

Ward Personnel ApS

C/O Albjerg Statsautoriseret Revisionspartnerselskab, Ringager 4C, 2. Th.
2605 Brøndby
CVR-nr. 40 51 31 59
Company reg. no. 40 51 31 59

Årsrapport for 2023 *Annual report for 1 January - 31 December 2023*

Årsrapporten er fremlagt og godkendt på selskabets ordinære generalforsamling den 24. juni 2024.
The annual report was submitted and approved by the general meeting on the 24 June 2024.



David Ward
Dirigent
Chairman of the meeting

Indholdsfortegnelse

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Notes to users of the English version of this document:

- This document contains a Danish version as well as an English version. In the event of any dispute regarding the interpretation of any part of the document, the Danish version of the document shall prevail.
- To ensure the greatest possible applicability of the English version of the document, IAS/IFRS English terminology has been used.
- Please note that decimal points remain unchanged from Danish version of the document. This means that DKK 146.940 corresponds to the English amount of DKK 146,940, and that 23,5 % corresponds to 23.5 %.

Ledelsespåtegning *Management's statement*

Direktionen har dags dato aflagt årsrapporten for 2023 for Ward Personnel ApS.

Today, the Managing Director has approved the annual report of Ward Personnel ApS for the financial year 2023.

Årsrapporten er aflagt i overensstemmelse med årsregnskabsloven.

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

Jeg anser den valgte regnskabspraksis for hensigtsmæssig, og efter min opfattelse giver årsregnskabet et retvisende billede af selskabets aktiver, passiver og finansielle stilling pr. 31. december 2023 samt af resultatet af selskabets aktiviteter for regnskabsåret 1. januar - 31. december 2023.

I consider the chosen accounting policy to be appropriate, and in my opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2023 and of the results of the Company's operations for the financial year 1 January – 31 December 2023.

Direktionen anser betingelserne for at undlade revision af årsregnskabet for 2023 for opfyldt.

The Managing Director consider the conditions for audit exemption of the 2023 financial statements to be met.

Ledelsesberetningen indeholder efter min opfattelse en retvisende redegørelse for de forhold, som beretningen omhandler.


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

Årsrapporten indstilles til generalforsamlingens godkendelse.

We recommend that the annual report be approved at the Annual General Meeting.

Cork, Irland, den 24. juni 2024
Brøndby, 24 June 2024

Direktion
Managing Director



David Ward

Revisors erklæring om opstilling af årsregnskab *Practitioner's compilation report*

Til kapitalejerne i Ward Personnel ApS

Vi har opstillet årsregnskabet for Ward Personnel ApS for regnskabsåret 1. januar - 31. december 2023 på grundlag af selskabets bogføring og øvrige oplysninger, som De har tilvejebragt.

Årsregnskabet omfatter anvendt regnskabspraksis, resultatopgørelse, balance, egenkapitalopgørelse og noter.

Vi har udført opgaven i overensstemmelse med ISRS 4410, Opgaver om opstilling af finansielle oplysninger.

Vi har anvendt vores faglige ekspertise til at assistere Dem med at udarbejde og præsentere årsregnskabet i overensstemmelse med årsregnskabsloven. Vi har overholdt relevante bestemmelser i revisorloven og International Ethics Standards Board for Accountants' internationale retningslinjer for revisors etiske adfærd (IESBA Code), herunder principper om integritet, objektivitet, professionel kompetence og fornøden omhu.

Årsregnskabet samt nøjagtigheden og fuldstændigheden af de oplysninger, der er anvendt til opstillingen af årsregnskabet, er Deres ansvar.

Da en opgave om opstilling af finansielle oplysninger ikke er en erklæringsopgave med sikkerhed, er vi ikke forpligtet til at verificere nøjagtigheden eller fuldstændigheden af de oplysninger, De har givet os til brug for at opstille årsregnskabet. Vi udtrykker derfor ingen revisions- eller reviewkonklusion om, hvorvidt årsregnskabet er udarbejdet i overensstemmelse med årsregnskabsloven.

Brøndby, den 24. juni 2024

Brøndby, 24 June 2024

ALBJERG

Statsautoriseret Revisionspartnerselskab

CVR-nr. 35 38 28 79

Company reg. no. 35 38 28 79

Michel Laursen

statsautoriseret revisor

State Authorised Public Accountant

mne34138

To the Shareholders of Ward Personnel ApS

We have compiled the financial statements of Ward Personnel ApS for the financial year 1 January - 31 December 2023 based on the company's bookkeeping and on information you have provided.

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

We performed this compilation engagement in accordance with International Standard on Related Services 4410 (Revised), Compilation Engagements.

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

These financial statements and the accuracy and completeness of the information used to compile them are your responsibility.

Since a compilation engagement is not an assurance engagement, we are not required to verify the accuracy or completeness of the information you provided to us to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on whether these financial statements are prepared in accordance with the Danish Financial Statements Act.

Selskabsoplysninger

Company information

Selskabet
The company

Ward Personnel ApS
C/O Albjerg Statsautoriseret Revisionspartnerselskab
Ringager 4C, 2. Th.
2605 Brøndby

CVR-nr.: 40 51 31 59
Company reg. no.

Regnskabsår: 1. januar - 31. december
Financial year: 1 January - 31 December

Direktion
Managing Director

David Ward

Revisor
Auditors

ALBJERG
Statsautoriseret Revisionspartnerselskab
Ringager 4C, 2. th.
2605 Brøndby

Modervirksomhed
Parent company

Ward Personnel Limited

Ledelsesberetning

Management's review

Selskabets væsentligste aktiviteter

Selskabets aktivitet har i lighed med tidligere år bestået i rekrutteringstjenester/ ansættelses agentur tjenester.

Udvikling i aktiviteter og økonomiske forhold

Årets bruttotab udgør -12.303 kr. mod -11.600 kr. sidste år. Det ordinære resultat efter skat udgør -13.385 kr. mod -10.216 kr. sidste år. Ledelsen anser årets resultat for forventet.

Begivenheder efter regnskabsårets udløb

Selskabet har opstartet aktiviteten i løbet af 2024 og forventer på baggrund heraf overskud fra og med 2024. Der er efter regnskabsårets afslutning ikke indtruffet yderligere begivenheder, som væsentligt vil kunne påvirke selskabets finansielle stilling.

Description of key activities of the company

Like previous years, the activities have consisted of recruitment services / employment agency services.

Development in activities and financial matters

The gross loss for the year totals DKK -12.303 against DKK -11.600 last year. Income or loss from ordinary activities after tax totals DKK -13.385 against DKK -10.216 last year. Management considers the net profit or loss for the year as expected.

Events occurring after the end of the financial year

The company has started the activity during 2024 and, based on this, expects a profit from and including 2024. No other events have occurred after the end of the financial year that could significantly affect the company's financial position.

Resultatopgørelse 1. januar - 31. december
Income statement 1 January - 31 December

All amounts in DKK.

| <u>Note</u> | 2023 kr. | 2022 kr. |
|---|----------------|----------------|
| Bruttotab | | |
| <i>Gross loss</i> | -12.303 | -11.600 |
| 1 Øvrige finansielle omkostninger | | |
| <i>Other financial expenses</i> | -4.858 | -1.464 |
| Resultat før skat | | |
| <i>Pre-tax net profit or loss</i> | -17.161 | -13.064 |
| Skat af årets resultat | | |
| <i>Tax on net profit or loss for the year</i> | 3.776 | 2.848 |
| Årets resultat | | |
| <i>Net profit or loss for the year</i> | -13.385 | -10.216 |
| Forslag til resultatdisponering: | | |
| <i>Proposed distribution of net profit:</i> | | |
| Disponeret fra overført resultat | | |
| <i>Allocated from retained earnings</i> | -13.385 | -10.216 |
| Disponeret i alt | | |
| <i>Total allocations and transfers</i> | -13.385 | -10.216 |

Balance 31. december
Balance sheet at 31 December

All amounts in DKK.

| Aktiver Assets | 2023 | 2022 |
|---|-----------------------|-----------------------|
| <u>Note</u> | <u>kr.</u> | <u>kr.</u> |
| Omsætningsaktiver Current assets | | |
| Udskudte skatteaktiver <i>Deferred tax assets</i> | 6.624 | 2.848 |
| Andre tilgodehavender <i>Other receivables</i> | 23.556 | 11.619 |
| Periodeafgrænsningsposter <i>Prepayments</i> | 181.322 | 0 |
| Tilgodehavender i alt <i>Total receivables</i> | <u>211.502</u> | <u>14.467</u> |
| Likvide beholdninger <i>Cash and cash equivalents</i> | <u>655.846</u> | <u>117.460</u> |
| Omsætningsaktiver i alt Total current assets | <u>867.348</u> | <u>131.927</u> |
| Aktiver i alt Total assets | <u>867.348</u> | <u>131.927</u> |

Balance 31. december
Balance sheet at 31 December

All amounts in DKK.

| Note | 2023 kr. | 2022 kr. |
|--|----------------|----------------|
| Passiver Equity and liabilities | | |
| Egenkapital Equity | | |
| 2 | | |
| Virksomhedskapital <i>Contributed capital</i> | 40.000 | 40.000 |
| Overført resultat <i>Retained earnings</i> | 10.100 | 23.485 |
| Egenkapital i alt Total equity | 50.100 | 63.485 |
| Gældsforpligtelser Liabilities other than provisions | | |
| Leverandører af varer og tjenesteydelser <i>Trade payables</i> | 11.600 | 11.600 |
| Gæld til tilknyttede virksomheder <i>Payables to group enterprises</i> | 805.648 | 56.842 |
| Kortfristede gældsforpligtelser i alt <i>Total short term liabilities other than provisions</i> | 817.248 | 68.442 |
| Gældsforpligtelser i alt Total liabilities other than provisions | 817.248 | 68.442 |
| Passiver i alt Total equity and liabilities | 867.348 | 131.927 |
| 3 Pantsætninger og sikkerhedsstillelser Charges and security | | |

Egenkapitalopgørelse

Statement of changes in equity

All amounts in DKK.

| | Virksomhedskapital <i>Contributed capital</i> kr. | Overført resultat <i>Retained earnings</i> kr. | I alt <i>Total</i> kr. |
|--|--|---|-------------------------------------|
| Egenkapital 1. januar 2022 <i>Equity 1 January 2022</i> | 40.000 | 33.701 | 73.701 |
| Årets overførte overskud eller underskud <i>Profit or loss for the year brought forward</i> | 0 | -10.216 | -10.216 |
| Egenkapital 1. januar 2023 <i>Equity 1 January 2023</i> | 40.000 | 23.485 | 63.485 |
| Årets overførte overskud eller underskud <i>Profit or loss for the year brought forward</i> | 0 | -13.385 | -13.385 |
| | 40.000 | 10.100 | 50.100 |

Noter Notes

All amounts in DKK.

| | 2023 kr. | 2022 kr. |
|--|---------------|---------------|
| 1. Øvrige finansielle omkostninger <i>Other financial expenses</i> | | |
| Finansielle omkostninger, tilknyttede virksomheder <i>Financial costs, group enterprises</i> | 3.516 | 0 |
| Andre finansielle omkostninger <i>Other financial costs</i> | 1.342 | 1.464 |
| | <u>4.858</u> | <u>1.464</u> |
| 2. Virksomhedskapital <i>Contributed capital</i> | | |
| Virksomhedskapital 1. januar 2023 <i>Contributed capital 1 January 2023</i> | 40.000 | 40.000 |
| | <u>40.000</u> | <u>40.000</u> |
| 3. Pantsætninger og sikkerhedsstillelser <i>Charges and security</i> | | |
| Selskabet har ikke stillet pant eller anden sikkerhed i aktiver pr. 31. december 2023. <i>The company has not provided a mortgage or other security in assets per 31 December 2023.</i> | | |

Anvendt regnskabspraksis

Accounting policies

Årsrapporten for Ward Personnel ApS er aflagt i overensstemmelse med årsregnskabslovens bestemmelser for en klasse B-virksomhed. Herudover har virksomheden valgt at følge enkelte regler for klasse C-virksomheder.

Årsrapporten er aflagt efter samme regnskabspraksis som sidste år og aflægges i danske kroner.

Resultatopgørelsen

Bruttotab

Bruttotab indeholder nettoomsætning, ændring i lagre af færdigvarer og varer under fremstilling, arbejde udført for egen regning og opført under aktiver, andre driftsindtægter samt eksterne omkostninger.

Selskabet har som fortolkningsbidrag for indregning af nettoomsætning valgt IAS 18.

Nettoomsætning indregnes i resultatopgørelsen, såfremt levering og risikoovergang til køber har fundet sted inden årets udgang, og såfremt indtægten kan opgøres pålideligt og forventes modtaget. Nettoomsætningen måles til dagsværdien af det aftalte vederlag eksklusive moms og afgifter og med fradrag af rabatter i forbindelse med salget.

Andre eksterne omkostninger omfatter omkostninger til administration mv.

Finansielle indtægter og omkostninger

Finansielle indtægter og omkostninger indregnes i resultatopgørelsen med de beløb, der vedrører regnskabsåret. Finansielle poster omfatter renteindtægter og -omkostninger, finansielle omkostninger ved realiserede og urealiserede kursgevinster og kurstab vedrørende gæld og transaktioner i fremmed valuta, amortisering af finansielle aktiver og forpligtelser samt tillæg og godtgørelser under acontoskatteordningen mv.

Skat af årets resultat

Årets skat, der består af årets aktuelle selskabsskat og ændring i udskudt skat, indregnes i resultatopgørelsen med den del, der kan henføres til årets resultat, og direkte i egenkapitalen med den del, der kan henføres til posteringer direkte i egenkapitalen.

The annual report for Ward Personnel ApS has been presented in accordance with the Danish Financial Statements Act regulations concerning reporting class B enterprises. Furthermore, the company has decided to comply with certain rules applying to reporting class C enterprises.

The accounting policies are unchanged from last year, and the annual report is presented in DKK.

Income statement

Gross loss

Gross loss comprises the revenue, changes in inventories of finished goods, and work in progress, own work capitalised, other operating income, and external costs.

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

Revenue is recognised in the income statement if delivery and passing of risk to the buyer have taken place before the end of the year and if the income can be determined reliably and inflow is anticipated. Revenue is measured at the fair value of the consideration promised exclusive of VAT and taxes and less any discounts relating directly to sales.

Other external expenses comprise expenses incurred for administration etc.

Financial income and expenses

Financial income and expenses are recognised in the income statement with the amounts concerning the financial year. Financial income and expenses comprise interest income and expenses, financial expenses from realised and unrealised capital gains and losses relating to debt and transactions in foreign currency, amortisation of financial assets and liabilities as well as surcharges and reimbursements under the advance tax scheme, etc.

Tax on net profit or loss for the year

Tax for the year comprises the current income tax for the year and changes in deferred tax and is recognised in the income statement with the share attributable to the net profit or loss for the year and directly in equity with the share attributable to entries directly in equity.

Balancen

Tilgodehavender

Tilgodehavender måles til amortiseret kostpris, hvilket sædvanligvis svarer til nominal værdi.

Der nedskrives til nettorealiseringsværdien med henblik på at imødegå forventede tab.

Periodeafgrænsningsposter

Periodeafgrænsningsposter, som er indregnet under aktiver, omfatter afholdte omkostninger vedrørende efterfølgende regnskabsår.

Likvide beholdninger

Likvide beholdninger omfatter indeståender i pengeinstitutter og kontantbeholdninger.

Selskabsskat og udskudt skat

Aktuelle skatteforpligtelser og tilgodehavende aktuel skat indregnes i balancen som beregnet skat af årets skattepligtige indkomst, reguleret for skat af tidligere års skattepligtige indkomster og for betalte acontoskatter.

Udskudt skat måles efter den balanceorienterede gældsmetode af midlertidige forskelle mellem regnskabsmæssig og skattemæssig værdi af aktiver og forpligtelser opgjort på grundlag af den planlagte anvendelse af aktivet henholdsvis afvikling af forpligtelsen. Udskudt skat måles til nettorealiseringsværdi.

Udskudt skat måles på grundlag af de skatteregler og skattesatser i de respektive lande, der med balancedagens lovgivning vil være gældende, når den udskudte skat forventes udløst som aktuel skat.

Udskudte skatteaktiver, herunder skatteværdien af fremførselsberettiget skattemæssigt underskud, måles til den værdi, hvortil aktivet forventes at kunne realiseres, enten ved udligning i skat af fremtidig indtjening eller ved modregning i udskudte skatteforpligtelser inden for samme juridiske skatteenhed. Eventuelle udskudte nettoskatteaktiver måles til nettorealiseringsværdi.

Gældsforpligtelser

Gældsforpligtelser måles til amortiseret kostpris, hvilket sædvanligvis svarer til nominal værdi.

Statement of financial position

Receivables

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

In order to meet expected losses, impairment takes place at the net realisable value.

Prepayments

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank.

Income tax and deferred tax

Current tax liabilities and current tax receivable are recognised in the statement of financial position as calculated tax on the taxable income for the year, adjusted for tax of previous years' taxable income and for tax paid on account.

Deferred tax is measured on the basis of temporary differences in assets and liabilities with a focus on the statement of financial position. Deferred tax is measured at net realisable value.

Deferred tax is measured based on the tax rules and tax rates applying under the legislation prevailing in the respective countries on the reporting date when the deferred tax is expected to be released as current tax.

Deferred tax assets, including the tax value of tax losses allowed for carryforward, are recognised at the value at which they are expected to be realisable, either by settlement against tax of future earnings or by set-off in deferred tax liabilities within the same legal tax unit. Any deferred net tax assets are measured at net realisable value.

Liabilities other than provisions

Liabilities are measured at amortised cost which usually corresponds to the nominal value.

Dette dokument er underskrevet af nedenstående parter, der med deres underskrift har bekræftet dokumentets indhold samt alle datoer i dokumentet.

This document is signed by the following parties with their signatures confirming the documents content and all dates in the document.

Michel Laursen

Navnet returneret af dansk MitID var:

Michel Vincent van Overdijk Laursen

Revisor

ID: b9eb15f8-6112-4c1b-8b7e-d7bea338a7a3

Tidspunkt for underskrift: 25-06-2024 kl.: 10:24:20

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