SkabelonDesign A/S

Wilders Plads 15A, DK-1403 København K

Annual Report for 1 January - 31 December 2018

CVR No 35 67 95 29

The Annual Report was presented and adopted at the Annual General Meeting of the Company on 31/5 2019

Christian Lund Chairman of the General Meeting



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Management's Statement

The Executive Board and Board of Directors have today considered and adopted the Annual Report of SkabelonDesign A/S for the financial year 1 January - 31 December 2018.

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 at 31 December 2018 of the Company and of the results of the Company operations for 2018.

In our opinion, Management's Review includes a true and fair account of the matters addressed in the Review.

We recommend that the Annual Report be adopted at the Annual General Meeting.

København, 31 May 2019

Executive Board

Jeppe Schytte-Hansen	Jakob Bjersing	Morten Hald Mortensen
CEO	CFO	CTO

Board of Directors

Christian Lund	Jeppe Schytte-Hansen	Henrik Printzlau
Chairman		



Independent Auditor's Report

To the Shareholders of SkabelonDesign A/S

Opinion

In our opinion, the Financial Statements give a true and fair view of the financial position of the Company at 31 December 2018 and of the results of the Company's operations for the financial year 1 January - 31 December 2018 in accordance with the Danish Financial Statements Act.

We have audited the Financial Statements of SkabelonDesign A/S for the financial year 1 January - 31 December 2018, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies ("the Financial Statements").

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and the additional requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Statement on 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 Financials Statements Act.

Based on the work we have performed, in our view, Management's Review is in accordance with the Financial Statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement in Management's Review.

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 as Management determines is necessary to enable the preparation of financial statements that are free from material misstate-



Independent Auditor's Report

ment, 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 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 ISAs 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 ISAs and the additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures
 that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the Financial Statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events



Independent Auditor's Report

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.

Hillerød, 31 May 2019 **PricewaterhouseCoopers** Statsautoriseret Revisionspartnerselskab *CVR No 33 77 12 31*

Carsten Blicher statsautoriseret revisor mne16560



Company Information

The Company SkabelonDesign A/S

Wilders Plads 15A DK-1403 København K

Telephone: + 45 70 20 72 47 Website: www.skabelondesign.dk

CVR No: 35 67 95 29

Financial period: 1 January - 31 December Municipality of reg. office: København

Parent Company Black Belt Technologies ApS, Wilders Plads 15A, 2., 1403 København K

Board of Directors Christian Lund, Chairman

Jeppe Schytte-Hansen Henrik Printzlau

Executive Board Jeppe Schytte-Hansen

Jakob Bjersing

Morten Hald Mortensen

Auditors PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

Milnersvej 43 DK-3400 Hillerød

Bankers Danske Bank



Financial Highlights

Seen over a five-year period, the development of the Company is described by the following financial highlights:

	2018	2017	2016	2015	2014
•	TDKK	TDKK	TDKK	TDKK	TDKK
Key figures					
Profit/loss					
Operating profit/loss	3.157	3.072	2.705	1.416	1.196
Profit/loss before financial income and					
expenses	3.747	3.800	3.396	2.142	1.763
Net financials	17	71	44	85	1
Net profit/loss for the year	2.933	3.017	2.681	1.716	1.325
Balance sheet					
Balance sheet total	27.555	25.685	23.204	18.758	14.360
Equity	6.311	6.178	5.661	6.034	5.998
Investment in property, plant and equipment	416	168	-198	129	-1.126
Number of employees	38	32	26	22	20
Della					
Ratios	40.004				10.00/
Return on assets	13,6%	14,8%	14,6%	11,4%	12,3%
Solvency ratio	22,9%	24,1%	24,4%	32,2%	41,8%
Return on equity	47,0%	51,0%	45,8%	28,5%	24,8%

The ratios have been prepared in accordance with the recommendations and guidelines issued by the Danish Society of Financial Analysts. For definitions, see under accounting policies.



Management's Review

Key activities

The company's main activity consists in providing services related to implementation of Brand Management and Productivity Tools for Microsoft Office. Our services include template development, design projects, customer success activities, change management and consultancy with a narrow focus on alignment of the Corporate Visual Identity and on how users can save time when creating documents, presentations and mails. We develop and sell our of own software components as well as 3rd party software applications, such as Templafy.

Performance

The income statement of the Company for 2018 shows a profit of DKK 2,932,587, and at 31 December 2018 the balance sheet of the Company shows equity of DKK 6,310,522.

Development in the year

SkabelonDesign managed once again to realise its budgetary targets for the year where revenue grew by 10% compared to 2017. — The biggest increase in revenue streams was related to subscription revenue from SkabelonDesign's own software portfolio — but also revenue from selling and configuration of the Templafy solution increased significantly. Consulting services related to implementation projects for several large multinational companies has meant that the size of the average implementation project has increased in scope as well as structural and organizational complexity.

The report business - where we assist 22 among the 100 largest companies in Denmark creating financial reports - has proven steady and new clients have once again been added to the portfolio during the year.

Also the trend with increased integration requirements between Templafy, SkabelonDesign's products and the client's existing infrastructure or 3rd party cloud providers has continued – and the range of integration options has been developed further to meet these requirements.

Organisationally, SkabelonDesign is now comprising 48 employees - up from 38 in 2017. And there has been engaged working hours equivalent to 38 full time employees during 2018 compared to 32 in 2017.



Management's Review

Strategy and objectives for 2019

With an ambition of further growth of the years to come - Short term, SkabelonDesign will need to increase the capacity across the team in Q_3/Q_4 -2019 with up to 30 % compared to the current level in order to accommodate the requirements for our services and solutions.

And finally SkabelonDesign A/S moves into newly renovated and much larger office locations at Wilders Plads at Christianshavn in January 2019.

The effect of the increased cost related to the above changes will have a significant impact on the expected result for 2019 – before the full gains should be materialised within a 18-24 months timeline. The expected effect in the 2019 result will approximately cut 30-40% of the Year End result for 2019 compared to 2018.

The revenue budget of 2019 reflects a growth of 7 % compared to 2018.

Uncertainty relating to recognition and measurement

Recognition and measurement in the Annual Report have not been subject to any uncertainty.

Unusual events

The financial position at 31 December 2018 of the Company and the results of the activities of the Company for the financial year for 2018 have not been affected by any unusual events.

Subsequent events

No events materially affecting the assessment of the Annual Report have occurred after the balance sheet date.



Income Statement 1 January - 31 December

	Note	2018	2017
		DKK	DKK
Gross profit/loss		27.419.320	23.957.433
Staff expenses	1	-23.442.708	-19.678.678
Depreciation, amortisation and impairment of intangible assets and			
property, plant and equipment	2	-219.228	-479.020
Other operating expenses		-10.465	0
Profit/loss before financial income and expenses		3.746.919	3.799.735
Financial income	3	102.012	110.325
Financial expenses	Ü	-85.163	-39.098
Profit/loss before tax		3.763.768	3.870.962
Tax on profit/loss for the year	4	-831.181	-854.097
Net profit/loss for the year		2.932.587	3.016.865
Distribution of profit			
Proposed distribution of profit			
Proposed dividend for the year		2.800.000	2.800.000
Retained earnings		132.587	216.865
		2.932.587	3.016.865



Balance Sheet 31 December

Assets

	Note	2018	2017
		DKK	DKK
Completed development projects		0	71.244
Intangible assets	5	0	71.244
Other fixtures and fittings, tools and equipment		409.740	762.173
Leasehold improvements	,	0	0
Property, plant and equipment	6	409.740	762.173
Investments in subsidiaries	7	50.000	50.000
Fixed asset investments		50.000	50.000
Fixed assets		459.740	883.417
Trade receivables		20.592.815	17.985.652
Contract work in progress		500.000	757.669
Receivables from group enterprises		2.737.524	2.649.245
Other receivables		3.102.760	2.978.986
Deferred tax asset	8	2.800	0
Prepayments	,	33.495	0
Receivables		26.969.394	24.371.552
Cash at bank and in hand		125.546	429.564
Currents assets		27.094.940	24.801.116
Assets		27.554.680	25.684.533



Balance Sheet 31 December

Liabilities and equity

	Note	2018	2017
		DKK	DKK
Share capital		500.000	500.000
Retained earnings		3.010.522	2.877.935
Proposed dividend for the year		2.800.000	2.800.000
Equity		6.310.522	6.177.935
Provision for deferred tax	8	0	67.351
Provisions		0	67.351
Credit institutions		29.420	1.349.616
Trade payables		6.909.948	1.997.502
Payables to group enterprises relating to corporation tax		901.208	883.234
Other payables		5.373.246	4.964.867
Deferred income		8.030.336	10.244.028
Short-term debt		21.244.158	19.439.247
Debt		21.244.158	19.439.247
Liabilities and equity		27.554.680	25.684.533
Contingent assets, liabilities and other financial obligations	9		
Accounting Policies	10		



Statement of Changes in Equity

	Share capital	Retained earnings	Proposed dividend for the year	Total DKK
Equity at 1 January	500.000	2.877.935	2.800.000	6.177.935
Ordinary dividend paid	0	0	-2.800.000	-2.800.000
Net profit/loss for the year	0	132.587	2.800.000	2.932.587
Equity at 31 December	500.000	3.010.522	2.800.000	6.310.522



		2018	2017
	Chaff ann an an	DKK	DKK
1	Staff expenses		
	Wages and salaries	21.628.941	17.830.129
	Pensions	1.385.015	1.153.179
	Other social security expenses	241.962	189.341
	Other staff expenses	186.790	506.029
		23.442.708	19.678.678
	Average number of employees	38	32
2	Depreciation, amortisation and impairment of intangible		
_	assets and property, plant and equipment		
	Amortisation of intangible assets	71.244	142.486
	Depreciation of property, plant and equipment	147.984	336.534
		219.228	479.020
3	Financial income		
	Interest received from group enterprises	102.012	110.325
		102.012	110.325
	Town on the Ct /lease Countle and an		
4	Tax on profit/loss for the year		
	Current tax for the year	901.332	883.234
	Deferred tax for the year	-70.151	-29.137
		831.181	854.097



5 Intangible assets

intaligible assets	Completed development projects
Cost at 1 January	712.422
Cost at 31 December	712.422
Impairment losses and amortisation at 1 January	641.178
Amortisation for the year	71.244
Impairment losses and amortisation at 31 December	712.422
Carrying amount at 31 December	0

Development projects relate to development of software products for sale. The products are completed and sold.

6 Property, plant and equipment

	Other fixtures and fittings, tools and equipment	Leasehold improvements
Cost at 1 January	2.731.248	70.770
Additions for the year	415.827	0
Disposals for the year	-1.282.356	0
Cost at 31 December	1.864.719	70.770
Impairment losses and depreciation at 1 January	1.969.075	70.770
Depreciation for the year	147.984	0
Reversal of impairment and depreciation of sold assets	-662.080	0
Impairment losses and depreciation at 31 December	1.454.979	70.770
Carrying amount at 31 December	409.740	0



7	Investments in subs	idiaries		_	2018 DKK	2017 DKK
	Cost at 1 January				50.000	50.000
	Carrying amount at 31 E	December		_	50.000	50.000
	Investments in subsidiarie	es are specified as f	ollows:			
	Name	Place of registered office	Share capital	Votes and ownership	Equity	Net profit/loss for the year
	Office Extensions ApS	Copenhagen	50.000	100%	32.465	-7.877
8	Deferred tax asset			_	2018 DKK	2017 DKK
	Deferred tax asset at 1 Ja	anuary			-67.351	-96.488
	Amounts recognised in th	-	for the year		70.151	29.137
	Deferred tax asset at 31	December			2.800	-67.351



	2018	2017
Contingent assets, liabilities and other financial obligations	DKK	DKK
g		
Charges and security		
The following assets have been placed as security with bankers:		
Indemnification Letter of TDKK 3,400, which provide mortgage in		
receivables from sales to a total carrying value of	20.592.815	17.985.652
_		
•		
Rental commitments		
Rental commitments, non-cancellation period:		
Within 1 year	0	130.000
	0	130.000
•		

Other contingent liabilities

9

The group companies are jointly and severally liable for tax on the jointly taxed incomes etc of the Group. The total amount of corporation tax payable is disclosed in the Annual Report of SkabelonDesign Holding ApS, which is the management company of the joint taxation purposes. Moreover, the group companies are jointly and severally liable for Danish withholding taxes by way of dividend tax, tax on royalty payments and tax on unearned income. Any subsequent adjustments of corporation taxes and withholding taxes may increase the Company's liability.

There are no security and contingent liabilitites at 31 December 2018.



10 Accounting Policies

The Annual Report of SkabelonDesign A/S for 2018 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B as well as selected rules applying to reporting class C.

The accounting policies applied remain unchanged from last year.

The Financial Statements for 2018 are presented in DKK.

Recognition and measurement

Revenues are recognised in the income statement as earned. Furthermore, value adjustments of financial assets and liabilities measured at fair value or amortised cost are recognised. Moreover, all expenses incurred to achieve the earnings for the year are recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits attributable to the asset will flow to the Company, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow out of the Company, and the value of the liability can be measured reliably.

Assets and liabilities are initially measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Translation policies

Transactions in foreign currencies are translated at the exchange rates at the dates of transaction. Exchange differences arising due to differences between the transaction date rates and the rates at the dates of payment are recognised in financial income and expenses in the income statement. Where foreign exchange transactions are considered hedging of future cash flows, the value adjustments are recognised directly in equity.

Receivables, payables and other monetary items in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the rates at the time when the receivable or the debt arose are recognised in financial income and expenses in the income statement.



10 Accounting Policies (continued)

Income Statement

Revenue

Services are recognised at the rate of completion of the service to which the contract relates by using the percentage-of-completion method, which means that revenue equals the selling price of the service completed for the year. This method is applied when total revenues and expenses in respect of the service and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Company. The stage of completion is determined on the basis of the ratio between the expenses incurred and the total expected expenses of the service.

Revenue is measured at the consideration received and is recognised exclusive of VAT and net of discounts relating to sales.

Other external expenses

Other external expenses comprise indirect production costs and expenses for premises, sales and distribution as well as office expenses, etc.

Other external expenses also include research and development costs that do not qualify for capitalisation.

Gross profit

With reference to section 32 of the Danish Financial Statements Act, gross profit/loss is calculated as a summary of revenue, other operating income and other external expenses.

Staff expenses

Staff expenses comprise wages and salaries as well as payroll expenses.

Amortisation, depreciation and impairment losses

Amortisation, depreciation and impairment losses comprise amortisation, depreciation and impairment of intangible assets and property, plant and equipment.

Other operating income and expenses

Other operating income and other operating expenses comprise items of a secondary nature to the main activities of the Company, including gains and losses on the sale of intangible assets and property, plant and equipment.



10 Accounting Policies (continued)

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts relating to the financial year.

Tax on profit/loss for the year

Tax for the year consists of current tax for the year and changes in deferred tax for the year. The tax attributable to the profit for the year is recognised in the income statement, whereas the tax attributable to equity transactions is recognised directly in equity.

The Company is jointly taxed with wholly owned Danish and foreign subsidiaries. The tax effect of the joint taxation is allocated to enterprises in proportion to their taxable incomes.

Balance Sheet

Intangible assets

Development costs and costs relating to rights developed by the Company are recognised in the income statement as costs in the year of acquisition.

Property, plant and equipment

Property, plant and equipment are measured at cost less accumulated depreciation and less any accumulated impairment losses.

Cost comprises the cost of acquisition and expenses directly related to the acquisition up until the time when the asset is ready for use.

Depreciation based on cost reduced by any residual value is calculated on a straight-line basis over the expected useful lives of the assets, which are:

Other fixtures and fittings, tools and equipment 5 years

Depreciation period and residual value are reassessed annually.

Assets costing less than DKK 13,500 are expensed in the year of acquisition.

Impairment of fixed assets

The carrying amounts of intangible assets and property, plant and equipment are reviewed on an annual basis to determine whether there is any indication of impairment other than that expressed by amortisation and depreciation.



10 Accounting Policies (continued)

If so, the asset is written down to its lower recoverable amount.

Investments in subsidiaries

Investments in subsidiaries are recognised and measured under the equity method.

The item"Investments in subsidiaries" in the balance sheet include the proportionate ownership share of the net asset value of the enterprises calculated on the basis of the fair values of identifiable net assets at the time of acquisition.

The total net revaluation of investments in subsidiaries is transferred upon distribution of profit to "Reserve for net revaluation under the equity method" under equity. The reserve is reduced by dividend distributed to the Parent Company and adjusted for other equity movements in the subsidiaries.

Subsidiaries with a negative net asset value are recognised at DKK o. Any legal or constructive obligation of the Parent Company to cover the negative balance of the enterprise is recognised in provisions.

Receivables

Contract work in progress

Contract work in progress regarding service is measured at selling price of the work performed calculated on the basis of the stage of completion. The stage of completion is measured by the proportion that the contract expenses incurred to date bear to the estimated total contract expenses. Where it is probable that total contract expenses will exceed total revenues from a contract, the expected loss is recognised as an expense in the income statement.

Payments received on account are set off against the selling price. The individual contracts are classified as receivables when the net selling price is positive and as liabilities when the net selling price is negative.

Expenses relating to sales work and the winning of contracts are recognised in the income statement as incurred.

Prepayments

Prepayments comprise prepaid expenses concerning insurance premiums and subscriptions.

Equity

Dividend

Dividend distribution proposed by Management for the year is disclosed as a separate equity item.



10 Accounting Policies (continued)

Deferred tax assets and liabilities

Deferred income tax is measured using the balance sheet liability method in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes on the basis of the intended use of the asset and settlement of the liability, respectively.

Deferred tax assets are measured at the value at which the asset is expected to be realised, either by elimination in tax on future earnings or by set-off against deferred tax liabilities within the same legal tax entity.

Deferred tax is measured on the basis of the tax rules and tax rates that will be effective under the legislation at the balance sheet date when the deferred tax is expected to crystallise as current tax. Any changes in deferred tax due to changes to tax rates are recognised in the income statement or in equity if the deferred tax relates to items recognised in equity.

Current tax receivables and liabilities

Current tax liabilities and receivables are recognised in the balance sheet as the expected taxable income for the year adjusted for tax on taxable incomes for prior years and tax paid on account. Extra payments and repayment under the on-account taxation scheme are recognised in the income statement in financial income and expenses.

Financial debts

Debts are measured at amortised cost, substantially corresponding to nominal value.

Deferred income

Deferred income comprises payments received in respect of income in subsequent years.



10 Accounting Policies (continued)

Financial Highlights

Explanation of financial ratios

Return on assets Profit before financials x 100

Total assets

Solvency ratio Equity at year end x 100

Total assets at year end

Return on equity Net profit for the year x 100

Average equity

