

**Deloitte.**



Lyngbyvej 2  
2100 København Ø  
CVR No. 37048658

The Annual General Meeting adopted the  
annual report on 07.11.2025

Emply International ApS | Contents

1

## Contents

Entity details	2
Statement by Management	3
Independent auditor's report	4
Management commentary	7
Income statement for 2024/25	8
Balance sheet at 31.05.2025	9
Statement of changes in equity for 2024/25	11
Notes	12
Accounting policies	14

## Entity details

### Entity

Emply International ApS  
Lyngbyvej 2  
2100 København Ø

Business Registration No.: 37048658  
Registered office: København  
Financial year: 01.06.2024- 31.05.2025

### Board of Directors

Henrik Basso Reichsthaler Møller  
Robert L Schrader  
Elizabeth Patricia Franson

### Executive Board

Peter Tvermoes Meier Andersen  
Thomas Jelbo

### 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 Emply International 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.

Alleroed, 07.11.2025

### Executive Board

**Peter Tvermoes Meier Andersen**

**Thomas Jelbo**

### Board of Directors

**Henrik Basso Reichsthaler Møller**

**Robert L Schrader**

**Elizabeth Patricia Franson**

# Independent auditor's report

## To the shareholder of Emply International ApS

### Opinion

We have audited the financial statements of Emply International 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 under the Danish Financial Statements Act.

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

### Primary activities

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

### Profit/loss for the year in relation to expected developments

The Company's income statement for 2024/25 shows a profit of DKK 649 thousand as against DKK 867 thousand in 2023/24. Equity in the Company's balance sheet at 31 May 2025 stood at DKK 5,761 thousand as against DKK 5,112 thousand at 31 May 2024. This is within the expected range as anticipated by management in the previous year.

### Events after the balance sheet date

No events have occurred after the balance sheet date to this date, which would influence the evaluation of this annual report.

## Income statement for 2024/25

	Notes	2024/25 DKK	2023/24 DKK
<b>Gross profit/loss</b>		<b>562,980</b>	<b>894,738</b>
Other financial income from group enterprises		941,189	858,884
Other financial income		69,915	59,399
Financial expenses from group enterprises		(708,581)	(667,635)
Other financial expenses		(33,974)	(34,483)
<b>Profit/loss before tax</b>		<b>831,529</b>	<b>1,110,903</b>
Tax on profit/loss for the year	1	(182,936)	(244,399)
<b>Profit/loss for the year</b>		<b>648,593</b>	<b>866,504</b>
<b>Proposed distribution of profit and loss</b>			
Retained earnings		648,593	866,504
<b>Proposed distribution of profit and loss</b>		<b>648,593</b>	<b>866,504</b>

## Balance sheet at 31.05.2025

### Assets

	Notes	2024/25 DKK	2023/24 DKK
Deposits		991,274	991,274
<b>Financial assets</b>		<b>991,274</b>	<b>991,274</b>
<b>Fixed assets</b>		<b>991,274</b>	<b>991,274</b>
Trade receivables		10,140,643	8,213,989
Receivables from group enterprises		28,309,884	31,509,555
Other receivables		126,801	239,108
Income tax receivable		0	87,655
Prepayments		0	18,741
<b>Receivables</b>		<b>38,577,328</b>	<b>40,069,048</b>
<b>Cash</b>		<b>3,726,541</b>	<b>2,111,726</b>
<b>Current assets</b>		<b>42,303,869</b>	<b>42,180,774</b>
<b>Assets</b>		<b>43,295,143</b>	<b>43,172,048</b>

**Equity and liabilities**

	Notes	2024/25 DKK	2023/24 DKK
Contributed capital		50,000	50,000
Retained earnings		5,710,601	5,062,008
<b>Equity</b>		<b>5,760,601</b>	<b>5,112,008</b>
Prepayments received from customers		17,117,744	14,351,235
Trade payables		224,414	1,296,451
Payables to group enterprises		19,646,049	22,279,537
Income tax payable		427,335	0
Other payables		119,000	132,817
<b>Current liabilities other than provisions</b>		<b>37,534,542</b>	<b>38,060,040</b>
<b>Liabilities other than provisions</b>		<b>37,534,542</b>	<b>38,060,040</b>
<b>Equity and liabilities</b>		<b>43,295,143</b>	<b>43,172,048</b>
Employees	2		
Contingent liabilities	3		
Related parties with controlling interest	4		
Non-arm's length-related party transactions	5		

## Statement of changes in equity for 2024/25

	Contributed capital DKK	Retained earnings DKK	Total DKK
Equity beginning of year	50,000	5,062,008	5,112,008
Profit/loss for the year	0	648,593	648,593
<b>Equity end of year</b>	<b>50,000</b>	<b>5,710,601</b>	<b>5,760,601</b>

## Notes

### 1 Tax on profit/loss for the year

	2024/25	2023/24
	DKK	DKK
Current tax	182,936	244,399
	<b>182,936</b>	<b>244,399</b>

### 2 Employees

The Entity has no employees other than the Executive Board. The Executive Officer has not received any remuneration.

	2024/25	2023/24
Average number of full-time employees	0	0

### 3 Contingent liabilities

The Entity participates in a Danish joint taxation arrangement. According to the joint taxation provisions of the Danish Corporation Tax Act, the Entity is therefore liable for income taxes etc. for the jointly taxed entities. The jointly taxed entities' total known net liability under the joint taxation arrangement is disclosed in the administration company's financial statements.

**4 Related parties with controlling interest**

Emply International ApS is part of the consolidated financial statements of Paychex, Inc. 911 Panorama Trail S 14625 New York, USA, which is the smallest 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.

**5 Non-arm's length related party transactions**

	<b>Parent DKK</b>	<b>Other related parties DKK</b>
Intercompany interests (1%)	708,581	941,189
Intercompany liabilities	0	509,952
Intercompany receivables	(388,285)	332,054

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.

## Accounting policies

### **Basis for financial statements**

This annual report has been presented in accordance with the provisions of the Danish Financial Statements Act governing reporting class B enterprises with addition of a few provisions for reporting class C.

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

### **Recognition and measurement**

Assets are recognised in the balance sheet when it is probable as a result of a prior event that future economic benefits will flow to the Entity, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when the Entity has a legal or constructive obligation as a result of a prior event, and it is probable that future economic benefits will flow out of the Entity, and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. Measurement subsequent to initial recognition is effected as described below for each financial statement item.

Anticipated risks and losses that arise before the time of presentation of the annual report and that confirm or invalidate affairs and conditions existing at the balance sheet date are considered at recognition and measurement.

Income is recognised in the income statement when earned, whereas costs are recognised by the amounts attributable to this financial 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.

#### **Income statement**

##### **Gross profit or loss**

Gross profit or loss comprises revenue, and other external expenses. Pursuant to section 32 of the Danish Financial Statements Act, the Company has decided only to disclose gross profit.

##### **Revenue**

Revenue from the sale of goods, comprising the sale of software and hardware etc. 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.

##### **Own work capitalised**

Own work capitalised comprises staff costs and other costs incurred in the financial year and recognised in cost for proprietary intangible assets and property, plant and equipment.

##### **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, etc. This item also includes writedowns of receivables recognised in current assets.

##### **Other financial income from group enterprises**

Other financial income from group enterprises comprises interest income etc. on receivables from group enterprises.

##### **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.

##### **Financial expenses from group enterprises**

Financial expenses from group enterprises comprise interest expenses etc. from payables to group enterprises.

##### **Other financial expenses**

Other financial expenses comprise interest 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.

##### **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.

#### **Balance sheet**

##### **Receivables**

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

##### **Tax payable or receivable**

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

##### **Prepayments**

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

##### **Cash**

Cash comprises cash in hand and bank deposits.

##### **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.

