

# **Sam Executive Search A/S**

Hvidkærvej 17, 5250 Odense

Company reg. no. 35 05 17 75

## **Annual report**

**1 January - 31 December 2018**

The annual report was submitted and approved by the general meeting on the 21 May 2019.

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Niels Martin Schreiner Andersen  
Chairman of the meeting

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Notes to users of the English version of this document:

- To ensure the greatest possible applicability of this document, British English terminology has been used.
- Please note that decimal points remain unchanged from the Danish version of the document. This means that for instance DKK 146.940 is the same as the English amount of DKK 146,940, and that 23,5 % is the same as the English 23.5 %.

## **Management's report**

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The board of directors and the managing director have today presented the annual report of Sam Executive Search A/S for the financial year 1 January to 31 December 2018.

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

We consider the accounting policies used appropriate, and in our opinion the annual accounts provide a true and fair view of the company's assets and liabilities and its financial position at 31 December 2018 and of the company's results of its activities in the financial year 1 January to 31 December 2018.

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

Odense, 21 May 2019

### **Managing Director**

Torben Fox Maule  
CEO

### **Board of directors**

Jesper Rasmussen  
Chairman

Niels Martin Schreiner Andersen   Kjeld Birch

Christian Lerche

## **Independent auditor's report**

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### **To the shareholders of Sam Executive Search A/S**

#### **Opinion**

We have audited the annual accounts of Sam Executive Search A/S for the financial year 1 January to 31 December 2018, which comprise accounting policies used, profit and loss account, balance sheet, statement of changes in equity and notes. The annual accounts are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the annual accounts give a true and fair view of the company's assets, liabilities and financial position at 31 December 2018 and of the results of the company's operations for the financial year 1 January to 31 December 2018 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 below section "Auditor's responsibilities for the audit of the annual accounts". We are independent of the company in accordance with international ethics standards for accountants (IESBA's Code of Ethics) and the additional requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these standards and requirements. We believe that the audit evidence obtained is sufficient and appropriate to provide a basis for our opinion.

#### **The management's responsibilities for the annual accounts**

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

In preparing the annual accounts, the management is responsible for evaluating the company's ability to continue as a going concern, and, when relevant, disclosing matters related to going concern and using the going concern basis of accounting when preparing the annual accounts, unless the management either intends to liquidate the company or to cease operations, or if it has no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the annual accounts**

Our objectives are to obtain reasonable assurance about whether the annual accounts 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 may arise due to fraud or error and may be considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions made by users on the basis of the annual accounts.

## Independent auditor's report

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As part of an audit conducted in accordance with international standards on auditing and the additional requirements applicable in Denmark, we exercise professional evaluations and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the annual accounts, whether due to fraud or error, design and perform audit procedures in response 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 the risk of not detecting a misstatement 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 by the management and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's preparation of the annual accounts being based on the going concern principle and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may raise significant doubt about 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 annual accounts 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 annual accounts, including the disclosures in the notes, and whether the annual accounts reflect 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 the internal control that we identify during our audit.

Copenhagen, 21 May 2019

### Grant Thornton

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

### Claus Koskelin

State Authorised Public Accountant  
mne30140

## Company data

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<b>The company</b>	Sam Executive Search A/S Hvidkærvej 17 5250 Odense  Company reg. no. 35 05 17 75 Financial year: 1 January - 31 December
<b>Board of directors</b>	Jesper Rasmussen, Chairman Niels Martin Schreiner Andersen Kjeld Birch Christian Lerche
<b>Managing Director</b>	Torben Fox Maule, CEO
<b>Auditors</b>	Grant Thornton, Statsautoriseret Revisionspartnerselskab Stockholmsgade 45 2100 København Ø
<b>Subsidiaries</b>	SAM Headhunting Sp. z.o.o. Warszawa, Warszawa, Poland SAM Headhunting AS, Oslo, Norway SAM Headhunting GmbH, Basel, Switzerland SAM Headhunting OY, Vantaa, Finland SAM International GmbH, Switzerland SAM - Børsen ApS, Odense, Denmark SAM Headhunting Magyarország Kft., Budapest, Hungary Proximo Rekrytering AB, Stockholm, Sverige
<b>Associated enterprise</b>	SAM Headhunting Deutschland GmbH, Augsburg, Germany

## Accounting policies used

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The annual report for Sam Executive Search A/S is presented in accordance with those regulations of the Danish Financial Statements Act concerning companies identified as class B enterprises. Furthermore, the company has chosen to comply with some of the rules applying for class C enterprises.

The accounting policies used are unchanged compared to last year, and the annual accounts are presented in Danish kroner (DKK).

### Translation of foreign currency

Transactions in foreign currency are translated by using the exchange rate prevailing at the date of the transaction. Differences in the rate of exchange arising between the rate at the date of transaction and the rate at the date of payment are recognised in the profit and loss account as an item under net financials.

Debtors, creditors, and other monetary items in foreign currency are translated by using the closing rate. The difference between the closing rate and the rate at the time of the occurrence or the recognition in the latest annual accounts of the amount owed or the liability is recognised in the profit and loss account under financial income and expenses.

Fixed assets and other non-monetary assets acquired in foreign currency and which are not considered to be investment assets purchased in foreign currencies are measured at the exchange rate on the transaction date.

In case the foreign group enterprises and associated enterprises meet the criteria for being independent units, the profit and loss accounts are translated by using an average exchange rate for the period in question, and the balance sheet items are translated by using the closing rate. Differences arising in connection with the translation of the equity of foreign group enterprises at the beginning of the year to the closing rate are recognised directly in the equity. The same goes for differences arising in connection with translation of the profit and loss accounts from average exchange rate to the closing rate.

At recognition of foreign group enterprises which are integrated units, the monetary items are translated by using the closing rate. Non monetary items are translated by using the exchange rate prevailing at the time of acquisition or at the time of the following depreciation or writedown of the asset. The items of the profit and loss account are translated by using the exchange rate prevailing at the date of the transaction. However, items in the profit and loss account deriving from non monetary items are translated by using historical prices.

Currency adjustment of balances with group enterprises abroad that are considered part of the total investment in group enterprises are recognised directly in the equity. Likewise, foreign exchange gains and losses on loans and derived financial instruments for currency hedging independent group enterprises abroad are recognised in the equity.

## Accounting policies used

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### The profit and loss account

#### Gross profit

The gross profit comprises the net turnover, changes in inventories of finished goods and work in progress, work performed for own purposes and capitalised, other operating income, and external costs.

The net turnover comprises the value of services provided during the year, including outlay for customers less VAT and price reductions directly associated with the sale.

The turnover is recognised in the profit and loss account when the sale has been completed. This is generally considered to be the case when:

- The service has been provided before the end of the financial year.
- There is a binding sales agreement.
- The sales price has been determined.
- The payment has been received, or it can with reasonable assurance be expected to be received.

Hereby, it is ensured that recognition does not take place until the total income and costs as well as the scope of completion on the balance sheet date can be determined reliably, and when it is likely that the economic benefits, including payments, will be received by the enterprise.

Costs of sales includes costs for the purchase of raw materials and consumables less discounts and changes in inventories.

Other external costs comprise costs for distribution, sales, advertisement, administration, premises, loss on debtors, and operational leasing costs.

#### Staff costs

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

#### Depreciation, amortisation and writedown

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

#### Net financials

Net financials comprise interest, realised and unrealised capital gains and losses concerning financial assets and liabilities, amortisation of financial assets and liabilities, additions and reimbursements under the Danish tax prepayment scheme, etc. Financial income and expenses are recognised in the profit and loss account with the amounts that concerns the financial year.

Dividend from equity investments in associated enterprises is recognised in the financial year where the dividend is declared.



## Accounting policies used

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Interest and other costs concerning loans for financing the production of intangible and tangible fixed assets and concerning the production period are not recognised in the cost of the fixed asset.

### Results from equity investments in group enterprises

After full elimination of intercompany profit or loss and deduction of amortisation of consolidated goodwill, the equity investment in the individual group enterprises are recognised in the profit and loss account at a proportional share of the group enterprises' results after tax.

### Tax of the results for the year

The tax for the year comprises the current tax for the year and the changes in deferred tax, and it is recognised in the profit and loss account with the share referring to the results for the year and directly in the equity with the share referring to entries directly on the equity.

The company is subject to the Danish legislation concerning compulsory joint taxation with the Danish group enterprises. The company acts as an administration company in relation to the joint taxation. This means that the total Danish tax payable of the income of the Danish consolidated companies is paid to the tax authorities by the company.

The current Danish corporate tax is allocated among the jointly taxed companies in proportion to their respective taxable income (full allocation with reimbursement of tax losses).

## The balance sheet

### Intangible fixed assets

#### Goodwill

Acquired goodwill is measured at cost with deduction of accumulated amortisation. As it is not possible to determine a reliable estimate of the useful life, the amortisation period is set at 10 years.

#### Tangible fixed assets

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

The basis of depreciation is cost with deduction of any expected residual value after the end of the useful life of the asset. The amortisation period and the residual value are determined at the acquisition date and reassessed annually. If the residual value exceeds the book value, the amortisation discontinues.

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

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

## Accounting policies used

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

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

	<i>Useful life</i>	<i>Residual value</i>
<i>Buildings</i>	<i>30 years</i>	<i>20 %</i>
<i>Technical plants and machinery</i>	<i>5-10 years</i>	<i>0-20 %</i>
<i>Other plants, operating assets, fixtures and furniture</i>	<i>3-5 years</i>	<i>0-20 %</i>

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

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

### Decoration of rented premises

Decoration of rented premises are measured at cost with deduction of accrued depreciation. Depreciation takes place on a straight-line basis over the estimated useful life of the asset, which is set at 5 years.

### Financial fixed assets

#### Equity investments in group enterprises

Equity investments in group enterprises are recognised in the balance sheet at a proportional share under the equity method, the value being calculated on the basis of the accounting policies of the parent company by the deduction or addition of unrealised intercompany profits and losses, and with the addition or deduction of residual value of positive or negative goodwill measured by applying the acquisition method.

Group enterprises and associated enterprises with negative equity are recognised without any value, and to the extent they are considered irrevocable, amounts owed by these companies are written down by the parent's share of the equity. If the negative equity exceeds the debtors, the residual amount is recognised under liability provisions to the extent the parent has a legal or actual liability to cover the negative equity of the subsidiary.

To the extent the equity exceeds the cost, the net revaluation of equity investments in group enterprises are transferred to the reserves under the equity for net revaluation as per the equity method. Dividends from group enterprises expected to be decided before the approval of this annual report are not subject to a limitation of the revaluation reserves. The reserves are adjusted by other equity movements in group enterprises.

Newly taken over or newly established companies are recognised in the annual accounts as of the time of acquisition. Sold or liquidated companies are recognised at the time of cession.

## **Accounting policies used**

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Profit or loss in connection with the sale of group enterprises are measured as the difference between the sales amount and the book value of net assets at the time of the sale, inclusive of remaining consolidated goodwill and expected costs for sale and cession. Profit and loss are recognised in the profit and loss account under net financials.

In connection with the acquisition of new group enterprises and associated enterprises, the acquisition method is applied, by which the acquirees' assets and liabilities are measured at fair value at the time of acquisition. Provisions for payment of costs for decided restructuring activities in the acquirees in relation to the acquisition are recognised. The tax effect of the revaluations carried out is taken into consideration.

Positive differences (goodwill) between cost and fair value of identifiable, acquired assets and liabilities, inclusive of liability provisions for restructuring, are recognised under equity investments in group enterprises, and they are amortised over their estimated useful life. The useful life is determined on the basis of the management's experience with the individual business areas. The amortisation period is maximum 20 years, being the longer for strategic acquirees with a strong market position and a long-range earnings potential. The book value of goodwill is evaluated currently and written down in the profit and loss account in those cases where the book value exceeds the expected future net income from the enterprise or the activity, to which the goodwill is attached.

### **Equity investments in associated enterprises**

Equity investments in associated enterprises are measured at cost. In case the recoverable amount is lower than the cost, writedown takes place to this lower value.

### **Debtors**

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

### **Accrued income and deferred expenses**

Accrued income and deferred expenses recognised under assets comprise incurred costs concerning the next financial year.

### **Available funds**

Available funds comprise cash at bank and in hand.

### **Corporate tax and deferred tax**

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

## Accounting policies used

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Sam Executive Search A/S is jointly taxed with the Danish group companies and acts in this respect as the administration company. According to the rules of joint taxation, Sam Executive Search A/S is unlimited, jointly and severally liable towards the Danish tax authorities for the total corporation tax, including withholding tax on interest, royalties and dividends, arising within the jointly taxed group of companies.

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

Deferred tax assets, including the tax value of tax losses eligible for carry-over, are recognised at the value at which they are expected to be realisable, either by settlement against tax of future earnings or by set-off in deferred tax liabilities within the same legal tax unit.

Deferred tax is measured based on the tax rules and tax rates applying under the legislation on the balance sheet date and prevailing when the deferred tax is expected to be released as current tax.

### Liabilities

Financial liabilities related to borrowings are recognised at the received proceeds with the deduction of transaction costs incurred. In following periods, the financial liabilities are recognised at amortised cost, corresponding to the capitalised value by use of the effective interest. The difference between the proceeds and the nominal value is recognised in the profit and loss account during the term of the loan.

Other liabilities are measured at amortised cost which usually corresponds to the nominal value.

## Profit and loss account 1 January - 31 December

All amounts in DKK.

<u>Note</u>	<u>2018</u>	<u>2017</u>
<b>Gross profit</b>	<b>18.178.350</b>	<b>18.774.145</b>
2 Staff costs	-17.424.419	-18.347.490
Depreciation and writedown relating to fixed assets	-692.734	-692.589
<b>Operating profit</b>	<b>61.197</b>	<b>-265.934</b>
Income from equity investments in group enterprises	720.943	-662.306
Other financial income	0	1.756
Other financial costs	-149.118	-191.093
<b>Results before tax</b>	<b>633.022</b>	<b>-1.117.577</b>
Tax on ordinary results	13.994	95.720
<b>Results for the year</b>	<b>647.016</b>	<b>-1.021.857</b>
<b>Proposed distribution of the results:</b>		
Allocated to results brought forward	647.016	0
Allocated from results brought forward	0	-1.021.857
<b>Distribution in total</b>	<b>647.016</b>	<b>-1.021.857</b>

**Balance sheet 31 December**

All amounts in DKK.

<b>Assets</b>		
<u>Note</u>	<u>2018</u>	<u>2017</u>
<b>Fixed assets</b>		
3 Goodwill	2.505.419	3.042.780
Intangible fixed assets in total	<u>2.505.419</u>	<u>3.042.780</u>
4 Other plants, operating assets, and fixtures and furniture	247.535	99.250
Decoration rented premises	<u>79.502</u>	<u>71.270</u>
Tangible fixed assets in total	<u>327.037</u>	<u>170.520</u>
5 Equity investments in group enterprises	1.016.561	727.164
Equity investments in associated enterprises	<u>91.321</u>	<u>91.321</u>
Financial fixed assets in total	<u>1.107.882</u>	<u>818.485</u>
<b>Fixed assets in total</b>	<b><u>3.940.338</u></b>	<b><u>4.031.785</u></b>
<b>Current assets</b>		
Trade debtors	2.907.196	1.614.169
Amounts owed by group enterprises	1.488.236	1.613.285
Receivable corporate tax	10.000	0
Other debtors	422.000	382.096
Accrued income and deferred expenses	<u>227.559</u>	<u>241.802</u>
Debtors in total	<u>5.054.991</u>	<u>3.851.352</u>
Available funds	<u>6.342</u>	<u>96.029</u>
<b>Current assets in total</b>	<b><u>5.061.333</u></b>	<b><u>3.947.381</u></b>
<b>Assets in total</b>	<b><u>9.001.671</u></b>	<b><u>7.979.166</u></b>

**Balance sheet 31 December**

All amounts in DKK.

<b>Equity and liabilities</b>			
<u>Note</u>		<u>2018</u>	<u>2017</u>
<b>Equity</b>			
6	Contributed capital	661.500	500.000
	Results brought forward	782.522	135.505
	<b>Equity in total</b>	<b><u>1.444.022</u></b>	<b><u>635.505</u></b>
<b>Provisions</b>			
	Provisions for deferred tax	177.854	191.848
	<b>Provisions in total</b>	<b><u>177.854</u></b>	<b><u>191.848</u></b>
<b>Liabilities</b>			
	Bank debts	1.834.567	1.486.355
	Trade creditors	996.313	1.075.801
	Debt to group enterprises	724.511	915.960
	Other debts	3.824.404	3.673.697
	Short-term liabilities in total	<u>7.379.795</u>	<u>7.151.813</u>
	<b>Liabilities in total</b>	<b><u>7.379.795</u></b>	<b><u>7.151.813</u></b>
	<b>Equity and liabilities in total</b>	<b><u>9.001.671</u></b>	<b><u>7.979.166</u></b>

**1 The significant activities of the enterprise****7 Mortgage and securities****8 Contingencies**

## Notes

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All amounts in DKK.

### 1. The significant activities of the enterprise

The company's main activities are headhunting, recruitment, acquisitions and sale of companies, business development and other related activities.

	<u>2018</u>	<u>2017</u>
<b>2. Staff costs</b>		
Salaries and wages	16.096.597	16.881.881
Pension costs	198.164	163.673
Other costs for social security	111.720	135.891
Other staff costs	<u>1.017.938</u>	<u>1.166.045</u>
	<b><u>17.424.419</u></b>	<b><u>18.347.490</u></b>
Average number of employees	<u>13</u>	<u>13</u>
<b>3. Goodwill</b>		
Cost 1 January 2018	<u>5.898.805</u>	<u>5.848.805</u>
<b>Cost 31 December 2018</b>	<b><u>5.898.805</u></b>	<b><u>5.848.805</u></b>
Amortisation and writedown 1 January 2018	-2.806.025	-2.221.255
Amortisation for the year	<u>-587.361</u>	<u>-584.770</u>
<b>Amortisation and writedown 31 December 2018</b>	<b><u>-3.393.386</u></b>	<b><u>-2.806.025</u></b>
<b>Book value 31 December 2018</b>	<b><u>2.505.419</u></b>	<b><u>3.042.780</u></b>



## Notes

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All amounts in DKK.

	<u>31/12 2018</u>	<u>31/12 2017</u>
<b>4. Other plants, operating assets, and fixtures and furniture</b>		
Cost 1 January 2018	495.267	482.760
Additions during the year	225.850	17.007
Disposals during the year	<u>0</u>	<u>-4.500</u>
<b>Cost 31 December 2018</b>	<u><b>721.117</b></u>	<u><b>495.267</b></u>
Amortisation and writedown 1 January 2018	-396.017	-333.699
Depreciation for the year	-77.565	-66.818
Depreciation, amortisation and writedown for the year, assets disposed of	<u>0</u>	<u>4.500</u>
<b>Amortisation and writedown 31 December 2018</b>	<u><b>-473.582</b></u>	<u><b>-396.017</b></u>
<b>Book value 31 December 2018</b>	<u><b>247.535</b></u>	<u><b>99.250</b></u>

## Notes

All amounts in DKK.

	<u>31/12 2018</u>	<u>31/12 2017</u>
<b>5. Equity investments in group enterprises</b>		
Acquisition sum, opening balance 1 January 2018	419.961	419.961
Additions during the year	43.500	0
Disposals during the year	<u>-226.758</u>	<u>0</u>
<b>Cost 31 December 2018</b>	<b><u>236.703</u></b>	<b><u>419.961</u></b>
Revaluations, opening balance 1 January 2018	-608.757	18.288
Result for the year	785.943	-510.520
Currency exchange	3.594	35.262
Other adjustments	<u>0</u>	<u>-151.787</u>
<b>Revaluation 31 December 2018</b>	<b><u>180.780</u></b>	<b><u>-608.757</u></b>
Offsetting against debtors	<u>599.078</u>	<u>915.960</u>
<b>Set off against debtors and provisions for liabilities</b>	<b><u>599.078</u></b>	<b><u>915.960</u></b>
<b>Book value 31 December 2018</b>	<b><u>1.016.561</u></b>	<b><u>727.164</u></b>
<b>Group enterprises:</b>		
	<b>Domicile</b>	<b>Share of ownership</b>
SAM Headhunting Sp. z.o.o. Warszawa	Warszawa, Poland	100,0 %
SAM Headhunting AS	Oslo, Norway	100,0 %
SAM Headhunting GmbH	Basel, Switzerland	100,0 %
SAM Headhunting OY	Vantaa, Finland	100,0 %
SAM International GmbH	Switzerland	100,0 %
SAM - Børsen ApS	Odense, Denmark	100,0 %
SAM Headhunting Magyarország Kft.	Budapest, Hungary	100,0 %
Proximo Rekruttering AB	Stockholm, Sverige	20,0 %
<b>6. Contributed capital</b>		
Contributed capital 1 January 2018	500.000	500.000
Cash capital increase	<u>161.500</u>	<u>0</u>
	<b><u>661.500</u></b>	<b><u>500.000</u></b>

During the year, the company has decided to increase the contributed capital with DKK 161,500 at price 100.

## Notes

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All amounts in DKK.

### 7. Mortgage and securities

For bank debts, the company has provided security in company assets for DKK 5.000.000 representing a nominal value of DKK 5.739.651 This security comprises the below assets, stating the book values:

Receivable from sales and services	DKK 2.907.196
Goodwill	DKK 2.505.419
Tangible assets	DKK 327.036

### 8. Contingencies

#### Contingent liabilities

##### Leasing liabilities

The company has entered into leasing contracts with an average annual leasing payment of DKK 914.313. The leasing contracts have up to 30 months binding period, and a total outstanding leasing payment is DKK 735.572.

#### Joint taxation

The company is the administration company of the group of companies subject to the Danish scheme of joint taxation and unlimited jointly and severally liable with the other jointly taxed companies for the total corporation tax.

The company is unlimited jointly and severally liable with the other jointly taxed companies for any obligation to withhold tax on interest, royalties and dividends.

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

# PENNEO

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

## Navnet er skjult (CPR valideret)

### Bestyrelsesmedlem

Serienummer: PID:9208-2002-2-431786510174

IP: 151.248.xxx.xxx

2019-05-21 11:11:25Z

NEM ID 

## Kjeld Birch

### Bestyrelsesmedlem

Serienummer: PID:9208-2002-2-496378615522

IP: 87.59.xxx.xxx

2019-05-21 11:18:56Z

NEM ID 

## Niels Martin Schreiner Andersen

### Bestyrelsesmedlem

Serienummer: PID:9208-2002-2-011749225551

IP: 87.58.xxx.xxx

2019-05-21 14:45:38Z

NEM ID 

## Jesper Rasmussen

### Bestyrelsesformand

Serienummer: PID:9208-2002-2-973454305724

IP: 109.59.xxx.xxx

2019-05-21 16:09:35Z

NEM ID 

## Torben Fox Maule

### Adm. direktør

Serienummer: PID:9208-2002-2-258651653085

IP: 87.96.xxx.xxx

2019-05-21 22:03:12Z

NEM ID 

## Claus Koskelin

### Statsautoriseret revisor

På vegne af: GRANT THORNTON,STATSAUTORISERET  
REVISIONSPARTNERSELSKAB

Serienummer: CVR:34209936-RID:33454146

IP: 62.243.xxx.xxx

2019-05-22 04:59:59Z

NEM ID 

## Niels Martin Schreiner Andersen

### Dirigent

Serienummer: PID:9208-2002-2-011749225551

IP: 87.58.xxx.xxx

2019-05-22 13:18:51Z

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