

Northern Partners ApS

Hovedvagtsgade 6, 1. tv., 1103 København K

CVR no. 39 60 87 23

Annual report 2022/23

Approved at the Company's annual general meeting on 29 December 2023

Chair of the meeting:

.....
Martin Georg Rode

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Statement by the Board of Directors and the Executive Board

Today, the Executive Board has discussed and approved the annual report of Northern Partners ApS for the financial year 1 July 2022 - 30 June 2023.

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 2023 and of the results of the Company's operations for the financial year 1 July 2022 - 30 June 2023.

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.

Copenhagen, 29 December 2023
Executive Board:

.....
Martin Georg Rode

.....
Anja Hagen

Independent auditor's report

To the shareholders of Northern Partners ApS

Opinion

We have audited the financial statements of Northern Partners ApS for the financial year 1 July 2022 - 30 June 2023, 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 2023 and of the results of the Company's operations for the financial year 1 July 2022 - 30 June 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 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' 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.

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.
- ▶ 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.

Independent auditor's report

- ▶ 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.

Copenhagen, 29 December 2023
EY Godkendt Revisionspartnerselskab
CVR no. 30 70 02 28

Mogens Andreasen
State Authorised Public Accountant
mne28603

Jacob Thøgersen
State Authorised Public Accountant
mne49102

Management's review

Company details

Name	Northern Partners ApS
Address, Postal code, City	Hovedvagtsgade 6, 1. tv., 1103 København K
CVR no.	39 60 87 23
Established	24 May 2018
Financial year	1 July 2022 - 30 June 2023
Executive Board	Martin Georg Rode Anja Hagen
Auditors	EY Godkendt Revisionspartnerselskab Dirch Passers Allé 36, P.O. Box 250, 2000 Frederiksberg, Denmark

Management's review

Financial highlights

DKK'000	2022/23	2021/22	2020/21	2019/20	2018/19
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Key figures

Gross profit	279,847	145,226	16,560	24	-53
Operating profit/loss	4,812	2,792	53	24	-53
Net financials	17	140	12	-1	-4
Profit for the year	3,756	2,287	50	22	-56

Total assets	40,172	43,714	11,294	105	67
Equity	4,292	2,436	150	100	44

Financial ratios

Return on assets	11.5%	10.2%	0.9%	27.9%	-79.1%
Current ratio	113.5%	106.0%	0.1%	2.3%	0.0%
Equity ratio	10.7%	5.6%	1.3%	95.2%	65.7%
Return on equity	111.7%	176.9%	40.0%	30.6%	-127.3%

Average number of full-time employees	231	111	16	0	0
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The financial ratios stated under "Financial highlights" have been calculated as follows:

Operating profit/loss	$\frac{\text{Profit/loss before net financials +/- Other operating income and other operating expenses}}{\text{Average assets}} \times 100$
Return on assets	$\frac{\text{Current assets} \times 100}{\text{Current liabilities}}$
Current ratio	$\frac{\text{Equity, year-end} \times 100}{\text{Total equity and liabilities, year-end}}$
Equity ratio	$\frac{\text{Profit/loss after tax} \times 100}{\text{Average equity}}$
Return on equity	

There have been no investments in property, plant and equipment in the last 5 years.

Management's review

Business review

The company's primary activity consists of providing short time employment personnel for other corporations, and other service activities in relation to this.

Financial review

The income statement for 2022/23 shows a profit of DKK 3,756 thousand against a profit of DKK 2,287 thousand last year, and the balance sheet at 30 June 2023 shows equity of DKK 4,292 thousand. Management considers the Company's financial performance in the year satisfactory.

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 overall development for the NP-DK is expected to continue a positive trend with an improvement in the gross profit of 5-10% for the financial year 2023/2024. The total result before tax is expected to meet the 2022/2023 level.

Financial statements 1 July 2022 - 30 June 2023

Income statement

Note	DKK'000	<u>2022/23</u>	<u>2021/22</u>
	Gross profit	279,847	145,226
3	Staff costs	-275,035	-142,434
	Profit before net financials	4,812	2,792
4	Financial income	148	159
	Financial expenses	-131	-19
	Profit before tax	4,829	2,932
5	Tax for the year	-1,073	-645
	Profit for the year	<u>3,756</u>	<u>2,287</u>

Financial statements 1 July 2022 - 30 June 2023

Balance sheet

Note	DKK'000	2022/23	2021/22
	ASSETS		
	Fixed assets		
6	Investments		
	Deposits, investments	642	624
		642	624
	Total fixed assets	642	624
	Non-fixed assets		
	Receivables		
	Trade receivables	28,209	32,002
	Receivables from group enterprises	5,326	4,222
	Other receivables	3,520	2,417
7	Prepayments	102	155
		37,157	38,796
	Cash	2,373	4,294
	Total non-fixed assets	39,530	43,090
	TOTAL ASSETS	40,172	43,714
	EQUITY AND LIABILITIES		
	Equity		
8	Share capital	100	100
	Retained earnings	492	436
	Dividend proposed	3,700	1,900
	Total equity	4,292	2,436
	Liabilities other than provisions		
9	Non-current liabilities other than provisions		
	Corporate income tax payable	1,067	645
		1,067	645
	Current liabilities other than provisions		
	Trade payables	4,032	5,769
	Payables to group enterprises	10,324	3,455
	Corporation tax payable	645	0
	Joint taxation contribution payable	0	11
	Other payables	19,812	31,398
		34,813	40,633
	Total liabilities other than provisions	35,880	41,278
	TOTAL EQUITY AND LIABILITIES	40,172	43,714

- 1 Accounting policies
- 2 Events after the balance sheet date
- 10 Contractual obligations and contingencies, etc.
- 11 Collateral
- 12 Related parties
- 13 Appropriation of profit

Financial statements 1 July 2022 - 30 June 2023

Statement of changes in equity

Note	DKK'000	Share capital	Retained earnings	Dividend proposed	Total
		<u>100</u>	<u>436</u>	<u>1,900</u>	<u>2,436</u>
13	Equity at 1 July 2022				
	Transfer, see				
	"Appropriation of profit"	0	56	3,700	3,756
	Dividend distributed	0	0	-1,900	-1,900
	Equity at 30 June 2023	<u>100</u>	<u>492</u>	<u>3,700</u>	<u>4,292</u>

Financial statements 1 July 2022 - 30 June 2023

Notes to the financial statements

1 Accounting policies

The annual report of Northern Partners ApS for 2022/23 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to medium-sized reporting class C entities.

During the year, the company changed its accounting class from B with the option of certain provisions for class C to accounting class C medium. Change of accounting class has not affected profit before and after tax, total assets or equity. The change has only resulted in additional note disclosure.

The accounting policies used in the preparation of the financial statements are consistent with those of last year.

Omission of a cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act, no cash flow statement has been prepared. The Company's cash flows are reflected in the consolidated cash flow statement for the higher-ranking parent company Northern Partners Group ApS.

Reporting currency

The financial statements are presented in Danish kroner (DKK'000).

Foreign currency translation

On initial recognition, transactions denominated in foreign currencies are translated at the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and the date of payment are recognised in the income statement as financial income or financial expenses.

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rate at the balance sheet date. The difference between the exchange rates at the balance sheet date and the date at which the receivable or payable arose or was recognised in the most recent financial statements is recognised in the income statement as financial income or financial expenses.

Income statement

Revenue

The Company has chosen IAS 11/IAS 18 as interpretation for revenue recognition.

Income from the sale of services, is recognised in revenue when the most significant rewards and risks have been transferred to the buyer and provided the income can be measured reliably and payment is expected to be received.

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.

Cost of sales

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

Financial statements 1 July 2022 - 30 June 2023

Notes to the financial statements

1 Accounting policies (continued)

Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, 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.

Financial income and expenses

Financial income and expenses are recognised in the income statements at the amounts that concern the financial year. Net financials include interest income and 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 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

Leases

The Company has chosen IAS 17 as interpretation for classification and recognition of leases.

Leases that do not transfer substantially all the risks and rewards incident to the ownership to the Company are classified as operating leases. Payments relating to operating leases and any other rent agreements are recognised in the income statement over the term of the lease. The Company's aggregate liabilities relating to operating leases and other rent agreements are disclosed under "Contingent liabilities".

Deposits, investments

Deposits consists of rent deposits.

Impairment of fixed assets

The carrying amount of fixed assets 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 July 2022 - 30 June 2023

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.

Receivables

The Company has chosen IAS 39 as interpretation for impairment write-down of financial 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.

Prepayments

Prepayments recognised under "Assets" comprise prepaid expenses regarding subsequent financial reporting years.

Cash

Cash comprises cash balances.

Equity

Proposed dividends

Dividend proposed for the year is recognised as a liability once adopted at the annual general meeting (declaration date). Dividends expected to be distributed for the financial year are presented as a separate item under "Equity".

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.

Financial statements 1 July 2022 - 30 June 2023

Notes to the financial statements

1 Accounting policies (continued)

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

The Company has chosen IAS 39 as interpretation for 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 July 2022 - 30 June 2023

Notes to the financial statements

2 Events after the balance sheet date

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

DKK'000	2022/23	2021/22
3 Staff costs		
Wages/salaries	268,591	140,165
Pensions	2,904	484
Other social security costs	786	377
Other staff costs	2,754	1,408
	<u>275,035</u>	<u>142,434</u>
Average number of full-time employees	<u>231</u>	<u>111</u>
Remuneration to members of Management:		
Executive Board	<u>1,307</u>	<u>1,130</u>
	<u>1,307</u>	<u>1,130</u>

Remuneration to the Company's Executive Board is paid by the parent Company.

DKK'000	2022/23	2021/22
4 Financial income		
Interest receivable, group entities	124	46
Other financial income	24	113
	<u>148</u>	<u>159</u>
5 Tax for the year		
Estimated tax charge for the year	1,067	645
Tax adjustments, prior years	6	0
	<u>1,073</u>	<u>645</u>

6 Investments

DKK'000	Deposits, investments
Cost at 1 July 2022	624
Additions	<u>18</u>
Cost at 30 June 2023	<u>642</u>
Carrying amount at 30 June 2023	<u>642</u>

7 Prepayments

Prepayments include accrual of expenses relating to subsequent financial years thousand DKK 102, (2022: thousand DKK 155).

Financial statements 1 July 2022 - 30 June 2023

Notes to the financial statements

DKK'000	<u>2022/23</u>	<u>2021/22</u>
8 Share capital		
Analysis of the share capital:		
20,000 A shares of DKK 1.00 nominal value each	20	20
80,000 B shares of DKK 1.00 nominal value each	80	80
	<u>100</u>	<u>100</u>

The Company's share capital has remained DKK 100 thousand over the past 5 years.

9 Non-current liabilities other than provisions

Of the long-term liabilities, DKK 0 falls due for payment after more than 5 years after the balance sheet date.

DKK'000	<u>Total debt at 30/6 2023</u>	<u>Repayment, next year</u>	<u>Long-term portion</u>	<u>Outstanding debt after 5 years</u>
Corporate income tax payable	1,067	0	1,067	0
	<u>1,067</u>	<u>0</u>	<u>1,067</u>	<u>0</u>

10 Contractual obligations and contingencies, etc.

The Company is jointly taxed with its parent, Northern Partners Group ApS, which acts as management company, and is jointly and severally liable with other jointly taxed group entities for payment of income taxes as well as withholding taxes on interest, royalties and dividends.

Other financial obligations

Other rent liabilities:

DKK'000	<u>2022/23</u>	<u>2021/22</u>
Rent liabilities	2,057	2,589

11 Collateral

The Company has not provided any security or other collateral in assets at 30 June 2023.

12 Related parties

Northern Partners ApS' related parties comprise the following:

Parties exercising control

<u>Related party</u>	<u>Domicile</u>	<u>Basis for control</u>
Northern Partners Group ApS (immediate parent)	Copenhagen	Participating interest

Financial statements 1 July 2022 - 30 June 2023

Notes to the financial statements

12 Related parties (continued)

Information about consolidated financial statements

Parent	Domicile	Requisitioning of the parent company's consolidated financial statements
Northern Partners Group ApS (ultimate parent)	Copenhagen	www.cvr.dk
Northern Partners Group ApS (immediate parent)	Copenhagen	www.cvr.dk

Related party transactions

Sale of services to related parties: Thousand 13,414 DKK

Purchase of services from related parties: Thousand 47,091 DKK

Interest income and interest expense to/from related parties are disclosed in notes 4 and 5.

Receivables from and payables to related parties are disclosed in the balance sheet.

DKK'000	2022/23	2021/22
13 Appropriation of profit		
Recommended appropriation of profit		
Proposed dividend recognised under equity	3,700	1,900
Retained earnings	56	387
	3,756	2,287

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The signatures in this document are legally binding. The document is signed using Penneo™ secure digital signature. The identity of the signers has been recorded, and are listed below.

“By my signature I confirm all dates and content in this document.”

Anja Hagen

Northern Partners Group ApS CVR: 41799005

Executive Board

On behalf of: the company

Serial number: 640f5c00-d621-4f4d-bfad-9493648dee48

IP: 152.115.xxx.xxx

2023-12-29 08:00:48 UTC



Martin Georg Rode

Northern Partners Group ApS CVR: 41799005

Executive Board

On behalf of: the company

Serial number: 93f042f3-e60d-4299-9b79-3aef94b024ef

IP: 188.183.xxx.xxx

2023-12-29 08:27:47 UTC



Martin Georg Rode

Northern Partners Group ApS CVR: 41799005

Chairman

On behalf of: the company

Serial number: 93f042f3-e60d-4299-9b79-3aef94b024ef

IP: 188.183.xxx.xxx

2023-12-29 08:27:47 UTC



Jacob Thøgersen

EY Godkendt Revisionspartnerselskab CVR: 30700228

State Authorised Public Accountant

On behalf of: EY Godkendt Revisionspartnerselskab

Serial number: 3f7e7a95-7db4-4f43-aaa3-02184bcbd0b4

IP: 165.225.xxx.xxx

2023-12-29 10:33:11 UTC



Mogens Keldbo Andreasen

EY Godkendt Revisionspartnerselskab CVR: 30700228

State Authorised Public Accountant

On behalf of: EY Godkendt Revisionspartnerselskab

Serial number: a36e9a53-4273-460c-9aeb-8e2738b76f52

IP: 165.225.xxx.xxx

2023-12-29 10:42:57 UTC



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