

RIMC Manpower Sønderborg ApS

Nørre Havnegade 43, 6400 Sønderborg

CVR no. 38 83 12 67

Annual report 2017

(As of the establishment of the Company 3 August - 31 December 2017)

Approved at the Company's annual general meeting on 9 May 2018

Chairman:

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Maren Wiemann





Contents

Statement by the Board of Directors and the Executive Board	2
Independent auditor's report	3
Management's review	5
Financial statements for the period 3 August - 31 December 2017	6
Income statement	6
Balance sheet	7
Statement of changes in equity	8
Notes to the financial statements	9



Statement by the Board of Directors and the Executive Board

Today, the Executive Board has discussed and approved the annual report of RIMC Manpower Sønderborg ApS for the financial year as of the establishment of the Company 3 August - 31 December 2017.

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

In my opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2017 and of the results of the Company's operations for the financial year as of the establishment of the Company 3 August - 31 December 2017.

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

I recommend that the annual report be approved at the annual general meeting.

Sønderborg, 9 May 2018
Executive Board



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Marek Nicolas Riegger

Independent auditor's report

To the shareholders of RIMC Manpower Sonderborg ApS

Opinion

We have audited the financial statements of RIMC Manpower Sonderborg ApS for the financial year as of the establishment of the Company 3 August - 31 December 2017, 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 31 December 2017 and of the results of the Company's operations for the financial year as of the establishment of the company 3 August - 31 December 2017 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.

Sønderborg, 9 May 2018
ERNST & YOUNG
Godkendt Revisionspartnerselskab
CVR no. 30 70 02 28



Thorbjørn Bruhn
State Authorised Public Accountant
MNE no.: mne23305



Management's review

Company details

Name	RIMC Manpower Sønderborg ApS
Address, Postal code, City	Nørre Havnegade 43, 6400 Sønderborg
CVR no.	38 83 12 67
Established	3 August 2017
Registered office	Sønderborg
Financial year	3 August - 31 December 2017
Executive Board	Marek Nicolas Riegger
Auditors	Ernst & Young Godkendt Revisionspartnerselskab Nørre Havnegade 43, 6400 Sønderborg, Denmark

Management commentary

Business review

The Company's principal activities are mainly to provide the necessary staff for the operation of the Alsik Resort and Spa.

Financial review

The income statement for 2017 shows a loss of DKK 39,032, and the balance sheet at 31 December 2017 shows equity of DKK 10,968.

Management considers the Company's financial performance in the year unsatisfactory.

Events after the balance sheet date

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

Outlook

The Company expects to report satisfactory operating results for the financial year 2018.



Financial statements for the period 3 August - 31 December 2017

Income statement

Note	DKK	2017 5 months
	Gross margin	251,256
2	Staff costs	-300,970
	Profit/loss before tax	-49,714
3	Tax for the year	10,682
	Profit/loss for the year	-39,032
Recommended appropriation of profit/loss		-39,032
Retained earnings/accumulated loss		-39,032

Financial statements for the period 3 August - 31 December 2017

Balance sheet

Note	DKK	2017
	ASSETS	
	Non-fixed assets	
	Receivables	
	Trade receivables	270,484
	Joint taxation contribution receivable	29,778
	Other receivables	51,000
		<u>351,262</u>
	Total non-fixed assets	<u>351,262</u>
	TOTAL ASSETS	<u>351,262</u>
	EQUITY AND LIABILITIES	
	Equity	
4	Share capital	50,000
	Retained earnings	-39,032
	Total equity	<u>10,968</u>
	Provisions	
	Deferred tax	19,096
	Total provisions	<u>19,096</u>
	Liabilities other than provisions	
	Current liabilities other than provisions	
	Bank debt	558
	Trade payables	19,670
	Other payables	300,970
		<u>321,198</u>
	Total liabilities other than provisions	<u>321,198</u>
	TOTAL EQUITY AND LIABILITIES	<u>351,262</u>

1 Accounting policies

5 Related parties



Financial statements for the period 3 August - 31 December 2017

Statement of changes in equity

DKK	Share capital	Retained earnings	Total
Cash payments concerning formation of enterprise	50,000	0	50,000
Transfer through appropriation of loss	0	-39,032	-39,032
Equity at 31 December 2017	50,000	-39,032	10,968

Financial statements for the period 3 August - 31 December 2017

Notes to the financial statements

1 Accounting policies

The annual report of RIMC Manpower Sonderborg ApS for 2017 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.

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).

Gross margin

The items revenue and external expenses have been aggregated into one item in the income statement called gross margin in accordance with section 32 of the Danish Financial Statements Act.

Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to administration, etc.

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.

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 entity is jointly taxed with other group entities. 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

Receivables

Receivables are measured at amortised cost.

Financial statements for the period 3 August - 31 December 2017

Notes to the financial statements

1 Accounting policies (continued)

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.

Cash

Cash comprise cash and short term securities which are readily convertible into cash and subject only to minor risks of changes in value.

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.

Other payables

Other payables are measured at net realisable value.



Financial statements for the period 3 August - 31 December 2017

Notes to the financial statements

	2017 5 months
DKK	
2 Staff costs	
Wages/salaries	300,331
Other social security costs	639
	<u>300,970</u>
Average number of full-time employees	<u>1</u>
3 Tax for the year	
Deferred tax adjustments in the year	19,096
Refund in joint taxation	<u>-29,778</u>
	<u>-10,682</u>
4 Share capital	
The Company's share capital has remained DKK 50,000 since the establishment.	
5 Related parties	
Ownership	
The following shareholders are registered in the Company's register of shareholders as holding minimum 5% of the share capital:	
Name	Domicile
RIMC Denmark Hotel & Resorts ApS	Sønderborg