

The annual report has been presented
And approved at the Annual General
Meeting of the Company
On 9/04/2020

Mark Dennis Brady, Chairman

ZeroChaos (Nordic) ApS

Bygstubben 5
Trørød
2950 Vedbæk
CVR no. 29 77 08 59

Annual report 2019

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Statement by the Management on the annual report

The Board of Directors and the Executive Board have today discussed and approved the annual report of ZeroChaos (Nordic) ApS for the financial year 1 January – 31 December 2019.

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

In our opinion, the financial statements give a true and fair view of the Company's assets, liabilities and financial position at 31 December 2019 and of the results of the Company's operations and cash flows for the financial year 1 January – 31 December 2019.

Further, in our opinion, the Management's review gives a fair review of the development in the Company's activities and financial matters, of the results for the year and of the Company's financial position.

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

Vedbæk, 04 September, 2020

Executive Board

Mark Dennis Brady

Board of directors

Mark Dennis Brady
Chairman

Paul Meyers

Monique Gonggrijp-Bello

Independent auditor's report

To the shareholders of ZeroChaos (Nordic) ApS

Opinion

We have audited the financial statements of ZeroChaos (Nordic) ApS for the financial year 1 January – 31 December 2019 comprising 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 Company's assets, liabilities and financial position at 31 December 2019 and of the results of the Company's operations for the financial year 1 January – 31 December 2019 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and the additional requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these rules and requirements.

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

Management's responsibility 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, that Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Independent auditor's report

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance 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 in Denmark will always detect a material misstatement when it exists. Misstatements may 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 financial statement users made on the basis of these financial statements.

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

- identify and assess the risks of material misstatement of the company financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.

- conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

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

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

Independent auditor's report

Statement on 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.

Copenhagen, 4 September 2020

KPMG

Statsautoriseret Revisionspartnerselskab

CVR no. 25 57 81 98

Morten Høgh-Petersen
State Authorised
Public Accountant
mne34283

Company Information

The Company	ZeroChaos (Nordic) ApS Bygstubben 5 Trørød 2950 Vedbæk
	CVR-nr.: 29 77 08 59 Registration no
	Established: 2 August 2006
	Financial year: 1. januar - 31. december
Board of directors	Mark Dennis Brady (Chairman) Paul Meyers Monique Gonggrijp-Bello
Executive Board	Mark Dennis Brady (Chairman)
Auditor	KPMG Statsautoriseret Revisionspartnerselskab Damfærgevej 28 2100 Copenhagen
Annual General Meeting	The Annual General Meeting is convened on 04 September 2020.

Management's review

Financial highlights

	2019	2018	2017	2016	2015
Gross Margin	5.44%	6.51%	8.06%	6.76%	3.00%
Operating Profit Ratio	4.10%	4.71%	5.91%	2.98%	0.18%
Current Ratio	121.17%	113.69%	117.90%	117.63%	114.96%
Solvency Ratio	17.47%	12.04%	15.18%	14.99%	13.01%
Return on Equity	32.62%	31.14%	46.48%	30.30%	-63.68%
Return on Invested Capital	29.07%	33.94%	37.71%	98.98%	-77.27%
Financial highlight					
Total Assets	339,211	354,120	194,768	117,085	97,929
Total ST Debt	279,945	311,476	165,193	99,539	85,188
Total Equity	59,266	42,644	29,575	17,546	12,741
Total Revenue	508,073	381,021	223,586	137,384	143,047
Invested Capital	57,178	39,119	29,035	5,371	10,501
Gross profit	27,634	24,797	18,014	9,287	4,294
Operating Profit	20,828	17,939	13,210	4,100	256
Financial items, net	(354)	(2,241)	(246)	3,411	(5,450)
Net income	16,623	13,277	10,950	5,316	(8,114)
Operating Profit	20,828	17,939	13,210	4,100	256
Depreciation	-	(2)	(4)	(4)	(14)
Operating Profit, excluding depreciation	20,828	17,941	13,214	4,104	270
Average Number of Full-time Employees (FTE)	4	4	4	4	4

Financial ratios are calculated in accordance with the guidelines "Recommendations & Ratios" issued by the Danish Society of Financial Analysts. The financial ratios have been calculated as follows:

Gross margin	$\frac{\text{Gross profit} \times 100}{\text{Revenue}}$
Operating margin	$\frac{\text{Operating profit} \times 100}{\text{Revenue}}$
Current ratio	$\frac{\text{Current assets} \times 100}{\text{Short-term debt}}$
Return on equity	$\frac{\text{Profit from ordinary activities after tax} \times 100}{\text{Average equity}}$
Solvency ratio	$\frac{\text{Equity ex. non-controlling interests year end} \times 100}{\text{Total equity and liabilities at year end}}$

Principal activities

The Company's principal activities are the administration of staffing services.

Development in activities and financial matters

In 2019 the Company has realised revenues of DKK 508 million compared to DKK 381 million in 2018. This growth is primarily driven by the volume increase from the existing customers in Denmark.

Gross profit has increased from DKK 25 million to DKK 28 million, an increase of 11%. Excluding depreciation and amortization, operating profit has increased from DKK 18 million to DKK 21 million, an increase of 16%. Management believe the Company has exceeded the expectation of moderate growth in 2019 and are satisfied with the result for 2019.

The Company's equity is positive by DKK 59 million as at 31 December 2019.

The Company's anticipated development

Moderate growth is expected in 2020 resulting in further positive development for the Company. A positive result is expected for 2020.

Specific risk

Other than currency risks as a consequence of being funded by the parent company in USD, the Company holds no unusual risk.

The majority of the Company's payables are contingent upon receipt of cash from customers; as a result, credit risk is relatively low. The Company is partially funded by debt and is therefore exposed to the normal risks of interest rate fluctuation arising from variable rate instruments.

Management's Review

Events after the balance sheet date

After the end of the financial year, no events have occurred which may change the financial position of the entity substantially.

The Board of ZeroChaos (Nordic) ApS has assessed the impact of the outbreak and rapidly expanding Corona virus pandemic at the beginning of 2020 on the company's market environment, employees and business. So far, the viral pandemic has not had a significant impact on the demand for the company's products. The Board of Directors and management closely monitors the development of the coronavirus situation and updates its assessment of the impact of the pandemic as the situation progresses.

Corporate Social Responsibility and Gender Diversity cf. 99a and b

ZeroChaos (Nordic) ApS does not discriminate in employment opportunities or practices on the basis of race, color, disability, religion, gender, national origin, age, marital status, creed, veterans status or any other characteristic protected by applicable law.

There are 3 members in ZeroChaos (Nordic) ApS Board of Directors. The executive director is female, which exceeds our target of 25% female representation on the board. She also serves as managing director of the subsidiary entities. The current gender representation at the Board is consider sufficient and there is no need of additional targets.

In 2019, ZeroChaos (Nordic) ApS has 1 female in the management level out of 5. As the business expands the company will continue to work to strengthen its strategy to increase the gender representation on the management level by presenting equal opportunities to both genders and trainings to develop their skills.

Business model

CSR is generally very important and a priority area of ZeroChaos (Nordic) ApS. It is management's clear belief that it adds value to the business if a company combines its business model with consideration for CSR.

The Company utilizes proprietary web-based technology to deliver and manage temporary labor services to large professional and information technology-based businesses. Temporary labor service is a service where the Company's resources work at customer locations under the supervision of customer personnel.

The company's business strategy, including its day-to-day activities in the efficient deliverance and effective management of temporary labor services always focuses on its general CSR policy.

At the current moment, we have not developed any formal policies to CSR, including human rights, environment and climate, anti-corruption and bribery, and employee and social matters, nor have we identified any material risks for those four areas. Regardless, we are committed to follow our Company's social responsibility guidelines, which could be found at: <http://www.zerochaos.com/social-responsibility.php>."

Income Statement

	Note	2019 (DKK '000)	2018 (DKK '000)
Revenue	2	508,073	381,021
Cost of services sold		(480,439)	(356,224)
Gross Profit		27,634	24,797
Other external costs		(3,699)	(3,580)
Staff cost	3	(3,107)	(3,277)
Depreciation & Amortization	4	-	(2)
Operating profit		20,829	17,938
Financial income		1,101	1,173
Financial expenses		(1,455)	(3,414)
Net income/loss for the year before tax		20,265	15,698
Tax on income/loss for the year	5	(3,851)	(2,421)
Net income/loss for the year		16,623	13,276

Balance Sheet as at 31 December

	Note	2019 (DKK '000)	2018 (DKK '000)
Assets			
Fixed assets			
Computers & Equipment	4	13	-
Property, plant and equipment		13	-
Deposits		52	52
Investments in subsidiaries		-	-
Financial assets		52	52
Total fixed assets		65	52
Trade receivables		154,022	172,323
Receivables from group enterprises		182,944	178,117
Corporate tax receivables		30	30
Other receivables		-	-
Prepayments	6	62	72
Receivables		337,058	350,543
Cash		2,088	3,525
Total current assets		339,146	354,068
Total assets		339,211	354,120

Balance Sheet as at 31 December

	Note	2019 (DKK '000)	2018 (DKK '000)
Liabilities and equity			
Share capital	7	125	125
Retained earnings		59,141	42,518
Total equity		59,266	42,643
Accounts payable		136,501	151,584
Payable to group enterprises		71,660	91,354
Corporate tax payables		9,350	5,080
Other payables		2,668	3,725
Bank Debt		59,766	59,734
Short-term liabilities excluding provisions		279,945	311,476
Total liabilities and equity		339,211	354,119
Contractual obligations and contingencies	8		
Related party disclosures	9		
Fees to Auditor Appointed at General Meeting	10		

Statement of changes in equity

	Share capital (DKK '000)	Retained earnings (DKK '000)	Total (DKK '000)
Equity at 1 January 2019	125	42,518	42,643
Profit for the year	-	16,623	16,623
Equity at 31 December 2019	<u>125</u>	<u>59,141</u>	<u>59,266</u>

Notes

Note 1 – Accounting policies

The annual report for ZeroChaos (Nordic) ApS for 2019 has been prepared in accordance with the provisions applying to reporting class C large-sized entities under the Danish Financial Statements Act.

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

Omission of cash flow statement

Pursuant to section 86(4) of the Danish Financial Statements Act, no cash flow statement has been prepared. The Company's cash flows are included in the cash flow statement in the consolidated financial statements of ZeroChaos Parent, LLC.

Recognition and measurement

Income is recognized in the income statement as earned, including value adaments of financial assets and liabilities. All expenses including depreciation / amortization and impairment losses are recognized in the income statement.

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

Liabilities are recognized in the balance sheet when it is likely that the future financial benefits will flow out of the company and when the measurement of the value of the liability is reliable.

On initial recognition, assets and liabilities are recognized at cost. Subsequently, assets and liabilities are measured as described below for each item.

Intra-group business combinations

In connection with business combinations such as acquisition and disposal of equity investments, mergers, demergers, addition of assets and exchange of shares, etc., involving enterprises controlled by the parent company, the uniting-of-interests method is used. Differences between the agreed consideration and the carrying amount of the acquired enterprise are recognized in equity. Moreover, comparative figures for previous financial years are restated.

Foreign currency translation

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

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

Note 1 – Accounting policies (continued)

Foreign subsidiaries and associates are considered separate entities. The income statements are translated at the average Exchange rates for the month, and the balance sheet items are translated at the exchange rates at the balance sheet date. Foreign exchange differences arising on translation of the opening equity of foreign subsidiaries at the exchange rates at the balance sheet date and on translation of the income statements from average exchange rates to the exchange rates at the balance sheet date are recognized directly in equity.

Foreign exchange adjustments of intra-group balances with independent foreign subsidiaries which are considered part of the investment in the subsidiary are recognised directly in equity. Foreign exchange gains and losses on loans and derivative financial instruments designated as hedges of foreign subsidiaries are also recognised directly in equity.

On recognition of foreign subsidiaries which are integral entities, monetary items are translated at the exchange rates at the balance sheet date. Non-monetary items are translated at the exchange rates at the acquisition date or at the date of any subsequent revaluation or impairment of the asset. Income statement items are translated at the exchange rates at the transaction date, although items derived from non-monetary items are translated at the historical exchange rates applying to the non-monetary items.

Income statement

Revenue

Revenue comprising sale of consultancy services is recognized if delivery and transfer of risk took place before the end of the year. Revenue is recognized without VAT and with deduction of discounts in connection with the sale.

Cost of services sold

Consultancy services comprise expenses for external consultants held in direct connection with the company's revenue.

Financial income and expenses

Financial income and expenses comprise interest income and expense, gains and losses on transactions denominated in foreign currencies and refunds under the on-account tax scheme, etc.

Tax on results for the year

Tax on results for the year which comprises current tax and changes in deferred tax is recognised in the income statement with the portion of taxes related to the taxable income for the year and directly under equity with the portion which can be related to entries entered directly under equity.

Note 1 – Accounting policies (continued)

The Balance Sheet

Property, plant and equipment

Fixtures and fittings, tools and equipment are measured at cost less accumulated depreciation and impairment losses. Land is not depreciated.

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

Depreciation is provided on a straight-line basis over the expected useful lives of the assets. The expected useful lives are as follows:

Fixtures and fittings, tools and equipment	5 years.
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Gains and losses on the disposal of property, plant and equipment are determined as the difference between the selling price less selling costs and the carrying amount at the date of disposal. Gains or losses are recognised in the income statement as other operating income or other operating costs, respectively.

Impairment of non-current assets

The carrying amount of intangible assets and property, plant and equipment as well as investments in subsidiaries is subject to an annual test for indications of impairment other than the decrease in value reflected by depreciation or amortisation.

Impairment tests are conducted of individual assets or groups of assets when there is an indication that they may be impaired. Write-down is made to the recoverable amount if this is lower than the carrying amount.

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

Receivables

Receivables are measured at amortised cost which usually equals nominal value. Write-down is made for bad debt losses where there is an objective indication that a receivable or a receivable portfolio has been impaired. If there is an objective indication that an individual receivable has been impaired, a write-down is made based on an individual assessment.

Prepayments

Prepayments recognised under assets comprise incurred expenses related to the following financial year.

Note 1 – Accounting policies (continued)

Dividends

Proposed dividends are recognised as a liability at the date when they are adopted at the annual general meeting (declaration date). The expected dividend payment for the year is disclosed as a separate item under equity.

Current and deferred tax

Current tax liabilities and current tax receivable are recognised in the balance sheet as tax calculated on the taxable income for the year adjusted for tax on previous years' taxable income and pre-paid taxes.

Deferred tax is measured according to the balance sheet liability method in respect of temporary differences between the carrying amount and the tax base of assets and liabilities.

Deferred tax assets, including the tax base of tax loss carry forward are recognised in the balance sheet at their estimated realisable value, either as a set-off against deferred tax liabilities or as net tax assets.

Deferred tax is measured in accordance with tax rules and at the tax rates applicable in the respective countries at the balance sheet date when the deferred tax is expected to crystallize as current tax.

Cash and cash equivalents

Cash and cash equivalents comprise cash and short-term marketable securities with a term of three months or less which are subject to an insignificant risk of changes in value.

Notes

	2019 (DKK '000)	2018 (DKK '000)
Note 2 – Revenue by Geographical Market		
Domestic	485,821	353,254
Foreign	22,252	27,767
	<u>508,073</u>	<u>381,021</u>
Revenue by Activity		
Staffing Administration Services	508,073	381,021
	<u>508,073</u>	<u>381,021</u>
	2019 (DKK '000)	2018 (DKK '000)
Note 3 – Staff Cost		
Wages and Salaries.	2,593	2,568
Pension cost.	266	243
Other Expenses to Social Security	186	411
Other Staff costs	62	55
	<u>3,107</u>	<u>3,277</u>
	(Number)	(Number)
Average Number of Employees	<u>4</u>	<u>4</u>

Pursuant to section 98b (3) of the Danish Financial Statements Act, the Group/Company has not disclosed information on remuneration of present and previous members of the Executive Board and the Board of Directors.

Note 4 – Fixed assets

	Computers (DKK '000)
Cost at 1 January 2019	<u>101</u>
Cost 31. December 2019	<u>115</u>
Amortization and impairment at 1 January 2019	(101)
Amortisation and impairment losses	<u>-</u>
Amortization and impairment losses at 31 December 2019	<u>(102)</u>
Carrying amount at 31 December 2019	<u><u>13</u></u>

	2019 (DKK '000)	2018 (DKK '000)
Note 5 – Corporation Tax		
Current Corporation Tax	3,851	2,421
Adjustment to previous years	<u>-</u>	<u>-</u>
	<u><u>3,851</u></u>	<u><u>2,421</u></u>

	2019 (DKK '000)
Note 6 – Prepayments	
Prepaid Expenses	<u>62</u>
Total Prepayments	<u><u>62</u></u>

The majority of the prepaid expenses is for first quarter 2020 office rent.

Note 7 - Contributed capital

The share capital consists of 125 shares of DKK 1,000 each. All shares rank equally.

Note 8 - Contractual obligations and contingencies

The company has lease obligations (operating lease) totalling DKK 215 thousand of which DKK 215 thousand is due in 2020.

Note 9 – Related Party disclosures

Controlling influence

ZeroChaos Netherlands B.V. holds the majority of the contributed capital in the Company.

ZeroChaos (Nordic) ApS is part of the consolidated financial statements of ZeroChaos Netherlands B.V., Beechavenue 54, 1119PW Schiphol-Rijk, Holland, and the consolidated financial statements of APC Workforce Solutions, LLC, 420 S. Orange Ave., Suite 600, Orlando, FL 32801, United States, which are the smallest and largest groups, respectively, in which the Company is included as a subsidiary.

The consolidated financial statements of ZeroChaos Netherlands B.V. can be obtained by contacting the companies at the above addresses.

Related party transactions

	2019
	(DKK '000)
Intercompany sales of services	959
Intercompany purchase of services	(4,065)
	<u>(3,104)</u>

Payables and receivables to related parties are disclosed in the balance sheet.

Note 10 – Fees to Auditor Appointed at the General Meeting

	2019	2018
	(DKK '000)	(DKK '000)
Fee for statutory audit	<u>130,400</u>	<u>167,483</u>