

3 Step IT A/S

Vandtårnsvej 62, 2860 Søborg

CVR no. 26 10 64 27

Annual report 2022

Approved at the Company's annual general meeting on 25 May 2023

Chairman of the meeting:

.....
Jari Tapani Lemmilä

Contents

Statement by the Board of Directors and the Executive Board	2
Independent auditor's report	3
Management's review	5
Financial statements 1 January - 31 December	9
Income statement	9
Balance sheet	10
Statement of changes in equity	12
Notes to the financial statements	13

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 3 Step IT A/S for the financial year 1 January - 31 December 2022.

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 2022 and of the results of the Company's operations for the financial year 1 January - 31 December 2022.

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.

Søborg, 25 May 2023
Executive Board:

.....
Lasse Holm Garby

Board of Directors:

.....
Jarkko Armas Veijalainen
Chairman

.....
Jari Tapani Lemmilä

.....
Carmen Ene

Independent auditor's report

To the shareholders of 3 Step IT A/S

Opinion

We have audited the financial statements of 3 Step IT A/S for the financial year 1 January - 31 December 2022, 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 2022 and of the results of the Company's operations for the financial year 1 January - 31 December 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 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 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 the financial statements.

As part of an audit conducted in accordance with ISAs and the 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.

Independent auditor's report

- ▶ 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 Statement Act. We did not identify any material misstatement of the Management's review.

Aarhus, 25 May 2023
EY Godkendt Revisionspartnerselskab
CVR no. 30 70 02 28

Peter U. Faurshou
State Authorised Public Accountant
mne34502

Søren Strandgaard Nielsen
State Authorised Public Accountant
mne47823

Management's review

Company details

Name	3 Step IT A/S
Address, Postal code, City	Vandtårnsvej 62, 2860 Søborg
CVR no.	26 10 64 27
Established	1 July 2001
Registered office	Gladsaxe
Financial year	1 January - 31 December
Website	www.3stepit.dk
E-mail	dk@3step.com
Telephone	+45 72 11 80 40
Board of Directors	Jarkko Armas Veijalainen, Chairman Jari Tapani Lemmilä Carmen Ene
Executive Board	Lasse Holm Garby
Auditors	EY Godkendt Revisionspartnerselskab Værkmestergade 25, P.O. Box 330, 8100 Aarhus C, Denmark

Management's review

Financial highlights

DKK	2022	2021	2020	2019	2018
Key figures					
Gross profit	21,300,420	23,014,872	15,373,335	16,366,631	12,755,683
Operating profit/loss	2,491,657	4,951,314	-312,495	2,266,634	1,626,642
Net financials	-1,332,684	-968,104	-533,701	-220,419	-95,835
Profit for the year	1,147,559	3,889,861	-830,023	1,511,742	1,187,195
Balance sheet					
Total assets	89,789,151	52,198,699	99,803,849	75,825,227	47,856,870
Investments in property, plant and equipment	529,394	294,181	563,881	498,662	268,020
Equity	9,858,077	12,710,518	8,820,657	9,650,680	8,138,939
Financial ratios					
Equity ratio	11.0%	24.4%	8.8%	12.7%	17.0%
Return on equity	10.2%	36.1%	-9.0%	17.0%	15.7%
Average number of full-time employees					
	24	21	18	15	12

The financial ratios stated under "Financial highlights" have been calculated as follows:

Ordinary operating profit/loss	Profit/loss before financial items adjusted for other operating income and other operating expenses
Equity ratio	$\frac{\text{Equity, year-end} \times 100}{\text{Total equity and liabilities, year-end}}$
Return on equity	$\frac{\text{Profit/loss after tax} \times 100}{\text{Average equity}}$

Management's review

Business review

3stepIT is an international company specialized in sustainable Technology Lifecycle Management solutions. Since its establishment in 1997 the targets of the Company have been to help customers plan and control a regular replacement of IT equipment, as well as recycle returned equipment for resale in line with the circular economy.

Financial review

The level of activity for 2022 has generally been high and shows an increase in activity compared to the previous years. The Company's income statement shows a gain of DKK 1,147,559 and the Company's balance sheet at 31 December 2022 shows equity of DKK 9,858,077.

In order to support the still increasing demand from customers for the Company's solutions, an additional 4 employees were hired during the year, and the total number of employees was 27 at 31 December 2022.

The past year and follow-up on development expectations from last year

The company's result is considered to be satisfactory for the past year in relation to the budget and previously announced expectations of DKK -1 million to DKK +1 million, especially in light of the effects the war in Ukraine has had in relation to inflation and interest rate increases.

Changes in geopolitics and the current crisis between Russia and Ukraine with the economic sanctions increase the uncertainty that may affect 3stepIT's business in 2023. In addition, the changes in the interest rate markets may affect the company's operations in the near future. We actively monitor and respond to developments in the overall economic situation and the extent of the impact on our operations, financial statements and reporting.

It is the management's expectation that the company for the financial year 2023 will realize a lower result than this year's result because of increasing investments as well as the continued uncertain situation and consequences of the war in Ukraine. The management expects that the result for 2023 will be in the range of DKK -2 million to DKK +2 million.

Knowledge resources

The Company's business model is based on an IT lifecycle mindset.

This puts high demands on know how of the Company's employees as well as processes and technology.

The Company's Intellectual capital creates value added to the Company's customers through optimised IT lifecycle, including the procurement, use and replacement/disposal of IT equipment.

Financial risks and use of financial instruments

Currency risks

The Company has limited activities in foreign currencies, which is why the Company has chosen not to hedge exchange rates. All costs in foreign currencies are covered as far as possible with an associated income in the same currency.

Interest rate risk

Since the combination of the current interest, level and net interest-bearing debt and deposits does not constitute a significant amount, moderate changes to interest rates will have no material direct effect on earnings.

Interest rate positions are therefore not taken to hedge interest rate risks.

The Company does not use financial instruments.

Impact on the external environment

3stepIT's mission is to make companies and organizations more sustainable - at all stages: helping customers manage their technology in a sustainable, efficient and cost-conscious way through customized services.

Management's review

We base our business on the principles of the circular economy and strive to operate ever more sustainably. Our Technology Lifecycle Management solutions and services ensure that returned IT equipment is reused or recycled in an environmentally responsible and correct manner if the equipment cannot be recycled.

Company-wide processes and procedures for quality and sustainability commit us to continual improvement by setting targets, educating employees, measuring our performance and communicate to our stakeholders in an open, honest and timely manner.

We cooperate closely with our customers and stakeholders and participate in sustainability forums and other initiatives to share, develop and implement industry specific best practices.

Our management systems are based on the implementation of ISO 9001:2015 and ISO 14001:2015. We are committed to comply with local laws and regulations wherever we operate. Our environmental management system ensures we pay active attention to the use of raw materials, consumption of energy, prevention of pollution and climate change migration.

Research and development activities

The research activities are mainly carried out in the parent company of the Company.

The development activities primarily include the development of an asset management system for use by the Group's employees, customers and suppliers.

Events after the balance sheet date

No events of significant importance to the company's financial position have occurred subsequent to the financial year-end.

Financial statements 1 January - 31 December

Income statement

Note	DKK	2022	2021
	Gross profit	21,300,420	23,014,872
3	Staff costs	-18,262,156	-17,419,908
	Amortisation/depreciation and impairment of property, plant and equipment	-546,607	-626,039
	Other operating expenses	-11,414	0
	Profit before net financials	2,480,243	4,968,925
	Financial income	26,060	41,968
4	Financial expenses	-1,358,744	-1,010,072
	Profit before tax	1,147,559	4,000,821
5	Tax for the year	0	-110,960
	Profit for the year	1,147,559	3,889,861

Financial statements 1 January - 31 December

Balance sheet

Note	DKK	2022	2021
	ASSETS		
	Fixed assets		
6	Property, plant and equipment		
	Fixtures and fittings, other plant and equipment	372,874	321,405
	Leasehold improvements	112,900	209,715
		<u>485,774</u>	<u>531,120</u>
	Investments		
	Other receivables	200,000	200,000
		<u>200,000</u>	<u>200,000</u>
	Total fixed assets	<u>685,774</u>	<u>731,120</u>
	Non-fixed assets		
	Inventories		
	Finished goods and goods for resale	8,152,138	6,694,403
	Prepayments for goods	469,272	974,821
		<u>8,621,410</u>	<u>7,669,224</u>
	Receivables		
	Trade receivables	63,275,481	24,025,255
	Receivables from group enterprises	1,103,831	503,868
	Other receivables	236,834	3,538,134
7	Prepayments	1,526,992	2,748,510
		<u>66,143,138</u>	<u>30,815,767</u>
	Cash	14,338,829	12,982,588
	Total non-fixed assets	<u>89,103,377</u>	<u>51,467,579</u>
	TOTAL ASSETS	<u><u>89,789,151</u></u>	<u><u>52,198,699</u></u>

Financial statements 1 January - 31 December

Balance sheet

Note	DKK	2022	2021
	EQUITY AND LIABILITIES		
	Equity		
8	Share capital	701,000	701,000
	Retained earnings	9,157,077	8,009,518
	Dividend proposed	0	4,000,000
	Total equity	<u>9,858,077</u>	<u>12,710,518</u>
	Liabilities other than provisions		
	Non-current liabilities other than provisions		
	Other payables	0	984,663
		<u>0</u>	<u>984,663</u>
	Current liabilities other than provisions		
	Trade payables	70,873,322	31,841,198
	Payables to group enterprises	5,540,411	1,681,552
	Other payables	3,517,341	4,980,768
		<u>79,931,074</u>	<u>38,503,518</u>
	Total liabilities other than provisions	<u>79,931,074</u>	<u>39,488,181</u>
	TOTAL EQUITY AND LIABILITIES	<u>89,789,151</u>	<u>52,198,699</u>

- 1 Accounting policies
- 2 Events after the balance sheet date
- 9 Contractual obligations and contingencies, etc.
- 10 Related parties
- 11 Appropriation of profit

Financial statements 1 January - 31 December

Statement of changes in equity

Note	DKK	Share capital	Retained earnings	Dividend proposed	Total
	Equity at 1 January 2022	701,000	8,009,518	4,000,000	12,710,518
11	Transfer, see "Appropriation of profit"	0	1,147,559	0	1,147,559
	Dividend distributed	0	0	-4,000,000	-4,000,000
	Equity at 31 December 2022	701,000	9,157,077	0	9,858,077

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies

The annual report of 3 Step IT A/S for 2022 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to medium-sized reporting class C entities.

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

Omission of a cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act, no cash flow statement has been prepared. The Company's cash flows are reflected in the consolidated cash flow statement for the higher-ranking parent company 3 Step IT Group Oy.

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

The Company has chosen IAS 11/IAS 18 as interpretation for revenue recognition.

Income from the sale is recognised in the income statement when delivery to the buyer and transfer of risk to the financing company have taken place prior to year end.

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.

Gross profit

The items revenue, cost of sales, other operating income and external expenses have been aggregated into one item in the income statement called gross profit in accordance with section 32 of the Danish Financial Statements Act.

Other operating income

Other operating income comprise items of a secondary nature relative to the Company's core activities, including gains on the sale of fixed assets.

Cost of sales

Cost of sales comprise financing expenses relating to leases entered into to generate revenue for the year.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

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 of intangible assets and property, plant and equipment.

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

Fixtures and fittings, other plant and equipment	3-5 years
Leasehold improvements	3-5 years

The residual value is expected to be DKK 0% - 20%.

Depreciation is based on the residual value of the asset and is reduced by impairment losses, if any. The depreciation period and the residual value are determined at the acquisition date and are reassessed annually. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised.

In the case of changes in the depreciation period or the residual value, the effect on the depreciation charges is recognised prospectively as a change in accounting estimates.

Other operating expenses

Other operating expenses comprise items of a secondary nature relative to the Company's core activities, including losses on the sale of fixed assets.

Financial income and expenses

Financial income and expenses comprise interest income and expense, charges in respect of finance leases, gains and losses on securities, payables and transactions denominated in foreign currencies, amortisation of financial assets and liabilities as well as surcharges and refunds under the on-account 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.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Balance sheet

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 for use.

Gains or losses are calculated as the difference between the selling price less selling costs and the carrying amount at the date of disposal. Gains and losses from the disposal of property, plant and equipment are recognised in the income statement as other operating income or other operating expenses.

Leases

Leases that do not transfer substantially all the risks and rewards incident to the ownership to the Company are classified as operating leases. Payments relating to operating leases and any other rent agreements are recognised in the income statement over the term of the lease. The Company's aggregate liabilities relating to operating leases and other rent agreements are disclosed under "Contingent liabilities".

Impairment of fixed assets

The carrying amount of property, plant and equipment is assessed for impairment on an annual basis.

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.

Inventories

Inventories are measured at cost in accordance with the FIFO method. Where the net realisable value is lower than cost, inventories are written down to this lower value. The net realisable value of inventories is calculated as the sales amount less costs of completion and expenses required to effect the sale and is determined taking into account marketability, obsolescence and development in the expected selling price.

Inventories consist of IT equipment comprised by leases which will be sold to the Company's financiers or IT equipment which has been returned from the Company's financiers and awaits being sold.

Receivables

The Company has chosen IAS 39 as interpretation for impairment write-down of financial 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.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Receivables in respect of which there is no objective evidence of individual impairment are tested for objective evidence of impairment on a portfolio basis. The portfolios are primarily based on the debtors' domicile and credit ratings in line with the Company's risk management policy. The objective evidence applied to portfolios is determined based on historical loss experience.

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 interest rate for the individual receivable or portfolio is used as discount rate.

Prepayments

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

Cash

Cash and cash equivalents include bank deposits.

Equity

Proposed dividends

Dividend proposed for the year is recognised as a liability once adopted at the annual general meeting (declaration date). Dividends expected to be distributed for the financial year are presented as a separate item 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.

2 Events after the balance sheet date

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

Financial statements 1 January - 31 December

Notes to the financial statements

DKK	2022	2021
3 Staff costs		
Wages/salaries	16,783,013	16,126,399
Pensions	1,353,813	1,228,457
Other social security costs	125,330	65,052
	<u>18,262,156</u>	<u>17,419,908</u>
 Average number of full-time employees	 <u>24</u>	 <u>21</u>

Total remuneration to Management: T.DKK 2.737

DKK	2022	2021
4 Financial expenses		
Interest expenses, group entities	67,639	114,278
Guarantee expenses, group entities	867,594	673,479
Other financial expenses	423,511	222,315
	<u>1,358,744</u>	<u>1,010,072</u>
 5 Tax for the year		
Deferred tax adjustments in the year	0	110,960
	<u>0</u>	<u>110,960</u>

6 Property, plant and equipment

DKK	Fixtures and fittings, other plant and equipment	Leasehold improvements	Total
Cost at 1 January 2022	1,047,517	608,126	1,655,643
Additions	529,394	0	529,394
Disposals	-376,914	0	-376,914
Cost at 31 December 2022	<u>1,199,997</u>	<u>608,126</u>	<u>1,808,123</u>
Impairment losses and depreciation at 1 January 2022	726,112	398,411	1,124,523
Depreciation	449,791	96,815	546,606
Depreciation and impairment of disposals	-348,780	0	-348,780
Impairment losses and depreciation at 31 December 2022	<u>827,123</u>	<u>495,226</u>	<u>1,322,349</u>
Carrying amount at 31 December 2022	<u>372,874</u>	<u>112,900</u>	<u>485,774</u>

Financial statements 1 January - 31 December

Notes to the financial statements

7 Prepayments

Prepayments include accrual of expenses relating to subsequent financial years.

8 Share capital

The share capital consist of 701 shares of a nominal value of DKK 1,000 each. No shares carry any special rights.

The Company's share capital has remained DKK 701,000 over the past 5 years.

9 Contractual obligations and contingencies, etc.

Other contingent liabilities

As part of its ordinary activities, the Company has contracted to repurchase leased equipment at a value of DKK 105 million (2021: DKK 80 million)

The Company has entered into contract about its tenancy. The termination period is 2 years at a value of DKK 1,509 thousand (2021: DKK 1,806 thousand)

The Company has entered into operating leases with a remaining term of 1-4 years. The nominal lease obligation totals DKK 2,100 thousand (2021: DKK 2,119 thousand).

10 Related parties

3 Step IT A/S' related parties comprise the following:

Parties exercising control

<u>Related party</u>	<u>Domicile</u>	<u>Basis for control</u>
Parent company 2holding N&B Oy	Helsinki, Finland	Participating interest

Information about consolidated financial statements

<u>Parent</u>	<u>Domicile</u>	<u>Requisitioning of the parent company's consolidated financial statements</u>
3 Step IT Group Oy	Finland	The consolidated financial statements are available at the company's address.

Related party transactions

The Company solely discloses related party transactions that have not been carried out on an arm's length basis, cf. section 98c(7) of the Danish Financial Statements Act.

All transactions have been carried out on an arm's length basis.

DKK	<u>2022</u>	<u>2021</u>
11 Appropriation of profit		
Recommended appropriation of profit		
Proposed dividend recognised under equity	0	4,000,000
Retained earnings/accumulated loss	<u>1,147,559</u>	<u>-110,139</u>
	<u>1,147,559</u>	<u>3,889,861</u>

PENNEO

The signatures in this document are legally binding. The document is signed using Penneo™ secure digital signature. The identity of the signers has been recorded, and are listed below.

"By my signature I confirm all dates and content in this document."

Lasse Holm Garby

Executive Board

On behalf of: 3 Step IT AS

Serial number: 96b03b88-bc44-40a7-80c6-1d002a717698

IP: 87.54.xxx.xxx

2023-05-25 07:02:25 UTC



CARMEN ENE

Board of Directors

On behalf of: 3 Step IT AS

Serial number: fi_tupas:nordea:PyGFIUoW72xTn0ajj_0VtWv5k-4O91JH35Ai5xE1fbU=

IP: 87.92.xxx.xxx

2023-05-27 09:34:15 UTC



JARI TAPANI LEMMILÄ

Chairman

On behalf of: 3 Step IT AS

Serial number: fi_tupas:opbank:4b6t-dv5HXqPZs16UA9Nig6GM-VU_4gwhtQyq2fNGXA=

IP: 83.102.xxx.xxx

2023-05-29 06:37:44 UTC



JARI TAPANI LEMMILÄ

Board of Directors

On behalf of: 3 Step IT AS

Serial number: fi_tupas:opbank:4b6t-dv5HXqPZs16UA9Nig6GM-VU_4gwhtQyq2fNGXA=

IP: 83.102.xxx.xxx

2023-05-29 06:37:44 UTC



JARKKO VEIJALAINEN

Board of Directors

On behalf of: 3 Step IT AS

Serial number:

fi_tupas:opbank:3cqJrmGtLkKyRt3XEoWbXfBFpBddaXFtywR4Hy6EeBs

=

IP: 84.253.xxx.xxx

2023-05-29 06:43:37 UTC



Soeren Nielsen

State Authorised Public Accountant

On behalf of: EY Godkendt Revisionspartnerselskab

Serial number: CVR:30700228-RID:89822512

IP: 87.104.xxx.xxx

2023-05-30 03:52:55 UTC



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Peter Ulrik Faurschou

State Authorised Public Accountant

On behalf of: EY Godkendt Revisionspartnerselskab

Serial number: CVR:30700228-RID:78371490

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