

# Mpeople A/ S

Torvet 5B, 2. th., 3400 Hillerød

CVR no. 36 68 26 47

## Annual report

for the period 1 January - 30 June 2020

Approved at the Company's annual general meeting on 21 August 2020

Chairman:

.....

The following is a translation of an original Danish document. The original Danish document is the governing document for all purposes, and in case of any discrepancy, the Danish wording will be applicable.





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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 Mpeople A/S for the financial year 1 January - 30 June 2020.

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 30 June 2020 and of the results of the Company's operations for the financial year 1 January - 30 June 2020.

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.

Hillerød, 21 August 2020  
Executive Board:

.....  
Lars Blauenfeldt

Board of Directors:

.....  
Søren Bunk Jensen  
Chairman

.....  
Rune Petter Domsten

.....  
Søren Henning Rudfred

## Independent auditor's report

### To the shareholders of Mpeople A/S

#### Opinion

We have audited the financial statements of Mpeople A/S for the financial year 1 January - 30 June 2020, 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.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 30 June 2020 and of the results of the Company's operations for the financial year 1 January - 30 June 2020 in accordance with the Danish Financial Statements Act.

#### 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Independence

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 rules and requirements.

#### 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 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 audit of the financial statements

Our objectives are to obtain reasonable assurance as to 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 the 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.

## Independent auditor's report

- ▶ 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 note disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

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

### Statement on the Management's review

Management is responsible for the Management's review.

Our opinion 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 audit 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 audit, or otherwise appears to be materially misstated.

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.

Aarhus, 21 August 2020  
EY Godkendt Revisionspartnerselskab  
CVR no. 30 70 02 28

Peter U. Faurshou  
State Authorised Public Accountant  
mne34502

## Management's review

### Company details

Name	Mpeople A/S
Address, Postal code, City	Torvet 5B, 2. th., 3400 Hillerød
CVR no.	36 68 26 47
Established	16 March 2015
Registered office	Hillerød
Financial year	1 January - 30 June
Board of Directors	Søren Bunk Jensen, Chairman Rune Petter Domsten Søren Henning Rudfred
Executive Board	Lars Blauenfeldt
Auditors	EY Godkendt Revisionspartnerselskab Værkmestergade 25, P.O. Box 330, 8100 Aarhus C, Denmark

## Management commentary

### Business review

The company's purpose is to carry out advisory, it-consultancy and other related activities.

### Financial review

The income statement for 2020 shows a loss of DKK 462,012 against a profit of DKK 10,042 last year, and the balance sheet at 30 June 2020 shows a negative equity of DKK 25,892.

Management does not consider the results satisfactory.

The Company has lost its entire share capital and is consequently subject to the provisions of the Danish Companies Act on capital loss. The Company's equity is expected to be reestablished through future operating earnings.

### Events after the balance sheet date

No events materially affecting the Company's financial position have occurred subsequent to the financial year-end.

## Financial statements 1 January - 30 June

### Income statement

Note	DKK	2020 6 months	2019 12 months
	<b>Gross profit</b>	1,843,462	7,117,669
2	Staff costs	-2,339,744	-6,711,687
	Amortisation/depreciation and impairment of intangible assets and property, plant and equipment	-19,333	-38,665
	Other operating expenses	0	-245,194
	<b>Profit/ loss before net financials</b>	-515,615	122,123
3	Financial expenses	-38,353	-65,963
	<b>Profit/ loss before tax</b>	-553,968	56,160
4	Tax for the year	91,956	-46,118
	<b>Profit/ loss for the year</b>	-462,012	10,042
	<b>Recommended appropriation of profit/ loss</b>		
	Retained earnings/accumulated loss	-462,012	10,042
		-462,012	10,042

## Financial statements 1 January - 30 June

### Balance sheet

Note	DKK	2020	2019
	<b>ASSETS</b>		
	<b>Fixed assets</b>		
5	<b>Property, plant and equipment</b>		
	Fixtures and fittings, other plant and equipment	91,615	110,948
		<u>91,615</u>	<u>110,948</u>
	<b>Investments</b>		
	Deposits, investments	39,300	39,300
		<u>39,300</u>	<u>39,300</u>
	<b>Total fixed assets</b>	<u>130,915</u>	<u>150,248</u>
	<b>Non-fixed assets</b>		
	<b>Receivables</b>		
	Trade receivables	4,026,993	4,851,169
	Deferred tax assets	34,100	28,862
	Joint taxation contribution receivable	86,718	0
	Other receivables	195,947	0
		<u>4,343,758</u>	<u>4,880,031</u>
	<b>Cash</b>	<u>2,144,472</u>	<u>846,772</u>
	<b>Total non-fixed assets</b>	<u>6,488,230</u>	<u>5,726,803</u>
	<b>TOTAL ASSETS</b>	<u>6,619,145</u>	<u>5,877,051</u>
	<b>EQUITY AND LIABILITIES</b>		
	<b>Equity</b>		
	Share capital	400,000	400,000
	Retained earnings	-425,892	36,120
	<b>Total equity</b>	<u>-25,892</u>	<u>436,120</u>
	<b>Liabilities other than provisions</b>		
	<b>Non-current liabilities other than provisions</b>		
	Other payables	83,871	54,487
		<u>83,871</u>	<u>54,487</u>
	<b>Current liabilities other than provisions</b>		
	Bank debt	43,792	28,695
	Trade payables	2,806,297	2,744,583
	Payables to group enterprises	1,573,006	1,315,880
	Corporation tax payable	128,348	128,348
	Other payables	2,009,723	1,168,938
		<u>6,561,166</u>	<u>5,386,444</u>
	<b>Total liabilities other than provisions</b>	<u>6,645,037</u>	<u>5,440,931</u>
	<b>TOTAL EQUITY AND LIABILITIES</b>	<u>6,619,145</u>	<u>5,877,051</u>

- 1 Accounting policies  
6 Contractual obligations and contingencies, etc.  
7 Collateral



## Financial statements 1 January - 30 June

### Statement of changes in equity

DKK	Share capital	Retained earnings	Total
Equity at 1 January 2020	400,000	36,120	436,120
Transfer through appropriation of loss	0	-462,012	-462,012
<b>Equity at 30 June 2020</b>	<b>400,000</b>	<b>-425,892</b>	<b>-25,892</b>

## Financial statements 1 January - 30 June

### Notes to the financial statements

#### 1 Accounting policies

The annual report of Mpeople A/S for 2020 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.

The Company has changed its financial year from 1 January –31 December to 1 July –30 June. The change implies that the financial reporting period comprises 1 January 2020 –30 June 2020 (six months). The comparative figures have not been restated.

#### Reporting currency

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

#### Income statement

##### Revenue

Income from the rendering of services is recognised as revenue as the services are rendered. Accordingly, revenue corresponds to the market value of the services rendered during the year (percentage-of-completion method).

Revenue is measured at the fair value of the agreed consideration excluding VAT and taxes charged on behalf of third parties. All discounts and rebates granted are recognised in revenue.

##### Gross profit

The items revenue, cost of sales 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 operating expenses comprise items of a secondary nature relative to the Company's core activities, including losses on the sale of fixed assets.

##### Cost of sales

Cost of sales includes the cost of goods used in generating the year's revenue.

##### 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.

##### Depreciation

The item comprises depreciation of property, plant and equipment.

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

Fixtures and fittings, other plant and equipment	3-7 years
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## Financial statements 1 January - 30 June

### Notes to the financial statements

#### 1 Accounting policies (continued)

##### Financial expenses

Financial expenses are recognised in the income statements at the amounts that concern the financial year. Net financials include interest 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 Company and its Danish group entities are jointly taxed. 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

##### Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes the acquisition price and costs directly related to the acquisition until the time at which the asset is ready for use.

Gains or losses are calculated as the difference between the selling price less selling costs and the carrying amount at the date of disposal. Gains and losses from the disposal of property, plant and equipment are recognised in the income statement as other operating income or other operating expenses.

##### Other securities and investments

Securities which the Company intends to hold to maturity are measured at amortised cost, using the effective interest rate method at the date of acquisition. Value adjustments are recognised in the income statement under "Net financials".

Securities and investments consisting of listed shares and bonds are measured at fair value (market price) at the balance sheet date. Investments not admitted to trading on an active market are measured at cost.

##### Impairment of fixed assets

The carrying amount of intangible assets, property, plant and equipment and investments in subsidiaries and associates 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).

## Financial statements 1 January - 30 June

### Notes to the financial statements

#### 1 Accounting policies (continued)

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. Impairment losses on goodwill are not reversed.

#### 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 on a portfolio basis. The portfolios are primarily based on the debtors' domicile and credit ratings in line with the Company's risk management policy. The objective evidence applied to portfolios is determined based on historical loss experience.

Impairment losses are calculated as the difference between the carrying amount of the receivables and the present value of the expected cash flows, including the realisable value of any collateral received. The effective interest rate for the individual receivable or portfolio is used as discount rate.

#### 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

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.

## Financial statements 1 January - 30 June

### Notes to the financial statements

DKK	2020 6 months	2019 12 months
<b>2 Staff costs</b>		
Wages/salaries	2,298,770	6,443,029
Pensions	0	3,115
Other social security costs	28,469	66,192
Other staff costs	12,505	199,351
	<u>2,339,744</u>	<u>6,711,687</u>
 Average number of full-time employees	 <u>6</u>	 <u>8</u>
<b>3 Financial expenses</b>		
Interest expenses, group entities	10,667	61,002
Other financial expenses	27,686	4,961
	<u>38,353</u>	<u>65,963</u>
<b>4 Tax for the year</b>		
Estimated tax charge for the year	0	128,348
Deferred tax adjustments in the year	-5,238	-82,230
Refund in joint taxation	-86,718	0
	<u>-91,956</u>	<u>46,118</u>
<b>5 Property, plant and equipment</b>		<b>Fixtures and fittings, other plant and equipment</b>
 DKK		 <u></u>
Cost at 1 January 2020		193,327
Cost at 30 June 2020		193,327
Impairment losses and depreciation at 1 January 2020		82,379
Depreciation		19,333
Impairment losses and depreciation at 30 June 2020		<u>101,712</u>
<b>Carrying amount at 30 June 2020</b>		<u>91,615</u>

Note 7 provides more details on security for loans, etc. as regards property, plant and equipment.

## Financial statements 1 January - 30 June

### Notes to the financial statements

#### 6 Contractual obligations and contingencies, etc.

##### Other contingent liabilities

The Company is jointly taxed with its parent, DIS Group Holding A/S which acts as management company, and is jointly and severally liable with other jointly taxed group entities for payment of income taxes for the income year 2020 onwards as well as withholding taxes on interest, royalties and dividends falling due for payment on or after 10 October 2019.

##### Other financial obligations

Rent and lease liabilities include a rent obligation totalling t.DKK 69 in interminable rent agreements with remaining contract terms of 6 months.

#### 7 Collateral

The Company has not provided any security or other collateral in assets at 30 June 2020.

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## Søren Bunk Jensen

### Bestyrelse

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2020-08-21 12:06:31Z

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## Rune Petter Domsten

### Bestyrelse

På vegne af: Mpeople A/S

Serienummer: PID:9208-2002-2-425762574798

IP: 77.72.xxx.xxx

2020-08-21 13:00:47Z

NEM ID 

## Lars Blauenfeldt

### Direktion

På vegne af: Mpeople A/S

Serienummer: PID:9208-2002-2-979395953144

IP: 93.163.xxx.xxx

2020-08-23 14:21:27Z

NEM ID 

## Morten Rødevald

### Dirigent

På vegne af: Mpeople A/S

Serienummer: PID:9208-2002-2-830298634081

IP: 80.63.xxx.xxx

2020-08-24 05:37:50Z

NEM ID 

## Søren Henning Rudfred

### Bestyrelse

På vegne af: Mpeople A/S

Serienummer: PID:9208-2002-2-582661736318

IP: 2.110.xxx.xxx

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## Peter Ulrik Fauschou

### Statsautoriseret revisor

På vegne af: EY Godkendt Revisionspartnerselskab

Serienummer: CVR:30700228-RID:78371490

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