

# **Specialisterne Foundation, Erhvervsdrivende Fond**

Lautruphøj 1, 2750 Ballerup  
CVR no. 32 15 46 97

## **Annual report for 2019**

Foundation information etc.	3
Statement by the Executive Board and Board of Directors on the annual report	4
Independent auditor's report	5 - 7
Management's review	8 - 15
Income statement	16
Balance sheet	17 - 18
Statement of changes in equity	19
Notes	20 - 29

---

**The foundation**

---

Specialisterne Foundation, Erhvervsdrivende Fond  
Lautruphøj 1  
2750 Ballerup

Registered office: Ballerup  
CVR no.: 32 15 46 97  
Financial year: 01.01 - 31.12

---

**Executive Board**

---

Henrik Thomsen

---

**Board of Directors**

---

Thorkil Sonne  
Lars Laier Henriksen  
William Ervin Hoover  
Henriette Fenger Ellekrog  
Isabella Arendt Vlasman  
Ramon Bernat Serra

---

**Auditors**

---

Beierholm  
Statsautoriseret Revisionspartnerselskab

## Statement by the Executive Board and Board of Directors on the annual report

---

We have on this day presented the annual report for the financial year 01.01.19 - 31.12.19 for Specialisterne Foundation, Erhvervsdrivende Fond.

The annual report is presented in accordance with Danish Financial Statements Act (Årsregnskabsloven).

In our opinion, the financial statements give a true and fair view of the foundation's assets, liabilities and financial position as at 31.12.19 and of the results of the foundation's activities for the financial year 01.01.19 - 31.12.19.

We believe that the management's review includes a fair review of the matters dealt with in the management's review.

Ballerup, June 22, 2020

### Executive Board

Henrik Thomsen

### Board of Directors

Thorkil Sonne  
Chairman

Lars Laier Henriksen

William Ervin Hoover

Henriette Fenger Ellekrog

Isabella Arendt Vlasman

Ramon Bernat Serra

**To the Board of Directors of Specialisterne Foundation, Erhvervsdrivende Fond****AUDITORS'S REPORT ON THE FINANCIAL STATEMENTS****Opinion**

We have audited the financial statements of Specialisterne Foundation, Erhvervsdrivende Fond for the financial year 01.01.19 - 31.12.19, which comprise the income statement, balance sheet, statement of changes in equity and notes to the financial statements, including a summary of significant accounting policies. The financial statements are prepared in accordance with Danish Financial Statements Act (Årsregnskabsloven).

In our opinion the financial statements give a true and fair view of the foundation's assets, liabilities and financial position at 31.12.19 and of the results of the foundation's operations for the financial year 01.01.19 - 31.12.19 in accordance with the Danish Financial Statements Act (Årsregnskabsloven).

**Basis for conclusion**

We conducted our audit in accordance with International Standards on Auditing 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 foundation 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 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**

The Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act. Furthermore the Management is responsible for the internal control as the 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 foundation'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 foundation or to cease operations, or has no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit conducted in accordance with International Standards on Auditing and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the foundation'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 foundation'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 foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

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

**Statement regarding the management's review**

Management is responsible for management's review.

Our opinion on the financial statements does not cover management's review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read management's review and, in doing so, consider whether management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statements Acts. We did not identify any material misstatement of management's review.

**VIOLATION OF VAT LEGISLATION**

In contravention of the VAT Act, incorrect tax returns have been submitted to the tax authorities in previous years, whereby the management can assume responsibility.

Soeborg, Copenhagen, June 22, 2020

**Beierholm**

Statsautoriseret Revisionspartnerselskab  
CVR no. 32 89 54 68

Henrik Agner Hansen  
State Authorized Public Accountant  
MNE-no. mne28682

### **Financial performance**

Profit/loss for the year reached a loss of k. DKK 235 compared to last year's loss of K.DKK 301.

Profit/loss for the year leads to equity of K.DKK 627 at 31 December 2019 and the balance sheet total amounts to K.DKK 3.806.

According to Management, the results for the year is expected and satisfactory.

SPF expects a solid development in activities aiming at supporting the global corporate clients and Specialisterne operations worldwide. However, the foundation will need further funding in 2020 - 2022 to support the expected activities and international expansion.

Events after the balance sheet date

### **Statutory report on foundation governance**

The Board of Directors has published its report on foundation governance on the Foundation's website:

<http://specialisternefoundation.com/>

### **Statutory report on distribution policy**

The Foundation does not distribute.

### **Events after the balance sheet date**

No events have occurred after the balance sheet date to this date which would influence the evaluation of this annual report. (Yet to be determined when the Audit is finished)



### Primary activities

Specialisterne Foundation (SPF) is a commercial non-profit foundation founded on the pioneering work of Specialisterne, Denmark, the original entity that devised the core systems for including autistic and neurodivergent (ADHD, OCD, dyslexia etc.) persons in the labour market. SPF's goal is to enable meaningful jobs for one million autistic/neurodivergent persons around the world by 2030 in line with the Sustainable Development Goals (SDGs).

SPF owns 100 % of shares in Specialisterne ApS in Denmark, 4.72 % of shares in Specialisterne Spain and is sole member in Specialisterne USA, Specialisterne Canada, Specialisterne Australia and Specialisterne Singapore. SPF governs the international activities performed by Specialisterne entities.

### Job creation for “untapped autistic/neurodivergent talents

SPF's primary focus area is autism – a complex pervasive developmental condition that generally affects the communication and interaction between the individual and the environment. The number of individuals diagnosed with autism in school and adult stage continues to grow at a rapid rate. According to the US Center for Disease Control, autism is expected to affect 1 in 54 children in USA.

In line with this increase in the number of individuals diagnosed with autism and other neurodiverse conditions, the critical need for programs that harness the skills and abilities of these persons is growing

### Vision & Mission

SPF seeks to change the negative labels attached to persons with 'disabilities' by reframing them as 'abilities'. Since 2008, at Specialisterne Foundation, we have been promoting inclusion of autistic/neurodivergent persons in the labour market as well as promoting for broader systemic change.

SPF's vision is a world where people are given equal opportunities in the labour market. Our mission is to transform labour markets to become inclusive for autistic and neurodivergent persons and ensure that they are thriving at workplaces.

We believe that inclusive environments and diverse communities have a positive impact on all stakeholders and not just autistic/neurodivergent persons. In order to achieve this, SPF shares best practices, disseminates knowledge and co-creates local adaption of the knowledge derived from Specialisterne.

SPF's ambition is to develop services with clients, partners and followers who work with autistic/neurodivergent persons and document the positive social impact via research.

### The “Specialisterne” concept

Specialisterne is a social business enabling careers for autistic/neurodivergent persons

through social innovation, social entrepreneurship and a change in mind-set.

Specialisterne's mission is provide training, education and employment for autistic persons and persons facing similar barriers through collaboration, knowledge sharing and innovation. On a global basis, Specialisterne is the first and the leading company to build a bridge between neurodivergent communities and the business world through matching the competencies of autistic/neurodivergent persons with the needs of the companies. Specialisterne operates on market terms and it is highlighted as 'the social innovator' and 'pioneer' numerous times by the international media.

Specialisterne's core areas of activity are:

- 1) Recruitment – on-boarding - career management,
- 2) Consultancy / contract staffing,
- 3) Pre-employment talent development
- 4) Community services,
- 5) Advocacy

Specialisterne provides consultancy and job placement services for private and public sector in multiple business areas, such as IT, finance, cybersecurity and agriculture. Across Specialisterne group, we have experience in creating jobs ranging over 100 specialties, including software testing, anti-money laundering, data analysis, quality control, logistics and pig farming. In addition, Specialisterne provides lectures and tailored management consultancy. Specialisterne's assessment and pre-employment programs are based on identification of work-ability, motivation, professional-, specialist- and shared skills.

Since 2004, Specialisterne has tested different concepts and programs in different markets and is able to act globally as a group, as well as on a regional basis. Specialisterne entities locally co-create sustainable community models which involves employers, government, grass roots, education system and R&D partners.

## **Strategy**

SPF will develop and document Specialisterne's work as well as and disseminating it globally to create large-scale systemic change.

The strategy of SPF is to inspire, educate, train, support and certify stakeholders, such as companies, community agencies, education providers, social entrepreneurs and academia to remove attitudinal and environmental barriers to employment while promoting inclusive workplaces, schools and local communities.

We are inviting change makers to work with us to create systems change by which autistic/neurodivergent persons will improve the companies' competitiveness and realise their potential.

As a NGO associated with the UN Department of Global Communications we are aligning our work with the SDGs.

Our work is concentrated around the following SDGs

- SDG 10 Reduced Inequalities, target 2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- SDG 8 Decent Work and Economic Growth, target 5: by 2030 achieve full and productive employment and decent work for all women and men, including for young persons and persons with disabilities, and equal pay for work of equal value
- SDG 4 Quality Education, target 4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- SDG 17 Partnership for the Goals, target 16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

In 2019 we have seen a solid growth in the Specialisterne chapters and in the uptake on autism/neurodiversity employment programs among national and global companies. SPF has been supporting the operational growth and promoted employment of autistic/neurodivergent persons with UN Department of Global Communications, World Economic Forum and Ashoka.

The founder participated at the World Economic Forum in Davos and the mission of SPF was presented in and , which was viewed 500.000 times within the first week after the launch on LinkedIn.

Encouraged by UN Department of Global Communications, SPF arranged the inaugural Autism Advantage Luncheon in India and Indonesia in collaboration with UN Country Teams, International Labour Organisation, UN Global Compact, Ashoka and local stakeholders among employers, law makers, governments, autism community and community agencies. Report from the Autism Advantage Luncheons can be found here.

With the support by LEGO Foundation we have launched a project to promote learning and inclusion through play for autistic/neurodivergent persons. The purpose of the project is to let autistic/neurodiverse students develop talent, skills and personality as preparation for an active part in further education and the labour market. Our approach is to challenge the student in accordance with development level and maturity and provide a platform for individual development.

### Operating model

SPF gets its earned income from licensing the Specialisterne model and provision of consulting, training and support services for Specialisterne entities or clients with interest in achieving and operating the intellectual property.

In addition, SPF is working with other foundations to strengthen capacity in communities to include and support autistic/neurodivergent persons in families, schools and labour market. SPF's ability to successfully seek and receive donations and grants for global and local capacity building and project implementations is critical for the scaling and addressing the interest from stakeholders around the world.

### Strategic collaboration

SPF aims to develop strategic collaborations, alliances and partnerships with a number of organisations and corporate entities in order to accelerate and support the dissemination of the Specialisterne model globally and locally.

The collaborations currently in place include:

- Ashoka, the leading global organisation for social entrepreneurs, provides support, know-how and access to a very broad network of like-minded Ashoka Fellows, Ashoka Support Networks and Ashoka staff globally. Specialisterne Founder, Thorkil Sonne, is an Ashoka Globalizer Fellow.
- Schwab Foundation for Social Entrepreneurship. The Foundation organises the World Economic Forum and has selected Thorkil Sonne as a one of their Social Entrepreneurs, in which capacity he has attended the World Economic Forum annual winter/summer summits in 2012, 2013, 2014, 2017, 2018 and 2019.
- United Nations (UN): SPF was asked by the UN to arrange the 2015 UN Autism Awareness Day Event with the theme "The Autism Advantage". The event consolidated SPF's role as leading the 'Autism Advantage' movement. In November 2015, SPF received the official status as a NGO associated with the UN Department of Global Communications. Since then, SPF has been working with the UN Department of Global Communications on a regular basis to arrange "Autism Advantage Luncheons" at UN Headquarters and globally in other locations (see below).

SPF was asked to arrange an annual Autism Advantage Luncheon on the World Autism Awareness Day in the UN Headquarters in NY. The inaugural luncheon took place March 31<sup>st</sup> 2017.

Autism Advantage Luncheons took place April 2018 in NY, October 2018 in Nanning, China; November 2019 in Bangalore, India and December 2019 in Jakarta, Indonesia.

The event at the UN HQ planned for April 2020 was cancelled by the UN due to COVID-19 crisis and 6 regional events planned for 2020 was postponed for the foreseeable future.

### Future focus

In order to remove the divide between education and employment, we will seek to work with partners with expertise in inclusion of autistic/neurodivergent youth in families and the education system.

Going forward we will focus on major geographical markets and put an emphasis on partnerships in order to address the needs of “invisible disabilities” and how to address these with our core narrative “A weed becomes an herb in the a welcoming environment”.

We will collaborate with communities and other stakeholders to expand access to careers across sectors, types of businesses and types of work.

In the light of COVID-19 crisis, the target groups need new ways to access the support and knowledge offered by SPF. The ability to deliver our model online and via remote presence technologies have been underscored by the outbreak of the COVID-19 pandemic. The entire group of our operating companies have been successful short in moving as much of our client work on-line and we are learning on a global level.

The distress and impact of the COVID-19 is not yet at this time (June-2020) fully understood for autistic/neurodivergent individuals and their families. Some thrive in the “on-line” world other the quite opposite and the economic downturn may impact quality of life in the hardest hit families and communities.

SPF is committed to be innovative and seek novel solutions to challenges and needs arising from this pandemic both our operating companies, our candidates and talent and for our customers.

### **Impact**

Since 2004 Specialisterne have inspired global- and national companies and social entrepreneurs throughout the world to adopt and realise the full potential of autistic / neurodivergent individuals. Specialisterne have assessed thousands of candidates and is one the world largest employers of autistic individuals.

Our inspiration has inspired HR executives and leaders to install inclusion programs and safeguarding measures for autistic/neurodivergent employees and have realised the benefits of the dandelion parable: a dandelion is a valuable herb when nurtured in the right environment.

The profound impact of the work since 2004 have impacted thousands of people in a way where quality of life have improved and provided ways that have helped persons that typically having a hard time to get a meaningful and equally paid job. We have impacted hundreds of employers to embrace more purpose by hiring and employing autistic/neurodivergent talent and in numerous case studies and stories from around the world documented the societal benefits along the lines of increased productivity and an overall richer and more robust community

### **Management**

Thorkil Sonne, who founded Specialisterne Denmark in 2003 and SPF in 2008 will continue to engage stakeholders worldwide. Thorkil Sonne is Chairman of SPF and board member in a number of Specialisterne entities. In addition he is chair of the Danish Government's Council for Corporate Responsibility and Sustainable Development Goals.

Henrik Thomsen is Director and COO in SPF.

In the fall of 2019 SPF strengthened the organisation by hiring Steen Lohse as Head of Business Development and Ezgi Dahlberg as Project Coordinator.

SPF utilizes staff from Specialisterne operations and other partners in Denmark and abroad on a short term basis to assist with the domain-specific knowledge needed in SPF's project activities.

### **International operations and partnerships**

The Specialisterne employment model is subject to strong interest globally from countries seeking proven innovative solutions to social challenges. SPF has great opportunities to grow the presence of Specialisterne in many new areas, to establish strong local and global partnerships and to build collaborations with the corporate sector. Specialisterne is recognized internationally as the leading brand within the employment of autistic people.

SPF drives the planning process for starting up Specialisterne entities in new locations and works with local partners on implementing the concept. SPF owns the Specialisterne brand and develops websites for the local Specialisterne operations as well as supporting the global and local market communications. The SPF management team provides coaching, operational support and business development support to local Specialisterne operations and partners.

Enabled by financial support from private foundations and donors, including the LEGO Foundation (Denmark), VELUX FOUNDATION (Denmark), the Essl Foundation (Austria), Longwood Foundation (USA), Welfare Foundation (USA), European Commission and with local partners, SPF has significantly consolidated its international activities.

### **International Operations**

At the end of 2019 SPF is represented in the following countries:

Denmark

Iceland

Austria

Spain

Ireland

Northern Ireland

USA

Canada

Australia

Brazil (Specialisterne Spain)

Singapore

Italy (Specialisterne Spain)

India (partner)

Czech Republic (partner)

Argentina (partner)

In 2019 SPF participated in two European Union supported project with funding from EU Erasmus+ KA2 – Cooperation for innovation and the exchange of good practises.

### **Research & Development**

During 2019, SPF has continued to develop and consolidate the “Operational Model Licence Package” - Specialisterne’s operational model. The model is bi-lingual and is present in English and Danish.

The operational model is used by operators of the Specialisterne concept and is composed of proven knowledge, process descriptions and a number of tools that together effectively create a “Specialisterne blue-print”, enabling an accelerated deployment of a Specialisterne model.

## Income statement

Note		2019 DKK	2018 DKK
	<b>Revenue</b>	<b>3,150,730</b>	<b>2,007,437</b>
	Other external expenses	-700,127	-607,057
	<b>Gross profit</b>	<b>2,450,603</b>	<b>1,400,380</b>
1	Staff costs	-2,417,124	-1,566,100
	<b>Profit/loss before depreciation, amortisation, write-downs and impairment losses</b>	<b>33,479</b>	<b>-165,720</b>
2	Depreciation, amortisation and impairments losses of intangible assets and property, plant and equipment	-244,916	-104,856
	<b>Loss before net financials</b>	<b>-211,437</b>	<b>-270,576</b>
3	Financial income	0	46,459
4	Financial expenses	-23,921	-76,521
	<b>Loss for the year</b>	<b>-235,358</b>	<b>-300,638</b>
<b>Proposed appropriation account</b>			
	Retained earnings	-235,358	-300,638
	<b>Total</b>	<b>-235,358</b>	<b>-300,638</b>



## Balance sheet

<b>ASSETS</b>			
		31.12.19	31.12.18
Note		DKK	DKK
	Completed development projects	415,800	101,933
	Development projects in progress	0	554,400
5	<b>Total intangible assets</b>	<b>415,800</b>	<b>656,333</b>
	Other fixtures and fittings, tools and equipment	5,843	10,225
6	<b>Total property, plant and equipment</b>	<b>5,843</b>	<b>10,225</b>
7	Equity investments in group enterprises	770,001	770,001
	Deposits	22,413	0
	<b>Total investments</b>	<b>792,414</b>	<b>770,001</b>
	<b>Total non-current assets</b>	<b>1,214,057</b>	<b>1,436,559</b>
	Trade receivables	1,060,277	1,110,075
	Receivables from group enterprises	16,874	61,196
	Other receivables	102,842	0
	Prepayments	23,992	65,677
	<b>Total receivables</b>	<b>1,203,985</b>	<b>1,236,948</b>
	<b>Cash</b>	<b>1,388,224</b>	<b>127,772</b>
	<b>Total current assets</b>	<b>2,592,209</b>	<b>1,364,720</b>
	<b>Total assets</b>	<b>3,806,266</b>	<b>2,801,279</b>

## Balance sheet

## EQUITY AND LIABILITIES

Note		31.12.19 DKK	31.12.18 DKK
	Contributed capital	750,001	750,001
	Reserve for development costs	324,012	432,120
	Retained earnings	-447,066	-319,816
	<b>Total equity</b>	<b>626,947</b>	<b>862,305</b>
8	Other payables	92,891	0
	<b>Total long-term payables</b>	<b>92,891</b>	<b>0</b>
	Trade payables	616,922	666,998
	Other payables	1,269,506	1,271,976
	Deferred income	1,200,000	0
	<b>Total short-term payables</b>	<b>3,086,428</b>	<b>1,938,974</b>
	<b>Total payables</b>	<b>3,179,319</b>	<b>1,938,974</b>
	<b>Total equity and liabilities</b>	<b>3,806,266</b>	<b>2,801,279</b>

9 Contingent liabilities

10 Related parties

## Statement of changes in equity

Figures in DKK	Contributed capital	Reserve for development costs	Retained earnings	Total equity
Statement of changes in equity for 01.01.18 - 31.12.18				
Balance as at 01.01.18	750,001	432,120	-19,178	1,162,943
Net profit/loss for the year	0	0	-300,638	-300,638
Balance as at 31.12.18	750,001	432,120	-319,816	862,305
Statement of changes in equity for 01.01.19 - 31.12.19				
Balance as at 01.01.19	750,001	432,120	-319,816	862,305
Other changes in equity	0	-108,108	108,108	0
Net profit/loss for the year	0	0	-235,358	-235,358
Balance as at 31.12.19	750,001	324,012	-447,066	626,947

	2019	2018
	DKK	DKK

### 1. Staff costs

Wages and salaries	1,977,281	1,226,030
Pensions	333,500	279,810
Other social security costs	20,136	18,955
Other staff costs	86,207	41,305
<b>Total</b>	<b>2,417,124</b>	<b>1,566,100</b>
Average number of employees during the year	3	3

### 2. Depreciation, amortisation and impairments losses of intangible assets and property, plant and equipment

Amortisation of intangible assets	240,534	101,934
Depreciation of property, plant and equipment	4,382	2,922
<b>Total</b>	<b>244,916</b>	<b>104,856</b>

### 3. Financial income

Other financial income	0	46,459
<b>Total</b>	<b>0</b>	<b>46,459</b>

### 4. Financial expenses

Other financial expenses total	23,921	76,521
<b>Total</b>	<b>23,921</b>	<b>76,521</b>

## 5. Intangible assets

Figures in DKK	Completed development projects	Development projects in progress
Cost as at 01.01.19	1,893,632	415,800
Transfers during the year to/from other items	554,400	-415,800
Cost as at 31.12.19	2,448,032	0
Amortisation and impairment losses as at 01.01.19	-1,791,698	0
Amortisation during the year	-240,534	0
Amortisation and impairment losses as at 31.12.19	-2,032,232	0
Carrying amount as at 31.12.19	415,800	0

The aim of development in activities is to support the global corporate clients and Specialisterne operations worldwide. SPF expects that the development projects in progress are completed within 1-3 years.

**6. Property, plant and equipment**

Figures in DKK	Other fixtures and fittings, tools and equipment
Cost as at 01.01.19	13,147
Cost as at 31.12.19	13,147
Depreciation and impairment losses as at 01.01.19	-7,304
Depreciation and impairment losses as at 31.12.19	-7,304
Carrying amount as at 31.12.19	5,843

**7. Equity investments in group enterprises**

Figures in DKK	Equity investments in group enterprises
Cost as at 01.01.19	770,001
Cost as at 31.12.19	770,001
Carrying amount as at 31.12.19	770,001

Name and registered office:	Ownership interest	Equity DKK	Net profit/loss for the year DKK
Subsidiaries:			
Specialisterne ApS, Danmark	100%	-259,422	-342,255

**8. Long-term payables**

Figures in DKK	Outstanding debt after 5 years	Total payables at 31.12.19
Other payables	0	92,891
Total	0	92,891

**9. Contingent liabilities**

The foundation has no contingent liabilities as at 31.12.19.

**10. Related parties**

Balances	31.12.19 DKK
Receivables from group enterprises	16,874

## 11. Accounting policies

### GENERAL

The annual report is presented in accordance with the provisions of the Danish Financial Statements Act (*Årsregnskabsloven*) for enterprises in reporting class B with application of provisions for a higher reporting class.

The accounting policies have been applied consistently with previous years.

In accordance with section 110 of the Danish Financial Statements Act, the foundation has not prepared consolidated financial statements.

### Basis of recognition and measurement

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including depreciation, amortisation, impairment losses and write-downs, are also recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits will flow to the foundation, and the value of such assets can be measured reliably. Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow from the foundation, and the value of such liabilities can be measured reliably. On initial recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

On recognition and measurement, account is taken of foreseeable losses and risks arising before the date at which the annual report is presented and proving or disproving matters arising on or before the balance sheet date.

## INCOME STATEMENT

### Gross profit

Gross profit comprises revenue and other external expenses.

### Revenue

Income from the delivery of services is recognised as delivery takes place, which means that revenue corresponds to the selling price of the work performed for the year stated on the basis of the stage of completion at the balance sheet date (percentage of completion method).



**11. Accounting policies - continued -****Other external expenses**

Other external expenses comprise costs relating to distribution, sales and advertising and administration, premises and bad debts to the extent that these do not exceed normal write-downs.

**Staff costs**

Staff costs comprise wages and salaries as well as other staff-related costs.

**Depreciation, amortisation and impairment losses**

The depreciation and amortisation of intangible assets and property, plant and equipment aim at systematic depreciation and amortisation over the expected useful lives of the assets. Assets are depreciated and amortised according to the straight-line method based on the following expected useful lives and residual values:

	Useful Residual lives, value, years per cent
Completed development projects	25
Other plant, fixtures and fittings, tools and equipment	33

The basis of depreciation and amortisation is the cost of the asset less the expected residual value at the end of the useful life. Moreover, the basis of depreciation and amortisation is reduced by any impairment losses. The useful life and residual value are determined when the asset is ready for use and reassessed annually.

Intangible assets and property, plant and equipment are impaired in accordance with the accounting policies referred to in the 'Impairment losses on fixed assets' section.

**Income from equity investments in group enterprises**

Dividends from equity investments measured at cost are recognised as income in the financial year in which the dividend is declared.

**Other net financials**

Interest income and interest expenses etc. are recognised in other net financials.

**11. Accounting policies** - continued -**Tax on profit/loss for the year**

The current and deferred tax for the year is recognised in the income statement as tax on the profit/loss for the year with the portion attributable to the profit/loss for the year, and directly in equity with the portion attributable to amounts recognised directly in equity.

**BALANCE SHEET****Intangible assets***Completed development projects and development projects in progress*

Development projects are recognised in the balance sheet where the project aims at developing a specific product or a specific process, intended to be produced or used, respectively, by the foundation in its production process. On initial recognition, development projects are measured at cost. Cost comprises the purchase price plus expenses resulting directly from the purchase, including wages and salaries directly attributable to the development projects until the asset is ready for use. Interest on loans arranged to finance development projects in the development period is not included in the cost. Other development projects and development costs are recognised in the income statement in the year in which they are incurred.

Development projects in progress are transferred to completed development projects when the asset is ready for use.

Development projects are subsequently measured in the balance sheet at cost less accumulated amortisation and impairment losses.

Completed development projects are amortised using the straight-line method based on useful lives, which are stated in the 'Depreciation, amortisation and impairment losses' section.

*Gains and losses on the disposal of intangible assets*

Gains and losses on the disposal of intangible assets are determined as the difference between the selling price, if any, less selling costs and the carrying amount at the date of disposal.

**Property, plant and equipment**

Property, plant and equipment comprise other fixtures and fittings, tools and equipment.

**11. Accounting policies** - continued -

Property, plant and equipment are measured in the balance sheet at cost less accumulated depreciation and impairment losses.

Cost comprises the purchase price and expenses resulting directly from the purchase until the asset is ready for use. Interest on loans arranged to finance production is not included in the cost.

Property, plant and equipment are depreciated using the straight-line method based on useful lives and residual values, which are stated in the 'Depreciation, amortisation and impairment losses' section.

Gains and losses on the disposal of property, plant and equipment are determined as the difference between the selling price, if any, less selling costs and the carrying amount at the date of disposal less any costs of disposal.

**Equity investments in group enterprises**

Equity investments in subsidiaries are measured in the balance sheet at cost less any impairment losses.

Gains or losses on the divestment of subsidiaries are determined as the difference between the divestment consideration and the carrying amount of net assets at the time of sale, including non-amortised goodwill, as well as the expected costs of divestment or discontinuation. Gains and losses are recognised in the income statement under income from equity investments.

**Impairment losses on fixed assets**

The carrying amount of fixed assets which are not measured at fair value is assessed annually for indications of impairment over and above what is reflected in depreciation and amortisation.

If the foundation's realised return on an asset or a group of assets is lower than expected, this is considered an indication of impairment.

If there are indications of impairment, an impairment test is conducted of individual assets or groups of assets.

If dividends are distributed on equity investments in subsidiaries exceeding the year earnings from the enterprise in question, this is considered an indication of impairment.

**11. Accounting policies - continued -**

The assets or groups of assets are impaired to the lower of recoverable amount and carrying amount.

The higher of net selling price and value in use is used as the recoverable amount. The value in use is determined as the present value of expected net cash flows from the use of the asset or group of assets as well as expected net cash flows from the sale of the asset or group of assets after the expiry of their useful lives.

Impairment losses are reversed when the reasons for the impairment no longer exist.

**Receivables**

Receivables are measured at amortised cost, which usually corresponds to the nominal value, less write-downs for bad debts.

Write-downs for bad debts are determined based on an individual assessment of each receivable if there is no objective evidence of individual impairment of a receivable.

Deposits recognised under assets comprise deposits paid to the lessor under leases entered into by the foundation.

**Prepayments**

Prepayments recognised under assets comprise costs incurred in respect of subsequent financial years.

**Cash**

Cash includes deposits in bank accounts as well as operating cash.

**Equity**

An amount equivalent to internally generated development costs in the balance sheet is recognised in equity under reserve for development costs. The reserve is measured less deferred tax and reduced by amortisation and impairment losses on the asset. If impairment losses on development costs are subsequently reversed, the reserve will be restored with a corresponding amount. The reserve is dissolved when the development costs are no longer associated with the operations of the enterprise, and the remaining amount will be transferred to retained earnings. In accordance with act no. 738 amending the Danish Financial Statements Act of 1 June 2015, development costs will initially be recognised in

**11. Accounting policies** - continued -

the reserve, with initial recognition in the balance sheet from 1 January 2016.

**Distributions****Current and deferred tax**

Current tax payable and receivable is recognised in the balance sheet as tax computed on the basis of the taxable income for the year, adjusted for tax paid on account.

Deferred tax liabilities and tax assets are recognised on the basis of all temporary differences between the carrying amounts and tax bases of assets and liabilities. However, deferred tax is not recognised on temporary differences relating to goodwill which is non-amortisable for tax purposes and other items where temporary differences, except for acquisitions, have arisen at the date of acquisition without affecting the net profit or loss for the year or the taxable income. In cases where the tax value can be determined according to different taxation rules, deferred tax is measured on the basis of management's intended use of the asset or settlement of the liability.

Deferred tax assets are recognised, following an assessment, at the expected realisable value through offsetting against deferred tax liabilities or elimination in tax on future earnings.

Deferred tax is measured on the basis of the tax rules and at the tax rates which, according to the legislation in force at the balance sheet date, will be applicable when the deferred tax is expected to crystallise as current tax.

**Payables**

Long-term payables are measured at cost at the time of contracting such liabilities (raising of the loan). The payables are subsequently measured at amortised cost where capital losses and loan expenses are recognised in the income statement as a financial expense over the term of the payable on the basis of the calculated effective interest rate in force at the time of contracting the liability.

Short-term payables are measured at amortised cost, normally corresponding to the nominal value of such payables.

**Deferred income**

Deferred income under liabilities comprises payments received in respect of income in subsequent financial years.