

Sodexo GSA A/S

Hørkær 12, A,

2730 Herlev

CVR No. 42247030

Annual Report 2024/25

4. financial year

The Annual Report was presented and
adopted at the Annual General Meeting of
the Company on 16 December 2025

Sébastien Raymond De Tramasure
Chairman

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Management's Statement

Today, Management has considered and adopted the Annual Report of Sodexo GSA A/S for the financial year 1 September 2024 - 31 August 2025.

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

In our opinion, the Financial Statements give a true and fair view of the assets, liabilities and financial position of the Company at 31 August 2025 and of the results of the Company's operations for the financial year 1 September 2024 - 31 August 2025.

In our opinion, the 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.

Copenhagen, 16 December 2025

Executive Board

Nils Christian Mårtensson
Manager

Supervisory Board

Victoria Sapojnic
Chairman

Kristina Toft Strand
Member

Klas Lennart Peter Mellin
Member

Sébastien Raymond De Tramasure
Member

Independent Auditors' Report

To the shareholders of Sodexo GSA A/S

Opinion

We have audited the financial statements of Sodexo GSA A/S for the financial year 1 September 2024 - 31 August 2025, comprising accounting policies, income statement, balance sheet, statement of changes in equity and notes. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Company's assets, liabilities and financial position at 31 August 2025 and of the result of the Company's operations for the financial year 1 September 2024 - 31 August 2025 in accordance with the Danish Financial Statements Act.

Basis of 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 responsibility 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 that 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.

The auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance as to whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is no guarantee that an audit conducted in accordance with ISAs and additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements may 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 financial statement users made on the basis of these financial statements.

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

- Identify and assess the risk of material misstatements of the company 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 override of internal control.

Independent Auditors' Report

- 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 relating 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 auditors' 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 auditors' 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 which we identify during our audit.

Statement on Management's Review

Management is responsible for the Management's review.

Our opinion on the financial statements does not cover the Management's review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the Management's review and, in doing so, consider whether the Management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

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

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

Copenhagen, 16 December 2025

KPMG

Statsautoriseret Revisionspartnerselskab

CVR-no. 25578198

Kenn Wolff Hansen

State Authorised Public Accountant

mne30154

Company details

Company Sodexo GSA A/S
Hørkær 12, A,
2730 Herlev

CVR No. 42247030

Date of formation 23 March 2021

Financial year 1 September 2024 - 31 August 2025

Supervisory Board Victoria Sapojnic
Kristina Toft Strand
Klas Lennart Peter Mellin
Sébastien Raymond De Tramasure

Executive Board Nils Christian Mårtensson

Auditors KPMG
Statsautoriseret Revisionspartnerselskab
Dampfærgevej 28
2100 København Ø
CVR-no.: 25578198

Management's Review

The Company's principal activities

Founded in Marseille in 1966 by Pierre Bellon, Sodexo is the global leader in sustainable food and valued experiences at every moment in life: learn, work, heal and play. The Group stands out for its independence, its founding family shareholding and its responsible business model. Thanks to its two activities of Food and Facilities Management Services, Sodexo meets all the challenges of everyday life with a dual goal: to improve the quality of life of our employees and those we serve, and contribute to the economic, social and environmental progress in the communities where we operate. For Sodexo, growth and social commitment go hand in hand. Our purpose is to create a better everyday for everyone to build a better life for all.

Sodexo is included in the CAC Next 20, CAC 40 ESG, FTSE 4 Good and DJSI indices.

Development in the activities and the financial situation of the Company

The Company's Income Statement of the financial year 1 September 2024 - 31 August 2025 shows a result of DKK 3.507.478 and the Balance Sheet at 31 August 2025 a balance sheet total of DKK 29.065.110 and an equity of DKK 5.748.502.

Post financial year events

After the end of the financial year, no events have occurred which may change the financial position of the entity substantially.

Significant events during the financial year

During the financial year, the company's operations progressed as planned and aligned with the strategic objectives established by management. Market conditions in the Danish FM sector remained stable, with no significant fluctuations in demand or pricing. Our Nordic contract with Öresundstågen (VR) was renewed in 2025. The services provided include train cleaning, Sodexo handles lost property and cleans the premises for lost property management.

The company continued to prioritize operational efficiency and customer satisfaction, sustaining a strong position within its existing contracts. No significant events or structural changes occurred that would affect the company's financial position or performance during the year.

Accounting Policies

Reporting Class

The annual report of Sodexo GSA A/S for 2024/25 has been presented in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B.

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

Reporting currency

The annual report is presented in Danish kroner.

Reclassifications

Referring to the true and fair view set out in the Danish Financial Statements Act, the Company has reclassified individual items in the income statement and the balance sheet. The reclassifications have affected the items gross profit, employee benefits expenses, trade receivables, other receivables, and prepayments but have not affected results before tax, results for the year or equity. Comparative figures have been restated accordingly.

General information

Basis of recognition and measurement

The financial statement have been prepared under the historical cost principle.

Income is recognised in the income statement as it is earned, including value adjustments of financial assets and liabilities that are measured at fair value or amortized cost. Moreover, all expenses incurred to achieve the earnings for the year are recognised in the income statement, including depreciation, amortization, 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 accrue 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 attributable to the asset will flow out of the Company, and the value of the liability can be measured reliably.

At initial recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Certain financial assets and liabilities are measured at amortised cost, which involves the recognition of a constant effective interest rate over the term. Amortised cost is calculated as original cost less repayments and with the addition/deduction of the accumulated amortisation of the difference between the cost and the nominal amount. This way, exchange losses and gains are allocated over the term.

In connection with recognition and measurement, consideration is given to predictable losses and risks occurring prior to the presentation of the financial statement, i.e. losses and risks which prove or disprove matters which exist at the balance sheet date.

Income statement

Gross profit/loss

The Company has decided to aggregate certain items of the income statement in accordance with the provisions of Section 32 of the Danish Financial Statements Act.

Gross profit is a combination of the items of revenue, cost of goods sold, other operating income, costs for raw materials and consumables and other external expenses.

Accounting Policies

Revenue

Revenue is recognised in the income statement if the goods have been delivered and the risk has passed to the buyer before year-end and if the revenue can be reliably calculated and expected to be received. Revenue is recognised excluding VAT and all discounts granted are recognised in revenue.

Cost of goods sold

Cost of goods sold comprises costs incurred to generate the revenue for the year. This item also comprise changes in inventories.

Other external expenses

Other external expenses include expenses for distribution, sales, advertising, administration, premises, bad debts, operating leasing expenses etc.

Employee benefits expenses

Employee benefits expense comprise wages and salaries, including holiday allowance, pension and other social security costs.

Amortisation and impairment of intangible assets

Amortization and impairment of intangible assets has been performed based on a continuing assessment of the useful life of the assets in the Company. Non-current assets are amortized on a straight line basis, based on cost, on the basis of the following assessment of useful life and residual values:

	Useful life	Residual value
Goodwill	7 years	0%

Profit or loss resulting from the sale of intangible assets is determined as the difference between the selling price less selling costs and the carrying amount at the date of sale, and is recognised in the income statement under other operating income or expenses.

Financial income and expenses

Financial income and expenses are recognised in the income statement based at the amounts that concern the financial year. Financial income and expenses include interest revenue and expenses, financial expenses of finance leases, realised and unrealised capital gains and losses regarding securities, accounts payable and transactions in foreign currencies, repayment on mortgage loans, and surcharges and allowances under the advance-payment of tax scheme.

Tax expense on ordinary activities

Tax on net profit/loss for the year comprises current tax on expected taxable income of the year and the year's adjustment of deferred tax less the part of the tax of the year that relates to changes in equity. Current and deferred tax regarding changes in equity is recognised directly in equity.

Balance sheet

Intangible assets

Acquired goodwill is measured at cost on initial recognition and subsequently at cost less accumulated amortization and impairment losses.

The carrying amount of intangible assets is subject to an annual test for indications of impairment other than the decrease in value reflected by depreciation or amortisation.

Impairment tests are conducted of individual assets or groups of assets when there is an indication that they may be impaired. Write-down is made to the recoverable amount if this is lower than the carrying amount.

Accounting Policies

The recoverable amount is the higher of an asset's net selling price and its value in use. The value in use is determined as the present value of the forecast net cash flows from the use of the asset or the group of assets, including forecast net cash flows from the disposal of the asset or the group of assets after the end of the useful life.

Inventories

Inventories are measured at cost on the basis of the FIFO principle. Where the net realizable value is lower than cost, the inventories are written down to this lower value.

The net realizable value of inventories is calculated as the selling price less costs of completion and costs incurred to make the sale. The value is determined taking into account the negotiability of inventories, obsolescence and expected development in sales price.

Receivables

Receivables are measured at amortized cost which usually corresponds to the nominal value. The value is reduced by write-downs for expected bad debts.

Impairment of accounts receivables past due is established on individual assessment of receivables.

Prepayment

Prepayments comprise prepayment of costs incurred relation to subsequent financial years.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand as well as short-term securities with a term of less than three months which can be converted directly into cash at bank and in hand and involve only an insignificant risk of value changes.

Equity

Equity comprises the working capital and a number of equity items that may be statutory or stipulated in the articles of association.

Provisions

Provisions comprise anticipated costs of other external expenses. Provisions are recognised when, as a result of past events, the Company has a legal or a constructive obligation, and it is probable that there may be outflow of resources embodying economic benefits to settle the obligation. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation.

Current tax liabilities

Current tax liabilities and current tax receivables are recognised in the balance sheet as estimated income tax charge for the year, adjusted for prior-year taxes and tax paid on account.

Liabilities

Financial liabilities are recognised initially at the proceeds received net of transaction expenses incurred. In subsequent periods, financial liabilities are measured at amortized cost, corresponding to the capitalized value using the effective interest method, so that the difference between the proceeds and the nominal value is recognised in the income statement over the life of the financial instrument.

Mortgage debt is accordingly measured at amortized cost, corresponding to the outstanding balance in case of cash loans. In case of bond loans, amortized cost corresponds to the outstanding balance determined as the underlying cash value of the loans at the time of borrowing adjusted for amortisation of capital losses on the loans over the repayment period.

Other liabilities are measured at net realisable value.

Accounting Policies

Other payables

Other payables are measured at amortized cost, which usually corresponds to the nominal value.

Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the Balance Sheet but appear only in the notes.

Income Statement

	Note	2024/25 kr.	2023/24 kr.
Gross profit		37.050.168	34.387.682
Employee benefits expense	1	-30.334.841	-27.836.131
Amortisation expense and impairment losses of intangible assets recognised in profit or loss		-1.752.270	-1.752.270
Profit from ordinary operating activities		4.963.057	4.799.281
Other financial income		7.025	908
Other financial expenses		-470.923	-306.210
Profit from ordinary activities before tax		4.499.159	4.493.979
Tax expense on ordinary activities		-991.681	-988.762
Profit		3.507.478	3.505.217
Proposed distribution of results			
Proposed dividend recognised in equity		4.874.000	4.872.000
Retained earnings		-1.366.522	-1.366.780
Distribution of profit		3.507.478	3.505.220

Balance Sheet as of 31 August

	Note	2025 kr.	2024 kr.
Assets			
Goodwill	2	4.526.698	6.278.968
Intangible assets		<u>4.526.698</u>	<u>6.278.968</u>
Fixed assets		<u>4.526.698</u>	<u>6.278.968</u>
Raw materials and consumables		357.369	430.137
Inventories		<u>357.369</u>	<u>430.137</u>
Trade receivables		22.673.906	17.062.414
Prepayments		112.196	205.607
Receivables		<u>22.786.102</u>	<u>17.268.021</u>
Cash and cash equivalents		<u>1.394.941</u>	<u>4.672.895</u>
Current assets		<u>24.538.412</u>	<u>22.371.053</u>
Assets		<u>29.065.110</u>	<u>28.650.021</u>

Balance Sheet as of 31 August

	Note	2025 kr.	2024 kr.
Liabilities and equity			
Contributed capital		400.000	400.000
Retained earnings		474.502	1.841.022
Proposed dividend recognised in equity		4.874.000	4.872.000
Equity		5.748.502	7.113.022
Provisions for deferred tax		20.538	39.707
Other provisions		2.008.664	1.239.380
Provisions		2.029.202	1.279.087
Payables to group enterprises		6.231.674	8.469.010
Long-term liabilities other than provisions		6.231.674	8.469.010
Debt to banks		703.306	0
Trade payables		6.677.051	5.643.091
Payables to group enterprises		3.161.089	2.616.766
Tax payables		1.010.994	786.144
Joint taxation contribution		306.118	306.118
Other payables		3.197.174	2.436.783
Short-term liabilities other than provisions		15.055.732	11.788.902
Liabilities other than provisions within the business		21.287.406	20.257.912
Liabilities and equity		29.065.110	28.650.021
Contingent liabilities	3		
Collaterals and assets pledged as security	4		
Related parties	5		

Statement of changes in Equity

	Contributed capital	Retained earnings	Proposed dividend recognised in equity	Total
Equity 1 September 2024	400.000	1.841.024	4.872.000	7.113.024
Proposed dividend		-1.366.522	4.874.000	3.507.478
Dividend paid	0	0	-4.872.000	-4.872.000
Equity 31 August 2025	400.000	474.502	4.874.000	5.748.502

The share capital has remained unchanged for the last 5 years.

Notes

	2024/25	2023/24
1. Employee benefits expense		
Wages and salaries	26.856.217	24.760.937
Post-employment benefit expense	3.072.721	2.756.455
Social security contributions	405.903	318.739
	<u>30.334.841</u>	<u>27.836.131</u>
Average number of employees	<u>43</u>	<u>42</u>
2. Goodwill		
Cost at the beginning of the year	12.265.890	12.265.890
Cost at the end of the year	<u>12.265.890</u>	<u>12.265.890</u>
Depreciation and amortisation at the beginning of the year	-5.986.922	-4.234.652
Amortisation for the year	-1.752.270	-1.752.270
Impairment losses and amortisation at the end of the year	<u>-7.739.192</u>	<u>-5.986.922</u>
Carrying amount at the end of the year	<u>4.526.698</u>	<u>6.278.968</u>

3. Contingent liabilities

As at 31 August 2025, the Company has a lease liability amounting to tdkk 802 over the remaining lease term.

For the financial year ended 31 August 2024, the Company is jointly taxed with the other Danish Group Companies in the Sodexo Group. The Danish Group Companies are jointly and severally liable for the joint taxation. Any subsequent corrections to the taxable income subject to joint taxation or withholding taxes may lead to a higher liability. Since 31 October 2023, the Company is no longer jointly taxed.

4. Collaterals and securities

No securities or mortgages exist at the balance sheet date.

5. Related parties

Sodexo GSA A/S' related parties comprise the following:

Sodexo SA, Quai de la Bataille de Stalingrad 255, 92130 Issy-les-Moulineaux, France

Sodexo GSA A/S is part of the consolidated financial statements of Sodexo SA, Quai de la Bataille de Stalingrad 255, 92130 Issy-les-Moulineaux, France, which is the smallest group in which the Company is included as a subsidiary. The consolidated financial statements of Sodexo SA can be obtained by contacting the Company at the address above.