itm8 TopCo ApS

Tuborg Boulevard 1, DK-2900 Hellerup

Annual Report for 1 January - 31 December 2021

CVR No 39 63 85 41

The Annual Report was presented and adopted at the Annual General Meeting of the Company on 3 /5 2022

Henrik Vestergaard Kastbjerg
Chairman of the General Meeting

Contents

Management's Statement

The Executive Board and Board of Directors have today considered and adopted the Annual Report of itm8 TopCo ApS for the financial year 1 January - 31 December 2021.

The Annual Report is prepared in accordance with the Danish Financial Statements Act.

In our opinion the Financial Statements and the Consolidated Financial Statements give a true and fair view of the financial position at 31 December 2021 of the Company and the Group and of the results of the Company and Group operations and of consolidated cash flows for 2021.

In our opinion, Management's Review includes a true and fair account of the matters addressed in the Review.

We recommend that the Annual Report be adopted at the Annual General Meeting.

Hellerup, 3 May 2022

Executive Board

Nicholas Jordan
Executive Officer

Board of Directors

Dawn Marriott	Nicholas Jordan	Henrik Vestergaard Kastbjerg
Mikael Kjærgaard		

Independent Auditor’s Report

To the Shareholders of itm8 TopCo ApS

Opinion

In our opinion, the Consolidated Financial Statements and the Parent Company Financial Statements give a true and fair view of the financial position of the Group and the Parent Company at 31 December 2021 and of the results of the Group’s and the Parent Company’s operations and of consolidated cash flows for the financial year 1 January - 31 December 2021 in accordance with the Danish Financial Statements Act.

We have audited the Consolidated Financial Statements and the Parent Company Financial Statements of itm8 TopCo ApS for the financial year 1 January - 31 December 2021, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies, for both the Group and the Parent Company, as well as consolidated statement of cash flows (”the Financial Statements”).

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 Group 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.

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.

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 Financials Statements Act.

Based on the work we have performed, in our view, Management’s Review is in accordance with the Consolidated Financial Statements and the Parent Company Financial Statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement in Management’s Review.

Independent Auditor's Report

Management's responsibilities for the Financial Statements
Management is responsible for the preparation of consolidated financial statements and parent company 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 Group's and 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 Group or 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.

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 and the Group'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 Group's and 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 Group and 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.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the Consolidated Financial Statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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.

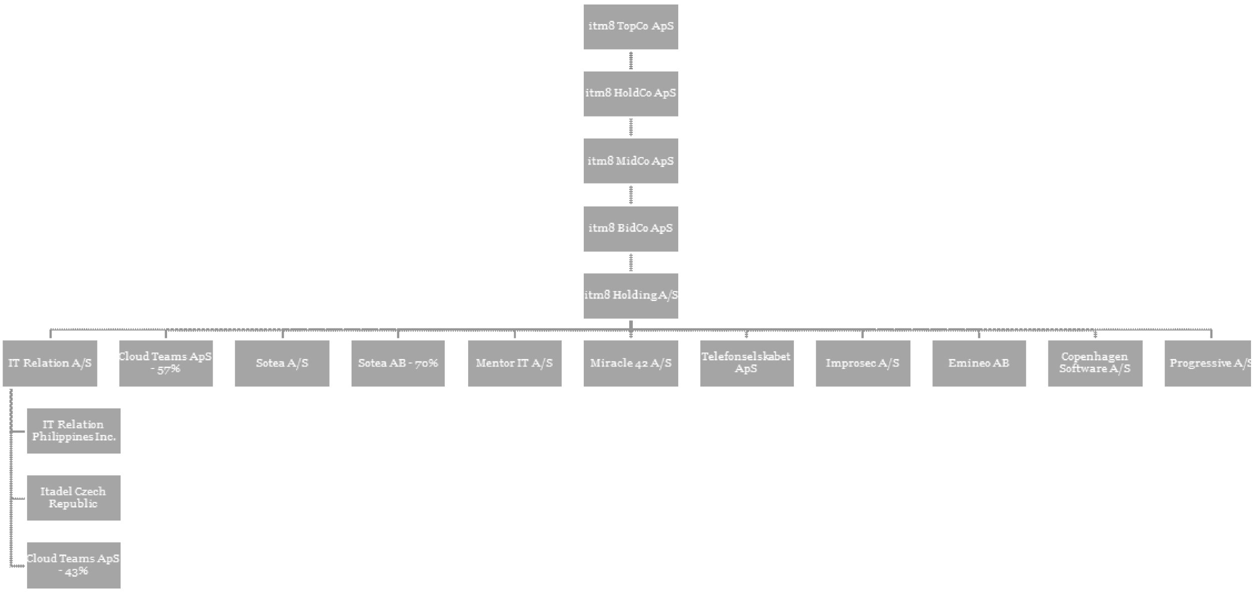
Hellerup, 3 May 2022
PricewaterhouseCoopers
Statsautoriseret Revisionspartnerselskab
CVR No 33 77 12 31

Jacob Fromm Christiansen	Henrik Junker Andersen
State Authorized Public Accountant	State Authorized Public Accountant
mne18628	mne42818

Company Information

The Company	itm8 TopCo ApS Tuborg Boulevard 1 DK-2900 Hellerup CVR No: 39 63 85 41 Financial period: 1 January - 31 December Municipality of reg. office: Gentofte
Board of Directors	Dawn Marriott Nicholas Jordan Henrik Vestergaard Kastbjerg Mikael Kjærgaard
Executive Board	Nicholas Jordan
Auditors	PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab Strandvejen 44 DK-2900 Hellerup

Group Chart



Company	Consolidated ownership
itm8 TopCo ApS (parent), Denmark	100%
itm8 HoldCo ApS, Denmark	100%
itm8 MidCo ApS, Denmark	100%
itm8 BidCo ApS, Denmark	100%
itm8 Holding A/S, Denmark	100%
IT Relation A/S, Denmark	100%
IT Relation Philippines Inc., Philippines	100%
Itadel Czech Republic, the Czech Republic	100%
Cloud Teams ApS	100%
Sotea A/S, Denmark	100%
Sotea AB, Sweden	70%
Mentor IT A/S, Denmark	100%
Miracle 42 A/S, Denmark	100%
Telefonselskabet ApS, Denmark	100%
Improsec A/S, Denmark	100%
Emineo AB, Sweden	100%
Copenhagen Software A/S	100%
Progressive A/S	100%

Financial Highlights

Seen over a four-year period, the development of the Group is described by the following financial highlights:

	Group			
	2021	2020	2019	2018
	KDKK	KDKK	KDKK	KDKK
Key figures				
Profit/loss				
Revenue	1,280,926	890,355	721,115	207,540
Operating profit/loss	-54,409	427	-37,604	-62,308
Profit/loss before financial income and expenses	-53,303	666	-37,564	-62,308
Net financials	-203,545	-165,112	-149,686	-46,192
Net profit/loss for the year	-251,805	-185,526	-199,172	-108,482
Balance sheet				
Balance sheet total	3,016,558	2,441,855	2,268,323	2,064,496
Equity	-256,953	-52,929	96,716	263,084
Cash flows				
Cash flows from:				
- operating activities	103,823	202,459	108,926	-25,629
- investing activities	-599,262	-224,958	-255,693	-1,543,218
including investment in property, plant and equipment	-52,046	-30,891	-32,890	-8,394
- financing activities	444,327	85,866	200,992	1,599,861
Change in cash and cash equivalents for the year	-51,112	63,367	54,225	31,014
Number of employees	967	697	590	467
Ratios				
Gross margin	56.2%	57.7%	54.7%	33.0%
Profit margin	-4.2%	0.1%	-5.2%	-30.0%
Return on assets	-1.8%	0.0%	-1.7%	-3.0%
Solvency ratio	-8.5%	-2.2%	4.3%	12.7%
Return on equity	162.5%	-847.4%	-110.7%	-82.5%

Management's Review

Key activities

We are on a dual mission: to unlock today's potential for improvement and to innovate tomorrow's solutions for transformation. At the same time. Together with our customers. We simply want to become the ultim8 IT partner. Nothing less.

We are only satisfied when we complete both of our missions with our customers. To us, impact means making a difference in both today's and tomorrow's business.

We have changed our name from ITR Group to itm8 and continue to work to create the most attractive ecosystem for ambitious IT talents and companies with a sharp focus on collaboration, innovation, development, and value creation.

In itm8, all customers and colleagues are partners with a common goal of strengthening the business today and creating tomorrow's business together.

Together with our fantastic colleagues and customers, we have created a group with huge growth potential. The itm8 name emphasizes our focus on active collaboration and desire to continue expanding the family through acquisitions.

In short, we want to be the best partner and teamm8 for customers and the most skilled specialists and companies in the IT industry.

Stronger and more focused than ever

2021 has been an unparalleled year in itm8. A year with a high level of activity and great ambitions - despite a corona pandemic in outbreak. We have created organic growth, a strong merger, solid consolidations and a very satisfactory operating result.

Flexible business model

Many of our customers have experienced the value of our flexible business model during the pandemic. Customers who had to reduce the level of activity or lay off staff were able to very quickly adjust capacity in respect of data, support and the number of users under their hosting agreements. Thus, our change ready business model demonstrated its ability to accommodate changing customer needs.

Intensified demand for digitisation and IT optimisation

Many companies had to arrange for some or all of their employees to work from home during the pandemic. This intensified the need for optimal IT solutions. We hold a strong position in this field and have played a pivotal role in enabling our customers to arrange efficient remote working.

We see a future where supporting companies on their digital journey becomes even more important. We have every confidence that we can assist our customers on that journey.

Management's Review

Performance and activities for the year

In a year ridden with unforeseen challenges and with many industries having to reinvent themselves, we managed to strengthen our business, meeting the 2021 expectations of our owners, our customers and our business partners.

EBITDA exceeded DKK 143 million (DKK 157 million in 2020), including special M&A and integration driven costs. Adjusted for these costs, underlying EBITDA came to DKK 207 million (DKK 178 million in 2020).

Growth for the year

Although the first half of the year was characterised by restraint and caution, we successfully continued to grow our business in 2021. Growth was driven by acquisitions, an inflow of new customers and more employees. Revenue grew by DKK 391 million to DKK 1.281 million from DKK 890 million in 2020 corresponding to a growth of 44%, while our team of employees expanded from 697 to 967.

Adding new expertise

During the year, we strengthened our position in both the Danish and the Swedish market by acquiring a number of successful companies, i.e. Emineo AB, Copenhagen Software A/S, Progressive A/S, Itadel A/S, Cloud Teams ApS and formation of Sotea AB.

At the cutting edge of remote working

During the national lockdown in 2020 and 2021, there was great demand for digital tools and expertise to enhance the efficiency of remote working. Against this background, we set up a Remote Academy in the course of two weeks in 2020, a free learning and inspirational portal for our customers, employees and other stakeholders.

Among other things, Remote Academy provides remote working recommendations and video courses on online meetings, distance collaboration, home work station IT security, IT equipment and social cohesion on virtual channels.

At the same time, we converted our physical seminars and events into webinars. During both years, we hosted several online events with many participants – including Microsoft Teams training.

We aim to remain at the cutting edge of remote working.

Management's Review

Developing new innovative solutions

Development and innovative thinking drives growth. Accordingly, we developed a number of new IT solutions in 2021 to support our customers even better in overcoming their changing day-to-day challenges.

Cyber security was challenged once again in 2021 as in 2020 – especially because of the many remote workstations that were set up within a short time frame. We continuously upgrade our Cyber Security solutions, so we can help our customers and employees with the threats.

Controlling data security

Having documentation that we take proper care of our customers' data and systems and that we are well prepared to counter the growing cybercrime threat scenario not only makes us proud – it is also of great importance to us.

We have implemented the ISO 27001 standard throughout our organization in IT Relation A/S – including our data centres. This implies that we perform regular risk assessments and internal audits for purposes of ensuring the efficiency of our management system and procedures.

Green IT on the agenda

As a responsible IT service business, we're committed to taking our share of responsibility for the society we're part of. Climate change is real, and green measures are therefore high on our agenda.

We see ourselves as part of the solution and are committed to contributing towards reducing carbon emissions.

Technology is an important tool in fighting climate change. We believe a cloud-based infrastructure has significant environmental benefits. According to experts, companies switching to cloud-based services can reduce carbon emissions by at least 30% and sometimes by as much as 90%.

The cloud may be the way to reducing our carbon footprint

In recommending the cloud journey to our customers, the carbon footprint is therefore one of our main arguments. For the same reason, we launched "Azure Migrate Assessment" in 2020, an analysis that provides companies with an overview of the cloud journey. What is the optimal cloud journey for the company in question, what are the benefits, what should the next step be and – not least – what is the cost of the journey?

We are experiencing increasing demand for cloud solutions. Customers are beginning to realise the benefits: increased efficiency, mobility and security combined with a multitude of green benefits. We expect demand to continue to grow in the years ahead.

Management's Review

What are we doing to reduce carbon emissions?

Consolidating data centres

We will continue to consolidate our data centres. Over the past two years, we have closed 13 data centres, five of them in 2021.

100% carbon-neutral data centre setup

Our data centre setup (at Interxion and Fuzion) is 100% carbon-neutral. Interxion's data centre runs on (certified) green power, and our IT equipment at Interxion has no carbon emissions.

Switching to energy-efficient IT equipment

We are gradually replacing our IT equipment, servers and storage systems with more energy-efficient solutions.

Saving power at data centres

We are gradually implementing power-saving measures at our data centres – for instance by replacing supply units, coolers and routing.

Using earth cooling at our locations

Our co-location partners are committed to reducing their energy consumption by using earth cooling systems instead of power-consuming coolers.

Switching to energy-efficient IT equipment

We are gradually replacing (redundant) IT equipment, servers and storage systems with more energyefficient solutions. We take our redundant IT equipment to an IT partner who ensures that it is recycled or disposed of in an environmentally appropriate manner.

Outlook for 2022

We are starting the new year on an ambitious and optimistic note. Supported by strategic acquisitions, internationalisation and a powerful private equity fund, HG, we are strongly positioned to embrace the future. Our targets for 2022 are ambitious – in terms of both revenue and EBITDA.

The mentioned strategic acquisitions in 2021 will also in 2022 strengthen a number of functions, accelerate growth in key geographies, product areas and important markets.

Balanced organic and acquisitive growth

Our ambitions for 2022 include sustained organic growth above the general market level in our core business areas through new sales, additional sales to existing customers and cross sales. For 2022, a profit at least on par with 2021 is expected.

Furthermore, we will continue our acquisition strategy and expect the Group to grow revenue on the back of balanced organic and acquisitive growth in 2022.

We intend to strengthen our market position even further in 2022. We expect all our business areas to generate organic growth through new products, new concepts and new customers.

Sky-high cloud expectations

Ever more companies have embarked on the cloud journey, and we expect many more to follow suit in 2022. Therefore, we did step up our Azure Cloud efforts in 2021.

Corporate digitisation is a business area that continues to grow. We are seeing growing interest in data management and are therefore also expanding our efforts in this area.

We will focus both on acquisitions that complement our existing business and on acquisitions that bring new products and customer segments. Leveraging our ability to drive value through IT solutions, we aim 'to be our customers' preferred collaboration partner at all times.

Developing work processes

We want to stay one step ahead when it comes to automated processes and data-based communication. To that end, we are allocating additional resources to the work of strengthening our in-house processes. Artificial intelligence and automation are some of the technologies we will employ to build even closer relations with customers and deliver improved customer service.

Premier IT solutions

We will continue to develop premier IT solutions that help drive value for our customers. The solutions we deliver must always be true to our values.

We need to stay competitive in the eyes of our core customers and to consistently deliver value. Simultaneously, by leveraging economies of scale and continually improving our processes, we will deliver positive EBITDA growth.

New family members

In 2021, we welcomed Emineo AB, Copenhagen Software A/S, Progressive A/S, Itadel A/S, Cloud Teams ApS and Sotea AB to our family. By these acquisitions we strengthened our position in both the Danish and the Swedish market.

Leveraging cross-organisational synergies

At itm8, we acknowledge that different companies have different needs. And irrespective of which member of our family is the best match for a customer, we always bring all our competencies into play to capitalise on synergies between our affiliated companies. That way, we make sure that all customers get the best of all worlds.

Cloud Services	**Digital Solutions**	**Professional Services**	**Cyber Security**
IT outsourcing, Service Desk, Infrastructure, Hosting, Hardware & software, Security. IT Relation Progressive Mentor IT Sotea	SharePoint, Web Portals, BI, AI, IoT, CRM, IT Development, SaaS. IT Relation Cloud Teams	Oracle/SQL DBA, Security, Database Development, Monitoring, Performance Tuning, Application Support. Miracle 42 Emineo Copenhagen Software	Cyber Security CoE, Advisory, Consultancy, HaaS, SaaS. Improsec

IT Relation – Everyday IT Superheroes

Different IT solutions for different companies. We have the required skills and experience to deliver end-to-end IT solutions – ranging from IT infrastructure to data-driven digitisation.

We never talk about too large, too small, too complex or too simple customers. Our strong skills and competencies in all key IT disciplines enable us to meet our customers' IT needs whatever they may be – at all levels of their business.

As our approach is agile and our solutions are scalable, we can quickly customise IT setups to changing business needs. And whether our customers' needs are small or large, our starting point is always to create a business impact with IT.

Facts:
• Herning, Aarhus, Copenhagen, Aalborg, Kolding and Dumaguette, Philippines and Prague, Czech
• 682 employees in Denmark and 41 in Dumaguette, Philippines and 77 Prague, Czech

Miracle 42 – IT-driven people and solutions

Miracle 42 A/S employs some of the most highly specialised consultants in the industry and also operates a department providing hosting and managed services. At 1 January 2021, Scott/Tiger was merged with Miracle 42, strengthening our offering within Oracle Managed Services, Test Management, QA and Flexible Workforce. The merger means that we are now able to offer our customers an even broader and deeper product range.

Miracle 42 provides a range of standard services related to database, systems and applications operations. In addition, they have people specialising in consultancy, operations and setup in relation to primarily Oracle, Microsoft and OpenSource technologies.

Management's Review

Facts
• Aarhus and Ballerup
• 86 employees

Mentor IT – Positive IT experiences every day

Mentor IT is a cloud services provider that, based on IT outsourcing, delivers on-site hosting and IT services to small and medium-sized businesses.

Facts
• Esbjerg, Kolding, Aarhus and Ballerup
• 58 employees

Sotea – Easy IT

Many of Sotea's customers think of the company as their own IT department. This allows customers to focus on their core business, which is what any customer relationship at Sotea relies on.

Through more than 20 years, Sotea has provided easy-to-grasp IT services to small Danish businesses within three primary business areas: Hosting, IT support and IT services.

Facts
• Silkeborg, Copenhagen and Sweden
• 33 employees

Improsec – Pragmatic IT security specialists

Improsec is an independent consultancy firm with unique technical cyber security capabilities. Improsec is the group's cyber security spearhead.

The company employs some of Denmark's most talented specialists in modern attack and defence techniques and advises on prioritising and implementing technical solutions to improve a company's security level.

In addition, Improsec tests corporate defences against malware and hacker attacks and helps companies harden their anti-threat infrastructures.

Facts
• Copenhagen, Kolding and Aarhus
• 38 employees

Emineo – Leading Oracle and MySQL specialist

Emineo is Sweden's leading provider of Oracle and MySQL operation and management services and employs some of the sector's most talented specialists. Emineo is a certified Oracle audit compliance partner and offers database operation services, licence management and specialised consultancy services.

Management's Review

Emineo became a part of the itm8 Group at the beginning of 2021 and makes up our Professional Services offering together with Miracle42 and Copenhagen Software. Emineo will continue as an ndependent company under its own brand name. The group's first acquisition outside Denmark, the takeover of Emineo marks the beginning of a new chapter.

Facts
• Stockholm
• 20 employees

Copenhagen Software - Highly skilled IT architects and developers

Copenhagen Software is a Danish niche consultancy combining business strategy with digital solutions for Danish corporate customers. The company specialises in digital business development and offers advisory services within system architecture, Microsoft technology, implementation and development.

Copenhagen Software offers advanced consultancy services and aims to always have Denmark's best IT architects and developers. Copenhagen Software works closely with Miracle42, and the plan is for the two companies to merge in 2022.

Facts
• Copenhagen
• 8 employees

Cloud Teams - Leading Cloud Transformation consultants

Cloud Teams is a leading Danish consulting company within Public Cloud Transformation. The company specializes in helping midsize and larger companies finding the right path in the cloud.

Cloud Teams are Microsoft Gold Partners and experts in analyzing, planning, implementing and optimizing strategic cloud solutions.

Cloud Teams became part of the itm8 family in 2021 and will form a 'Center of Excellence' that will further strengthen our Digital Solutions business.

Facts
• Copenhagen
• 8 employees

Progressive - A strong IT operations partner with business consultants

Progressive is a leading Danish provider of IT outsourcing and consulting services. The company is on several SKI agreements and has a strong market position among public customers and municipalities.

Progressive adapts and tailors IT services - always based on creating business value for customers. The company ensures an optimal IT infrastructure in terms of operation, security and integrations.

Management's Review

Progressive became part of the itm8 family in 2021 and is part of the Cloud Services business area.

Facts
• Herlev and Aarhus
• 101 employees

Work culture and employee satisfaction

The workplace and working life are always in the process of change. Our needs change in step with technological developments and new ways of working. We must and will support this at itm8. We aim to be first movers when it comes to the workplace of tomorrow.

Work-as-an-agile Service

In 2020 and 2021, remote working became a part of our new reality within a short time frame. We were forced to think differently and to change our ways of working and working together. The digital workplace became a reality within a few weeks. Still, overall efficiency and employee satisfaction improved. We found that working from a distance, utilising technologies and saying goodbye to a strict 8-4 schedule entailed many benefits – for us as a Group, for our customers and for our employees.

Optimal individuality and ultimate sense of community

We have embraced the lessons learned and are in the process of redesigning itm8 as a workplace under the concept: "Work-as-an-agile Service". We aim high. We want to be first movers when it comes to the workplace of tomorrow. The concept is founded on the basic idea that "One way of working doesn't fit all".

We see our employees as individuals and feel a need to redesign itm8 as a workplace in order to better embrace individuality.

Bigger say in where, when and how

We want to practise optimal individuality. We want to give individual employees a bigger say in where, when and how the work should be carried out. We need to do this to unleash individual talent and drive mutual success.

At the same time, we see our employees as social beings who need to be part of a community – as a place to learn but also as a place to express themselves.

Part of a community

Therefore, we need to cultivate community spirit. We're on the same team. We've got each other. If we don't meet at the office, we talk and use each other as sounding boards via online channels.

Management's Review

Work-as-an-agile Service puts our employees first under the philosophy: your job, your responsibility, your choice. We're taking the lead and picking up the baton in creating an agile worklife that combines employee, customer and business needs.

Work-as-an-agile Service is an ongoing concept that we have only just embarked on. We will develop and adjust it on an ongoing basis to keep it aligned with our ever-changing world.

Working climate and job satisfaction

Job satisfaction and performance go hand in hand. They are inter-dependent. No one can deliver their best if they don't enjoy their work. With that in mind, we work continuously to enhance job satisfaction.

Monthly employee satisfaction surveys

In order to keep track of employee satisfaction, we survey all employees once a month. Using the Peakon tool, we survey each employee's job satisfaction, work environment, motivation and workload.

The survey is 100% anonymous, and employees are invited to rate us and provide comments. We use the results constructively – both at departmental level and at overall company level. We hold regular review meetings to discuss and define future initiatives. It is important for us to always be in tune with our employees and to take action to improve the working environment of the individual as well as the work culture across the Group.

In 2021, the average satisfaction score was 8.5 on a scale of 1-10 (by comparison, the score was 8.3 in 2020). The score is given high priority across the entire organisation, and employee satisfaction will remain an important focus area going forward.

Appreciation and digital recognition

Our work culture is a culture of appreciation, and we believe that recognition is one of the most powerful motivational factors for our employees. During the lockdown, our appreciative, face-to-face-recognition approach was challenged.

In the past year, we therefore launched a number of new digital initiatives, including weekly video greetings where all employees are encouraged to share good stories and recognise colleagues or departments that have made a special effort.

Management's Review

Risk landscape

Risk management is essential to stay ahead of the rapidly changing market in which we operate. We therefore work continuously to identify the most critical risks and actions to mitigate them. The Board of Directors frequently reviews these risks and mitigating actions, using them as a basis for launching new initiatives.

Risk	**Mitigating actions**
Ability to develop new and existing customers	• Digital transformation initiatives • Flexible delivery models (own data centres, own cloud, and public cloud) • Marketing, monitoring and dedicated client account models • Competitive prices through business excellence initiatives • Robotic Process Automation (RPA) and Artificial Intelligence (AI) • Governance model to support differentiated customer segments
Contractual and legal/compliance risks, including General Data Protection Regulation (GDPR)	• Contract management framework to improve and monitor obligations • Data Protection Officer (DPO) appointed • Comprehensive GDPR training of employees
Attracting and retaining talent	• Trainee and specialist training programmes • Focus training programmes on new technologies • Systematic appraisal interviews • Strategic collaboration with educational institutions • Branding
Operation and delivery, including cyber security	• Advanced and redundant data centre setup • Security roadmap • Flexible delivery setup • Project and delivery management • Security and compliance team

Management's Review

We take sustainable responsibility

We live in a world where resources are scarce, the environment is being degraded and the digital transformation is changing society and businesses. This presents a challenge to all of us. And we see ourselves as part of the solution.

As an IT company, we feel committed to acting responsibly and maintaining a sustainable mindset. We endeavour to live up to our responsibility regarding the United Nations Sustainable Development Goals to make it possible for us, through joint efforts, to build a more sustainable world and future.

A sustainable business model

Data centres play an important role in cutting carbon dioxide emissions significantly over the coming years. A role that is very much at the top of our minds here at itm8 and to which our ambitious plan will contribute.

Over the last years, we have been working diligently to optimise and consolidate our data centres. Over the past two years, we have closed 13 data centres, five of them in 2021.

Consolidation does not do it alone, however. This is why we also focus on ways to optimise power consumption at our data centres by updating software and hardware on infrastructure components and by adapting uninterruptible power supply and cooling systems.

100% carbon-neutral data centre setup

Our data centre setup (at Interxion and Fuzion) is 100% carbon-neutral. Interxion's data centre runs on (certified) green power, and our IT equipment at Interxion has no carbon emissions.

Replacing and recycling IT equipment

We have developed procedures for the lifecycle of our IT equipment, and we gradually replace (redundant) IT equipment, servers and storage systems with more energy-efficient solutions. We take our redundant IT equipment to certified suppliers with whom we have entered into formalised agreements. They ensure that the equipment is recycled or disposed of in an environmentally appropriate manner.

Working remotely for the benefit of the environment

In 2020 and 2021, we integrated remote working into our work culture, which includes initiatives to minimize carbon emissions. Measures include giving our employees the opportunity to work from home and reduce commute time. And we encourage our employees to use Teams for meetings and communications to the extent that this platform can replace physical meetings and e-mail.

Carbon footprint analysis

Every year, itm8 conducts a carbon footprint analysis which, based on international standards, calculates total carbon dioxide emissions. We obtain a total score and are presented with a range of recommendations on how to make further improvements.

Management's Review

CSR risks

Social and employee matters

Risk	Mitigating actions
Not being able to attract and retain talent	• Employee engagement, surveys and feedback • KAPOW graduate programme • Focus on transparency, ownership, accountability and relationships • Focus on relations to employees and between employees • Involvement in decision-making processes • Focus on delegation • Focus on diversity • Employee pay and staff benefits proposition
Non-compliance with our Code of Conduct	• New joiner training in our Code of Conduct • Anonymous feedback tool
Stress-related absence	• Stress-related training and support • Stress relief via employee health insurance
Ergonomic conditions	• Workplace assessment • Equipment such as adjustable tables and chairs
Low gender diversity	• Focus area in the recruitment process • Inclusion as a focus area

Anti-bribery and anti-corruption

Risk	Mitigating actions
Third parties and due diligence	• Gifts and entertainment policy • Anti-bribery and corruption training of employees • Anti-bribery clause included in supplier contracts

Management's Review

Climate change and environment

Risk	Mitigating actions
Increased energy costs	• Carbon footprint • Energy consumption – we continuously measure our energy consumption at our data centers

CSR policy

Social and employee matters	
Code of Conduct Our Code of Conduct sets the standard for what we expect of all our employees. In addition to our core values, the code describes the expectations we have of our employees' ethics, communication and behaviour. **CSR key figures and ratios for 2021** • 100% of new employees completed Code of Conduct training in 2021	**Health and safety policy** Our occupational health and safety policy sets out our commitment to managing health and safety in the workplace effectively. As all our employees are office-based, our key focus areas are workstation ergonomics, eye strains (tired and dry eyes) and stress management. All employees are required to perform a workplace assessment to help identify possible areas for improvement. Our industrial injuries insurance provides comprehensive cover for all employees and quick access to preventive health care if necessary – including but not limited to stress relief and counselling. **CSR key figures and ratios for 2021** • Average number of employees FTE: 967 (697 in 2020) • Reported accidents: 6 (4 in 2020) • The average sickness rate is at 2% (2% in 2020) • Monthly employee engagement survey scores 8.5 out of 10 (8.3 out of 10 in 2020) • Employee eNPS score (Employee Net Promoter Score) is at 48 (market average – 39 in 2020)

Management's Review

Anti-corruption	Climate change
Anti-bribery and anti-corruption policy It is our policy to conduct business in an honest and ethical manner. We take a zero tolerance approach to any incidents of bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems to counter bribery and corruption. Our anti-corruption and competition policy states what we expect of employees, including how to deal with gifts, third parties and suppliers. 100% of employees identified for anti-bribery training have completed the course over the last three years. In 2022, we will continue our efforts in monitoring our suppliers to make sure that they comply with our human rights policy. In the future, we will continue to make sure that new employees will complete the Code of Conduct training. **CSR key figures and ratios for 2021** • 100% of new employees completed Code of Conduct training in 2021 • No instances of corruption were reported in 2021	**Climate change policy** We recognise the risks related to climate change and are committed to cutting our emissions. To reduce the impact of itm8 on the environment, we aim to consolidate and optimise our data centres. Accordingly, we have closed 13 data centres over the past two years, five of them in 2021. In addition, we continuously focus on replacing and investing in new IT equipment with lower energy consumption. **CSR key figures and ratios for 2021** • Carbon footprint – we started measuring our carbon footprint in 2019 to focus on our impact on climate change – and to launch initiatives that minimize the impact. Our total greenhouse gas emissions were gross 1.888,73 tonnes of CO2e and due to the use of green power net 860,97 tonnes of CO2e in 2021 (1.262,78 tonnes of CO2e in 2020), equivalent to gross 1.95 and net 0.89 tonnes of CO2e per employee (2020: 1.67 tonnes of CO2e per employee).

Management's Review

Environment	Human rights
Environmental policy As a service and IT company without production sites, IT Relation has a low environmental impact. Even so, we recognise the environmental impact of businesses and therefore make a committed effort to reduce our impact. We are taking action to reduce our impact on the environment, for instance by implementing a comprehensive waste management system in our offices and kitchens and by minimising our air, train and car travel activity. We strive to use technology as often as possible – and when travel activity is unavoidable, we try to reduce our impact through car pooling and shared hotel accommodation.	**Human rights policy** IT Relation has incorporated a simple, yet robust supply chain structure as part of our activities. We consider the risk limited, as most of our suppliers are located in Denmark or Western Europe. We actively monitor our supply chain and aim to work with reputable suppliers who are reliable and transparent to ensure that no one acts in violation of human rights. IT Relation is committed to the United Nations Universal Declaration of Human Rights. In 2021, our monitoring work has not given rise to any comments, and we therefore believe that our suppliers continue to comply with our policy.

Compliance and IT security activities

Compliance is vital to us. That is why we make every imaginable effort to store our customers' and employees' personal data safely. Our privacy policy gives a clear picture of how we handle personal data with great care.

Since the GDPR entered into force (in May 2018), we have intensified our focus on cyber security by increasing the protection of the data we store and process on behalf of our employees and third parties.

We offer a wide range of products that help our customers ensure GDPR compliance. For instance, our secure email solution can encrypt sensitive data, which can be emailed securely – and our security workshops and GAP analyses can be used to identify potential focus areas.

A specialiced Security & Compliance Team

We have established a special Security & Compliance Team to take formal ownership of ongoing tasks internally as well as externally. The Security & Compliance Team is responsible for developing new security services that help both itm8 and our customers protect personal data as best possible. IT security is a focus area we constantly do our best to control and improve.
• Once a year we are audited by an independent auditor
• Our hosting services are ISAE 3402 Type 2-certified
•We are ISO 27001-certified (information security) in IT Relation A/S.

Management's Review

Statement on gender composition

Diversity and inclusion are core areas in the organisation. Every employee has the right to work in an environment that offers equal opportunities for all – regardless of ethnicity, social origin, religion, gender, sexual orientation, age and disability. That is our conviction, and we are doing our utmost to build and maintain such an environment.

We want to be an organisation with equal opportunities for all. An organisation where everyone has an equal chance to seek and obtain employment – without suffering discrimination. We do not tolerate any form of harassment and discrimination. We have communicated this clearly to our employees in our equal opportunities policy and in our Code of Conduct.

Gender balance initiatives in 2021

We have taken a number of steps to improve the gender balance in the Group:
• All job vacancies are open to all applicants
• With the aim of raising the percentage of women in the group of job applicants, we have launched an education initiative that focuses on giving women more knowledge of the IT industry.
• Our aim is to have at least one woman elected to the Board of Directors. This target was met by appointment of Dawn Marriott to the Board of Directors in 2019. The Board of Directors consists of three men and one woman.

The share of female managers was unchanged in financial year 2021. Going forward, we will endeavour to work continuously on diversity and gender policies throughout the organisation and encourage our employees to help us identify areas where we can improve our efforts.

Statement on data ethics

It is the Group's assessment, that it does not have data that has not been adequately handled within GDPR legislation, why it is considered that there currently is no need of a data ethics policy.

Income Statement 1 January - 31 December

	Note	Group		Parent	
		2021	2020	2021	2020
		KDKK	KDKK	KDKK	KDKK
Revenue	2	**1,280,926**	**890,355**	**0**	**0**
Other operating income		1,106	239	0	0
Direct costs		-428,453	-298,754	0	0
Other external expenses		-133,596	-78,080	-37	-27
Gross profit/loss		**719,983**	**513,760**	**-37**	**-27**
Staff expenses	3	-576,820	-356,801	0	0
Depreciation, amortisation and impairment of intangible assets and property, plant and equipment		-196,466	-156,293	0	0
Profit/loss before financial income and expenses (EBIT)		**-53,303**	**666**	**-37**	**-27**
Financial income	4	3,104	1,440	84,066	76,843
Financial expenses	5	-206,649	-166,552	-83,610	-77,337
Profit/loss before tax		**-256,848**	**-164,446**	**419**	**-521**
Tax on profit/loss for the year	6	5,043	-21,080	65	6
Net profit/loss for the year		**-251,805**	**-185,526**	**484**	**-515**

Balance Sheet 31 December

Assets

		Group		Parent	
	Note	2021	2020	2021	2020
		KDKK	KDKK	KDKK	KDKK
Completed development projects		14,853	3,057	0	0
Acquired licenses		7,358	928	0	0
Customer relationships		533,910	565,910	0	0
Goodwill		1,883,800	1,489,733	0	0
Development projects in progress		12,676	3,284	0	0
Intangible assets	7	**2,452,597**	**2,062,912**	**0**	**0**
Other fixtures and fittings, tools and equipment		121,243	59,623	0	0
Leasehold improvements		3,947	1,282	0	0
Property, plant and equipment in progress		918	0	0	0
Property, plant and equipment	8	**126,108**	**60,905**	**0**	**0**
Investments in subsidiaries	9	0	0	487,601	440,215
Receivables from group enterprises	10	0	0	1,034,651	951,053
Other investments	10	8	8	0	0
Deposits	10	7,711	2,804	0	0
Other receivables	10	39	94	0	0
Fixed asset investments		**7,758**	**2,906**	**1,522,252**	**1,391,268**
Fixed assets		**2,586,463**	**2,126,723**	**1,522,252**	**1,391,268**
Inventories		**7,462**	**2,624**	**0**	**0**

Balance Sheet 31 December

Assets

		Group		Parent	
	Note	2021	2020	2021	2020
		KDKK	KDKK	KDKK	KDKK
Trade receivables		204,507	107,285	0	0
Contract work in progress		6,147	6,133	0	0
Receivables from group enterprises		0	0	0	3,853
Other receivables		23,246	13,310	0	0
Deferred tax asset	14	57,611	30,713	0	0
Corporation tax		0	0	4,816	6
Prepayments	11	22,419	5,956	0	1
Receivables		**313,930**	**163,397**	**4,816**	**3,860**
Cash at bank and in hand		**108,703**	**149,111**	**3,665**	**123**
Currents assets		**430,095**	**315,132**	**8,481**	**3,983**
Assets		**3,016,558**	**2,441,855**	**1,530,733**	**1,395,251**

Balance Sheet 31 December

Liabilities and equity

		Group		Parent	
	Note	2021	2020	2021	2020
		KDKK	KDKK	KDKK	KDKK
Share capital	12	132	125	132	125
Retained earnings		-257,216	-53,054	487,449	439,311
Equity attributable to shareholders of the Parent Company		**-257,084**	**-52,929**	**487,581**	**439,436**
Minority interests		131	0	0	0
Equity		**-256,953**	**-52,929**	**487,581**	**439,436**
Provision for deferred tax	14	149	0	0	0
Other provisions		45,092	32,500	0	0
Provisions		**45,241**	**32,500**	**0**	**0**
Subordinate loan capital		1,034,651	951,053	1,034,651	951,053
Credit institutions		1,834,131	1,273,666	0	0
Lease obligations		15,836	3,403	0	0
Other payables		36,475	34,418	0	0
Long-term debt	15	**2,921,093**	**2,262,540**	**1,034,651**	**951,053**

Balance Sheet 31 December

Liabilities and equity

	Note	Group 2021	Group 2020	Parent 2021	Parent 2020
		KDKK	KDKK	KDKK	KDKK
Credit institutions	15	11,209	505	0	0
Lease obligations	15	9,471	2,505	0	0
Prepayments received from customers		14,813	8,458	0	0
Trade payables		115,641	52,167	0	0
Contract work in progress, liabilities		4,254	0	0	0
Payables to group enterprises		0	0	8,475	4,737
Corporation tax		1,374	14,767	0	0
Other payables	15	122,287	103,211	26	25
Deferred income		28,128	18,131	0	0
Short-term debt		**307,177**	**199,744**	**8,501**	**4,762**
Debt		**3,228,270**	**2,462,284**	**1,043,152**	**955,815**
Liabilities and equity		**3,016,558**	**2,441,855**	**1,530,733**	**1,395,251**

Subsequent events	1
Distribution of profit	13
Contingent assets, liabilities and other financial obligations	18
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Statement of Changes in Equity

Group

	Share capital	Retained earnings	Equity excl. minority interests	Minority interests	Total
	KDKK	KDKK	KDKK	KDKK	KDKK
Equity at 1 January	125	-53,054	-52,929	0	-52,929
Cash capital increase	7	47,379	47,386	0	47,386
Purchase of treasury shares	0	275	275	0	275
Other equity movements	0	-11	-11	131	120
Net profit/loss for the year	0	-251,805	-251,805	0	-251,805
Equity at 31 December	**132**	**-257,216**	**-257,084**	**131**	**-256,953**

Parent

	Share capital	Retained earnings	Equity excl. minority interests	Minority interests	Total
Equity at 1 January	125	439,311	439,436	0	439,436
Cash capital increase	7	47,379	47,386	0	47,386
Purchase of treasury shares	0	275	275	0	275
Net profit/loss for the year	0	484	484	0	484
Equity at 31 December	**132**	**487,449**	**487,581**	**0**	**487,581**

Cash Flow Statement 1 January - 31 December

	Note	Group 2021	2020
		KDKK	KDKK
Net profit/loss for the year		-251,805	-185,526
Adjustments	16	429,370	349,877
Change in working capital	17	-52,677	50,775
Cash flows from operating activities before financial income and expenses		**124,888**	**215,126**
Corporation tax paid		-21,065	-12,667
Cash flows from operating activities		**103,823**	**202,459**
Purchase of intangible assets		-23,847	-5,045
Purchase of property, plant and equipment		-52,046	-30,891
Sale of property, plant and equipment		542	272
Change in other financial assets		377	278
Business acquisition		-524,288	-189,572
Cash flows from investing activities		**-599,262**	**-224,958**
Proceeds from borrowings		568,653	164,447
Change in lease obligations		5,718	-419
Change in other long-term debt		-11,833	-2,164
Purchase of treasury shares		275	0
Cash capital increase		12,379	11,895
Other financing activities		-6,375	0
Net financials		-124,490	-87,893
Cash flows from financing activities		**444,327**	**85,866**
Change in cash and cash equivalents		**-51,112**	**63,367**
Cash and cash equivalents at 1 January		148,606	85,239
Cash and cash equivalents at 31 December		**97,494**	**148,606**
Cash and cash equivalents are specified as follows:			
Cash at bank and in hand		108,703	149,111
Credit institutions		-11,209	-505
Cash and cash equivalents at 31 December		**97,494**	**148,606**

Notes to the Financial Statements

1 Subsequent events

No events materially affecting the assessment of the Annual Report have occurred after the balance sheet date.

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK

2 Revenue

Business segments

Cloud service incl. critical consulting services	1,130,958	774,067	0	0
Value added reselling	149,968	116,288	0	0
	1,280,926	**890,355**	**0**	**0**

Revenue for the Danish market exceeds 90% of total revenue and as a result the group does not submit further details onthe geografical composition of the revenue.

3 Staff expenses

Wages and salaries	528,088	336,534	0	0
Pensions	33,989	13,919	0	0
Other social security expenses	8,676	3,487	0	0
Other staff expenses	6,067	2,861	0	0
	576,820	**356,801**	**0**	**0**
Average number of employees	**967**	**697**	**0**	**0**

Remuneration to the Executive Board has not been disclosed in accordance with section 98 B(3) of the Danish Financial Statements Act.

Notes to the Financial Statements

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK

4 Financial income

Interest from group enterprises	0	0	83,598	76,843
Other financial income	3,104	1,440	468	0
	3,104	**1,440**	**84,066**	**76,843**

5 Financial expenses

Interest to group enterprises	83,598	76,845	83,598	76,843
Other financial expenses	123,051	89,707	12	494
	206,649	**166,552**	**83,610**	**77,337**

6 Tax on profit/loss for the year

Current tax for the year	7,160	16,959	-65	-6
Deferred tax for the year	-8,512	4,135	0	0
Adjustment of tax concerning previous years	-3,691	-14	0	0
	-5,043	**21,080**	**-65**	**-6**

Notes to the Financial Statements

7 Intangible assets

Group

	Completed development projects	Acquired licenses	Customer relationships	Goodwill	Development projects in progress
	KDKK	KDKK	KDKK	KDKK	KDKK
Cost at 1 January	5,483	5,215	640,648	1,678,442	3,284
Net effect from acquisition	11,937	3,959	0	18,098	0
Additions for the year	3,650	7,047	0	486,729	13,150
Transfers for the year	3,722	36	0	0	-3,758
Cost at 31 December	24,792	16,257	640,648	2,183,269	12,676
Impairment losses and amortisation at 1 January	2,426	4,287	74,738	188,709	0
Amortisation for the year	7,513	4,612	32,000	110,760	0
Impairment losses and amortisation at 31 December	9,939	8,899	106,738	299,469	0
Carrying amount at 31 December	**14,853**	**7,358**	**533,910**	**1,883,800**	**12,676**

Development projects in progress relate to new case handling systems and comprise both external assistance and internal hours.

Purchase price allocations recognized in the financial statements for 2021 are provisional and may be changed in the financial statements for 2022. Such a change is done retrospectively with a restatement of comparatives.

Notes to the Financial Statements

8 Property, plant and equipment

Group

	Other fixtures and fittings, tools and equipment	Leasehold improvements	Property, plant and equipment in progress
	KDKK	KDKK	KDKK
Cost at 1 January	124,890	2,905	0
Exchange adjustment	57	0	0
Net effect from merger and acquisition	52,880	2,144	0
Additions for the year	49,528	1,601	918
Disposals for the year	-342	0	0
Cost at 31 December	227,013	6,650	918
Impairment losses and depreciation at 1 January	65,267	1,623	0
Exchange adjustment	10	0	0
Depreciation for the year	40,501	1,080	0
Reversal of impairment and depreciation of sold assets	-8	0	0
Impairment losses and depreciation at 31 December	105,770	2,703	0
Carrying amount at 31 December	**121,243**	**3,947**	**918**
Including assets under finance leases amounting to	23,169	0	0

Notes to the Financial Statements

	Parent	
	2021	2020
	KDKK	KDKK
9 Investments in subsidiaries		
Cost at 1 January	440,215	404,320
Addition, capital contribution to subsidiaries	47,386	35,895
Cost at 31 December	487,601	440,215
Value adjustments at 1 January	0	0
Value adjustments at 31 December	0	0
Carrying amount at 31 December	**487,601**	**440,215**

Investments in subsidiaries are specified as follows:

Name	Place of registered office	Share capital	Votes and ownership
itm8 HoldCo ApS	Gentofte	50	100%

10 Other fixed asset investments

	Group			Parent
	Other investments	Deposits	Other receiv-ables	Receivables from group enterprises
	KDKK	KDKK	KDKK	KDKK
Cost at 1 January	8	2,804	94	951,053
Exchange adjustment	0	15	0	0
Net effect from merger and acquisition	0	5,263	40	0
Additions for the year	0	285	0	83,598
Disposals for the year	0	-656	-95	0
Cost at 31 December	8	7,711	39	1,034,651
Carrying amount at 31 December	**8**	**7,711**	**39**	**1,034,651**

Notes to the Financial Statements

11 Prepayments

Prepayments consist of prepaid expenses concerning rent, insurance premiums, subscriptions and interest as well.

12 Equity

The share capital is broken down as follow:

	Number	Nominal value
		KDKK
A-shares	12,188,100	4
B-shares	1,533,200	0
C-shares	184,840,633	55
D-shares	195,114,467	59
E-shares	46,210,133	14
		132

13 Distribution of profit

	Parent	
	2021	2020
	KDKK	KDKK
Retained earnings	484	-515
	484	**-515**

14 Deferred tax asset

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK
Deferred tax asset at 1 January	30,713	35,220	0	0
Amounts recognised in the income statement for the year including adjustment to prior year	8,512	-4,135	0	0
Net effect from acquisition and transfers for the year between deferred tax and corporation tax	18,237	-372	0	0
Deferred tax asset at 31 December	**57,462**	**30,713**	**0**	**0**

15 Long-term debt

Payments due within 1 year are recognised in short-term debt. Other debt is recognised in long-term debt.

The debt falls due for payment as specified below:

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK
Subordinate loan capital				
After 5 years	1,034,651	951,053	1,034,651	951,053
Long-term part	1,034,651	951,053	1,034,651	951,053
Within 1 year	0	0	0	0
	1,034,651	**951,053**	**1,034,651**	**951,053**
Credit institutions				
Between 1 and 5 years	1,834,131	1,273,666	0	0
Long-term part	1,834,131	1,273,666	0	0
Other short-term debt to credit institutions	11,209	505	0	0
	1,845,340	**1,274,171**	**0**	**0**
Lease obligations				
Between 1 and 5 years	15,836	3,403	0	0
Long-term part	15,836	3,403	0	0
Within 1 year	9,471	2,505	0	0
	25,307	**5,908**	**0**	**0**
Other payables				
Between 1 and 5 years	36,475	34,418	0	0
Long-term part	36,475	34,418	0	0
Other short-term payables	122,288	103,211	26	25
	158,763	**137,629**	**26**	**25**

	Group 2021	Group 2020
	KDKK	KDKK

16 Cash flow statement - adjustments

	2021 KDKK	2020 KDKK
Financial income	-3,104	-1,440
Financial expenses	206,649	166,552
Depreciation, amortisation and impairment losses, including losses and gains on sales	196,466	156,293
Tax on profit/loss for the year	-5,043	21,080
Other adjustments	34,402	7,392
	429,370	**349,877**

17 Cash flow statement - change in working capital

	2021 KDKK	2020 KDKK
Change in inventories	-4,448	-759
Change in receivables	-5,630	8,115
Change in other provisions	5,092	0
Change in trade payables, etc	-47,691	43,419
	-52,677	**50,775**

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK

18 Contingent assets, liabilities and other financial obligations

Charges and security

Floating charge	18,750	0	0	0

Floating charge that provide a mortgage on the company's inventories, receivables, operating equipment and intellectual property rights to a total carrying amount of DKK 78,561k

Rental and lease obligations

The group has concluded leases with different periods of notice. The rent in the period of notice amounts to DKK 46,545k.
The group has also concluded leases on cars and computer equipment. The lease payment up to the end of the lease term amounts to DKK 7,433k.

Other contingent liabilities

The group companies are jointly and severally liable for tax on the jointly taxed incomes etc of the Group. Moreover, the group companies are jointly and severally liable for Danish withholding taxes by way of dividend tax, tax on royalty payments and tax on unearned income. Any subsequent adjustments of corporation taxes and withholding taxes may increase the Company’s liability.

19 Related parties

	Basis
Controlling interest	
Iter S.à r.l	Principal shareholder

Transactions

The Company has chosen only to disclose transactions which have not been made on an arm’s length basis in accordance with section 98(c)(7) of the Danish Financial Statements Act.

Notes to the Financial Statements

	Group		Parent	
	2021	2020	2021	2020
	KDKK	KDKK	KDKK	KDKK
20 Fee to auditors appointed at the general meeting				
PricewaterhouseCoopers				
Audit fee	915	651	0	0
Other assurance engagements	224	238	0	0
Tax advisory services	146	40	0	0
Other services	12,064	578	0	0
	13,349	**1,507**	**0**	**0**
Vistisen & Lunde				
Audit fee	13	0	0	0
Tax advisory services	0	7	0	0
Other services	637	2,158	0	0
	650	**2,165**	**0**	**0**
Beierholm				
Audit fee	0	100	0	0
	0	**100**	**0**	**0**
Inforevision				
Audit fee	0	3	0	0
Other services	0	11	0	0
	0	**14**	**0**	**0**
Revideo AB (Dusica Milic)				
Audit fee	63	0	0	0
	63	**0**	**0**	**0**
	14,062	**3,786**	**0**	**0**

Notes to the Financial Statements

21 Accounting Policies

The Annual Report of itm8 TopCo ApS for 2021 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to large enterprises of reporting class C .

The accounting policies applied remain unchanged from last year.

The Consolidated and Parent Company Financial Statements for 2021 are presented in KDKK.

Recognition and measurement

Revenues are recognised in the income statement as earned. Furthermore, value adjustments of financial assets and liabilities measured at fair value or amortised cost are recognised. Moreover, all expenses incurred to achieve the earnings for the year are recognised in the income statement, including depreciation, amortisation, impairment losses and provisions as well as reversals due to changed accounting estimates of amounts that have previously been recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits attributable to the asset 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 out of the Company, and the value of the liability can be measured reliably.

Assets and liabilities are initially measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Basis of consolidation

The Consolidated Financial Statements comprise the Parent Company, itm8 TopCo ApS, and subsidiaries in which the Parent Company directly or indirectly holds more than 50% of the votes or in which the Parent Company, through share ownership or otherwise, exercises control. Enterprises in which the Group holds between 20% and 50% of the votes and exercises significant influence but not control are classified as associates.

On consolidation, items of a uniform nature are combined. Elimination is made of intercompany income and expenses, shareholdings, dividends and accounts as well as of realised and unrealised profits and losses on transactions between the consolidated enterprises.

The Parent Company’s investments in the consolidated subsidiaries are set off against the Parent Company’s share of the net asset value of subsidiaries stated at the time of consolidation.

Business combinations

Business acquisitions carried through on or after 1 July 2018

21 Accounting Policies (continued)

Acquisitions of subsidiaries are accounted for using the purchase method under which the identifiable assets and liabilities of the entity acquired are measured at fair value at the time of acquisition. Acquired contingent liabilities are recognised at fair value in the Consolidated Financial Statements to the extent that the value can be measured reliably.

The time of acquisition is the time when the Group obtains control of the entity acquired.

The cost of the entity acquired is the fair value of the consideration agreed, including consideration contingent on future events. Transaction costs directly attributable to the acquisition of subsidiaries are recognised in the income statement as incurred.

Positive differences between the cost of the entity acquired and identifiable assets and liabilities are recognised as goodwill in intangible assets in the balance sheet and are amortised in the income statement on a straight-line basis over their estimated useful lives. Amortisation of goodwill is allocated in the Consolidated Financial Statements to the operations to which goodwill is related. Where the differences are negative, they are recognised immediately in the income statement.

Where the purchase price allocation is not final, positive and negative differences from acquired subsidiaries due to changes to the recognition and measurement of identifiable net assets may be adjusted for up to 12 months after the time of acquisition. These adjustments are also reflected in the value of goodwill or negative goodwill, including in amortisation already made.

Where cost includes contingent consideration, this is measured at fair value at the time of acquisition. Contingent consideration is subsequently measured at fair value. Any value adjustments are recognised in the income statement.

In respect of step acquisitions, any previously held investments in the entity acquired are remeasured at fair value at the time of acquisition. The difference between the carrying amount of the investment previously held and the fair value is recognised in the income statement.

Purchase price allocations recognized in the financial statements for 2021 are provisional and may be changed in the financial statements for 2022. Such a change is done retrospectively with a restatement of comparatives.

Notes to the Financial Statements

21 Accounting Policies (continued)

Minority interests

Minority interests form part of the Group's total equity. Upon distribution of net profit, net profit is broken down on the share attributable to minority interests and the share attributable to the shareholders of the Parent Company. Minority interests are recognised on the basis of a remeasurement of acquired assets and liabilities to fair value at the time of acquisition of subsidiaries.

Leases

Leases in terms of which the Group assumes substantially all the risks and rewards of ownership (finance leases) are recognised in the balance sheet at the lower of the fair value of the leased asset and the net present value of the lease payments computed by applying the interest rate implicit in the lease or an alternative borrowing rate as the discount rate. Assets acquired under finance leases are depreciated and written down for impairment under the same policy as determined for the other fixed assets of the Group.

The remaining lease obligation is capitalised and recognised in the balance sheet under debt, and the interest element on the lease payments is charged over the lease term to the income statement.

All other leases are considered operating leases. Payments made under operating leases are recognised in the income statement on a straight-line basis over the lease term.

Translation policies

Transactions in foreign currencies are translated at the exchange rates at the dates of transaction. Exchange differences arising due to differences between the transaction date rates and the rates at the dates of payment are recognised in financial income and expenses in the income statement. Where foreign exchange transactions are considered hedging of future cash flows, the value adjustments are recognised directly in equity.

Receivables, payables and other monetary items in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the rates at the time when the receivable or the debt arose are recognised in financial income and expenses in the income statement.

Fixed assets acquired in foreign currencies are measured at the transaction date rates.

Revenue

Information on business segments and geographical segments based on the Group´s risks and returns and its internal financial reporting system. Business segments are regarded as the primary segments.

Notes to the Financial Statements

21 Accounting Policies (continued)

Income Statement

Revenue

Revenue from the sale of goods is recognised when the risks and rewards relating to the goods sold have been transferred to the purchaser, the revenue can be measured reliably and it is probable that the economic benefits relating to the sale will flow to the Group.

Services are recognised at the rate of completion of the service to which the contract relates by using the percentage-of-completion method, which means that revenue equals the selling price of the service completed for the year. This method is applied when total revenues and expenses in respect of the service and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Group. The stage of completion is determined on the basis of the ratio between the expenses incurred and the total expected expenses of the service.

Revenue is measured at the consideration received and is recognised exclusive of VAT and net of discounts relating to sales.

Direct costs

Direct costs comprise the raw materials and consumables consumed to achieve revenue for the year.

Other external expenses

Other external expenses comprise sales and distribution as well as office expenses, etc.

Staff expenses

Staff expenses comprise wages and salaries as well as payroll expenses other than production wages.

Amortisation, depreciation and impairment losses

Amortisation, depreciation and impairment losses comprise amortisation, depreciation and impairment of intangible assets and property, plant and equipment.

Other operating income and expenses

Other operating income and other operating expenses comprise items of a secondary nature to the main activities of the Group, including gains and losses on the sale of intangible assets and property, plant and equipment.

Notes to the Financial Statements

21 Accounting Policies (continued)

Income from investments in subsidiaries

Dividends from subsidiaries are recognised as income in the income statement when adopted at the General Meeting of the subsidiary. However, dividends relating to earnings in the subsidiary before it was acquired by the Parent Company are set off against the cost of the subsidiary.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts relating to the financial year.

Tax on profit/loss for the year

Tax for the year consists of current tax for the year and changes in deferred tax for the year. The tax attributable to the profit for the year is recognised in the income statement, whereas the tax attributable to equity transactions is recognised directly in equity.

The Company is jointly taxed with wholly owned Danish subsidiaries. The tax effect of the joint taxation is allocated to enterprises in proportion to their taxable incomes.

Balance Sheet

Intangible assets

Goodwill acquired is measured at cost less accumulated amortisation. Goodwill is amortised on a straight-line basis over its useful life, which is assessed at 7 - 20 years.

Customer relationships acquired is measured at cost less accumulated amortisation. Customer relationships is amortised on a straight-line basis over its useful life, which is assessed at 20 years.

Patents and licences are measured at the lower of cost less accumulated amortisation and recoverable amount. Patents are amortised over the remaining patent period, and licences are amortised over the licence period; however not exceeding 3 - 5 years.

Development costs and costs relating to rights developed by the Company are recognised in the income statement as costs in the year of acquisition.

Property, plant and equipment

Property, plant and equipment are measured at cost less accumulated depreciation and less any accumulated impairment losses.

Cost comprises the cost of acquisition and expenses directly related to the acquisition up until the time

Notes to the Financial Statements

21 Accounting Policies (continued)

when the asset is ready for use.

Depreciation based on cost reduced by any residual value is calculated on a straight-line basis over the expected useful lives of the assets, which are:

Other fixtures and fittings, tools and equipment	3-5	years
Leasehold improvements	3-5	years

The fixed assets' residual values are determined at nil.

Depreciation period and residual value are reassessed annually.

Impairment of fixed assets

The carrying amounts of intangible assets and property, plant and equipment are reviewed on an annual basis to determine whether there is any indication of impairment other than that expressed by amortisation and depreciation.

If so, the asset is written down to its lower recoverable amount.

Investments in subsidiaries

Investments in subsidiaries are measured at cost. Where cost exceeds the recoverable amount, write-down is made to this lower value.

Fixed asset investments

Investments which are not traded in an active market are measured at the lower of cost and recoverable amount.

Other fixed asset investments

Other fixed asset investments consist of unlisted equity investments, deposit and receivables.

Inventories

Inventories are measured at the lower of cost under the FIFO method and net realisable value.

The net realisable value of inventories is calculated at the amount expected to be generated by sale of the inventories in the process of normal operations with deduction of selling expenses. The net realisable value is determined allowing for marketability, obsolescence and development in expected selling price.

Notes to the Financial Statements

21 Accounting Policies (continued)

The cost of goods for resale, raw materials and consumables equals landed cost.

Receivables

Receivables are measured in the balance sheet at the lower of amortised cost and net realisable value, which corresponds to nominal value less provisions for bad debts.

Contract work in progress

Contract work in progress regarding service is measured at selling price of the work performed calculated on the basis of the stage of completion. The stage of completion is measured by the proportion that the contract expenses incurred to date bear to the estimated total contract expenses. Where it is probable that total contract expenses will exceed total revenues from a contract, the expected loss is recognised as an expense in the income statement.

Where the selling price cannot be measured reliably, the selling price is measured at the lower of expenses incurred and net realisable value.

Payments received on account are set off against the selling price. The individual contracts are classified as receivables when the net selling price is positive and as liabilities when the net selling price is negative.

Expenses relating to sales work and the winning of contracts are recognised in the income statement as incurred.

Prepayments

Prepayments comprise prepaid expenses concerning rent, insurance premiums, subscriptions and interest.

Equity

Dividend

Dividend distribution proposed by Management for the year is disclosed as a separate equity item.

Provisions

Provisions are recognised when - in consequence of an event occurred before or on the balance sheet date - the Group has a legal or constructive obligation and it is probable that economic benefits must be given up to settle the obligation.

Notes to the Financial Statements

21 Accounting Policies (continued)

Deferred tax assets and liabilities

Deferred income tax is measured using the balance sheet liability method in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes on the basis of the intended use of the asset and settlement of the liability, respectively.

Deferred tax assets are measured at the value at which the asset is expected to be realised, either by elimination in tax on future earnings or by set-off against deferred tax liabilities within the same legal tax entity.

Deferred tax is measured on the basis of the tax rules and tax rates that will be effective under the legislation at the balance sheet date when the deferred tax is expected to crystallise as current tax. Any changes in deferred tax due to changes to tax rates are recognised in the income statement or in equity if the deferred tax relates to items recognised in equity.

Current tax receivables and liabilities

Current tax liabilities and receivables are recognised in the balance sheet as the expected taxable income for the year adjusted for tax on taxable incomes for prior years and tax paid on account. Extra payments and repayment under the on-account taxation scheme are recognised in the income statement in financial income and expenses.

Financial debts

Debts are measured at amortised cost, substantially corresponding to nominal value.

Deferred income

Deferred income comprises payments received in respect of income in subsequent years.

21 Accounting Policies (continued)

Cash Flow Statement

The cash flow statement shows the Group´s cash flows for the year broken down by operating, investing and financing activities, changes for the year in cash and cash equivalents as well as the Group´s cash and cash equivalents at the beginning and end of the year.

Cash flows from operating activities

Cash flows from operating activities are calculated as the net profit/loss for the year adjusted for changes in working capital and non-cash operating items such as depreciation, amortisation and impairment losses, and provisions. Working capital comprises current assets less short-term debt excluding items included in cash and cash equivalents.

Cash flows from investing activities

Cash flows from investing activities comprise cash flows from acquisitions and disposals of intangible assets, property, plant and equipment as well as fixed asset investments.

Cash flows from financing activities

Cash flows from financing activities comprise cash flows from the raising and repayment of long-term debt as well as payments to and from shareholders.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand and short term liabilities to credit institutions.

The cash flow statement cannot be immediately derived from the published financial records.

Notes to the Financial Statements

21 Accounting Policies (continued)

Financial Highlights

Explanation of financial ratios

Gross margin	$\dfrac{\text{Gross profit x 100}}{\text{Revenue}}$
Profit margin	$\dfrac{\text{Profit before financials x 100}}{\text{Revenue}}$
Return on assets	$\dfrac{\text{Profit before financials x 100}}{\text{Total assets}}$
Solvency ratio	$\dfrac{\text{Equity at year end x 100}}{\text{Total assets at year end}}$
Return on equity	$\dfrac{\text{Net profit for the year x 100}}{\text{Average equity}}$