Registered office	Taastrup
Financial year	1 January - 31 December
Website	www.zalaris.com
Board of Directors	Gunnar Manum Kathrine Botten Lundgaard Hans Petter Mellerud
Executive Board	Hans Petter Mellerud
Auditors	EY Godkendt Revisionspartnerselskab Trindsholmsgade 4, 2., 6000 Kolding Denmark
Bankers	Nordea

Business review

The Company renders public services and service to companies in the area of outsourced HR and payroll services.

Financial review

The income statement for 2021 shows a profit of DKK 2 172 952 against profit of DKK 2 788 282 last year, and the balance sheet at 31 December 2021 shows equity of DKK 15 825 728.

Staff cost have decreased mainly due to reorganization and optimization of work. The net results for 2021 are as expected and the management find the result satisfactory.

Research and development activities

In order to provide services in the area of outsourced HR and payroll, the Company develops customer specific projects which are capitalised in the balance sheet. These capitalised costs are held to develop specific customer solutions in order for the Company to provide the agreed services under the customer contracts. The development costs are therefore expected to generate future earnings under these customer agreements.

Events after the balance sheet date

The Covid-19 pandemic has had a short-term negative impact on revenue, as larger implementation projects within Professional Services are being postponed and the factors of less travel and lower employee numbers are impacting Managed Services. This situation is also expected going forward, depending on the duration of Covid-19 before returning to normal levels.

The situation after Russia's invasion of Ukraine is not believed to have any effect on the company's future performance. Zalaris does not have customers or suppliers in Russia, Ukraine, Belarus or other parties involved, nor does this apply to the company's customers.

No other events materially affecting the Company's financial position have occurred subsequent to the financial year-end.

Income statement for the period 1 January - 31 December 2021

Note	DKK	<u>2021</u>	<u>2020</u>
	Gross margin	28 756 960	27 595 672
2	Staff costs	-22 992 812	-21 641 713
3	Amortization/depreciation of intangible assets and property, plant and equipment	-2 655 196	-1 971 015
	Other operating expences	<u>-145 442</u>	<u>-228 000</u>
	Profit before net financials	2 963 509	3 754 943
4	Financial income	41 731	37 783
	Financial expenses	<u>-203 562</u>	<u>-211 060</u>
	Profit before tax	2 801 678	3 581 666
5	Tax for the year	<u>-628 726</u>	<u>-793 384</u>
	Profit for the year	<u>2 172 952</u>	<u>2 788 282</u>
	Recommended appropriation of profit		
	Reserve for development costs	-572 016	2 148 145
	Retained earnings/accumulated loss	<u>2 744 968</u>	<u>640 137</u>
		<u>2 172 952</u>	<u>2 788 282</u>

Balance sheet as of 31 December 2021

Note	DKK	2021	2020
	ASSETS		
	Fixed assets		
6	Intangible assets		
	Completed development projects	8 408 712	4 706 347
	Development projects in progress and prepayments for intangible assets	36 373	4 472 092
		<u>8 445 085</u>	<u>9 178 439</u>
7	Property, plant and equipment		
	Other fixtures and fittings, tools and equipment	18 151	31 906
		<u>18 151</u>	<u>31 906</u>
	Total fixed assets	<u>8 463 236</u>	<u>9 210 345</u>
	Non-fixed assets		
	Receivables		
	Trade receivables	6 046 049	7 398 945
	Receivables from group entities	1 392 323	658 264
	Income taxes receivable	-	300 150
	Other receivables	212 978	207 700
		<u>7 651 351</u>	<u>8 565 059</u>
8	Cash	<u>18 297 365</u>	<u>13 449 187</u>
	Total non-fixed assets	<u>25 948 716</u>	<u>22 014 246</u>
	TOTAL ASSETS	<u>34 411 952</u>	<u>31 224 591</u>

Balance sheet as of 31 December 2021

Note	DKK	2021	2020
	EQUITY AND LIABILITIES		
	Equity		
9	Share capital	501 000	501 000
	Reserve for development costs	6 587 166	7 159 182
	Retained earnings	8 737 562	5 898 741
	Total equity	<u>15 825 728</u>	<u>13 558 923</u>
	Provisions		
	Deferred tax	1 668 620	1 505 443
	Total provisions	<u>1 668 620</u>	<u>1 505 443</u>
	Liabilities other than provisions		
10	Long term liabilities		
	Other payables long term	<u>2 194 263</u>	<u>2 193 649</u>
	Current liabilities other than provisions		
	Trade payables	1 386 803	1 024 969
	Payable to group entities	3 552 825	992 869
	Income tax payables	315 549	-
11	Other payables	5 094 684	8 537 622
	Deferred income	4 373 479	3 411 116
	Total current liabilities	<u>14 723 340</u>	<u>13 966 576</u>
	Total liabilities other than provisions	<u>16 917 603</u>	<u>16 160 225</u>
	TOTAL EQUITY AND LIABILITIES	<u>34 411 952</u>	<u>31 224 591</u>
1	Accounting policies		
12	Contractual obligations and contingencies etc.		
13	Collateral		
14	Related parties		

Statement of changes in equity

DKK	Share capital	Reserve for development costs	Retained earnings	Total
Equity at 1 January 2020	501 000	5 011 037	5 242 399	10 754 436
Share Purchase Program			16 205	16 205
Transfer through appropriation of profit		2 148 145	640 137	2 788 282
Equity at 1 January 2021	501 000	7 159 182	5 898 741	13 558 923
Share Purchase Program			93 854	93 854
Transfer through appropriation of profit		-572 016	2 744 968	2 172 952
Equity at 31 December 2021	501 000	6 587 166	8 737 563	15 825 728

Notes to the financial statements

1 Accounting policies

The annual report of Zalaris HR Services Danmark A/S for 2021 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to reporting class B entities and elective choice of certain provisions applying to reporting class C entities.

The accounting policies used in the preparation of the financial statement are consistent with those of last year.

Reporting currency

The financial statements are presented in Danish kroner (DKK).

Foreign currency translation

On initial recognition, transactions denominated in foreign currencies are translated at the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and 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 rate 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 most recent financial statements is recognised in the income statement as financial income or financial expenses.

Income statement

Revenue

Income from the rendering of services is recognised as revenue as the services rendered, implying that revenue corresponds to the market value of the services rendered in the year (percentage - of completion method).

Revenue is measured at the fair value of the agreed consideration excluding VAT and taxes charged on behalf of third parties. All discounts and rebates granted are recognised in revenue.

The company has chosen IAS 18 as interpretation for revenue recognition.

Gross margin

With reference to section 32 of the Danish Financial Statements Act, the items 'Revenue' to and including 'Other external expenses' are consolidated into one item designated 'Gross margin'.

Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases etc.

Staff costs

Staff costs include wages and salaries, including compensated absence and pension to the Company's employees, as well as other social security contributions, etc. The item is net of refunds from public authorities.

Amortisation/depreciation

The item comprises amortisation/depreciation and impairment of intangible assets and property, plant and equipment.

The cost net of the expected residual value for completed development projects and acquired IP rights is amortised over the expected useful life. Acquired IP rights include patents, rights and licenses.

The basis of amortisation, which is calculated as cost less any residual value, is amortised on a straight line basis over the expected useful life. The expected useful lives of the assets are as follows:

Completed development projects	5 years
Acquired intangible assets	3-5 years
Other fixtures and fittings, tools and equipment	3-5 years

The residual value is determined at the time of acquisition and are reassessed every year. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised. In case of changes in the residual value, the effect on the depreciation charges is recognised prospectively as a change in accounting estimates.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts that relate to the reporting period. Net financials include interest income and expenses, realised and unrealised capital and exchange gains and losses on securities and foreign currency transactions and surcharges and allowances under the advance-payment-of-tax scheme, etc.

Tax

Tax for the year includes current tax on the year's expected taxable income and the year's deferred tax adjustments. The portion of the tax for the year that relates to the profit/loss for the year is recognised in the income statement, whereas the portion that relates to transactions taken to equity is recognised in equity.

Balance sheet

Intangible assets

Intangible assets comprise other acquired rights and development projects. Other intangible assets are measured at cost less accumulated amortisation and impairment losses.

Development costs comprise expenses, salaries and amortisation directly or indirectly attributable to development activities.

Development projects that are clearly defined and identifiable, where the technical feasibility, sufficient resources and a potential future market or development opportunities are identifiable and where the Company intends to produce, market or use the project, are recognised as intangible assets provided that the cost can be measured reliably and that there is sufficient assurance that future earnings can cover production costs, selling costs and administrative expenses and development costs. Other development costs are recognised in the income statement as incurred.

Development costs that are recognised in the balance sheet are measured at cost less accumulated amortisation and impairment losses.

On completion of a development project, development costs are amortised on a straight-line basis over the estimated useful life. The amortisation period follows the customer agreements, which typically is 5 years.

Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes the acquisition price and costs directly related to the acquisition until the time at which the asset is ready to use.

Impairment of fixed assets

Intangible assets, property, plant and equipment and investments in subsidiaries are subject to an annual test of evidence of impairment other than the decrease in value reflected by depreciation or amortisation. Impairment tests are conducted in respect of individual assets or groups of assets generating separate cash flows when there is evidence of impairment. The assets are written down to the higher of the value in use and net realisable value (recoverable amount) of the asset or group of assets if this is lower than the carrying amount. As for the group of assets, impairment losses are first recognised in respect of goodwill and thereafter proportionately in respect of the other assets.

Impairment tests are conducted on assets or groups of assets when there is evidence of impairment. The carrying amount of impaired assets is reduced to the higher of the net selling price and the value in use (recoverable amount).

The recoverable amount is the higher of the net selling price of an asset and its value in use. The value in use is calculated as the present value of the expected net cash flows from the use of the asset or the group of assets and the expected net cash flows from the disposal of the asset or the group of assets after the end of the useful life.

Previously recognised impairment losses are reversed when the reason for recognition no longer exists. Impairment losses on goodwill are not reversed.

Receivables

Receivables are measured at amortised cost. An impairment loss is recognised if there is objective evidence that a receivable or a group of receivables is impaired.

If there is objective evidence that an individual receivable has been impaired, an impairment loss is recognised on an individual basis.

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

The Company has chosen IAS 39 as an interpretation for impairment of financial receivables.

Prepayments

Prepayments recognised under "Assets" comprise prepaid expenses regarding subsequent financial reporting years.

Cash

Cash and cash equivalents comprise cash which is subject to only insignificant risks of changes in value. Bank accounts (used for disbursement of client payroll payments) are recognised as cash at bank.

Given the nature of the Group's cash pool arrangement, cash pool balances are not considered cash, but are recognised under "Receivables from/payables to group entities".

Equity

Reserve for development costs

The reserve for development cost comprises recognised development costs. The reserve cannot be used to distribute dividends or cover losses. The reserve will be reduced or dissolved if the recognised development costs are no longer part of the Company's operations by a transfer directly to the distributable reserves under equity.

Income taxes

Current tax payables and receivables are recognised in the balance sheet as the estimated income tax charge for the year, adjusted for prior-year taxes and tax paid on account.

Deferred tax is measured according to the liability method on all temporary differences between the carrying amount and the tax base of assets and liabilities. However, deferred tax is not recognised on temporary differences relating to goodwill which is not deductible for tax purposes and on office premises and other items where temporary differences, apart from business combinations, arise at the date of acquisition without affecting either profit/loss for the year or taxable income. Where alternative tax rules can be applied to determine the tax base, deferred tax is measured based on management's intended use of the asset or settlement of the liability, respectively.

Deferred tax is measured according to the tax rules and at the tax rates applicable at the balance sheet date when the deferred tax is expected to crystallise as current tax.

Deferred tax assets are recognised at the expected value of their utilisation; either as a set-off against tax on future income or as a set-off against deferred tax liabilities in the same legal tax entity.

Changes in deferred tax due to changes in the tax rate are recognised in the income statement.

Other payables

Other payables are measured at net realisable value. Amount recognised in the bank accounts (used for disbursement of client payroll payments) are recognised as current liabilities.

Prepayments received from customers

Prepayments received from customers recognised as a liability comprise payments received concerning income in subsequent financial reporting years.

Deferred income

Deferred income recognised as a liability comprises payments received concerning income in subsequent financial reporting years.

	<u>2021</u>	<u>2020</u>
2 Staff costs		
Wages/salaries	20 242 286	18 438 847
Pensions	1 908 425	2 067 371
Other social security costs	82 520	157 725
Other staff costs	759 581	977 771
	<u>22 992 812</u>	<u>21 641 713</u>
Average number of full-time employees	33	33
3 Amortisation/depreciation of intangible assets, property, plant and equipment		
Amortisation of intangible assets	2 641 442	1 955 962
Depreciation of property, plant and equipment	13 755	15 054
	<u>2 655 196</u>	<u>1 971 015</u>
4 Financial income		
Interest received from group entities	1 118	1 526
Other financial income	40 614	36 257
	<u>41 731</u>	<u>37 783</u>

5 Tax for the year		2021	2020
Estimated tax charge for the year		465 549	-
Deferred tax adjustments in the year		163 177	793 384
		<u>628 726</u>	<u>793 384</u>

6 Intangible assets

	Completed development projects	Acquired intangible assets	Development projects in progress and prepayments for intangible assets	Total
DKK				
Cost at 1 January 2021	22 186 290	3 411 644	4 472 093	30 070 027
Additions in the year	2 017 157		36 373	2 053 530
Disposals in the year	-11 551 685	-3 411 644		-14 963 329
Cost at 31 December 2021	<u>12 651 762</u>	<u>0</u>	<u>4 508 466</u>	<u>17 160 228</u>
Impairment losses and amortisation at 1st January 2021	17 479 944	3 411 644	0	20 891 588
Amortisation/depreciation in the year	2 641 442	0	0	2 641 442
Reversal of amortisation/depreciation and impairment of disposals	-15 878 335	-3 411 644	4 472 092	-14 817 887
Impairment losses and amortisation at 31st December 2021	<u>4 243 050</u>	<u>0</u>	<u>4 472 092</u>	<u>8 715 143</u>
Carrying amount at 31st December 2021	<u>8 408 711</u>	<u>0</u>	<u>36 374</u>	<u>8 445 085</u>

7 Property, plant and equipment

DKK		Other fixtures and fittings, tools and equi.
Cost at 1 January 2021		<u>1 319 636</u>
Disposals in the year		-752 562
Cost at 31 December 2021		<u>567 074</u>
Impairment losses and depreciation at 1 January 2021		1 287 730
Depreciation in the year		13 755
Reversal of amortisation/depreciation and impairment of disposals		-752 562
Impairment losses and depreciation at 31 December 2021		<u>548 923</u>
Carrying amount at 31 December 2021		<u>18 151</u>

8 Cash

Cash comprises bank deposits and payments from customers to whom the Company renders payroll administration services.

At 31. December 2021, restrictions on the use of balances of cash with a carrying amount of DKK 1 841 442 exists as these are held by the company on behalf of third party customers.

9 Share capital

The Company's share capital comprises 5,010 class A shares of DKK 100.00 each.

The Company's share capital has remained DKK 501,000 over the past 5 years.

10 Long term liabilities

DKK	Total liabilities at 31/12/2021	Outstanding debt 2-5 years	Outstanding debt after 5 years
	2 194 263	-	2 194 263
	<u>2 194 263</u>	<u>-</u>	<u>2 194 263</u>

11 Other payable

DKK	<u>2021</u>	<u>2020</u>
Other payables	5 094 684	8 537 622
	<u>5 094 684</u>	<u>8 537 622</u>

At 31 December 2021, 1 841 442 DKK of other payables consists of payables related to client accounts.

12 Contractual obligations and contingencies, etc.

Other contingent liabilities

DKK	<u>2021</u>	<u>2020</u>
Guarantee commitments	388 193	388 193
	<u>388 193</u>	<u>388 193</u>

Other contingent liabilities include a bank guarantee provided to the lessor in respect of the Company's office premises.

Other financial obligations

Other rent and lease liabilities:

DKK	<u>2021</u>	<u>2020</u>
Rent and lease liabilities	2 557 866	3 391 610
	<u>2 557 866</u>	<u>3 391 610</u>

13 Collateral

As security for the parent Company's debt to banks, the Company has provided guarantee of NOK 7.000.000

14 Related parties

Information about consolidated financial statements

Parent	Domicile	Requisitioning of the parent company's consolidated financial statements
Zalaris ASA	Norway	Hoffsveien 4, 0275 Oslo












DAZA 2021 Financial statements version 1.2

Endelig revisjonsrapport

2022-07-06

Opprettet:	2022-07-06
Av:	Bjørnar Erik Jaabæk (bjornar.jaabæk@zalaris.com)
Status:	Signert
Transaksjons-ID:	CBJCHBCAABAAIg41EJTU8gMCMryEwY-8LYPtWhGem8jd

"DAZA 2021 Financial statements version 1.2"-historikk

-  Dokument opprettet av Bjørnar Erik Jaabæk (bjornar.jaabæk@zalaris.com)
2022-07-06 - 10:38:47 GMT- IP-adresse: 212.33.149.244
-  Dokument sendt via e-post til Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com) for signering
2022-07-06 - 10:39:58 GMT
-  Dokument sendt via e-post til Kathrine B Lundgaard (kathrine.lundgaard@zalaris.com) for signering
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-  Dokument sendt via e-post til Gunnar Manum (gunnar.manum@zalaris.com) for signering
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-  E-postmelding vist av Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com)
2022-07-06 - 10:40:02 GMT- IP-adresse: 51.120.128.58
-  E-postmelding vist av Gunnar Manum (gunnar.manum@zalaris.com)
2022-07-06 - 10:45:46 GMT- IP-adresse: 212.33.149.244
-  Dokument e-signert av Gunnar Manum (gunnar.manum@zalaris.com)
Signaturdato: 2022-07-06 - 10:47:12 GMT - Tidskilde: server- IP-adresse: 212.33.149.244
-  E-postmelding vist av Kathrine B Lundgaard (kathrine.lundgaard@zalaris.com)
2022-07-06 - 12:52:22 GMT- IP-adresse: 77.16.67.166
-  Dokument e-signert av Kathrine B Lundgaard (kathrine.lundgaard@zalaris.com)
Signaturdato: 2022-07-06 - 12:52:41 GMT - Tidskilde: server- IP-adresse: 77.16.67.166
-  Dokument e-signert av Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com)
Signaturdato: 2022-07-06 - 15:05:55 GMT - Tidskilde: server- IP-adresse: 80.203.118.84
-  Avtale fullført.
2022-07-06 - 15:05:55 GMT






DAZA confirmation of General assembly approved Financial Statement

Endelig revisjonsrapport

2022-07-08

Opprettet:	2022-07-08
Av:	Bjørnar Erik Jaabæk (bjornar.jaabaek@zalaris.com)
Status:	Signert
Transaksjons-ID:	CBJCHBCAABAATmcnbSTql_OI92bN_xQ7s9kfMv4cTSTT

"DAZA confirmation of General assembly approved Financial Statement"-historikk

-  Dokument opprettet av Bjørnar Erik Jaabæk (bjornar.jaabaek@zalaris.com)
2022-07-08 - 07:05:48 GMT- IP-adresse: 212.33.149.244
-  Dokument sendt via e-post til Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com) for signering
2022-07-08 - 07:06:14 GMT
-  E-postmelding vist av Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com)
2022-07-08 - 07:06:16 GMT- IP-adresse: 51.120.51.23
-  Dokument e-signert av Hans-Petter Mellerud (hans-petter.mellerud@zalaris.com)
Signaturdato: 2022-07-08 - 09:12:25 GMT - Tidskilde: server- IP-adresse: 77.16.63.63
-  Avtale fullført.
2022-07-08 - 09:12:25 GMT