

# **Graduateland ApS**

**Dortheavej 8, 1, 2400 København NV**

**Company reg. no. 33 51 15 66**

## **Annual report**

**1 July 2020 - 30 June 2021**

The annual report was submitted and approved by the general meeting on the 25 November 2021.

---

**Patrick Teglård Lund**  
Chairman of the meeting

## Contents

---

	<b><u>Page</u></b>
<b>Reports</b>	
Management's report	1
Independent auditor's report	2
<b>Management commentary</b>	
Company information	5
Management commentary	6
<b>Financial statements 1 July 2020 - 30 June 2021</b>	
Income statement	7
Statement of financial position	8
Statement of changes in equity	10
Notes	11
Accounting policies	13

Notes to users of the English version of this document:

- This document is a translation of a Danish version of the document. In the event of any dispute regarding the interpretation of any part of the document, the Danish version of the document shall prevail.
- To ensure the greatest possible applicability of this document, IAS/IFRS English terminology has been used.
- Please note that decimal points remain unchanged from Danish version of the document. This means that DKK 146.940 corresponds to the English amount of DKK 146,940, and that 23,5 % corresponds to 23.5 %.

## **Management's report**

---

Today, the board of directors and the managing director have presented the annual report of Graduateland ApS for the financial year 1 July 2020 - 30 June 2021.

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

We consider the accounting policies appropriate and, in our opinion, the financial statements provide a fair presentation of the company's assets, equity and liabilities, and financial position at 30 June 2021 and of the company's results of activities in the financial year 1 July 2020 – 30 June 2021.

We are of the opinion that the management commentary presents a fair account of the issues dealt with.

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

København NV, 25 November 2021

### **Managing Director**

Patrick Teglård Lund

### **Board of directors**

Jens Reimer Olesen  
Chairman

Morten Petersen

Patrick Teglård Lund

## **Independent auditor's report**

---

### **To the shareholders of Graduateland ApS**

#### **Auditor's report on the financial statements**

##### **Opinion**

We have audited the financial statements of Graduateland ApS for the financial year 1 July 2020 - 30 June 2021, which comprise income statement, statement of financial position, statement of changes in equity, notes and accounting policies. The financial statements have been prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements present a fair view of the company's assets, equity and liabilities, and financial position at 30 June 2021 and of the results of the company's activities for the financial year 1 July 2020 - 30 June 2021 in accordance with the Danish Financial Statements Act.

##### **Basis for opinion**

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 section "Auditor's responsibilities for the audit of the financial statements". 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. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of financial statements that provide a fair view in accordance with the Danish Financial Statements Act. Management is also responsible for such 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 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 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 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 including an 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.

## Independent auditor's report

---

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 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 the 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 preparation of the financial statements using the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists arising from 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 disclosures in notes, and whether the financial statements reflect the underlying transactions and events in a manner that presents a 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 the internal control that we identify during our audit.

### Statement on the management commentary

Management is responsible for the management commentary.

Our opinion on the financial statements does not cover the management commentary, and we express no assurance opinion thereon.

## **Independent auditor's report**

---

In connection with our audit of the financial statements, it is our responsibility to read the management commentary and to consider whether the management commentary is materially inconsistent with the financial statements or the evidence obtained during the audit, or whether it otherwise appears to contain material misstatement.

Furthermore, it is our responsibility to consider whether the management commentary provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we believe that management commentary is consistent with the financial statements and that it has been prepared in accordance with the provisions of the Danish Financial Statement Act. We did not discover any material misstatement in the management commentary.

### **Violation of reporting on B-fee**

The company has not made timely reporting to the Danish Tax Authorities of B-fees to freelancers. The situation has subsequently been rectified.

Copenhagen, 25 November 2021

### **Grant Thornton**

State Authorised Public Accountants  
Company reg. no. 34 20 99 36

#### **Jan Tønnesen**

State Authorised Public Accountant  
mne9459

#### **Casper Christiansen**

State Authorised Public Accountant  
mne44100

## Company information

---

### The company

Graduateland ApS  
Dortheavej 8, 1  
2400 København NV

Company reg. no. 33 51 15 66  
Established: 3 March 2011  
Domicile: Copenhagen  
Financial year: 1 July - 30 June

### Board of directors

Jens Reimer Olesen, Chairman  
Morten Petersen  
Patrick Teglgård Lund

### Managing Director

Patrick Teglgård Lund

### Auditors

Grant Thornton, Statsautoriseret Revisionspartnerselskab  
Stockholmsgade 45  
2100 København Ø

## **Management commentary**

---

### **The principal activities of the company**

Graduateland operates a network of university career portals. Additional portals include Graduateland.com (international career portal for students and graduates) and Careerland.dk (senior recruitment in Denmark).

### **Development in activities and financial matters**

The gross profit for the year totals tDKK 28.446 against tDKK 14.865 last year. Result of the year totals tDKK 8.266 against tDKK 560 last year.

Management considers the net profit for the year satisfactory.



**Income statement 1 July - 30 June**

Amounts concerning 2020/21: DKK.

Amounts concerning 2019/20: DKK thousand.

<u>Note</u>	<u>2020/21</u>	<u>2019/20</u>
<b>Gross profit</b>	<b>28.445.692</b>	<b>14.865</b>
2 Staff costs	-12.302.363	-11.421
Depreciation, amortisation, and impairment	-2.628.187	-2.862
Other operating costs	-3.000.000	0
<b>Operating profit</b>	<b>10.515.142</b>	<b>582</b>
Other financial income	152.951	31
Other financial costs	-238.773	-165
<b>Pre-tax net profit or loss</b>	<b>10.429.320</b>	<b>448</b>
Tax on net profit or loss for the year	-2.163.700	112
<b>Net profit or loss for the year</b>	<b>8.265.620</b>	<b>560</b>
<b>Proposed appropriation of net profit:</b>		
Dividend for the financial year	2.350.000	0
Transferred to retained earnings	5.915.620	560
<b>Total allocations and transfers</b>	<b>8.265.620</b>	<b>560</b>

## Statement of financial position at 30 June

Amounts concerning 2021: DKK.

Amounts concerning 2020: DKK thousand.

<b>Assets</b>		
<u>Note</u>	<u>2021</u>	<u>2020</u>
<b>Non-current assets</b>		
3 Completed development projects, including patents and similar rights arising from development projects	5.777.000	6.204
Total intangible assets	5.777.000	6.204
Other fixtures and fittings, tools and equipment	111.331	198
Leasehold improvements	10.554	22
Total property, plant, and equipment	121.885	220
Deposits	182.468	123
Total investments	182.468	123
<b>Total non-current assets</b>	<b>6.081.353</b>	<b>6.547</b>
<b>Current assets</b>		
Trade receivables	6.049.089	3.801
Income tax receivables	0	409
Other receivables	109.012	160
Prepayments and accrued income	5.031	0
Total receivables	6.163.132	4.370
Cash on hand and demand deposits	14.288.453	3.204
<b>Total current assets</b>	<b>20.451.585</b>	<b>7.574</b>
<b>Total assets</b>	<b>26.532.938</b>	<b>14.121</b>

## Statement of financial position at 30 June

Amounts concerning 2021: DKK.

Amounts concerning 2020: DKK thousand.

<u>Note</u>	<u>2021</u>	<u>2020</u>
<b>Equity and liabilities</b>		
<b>Equity</b>		
Contributed capital	83.178	83
Reserve for development costs	4.596.196	4.551
Retained earnings	19.739	-5.851
Proposed dividend for the financial year	2.350.000	0
<b>Total equity</b>	<b><u>7.049.113</u></b>	<b><u>-1.217</u></b>
<b>Provisions</b>		
Provisions for deferred tax	1.273.160	479
<b>Total provisions</b>	<b><u>1.273.160</u></b>	<b><u>479</u></b>
<b>Liabilities other than provisions</b>		
Other payables	0	499
Total long term liabilities other than provisions	0	499
Trade payables	2.554.606	2.232
Income tax payable	1.369.500	0
Other payables	4.020.283	3.409
Accruals and deferred income	10.266.276	8.719
Total short term liabilities other than provisions	<u>18.210.665</u>	<u>14.360</u>
<b>Total liabilities other than provisions</b>	<b><u>18.210.665</u></b>	<b><u>14.859</u></b>
<b>Total equity and liabilities</b>	<b><u>26.532.938</u></b>	<b><u>14.121</u></b>

**1 Special items**

**4 Charges and security**

**5 Contingencies**

## Statement of changes in equity

All amounts in DKK.

	Contributed capital	Reserve for development costs	Retained earnings	Proposed dividend for the financial year	Total
Equity 1 July					
2019	83.178	4.381.666	-6.241.563	0	-1.776.719
Profit or loss for the year brought forward	0	0	560.212	0	560.212
Transferred from results brought forward	0	169.451	0	0	169.451
Transferred to reserve for development expenditure	0	0	-169.451	0	-169.451
Equity 1 July					
2020	83.178	4.551.117	-5.850.802	0	-1.216.507
Profit or loss for the year brought forward	0	0	5.915.620	2.350.000	8.265.620
Transferred from results brought forward	0	45.079	0	0	45.079
Transferred to reserve for development expenditure	0	0	-45.079	0	-45.079
	<b>83.178</b>	<b>4.596.196</b>	<b>19.739</b>	<b>2.350.000</b>	<b>7.049.113</b>

## Notes

---

Amounts concerning 2020/21: DKK.

Amounts concerning 2019/20: DKK thousand.

### 1. Special items

Special items include significant income and expenses of a special nature relative to the enterprise's ordinary operating activities, such as the cost of extensive structuring of processes and fundamental structural adjustments and any related gains on disposal and losses which, over time, have a significant impact. Special items also include other significant amounts of a nonrecurring nature.

As mentioned in the management commentary, the net profit or loss for the year is affected by a number of factors that differ from what is considered by management to be part of operating activities.

Special items for the year are specified below, indicating where they are recognised in the income statement.

	<u>2020/21</u>	<u>2019/20</u>
Expenses:		
Conciliation costs	<u>3.000.000</u>	<u>0</u>
	<u>3.000.000</u>	<u>0</u>
Special items are recognised in the following items in the financial statements:		
Other operating costs	<u>-3.000.000</u>	<u>0</u>
<b>Profit of special items, net</b>	<u><b>-3.000.000</b></u>	<u><b>0</b></u>

### 2. Staff costs

Salaries and wages	11.672.316	10.708
Pension costs	471.838	520
Other costs for social security	<u>158.209</u>	<u>193</u>
	<u><b>12.302.363</b></u>	<u><b>11.421</b></u>
Average number of employees	<u>21</u>	<u>25</u>

## Notes

---

Amounts concerning 2020/21: DKK.

Amounts concerning 2019/20: DKK thousand.

### 3. Completed development projects, including patents and similar rights arising from development projects

Development costs relate to further development of the company's products. The year's attendance is attribute to labor costs and external consultants. The products are fully developed and management believes that there is a market for the products after completion of development.

The completed development projects are essential for maintenance of the turnover and cost savings.

The management has not identified indication of impairment in proportion to the book value.

### 4. Charges and security

For bank loans, DKK 0, the company has provided security in company assets representing a nominal value of tDKK 4,000. This security comprises the assets below, stating the carrying amounts:

	DKK in thousands
Intangible assets	5.777
Tangible assets	122
Trade receivables	6.049

### 5. Contingencies

#### Contingent liabilities

The company has entered into lease agreements with a term of 18 months authorizing commitment of tDKK 1,037 and deposit of tDKK 173.

## Accounting policies

---

The annual report for Graduateland ApS has been presented in accordance with the Danish Financial Statements Act regulations concerning reporting class B enterprises. Furthermore, the company has decided to comply with certain rules applying to reporting class C enterprises.

The accounting policies are unchanged from last year, and the annual report is presented in DKK.

### Recognition and measurement in general

Income is recognised in the income statement concurrently with its realisation, including the recognition of value adjustments of financial assets and liabilities. Likewise, all costs are recognised in the income statement, including depreciations amortisations, writedowns for impairment, provisions, and reversals due to changes in estimated amounts previously recognised in the income statement.

Assets are recognised in the statement of financial position when it seems probable that future economic benefits will flow to the company and the value of the asset can be reliably measured.

Liabilities are recognised in the statement of financial position when it is seems probable that future economic benefits will flow out of the company and the value of the liability can be reliably measured.

Assets and liabilities are measured at cost at the initial recognition. Hereafter, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost, allowing a constant effective interest rate to be recognised during the useful life of the asset or liability. Amortised cost is recognised as the original cost less any payments, plus/less accrued amortisations of the difference between cost and nominal amount. In this way, capital losses and gains are allocated over the useful life of the liability.

Upon recognition and measurement, allowances are made for such predictable losses and risks which may arise prior to the presentation of the annual report and concern matters that exist on the reporting date.

### Foreign currency translation

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. If currency positions are considered to hedge future cash flows, the value adjustments are recognised directly in equity in a fair value reserve.

Receivables, payables, and other foreign currency monetary items are translated using the closing rate. The difference between the closing rate and the rate at the time of the occurrence or initial recognition in the latest financial statements of the receivable or payable is recognised in the income statement under financial income and expenses.

## Accounting policies

---

### Income statement

#### Gross profit

Gross profit comprises the revenue, work performed for own account and capitalised, other operating income, and external costs.

Revenue is recognised in the income statement if delivery and passing of risk to the buyer have taken place before the end of the year and if the income can be determined reliably and inflow is anticipated. Recognition of revenue is exclusive of VAT and taxes and less any discounts relating directly to sales.

#### Own work capitalised

Own work capitalised includes staff cost and other internal costs incurred during the financial year and recognised in the cost of proprietary intangible and tangible fixed assets.

Other operating income comprises items of a secondary nature as regards the principal activities of the enterprise, including profit from the disposal of intangible and tangible assets.

Other external costs comprise costs incurred for distribution, sales, advertising, administration, premises, loss on receivables, and operational leasing costs.

#### Staff costs

Staff costs include salaries and wages, including holiday allowances, pensions, and other social security costs, etc., for staff members. Staff costs are less government reimbursements.

#### Depreciation, amortisation, and writedown for impairment

Depreciation, amortisation, and writedown for impairment comprise depreciation on, amortisation of, and writedown for impairment of intangible and tangible assets, respectively.

#### Other operating costs

Other operating costs comprise items of secondary nature as regards the principal activities of the enterprise, including losses on the disposal of intangible and tangible assets.

#### Financial income and expenses

Financial income and expenses are recognised in the income statement with the amounts concerning the financial year. Financial income and expenses comprise interest income and expenses, financial expenses from financial leasing, realised and unrealised capital gains and losses relating to securities, debt and transactions in foreign currency, amortisation of financial assets and liabilities as well as surcharges and reimbursements under the advance tax scheme, etc.



## Accounting policies

---

### Tax on net profit or loss for the year

Tax for the year comprises the current income tax for the year and changes in deferred tax and is recognised in the income statement with the share attributable to the net profit or loss for the year and directly in equity with the share attributable to entries directly in equity.

## Statement of financial position

### Intangible assets

#### Development projects, patents, and licences

Development costs comprise salaries, wages, and amortisation directly attributable to development activities.

Clearly defined and identifiable development projects are recognised as intangible assets provided that they are proven to be technically practicable, that sufficient resources and a potential market or development opportunity exist, and insofar as the intention is to produce, market or utilise the project. It is, however, a condition that the cost can be reliably calculated and that a sufficiently high degree of certainty indicates that future earnings will cover the costs of production, sales, and administration. Other development costs are recognised in the income statement concurrently with their realisation.

Development costs recognised in the statement of financial position are measured at cost less accrued amortisations and writedowns for impairment.

After completion of the development work, capitalised development costs are amortised on a straight-line basis over the estimated useful economic life. The amortisation period is usually 5 years.

#### Other plant, and equipment

Other property, plant, and equipment are measured at cost less accrued depreciation and writedown for impairment.

The depreciable amount is cost less 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 carrying amount, the depreciation is discontinued.

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

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

The cost of a total asset is divided into separate components. These components are depreciated separately, the useful lives of each individual components differing, and the individual component representing a material part of the total cost.

## Accounting policies

---

Depreciation is done on a straight-line basis according to an assessment of the expected useful life:

	Useful life
Other fixtures and fittings, tools and equipment	3-5 years

Minor assets with an expected useful life of less than 1 year are recognised as costs in the income statement in the year of acquisition.

Profit or loss derived from the disposal of property, land, and equipment is measured as the difference between the sales price less selling costs and the carrying amount at the date of disposal. Profit or loss is recognised in the income statement as other operating income or other operating expenses.

### Leasehold improvements

Leasehold improvements are measured at cost less accrued depreciations. Depreciation is done on a straightline basis over the estimated useful life of the asset, which is set at 5 years.

### Investments

#### Deposits

Deposits are measured at amortised cost and represent lease deposits, etc.

### Impairment loss relating to non-current assets

The carrying amount of both intangible and tangible fixed assets are subject to annual impairment tests in order to disclose any indications of impairment beyond those expressed by amortisation and depreciation respectively.

If indications of impairment are disclosed, impairment tests are carried out for each individual asset or group of assets, respectively. Writedown for impairment is done to the recoverable amount if this value is lower than the carrying amount.

The recoverable amount is the higher value of value in use and selling price less expected selling cost. The value in use is calculated as the present value of the expected net cash flows from the use of the asset or the asset group and expected net cash flows from the sale of the asset or the asset group after the end of their useful life.

Previously recognised impairment losses are reversed when conditions for impairment no longer exist.

### Receivables

Receivables are measured at amortised cost which usually corresponds to face value. In order to meet expected losses, they are written down for impairment to the net realisable value.

### Prepayments and accrued income

Prepayments and accrued income recognised under assets comprise incurred costs concerning the following financial year.

## Accounting policies

---

### Cash on hand and demand deposits

Cash on hand and demand deposits comprise cash at bank and on hand.

### Equity

#### Reserve for development costs

The reserve for development costs comprises recognised development costs less related deferred tax liabilities.

The reserve cannot be used as dividends or for covering losses.

The reserve is reduced or dissolved if the recognised development costs are amortised or abandoned. This is done by direct transfer to the distributable reserves of the equity.

### Dividend

Dividend expected to be distributed for the year is recognised as a separate item under equity.

### Income tax and deferred tax

Current tax liabilities and current tax receivable are recognised in the statement of financial position as calculated tax on the taxable income for the year, adjusted for tax of previous years' taxable income and for tax paid on account.

Deferred tax is measured on the basis of temporary differences in assets and liabilities with a focus on the statement of financial position. Deferred tax is measured at net realisable value.

Deferred tax is measured based on the tax rules and tax rates applying under the legislation prevailing in the respective countries on the reporting date when the deferred tax is expected to be released as current tax. Changes in deferred tax due to changed tax rates are recognised in the income statement, except for items included directly in the equity.

### Liabilities other than provisions

Other liabilities concerning payables to suppliers, group enterprises, and other payables are measured at amortised cost which usually corresponds to the nominal value.

### Accruals and deferred income

Payments received concerning future income are recognised under accruals and deferred income.

# PENNEO

Underskrifterne i dette dokument er juridisk bindende. Dokumentet er underskrevet via Penneo™ sikker digital underskrift. Underskrivernes identiteter er blevet registeret, og informationerne er listet herunder.

“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

## Jens Reimer Olesen

### Bestyrelsesformand

Serienummer: PID:9208-2002-2-887869365245

IP: 82.192.xxx.xxx

2021-11-25 08:43:28 UTC

NEM ID 

## Patrick Teglgård Lund

### Direktør

Serienummer: PID:9208-2002-2-552230184344

IP: 82.192.xxx.xxx

2021-11-25 09:07:44 UTC

NEM ID 

## Patrick Teglgård Lund

### Bestyrelsesmedlem

Serienummer: PID:9208-2002-2-552230184344

IP: 82.192.xxx.xxx

2021-11-25 09:07:44 UTC

NEM ID 

## Morten Petersen

### Bestyrelsesmedlem

Serienummer: PID:9208-2002-2-072827916964

IP: 54.195.xxx.xxx

2021-11-25 12:55:24 UTC

NEM ID 

## Casper Christiansen

### Statsautoriseret revisor

Serienummer: CVR:34209936-RID:69383443

IP: 62.243.xxx.xxx

2021-11-25 12:59:41 UTC

NEM ID 

## Jan Tønnesen

### Statsautoriseret revisor

Serienummer: CVR:34209936-RID:44852267

IP: 62.243.xxx.xxx

2021-11-25 13:58:53 UTC

NEM ID 

## Patrick Teglgård Lund

### Dirigent

Serienummer: PID:9208-2002-2-552230184344

IP: 188.178.xxx.xxx

2021-11-25 20:11:42 UTC

NEM ID 

Penneo dokumentnøgle: DD5EQ-6WNUJ-HX12Q-371BA-4M354-7K4JN

Dette dokument er underskrevet digitalt via **Penneo.com**. Signeringsbeviserne i dokumentet er sikret og valideret ved anvendelse af den matematiske hashværdi af det originale dokument. Dokumentet er låst for ændringer og tidsstempelt med et certifikat fra en betroet tredjepart. Alle kryptografiske signeringsbeviser er indlejret i denne PDF, i tilfælde af de skal anvendes til validering i fremtiden.

#### Sådan kan du sikre, at dokumentet er originalt

Dette dokument er beskyttet med et Adobe CDS certifikat. Når du åbner dokumentet

i Adobe Reader, kan du se, at dokumentet er certificeret af **Penneo e-signature service** <[penneo@penneo.com](mailto:penneo@penneo.com)>. Dette er din garanti for, at indholdet af dokumentet er uændret.

Du har mulighed for at efterprøve de kryptografiske signeringsbeviser indlejret i dokumentet ved at anvende Penneos validator på følgende websted: <https://penneo.com/validate>