



CHRISTENSEN
KJÆRULFF

PERSONLIGT ENGAGEMENT

STATSAUTORISERET
REVISIONSAKTIESELSKAB

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Novorésumé ApS

Ny Carlsbergvej 80, 1799 København V

Company reg. no. 37 86 86 47

Annual report

1 January - 31 December 2023

The annual report was submitted and approved by the general meeting on the 19 June 2024.

Cristian Daniel Letai
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 Executive Board has approved the annual report of Novorésumé ApS for the financial year 1 January - 31 December 2023.

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 2023 and of the results of the Company's operations for the financial year 1 January – 31 December 2023.

Further, in our opinion, the Management's review gives a 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.

København V, 19 June 2024

Executive board

Stefan Polexe

Cristian Daniel Letai

Andrei-Iulian Kurtuy



Independent auditor's report

To the Shareholders of Novorésumé ApS

Opinion

We have audited the financial statements of Novorésumé ApS for the financial year 1 January - 31 December 2023, which comprise a summary of significant accounting policies, income statement, balance sheet, statement of changes in equity and notes, 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 2023, and of the results of the Company's operations for the financial year 1 January - 31 December 2023 in accordance with the Danish Financial Statements Act.

Basis for 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.



Independent auditor's report

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.



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, 19 June 2024

Christensen Kjærulff

Company reg. no. 15 91 56 41

Mikkjal Petur Hvannastein
State Authorised Public Accountant
mne50776



Company information

The company

Novorésomé ApS
Ny Carlsbergvej 80
1799 København V

Company reg. no. 37 86 86 47

Established: 11 July 2016

Domicile:

Financial year: 1 January - 31 December

Executive board

Stefan Polexe
Cristian Daniel Letai
Andrei-Iulian Kurtuy

Auditors

Christensen Kjørulff
Statsautoriseret Revisionsaktieselskab
Østbanegade 123
2100 København Ø

Parent company

Polexes Holding ApS



Management's review

The principal activities of the company

Like previous years, the company's activity has consisted of the creation, development and maintenance of a web application containing templates for the production/creation of CVs and which also assists users during the process by means of video tutorials, guides, articles and tips.

Development in activities and financial matters

The gross profit for the year totals t.DKK 13.721 against t.DKK 16.966 last year. Income or loss from ordinary activities after tax totals t.DKK 543 against t.DKK 4.507 last year. Management considers the net profit or loss for the year as expected.



Income statement 1 January - 31 December

All amounts in DKK.

<u>Note</u>	<u>2023</u>	<u>2022</u>
Gross profit	13.720.672	16.965.774
1 Staff costs	-9.673.807	-10.094.815
Depreciation and impairment of property, land and equipment	-141.342	-148.279
Operating profit	3.905.523	6.722.680
Other financial income	1.032.584	444.122
Impairment of financial assets	-803.188	0
Other financial expenses	-3.721.707	-1.383.078
Pre-tax net profit or loss	413.212	5.783.724
2 Tax on net profit or loss for the year	-40.722	-1.276.470
Net profit or loss for the year	372.490	4.507.254
Proposed distribution of net profit:		
Extraordinary dividend distributed during the financial year	0	4.700.000
Dividend for the financial year	1.800.000	400.000
Transferred to other reserves	1.096.952	0
Allocated from retained earnings	-2.524.462	-592.746
Total allocations and transfers	372.490	4.507.254



Balance sheet at 31 December

All amounts in DKK.

<u>Note</u>	<u>2023</u>	<u>2022</u>
Assets		
Non-current assets		
3 Development projects in progress and prepayments for intangible assets	1.096.952	0
Total intangible assets	1.096.952	0
4 Other fixtures and fittings, tools and equipment	112.399	203.607
Total property, plant, and equipment	112.399	203.607
5 Investments in group enterprises	0	26.121
6 Deposits	165.040	165.040
Total investments	165.040	191.161
Total non-current assets	1.374.391	394.768
Current assets		
Receivables from group enterprises	386.174	14.548
Deferred tax assets	35.625	24.647
Other receivables	241.426	252.816
Prepayments	98.847	47.055
Total receivables	762.072	339.066
Other financial investments	3.055.499	4.963.010
Total investments	3.055.499	4.963.010
Cash and cash equivalents	7.519.287	7.569.036
Total current assets	11.336.858	12.871.112
Total assets	12.711.249	13.265.880



Balance sheet at 31 December

All amounts in DKK.

Equity and liabilities			
<u>Note</u>		<u>2023</u>	<u>2022</u>
Equity			
	Contributed capital	50.000	50.000
	Other reserves	1.096.952	0
	Retained earnings	8.821.492	11.345.954
	Proposed dividend for the financial year	1.800.000	400.000
	Total equity	<u>11.768.444</u>	<u>11.795.954</u>
Liabilities other than provisions			
7	Other payables	<u>149.917</u>	<u>149.917</u>
	Total long term liabilities other than provisions	<u>149.917</u>	<u>149.917</u>
	Trade payables	340.607	349.238
	Income tax payable	51.700	823.044
	Other payables	<u>400.581</u>	<u>147.727</u>
	Total short term liabilities other than provisions	<u>792.888</u>	<u>1.320.009</u>
	Total liabilities other than provisions	<u>942.805</u>	<u>1.469.926</u>
	Total equity and liabilities	<u>12.711.249</u>	<u>13.265.880</u>
8 Disclosures on fair value			
9 Contingencies			



Statement of changes in equity

All amounts in DKK.

	Contributed capital	Other reserves	Retained earnings	Proposed dividend for the financial year	Total
Equity 1 January 2022	50.000	0	11.938.700	0	11.988.700
Retained earnings	0	0	-592.746	400.000	-192.746
Extraordinary dividend adopted during the financial year	0	0	4.700.000	0	4.700.000
Distributed extraordinary dividend adopted during the financial year	0	0	-4.700.000	0	-4.700.000
Equity 1 January 2023	50.000	0	11.345.954	400.000	11.795.954
Distributed dividend	0	0	0	-400.000	-400.000
Retained earnings	0	1.096.952	-2.524.462	1.800.000	372.490
	50.000	1.096.952	8.821.492	1.800.000	11.768.444



Notes

All amounts in DKK.

	<u>2023</u>	<u>2022</u>
1. Staff costs		
Salaries and wages	9.255.227	9.742.001
Pension costs	314.417	244.224
Other costs for social security	<u>104.163</u>	<u>108.590</u>
	<u>9.673.807</u>	<u>10.094.815</u>
Average number of employees	<u>12</u>	<u>12</u>
2. Tax on net profit or loss for the year		
Tax on net profit or loss for the year	51.700	1.287.044
Adjustment of deferred tax for the year	-10.978	-9.474
Adjustment of tax for previous years	<u>0</u>	<u>-1.100</u>
	<u>40.722</u>	<u>1.276.470</u>
	<u>31/12 2023</u>	<u>31/12 2022</u>
3. Development projects in progress and prepayments for intangible assets		
Cost 1 January 2023	0	0
Additions during the year	<u>1.096.952</u>	<u>0</u>
Cost 31 December 2023	<u>1.096.952</u>	<u>0</u>
Carrying amount, 31 December 2023	<u>1.096.952</u>	<u>0</u>

Development projects in progress comprise the development of a new website. Costs are in all material respects comprised of external costs in the form of consultancy fees, and other production costs related to IT.

The system is fully developed in the financial year 2024. The new website is generating an increase in activity levels and profit for 2024.



Notes

All amounts in DKK.

	<u>31/12 2023</u>	<u>31/12 2022</u>
4. Other fixtures and fittings, tools and equipment		
Cost 1 January 2023	635.310	487.502
Additions during the year	<u>50.134</u>	<u>147.808</u>
Cost 31 December 2023	<u>685.444</u>	<u>635.310</u>
Depreciation and writedown 1 January 2023	-431.703	-283.424
Amortisation and depreciation for the year	<u>-141.342</u>	<u>-148.279</u>
Depreciation and writedown 31 December 2023	<u>-573.045</u>	<u>-431.703</u>
Carrying amount, 31 December 2023	<u>112.399</u>	<u>203.607</u>
5. Investments in group enterprises		
Cost 1 January 2023	26.121	0
Additions during the year	<u>0</u>	<u>26.121</u>
Cost 31 December 2023	<u>26.121</u>	<u>26.121</u>
Revaluations, opening balance 1 January 2023	0	0
Writedown for the year	<u>-26.121</u>	<u>0</u>
Writedown 31 December 2023	<u>-26.121</u>	<u>0</u>
Carrying amount, 31 December 2023	<u>0</u>	<u>26.121</u>
6. Deposits		
Cost 1 January 2023	<u>165.040</u>	<u>165.040</u>
Cost 31 December 2023	<u>165.040</u>	<u>165.040</u>
Carrying amount, 31 December 2023	<u>165.040</u>	<u>165.040</u>



Notes

All amounts in DKK.

	<u>31/12 2023</u>	<u>31/12 2022</u>
7. Other payables		
Total other payables	149.917	149.917
Share of amount due within 1 year	<u>0</u>	<u>0</u>
Total other payables	<u>149.917</u>	<u>149.917</u>
Share of liabilities due after 5 years	<u>0</u>	<u>0</u>

8. Disclosures on fair value

	<u>Listed shares</u>	<u>Derived financial instruments</u>	<u>Listed bonds</u>
Fair value at 31 December 2023	<u>3.011.377</u>	<u>5.729</u>	<u>38.393</u>
Unrealised change in fair value of the year recognised in the statement of financial activity	<u>58.100</u>	<u>135</u>	<u>1.418</u>

9. Contingencies

Contingent liabilities

	<u>DKK in thousands</u>
Lease liabilities	12
Other contingent liabilities	<u>389</u>
Total contingent liabilities	<u>401</u>

Joint taxation

With Poles Holding ApS, company reg. no 43317199 as administration company, the company is subject to the Danish scheme of joint taxation and is proportionally liable for tax claims within the joint taxation scheme.

The company is proportionally liable for any obligations to withhold tax on interest, royalties, and dividends of the jointly taxed companies.

The liabilities amount to a maximum amount corresponding to the share of the company capital, which is owned directly or indirectly by the ultimate parent company.



Accounting policies

The annual report for Novorésumé 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 last year, and the annual report is presented in DKK.

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.

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.

Income statement

Gross profit

Gross profit comprises the revenue, foreign labour and external costs..

The enterprise will be applying IAS 11 and IAS 18 as its basis of interpretation for the recognition of revenue.

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. Revenue is measured at the fair value of the consideration promised exclusive of VAT and taxes and less any discounts relating directly to sales.

Cost of sales comprises costs concerning purchase of foreign labour.

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



Accounting policies

Staff costs

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

Depreciation, amortisation, and writedown for impairment

Depreciation, amortisation, and writedown for impairment comprise depreciation on, amortisation of, and writedown for impairment of 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.

Results from investments in subsidiaries

Dividend from investments in subsidiaries is recognised in the financial year in which the dividend is declared.

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

Development costs and internally generated rights are recognised in the income statement as costs in the acquisition year.



Accounting policies

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 5-10 years.

Profit and loss from the sale of development projects are measured as the difference between the sales price less sales costs and the carrying amount at the time of sale. Profit or loss are recognised in the income statement as other operating income or other operating expenses, respectively.

Property, plant, and equipment

Property, plant, and equipment are measured at cost less accrued depreciation and write-down for impairment. Land is not subject to depreciation.

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.

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

Depreciation is done on a straight-line basis according to an assessment of the expected useful life and the residual value of the individual assets:

	Useful life	Residual value
Other fixtures and fittings, tools and equipment	3 years	0-20 %

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.



Accounting policies

Investments

Investments in subsidiaries

Investments in subsidiaries are recognised and measured at cost. If the recoverable amount is lower than the cost price, it shall be written down for impairment to this lower value.

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 as well as equity investments in subsidiaries 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.

Receivables

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

In order to meet expected losses, impairment takes place at the net realisable value. The company has chosen to use IAS 39 as a basis for interpretation when recognising impairment of financial assets, which means that impairments must be made to offset losses where an objective indication is deemed to have occurred that an account receivable or a portfolio of accounts receivable is impaired. If an objective indication shows that an individual account receivable has been impaired, an impairment takes place at individual level.

Prepayments

Prepayments recognised under assets comprise incurred costs concerning the following financial year.

Financial instruments and equity investments

Financial instruments and equity investments recognised under current assets consist of listed shares and bonds which are measured at fair value on the reporting date. Unlisted equity investments are measured at cost. Writedown takes place to the recoverable amount if this value is lower than the carrying amount.



Accounting policies

Cash and cash equivalents

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

Equity

Dividend

Dividend expected to be distributed for the year is recognised as a separate item under 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.

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 "Tax receivables from group enterprises" or "Income tax payable to group enterprises"

According to the rules of joint taxation, Novorésumé ApS is proportionally 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 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

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

Stefan Polexe

The name returned by Danish MitID was:
Stefan Polexe
Direktør
ID: c29db377-d481-46bf-8bcd-87983b9edb3e
Time of signature: 20-06-2024 at: 00:24:45
Signed with MitID



Cristian Daniel Letai

The name returned by Danish MitID was:
Cristian Daniel Letai
Direktør
ID: 1d062e4c-af80-4961-b4a8-ec311f54704f
Time of signature: 19-06-2024 at: 18:44:27
Signed with MitID



Andrei-Iulian Kurtuy

The name returned by Danish MitID was:
Andrei-Iulian Kurtuy
Direktør
ID: aafd25f4-10b6-4026-a8c0-d5624fa45323
Time of signature: 19-06-2024 at: 19:11:57
Signed with MitID



Mikkjal Petur Hvannastein

The name returned by Danish MitID was:
Mikkjal Petur Hvannastein
Revisor
On behalf of Christensen Kjærulff Statsautoriseret Revision...
ID: ce7954ab-32fa-4094-82f3-4edb22c581e9
Time of signature: 20-06-2024 at: 08:09:13
Signed with MitID



Cristian Daniel Letai

The name returned by Danish MitID was:
Cristian Daniel Letai
Dirigent
ID: 1d062e4c-af80-4961-b4a8-ec311f54704f
Time of signature: 20-06-2024 at: 10:47:02
Signed with MitID



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