

INTRAMANAGER A/S

2023 ANNUAL REPORT

Annual report 2023

Helgavej 26, 5230 Odense M
CVR No.: 33 96 64 58

Approved at the Company's annual
general meeting on 16 February 2024

Chair of the meeting:

Lars Nicolai Balslev Klausen

INTRAMANAGER A/S

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STATEMENT BY THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD

Today, the Board of Directors and the Executive Board have discussed and approved the annual report of IntraManager A/S for the financial year 1 January - 31 December 2023.

The annual report is prepared in accordance with the Danish Financial Statements Act. In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2023 and of the results of the Company's operations for the financial year 1 January - 31 December 2023.

Further, in our opinion, the Management's review gives a fair review of the matters discussed in the Management's review. We recommend that the annual report be approved at the annual general meeting.

Odense, 16 February 2024
Executive Board:

.....
Lars Nicolai Balslev Klausen

Board of directors:

.....
Michael Behrens
Chair

.....
Lars Nicolai Balslev Klausen

.....
Jørgen Hansson



MICHAEL BEHRENS
CHAIR



LARS NICOLAI BALSLEV KLAUSEN



JØRGEN HANSSON



HIGHLIGHTS FROM THE MANAGEMENT

HIGHLIGHTS FROM THE MANAGEMENT

Background

IntraManager was established in 2011. In 2018 a new strategy was decided to transform the company from an IT consultant-/developer-/software-company to a full-blown SaaS-company.

That meant that the whole business had to be restarted including new thinking in products and a new market-fit strategy in development. In the business all customers had to be converted to a subscription model and all customer financed development be phased out.

In March 2020, IntraManager released its new products "Work" and "Board" and by end of 2020 IntraManager had cleared out all activities that were not related to the new strategy.

2021 was the first year where the turnover was 100% subscription based. The development in MRR/ARR is illustrated on page 8 in this report.



HR
VAGTPLAN
ØKONOMI
RAPPORTERING



DASHBOARDS
SLIDESHOWS
GAMIFICATION
TV-DELING



HIGHLIGHTS FROM THE MANAGEMENT

Development in activities and financial conditions 2023

In 2023 the Management had very high expectations for growth, as the market really welcomed the new versions of the products in 2020. Due to restrictions in 2021, IntraManager had to put growth and expansion plans on hold for a while to focus on operations and development. In continuance of this a new digital strategy has been developed, to improve the scalability of the business. In 2023 IntraManager have continued to accelerate growth according to plan and was able to end the year with a growth in MRR (Dec 2022 - Dec 2023) of 66.2% (51% in 2022). IntraManager had a churn rate of 3.9%, a NRR of 32.4% and a customer growth rate of 104.4%.

IntraManager landed the first international customers in 2023, starting with Norway and Sweden. That made prove that both products and organization are ready for this journey.

Management is convinced that despite the challenges in the global economy the growth will continue for IntraManager for the years to come. IntraManager has become stronger during the last three years and continues to focus on making the company more scalable and profitable. The growth will continue both nationally and internationally in 2024.



HIGHLIGHTS FROM THE MANAGEMENT



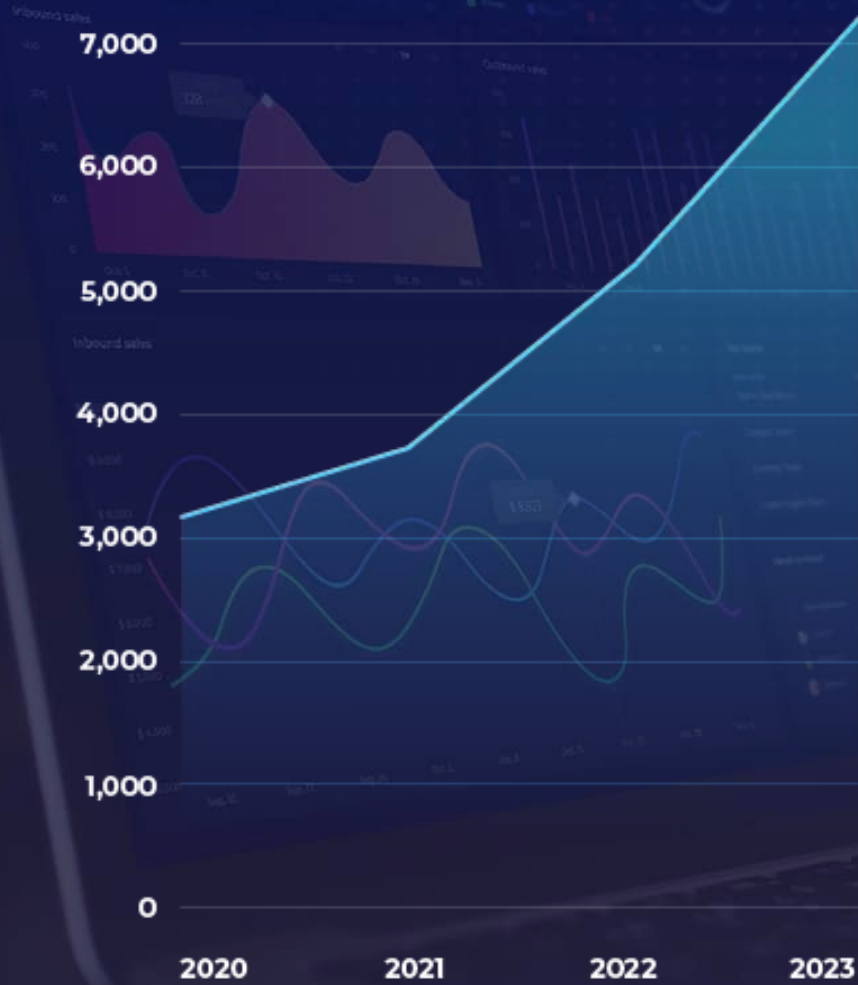
Competencies and commitment

The employees at IntraManager are competent and highly skilled with different educational backgrounds. The team complement and support each other very well and develop each other on both personal and technical levels. Commitment and a healthy work climate in everyday life are a high priority for management and employees, where high professionalism is combined with respect and interest in colleagues.

Well-being and job satisfaction form a strong foundation for creating results in both the short- and long-term. As the company grows, more and new competencies are added. It is part of the company's overall strategy to develop and retain talent in order to strengthen IntraManager's position in the market.

GROSS PROFIT (DKK 1.000)

ARR



METRICS - INTRAMANAGER

RULE OF 40

66,2%

LOW CHURN RATE

3,9%

HIGH ARR GROWTH

66,2%

HIGH NRR

32,4%

HIGH CUSTOMER
GROWTH RATE

104,4%

EBITDA MARGIN

0,0%



work

by intramanager

WORKFORCE MANAGEMENT MADE EASY

GET VALUABLE INSIGHT INTO YOUR COMPANY



HR & COOMUNICATION



FORECASTING



SALARY & BONUS CALCULATION



REPORTING



ONBOARDING



TIME & SALES REGISRATION



IN-SYSTEM BOARDS



APP



INTELLIGENT SHIFT PLANNING



SALES BUDGETING



STATISTICS MODULE



TEST MODULE



PERFORMANCE & GAMIFICATION MADE EASY



SHOWCASE KPI'S ON BEAUTIFUL DASHBOARDS



DATA VISUALIZATION



PERFORMANCE OPTIMIZATION



MOTIVATION



KPI MANAGEMENT



AUTOMIZATION



NOTIFICATIONS



COMBINE DATA FROM MANY SOURCES



GAMIFICATION



SLIDESHOWS



INTEGRATIONS



DRAG-N-DROP INTERFACE



HIGHLY CUSTOMIZABLE

SELECTED CUSTOMERS



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INDEPENDENT AUDITORS REPORT

INDEPENDENT AUDITORS REPORT

Conclusion

We have conducted an extended review of the financial statements of IntraManager A/S for the financial year 1 January - 31 December 2023, which comprise income statement, balance sheet, statement of changes in equity and notes, including accounting policies. The financial statements are prepared in accordance with the Danish Financial Statements Act.

Based on the work we have performed, in our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2023 and of the results of the Company's operations for the financial year 1 January - 31 December 2023 in accordance with the Danish Financial Statements Act.

Basis for conclusion

We conducted our extended review in accordance with the Danish Business Authority's standard on extended review for Small entities and FSR - Danish Auditors' standard on extended review of financial statements prepared in accordance with the Danish Financial Statements Act. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the extended review of the financial statements" section. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Independence

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



INDEPENDENT AUDITORS REPORT

Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act and for such internal control 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.

Auditor's responsibilities for the extended review of the financial statements

Our responsibility is to express a conclusion on the financial statements. This requires that we plan and perform procedures to obtain limited assurance for our conclusion on the financial statements and perform specifically required supplementary procedures to obtain additional assurance for our conclusion.

An extended review comprises procedures that primarily consist of making enquiries of Management and others within the Company, as appropriate, analytical procedures and the specifically required supplementary procedures as well as evaluation of the evidence obtained. The procedures performed in an extended review are less than those performed in an audit, and accordingly, we do not express an audit opinion on the financial statements.

Statement on the Management's review

Management is responsible for the Management's review. Our conclusion 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 extended review 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 extended review, or otherwise appears to be materially misstated.

Independent auditor's report

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.

Odense, 16 February 2024
EY Godkendt Revisionspartnerselskab
CVR no. 30 70 02 28

Louise Greve
State Authorised Public Accountant
mne48485



MANAGEMENT'S REVIEW

Name	IntraManager A/S
Address, Postal code, City	Helgavej 26, 5230 Odense M
CVR no.	33 96 64 58
Established	19 October 2011
Registered office	Odense
Financial year	1 January – 31 December
Website	www.intramanager.com
E-mail	info@intramanager.com
Board of Directors	Michael Behrens, Chairman Lars Nicolai Balslev Klausen Jørgen Hansson
Executive Board	Lars Nicolai Balslev Klausen
Auditors	EY Godkendt Revisionspartnerselskab Cortex Park Vest 3, 5230 Odense M, Denmark

Business review

IntraManager A/S' business activity is to develop and trade web-based management tools and activities related to this. In recent years, IntraManager has positioned itself as a serious and competent supplier of SaaS solutions for contact centers.

Financial review

The income statement for 2023 shows a profit of **DKK 734,446** against a profit of **DKK 319,524** last year, and the balance sheet at 31 December 2023 shows equity of **DKK 1,688,422**.

A man and a woman are sitting at a desk in an office, looking at a laptop screen. The woman is on the left, wearing a blue denim jacket and glasses, smiling. The man is on the right, wearing a dark jacket and glasses, also smiling and gesturing with his hand. A coffee cup is on the desk next to the laptop. The background shows a window with a view of trees.

FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Income statement

Note	DKK	2023	2022
	Gross profit	7,014,415	5,095,978
2	Staff costs	-4,638,984	-3,416,695
	Amortisation/depreciation of intangible assets	-1,318,530	-1,070,688
	Profit/loss before net financials	1,056,901	608,595
	Financial income	290	0
3	Financial expenses	-160,394	-112,389
	Profit/loss before tax	896,797	496,206
4	Tax of the year	-162,351	-176,682
	Profit for the year	734,446	319,524
	Recommended appropriation of profit/loss		
	Other statutory reserves	886,948	899,272
	Retained earnings/accumulated loss	-152,502	-579,748
		734,446	319,524

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Balance sheet

Note	DKK	2023	2022
	ASSETS		
	Fixed assets		
5	Intangible assets		
	Completed development projects	5,421,382	4,284,267
		5,421,382	4,284,267
6	Investments		
	Deposits, investments	19,998	19,998
		19,998	19,998
	Total fixed assets	5,441,380	4,304,265
	Non-fixed assets		
	Receivables		
	Trade receivables	962,975	663,111
	Corporation tax receivable	87,814	140,962
	Other receivables	99,252	104,714
		1,150,041	908,787
	Cash	500,970	181,991
	Total non-fixed assets	1,651,011	1,090,778
	TOTAL ASSETS	7,092,391	5,395,043

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Balance sheet

Note	DKK	2023	2022
EQUITY AND LIABILITIES			
Equity			
		400,000	400,000
	Share capital	4,228,676	3,341,728
	Reserve for development costs	-2,940,254	-2,787,752
	Retained earnings		
	Total equity	1,688,422	953,976
Provisions			
	Deferred tax	1,045,946	795,781
	Total provisions	1,045,946	795,781
Liabilities other than provisions			
7	Non-current liabilities other than provisions		
	Payable to group entities	527,348	527,348
	Other payables	1,180,161	1,718,863
		1,707,509	2,246,211
Current liabilities other than provisions			
7	Short-term part of long-term liabilities other than provisions	640,000	0
	Trade payables	43,854	42,263
	Other payables	1,307,985	729,560
	Deferred income	658,675	627,252
		2,650,514	1,399,075
	Total liabilities other than provisions	4,358,023	3,645,286
	TOTAL EQUITY AND LIABILITIES	7,092,391	5,395,043

1 Accounting policies

8 Contractual obligations and contingencies, etc.

9 Collateral

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Statement of changes in equity

DKK	Share capital	Reserve for development costs	Retained earnings	Total
Equity at 1 January 2023	400,000	3,341,728	-2,787,752	953,976
Tax on items recognised directly in equity	0	-250,167	0	-250,167
Transfer through appropriation of loss	0	0	-152,502	-152,502
Additions	0	2,455,645	0	2,455,645
Depreciation in the year	0	-1,318,530	0	-1,318,530
Equity at 31 December 2022	400,000	4,228,676	-2,940,254	1,688,422

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

NOTES TO THE FINANCIAL STATEMENTS

Accounting policies

The annual report of IntraManager A/S for 2023 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to reporting class B entities and elective choice of certain provisions applying to reporting class C entities.

The accounting policies used in the preparation of the financial statements are consistent with those of last year. Individual reclassifications have been made in the comparative figures of the balance sheet.

Reporting currency

The financial statements are presented in Danish kroner (DKK).

INCOME STATEMENT

Revenue

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

Revenue from time limited software licences is accrued and recognised on a straight line basis over the term of the licence according to the terms of the licence agreement.

Sale of indefinite software licences is recognised as sale of goods whereby revenue is recognised when the most significant rewards and risks have been transferred to the buyer and provided the income can be measured reliably and payment is expected to be received.

Gross profit

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

Other operating expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, etc

Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, etc.

Staff costs

Staff costs include wages and salaries, including compensated absence and pension to the Company's employees, as well as other social security contributions, etc. The item is net of refunds from public authorities.

Amortisation

The item comprises amortisation of intangible assets. The cost net of the expected residual value for completed development projects and acquired IP rights is amortised over the expected useful life. Acquired IP rights include patents, rights and licences.

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

Development projects **3-6 years**

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies (continued)

Financial income and expenses

Financial income and expenses are recognised in the income statements at the amounts that concern the financial year. Net financials include interest income and expenses as well as allowances and surcharges under the advance-payment-of-tax scheme, etc.

Tax

Tax for the year includes current tax on the year's expected taxable income and the year's deferred tax adjustments. The portion of the tax for the year that relates to the profit/loss for the year is recognised in the income statement, whereas the portion that relates to transactions taken to equity is recognised in equity.

The entity is jointly taxed with other group entities. The total Danish income tax charge is allocated between profit/loss-making Danish entities in proportion to their taxable income (full absorption). Jointly taxed entities entitled to a tax refund are reimbursed by the management company based on the rates applicable to interest allowances, and jointly taxed entities which have paid too little tax pay a surcharge according to the rates applicable to interest surcharges to the management company.

BALANCE SHEET

Intangible assets

Development costs comprise expenses, salaries and amortisation directly or indirectly attributable to development activities.

Development projects that are clearly defined and identifiable, where the technical feasibility, sufficient resources and a potential future market or development opportunities are identifiable and where the Company intends to produce, market or use the project, are recognised as intangible assets provided that the cost can be measured reliably and that there is sufficient assurance that future earnings can cover production costs, selling costs and administrative expenses and development costs. Other development costs are recognised in the income statement as incurred.

Development costs that are recognised in the balance sheet are measured at cost less accumulated amortisation and impairment losses.

On completion of a development project, development costs are amortised on a straight-line basis over the estimated useful life. The amortisation period is usually 3-6 years.

Impairment of fixed assets

The carrying amount of intangible assets is assessed for impairment on an annual basis.

Impairment tests are conducted on assets or groups of assets when there is evidence of impairment. The carrying amount of impaired assets is reduced to the higher of the net selling price and the value in use (recoverable amount).

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

Previously recognised impairment losses are reversed when the reason for recognition no longer exists.

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies (continued)

Receivables

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

Receivables are measured at amortised cost.

An impairment loss is recognised if there is objective evidence that a receivable or a group of receivables is impaired. If there is objective evidence that an individual receivable has been impaired, an impairment loss is recognised on an individual basis.

Receivables in respect of which there is no objective evidence of individual impairment are tested for objective evidence of impairment.

Prepayments

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

EQUITY

Reserve for development costs

The reserve for development costs comprises recognised development costs. The reserve cannot be used to distribute dividend or cover losses. The reserve will be reduced or dissolved if the recognised development costs are amortised or are no longer part of the Company's operations by a transfer directly to the distributable reserves under equity.

Income taxes

Current tax payables and receivables are recognised in the balance sheet as the estimated income tax charge for the year, adjusted for prior-year taxes and tax paid on account.

Deferred tax is measured according to the liability method on all temporary differences between the carrying amount and the tax base of assets and liabilities. However, deferred tax is not recognised on temporary differences relating to goodwill which is not deductible for tax purposes and on office premises and other items where temporary differences, apart from business combinations, arise at the date of acquisition without affecting either profit/loss for the year or taxable income. Where alternative tax rules can be applied to determine the tax base, deferred tax is measured based on Management's intended use of the asset or settlement of the liability, respectively.

Deferred tax is measured according to the tax rules and at the tax rates applicable at the balance sheet date when the deferred tax is expected to crystallise as current tax. Deferred tax assets are recognised at the expected value of their utilisation; either as a set-off against tax on future income or as a set-off against deferred tax liabilities in the same legal tax entity. Changes in deferred tax due to changes in the tax rate are recognised in the income statement.

Liabilities

The Company has chosen IAS 39 as interpretation for liabilities.

Financial liabilities are recognised at the date of borrowing at the net proceeds received less transaction costs paid. On subsequent recognition, financial liabilities are measured at amortised cost, corresponding to the capitalised value, using the effective interest rate. Accordingly, the difference between the proceeds and the nominal value is recognised in the income statement over the term of the loan. Financial liabilities also include the capitalised residual lease liability in respect of finance leases.

Other liabilities are measured at net realisable value.

Deferred income

Deferred income recognised as a liability comprises payments received concerning income in subsequent financial reporting years.

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Notes to the financial statements

Development projects are related to development of new versions of the Company's existing software products and development for new international geographical markets. The projects progress as planned by applying the resources allocated by Management to the development. It is expected that the software is to be sold on the current market to the Company's existing and new clients and into new international geographical markets. Prior to the commencement of the projects, the Company examined their clients' needs for an updated programme, which was well received.

DKK	2023	2022
2 Staff costs		
Wages/salaries	4,310,495	3,148,856
Other social security costs	77,462	54,038
Other staff costs	251,027	213,801
	4,638,984	3,416,695
Average number of full-time employees	9	8
3 Financial expenses		
Interest expenses, group entities	25,000	25,000
Other financial expenses	135,394	87,389
	160,394	112,389
4 Tax of the year		
Estimated tax charge for the year	-87,814	-140,962
Deferred tax adjustments in the year	250,165	317,644
	162,351	176,682
5 Intangible assets		
DKK		Completed development projects
Cost at 1 January 2023		8,557,795
Additions		2,455,645
Cost at 31 December 2023		11,013,440
Impairment losses and amortisation at 1 January 2023		4,273,528
Amortisation for the year		1,318,530
Impairment losses and amortisation at 31 December 2023		5,592,058
Carrying amount at 31 December 2023		5,421,382
Amortised over		6 years

FINANCIAL STATEMENTS

1 JANUARY - 31 DECEMBER

Notes to the financial statements

DKK	Deposits, investments
6 Investments	
Cost at 1 January 2023	19,998
Cost at 31 December 2023	19,998
Carrying amount at 31 December 2023	19,998

7 Non-current liabilities other than provisions

Of the long-term liabilities, DKK 572 t.kr. falls due for payment after more than 5 years after the balance sheet date.

8 Contractual obligations and contingencies, etc

The Company is jointly taxed with its parent, ManagerGroup ApS, which acts as management company, and is jointly and severally liable with other jointly taxed group entities for payment of income taxes as well as withholding taxes on interest, royalties and dividends.

Other financial obligations

Rent and lease liabilities include a rent obligation totalling DKK thousand 89,7 in the notice period..

9 Security and collateral

As security for the Company's long-term debt, the Company has provided collateral in its assets for at total amount of DKK thousand 1,500.

SEE MORE AT:

www.intramanager.com



intramanager

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

Lars Nicolai Balslev Klausen

Executive Board

På vegne af: IntraManager A/S

Serienummer: aa51cf77-b71d-4b3a-b61c-493c5f733273

IP: 87.52.xxx.xxx

2024-02-16 10:49:06 UTC



Lars Nicolai Balslev Klausen

Board of Directors

På vegne af: IntraManager A/S

Serienummer: aa51cf77-b71d-4b3a-b61c-493c5f733273

IP: 87.52.xxx.xxx

2024-02-16 10:50:48 UTC



Lars Nicolai Balslev Klausen

Chair of the meeting

På vegne af: IntraManager A/S

Serienummer: aa51cf77-b71d-4b3a-b61c-493c5f733273

IP: 87.52.xxx.xxx

2024-02-16 10:53:29 UTC



Jørgen Hansson

Board of Directors

På vegne af: IntraManager A/S

Serienummer: a871f57a-6462-4a56-be0b-19670b46132d

IP: 87.61.xxx.xxx

2024-02-16 11:21:29 UTC



Michael Behrens

Chair

På vegne af: IntraManager A/S

Serienummer: info@intramanager.com

IP: 80.208.xxx.xxx

2024-02-16 11:39:38 UTC

Louise Egebæk Greve

EY Godkendt Revisionspartnerselskab CVR: 30700228

State Authorised Public Accountant

På vegne af: EY Godkendt Revisionspartnerselskab

Serienummer: 943591c5-6c49-4bb9-bbee-65fe3c5c10a1

IP: 165.225.xxx.xxx

2024-02-16 11:44:07 UTC



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