BEIERHOLM
VI SKABER BALANCE

Pipol A/S

Christianshusvej 193, 2970 Hørsholm

Company reg. no. 26 12 46 38

Annual report

2015

The annual report has been submitted and approved by the general meeting on the 2 June 2016.

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Morten Eric Flyvholm Lorenzen
Chairman of the meeting

Notes:

- To ensure the greatest possible applicability of this document, British English terminology has been used.
- Please note that decimal points have not been used in the usual English way. This means that for instance DKK 146.940 means the amount of DKK 146,940, and that 23,5 % means 23.5 %.

Contents

Management's report

The board of directors and the managing director have today presented the annual report of Pipol A/S for the financial year 1 January to 31 December 2015.

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

We consider the accounting policies used appropriate, and in our opinion the annual accounts provide a true and fair view of the company's assets and liabilities and its financial position as on 31 December 2015 and of the company's results of its activities in the financial year 1 January to 31 December 2015.

The annual report is recommended for approval by the general meeting.

Hørsholm, 2 June 2016

Managing Director

Poul Kjær

Board of directors

Morten Eric Flyvholm Lorenzen	Gregory Stephen Price	Poul Kjær

The independent auditor's report on the annual accounts

To the shareholders of Pipol A/S

We have audited the annual accounts of Pipol A/S for the financial year 1 January to 31 December 2015, which comprise accounting policies used, profit and loss account, balance sheet and notes. The annual accounts are prepared in accordance with the Danish Financial Statements Act.

The management's responsibility for the annual accounts

The management is responsible for the preparation of annual accounts that give a true and fair view in accordance with the Danish Financial Statements Act. Furthermore, the management is responsible for such internal control as it determines necessary in order to prepare annual accounts that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the annual accounts based on our audit. We conducted our audit in accordance with international standards on auditing and additional requirements under Danish audit regulation. This requires that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the annual accounts are free from material misstatements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the annual accounts. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatements in the annual accounts, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation of annual accounts that give a true and fair view 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as the overall presentation of the annual accounts.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

The audit has not resulted in any qualification.

The independent auditor's report on the annual accounts

Opinion

In our opinion, the annual accounts give a true and fair view of the company's assets, liabilities and financial position at 31 December 2015 and of the results of the company's operations for the financial year 1 January to 31 December 2015 in accordance with the Danish Financial Statements Act.

Copenhagen, 2 June 2016

Beierholm Statsautoriseret Revisionspartnerselskab

CVR-nr. 32 89 54 68

Anders Ladegaard
State Authorised Public Accountant

Company data

The company	Pipol A/S Christianshusvej 193 2970 Hørsholm	
	Company reg. no.:	26 12 46 38
	Financial year:	1 January - 31 December
Board of directors	Morten Eric Flyvholm Lorenzen Gregory Stephen Price Poul Kjær	
Managing Director	Poul Kjær	
Auditors	Beierholm Statsautoriseret Revisionspartnerselskab Nørre Farimagsgade 11 1364 København K	

Accounting policies used

The annual report for Pipol A/S is presented in accordance with those regulations of the Danish Financial Statements Act concerning companies identified as class B enterprises.

The accounting policies used are unchanged compared to last year, except other staff costs, which are included in the item "gross profit" compared to last year's "staff costs". A restate of comparatives have been made. The restate has been made in order to achieve a more fair presentation of the items in the income statement in accordance with the Danish Financial Statements Act. The restate has not had any effect on the profit or the share capital in the current or previous financial year.

The annual accounts are presented in Danish kroner (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.

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.

Translation of foreign currency

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.

Debtors, creditors, and other monetary items in foreign currency, which are not settled at the date of the balance sheet, are translated by using the closing rate. The difference between the closing rate and the rate at the time of establishment of the receivable or the payable is recognised in the profit and loss account under financial income and financial costs.

The profit and loss account

Gross profit

The gross profit comprises the net turnover, cost of sales and external costs.

The net turnover is recognised in the profit and loss account if delivery and risk transfer to the buyer have taken place before the end of the year, and if the income can be determined reliably and is expected to be received. The net turnover is recognised exclusive of VAT and taxes and with the deduction of any discounts granted in connection with the sale.

Cost of sales include costs for consulting services, support, contracts, subscriptions and license fees.

Other operating income and costs comprise accounting items of secondary nature in proportion to the principal activities of the enterprise, including gains and losses on disposal of 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 costs for social security etc. for staff members. Staff costs are less public reimbursements.

Depreciation, amortisation and writedown

Depreciation, amortisation and writedown comprise depreciation on, amortisation of and writedown relating to intangible and tangible fixed assets respectively.

Net financials

Net financials include interest income, interest expenses, and realised and unrealised capital gains and losses on financial assets and liabilities. Net financials are recognised in the profit and loss account with the amounts concerning the financial year.

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 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

Tangible fixed assets

Tangible fixed assets are measured at cost with deduction of accrued depreciation and writedown.

The basis of depreciation is cost with deduction of 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 book value, the amortisation discontinues.

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

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

Depreciation takes place on a straight line basis and based on an evaluation of the expected useful life:

Other plants, operating assets, fixtures and furniture	3-5 years

Minor assets with an expected useful life of less than 1 year are recognised as costs in the profit and loss account in the year of acquisition.

Profit or loss deriving from the sales of tangible fixed assets is measured as the difference between the sales price reduced by the selling costs and the book value at the time of the sale. Profit or losses are recognised in the profit and loss account as other operating income or other operating expenses.

Debtors

Debtors are measured at amortised cost which usually corresponds to face value. In order to meet expected losses, writedown takes place at the net realisable value.

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 - dividend

Dividend expected to be distributed for the year is recognised as a separate item under the equity. Proposed dividend is recognised as a liability at the time of approval by the general meeting.

Corporate tax and deferred tax

Current tax receivable and tax liabilities are recognised in the balance sheet at the amount calculated on the basis of the expected taxable income for the year adjusted for tax on previous years' taxable income and prepaid taxes. Tax receivable and tax liabilities are set off to the extent that legal right of set-off exists and if the items are expected to be settled net or simultaneously.

According to the rules of joint taxation, Pipol A/S is proportionally liable towards the Danish tax authorities for the total corporation tax, including withholding tax on interest, royalties and dividends, arising within the jointly taxed group of companies.

Deferred tax is measured on the basis of all temporary differences in assets and liabilities with a balance sheet focus.

Deferred tax is measured based on the tax rules and tax rates applying under the legislation on the balance sheet date and prevailing when the deferred tax is expected to be released as current tax. In the period 2014 to 2016, the corporate tax rate will be reduced gradually from 25 % to 22 %, which will affect the deferred tax liabilities and deferred tax assets. Unless a recognition with a different tax rate than 22 % will result in a significant material deviation in the estimated deferred tax liability or tax asset, deferred tax liabilities and assets are recognised by 22 %.

Liabilities

Other liabilities 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.

Profit and loss account 1 January - 31 December

All amounts in DKK.

Note		2015	2014
	Gross profit	**15.807.405**	**13.805.317**
2	Staff costs	-13.930.252	-12.756.749
	Depreciation and writedown relating to tangible fixed assets	-71.167	-53.966
	Other operating costs	-16.028	0
	Operating profit	**1.789.958**	**994.602**
	Other financial income	593.820	172.950
	Other financial costs	-408.743	-144.407
	Profit before tax	**1.975.035**	**1.023.145**
	Current tax on profit	-532.756	-266.302
	Net profit for the year	**1.442.279**	**756.843**
	Proposed distribution of the results:		
	Dividend for the financial year	1.000.000	0
	Allocated to retained profit	442.279	756.843
	Distribution in total	**1.442.279**	**756.843**

Balance sheet 31 December

All amounts in DKK.

Assets

Note		2015	2014
	Fixed assets		
3	Other plants, operating assets, and fixtures and furniture	155.591	67.423
	Tangible fixed assets in total	155.591	67.423
	Deposits	77.723	72.000
	Financial fixed assets in total	77.723	72.000
	Fixed assets in total	**233.314**	**139.423**
	Current assets		
	Trade debtors	16.589.595	17.496.120
	Amounts owed by group enterprises	345.499	190.482
	Deferred tax assets	20.676	20.640
	Other debtors	173.591	42.847
	Accrued income and deferred expenses	2.192.565	2.109.639
	Debtors in total	19.321.926	19.859.728
	Cash funds	4.077.301	4.104.163
	Current assets in total	**23.399.227**	**23.963.891**
	Assets in total	**23.632.541**	**24.103.314**

Balance sheet 31 December

All amounts in DKK.

Equity and liabilities

Note		2015	2014
	Equity		
4	Share capital	503.808	503.808
5	Retained profit	2.648.939	2.206.660
6	Proposed dividend for the financial year	1.000.000	0
	Equity in total	**4.152.747**	**2.710.468**
	Liabilities		
	Prepayments received from customers	0	685.426
	Trade creditors	12.968.253	15.194.392
	Corporate tax	113.808	161.838
	Other creditors	2.765.779	2.951.525
	Accrued expenses and deferred income	3.631.954	2.399.665
	Short-term liabilities in total	19.479.794	21.392.846
	Liabilities in total	**19.479.794**	**21.392.846**
	Equity and liabilities in total	**23.632.541**	**24.103.314**

7 Contingencies

Notes

All amounts in DKK.

	2015	2014

1. The significant activities of the enterprise

Pipol A/S is a partnership company specialized in facilitating business transformation of international and global companies based on Microsoft Dynamics solutions.

2. Staff costs

	2015	2014
Salaries and wages	13.665.093	12.453.065
Pension costs	54.636	58.132
Other costs for social security	210.523	245.552
	13.930.252	**12.756.749**

3. Other plants, operating assets, and fixtures and furniture

	2015	2014
Cost 1 January 2015	275.798	259.861
Additions during the year	175.362	61.693
Disposals during the year	-156.319	-45.756
Cost 31 December 2015	**294.841**	**275.798**
Depreciation and writedown 1 January 2015	-208.375	-200.165
Depreciation and writedown for the year	-71.166	-53.480
Depreciation and writedown, assets disposed of	140.291	45.270
Depreciation and writedown 31 December 2015	**-139.250**	**-208.375**
Book value 31 December 2015	**155.591**	**67.423**

Notes

All amounts in DKK.

		31/12 2015	31/12 2014
4.	**Share capital**		
	Share capital 1 January 2015	503.808	503.808
		503.808	**503.808**

The share capital consists of 503,808 shares, each with a nominal value of DKK 1. No shares hold particular rights.

2012: Capital increase of TDKK 193 at rate 100.00 and capital reduction of TDKK 377 at rate 868.79.

5.	**Retained profit**		
	Retained profit 1 January 2015	2.206.660	1.500.223
	Profit or loss for the year brought forward	442.279	756.843
	Additions of own shares	0	-50.406
		2.648.939	**2.206.660**

6.	**Proposed dividend for the financial year**		
	Dividend 1 January 2015	0	0
	Distributed dividend	0	0
	Dividend for the financial year	1.000.000	0
		1.000.000	**0**

7. Contingencies

Contingent liabilities

The company has signed a lease on premises with a 6 months notice. The rent liability amounts to tDKK 209 on 31 December 2015.

Joint taxation

PK Finance ApS, company reg. no 26207932 being the administration company, the company is subject to the Danish scheme of joint taxation and it is proportionally liable for tax claims within the joint taxation scheme.

All amounts in DKK.

7. Contingencies (continued)

Joint taxation (continued)

The company is proportionally liable for any obligation to withhold tax on interest, royalties and dividends of the jointly taxed companies.

The liabilities amount to a maximum corresponding to that share of the company capital, which is owned directly or indirectly by the ultimate parent company.

The liability relating to obligations in connection with corporation tax and liability relating to obligations in connection with withholding taxes is shown in the annual report for 2015 for the administration company PK Finance ApS.

Any subsequent adjustments of corporate taxes or withheld taxes etc. may cause changes in the company's liabilities.