

Rippling Denmark ApS

C/O Magnusson Denmark Advokatpartnerselskab
Bredgade 30
1260 København K

CVR no. 44 70 85 07

**Annual report for the period
13 March 2024 to 31 January 2025**

(1st Financial year)

Adopted at the annual general meeting
on 30 June 2025

Vanessa Cheng-ling Wu
chairman
CVR nr. 33 25 68 76

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Statement by management on the annual report

The executive board has today discussed and approved the annual report of Rippling Denmark ApS for the financial year 13 March 2024 - 31 January 2025.

The annual report is 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 financial position at 31 January 2025 and of the results of the company's operations for the financial year 13 March 2024 - 31 January 2025.

In our opinion, management's review includes a fair review of the matters dealt with in the management's review.

The financial statements have not been audited. Management considers the criteria for not auditing the financial statements to be met.

Management recommends that the annual report should be approved by the company in general meeting.

Copenhagen, 25 June 2025

Executive board

Vanessa Cheng-ling Wu
CEO

Charles Matthew MacInnis
COO

Auditor's report on compilation of the financial statements

To the shareholder of Rippling Denmark ApS

We have compiled the financial statements of Rippling Denmark ApS for the financial year 13 March 2024 - 31 January 2025 based on the company's bookkeeping records and other information made available by enterprise.

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

We performed the engagement in accordance with ISRS 4410, Compilation Engagements.

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

The financial statements and the accuracy and completeness of the information used to compile the financial statements are the enterprise's responsibility.

As a compilation engagement is not an assurance engagement, we are not required to verify the accuracy or completeness of the information provided by enterprise for our compilation of the financial statements. Accordingly, we do not express an audit or a review conclusion on whether the financial statements have been prepared in accordance with the Danish Financial Statements Act.

Hellerup, 25 June 2025
CVR no. 33 25 68 76

Lasse Nørgård
State Authorized Public Accountant
mne10675

Company details

The company

Rippling Denmark ApS
C/O Magnusson Denmark Advokatpartnerselskab
Bredgade 30
1260 København K

CVR no.: 44 70 85 07

Reporting period: 13 March 2024 - 31 January 2025

Incorporated: 13 March 2024

Domicile: Copenhagen

Executive board

Vanessa Cheng-ling Wu, CEO
Charles Matthew MacInnis, COO

Auditors

Crowe
Statsautoriseret Revisionsinteressentskab v.m.b.a.
Rygårds Allé 104
2900 Hellerup

Management's review

Business review

The Company purpose is to provide HR, IT, and financial software and services to customers. This includes HR software, employee benefits administration, app delivery, device provisioning, payroll services, contractor payments, and employer registration services.

Financial review

The Company income statement for the year ended 31 January 2025 shows a profit of DKK 39,708, and the balance sheet at 31 January 2025 shows equity of DKK 79,708.

The financial year 2024/25 is the company's first business year.

Significant events occurring after the end of the financial year

No events have occurred after the balance sheet date which could significantly affect the Company's financial position.

Accounting policies

The annual report of Rippling Denmark ApS for 2024/25 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B, as well as provisions applying to reporting class C entities.

The annual report for 2024/25 is presented in DKK.

As 2024/25 is the company's first reporting period, no comparatives have been presented.

Basis of recognition and measurement

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including amortisation, depreciation and impairment losses, are also recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits 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 from the company and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. On subsequent recognition, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost using the effective interest method. Amortised cost is calculated as the historic cost less any installments and plus/less the accumulated amortisation of the difference between the cost and the nominal amount.

On recognition and measurement, allowance is made for predictable losses and risks which occur before the annual report is presented and which confirm or invalidate matters existing at the balance sheet date.

Income statement

Gross profit

In pursuance of section 32 of the Danish Financial Statements Act, the company does not disclose its revenue.

Gross profit reflects an aggregation of revenue, changes in inventories of finished goods and work in progress and other operating income less costs of raw materials and consumables and other external expenses.

Revenue

Income from the sale of goods for resale and finished goods is recognised in the income statement, provided that the transfer of risk, usually on delivery to the buyer, has taken place and that the income can be measured reliably and is expected to be received.

Accounting policies

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts that relate to the financial year. Net financials include interest income and expenses, financial expenses relating to finance leases, realised and unrealised capital/exchange gains and losses on securities, liabilities and foreign currency transactions, amortisation of financial assets and liabilities and surcharges and allowances under the Danish Tax Prepayment Scheme, etc.

Tax on profit/loss for the year

Tax for the year, comprises the current tax charge for the year and is recognised in the income statement.

Balance sheet

Receivables

Receivables are measured at amortised cost.

An impairment loss is recognised if there is objective evidence that a receivable or a group of receivables is impaired. If there is objective evidence that an individual receivable is impaired, an impairment loss for that individual asset is recognised.

Prepayments

Prepayments recognised under 'Current assets' comprises expenses incurred concerning subsequent financial years.

Income tax

Current tax liabilities and current tax receivables are recognised in the balance sheet as the estimated tax on the taxable income for the year, adjusted for tax on the taxable income for previous years and tax paid on account.

Liabilities

Liabilities, which include trade payables, payables to group entities and other payables, are measured at amortised cost, which is usually equivalent to nominal value.

Equity

Dividends

Proposed dividends are disclosed as a separate item under equity. Dividends are recognised as a liability when declared by the annual general meeting of shareholders.

Foreign currency translation

On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and at the date of payment are recognised in the income statement as financial income or financial expenses.

Accounting policies

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rates at the balance sheet date. The difference between the exchange rates at the balance sheet date and the date at which the receivable or payable arose or was recognised in the latest financial statements is recognised in the income statement as financial income or financial expenses.

Income statement
13 March 2024 - 31 January 2025

	<u>Note</u>	<u>2024/25</u> DKK
Gross profit		4,224,590
Staff costs	1	<u>-4,164,926</u>
Profit/loss before net financials		59,664
Financial costs		<u>-8,757</u>
Profit/loss before tax		50,907
Tax on profit/loss for the year	2	<u>-11,199</u>
Profit/loss for the year		<u>39,708</u>
Recommended appropriation of profit/loss		
Retained earnings		<u>39,708</u>
		<u>39,708</u>

Balance sheet at 31 January 2025

	<u>Note</u>	<u>2024/25</u> DKK
Assets		
Other receivables		82,510
Prepayments		<u>53,126</u>
Receivables		<u>135,636</u>
Cash at bank and in hand		<u>225,815</u>
Total current assets		<u>361,451</u>
Total assets		<u><u>361,451</u></u>

Balance sheet at 31 January 2025

	<u>Note</u>	<u>2024/25</u> DKK
Equity and liabilities		
Share capital		40,000
Retained earnings		<u>39,708</u>
Equity		<u>79,708</u>
Payables to group enterprises		194,815
Corporation tax		11,199
Other payables		<u>75,729</u>
Total current liabilities		<u>281,743</u>
Total liabilities		<u>281,743</u>
Total equity and liabilities		<u><u>361,451</u></u>
Contingent liabilities	3	
Mortgages and collateral	4	

Statement of changes in equity

	<u>Share capital</u>	<u>Retained earnings</u>	<u>Total</u>
Equity at 13 March 2024	40,000	0	40,000
Net profit/loss for the year	<u>0</u>	<u>39,708</u>	<u>39,708</u>
Equity at 31 January 2025	<u>40,000</u>	<u>39,708</u>	<u>79,708</u>

Notes

	<u>2024/25</u>
	DKK
1 Staff costs	
Wages and salaries	4,118,726
Other social security costs	31,652
Other staff costs	<u>14,548</u>
	<u>4,164,926</u>
Number of fulltime employees on average	<u>5</u>
2 Tax on profit/loss for the year	
Current tax for the year	<u>11,199</u>
	<u>11,199</u>
3 Contingent liabilities	
None	
4 Mortgages and collateral	
None	

Notes