Baagøe | Schou
statsautoriseret revisionsaktieselskab

Ontame.io ApS

Gothersgade 14, 5., 1123 København K

Company reg. no. 36 90 80 09

Annual report

2021

This document has esignatur Agreement-ID: 03fee5RmnXX247597478

The annual report was submitted and approved by the general meeting on the 4 May 2022.

Nikolaj Petersen
Chairman of the meeting

Notes:
- To ensure the greatest possible applicability of this document, IAS/IFRS English terminology has been used.
- Please note that decimal points have not been used in the usual English way. This means that for instance DKK 146.940 means the amount of DKK 146,940, and that 23,5 % means 23.5 %.

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Management's statement

Today, the Board of Directors and the Managing Director have approved the annual report of Ontame.io ApS for the financial year 2021.

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

We consider the chosen accounting policy to be appropriate, and in our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2021 and of the results of the Company's operations for the financial year 1 July – 31 December 2021.

Further, in our opinion, the Management's review gives a true and fair review of the matters discussed in the Management's review.

We recommend that the annual report be approved at the Annual General Meeting.

Copenhagen, 4 May 2022

Managing Director

Anders Bitsch Jørgensen

Board of directors

Nikolaj Petersen

Fredrik Øyråker Mæhlum

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Independent auditor's report

To the shareholders of Ontame.io ApS

Opinion

We have audited the financial statements of Ontame.io ApS for the financial year 1 July - 31 December 2021, which comprise income statement, balance sheet, statement of changes in equity, notes and a summary of significant accounting policies,, for the Company. The financial statements are prepared under 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 2021, and of the results of the Company's operations for the financial year 1 July - 31 December 2021 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 are independent of the Company in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 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.

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As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional skepticism 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 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 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.

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Independent auditor's report

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 Financial Statements Act.

Based on the work we have performed, we conclude that 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 Management’s Review.

Copenhagen, 4 May 2022

Baagøe | Schou
State Authorised Public Accountants
Company reg. no. 21 14 81 48

Torben B. Petersen
State Authorised Public Accountant
mne34097

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Company information

The company

Ontame.io ApS
Gothersgade 14, 5.
1123 København K

Company reg. no.	36 90 80 09
Established:	28 May 2015
Domicile:	Copenhagen
Financial year:	1 July - 31 December

Board of directors

Nikolaj Petersen
Fredrik Øyråker Mæhlum

Managing Director

Anders Bitsch Jørgensen

Auditors

Baagøe | Schou
statsautoriseret revisionsaktieselskab
Fiolstræde 44, 3. th.
1171 København K

Parent company

Talentech Group AS
Nydalsveien 12B
0484 Oslo, Norge

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The principal activities of the company

Like previous years, the activities are to make software for data-driven recruitment.

Development in activities and financial matters

The gross profit for the year totals TDKK 2.071 against TDKK 1.207 last year. Income or loss from ordinary activities after tax totals TDKK 210 against TDKK -1.043 last year. Management considers the net profit for the year as expected.

Events occurring after the end of the financial year

After the end of the financial year there have been no events occuring which significantly can affect the company's financial position.

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Income statement

Amounts concerning 2021: DKK.
Amounts concerning 2020: DKK thousand.

Note		1/7 2021 - 31/12 2021	1/7 2020 - 30/6 2021
	Gross profit	**2.071.397**	**1.207**
1	Staff costs	-489.058	-925
	Depreciation, amortisation, and impairment	-551.373	-1.010
	Operating profit	**1.030.966**	**-728**
2	Other financial expenses	-820.646	-467
	Pre-tax net profit or loss	**210.320**	**-1.195**
3	Tax on net profit or loss for the year	0	152
	Net profit or loss for the year	**210.320**	**-1.043**
	Proposed appropriation of net profit:		
	Transferred to retained earnings	210.320	0
	Allocated from retained earnings	0	-1.043
	Total allocations and transfers	**210.320**	**-1.043**

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Balance sheet

Amounts concerning 2021: DKK.

Amounts concerning 2021: DKK thousand.

Assets

Note		31/12 2021	30/6 2021
	Non-current assets		
4	Completed development projects, including patents and similar rights arising from development projects	2.321.572	2.504
	Total intangible assets	2.321.572	2.504
5	Other fixtures and fittings, tools and equipment	0	2
	Total property, plant, and equipment	0	2
6	Deposits	35.000	35
	Total investments	35.000	35
	Total non-current assets	**2.356.572**	**2.541**
	Current assets		
	Trade receivables	154.138	404
	Receivables from subsidiaries	720.000	0
	Income tax receivables	152.236	342
	Other receivables	0	55
	Total receivables	1.026.374	801
	Cash and cash equivalents	141.560	965
	Total current assets	**1.167.934**	**1.766**
	Total assets	**3.524.506**	**4.307**

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Balance sheet

Amounts concerning 2021: DKK.
Amounts concerning 2021: DKK thousand.

Note	Equity and liabilities	31/12 2021	30/6 2021
	Equity		
	Contributed capital	59.384	59
	Reserve for development costs	1.810.826	1.953
	Retained earnings	-38.485	-6.111
	Total equity	**1.831.725**	**-4.099**
	Long term labilities other than provisions		
	Other payables	103.408	5.996
7	Total long term liabilities other than provisions	103.408	5.996
7	Current portion of long term liabilities	0	1.313
	Trade payables	370.658	120
	Payables to subsidiaries	778.043	0
	Other payables	164.475	319
	Deferred income	276.197	658
	Total short term liabilities other than provisions	1.589.373	2.410
	Total liabilities other than provisions	**1.692.781**	**8.406**
	Total equity and liabilities	**3.524.506**	**4.307**

8 Charges and security

9 Contingencies

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Statement of changes in equity

All amounts in DKK.

	Contributed capital	Reserve for development costs	Retained earnings	Total
Equity 1 July 2021	59.384	1.952.959	-6.110.938	-4.098.595
Retained earnings for the year	0	0	210.320	210.320
Transferred from retained earnings	0	-142.133	142.133	0
Group contribution	0	0	5.720.000	5.720.000
	59.384	**1.810.826**	**-38.485**	**1.831.725**

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Notes

Amounts concerning 2021: DKK.
Amounts concerning 2020: DKK thousand.

	1/7 2021 - 31/12 2021	1/7 2020 - 30/6 2021
1. Staff costs		
Salaries and wages	477.045	900
Other costs for social security	12.013	25
	489.058	**925**
Average number of employees	3	3
2. Other financial expenses		
Financial costs, group enterprises	608.661	0
Other financial costs	211.985	467
	820.646	**467**
3. Tax on net profit or loss for the year		
Tax on net profit or loss for the year	0	-152
Adjustment of deferred tax for the year	0	0
	0	**-152**

	31/12 2021	30/6 2021
4. Completed development projects, including patents and similar rights arising from development projects		
Cost 1 July 2021	5.330.868	3.779
Additions during the year	367.087	1.552
Disposals during the year	0	0
Cost 31 December 2021	**5.697.955**	**5.331**
Amortisation and writedown 1 July 2021	-2.827.074	-1.006
Amortisation and depreciation for the year	-549.309	-1.821
Amortisation and writedown 31 December 2021	**-3.376.383**	**-2.827**
Carrying amount, 31 December 2021	**2.321.572**	**2.504**

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Amounts concerning 2021: DKK.
Amounts concerning 2021: DKK thousand.

		31/12 2021	30/6 2021
5.	**Other fixtures and fittings, tools and equipment**		
	Cost 1 July 2021	138.290	138
	Additions during the year	0	0
	Disposals during the year	0	0
	Cost 31 December 2021	**138.290**	**138**
	Depreciation and writedown 1 July 2021	-136.226	-126
	Amortisation and depreciation for the year	-2.064	-10
	Depreciation and writedown 31 December 2021	**-138.290**	**-136**
	Carrying amount, 31 December 2021	**0**	**2**
6.	**Deposits**		
	Cost 1 July 2021	35.000	35
	Additions during the year	0	0
	Disposals during the year	0	0
	Cost 31 December 2021	**35.000**	**35**
	Carrying amount, 31 December 2021	**35.000**	**35**

7. Long term labilities other than provisions

	Total payables 31 Dec 2021	**Current portion of long term payables**	**Long term payables 31 Dec 2021**	**Outstanding payables after 5 years**
Other payables	103.408	0	103.408	0
	103.408	**0**	**103.408**	**0**

8. Charges and security

The company has no charges or securities.

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Amounts concerning 2021: DKK.
Amounts concerning 2020: DKK thousand.

9. Contingencies

Contingent assets

The company has an unrecognized deferred tax asset of tDKK 735.

Joint taxation

With Talentech ApS, company reg. no 33 25 22 42 as administration company, the company is subject to the Danish scheme of joint taxation from 9th of December 2021 and unlimitedly, jointly, and severally liable, along with the other jointly taxed companies, for the total corporation tax.

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

The jointly taxed enterprises' total known net liability to the Danish tax authorities emerges from the financial statements of the administration company.

Any subsequent adjustments of corporate taxes or withholding tax, etc., may result in changes in the company's liabilities.

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

The accounting policies are unchanged from the previous year, and the annual report is presented in DKK. The accounting period has been changed in the current financial year and comprises the period 1 July – 31 December 2021. The comparative figures in the income statement comprise the period 1 July 2020 – 30 June 2021.

Recognition and measurement in general

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

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

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

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

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

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

Foreign currency translation

Transactions in foreign currency are translated by using the exchange rate prevailing at the date of the transaction. Differences in the rate of exchange arising between the rate at the date of transaction and the rate at the date of payment are recognised in the profit and loss account as an item under net financials. If currency positions are considered to hedge future cash flows, the value adjustments are recognised directly in equity in a fair value reserve.

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

Fixed assets acquired and paid for in foreign currency are measured at the exchange rate prevailing at the date of the transaction.

Group enterprises abroad, associates, and equity investments are considered to be independent entities. The income statements are translated at an average exchange rate for the month, and the balance sheet items are translated at the closing rates. Currency translation differences, arising from the translation of the equity of group enterprises abroad at the beginning of the year to the closing rate and from the translation of income statements from average prices to the closing rate, are recognised directly in equity in the fair value reserve. This also applies to differences arising from translation of income statements from average exchange rate to closing rate.

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

When recognising foreign group enterprises which are integral units, the monetary items are translated using the closing rate. Non-monetary items are translated using the exchange rate prevailing at the time of acquisition or at the time of the subsequent revaluation or writedown for impairment of the asset. Income statement items are translated using the exchange rate prevailing at the date of the transaction. However, items in the income statement derived from non-monetary items are translated using historical prices.

Income statement

Gross profit

Gross profit comprises the revenue, other operating income, and external costs.

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

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

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

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Own work capitalised

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

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

Staff costs

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

Depreciation, amortisation, and writedown for impairment

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

Financial income and expenses

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

Tax on net profit or loss for the year

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

The company is subject to Danish rules on compulsory joint taxation of Danish group enterprises.

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

Statement of financial position

Intangible assets

Development projects, patents, and licences

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

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

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

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

Property, plant, and equipment

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

The depreciable amount is cost less any expected residual value after the end of the useful life of the asset. The amortisation period and the residual value are determined at the acquisition date and reassessed annually. If the residual value exceeds the carrying amount, the depreciation is discontinued.

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

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

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

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

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

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

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

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

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

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

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

Previously recognised impairment losses are reversed when conditions for impairment no longer exist. Impairment relating to goodwill is not reversed.

Receivables
Receivables are measured at amortised cost, which usually corresponds to nominal value.

Cash and cash equivalents
Cash and cash equivalents comprise cash at bank and on hand.

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

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

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

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

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The company is jointly taxed with consolidated Danish companies. The current corporate income tax is distributed between the jointly taxed companies in proportion to their taxable income and with full distribution with reimbursement as to tax losses. The jointly taxed companies are comprised by the Danish tax prepayment scheme.

Joint taxation contributions payable and receivable are recognised in the statement of financial position as ”Income tax receivable” or “Income tax payable”.

According to the rules of joint taxation, Ontame.io ApS is unlimitedly, jointly, and severally liable to pay the Danish tax authorities the total income tax, including withholding tax on interest, royalties, and dividends, arising from the jointly taxed group of companies.

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

Adjustments take place in relation to deferred tax concerning elimination of unrealised intercompany gains and losses.

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

Deferred tax assets, including the tax value of tax losses allowed for carryforward, 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. Any deferred net tax assets are measured at net realisable value.

Liabilities other than provisions

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

Deferred income

Payments received concerning future income are recognised under deferred income.

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Dette dokument er underskrevet af nedenstående parter, der med deres underskrift har bekræftet dokumentets indhold samt alle datoer i dokumentet.

This document is signed by the following parties with their signatures confirming the documents content and all dates in the document.

Anders Bitsch Jørgensen

Som Direktør
PID: 9208-2002-2-503162278929
Dato for underskrift: 09-05-2022
Underskrevet med NemID

Nikolaj Petersen

Som Bestyrelsesmedlem
PID: 9208-2002-2-349135668399
Dato for underskrift: 10-05-2022
Underskrevet med NemID

Mæhlum, Fredrik Øyråker

Som Bestyrelsesmedlem
ID: 9578-5999-4-1262784
Dato for underskrift: 09-05-2022
Underskrevet med BankID (NO)

Torben B. Petersen

Som Statsautoriseret revisor
RID: 1295939049169
Dato for underskrift: 10-05-2022
Underskrevet med NemID

Nikolaj Petersen

Som Dirigent
PID: 9208-2002-2-349135668399
Dato for underskrift: 10-05-2022
Underskrevet med NemID

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