
Launch! HCM Danmark ApS

Knudsvej 44, DK-4000 Roskilde

Annual Report for 1 January - 31 December 2021

CVR No 40 73 99 98

The Annual Report was
presented and adopted at
the Annual General
Meeting of the Company on
27/6 2022

Bastiaan Ossewaarde
Chairman of the General
Meeting



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Management's Statement

The Executive Board has today considered and adopted the Annual Report of Launch! HCM Danmark ApS for the financial year 1 January - 31 December 2021.

The Annual Report is prepared in accordance with the Danish Financial Statements Act. The Company complies with the exemption provisions governing the omission to have its Financial Statements audited.

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

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

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

Roskilde, 27 June 2022

Executive Board

Bastiaan Ossewaarde
CEO

Practitioner's Statement on Compilation of Financial Statements

To the Management of Launch! HCM Danmark ApS

We have compiled the Financial Statements of Launch! HCM Danmark ApS for the financial year 1 January - 31 December 2021 on the basis of the Enterprise's accounting records and other information you have provided.

The Financial Statements comprise income statement, balance sheet and notes, including a summary of significant accounting policies.

We performed our work in accordance with ISRS 4410, Engagements to Compile Financial Information.

Based on our professional expertise, we have assisted you with the preparation and presentation of the Financial Statements in accordance with the Danish Financial Statements Act. We have complied with relevant provisions of the Danish Act on Approved Auditors and Audit Firms and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code), including the principles of integrity, objectivity, professional competence and due care.

The Financial Statements and the accuracy and completeness of the information forming the basis of the compilation of the Financial Statements are your responsibility.

As an engagement to compile financial information is not an assurance engagement, we are under no duty to verify the accuracy or completeness of the information you provided to us to compile the Financial Statements. Accordingly, we express no audit opinion or review opinion as to whether the Financial Statements have been prepared in accordance with the Danish Financial Statements Act.

Hellerup,

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Nikolaj Erik Johnsen

statsautoriseret revisor

mne35806

Company Information

The Company

Launch! HCM Danmark ApS
Knudsvej 44
DK-4000 Roskilde

CVR No: 40 73 99 98
Financial period: 26 August 2019 - 31 December 2020
Financial year: 2nd financial year
Municipality of reg. office: Roskilde

Executive Board

Bastiaan Ossewaarde

Auditors

PricewaterhouseCoopers
Statsautoriseret Revisionspartnerselskab
Strandvejen 44
DK-2900 Hellerup

Management's Review

Key activities

The company's object is to conduct consultancy business and other businesses related thereto.

Development in the year

The income statement of the Company for 2021 shows a loss of DKK 1,644,055, and at 31 December 2021 the balance sheet of the Company shows negative equity of DKK 5,084,896.

Subsequent events

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

Income Statement 1 January - 31 December

	Note	2021 DKK	2020 DKK
Revenue		2.038.987	1.142.392
Other external expenses		-317.685	-954.868
Gross profit/loss		1.721.302	187.524
Staff expenses	1	-3.330.777	-3.630.143
Depreciation, amortisation and impairment of intangible assets and property, plant and equipment		-27.952	-12.667
Profit/loss before financial income and expenses		-1.637.427	-3.455.286
Financial expenses	2	-6.628	-25.554
Profit/loss before tax		-1.644.055	-3.480.840
Tax on profit/loss for the year		0	0
Net profit/loss for the year		-1.644.055	-3.480.840

Distribution of profit

	2021 DKK	2020 DKK
Proposed distribution of profit		
Retained earnings	-1.644.055	-3.480.840
	-1.644.055	-3.480.840

Balance Sheet 31 December

Assets

	Note	2021 DKK	2020 DKK
Other fixtures and fittings, tools and equipment		34.531	59.025
Property, plant and equipment	3	34.531	59.025
Fixed assets		34.531	59.025
Trade receivables		397.886	38.400
Receivables from group enterprises		86.541	636.151
Other receivables		732	727
Receivables		485.159	675.278
Cash at bank and in hand		127.696	24.234
Currents assets		612.855	699.512
Assets		647.386	758.537

Balance Sheet 31 December

Liabilities and equity

	Note	2021 DKK	2020 DKK
Share capital		40.000	40.000
Retained earnings		-5.124.896	-3.480.840
Equity		-5.084.896	-3.440.840
Payables to group enterprises		5.448.460	3.567.493
Other payables		0	150.542
Long-term debt	4	5.448.460	3.718.035
Trade payables		31.501	9.919
Other payables	4	252.321	471.423
Short-term debt		283.822	481.342
Debt		5.732.282	4.199.377
Liabilities and equity		647.386	758.537
Contingent assets, liabilities and other financial obligations	5		
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Notes to the Financial Statements

	2021 <u>DKK</u>	2020 <u>DKK</u>
1 Staff expenses		
Wages and salaries	3.117.007	3.419.524
Pensions	195.600	199.414
Other social security expenses	18.170	11.205
	<u>3.330.777</u>	<u>3.630.143</u>
 Average number of employees	 <u>3</u>	 <u>3</u>
 2 Financial expenses		
Other financial expenses	9.729	19.876
Exchange loss	-3.101	5.678
	<u>6.628</u>	<u>25.554</u>
 3 Property, plant and equipment		Other fixtures and fittings, tools and equipment <u>DKK</u>
Cost at 1 January		71.692
Disposals for the year		<u>-19.666</u>
Cost at 31 December		<u>52.026</u>
Impairment losses and depreciation at 1 January		12.667
Depreciation for the year		<u>4.828</u>
Impairment losses and depreciation at 31 December		<u>17.495</u>
 Carrying amount at 31 December		 <u>34.531</u>

Notes to the Financial Statements

4 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:

	2021 DKK	2020 DKK
Payables to group enterprises		
Between 1 and 5 years	5.448.460	3.567.493
Long-term part	5.448.460	3.567.493
Within 1 year	0	0
	5.448.460	3.567.493
Other payables		
Between 1 and 5 years	0	150.542
Long-term part	0	150.542
Other short-term payables	252.321	471.423
	252.321	621.965

5 Contingent assets, liabilities and other financial obligations

Contingent liabilities

The group companies are jointly and severally liable for tax on the jointly taxed incomes etc of the Group. The total amount of corporation tax payable is disclosed in the Annual Report of Launch! Nordic Holding ApS, which is the management company of the joint taxation purposes. 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.

6 Related parties

The company is included in the Group Annual Report of the parent company:

Name	Place of registered office
Launch! Nordic Holding ApS	Dronning Margrethes Vej 4D 4000 Roskilde

Notes to the Financial Statements

7 Accounting Policies

The Annual Report of Launch! HCM Danmark ApS for 2021 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B.

The Financial Statements for 2021 are presented in DKK.

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.

Leases

All 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

Danish kroner is used as the presentation currency. All other currencies are regarded as foreign currencies.

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

Notes to the Financial Statements

7 Accounting Policies (continued)

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.

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 Company.

Contract work in progress (construction contracts) is recognised at the rate of completion, which means that revenue equals the selling price of the work completed for the year (percentage-of-completion method). This method is applied when total revenues and expenses in respect of the contract 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 Company. The stage of completion is determined on the basis of the ratio between the expenses incurred and the total expected expenses of the contract.

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 Company. 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.

Other external expenses

Other external expenses comprise indirect production costs and expenses for premises, sales and distribution as well as office expenses, etc.

Staff expenses

Staff expenses comprise wages and salaries as well as payroll expenses.

Notes to the Financial Statements

7 Accounting Policies (continued)

Amortisation, depreciation and impairment losses

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

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 Launch! Nordic Danmark ApS. The tax effect of the joint taxation is allocated to Danish enterprises in proportion to their taxable incomes.

Balance Sheet

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 when the asset is ready for use.

Interest expenses on loans raised directly for financing the construction of property, plant and equipment are recognised in cost over the period of construction.

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	5	years
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The fixed assets' residual values are determined at nil.

Depreciation period and residual value are reassessed annually.

Notes to the Financial Statements

7 Accounting Policies (continued)

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.

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.

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

Loans, such as mortgage loans and loans from credit institutions, are recognised initially at the proceeds received net of transaction expenses incurred. Subsequently, the loans are measured at amortised cost; the difference between the proceeds and the nominal value is recognised as an interest expense in the income statement over the loan period.

Mortgage loans are measured at amortised cost, which for cash loans corresponds to the remaining loan. Amortised cost of debenture loans corresponds to the remaining loan calculated as the underlying cash value of the loan at the date of raising the loan adjusted for depreciation of the price adjustment of the loan made over the term of the loan at the date of raising the loan.

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