



Grant Thornton
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Devoteam Technology Consulting A/S

Kampmannsgade 2, 1604 København V

Company reg. no. 30 91 91 49

Annual report

1 January - 31 December 2024

The annual report was submitted and approved by the general meeting on the 7 July 2025.

DocuSigned by:

Henrik Madsen

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Henrik Madsen

Chairman of the meeting

Contents

	<u>Page</u>
Reports	
Management's statement	1
Independent auditor's report	2
Management's review	
Company information	5
Financial highlights	6
Management's review	7
Financial statements 1 January - 31 December 2024	
Income statement	8
Balance sheet	9
Statement of changes in equity	11
Notes	12
Accounting policies	18

Notes:

- To ensure the greatest possible applicability of this document, IAS/IFRS English terminology has been used.
- Please note that decimal points have not been used in the usual English way. This means that for instanceDKK 146.940 means the amount ofDKK 146,940, and that 23,5 % means 23.5 %.

Management's statement

Today, the Board of Directors and the Managing Director have approved the annual report of Devoteam Technology Consulting A/S for the financial year 1 January - 31 December 2024.

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

We consider the chosen accounting policy to be appropriate, and in our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2024 and of the results of the Company's operations for the financial year 1 January – 31 December 2024.

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

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

Copenhagen, 7 July 2025

Managing Director

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Henrik Madsen

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Henrik Madsen

Board of directors

DocuSigned by:

Casper Ryborg

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Casper Ryborg

DocuSigned by:

Sébastien Chevrel

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Sébastien Raymond Jean Chevrel

DocuSigned by:

Céline Mora

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Céline Anne Mora

Independent auditor's report

To the Shareholders of Devoteam Technology Consulting A/S

Auditor's report on the Financial Statements

Opinion

We have audited the financial statements of Devoteam Technology Consulting A/S for the financial year 1 January - 31 December 2024, which comprise income statement, balance sheet, statement of changes in equity, notes and a summary of significant accounting policies, for the Company. The financial statements are prepared under the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2024, and of the results of the Company's operations for the financial year 1 January - 31 December 2024 in accordance with the Danish Financial Statements Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's Responsibilities for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act, and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance 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.

Independent auditor's report

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Statement on 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.

Independent auditor's report

Moreover, it is our responsibility to consider whether Management's Review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that Management's Review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statement Act. We did not identify any material misstatement of Management's Review.

Violation of VAT Reporting Legislation

The company identified and corrected previous VAT reporting inaccuracies during the financial year. Management may be held liable for submission of incorrect VAT returns.

Copenhagen, 7 July 2025

Grant Thornton

Certified Public Accountants
Company reg. no. 34 20 99 36

Signed by:



 Peter Birk Stokholm
State Authorised Public Accountant
mne48468

Company information

The company	Devoteam Technology Consulting A/S	
	Kampmannsgade 2	
	1604 København V	
	Web site	www.devoteam.dk
Board of directors	Company reg. no.	30 91 91 49
	Financial year:	1 January 2024 - 31 December 2024
	Casper Ryborg	
	Sébastien Raymond Jean Chevrel	
Managing Director	Céline Anne Mora	
	Henrik Madsen	
	Grant Thornton, Godkendt Revisionspartnerselskab	
	Lautrupsgade 11	
Auditors	2100 København Ø	
	Devoteam SAS	
	Procori SMC AB, Göteborg	
Parent company		
Subsidiary		

Financial highlights

DKK in thousands.

	2024	2023	2022	2021	2020
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Income statement:

Revenue	270.954	248.914	198.507	170.826	162.038
Gross profit	106.434	118.445	100.224	92.333	93.852
Profit from operating activities	11.667	26.119	29.219	33.366	30.599
Net financials	-2.371	1.243	505	-760	-613
Net profit or loss for the year	6.529	21.337	23.170	25.365	23.378

Statement of financial position:

Balance sheet total	221.343	229.233	177.699	99.631	108.926
Investments in property, plant and equipment	0	0	0	898	403
Equity	28.783	22.254	23.918	26.047	23.983

Employees:

Average number of full-time employees	105	94	82	69	68
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Key figures in %:

Gross margin ratio	39,3	47,6	50,5	54,1	57,9
Profit margin (EBIT-margin)	4,3	10,5	14,7	19,5	18,9
Acid test ratio	103,6	113,6	119,4	142,8	134,3
Solvency ratio	13,0	9,7	13,5	26,1	22,0
Return on equity	25,6	92,4	92,7	101,4	118,7

Calculations of key figures and ratios do, in all material respects, follow the recommendations of the Danish Association of Finance Analysts, only in a few respects deviating from the recommendations.

Management's review

Description of key activities of the company

Devoteam Technology Consulting is the leading system integrator and reseller of ServiceNow and Google based solutions in Denmark.

Uncertainties connected with recognition or measurement

Recognition and measurement in the financial statements are not considered to be subject to significant uncertainties.

Development in activities and financial matters

The revenue for the year totals DKK 270.954 thousand against DKK 248.914 thousand last year. Income or loss from ordinary activities after tax totals DKK 6.529thousand against DKK 21.337thousand last year.

The development must be seen in light of the fact that, according to the annual report 2023, the company expected revenues for 2024 in the region of DKK 250,000 thousand and profit before taxes of DKK 24,000 thousand

Management considers the revenue satisfactory and in line with the expectations especially in a year that was influenced by global geopolitical uncertainties and a general difficult market. The net profit for 2024 was below the expected level, but the management considered it satisfactory as it has been necessary to take some one off investments to make sure that the company is in a stronger position for the future.

In 2024, the company's cash and cash equivalents decreased by DKK 7.707thousand, i.e. from DKK 26.120 to DKK 18.413 thousand.

Expected developments

It is expected that the Company will realize positive results for the financial year 2025 and have a positive development. Management expects net revenue and profit before tax to be approximately at the same level as in 2024 and therefore expects revenue between 270-275 m.DKK and profit before taxes between 8-10 m.DKK.

Intangible key resources

The employees represent the Company's key resource, and it is therefore important that the Company is able to recruit and retain highly qualified employees. The Company sells, implements and supports our clients' solutions based on partner software. The costs for the above activities are expensed as incurred.

Events occurring after the end of the financial year

There has not been any significant events subsequent to the financial year.

Income statement 1 January - 31 December

DKK thousand.

Note	2024	2023
Revenue	270.954	248.914
Other operating income	1	6
Costs of raw materials and consumables	-128.663	-108.163
Other external expenses	-35.858	-22.312
Gross profit	106.434	118.445
1 Staff costs	-94.626	-91.775
Depreciation and impairment of non-current assets	-141	-551
Operating profit	11.667	26.119
Other financial income from group enterprises	836	1.896
Other financial income	287	113
2 Other financial expenses	-3.494	-766
Pre-tax net profit or loss	9.296	27.362
3 Tax on net profit or loss for the year	-2.767	-6.025
4 Net profit or loss for the year	6.529	21.337

Balance sheet at 31 December

DKK thousand.

Assets			
<u>Note</u>		<u>2024</u>	<u>2023</u>
Non-current assets			
5	Acquired concessions, patents, licenses, trademarks, and similar rights	7	18
	Total intangible assets	7	18
6	Other fixtures, fittings, tools and equipment	56	186
	Total property, plant, and equipment	56	186
7	Investments in group enterprises	27.607	0
	Total investments	27.607	0
	Total non-current assets	27.670	204
Current assets			
	Trade receivables	40.867	41.255
8	Contract work in progress	3.542	3.742
	Receivables from group enterprises	73.021	108.464
9	Deferred tax assets	364	425
10	Prepayments	57.466	49.023
	Total receivables	175.260	202.909
	Cash and cash equivalents	18.413	26.120
	Total current assets	193.673	229.029
	Total assets	221.343	229.233

Balance sheet at 31 December

DKK thousand.

Equity and liabilities			
<u>Note</u>		<u>2024</u>	<u>2023</u>
Equity			
	Contributed capital	557	557
	Retained earnings	21.726	21.697
	Proposed dividend for the financial year	6.500	0
	Total equity	28.783	22.254
Liabilities other than provisions			
	Other payables	5.614	5.375
12	Total long term liabilities other than provisions	5.614	5.375
8	Prepayments received from customers for contract work in progress	8.759	2.198
	Trade payables	19.167	27.771
	Payables to group enterprises	78.022	88.684
	Income tax payable to group enterprises	2.707	6.002
	Other payables	21.692	28.903
13	Deferred income	56.599	48.046
	Total short term liabilities other than provisions	186.946	201.604
	Total liabilities other than provisions	192.560	206.979
	Total equity and liabilities	221.343	229.233

14 Contingencies**15 Related parties**

Statement of changes in equity

DKK thousand.

	Contributed capital	Retained earnings	Proposed dividend for the financial year	Total
Equity 1 January 2024	557	21.697	0	22.254
Retained earnings for the year	0	29	6.500	6.529
	557	21.726	6.500	28.783

Notes

DKK thousand.

	2024	2023
1. Staff costs		
Salaries and wages	91.801	87.377
Pension costs	1.935	3.614
Other costs for social security	890	784
	94.626	91.775
 Average number of employees	 105	 94
 In accordance with the Danish Financial Statement Act § 98 b, 3 the remuneration of management for the financial statement period has not been disclosed.		
2. Other financial expenses		
Financial costs, group enterprises	51	0
Other financial costs	3.443	766
	3.494	766
3. Tax on net profit or loss for the year		
Tax on net profit or loss for the year	2.707	6.002
Adjustment of deferred tax for the year	60	23
	2.767	6.025
4. Proposed distribution of net profit		
Dividend for the financial year	6.500	0
Transferred to retained earnings	29	21.337
Total allocations and transfers	6.529	21.337

Notes

DKK thousand.

	31/12 2024	31/12 2023
5. Acquired concessions, patents, licenses, trademarks, and similar rights		
Cost 1 January 2024	1.151	1.151
Cost 31 December 2024	1.151	1.151
Amortisation and write-down 1 January 2024	-1.133	-950
Amortisation and depreciation for the year	-11	-183
Amortisation and write-down 31 December 2024	-1.144	-1.133
Carrying amount, 31 December 2024	7	18
6. Other fixtures, fittings, tools and equipment		
Cost 1 January 2024	2.399	2.997
Disposals concerning company transfer	0	-598
Cost 31 December 2024	2.399	2.399
Depreciation and write-down 1 January 2024	-2.213	-2.507
Amortisation and depreciation for the year	-130	-301
Reversal of depreciation, amortisation and impairment loss, assets disposed of	0	595
Depreciation and write-down 31 December 2024	-2.343	-2.213
Carrying amount, 31 December 2024	56	186

Notes

DKK thousand.

	31/12 2024	31/12 2023
7. Investments in group enterprises		
Additions during the year	27.607	0
Carrying amount, 31 December 2024	27.607	0

Financial highlights for the enterprises according to the latest approved annual reports

DKK in thousands	Equity interest	Equity	Results for the year	Carrying amount, Devoteam Technology Consulting A/S
Procori SMC AB, Göteborg	70 %	3.087	2.134	27.607
		3.087	2.134	27.607

8. Contract work in progress

Selling price of the production for the period	13.986	12.467
Progress billings	-19.203	-10.923
Contract work in progress, net	-5.217	1.544
The following is recognised:		
Work in progress for the account of others (current assets)	3.542	3.742
Work in progress for the account of others (prepayments received)	-8.759	-2.198
	-5.217	1.544

9. Deferred tax assets

Deferred tax assets 1 January 2024	425	425
Deferred tax of the net profit or loss for the year	-61	0
	364	425

At 31 December 2024, the enterprise has recognised a tax asset totalling t.DKK 364. The tax asset is a combination of unutilised tax deductions in the form of timing differences of t.DKK 1,654.

Based on the budgets up to and including 2025, management finds it likely that future taxable income will be available where unutilised tax losses and unutilised tax deductions may be utilised.

Notes

DKK thousand.

	31/12 2024	31/12 2023
10. Prepayments		
Prepayments in relation to service contracts	57.466	49.023
	57.466	49.023

Prepayments comprises og prepaid expenses in relation to service contracts.

11. Other provisions

Other provisions 1 January 2024	0	153
Change in other provisions for the year	0	-153
	0	0

12. Long term liabilities other than provisions

	Total payables 31 Dec 2024	Current portion of long term payables	Long term payables 31 Dec 2024	Outstanding payables after 5 years
Other payables	5.614	0	5.614	5.614
	5.614	0	5.614	5.614

	31/12 2024	31/12 2023
13. Deferred income		
Accruals and deferred income	56.599	48.046
	56.599	48.046

Deferred income comprises of deferred income in relation to service contracts.

Notes

DKK thousand.

14. Contingencies

Joint taxation

With Devoteam Management Consulting A/S, company reg. no 78 06 82 13 as administration company, the company is subject to the Danish scheme of joint taxation and unlimitedly, jointly, and severally liable, along with the other jointly taxed companies, for the total corporation tax.

The company is unlimitedly, jointly, and severally liable, along with the other jointly taxed companies, for any obligations to withhold tax on interest, royalties, and dividends.

Any subsequent adjustments of corporate taxes or withholding tax, etc., may result in changes in the company's liabilities.

15. Related parties

Controlling interest

Devoteam Group SAS, 73 Rue Anatole France 92 300, France (FR)	Ultimate parent company
Devoteam SAS, 73 Rue Anatole France 92 300, France (FR)	Parent company

Transactions

The Company's related parties with significant influence included affiliated companies and associates, as well as the company's Board of Directors, Executive Board, and key management personnel, including close family members of these individuals. Related parties also comprise entities in which the aforementioned have significant interests.

The Company has the following related party transactions:

	2024
Purchase of management service from parent company	4.874.183
Purchase of service and licenses from group companies	18.811.606
Revenue from services and licences to group companies	23.944.781
Purchase of other general administration service from group companies	38.682.171

In accordance with Section 98b(3), no 2 of the Danish Financial Statements Act, no remuneration to management is disclosed for the financial year.

Payables to group entities are disclosed in the balance sheet.

Receivables from group entities are disclosed in the balance sheet.

Financial expenses to group entities are disclosed in note 2.

Financial income from group entities are disclosed in the income statement.

Notes

DKK thousand.

Consolidated financial statements

The company is included in the consolidated financial statements of Devoteam Group SAS, 73 Rue Anatole France 92 300, France (FR)

The consolidated financial statements of Devoteam Group SAS can be obtained by contacting the companies at the above addresses.

Accounting policies

The annual report for Devoteam Technology Consulting A/S has been presented in accordance with the Danish Financial Statements Act regulations concerning reporting class C enterprises (medium sized enterprises).

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

Pursuant to section 86 (4) of the Danish Financial Statements Act, no statement of cash flows for the enterprise has been prepared, as the relevant information is included in the consolidated financial statements of Devoteam Group SAS.

Recognition and measurement in general

Income is recognised in the income statement concurrently with its realisation, including the recognition of value adjustments of financial assets and liabilities. Likewise, all costs are recognised in the income statement, including depreciations amortisations, write-downs for impairment, provisions, and reversals due to changes in estimated amounts previously recognised in the income statement.

Assets are recognised in the statement of financial position when it seems probable that future economic benefits will flow to the company and the value of the asset can be reliably measured.

Liabilities are recognised in the statement of financial position when it is seems probable that future economic benefits will flow out of the company and the value of the liability can be reliably measured.

Assets and liabilities are measured at cost at the initial recognition. Hereafter, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost, allowing a constant effective interest rate to be recognised during the useful life of the asset or liability. Amortised cost is recognised as the original cost less any payments, plus/less accrued amortisations of the difference between cost and nominal amount. In this way, capital losses and gains are allocated over the useful life of the liability.

Upon recognition and measurement, allowances are made for such predictable losses and risks which may arise prior to the presentation of the annual report and concern matters that exist on the reporting date.

Foreign currency translation

Transactions in foreign currency are translated by using the exchange rate prevailing at the date of the transaction. Differences in the rate of exchange arising between the rate at the date of transaction and the rate at the date of payment are recognised in the profit and loss account as an item under net financials. If currency positions are considered to hedge future cash flows, the value adjustments are recognised directly in equity in a fair value reserve.

Receivables, payables, and other foreign currency monetary items are translated using the closing rate. The difference between the closing rate and the rate at the time of the occurrence or initial recognition in the latest financial statements of the receivable or payable is recognised in the income statement under financial income and expenses.

Accounting policies

Fixed assets acquired and paid for in foreign currency are measured at the exchange rate prevailing at the date of the transaction.

Income statement

Revenue

The enterprise will be applying IAS 11 and 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.

Contract work in progress concerning construction contracts is recognised in the revenue concurrently with the production process. Thus, the revenue corresponds to the selling price of the total yearly production (the production method). The revenue is recognised when the total income and costs of the contract and the stage of completion on the reporting date can be reliably validated and it is deemed probable that the financial benefits will flow to the company.

Cost of sales

Cost of sales comprises costs concerning purchase of raw materials and consumables less discounts and changes in inventories.

Other operating income

Other operating income comprises items of a secondary nature as regards the principal activities of the enterprise, including operating loss and conflict compensation as well as salary reimbursements received.

Other external expenses

Other external expenses comprise expenses incurred for distribution, sales, advertising, administration, premises, loss on receivables, and operational leasing costs.

Contract work

Contract work comprises of costs for external consultants, incurred in generating revenue for the year.

Staff costs

Staff costs include salaries and wages, including holiday allowances, pensions, and other social security costs, etc., for staff members.

Depreciation, amortisation, and write-down for impairment

Depreciation, amortisation, and write-down for impairment comprise depreciation, amortisation, and write-down for the year and profit and loss on the disposal of intangible and tangible assets.

Accounting policies

Results from investments in group enterprises

Dividend from investments in group enterprises is recognised in the financial year in which the dividend is declared.

If the dividend received exceeds the proportionate share of the year's result, this is considered an indication of impairment, which entails a requirement to prepare an impairment test.

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, 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.

The company is subject to Danish rules on compulsory joint taxation of Danish group enterprises.

The current Danish income tax is allocated among the jointly taxed companies proportional to their respective taxable income (full allocation with reimbursement of tax losses).

Statement of financial position

Intangible assets

Development projects, patents, and licences

Development costs and internally generated rights are recognised in the income statement as costs in the acquisition year.

Patents and licenses are measured at cost less accrued amortisation. Patents are amortised on a straightline basis over the remaining patent period and licenses are amortised over the contract period, however, for a maximum of 10 years.

Profit and loss from the sale of development projects, patents, and licenses are measured as the difference between the sales price less sales costs and the carrying amount at the time of sale. Profit or loss is recognised in the income statement under amortisation and write-down for impairment.

Property, plant, and equipment

Property, plant, and equipment are measured at cost less accrued depreciation and write-down for impairment. Land is not subject to depreciation.

Accounting policies

The depreciable amount is cost less any expected residual value after the end of the useful life of the asset. The amortisation period and the residual value are determined at the acquisition date and reassessed annually. If the residual value exceeds the carrying amount, the depreciation is discontinued.

Depreciation is done on a straight-line basis according to an assessment of the expected useful life:

	Useful life
Other fixtures and fittings, tools and equipment	3-5 years

Minor assets with an expected useful life of less than 1 year are recognised as costs in the income statement in the year of acquisition.

Profit or loss derived from the disposal of property, land, and equipment is measured as the difference between the sales price less selling costs and the carrying amount at the date of disposal. Profit or loss is recognised in the income statement under depreciation.

Leases

Leases are regarded as operating leases. Payments in connection with operating leases and other lease agreements are recognised in the income statement for the term of the contract. The company's total liabilities concerning operating leases and lease agreements are recognised under contingencies, etc.

Investments

Investments in group enterprises

Investments in group enterprises are recognised and measured at cost. If the recoverable amount is lower than the cost price, it shall be written down for impairment to this lower value.

Impairment loss relating to non-current assets

The carrying amount of both intangible and tangible fixed assets as well as equity investments in group enterprises are subject to annual impairment tests in order to disclose any indications of impairment beyond those expressed by amortisation and depreciation respectively.

If indications of impairment are disclosed, impairment tests are carried out for each individual asset or group of assets, respectively. write-down for impairment is done to the recoverable amount if this value is lower than the carrying amount.

The recoverable amount is the higher value of value in use and selling price less expected selling cost. The value in use is calculated as the present value of the expected net cash flows from the use of the asset or the asset group and expected net cash flows from the sale of the asset or the asset group after the end of their useful life.

Previously recognised impairment losses are reversed when conditions for impairment no longer exist. Impairment relating to goodwill is not reversed.

Accounting policies

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. The company has chosen to use IAS 39 as a basis for interpretation when recognising impairment of financial assets, which means that impairments must be made to offset losses where an objective indication is deemed to have occurred that an account receivable or a portfolio of accounts receivable is impaired. If an objective indication shows that an individual account receivable has been impaired, an impairment takes place at individual level.

Accounts receivable for which there is no objective indication of impairment at the individual level are evaluated at portfolio level for objective indication of impairment. The portfolios are primarily based on the debtors' domicile and credit rating in accordance with the company's and the group's credit risk management policy. Determination of the objective indicators applied for portfolios are based on experience with historical losses.

Impairment losses are calculated as the difference between the carrying amount of accounts receivable and the present value of the expected cash flows, including the realisable value of any securities received. The effective interest rate for the individual account receivable or portfolio is used as the discount rate.

Contract work in progress

Contract work in progress is measured at the selling price of the work performed. The selling price is measured on the basis of the stage of completion on the reporting date and the total expected income from the individual work in progress. The stage of completion is calculated as the share of costs incurred in proportion to the estimated total costs of the individual work in progress.

When the selling price of the individual work in progress cannot be determined reliably, the selling price is measured at the costs incurred or at net realisable value, if this is lower.

The individual work in progress is recognised in the statement of financial position under accounts receivables or liabilities. Net assets consist of the sum of the work in progress, where the selling price of the work performed exceeds invoicing on account. Net liabilities consist of the sum of the work in progress, where invoicing on account exceeds the selling price.

Costs in connection with sales work and the procurement of contracts are recognised in the income statement when incurred.

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.

Accounting policies

Equity

Dividend

Dividend expected to be distributed for the year is recognised as a separate item under equity.

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.

The company is jointly taxed with consolidated Danish companies. The current corporate income tax is distributed between the jointly taxed companies in proportion to their taxable income and with full distribution with reimbursement as to tax losses. The jointly taxed companies are comprised by the Danish tax prepayment scheme.

Joint taxation contributions payable and receivable are recognised in the statement of financial position as "Tax receivables from group enterprises" or "Income tax payable to group enterprises"

According to the rules of joint taxation, Devoteam Technology Consulting A/S is unlimitedly, jointly, and severally liable to pay the Danish tax authorities the total income tax, including withholding tax on interest, royalties, and dividends, arising from the jointly taxed group of companies.

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.

Adjustments take place in relation to deferred tax concerning elimination of unrealised intercompany gains and losses.

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. Changes in deferred tax due to changed tax rates are recognised in the income statement, except for items included directly in the equity.

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

Other liabilities concerning payables to suppliers, group enterprises, and other payables are measured at amortised cost which usually corresponds to the nominal value.

Deferred income

Payments received concerning future income are recognised under deferred income.