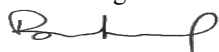


Global PEO Services Denmark ApS
c/o Ecovis Danmark, Sct Knudsgade 2, 2., 4100 Ringsted
Annual report for 2022

CVR no. 39 56 42 62

Adopted at the annual general meeting on 3 July 2023



chairman: Bjorn Edward Reynolds

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Statement by management on the annual report

The executive board has today discussed and approved the annual report of Global PEO Services Denmark ApS for the financial year 1 January - 31 December 2022.

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 company's financial position at 31 December 2022 and of the results of the company's operations for the financial year 1 January - 31 December 2022.

In my opinion, management's review includes a fair review of the matters dealt with in the management's review.

Management recommends that the annual report should be approved by the company in general meeting.

Copenhagen, 3 July 2023

Executive board



Bjorn Edward Reynolds
Adm. Director

Auditor's report on compilation of the financial statements

To the shareholder of Global PEO Services Denmark ApS

We have compiled the financial statements of Global PEO Services Denmark ApS for the financial year 1 January - 31 December 2022 based on the company's bookkeeping records and other information made available by enterprise.

The financial statements comprises a summary of significant accounting policies, income statement, balance sheet, statement of changes in equity and notes.

We performed the engagement in accordance with ISRS 4410, Compilation Engagements.

We have applied our professional expertise to assist the enterprise in the preparation and presentation of the financial statements in accordance with the Danish Financial Statements Act. We complied with the relevant provisions of the Danish Act on Approved Auditors and with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), including principles relating to integrity, objectivity, professional competence and due care.

The financial statements and the accuracy and completeness of the information used to compile the financial statements are the enterprise's responsibility.

As a compilation engagement is not an assurance engagement, we are not required to verify the accuracy or completeness of the information provided by enterprise for our compilation of the financial statements. Accordingly, we do not express an audit or a review conclusion on whether the financial statements have been prepared in accordance with the Danish Financial Statements Act.

Ringsted, 3 July 2023

Ecovis Danmark
statsautoriseret revisionsinteressentskab
CVR no. 28 93 95 23

Kurt Bülow
state authorized public accountant
MNE no. mne3112

Company details

The company

Global PEO Services Denmark ApS
c/o Ecovis Danmark
Sct Knudsgade 2, 2.
4100 Ringsted

CVR no.: 39 56 42 62

Reporting period: 1 January - 31 December 2022

Domicile: Ringsted

Executive board

Bjorn Edward Reynolds

Management's review

Business review

The Company's purpose is to conduct outsourcing business, employment and payroll services as well as any commercial, financial and other activity or business which, in the Management's discretion, in any way relates directly or indirectly to this purpose.

Income statement

1 January - 31 December

	Note	2022 DKK	2021 DKK
Revenue		5.941.011	8.742.735
Other external expenses		-80.172	-92.429
Gross profit		5.860.839	8.650.306
Staff costs	1	-5.647.339	-8.314.047
Profit/loss before tax		213.500	336.259
Tax on profit/loss for the year		-48.773	-77.144
Profit/loss for the year		164.727	259.115
Retained earnings		164.727	259.115
		164.727	259.115

Balance sheet 31 December

	<u>Note</u>	<u>2022</u> DKK	<u>2021</u> DKK
Assets			
Affiliated companies		565.434	383.581
Receivables from clients (Payroll payment)		146.248	0
Other receivables		50.804	37.053
Prepayments		<u>0</u>	<u>1.172</u>
Receivables		<u>762.486</u>	<u>421.806</u>
Cash at bank and in hand		<u>0</u>	<u>137.200</u>
Total current assets		<u>762.486</u>	<u>559.006</u>
Total assets		<u>762.486</u>	<u>559.006</u>

Balance sheet 31 December

	<u>Note</u>	<u>2022</u> DKK	<u>2021</u> DKK
Equity and liabilities			
Share capital		50.000	50.000
Retained earnings		553.769	389.042
Equity		603.769	439.042
Corporation tax		42.773	94.347
Other payables		115.944	25.617
Total current liabilities		158.717	119.964
Total liabilities		158.717	119.964
Total equity and liabilities		762.486	559.006

Statement of changes in equity

	Share capital	Retained earnings	Total
Equity at 1 January 2022	50.000	389.042	439.042
Net profit/loss for the year	0	164.727	164.727
Equity at 31 December 2022	50.000	553.769	603.769

Notes

	<u>2022</u> DKK	<u>2021</u> DKK
1 Staff costs		
Wages and salaries	<u>5.647.339</u>	<u>8.314.047</u>
	<u>5.647.339</u>	<u>8.314.047</u>
 Average number of employees	 <u>5</u>	 <u>9</u>

Accounting policies

The annual report of Global PEO Services Denmark ApS for 2022 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B, as well as provisions applying to reporting class C entities.

The accounting policies applied are consistent with those of last year.

The annual report for 2022 is presented in DKK

Basis of recognition and measurement

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including amortisation, depreciation and impairment losses, are also recognised in the income statement.

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

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

On initial recognition, assets and liabilities are measured at cost. On subsequent recognition, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost using the effective interest method. Amortised cost is calculated as the historic cost less any installments and plus/less the accumulated amortisation of the difference between the cost and the nominal amount.

On recognition and measurement, allowance is made for predictable losses and risks which occur before the annual report is presented and which confirm or invalidate matters existing at the balance sheet date.

Income statement

Revenue

Revenue is measured at the fair value of the agreed consideration, excluding VAT and other indirect taxes. Revenue is net of all types of discounts granted.

Other external expenses

Other external expenses include expenses related to distribution, sale, administration etc.

Accounting policies

Staff costs

Staff costs include wages and salaries, including compensated absence and pensions, as well as other social security contributions, etc. made to the entity's employees.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts that relate to the financial year. Net financials include interest income and expenses, financial expenses relating to finance leases, realised and unrealised capital/exchange gains and losses on securities, liabilities and foreign currency transactions, amortisation of financial assets and liabilities and surcharges and allowances under the Danish Tax Prepayment Scheme, etc.

Tax on profit/loss for the year

Tax for the year, which comprises the current tax charge for the year and changes in the deferred tax charge, is recognised in the income statement as regards the portion that relates to the profit/loss for the year and directly in equity as regards the portion that relates to entries directly in equity.

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 is impaired, an impairment loss for that individual asset is recognised.

Prepayments

Prepayments recognised under 'Current assets' comprises expenses incurred concerning subsequent financial years.

Equity

Dividends

Proposed dividends are disclosed as a separate item under equity. Dividends are recognised as a liability when declared by the annual general meeting of shareholders.

Income tax and deferred tax

Current tax liabilities and current tax receivables are recognised in the balance sheet as the estimated tax on the taxable income for the year, adjusted for tax on the taxable income for previous years and tax paid on account.

Accounting policies

Deferred tax is measured according to the liability method in respect of temporary differences between the carrying amount of assets and liabilities and their tax base, calculated on the basis of the planned use of the asset and settlement of the liability, respectively. Deferred tax is measured at net realisable value.

Liabilities

Financial liabilities are recognised on the raising of the loan at the proceeds received net of transaction costs incurred. On subsequent recognition, the financial liabilities are measured at amortised cost, corresponding to the capitalised value, using the effective interest method. Accordingly, the difference between the net proceeds and the nominal value is recognised in the income statement over the term of the loan.

Mortgage debt is thus measured at amortised cost, which for cash loans corresponds to the outstanding debt. For bond loans, amortised cost corresponds to an outstanding debt calculated as the underlying cash value of the loan at the time of borrowing, adjusted by amortisation of the value adjustment of the loan at the time of borrowing.

Financial liabilities also include the capitalised residual finance lease commitment.

Other liabilities, which include trade payables, payables to group entities and other payables, are measured at amortised cost, which is usually equivalent to nominal value.