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Entity details

Entity

Danske Lønssystemer ApS
Engholm Parkvej 8
3450 Allerød

Business Registration No.: 15611472
Registered office: Allerød
Financial year: 01.06.2024 - 31.05.2025

Board of Directors

Elizabeth Patricia Franson
Robert L Schrader
Cory D Mau

Executive Board

Henrik Basso Reichsthaler Møller

Auditors

Deloitte Statsautoriseret Revisionspartnerselskab
Weidekampsgade 6
2300 Copenhagen S

Statement by Management

The Board of Directors and the Executive Board have today considered and approved the annual report of Danske Lønssystemer ApS for the financial year 01.06.2024 - 31.05.2025.

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 Entity's financial position at 31.05.2025 and of the results of its operations for the financial year 01.06.2024 - 31.05.2025.

We believe that the management commentary contains a fair review of the affairs and conditions referred to therein.

We recommend the annual report for adoption at the Annual General Meeting.

Copenhagen, 07.11.2025

Executive Board

Henrik Basso Reichsthaler Møller

Board of Directors

Elizabeth Patricia Franson

Robert L Schrader

Cory D Mau

Independent auditor's report

To the shareholder of Danske Lønssystemer ApS

Opinion

We have audited the financial statements of Danske Lønssystemer ApS for the financial year 01.06.2024 - 31.05.2025, which comprise the income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies. 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 Entity's financial position at 31.05.2025 and of the results of its operations for the financial year 01.06.2024 - 31.05.2025 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and 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 this auditor's report. We are independent of the Entity 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 Entity's ability to continue as a going concern, for disclosing, as applicable, matters related to going concern, and for using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material

misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity'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 Entity'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 Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures in the notes, 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 the management commentary

Management is responsible for the management commentary.

Our opinion on the financial statements does not cover the management commentary, 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 commentary and, in doing so, consider whether the management commentary is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the management commentary provides the information required by relevant law and regulations.

Based on the work we have performed, we conclude that the management commentary is in accordance with the financial statements and has been prepared in accordance with the requirements in the relevant law and regulations. We did not identify any material misstatement of the management commentary.

Copenhagen, 07.11.2025

Deloitte

Statsautoriseret Revisionspartnerselskab
CVR No. 33963556

Mads Buch

State Authorised Public Accountant
Identification No (MNE) mne47793

Management commentary

Financial highlights

	2024/25 DKK'000	2023/24 DKK'000	2022/23 DKK'000	2021/22 DKK'000	2020/21 DKK'000
Key figures					
Gross profit/loss	87,331	68,578	67,386	67,475	62,619
Operating profit/loss	60,787	39,431	36,780	34,211	38,335
Net financials	749	2,887	3,360	(14,456)	(720)
Profit/loss for the year	48,014	33,029	30,808	11,656	29,832
Total assets	126,842	73,111	199,242	169,687	164,621
Equity	95,629	47,615	174,586	143,778	132,122
Ratios					
Return on equity (%)	67.04	29.73	19.35	8.45	25.45
Equity ratio (%)	75.39	65.13	87.63	84.73	80.26

Financial highlights are defined and calculated in accordance with the current version of "Recommendations & Ratios" issued by the CFA Society Denmark.

Return on equity (%) :

$\frac{\text{Profit/loss for the year} * 100}{\text{Average equity}}$

Equity ratio (%) :

$\frac{\text{Equity} * 100}{\text{Total assets}}$

Primary activities

The company develops, markets and supports software and systems for the development and management of human resources and payroll. The company's products are mainly sold in Denmark.

Development in activities and finances

The Company's income statement for 2024/25 shows a profit of DKK 48,014 thousand as against DKK 33,029 thousand in 2023/24. Equity in the Company's balance sheet at 31 May 2025 stood at DKK 95,629 thousand as against DKK 47,615 thousand at 31 May 2024. Profit for the year is exceeding the expected developments set last year.

Profit/loss for the year in relation to expected developments

The expectation for EBITDA for this financial year was 35-40 million DKK, and with a EBITDA on 62 million DKK it has exceeded the expectation. The profit have increased due to higher revenue than expected, and thus management considers the result for the financial year as satisfactory.

Outlook

The company expects an increase in activity and revenue in the new financial year for its product. We are expecting a positive operating profit of 49-51 million DKK in the following year.

Knowledge resources

It is important that the company has the necessary intellectual capital resources. Importance is placed by management on attracting, developing and maintaining qualified employees.

Environmental performance

The Company's products have a very limited negative environmental impact.

Research and development activities

During the financial year the company conducted development activities for existing and new products. Costs associated with development activities are recognized directly in the income statement and expensed.

Events after the balance sheet date

There have been no events after the balance sheet date that has a significant impact on the assessment of the annual report.

Income statement for 2024/25

	Notes	2024/25 DKK'000	2023/24 DKK'000
Gross profit/loss		87,331	68,578
Staff costs	2	(25,028)	(28,043)
Depreciation, amortisation and impairment losses		(1,516)	(1,104)
Operating profit/loss		60,787	39,431
Other financial income	3	814	2,990
Other financial expenses		(65)	(103)
Profit/loss before tax		61,536	42,318
Tax on profit/loss for the year	4	(13,522)	(9,289)
Profit/loss for the year	5	48,014	33,029

Balance sheet at 31.05.2025

Assets

	Notes	2024/25 DKK'000	2023/24 DKK'000
Completed development projects		6,555	2,544
Development projects in progress	7	1,045	2,985
Intangible assets	6	7,600	5,529
Fixed assets		7,600	5,529
Trade receivables		9,512	9,850
Receivables from group enterprises		56,685	2,729
Other receivables		219	511
Prepayments	8	68	220
Receivables		66,484	13,310
Cash		52,758	54,272
Current assets		119,242	67,582
Assets		126,842	73,111

Equity and liabilities

	Notes	2024/25 DKK'000	2023/24 DKK'000
Contributed capital		600	600
Reserve for development expenditure		5,928	4,313
Retained earnings		89,101	42,702
Equity		95,629	47,615
Deferred tax	9	203	124
Provisions		203	124
Tax payable		15,348	9,386
Non-current liabilities other than provisions		15,348	9,386
Prepayments received from customers		2,854	2,495
Trade payables		530	178
Tax payable		7,481	8,854
Other payables		4,797	4,459
Current liabilities other than provisions		15,662	15,986
Liabilities other than provisions		31,010	25,372
Equity and liabilities		126,842	73,111

Events after the balance sheet date	1
Contingent liabilities	10
Non-arm's length related party transactions	11

Statement of changes in equity for 2024/25

	Contributed capital DKK'000	Reserve for development expenditure DKK'000	Retained earnings DKK'000	Total DKK'000
Equity beginning of year	600	4,313	42,702	47,615
Transfer to reserves	0	1,615	(1,615)	0
Profit/loss for the year	0	0	48,014	48,014
Equity end of year	600	5,928	89,101	95,629

Notes

1 Events after the balance sheet date

There have been no events after the balance sheet date that has a significant impact on the assessment of the annual report.

2 Staff costs

	2024/25 DKK'000	2023/24 DKK'000
Wages and salaries	22,188	25,242
Pension costs	2,426	2,566
Other social security costs	414	235
	25,028	28,043
Average number of full-time employees	41	45

Pursuant to section 98b (3) of the Danish Financial Statements Act, the Company have not disclosed information about remuneration of the Management.

3 Other financial income

	2024/25 DKK'000	2023/24 DKK'000
Financial income from group enterprises	814	2,985
Other interest income	0	5
	814	2,990

4 Tax on profit/loss for the year

	2024/25 DKK'000	2023/24 DKK'000
Current tax	13,443	9,386
Change in deferred tax	79	(97)
	13,522	9,289

5 Proposed distribution of profit and loss

	2024/25 DKK'000	2023/24 DKK'000
Retained earnings	48,014	33,029
	48,014	33,029

6 Intangible assets

	Completed development projects DKK'000	Development projects in progress DKK'000
Cost beginning of year	9,396	2,985
Transfers	5,527	(5,527)
Additions	0	3,587
Cost end of year	14,923	1,045
Amortisation and impairment losses beginning of year	(6,852)	0
Amortisation for the year	(1,516)	0
Amortisation and impairment losses end of year	(8,368)	0
Carrying amount end of year	6,555	1,045

7 Development projects

Development projects relate to the development of software. Costs for ongoing development projects are included at cost. The value of ongoing development projects is expected to be at least equal to the book value, based on expectations of future earnings resulting from the development project. There is uncertainty associated with these expectations, as the value of the development project depends on continued customer growth in the company.

8 Prepayments

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

9 Deferred tax

Changes during the year	2024/25 DKK'000	2023/24 DKK'000
Beginning of year	124	221
Recognised in the income statement	79	(97)
End of year	203	124

Deferred tax relates to intangible assets and other provisions.

10 Contingent liabilities

The Group's Danish entities are jointly and severally liable for tax on the Group's jointly taxed income and for certain withholding taxes such as dividend tax and royalty tax. Any subsequent corrections of the taxable income subject to joint taxation or withholding taxes on dividends, etc. may entail an increase in the entities' liability. The Group as a whole is not liable to any other parties.

11 Non-arm's length related party transactions

	Parent DKK'000	Other related parties DKK'000
Intercompany interests (1%)	470	344
Intercompany Liabilities	0	3,588
Intercompany Receivables	38,122	20,210

Only related party transactions not conducted on an arm's length basis are disclosed in the annual report. During the financial year, related party transactions have been conducted on an arm's length basis in addition to the above transactions. All transactions relates to the Danish joint taxation.

12 Group relations

Danske Lønssystemer ApS' related parties compromise the following:

Paychex Europe Denmark ApS, Engholm Parkvej 8, 3450 Allerød.

Paychex Europe Denmark ApS holds the majority of the contributed capital in the Company.

Danske Lønssystemer ApS is part of the consolidated financial statements of Paychex, Inc., 911 Panorama Trail S. 14625 New York, USA, which is the smallest and largest group, in which the Company is included as a subsidiary. The consolidated financial statements of Paychex, Inc. can be obtained by contacting the Company at the address above.

Accounting policies

Basis for financial statements

This annual report has been prepared in accordance with the provisions of the Danish Financial Statements Act governing reporting class C enterprises (medium).

The accounting policies applied to these financial statements are consistent with those applied last year.

Foreign currency translation

On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Receivables, payables and other monetary items denominated in foreign currencies that have not been settled at the balance sheet date are translated using the exchange rate at the balance sheet date. Exchange differences that arise between the rate at the transaction date and the rate in effect at the payment date, or the rate at the balance sheet date, are recognised in the income statement as financial income or financial expenses. equity.

Income statement

Gross profit or loss

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

Revenue

Revenue from the sale of services is recognised in the income statement when delivery is made to the buyer. Revenue is recognised net of VAT, duties and sales discounts and is measured at fair value of the consideration fixed.

Other external expenses

Other external expenses include expenses relating to the Entity's ordinary activities, including expenses for premises, stationery and office supplies, marketing costs, software for own usage etc. This item also includes writedowns of receivables recognised in current assets.

Staff costs

Staff costs comprise salaries and wages, and social security contributions, pension contributions, etc for entity staff.

Depreciation, amortisation and impairment losses

Depreciation, amortisation and impairment losses relating to property, plant and equipment and intangible assets comprise depreciation, amortisation and impairment losses for the financial year, and gains and losses from the sale of intangible assets and property, plant and equipment.

Other financial income

Other financial income comprises dividends etc received on other investments, interest income, including interest income on receivables from group enterprises, net capital or exchange gains on securities, payables and transactions in foreign currencies, amortisation of financial assets, and tax relief under the Danish Tax Prepayment Scheme etc.

Other financial expenses

Other financial expenses comprise interest income and expenses, including interest expenses on payables to group enterprises, net capital or exchange losses on securities, payables and transactions in foreign currencies, amortisation of financial liabilities, and tax surcharge under the Danish Tax Prepayment Scheme etc. Furthermore other financial expenses consist of impairment on receivables from group companies.

Tax on profit/loss for the year

Tax for the year, which consists of current tax for the year and changes in deferred tax, is recognised in the income statement by the portion attributable to the profit for the year and recognised directly in equity by the portion attributable to entries directly in equity.

The Entity is jointly taxed with all Danish group enterprises. The current Danish income tax is allocated among the jointly taxed entities proportionally to their taxable income (full allocation with a refund concerning tax losses).

Balance sheet

Intangible assets

Intangible assets are measured at cost less accumulated amortization and impairment.

Development projects on clearly defined and identifiable products and processes, for which the technical rate of utilisation, adequate resources and a potential future market or development opportunity in the enterprise can be established, and where the intention is to manufacture, market or apply the product or process in

question, are recognised as intangible assets. Other development costs are recognised as costs in the income statement as incurred. When recognising development projects as intangible assets, an amount equalling the costs incurred less deferred tax is taken to equity in the reserve for development costs that is reduced as the development projects are amortised and written down.

The cost of development projects comprises costs such as salaries and amortisation that are directly and indirectly attributable to the development projects.

Completed development projects are amortised on a straight-line basis using their estimated useful lives which are determined based on a specific assessment of each development project. If the useful life cannot be estimated reliably, it is fixed at 10 years. For development projects protected by intellectual property rights, the maximum period of amortisation is the remaining duration of the relevant rights. The amortisation periods used are 5-10 years.

Gains or losses on the disposal of intangible assets are determined as the difference between the selling price less selling costs and the carrying amount at the disposal date, and are recognized in the income statement as other operating income or other operating costs, respectively.

Receivables

Receivables are measured at amortised cost, usually equalling nominal value less writedowns for bad and doubtful debts.

Prepayments

Prepayments comprise incurred costs relating to subsequent financial years. Prepayments are measured at cost.

Cash

Cash comprises cash in hand and bank deposits.

Deferred tax

Deferred tax is recognised on all temporary differences between the carrying amount and the tax-based value of assets and liabilities, for which the tax-based value is calculated based on the planned use of each asset.

Deferred tax assets, including the tax base of tax loss carryforwards, are recognised in the balance sheet at their estimated realisable value, either as a set-off against deferred tax liabilities or as net tax assets.

Other financial liabilities

Other financial liabilities are measured at amortised cost, which usually corresponds to nominal value.

Prepayments received from customers

Prepayments received from customers comprise amounts received from customers prior to delivery of the goods agreed or completion of the service agreed.

Tax receivable or payable

Current tax receivable or payable is recognised in the balance sheet, stated as tax computed on this year's taxable income, adjusted for prepaid tax.

Cash flow statement

Referring to section 86(4) of the Danish Financial Statements Act, the Entity has prepared no cash flow statement as such statement is included in the consolidated cash flow statement in the consolidated financial statements of Paychex Inc, 911 Panorama Trail South, Rochester, New York 14625-2396.