

Tech Collective People Tech Hub A/S

Strandvejen 54, DK-2900 Hellerup

**Annual Report for
1 July 2024 - 30 June 2025**

CVR No. 44 62 48 77

The Annual Report was presented and adopted at the
Annual General Meeting of the company on
20/11/2025

Kasper Bremer Orloff
Chair

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Management's statement

The Executive Board and Board of Directors have today considered and adopted the Annual Report of Tech Collective People Tech Hub A/S for the financial year 9 February 2024 - 30 June 2024.

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

In our opinion the Financial Statements give a true and fair view of the financial position at 30 June 2025 of the Company and of the results of the Company operations for 2024/25.

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

Hellerup, 20 November 2025

Executive Board

Hanne Holm Hjortshøj
CEO

Board of Directors

Niels Olaf Ahrengot
Chair

Lars Olling

Julius Myrup Opstrup

Practitioner's Statement on Compilation of Financial Statements

To the Management of Tech Collective People Tech Hub A/S

We have compiled the Financial Statements of Tech Collective People Tech Hub A/S for the financial year 1 July 2024 - 30 June 2025 on the basis of the Company's accounting records and other information you have provided.

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

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

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

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

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

Hellerup, 20 November 2025

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Henrik Ødegaard
State Authorised Public Accountant
mne31489

Christina Lykke Bruun-Andersen
State Authorised Public Accountant
mne51053

Company information

The Company	Tech Collective People Tech Hub A/S Strandvejen 54 DK-2900 Hellerup CVR No: 44 62 48 77 Financial period: 1 July 2024 - 30 June 2025 Incorporated: 9 February 2024 Financial year: 2nd financial year Municipality of reg. office: Gentofte
Board of Directors	Niels Olaf Ahrengot, chair Lars Olling Julius Myrup Opstrup
Executive Board	Hanne Holm Hjortshøj
Auditors	PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab Strandvejen 44 DK-2900 Hellerup

Income statement 1 July 2024 - 30 June 2025

(DKK)	Note	2024/25 12 months	2024 5 months
Gross loss		-228,387	-133,704
Staff expenses	3	-1,582,160	-595,739
Profit/loss before financial income and expenses		-1,810,547	-729,443
Financial income		9,784	3,744
Financial expenses		-482	-2,041
Profit/loss before tax		-1,801,245	-727,740
Tax on profit/loss for the year	4	394,756	159,641
Net profit/loss for the year		-1,406,489	-568,099

Distribution of profit

(DKK)	2024/25 12 months	2024 5 months
Proposed distribution of profit		
Retained earnings	-1,406,489	-568,099
	-1,406,489	-568,099

Balance sheet 30 June 2025

Assets

(DKK)	Note	2024/25	2024
Other receivables		0	32,129
Corporation tax receivable from group enterprises		394,756	159,641
Receivables		394,756	191,770
Cash at bank and in hand		0	568,256
Current assets		394,756	760,026
Assets		394,756	760,026

Balance sheet 30 June 2025

Liabilities and equity

(DKK)	Note	2024/25	2024
Share capital		400,000	400,000
Retained earnings		-1,374,588	31,901
Equity		-974,588	431,901
Payables to group enterprises		1,369,344	252,316
Other payables		0	75,809
Short-term debt		1,369,344	328,125
Debt		1,369,344	328,125
Liabilities and equity		394,756	760,026
Going concern	1		
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Statement of changes in equity

(DKK)	Share capital	Retained earnings	Total
Equity at 1 July	400,000	31,901	431,901
Net profit/loss for the year	0	-1,406,489	-1,406,489
Equity at 30 June	400,000	-1,374,588	-974,588

Notes to the Financial Statements

1. Going concern

The entity has lost more than 50 percent of its share capital and is thus subject to the rules regarding capital loss within the Danish Company Act.

The entity's share capital will be reestablished during 2025 through a debt conversion of the payables to group enterprises. Subsequent to this, the entity is expected to be liquidated.

2. Key activities

The Company's purpose is to carry out consultancy, trade and service as well as activities related to this. The Company's purpose can be fulfilled either directly or through holding capital shares in other companies with the same purpose.

3. Staff expenses

(DKK)	2024/25 12 months	2024 5 months
Wages and salaries	1,568,115	593,957
Other social security expenses	14,045	1,782
	1,582,160	595,739
Average number of employees	2	1

4. Income tax expense

(DKK)	2024/25 12 months	2024 5 months
Current tax for the year	-394,756	-159,641
	-394,756	-159,641

Notes to the Financial Statements

5. Contingent assets, liabilities and other financial obligations

Other contingent liabilities

The group companies are jointly and severally liable for tax on the jointly taxed incomes etc of the Group. The total amount of corporation tax payable is disclosed in the Annual Report of Implement Datterholding A/S, which is the management company of the joint taxation purposes. Moreover, the group companies are jointly and severally liable for Danish withholding taxes by way of dividend tax, tax on royalty payments and tax on unearned income. Any subsequent adjustments of corporation taxes and withholding taxes may increase the Company's liability.

6. Related parties and disclosure of consolidated financial statements

Consolidated Financial Statements

The Company is included in the Group Annual Report of the Parent Company of the group:

<u>Name</u>	<u>Place of registered office</u>
Implement Consulting Group P/S	Strandvejen 54, 2900 Hellerup

Notes to the Financial Statements

7. Accounting policies

The Annual Report of Tech Collective People Tech Hub A/S 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 selected rules applying to reporting class C.

The Financial Statements for 2024/25 are presented in DKK.

Recognition and measurement

Revenues are recognised in the income statement as earned. Furthermore, value adjustments of financial assets and liabilities measured at fair value or amortised cost are recognised. Moreover, all expenses incurred to achieve the earnings for the year are recognised in the income statement, including depreciation, amortisation, impairment losses and provisions as well as reversals due to changed accounting estimates of amounts that have previously been recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits attributable to the asset will flow to the Company, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow out of the Company, and the value of the liability can be measured reliably.

Assets and liabilities are initially measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Translation policies

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

Transactions in foreign currencies are translated at the exchange rates at the dates of transaction. Exchange differences arising due to differences between the transaction date rates and the rates at the dates of payment are recognised in financial income and expenses in the income statement. Where foreign exchange transactions are considered hedging of future cash flows, the value adjustments are recognised directly in equity.

Receivables, payables and other monetary items in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the transaction date rates are recognised in financial income and expenses in the income statement.

Income statement

Revenue

Revenue from the sale of goods for resale and finished goods is recognised in the income statement when the sale is considered effected based on the following criteria:

- delivery has been made before year end;
- a binding sales agreement has been made;
- the sales price has been determined; and
- payment has been received or may with reasonable certainty be expected to be received.

Contract work in progress (construction contracts) is recognised at the rate of completion, which means that revenue equals the selling price of the work completed for the year (percentage-of-completion method). This method is applied when total revenues and expenses in respect of the contract and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Company. The stage of completion is determined on the basis of the ratio between the expenses incurred and the total expected expenses of the contract.

Notes to the Financial Statements

7. Accounting policies (continued)

Services are recognised at the rate of completion of the service to which the contract relates by using the percentage-of-completion method, which means that revenue equals the selling price of the service completed for the year. This method is applied when total revenues and expenses in respect of the service and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Company. The stage of completion is determined on the basis of the ratio between the expenses incurred and the total expected expenses of the service.

Revenue is measured at the consideration received and is recognised exclusive of VAT and net of discounts relating to sales.

Other external expenses

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

Gross loss

With reference to section 32 of the Danish Financial Statements Act, gross profit/loss is calculated as a summary of revenue and other external expenses.

Staff expenses

Staff costs include wages and salaries including compensated absence and pensions as well as other social security contributions etc. made to the entity's employees.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts relating to the financial year.

Tax on profit/loss for the year

Tax for the year consists of current tax for the year and changes in deferred tax for the year. The tax attributable to the profit for the year is recognised in the income statement, whereas the tax attributable to equity transactions is recognised directly in equity.

The Company is jointly taxed with the Danish Group Companies. The tax effect of the joint taxation is allocated to Danish enterprises in proportion to their taxable incomes.

Balance sheet

Receivables

Receivables are measured in the balance sheet at the lower of amortised cost and net realisable value, which corresponds to nominal value less provisions for bad debts.

Current tax receivables and liabilities

Current tax liabilities and receivables are recognised in the balance sheet as the expected taxable income for the year adjusted for tax on taxable incomes for prior years and tax paid on account. Extra payments and repayment under the on-account taxation scheme are recognised in the income statement in financial income and expenses.

Financial liabilities

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