



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2021 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer:	918 033 335
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	NES GLOBAL TALENT HOLDCO AS
Forretningsadresse:	Haakon VII's gate 10 0161 OSLO

Regnskapsår

Årsregnskapets periode:	01.11.2020 - 31.10.2021
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Konsern

Morselskap i konsern:	Ja
Konsernregnskap lagt ved:	Nei

Regnskapsregler

Regler for små foretak benyttet:	Ja
Benyttet ved utarbeidelsen av årsregnskapet til selskapet:	Regnskapslovens alminnelige regler

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet:	Angela Stanford
Dato for fastsettelse av årsregnskapet:	30.06.2022

Grunnlag for avgivelse

År 2021: Årsregnskapet er elektronisk innlevert
År 2020: Tall er hentet fra elektronisk innlevert årsregnskap fra 2021

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 13.08.2023



Resultatregnskap

Beløp i: NOK	Note	2021	2020
RESULTATREGNSKAP			
Kostnader			
Employee benefits expense	5		
Other expenses	6	1 000	
Sum kostnader		1 000	
Driftsresultat		-1 000	
Finansinntekter og finanskostnader			
Financial income		8 247 000	390 000
Sum finansinntekter		8 247 000	390 000
Rentekostnad til foretak i samme konsern	4		
Annen rentekostnad	4		
Financial expenses		8 247 000	106 371 000
Sum finanskostnader		8 247 000	106 371 000
Netto finans	8	1 000	-105 981 000
Ordinært resultat før skattekostnad		-1 000	-105 981 000
Income tax expense	7	33 000	
Ordinært resultat etter skattekostnad		-33 000	-105 981 000
Årsresultat	2	-33 000	-105 981 000
Årsresultat etter minoritetsinteresser		-33 000	-105 981 000
Totalresultat		-33 000	-105 981 000
Overføringer og disponeringer			
Transferred to other equity	2	-33 000	-105 981 000
Sum overføringer og disponeringer		-33 000	-105 981 000



Balanse

Beløp i: NOK	Note	2021	2020
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Utsatt skattefordel	7		
Finansielle anleggsmidler			
Investering i datterselskap	1	558 987 000	558 987 000
Investering i annet foretak i samme konsern	1		
Lån til foretak i samme konsern	4		
Sum finansielle anleggsmidler		558 987 000	558 987 000
Sum anleggsmidler		558 987 000	558 987 000
Omløpsmidler			
Varer			
Fordringer			
Accounts receivables	4		
Other short-term receivables		21 000	14 000
Konsernfordringer	4	36 764 000	26 255 000
Sum fordringer		36 786 000	26 268 000
Bankinnskudd, kontanter og lignende			
Cash and cash equivalents		68 000	
Sum bankinnskudd, kontanter og lignende		68 000	
Sum omløpsmidler		36 854 000	26 268 000
SUM EIENDELER		595 840 000	585 255 000
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Share capital	3	930 000	930 000



Balanse

Beløp i: NOK	Note	2021	2020
Beholdning av egne aksjer	3		
Overkurs		490 230 000	490 230 000
Sum innskutt egenkapital		491 160 000	491 160 000
Opptjent egenkapital			
Other equity		-104 071 000	-113 120 000
Sum opptjent egenkapital		-104 071 000	-113 120 000
Sum egenkapital	2	387 089 000	378 040 000
Gjeld			
Langsiktig gjeld			
Utsatt skatt	7		
Annen langsiktig gjeld			
Gjeld til kredittinstitusjoner	4		
Other non-current liabilities	4		
Sum langsiktig gjeld		0	0
Kortsiktig gjeld			
Leverandørgjeld	4		
Tax payable	7		-33 000
Kortsiktig konserngjeld	4	208 719 000	207 248 000
Other current liabilities		33 000	
Sum kortsiktig gjeld		208 752 000	207 215 000
Sum gjeld		208 752 000	207 215 000
SUM EGENKAPITAL OG GJELD		595 840 000	585 255 000



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2021 - GENERELL INFORMASJON

Journalnummer: 2022 927342

Enheten

Organisasjonsnummer: 918 033 335
Organisasjonsform: Aksjeselskap
Foretaksnavn: NES GLOBAL TALENT HOLDCO AS
Forretningsadresse: Haakon VIIIs gate 10
0161 OSLO

Regnskapsår

Årsregnskapets periode: 01.11.2020 - 31.10.2021

Konsern

Morselskap i konsern: Ja
Konsernregnskap lagt ved: Nei

Regnskapsregler

Regler for små foretak benyttet: Ja
Benyttet ved utarbeidelsen av
årsregnskapet til selskapet: Regnskapslovens alminnelige regler

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Angela Stanford
Dato for fastsettelse av årsregnskapet: 30.06.2022

Grunnlag for avgivelse

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Brønnøysundregistrene, 17.09.2022



Organisasjonsnr: 918 033 335
NES GLOBAL TALENT HOLDCO AS

RESULTATREGNSKAP

Beløp i: NOK	Note	2021	2020
RESULTATREGNSKAP			
Kostnader			
Employee benefits expense	5		
Other expenses	6	1 000	
Sum kostnader		1 000	
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Overføringer og disponeringer			
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Organisasjonsnr: 918 033 335
NES GLOBAL TALENT HOLDCO AS

BALANSE

Beløp i: NOK Note 2021 2020

BALANSE - EIENDELER

Anleggsmidler

Immaterielle eiendeler

Utsatt skattefordel 7

Finansielle anleggsmidler

Investering i datterselskap 1 558 987 000 558 987 000

Investering i annet

foretak i samme konsern 1

Lån til foretak i samme

konsern 4

Sum finansielle anleggsmidler 558 987 000 558 987 000

Sum anleggsmidler 558 987 000 558 987 000

Omløpsmidler

Varer

Fordringer

Accounts receivables 4

Other short-term receivables 21 000 14 000

Konsernfordringer 4 36 764 000 26 255 000

Sum fordringer 36 786 000 26 268 000

Bankinnskudd, kontanter og lignende

Cash and cash equivalents 68 000

Sum bankinnskudd, kontanter og lignende 68 000

Sum omløpsmidler 36 854 000 26 268 000

SUM EIENDELER 595 840 000 585 255 000

BALANSE - EGENKAPITAL OG GJELD

Egenkapital

Innskutt egenkapital

Share capital 3 930 000 930 000

Beholdning av egne aksjer 3

Overkurs 490 230 000 490 230 000

Sum innskutt egenkapital 491 160 000 491 160 000

Opptjent egenkapital

Other equity -104 071 000 -113 120 000



Sum opptjent egenkapital		-104 071 000	-113 120 000
Sum egenkapital	2	387 089 000	378 040 000
Gjeld			
Langsiktig gjeld			
Utsatt skatt	7		
Annen langsiktig gjeld			
Gjeld til			
kredittinstitusjoner	4		
Other non-current liabilities	4		
Sum langsiktig gjeld		0	0
Kortsiktig gjeld			
Leverandørgjeld	4		
Tax payable	7		-33 000
Kortsiktig konserngjeld	4	208 719 000	207 248 000
Other current liabilities		33 000	
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SUM EGENKAPITAL OG GJELD		595 840 000	585 255 000



Organisasjonsnr: 918 033 335
NES GLOBAL TALENT HOLDCO AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note

Antall aksjer og aksjeeiere

Note

5

Antall årsverk i regnskapsåret

Virksomheten har hatt følgende antall årsverk:

0.00

Omløpsmidler Startdato Sluttdato Endring

Skattemessig fremf.undersk. Startdato Sluttdato Endring

Kortsiktig gjeld Startdato Sluttdato Endring



Skatteetaten

Vår dato
29.10.2021

Din/Deres dato

Saksbehandler
Kjell Knutsen

800 80 000
Skatteetaten.no

Din/Deres referanse

Telefon
94897296

Org.nr
974761076

Vår referanse
2021/6432588

Postadresse
Postboks 9200 Grønland
0134 OSLO

U.off.

DELOITTE AS
Postboks 221 Sentrum
0103 OSLO

Att. Arnstein Antonsen og Siw Helene Hansen

Dispensasjon fra kravet om å utarbeide årsregnskap og årsberetning på norsk for NES-selskaper

Vi viser til søknad av 5. oktober 2021 om dispensasjon fra kravet om å utarbeide årsregnskap og årsberetning på norsk for følgende NES-selskaper:

Selskapsnavn	Org.nr.
NES Global Talent Norway Holdings AS	914 496 640
NES Global Talent Norge AS	989 128 639
NES Global Management AS	997 373 006
NES Global Offshore AS	889 128 682
NES Global Talent Holdco AS	918 033 335
NES Advantage Solutions Group AS	984 460 228
NES Advantage Solutions AS	984 909 020

Skatteetaten gir på bakgrunn av en konkret helhetsvurdering selskapene dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd. Dispensasjonen forutsetter at engelsk språk benyttes i stedet ved utarbeidelsen, og at øvrige opplysninger som vedtaket baserer seg på, heller ikke endres vesentlig.

Kopi av dette brevet må sendes Regnskapsregisteret i Brønnøysund sammen med årsregnskapet. Det påligger den regnskapspliktige å dokumentere ved dette brev at tillatelsen er gitt.

Bakgrunn

Fra søknaden 5. oktober 2021 siteres:

Selskapene har siden 10.12.2019 vært 100% eid av britiske selskap. Flere av selskaperens styremedlemmer er utenlandske statsborgere.

I e-post av 21. oktober 2021 fra NES-konsernet v/Ståle Klungtveit er det gitt ytterligere opplysninger om bakgrunnen for søknaden:



Selskapet vurderer det slik at ingen brukere av regnskapet vil bli vesentlig negativt berørt om regnskapene kun avlegges på engelsk. Selskapet selger tjenester hovedsakelig til olje service næringen hvor kommunikasjon med kunder og leverandører hovedsakelig er på engelsk. Engelsk er per dags dato selskapets valgte kommunikasjonsform med styret og eiere (100 % eiet av NES Global Ltd), ansatte og andre brukere. Vi viser blant annet til at kommunikasjon internt og med den internasjonale grupperingen foregår på engelsk. Vi trekker også frem at selskapet som hovedsak kommuniserer på engelsk med leverandører og kunder gjennom sitt internasjonale «shared service center». I tillegg har selskapet et nettsted (på engelsk) hvor aktuelle brukere kan oppsøke informasjon om selskapet.

Skatteetatens vurdering

Etter regnskapsloven § 3-4 tredje ledd skal *”årsregnskapet og årsberetningen ... være på norsk. Departementet kan ved ... enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk.”*

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap mv., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til *”informative regnskaper for ulike grupper av regnskapsbrukere”*. Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte, kunder og lokalsamfunnet.

Det er etter skatteetatens vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Som nevnt ovenfor er det særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I dette tilfellet er det opplyst at selskapene selger tjenester til oljeservicenæringen hvor kommunikasjonen med kunder og leverandører hovedsakelig skjer på engelsk. Engelsk er pr. dags dato den valgte kommunikasjonsform med ansatte, styret og eiere. Flere av selskapenes styremedlemmer er utenlandske statsborgere. Skatteetaten vektlegger også at selskapene opererer i en bransje hvor



engelsk ofte brukes som arbeidsspråk. Skatteetaten finner at disse forholdene samlet tilsier at dispensasjon fra kravet om å utarbeide årsregnskap og årsberetning på norsk kan gis.

Vennligst oppgi vår referanse ved henvendelse i saken.

Med hilsen

Gro Stangeland
Underdirektør
Innsats, storbedrift
Skatteetaten

Kjell Knutsen

Dokumentet er elektronisk godkjent og har derfor ikke håndskrevne signaturer.



**BOARD OF DIRECTORS REPORT 2021
OF
NES GLOBAL TALENT HOLDCO AS**

The business and business concept

NES Global Talent Holdco AS is a holding company in Norway ultimately owned by NES Global Talent Limited.

The company has 100% ownership in NES Advantage Solutions Group AS, which together with its subsidiary NES Advantage Solutions AS, is one of the leading recruitment companies in the oil and gas industry in Norway.

Going concern

The accounts for 2021 have been prepared on the basis of the going concern assumption. The basis for this is the company's financial position at year end, the profit and loss budget for 2022 and the financial outlook for the coming years.

Annual accounts for 2021

General

The 2021 business year was the company's fourth year of operations.

Profit and loss account

In 2021, NES Global Talent Holdco AS recorded a loss for the year of a year NOK 0.03 million compared to a loss of a year of NOK 106.0 million for 2020.

It is proposed to allocate the profit for the year as follows:

Allocated to group contribution (net of tax) NOK 0.0 million
Other equity NOK (0.03 million)
Total allocations NOK (0.03 million)

Cash flow

The difference between operating result and cash flow from operating activities is related to impairment of fixed assets.

Balance sheet and cash flow

The company's liquidity was good throughout the year and is good at year end.

The financial position is sound and adequate to settle short-term debt as of 31.10.21 with the company's most liquid assets.

Financial risk (interest, credit, currency)

At year end, NES Global Talent Holdco AS had NOK 208.8 million in interest-bearing intercompany debt.

The management of the company continued to hedge against foreign currency losses in line with the rest of the group undertakings. Although the turnover in foreign currency is limited there are also intercompany trading loans in multiple currencies to consider.

Health, safety and the environment

NES Global Talent Holdco AS has strong focus on health, safety and the working environment and on the natural environment.

The company had no employed personnel during the year.

The company does not pollute the environment.



Gender equality

NES Global Talent Holdco AS had no employed personnel during the year.

Discrimination

NES Global Talent Holdco AS had no employed personnel during the year.

Market prospects

As a holding company, the company's market prospect depends on the market prospects for underlying financial assets, NES Advantage Solutions Group AS and its subsidiary NES Advantage Solutions AS.

With the pandemic and lock downs the unemployment was record high in 2020. In June 2020, the Norwegian parliament introduced temporary changes to Norway's petroleum tax regime that would stimulate investments and activity. The temporary tax regime applies to all CAPEX in 2020 and 2021, and all CAPEX up until production start for new projects where a field development plan is submitted to the relevant authorities by year-end 2022.

2021 was a rebound year driven by the tax packages initially, and increased energy prices. The labor market went from record high unemployment beginning of 2021 to a high level of job openings within months, driven by both oil and gas and renewable projects. Client demand increased month by month and we ramped our capacity hiring new recruiters.

Client growth targets and robust forecasts with a very strong project pipeline drive people requirements. Increased turnover adds to the recruitment requirements.

We expect to support our customers in close partnership in 2022 and beyond. NES Advantage Solutions is the exclusive provider of permanent and temporary recruitment services to Aker Solutions and HMM (former MHWirth). The company strategy is to continue to develop its capabilities and services as an enabler to the Aker companies.

The Company is also a preferred provider of these services to other Aker companies such as Aker Horizons. Aker Horizons is a company that develops companies within the renewable energy sectors such as offshore wind, carbon capture and hydrogen, and Aker Solutions are positioning as a partner within the same segments.

Other matters

The company has not engaged in any R&D activities during the year.

Fornebu, 30.06.2022

The board of NES Global Talent Holdco AS

Stephen William Buckley
Chairman of the Board

Jens Michael Melbye
Managing Director/Board member

Jens Børge Franc Iversen
Board member



Annual Report 2021 NES Global Talent Holdco AS

Profit and loss statement
Balance sheet
Notes to the Accounts

Org.no.: 918 033 335



NES Global Talent Holdco AS

Income statement

Amounts in NOK 1000

	Note	2021	2020
Other expenses	6	1	0
Total expenses		<u>1</u>	<u>0</u>
Operating profit		<u>(1)</u>	<u>0</u>
Financial income and expenses			
Financial income		8 247	390
Financial expenses		(8 247)	(106 371)
Net financial items	8	<u>1</u>	<u>(105 981)</u>
Profit before tax		<u>0</u>	<u>(105 981)</u>
Income tax expense	7	33	0
Net profit or loss	2	<u>(33)</u>	<u>(105 981)</u>
Attributable to:			
Transferred to other equity	2	33	105 981
Total distributed		<u>(33)</u>	<u>(105 981)</u>



NES Global Talent Holdco AS

Balance as of 31st October

Amounts in NOK 1000

	Note	2021	2020
Assets			
Non-current financial assets			
Investments in subsidiaries	1	558 987	558 987
Total non-current financial assets		558 987	558 987
Other short-term receivables		21	14
Receivables from group companies	4	36 764	26 255
Total receivables		36 786	26 268
Cash and cash equivalents		68	0
Total assets		595 840	585 255



NES Global Talent Holdco AS

Balance as of 31st October

Amounts in NOK 1000

Equity and liabilities	Note	2021	2020
Equity			
Invested equity			
Share capital	3	(930)	(930)
Share premium reserve		(490 230)	(490 230)
Total invested equity		(491 160)	(491 160)
Retained earnings			
Other equity		104 071	113 120
Total retained earnings		(104 071)	(113 120)
Total equity	2	(387 089)	(378 040)
Liabilities			
Current liabilities			
Tax payable	7	0	33
Loans to group companies	4	(208 719)	(207 248)
Other current liabilities		33	0
Total current liabilities		(208 752)	(207 215)
Total liabilities		(208 752)	(207 215)
Total equity and liabilities		(595 840)	(585 255)

Manchester, 30.06.2022

The board of NES Global Talent Holdco AS

Stephen William Buckley
Chairman of the board

Jens Michael Mellbye
Member of the board

Jens Børge Franc Iversen
Member of the board



NES Global Talent Holdco AS

Notes to the Financial Statements 2021

Amounts in NOK 1000

Accounting principles

The financial statement consists of a profit and loss statement, balance sheet and notes. The financial statement is in accordance with the Norwegian Corporation Law, the Norwegian Accounting Act and the generally accepted accounting principles in Norway. The financial statement is based on the basic principles and classification of liabilities according to the definition in the Accounting Act. In use of accounting principles and presentation of transactions and other circumstances we emphasize importance to economic reality, not only legal form. Contingent liabilities that are probable and quantifiable will be charged as an expense. There are no changes in the accounting principles. The fiscal period starts on November 1 and ends at October 31.

Tax

The tax expense consist of the tax payable and changes to deferred tax. Deferred tax/tax assets are calculated on all differences between the book value and tax value of assets and liabilities. Deferred tax is calculated as 22 percent of temporary differences and the tax effect of tax losses carried forward. Deferred tax asset are recorded in the balance sheet when it is more likely than not that the tax asset will be utilised. Tax payable and deferred taxes are recognised directly in equity to the extent that they relate to equity transactions.

Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and any recognised impairment loss. Depreciation is charged so as to write off the cost or valuation of assets over their estimated useful lives.

The company recognises intangible assets in respect of computer software. Computer software is amortised on a straight-line basis over its useful economic life, which is estimated at five years.

Classification and valuation of current assets

Current assets and short-term liabilities include items that fall due for payment within one year of the balance sheet date. Current assets are valued at the lower of acquisition cost and fair value.

Shares in subsidiaries

Subsidiaries are valued using the cost method in the company accounts. The investment is valued at acquisition cost for the shares unless an impairment has been necessary. An impairment to fair value is made when a fall in value is due to reasons that cannot be expected to be temporary and such impairment must be considered as necessary in accordance with good accounting practice. Impairments are reversed when the basis for the impairment is no longer present.

Dividends, group contributions and other distributions from subsidiaries are posted to income in the same year as provided for in the distributor's accounts. To the extent that dividends/ group contributions exceed the share of profits earned after the date of acquisition, the excess amounts represents a repayment of invested capital, and distributions are deducted from the investment's value in the balance sheet of the parent company.

Receivables

Receivables from customers and other receivables are entered at par value after deducting a provision for expected losses. The provision for losses is made on the basis of an individual assessment of the respective receivables.



NES Global Talent Holdco AS

Notes to the Financial Statements 2021

Amounts in NOK 1000

Consolidated financial statements

The directors consider NES Global Talent Limited, a company incorporated in England and Wales, to be the company's ultimate parent company. NES Global Talent Limited is wholly owned by NES Global Talent LP, a Scottish limited partnership, of which the limited partners are funds managed and advised by AEA Investors LP, Akastor AS, certain co-investors and management. The registered office and place of business of NES Global Talent LP is Ogier House, The Esplanade, St Helier, Jersey, JE4 9WG. The general partner of NES Global Talent LP is NES Global Talent GP Limited which is controlled by AEA Management (Cayman) Limited.

NES Global Talent LP is the parent company of the largest group for which financial statements are drawn up. NES Global Talent Limited is the parent company of the smallest group for which group financial statements are drawn up. Both NES Global Talent limited and NES Fircroft Limited financial statements are drawn up as at 1 October 2021. Copies of the financial statements of NES Global Talent Limited are available from its registered office address at Station House, Stamford New Road, Altricham, Chesire, WA 14 1EP. NES Global Talent Holdco AS uses the exception rule in the Accounts Act §3-7 first paragraph.



NES Global Talent Holdco AS

Notes to the Financial Statements 2021

Amounts in NOK 1000

Note 1 Shares in subsidiaries

	Ownership/ voting interest	Book value	Result 2021	Equity capital 31.10.2021
NES Advantage Solutions Group AS	100%	558 987	7 608	370 216
Total	100%	558 987	7 608	370 216

The shares in NES Advantage Solutions Group AS have been impaired by NOK 0 mill. as at 31.10.2021 in accordance with an assessment of fair value.

Note 2 Equity capital

	Share capital	Share premium	Other equity capital	Total equity capital
Equity capital as at 31.10.2020	930	490 230	(113 120)	378 040
Result for the year			(33)	(33)
Correction from previous year*			9 081	9 081
As at 31.10.2021	930	490 230	(104 071)	387 089

*Group contribution received prior year

Note 3 Shareholders

Share capital and information of shareholders:

The share capital in NES Global Talent Holdco AS as of 31st October consists of 30 000 shares with a face value of NOK 31 per share.

Ownership structure

	Ordinary	Owner interest	Share of votes
NES Global Limited	30 000	100%	100%
Total number of shares	30 000	100%	100%

Note 4 Inter-company items between companies in the same group

	2021	2020
Loans to companies in the same group	28 711	6 643
Group contribution receivables	8 054	19 612
Total	36 764	26 255
Liabilities		
Other short-term liabilities within the group	208 719	207 248
Total	208 719	207 248



NES Global Talent Holdco AS

Notes to the Financial Statements 2021

Amounts in NOK 1000

Note 5 Salary costs and benefits

NES Global Talent Holdco AS does not have any salary costs or benefits in the financial period.

Note 6 Other operating costs

Auditor	
Statutory audit fee	12
Other assurance	0
Other fees paid to auditors	17
Sum	30

Note 7 Tax

This year's tax expense	2021	2020
Entered tax on ordinary profit/loss:		
Payable tax on this year's result	0	0
Changes in deferred tax	0	0
Changes prior year correction	33	0
Tax expense on ordinary profit/loss	33	0

Taxable income:		
Ordinary result before tax	0	(105 981)
Permanent differences	0	96 407
Changes in temporary differences	0	0
Group contribution received	0	0
Loss brought forward	0	0
Net interest deduction	0	0
Taxable income	0	(9 574)

Payable tax in the balance:		
Payable tax on this year's result	0	0
Payable tax from previous years, not yet due	0	33
Total payable tax in the balance	0	33

Effective tax rate	0%	0%
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NES Global Talent Holdco AS

Notes to the Financial Statements 2021

Amounts in NOK 1000

The tax effect of temporary differences and losses to be carried forward have formed the basis for deferred tax and deferred tax advantages, specified on the type of temporary differences:

	2021	2020	Difference
Accumulated loss to be brought forward	(9 575)	(9 575)	0
GC 2020 not posted in PY Financial statement	9 081		
Net interest deduction	(7 250)	(7 250)	0
Not included in the deferred tax calculation	7 743	16 825	(9 082)
Basis for calculation of deferred tax	0	0	(9 081)
Deferred tax assets (22%)	0	0	0

Note 8 Items that are aggregated in the accounts

Financial income	2021	2020
Interest income from companies in the same group	194	81
Received Group Contribution	8 054	0
Other financial income (agio)	0	309
Total financial income	8 247	390
Financial costs	2021	2020
Interest costs to companies in the same group	7 681	9 964
Impairment of subsidiary	0	96 407
Other financial costs (disagio)	565	0
Total financial costs	8 247	106 371



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To the General Meeting of NES Global Talent Holdco AS

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of NES Global Talent Holdco AS (the Company), which comprise the balance sheet as at 31 October 2021, the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion

- the financial statements comply with applicable statutory requirements, and
- the financial statements give a true and fair view of the financial position of the Company as at 31 October 2021, and its financial performance for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards 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 as required by laws and regulations and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

The company's financial statements have been submitted after the expiry of the statutory time limit for preparation of financial statements.

Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director (management) are responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern. The financial statements use the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

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

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Organisasjonsnummer: 980 211 282

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Independent Auditor's Report -
NES Global Talent Holdco AS

As part of an audit in accordance with ISAs, we exercise professional judgment 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. We 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 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, and, based on the audit evidence obtained, whether a material uncertainty exists related 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 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 Company to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

We communicate with the Board of Directors 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.

Stavanger, 30 June 2022
Deloitte

Arnstein Antonsen
State Authorised Public Accountant

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Arnstein Antonsen

Statsautorisert revisor

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