



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2021 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer: 989 593 714
Organisasjonsform: Aksjeselskap
Foretaksnavn: CENTRIC NORDIC HOLDING AS
Forretningsadresse: Kirkegata 15
0153 OSLO

Regnskapsår

Årsregnskapets periode: 01.01.2021 - 31.12.2021

Konsern

Mørselskap i konsern: Ja
Konsernregnskap lagt ved: Ja

Regnskapsregler

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

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Helen Suurna-Garcia
Dato for fastsettelse av årsregnskapet: 15.03.2022

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, 02.06.2023



Resultatregnskap

Beløp i: NOK	Note	2021	2020
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt			664 241
Annen driftsinntekt		9 371 063	10 216 587
Sum inntekter		9 371 063	10 880 828
Kostnader			
Lønnskostnad	2, 3	4 125 330	3 480 702
Avskrivning	7	4 365 351	239 759
Annen driftskostnad	2, 4, 12	5 094 966	8 033 138
Sum kostnader		13 585 646	11 753 599
Driftsresultat		-4 214 584	-872 771
Finansinntekter og finanskostnader			
Inntekt på inv. i datterselskap og tilknyttet selskap	5	-4 894 309	12 320 548
Renteinntekt fra foretak i samme konsern		-149 764	392 573
Annen finansinntekt		409 033	212 842
Sum finansinntekter		-4 635 040	12 925 963
Rentekostnad til foretak i samme konsern		522 000	
Annen finanskostnad		151 447	936 807
Sum finanskostnader		673 447	936 807
Netto finans		-5 308 487	11 989 156
Ordinært resultat før skattekostnad		-9 523 071	11 116 385
Skattekostnad på ordinært resultat	6	-1 016 648	
Ordinært resultat etter skattekostnad		-8 506 423	11 116 385
Årsresultat		-8 506 423	11 116 385
Overføringer og disponeringer			
Overføringer annen egenkapital	11	-8 506 423	11 116 385
Sum overføringer og disponeringer		-8 506 423	11 116 385



Resultatregnskap

Beløp i: NOK	Note	2021	2020
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Balanse

Beløp i: NOK	Note	2021	2020
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Kontormaskiner o.l. (saldogruppe a)		25 315 974	28 238 705
Sum immaterielle eiendeler	7	25 315 974	28 238 705
Finansielle anleggsmidler			
Investering i datterselskap	5	75 366 415	75 552 109
Lån til foretak i samme konsern	8	9 955 820	
Sum finansielle anleggsmidler		85 322 235	75 552 109
Sum anleggsmidler		110 638 209	103 790 814
Omløpsmidler			
Varer			
Fordringer			
Kundefordringer	8	15 192	27 429
Andre fordringer	8	10 701 205	23 369 509
Sum fordringer		10 716 397	23 396 938
Bankinnskudd, kontanter og lignende			
Sum bankinnskudd, kontanter og lignende	9	18 197 366	19 554 340
Sum omløpsmidler		28 913 763	42 951 278
SUM EIENDELER		139 551 972	146 742 092
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Aksjekapital	10, 11	2 000 000	2 000 000
Overkurs	11	25 470 000	25 470 000
Sum innskutt egenkapital		27 470 000	27 470 000



Balanse

Beløp i: NOK	Note	2021	2020
Opptjent egenkapital			
Annen egenkapital	11	-2 255 642	6 250 466
Sum opptjent egenkapital	13	-2 255 642	6 250 466
Sum egenkapital		25 214 358	33 720 466
Sum langsiktig gjeld		0	0
Kortsiktig gjeld			
Leverandørgjeld	8	605 266	1 613 123
Skyldige offentlige avgifter		189 009	47 007
Annen kortsiktig gjeld	8	113 543 339	111 361 496
Sum kortsiktig gjeld		114 337 613	113 021 626
Sum gjeld		114 337 613	113 021 626
SUM EGENKAPITAL OG GJELD		139 551 971	146 742 092



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2021 - GENERELL INFORMASJON

Journalnummer: 2022 379080

Enheten

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Organisasjonsform: Aksjeselskap
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Brønnøysundregistrene, 13.06.2022



Organisasjonsnr: 989 593 714
CENTRIC NORDIC HOLDING AS

RESULTATREGNSKAP

Beløp i: NOK	Note	2021	2020
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Organisasjonsnr: 989 593 714
CENTRIC NORDIC HOLDING AS

BALANSE

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Sum langsiktig gjeld		0	0
Kortsiktig gjeld			
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Organisasjonsnr: 989 593 714
CENTRIC NORDIC HOLDING AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note
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Antall aksjer og aksjeeiere

<u>Aksjeklasse</u>	<u>Ant. aksjer</u>	<u>Pålydende</u>	<u>Bokført verdi</u>
Ordinary shares	2000.00	1000.00	2000000.00
<u>Aksjeeiere - fritekst</u>	<u>Antall</u>	<u>Eierandel</u>	<u>Aksjeklasse</u>
Centric International Holding B. V.	2000.00	100.00%	Ordinary shares
<u>Sum</u>	<u>Sum antall</u>	<u>Sum eierandel</u>	
	2000.00	100.00%	

Note
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Lønn og ytelser

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	2931281.00	2564410.00
<u>Arbeidsgiveravgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	476476.00	433088.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	626994.00	360953.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	90579.00	122250.00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	4125330.00	3480701.00

Ytelser til daglig leder

Note

Ytelser til andre ledende personer

<u>Ledende person</u>	<u>Lønn</u>	<u>Pensj.forpl.</u>	<u>Andre godtgj.</u>
General manager of subsidiaries	1648647.00	410804.00	64212.00
<u>Sum ytelse andre led.pers.</u>	<u>Lønn</u>	<u>Pensj.forpl.</u>	<u>Andre godtgj.</u>



1648647.00 410804.00 64212.00

The Chairman of the company is employed in Centric Netherlands B.V. No remuneration has been paid to the board. The general manager of Centric Care AS, Centric Finance AS and Centric Finance Professionals AS is employed in Centric Nordic Holding AS. Variable remuneration (bonus) to the general manager is earned annually and is up to one month's salary. In the event of termination by Centric the managing director has a right to severance pay corresponding to 9 times the agreed monthly fixed salary.

Note

Ytelser til revisjon

<u>Revisjon</u>	<u>Årets</u>	<u>Fjorårets</u>
	108100.00	108100.00
<u>Sum godtgjørelse til revisor</u>	<u>Årets</u>	<u>Fjorårets</u>
	108100.00	108100.00

Note

Antall årsverk i regnskapsåret

Virksomheten har hatt følgende antall årsverk:
0.00

Note

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Konsern, tilknyttet selskap og datterselskap

Tilknyttet selskap/datterselskap

<u>Navn og adresse</u>	<u>Eierandel</u>	<u>Stemmeandel</u>	<u>Egenkapital</u>	<u>Resultat</u>
Centric Care AS	100.00%	100.00%	12009936.00	2837482.00
Centric IT Solutions AS	100.00%	100.00%	1635342.00	-1865085.00
Centric Finance AS	100.00%	100.00%	4109124.00	92105.00
Centric IT AS	100.00%	100.00%	36277964.00	967735.00
Centric Care AB	100.00%	100.00%	459446.00	-1880396.00
Centric Professionals AB	100.00%	100.00%	16366099.00	6927018.00
Centric IT Solutions AB	100.00%	100.00%	4215692.00	-9718147.00
Centric IT academy	100.00%	100.00%	292809.00	-293840.00

Centric IT Professionals AS, Centric Partner Network AS and Centric Finance Professionals AS are fully owned subsidiaries of Centric IT AS. Sellcore Consulting AB and Centric Partner Network AB in Sweden are fully owned by Centric Professionals AB. All the companies are consolidated in the financial statements of Centric Nordic Holding AS - the Group.

Virksomheten inngår i konsolideringen til morselskapets



konsernregnsk.: Ja

<u>Navn</u>	<u>Forretningskontor</u>
Centric Nordic Holding AS	Kirkegata 15 0153 OSLO 0301 Oslo

Datterselskap er utelatt fra konsolideringen: Nei

Omløpsmidler Startdato Sluttdato Endring

Skattemessig fremf.undersk. Startdato Sluttdato Endring

Kortsiktig gjeld Startdato Sluttdato Endring



Centric Nordic Holding AS
Org.num: 989 593 714


Annual report 2021

Board of directors' report

Annual accounts

- Income statement
- Balance sheet
- Cash flow statement
- Notes

Auditors' report

 ByxjlXaWc-S1MlIXpbq
Classification: Restricted (v2)





Centric Nordic Holding AS

Org.num: 989 593 714

Board of directors' report 2021

Centric Nordic Holding AS

Adress: Kirkegata 15, 0153 OSLO

Org.nr: 989593714 MVA

The business

Centric Nordic Holding AS is the parent company of Centric Care AS, Centric IT Solutions AS, Centric Finance AS, Centric IT AS and Centric IT Academy AS in Norway, and Centric Care AB, Centric Professionals AB and Centric IT Solutions AB in Sweden. The company's head office is located in Oslo. Our mission is to enable our customers to focus on their core business by offering them an efficient combination of competencies, services and technology.

Centric International Holding B.V. (Netherlands) owns all shares in Centric Nordic Holding AS.

Financial results

The financial goal of the Group is to run a financially healthy company without external financiers. We are focused on long-term and recurring business to create financial stability and diminish financial risk.

Centric Nordic Holding AS is a holding company. Costs generated in the company are distributed to the subsidiaries based on the subsidiary's share of the costs.

The balance sheet and cash flow are therefore affected from intercompany financial transactions like dividends, loans and contributions. Net cash flow from operating activities is NOK 5,6 (6,6) million. In 2021, a correction was made on the reported owner of the Group's cash pool account from Centric IT AS to Centric Nordic Holding AS.

Centric Nordic Holding AS's operating result was NOK -4,2 (-0,90) million. Result before tax was NOK -9,5 (11,1) million. The ordinary result after tax in 2021 was -8,5 (11,1) million.


The Board considers that the financial statements give a fair presentation of Centric Nordic Holding AS's assets and liabilities, financial position and result.

Financial risk

Economic development can negatively affect financial results. Centric aims to strike a balance in terms of the market segments in which we operate and the activities we pursue. The development in the staffing market is seen positive going forward, thus the board considers market risk relatively stable. The company has a long-term loan from the parent company with a fixed interest rate. The company's investments are in the subsidiaries.

The transactions in foreign currency are primarily related to liabilities in the corresponding currencies to sister companies in Sweden, Lithuania, Romania and Belgium, and the parent company in the Netherlands.

The liquidity situation in the company and in the group is good. Group bank accounts are set up in both Norway and Sweden to utilize the liquidity within the company. All sub-account holders in the group share responsibility for the account. In addition, the Norwegian companies have access to a credit facility, with the option to draw up to NOK 20.000.000 on trade receivables for the Group. At year end the credit facility has not been drawn upon.

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Classification: Restricted (v2)



Centric Nordic Holding AS

Org.num: 989 593 714

A going concern

In accordance with the section 3-3 of the Accountancy Act, we confirm that Centric Nordic Holding AS meets the requirements for continuation as a going concern based on the company's results for 2021, and the development.

The external environment

The company does not affect the external environment apart from carbon emissions linked to travel and energy consumption.

Working environment

The Board considers the working environment in the company as satisfactory. There were no occupational accidents or injuries reported in 2021. In 2021 employee absence due to illness was 7,2%. No injuries were reported.

Liability insurance for management

The company signed an annual board liability insurance on July 1 2021. The insurance amount per case and in total is MNOK 25. It covers the board members in Centric Nordic Holding AS and its subsidiaries both in Norway and Sweden.

Equality and discrimination

The company's core value is We believe in People. This is mirrored in our recruitment and salary process that are based on employees' qualifications. Considerations of equality and non-discrimination are included in our personnel policy, as well as described in the company's ethical guidelines. The company has also a notification system via the intranet Wiki for cases related to harassment and discrimination. In 2021 there were no reported cases about discrimination.

Centric Group uses a system called Peakon to conduct employee surveys throughout the year, analyze and plan activities based on the survey result trends. The first survey was conducted in October 2021, and exclusively targeted the subject of inclusiveness and diversity. Results show that employees are overall satisfied with the level of equal treatment, inclusiveness, and diversity. The level of equal treatment regarding salaries and bonuses, as well as discrimination based on gender internationally in the group were mentioned in the survey results. These topics will be investigated further in 2022.

The Board of Directors in Centric Nordic Holding AS consists of three men and one woman.


Future outlook

Covid-19 had a negative effect on the staffing market in 2021 in Norway and Sweden, both in terms of decrease in new sales and travel restrictions in health care business. The group had a reduced number of new orders in 2021. The sales activity picked up again in the fourth quarter. As 2022 begins we expect the economic activity to pick up as Covid-19 fades away.

Result distribution and dividend

Transferred to/from other equity	-8 506 423	NOK
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Oslo, 15 March 2022
Board of Centric Nordic Holding AS

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Centric Nordic Holding AS


Org.num: 989 593 714

Johan George Paulus Taams
Chairman

Klas Gerhard Bonde
Board member

Per Christian Johansen
Board member

Ann Maria Kärrberg
Board member

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Classification: Restricted (v2)



Centric Nordic Holding AS

Org.num: 989 593 714

Income statement 01.01-31.12.2021

in NOK	Note	2021	2020
Revenue			
Sales revenue		0	664 241
Other operating income		9 371 063	10 216 587
Total revenue		<u>9 371 063</u>	<u>10 880 828</u>
Operating expenses			
Payroll expenses	2, 3	4 125 330	3 480 702
Depreciation of tangible and intangible fixed assets	7	4 365 351	239 759
Other operating expenses	2, 4, 12	5 094 966	8 033 138
Total operating expenses		<u>13 585 646</u>	<u>11 753 599</u>
Operating result		<u>-4 214 584</u>	<u>-872 771</u>
Financial income and expenses			
Income from investments in subsidiaries and associated companies	5	-4 894 309	12 320 548
Interest income from group companies		-149 764	392 573
Financial income		409 033	212 842
Interest paid to group companies		522 000	0
Financial expenses		151 447	936 807
Net financial items		<u>-5 308 487</u>	<u>11 989 156</u>
Result before tax		<u>-9 523 071</u>	<u>11 116 385</u>
Tax on ordinary result	6	<u>-1 016 648</u>	<u>0</u>
Net profit or loss for the year		<u>-8 506 423</u>	<u>11 116 385</u>
Allocated as follows			
Transferred to/from other equity	11	<u>-8 506 423</u>	<u>11 116 385</u>



Centric Nordic Holding AS

Org.num: 989 593 714

Balance sheet 01.01-31.12.2021

in NOK	Note	2021	2020 (restated)
Fixed assets			
<i>Intangible assets</i>			
Intangible assets		25 315 974	28 238 705
Total intangible assets	7	<u>25 315 974</u>	<u>28 238 705</u>
<i>Financial assets</i>			
Investments in subsidiaries	5	75 366 415	75 552 109
Loans to group companies	8	9 955 820	0
Total financial assets		<u>85 322 235</u>	<u>75 552 109</u>
Total fixed assets		<u>110 638 209</u>	<u>103 790 814</u>
Current assets			
<i>Receivables</i>			
Accounts receivable	8	15 192	27 429
Other receivables	8	10 701 205	23 369 509
Total accounts receivable		<u>10 716 397</u>	<u>23 396 938</u>
Cash	9	18 197 366	19 554 340
Total current assets		<u>28 913 763</u>	<u>42 951 278</u>
Total assets		<u>139 551 972</u>	<u>146 742 092</u>



Centric Nordic Holding AS

Org.num: 989 593 714

Balance sheet 01.01-31.12.2021

in NOK	Note	2021	2020 (restated)
Equity			
<i>Paid-in capital</i>			
Share capital	10, 11	2 000 000	2 000 000
Share premium reserve	11	25 470 000	25 470 000
Total paid-in capital		<u>27 470 000</u>	<u>27 470 000</u>
<i>Retained earnings</i>			
Other equity	11	-2 255 642	6 250 466
Total retained earnings	13	<u>-2 255 642</u>	<u>6 250 466</u>
Total equity		<u>25 214 358</u>	<u>33 720 466</u>
Liabilities			
<i>Current liabilities</i>			
Trade creditors	8	605 266	1 613 123
Public duties payable		189 009	47 007
Other short-term liabilities	8	113 543 339	111 361 496
Total current liabilities		<u>114 337 613</u>	<u>113 021 626</u>
Total liabilities		<u>114 337 613</u>	<u>113 021 626</u>
Total equity and liabilities		<u>139 551 971</u>	<u>146 742 092</u>


Oslo, 15 March 2022

Johan George Paulus Taams
Chairman

Klas Gerhard Bonde
Board member

Per Christian Johansen
Board member

Ann Maria Kärrberg
Board member

 Byxj1XaWc-S1MlIXpbq
Classification: Restricted (v2)




Centric Nordic Holding AS

Org.num: 989 593 714

Cash flow statement 01.01-31.12.2021

in NOK

	2021	2020
Cash flow from operating activities		
Ordinary result from tax	-9 523 073	11 116 385
Income from subsidiary/associate	4 894 308	-12 320 548
Depreciation and amortization	4 365 351	239 759
Changes in inventories, trade receivables and trade payables	5 837 862	-109 999
Changes in other current balance sheet items	0	7 659 448
Net cash flow from operating activities	<u>5 574 448</u>	<u>6 585 045</u>
Cash flow from investing activities		
Purchase of fixed assets	-1 422 620	-7 371 933
Purchase of other investments	0	-30 000
Net cash flow from investing activities	<u>-1 422 620</u>	<u>-7 401 933</u>
Cash flow from financing activities		
Change in other short-term receivables	0	-392 572
Change in other short-term loans	0	1 133 663
Change Cash Pool	-1 797 583	0
Other Changes	-3 711 219	0
Net cash flow from financing activities	<u>-5 508 802</u>	<u>741 091</u>
Net change in cash and cash equivalents	-1 356 974	-75 797
Cash and cash equivalents as of 01.01	<u>19 554 340</u>	<u>19 630 137</u>
Cash and cash equivalents as of 31.12	<u>18 197 366</u>	<u>19 554 340</u>

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Centric Nordic Holding AS

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Notes to the accounts for 2021

in NOK

Note - 1 Accounting Principles

The annual report is prepared according to the Norwegian Accounting Act 1998 and generally accepted accounting principles. The numbers are presented in Norwegian kroner (NOK).

Consolidation

Centric Nordic Holding AS, organization no. 989 593 714 applies to §3.7 of the Act Relating to Annual Accounts. Group Accounts is provided by the parent company, Centric Holding B.V. organization no. 38023630, only, and not by subgroups. Centric Holding B.V is incorporated in Gouda, Netherlands.

Subsidiaries and investment in associate (in the parent company)

Subsidiaries are accounted for using the equity method. The parents share of the subsidiaries' profit/loss after tax, adjusted for internal profit and depreciation of the surplus above acquisition is presented in a separate line as financial income and expenses.

Dividends and other distributions are recorded as reductions of the investment in the balance sheet.

Balance sheet classification

Net current assets comprise debt due within one year. Other entries are classified as fixed assets and/or long-term creditors.

Current assets are valued at the lower of acquisition cost and fair value. Short term creditors are recognized at nominal value.

Fixed assets are valued by the cost of acquisition. In the case of non-incidentally reduction in value, the asset will be written down to the fair value amount. Long-term creditors are recognized at nominal value. First year payment of long-term creditors is not reclassified to short-term liability.

Intangible assets

Intangible assets are capitalized when it can be proven that probable future economic benefits associated with the asset and the asset's cost can be calculated reliably. Intangible assets are valued at acquisition cost with deduction for accumulated depreciation and impairment losses. When intangible assets are taken over in an enterprise integration cost is fair value at the acquisition date.


Intangible assets with limited useful economic life are depreciated and an assessment of impairment is performed when impairment indications are identified. Depreciation is calculated linear over the estimated useful economic life. Depreciation is assessed annually and adjusted if necessary.

Goodwill

Value added on the purchase of business which cannot be allocated to identifiable assets and liabilities at the acquisition date is classified as goodwill in the balance. Goodwill with limited useful economic life is depreciated. Depreciation is calculated over the estimated useful economic life. Impairment of goodwill is not reversed even though it in subsequent periods should be information which indicates that the reason for impairment requirement is no longer present, or the write-down requirement is reduced.

Property, plant and equipment

Property, plant and equipment is capitalized and depreciated over the estimated useful economic life. Direct maintenance costs are expensed as incurred, whereas improvements and upgrading are assigned to the acquisition cost and depreciated along with the asset. If carrying value of a non-current asset exceeds the estimated recoverable amount, the asset is impaired to the recoverable amount. The recoverable amount is

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Notes to the accounts for 2021

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the greater of the net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value.

Sales revenue

Sales revenues are recognized at the time of delivery.

Trade and other receivables

Trade receivables and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of individual assessments. In addition, for the remainder of accounts receivables outstanding balances, a general provision is carried out based on expected loss.

Pensions

According to the compulsory occupational pension act, the company is obliged to have an occupational pension scheme. The pension scheme is a defined contribution plan and the pension premium is recorded as the pension expenses. The pension is classified as salaries in the profit and loss statement.

Income tax

Tax expenses in the profit and loss account comprise both tax payable for the accounting period and changes in deferred tax. Deferred tax is calculated at 22 percent in Norway, and 22 percent in Sweden on the basis of existing temporary differences between accounting profit and taxable profit together with tax deductible deficits at the year end. Temporary differences both positive and negative, are balance out within the same period. Deferred tax assets are recorded in the balance sheet to the extent it is more likely than not that the tax assets will be utilized.

Cash flow statement

The cash flow statement is presented using the indirect method. Cash includes cash, bank deposits and other short term highly liquid placement with original maturities of three months or less.

The company is a participant of the Groups cash pool. All sub-account holders in the system are solidary responsible for the account. The company reports its sub-account as an intercompany position toward the legal bank account holder.

Note 2 - Wages, remuneration and auditor's fee

<i>Wage costs</i>	2021	2020
Wages	2 931 281	2 564 410
Payroll tax	476 476	433 088
Pension costs	626 994	360 953
Other payments	90 579	122 250
Total payroll expenses	<u>4 125 330</u>	<u>3 480 701</u>
Average number of full-time equivalents	3	2



Centric Nordic Holding AS

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Notes to the accounts for 2021

in NOK

Management remuneration

	Salary	Pension cost	Other remuneration
General manager of subsidiaries	1 648 647	410 804	64 212

The Chairman of the company is employed in Centric Netherlands B.V. No remuneration has been paid to the board. The general manager of Centric Care AS, Centric Finance AS and Centric Finance Professionals AS is employed in Centric Nordic Holding AS. Variable remuneration (bonus) to the general manager is earned annually and is up to one month's salary. In the event of termination by Centric the managing director has a right to severance pay corresponding to 9 times the agreed monthly fixed salary.

<i>Auditor fee has been divided as follows</i>	2021	2020
Statutory audit fee	108 100	108 100

VAT is not included in the auditor fees.

Note 3 - Pensions

According to the compulsory defined contribution pension act, the company is obliged to have a defined contribution pension scheme. A pension scheme agreement which fulfils the requirements of the law has been made with a financial institution. For the parent company 3 employees are included. The annual pension cost is NOK 626 994.

Note 4 - Other operating expenses

	2021	2020
Office expenses	223 656	2 122 354
Travel expenses	27 626	13 394
External consultancy services	1 425 801	2 600 316
Sales cost	90 000	314 073
Other expences	3 327 789	2 983 001
Total	<u>5 094 872</u>	<u>8 033 138</u>

Note 5 - Investment in subsidiaries and associate

Company	Acquisition date	Location	Share owners	Net profit 2021	Equity 31.12
Centric Care AS	17.12.2016	Kongens gate 6, Oslo	100 %	2 837 482	12 009 936
Centric IT Solutions AS	31.12.2013	Grønneгат. 52, Hamar	100 %	-1 865 085	1 635 342
Centric Finance AS	17.06.2015	Kongens gate 6, Oslo	100 %	92 105	4 109 124
Centric IT AS	01.04.2006	Kongens gate 6, Oslo	100 %	967 735	36 277 964

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Centric Nordic Holding AS

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		Gothenburg, Sweden			
Centric Care AB	17.12.2016		100 %	-1 880 396	459 446
Centric Professionals AB	17.12.2016	Stockholm, Sweden	100 %	6 927 018	16 366 099
Centric IT Solutions AB	28.12.2015	Linköping, Sweden	100 %	-9 718 147	4 215 692
Centric IT academy	20.01.2020	Grønneгат. 52, Hamar	100 %	-293 840	292 809
Total				-2 933 128	75 366 412

Centric IT Professionals AS, Centric Partner Network AS and Centric Finance Professionals AS are fully owned subsidiaries of Centric IT AS.

Sellcore Consulting AB and Centric Partner Network AB in Sweden are fully owned by Centric Professionals AB. All the companies are consolidated in the financial statements of Centric Nordic Holding AS - the Group.

Investments by the equity method

<i>Surplus value analysis</i>	Centric IT AS	Centric IT Solutions AS	Centric IT Solutions AB	Centric Finance AS
Book value of equity at time of purchase	16 338 943	5 843 985	565 444	30 000
Allocated surplus value	0	1	-188	0
Goodwill	90 661 027	9 645 415	0	0
Acquisition cost	106 999 970	15 489 401	565 256	30 000

Calculation of share of profits

Share of profit	967 735	-1 865 085	-9 718 147	92 105
Share of profits for the year	967 735	-1 865 085	-9 718 147	92 105

Calculation of book value 31.12.2021

Opening balance 01.01.2021	37 051 471	2 939 964	5 806 895	4 069 027
Share of profits for the year	967 735	-1 865 085	-9 718 147	92 105
Transferred to/(from) the company (dividends/group contribution)	-1 741 242	560 463	0	-52 006
Other changes during the year	0	0	8 126 944	-2
Closing balance 31.12.2021	36 277 964	1 635 342	4 215 692	4 109 124

<i>Surplus value analysis</i>	Centric Professionals AB	Centric Care AS	Centric Care AB	Centric IT Academy	Sum
Book value of equity at time of purchase	4 428 269	731 836	94 500	30 000	28 062 977
Allocated surplus value	-2 604 800	0	0	0	-2 604 987
Goodwill	16 877 856	10 821 579	0	0	128 005 877
Acquisition cost	18 701 325	11 553 415	94 500	30 000	153 463 867

Calculation of share of profits

Share of profit	6 927 018	2 837 482	-1 880 396	-293 840	-2 933 128
Amortization of goodwill	-1 961 181	0	0	0	-1 961 181
Share of profits for the year	4 965 837	2 837 482	-1 880 396	-293 840	-4 894 309

Calculation of book value 31.12.2021

Opening balance 01.01.2021	10 646 937	12 097 677	2 907 014	33 120	75 552 105
Share of profits for the year	4 965 837	2 837 482	-1 880 396	-293 840	-4 894 309
Transferred to/(from) the company (dividends/group contribution)	0	-2 925 223	-567 173	553 529	-4 171 652
Other changes during the year	753 325	0	0	0	8 880 267
Closing balance 31.12.2021	16 366 099	12 009 936	459 445	292 809	75 366 411

Surplus value not amortized 31.12.2021 653 729

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Notes to the accounts for 2021

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Other changes during the year in the investments by the equity method are related to untaxed reserves in the Swedish subsidiaries. In the equity method, the untaxed reserves are included in the equity in the Swedish subsidiaries which is the reason why the equity is higher compared with the equity in the Swedish subsidiaries' own balances.

The amortized of Goodwill has not been processed in the Financial Statement for 2019 and 2020. The amount is 653 727x 2 = 1 307 454. This amount is included in the Financial Statement for 2021.

Note 6 - Income taxes

in NOK

<i>Income tax expenses</i>	2021	2020
Tax payable	-1 016 648	0
Total income tax expense	<u>-1 016 648</u>	<u>0</u>
<i>Tax base estimation</i>	2021	2020
Result before tax	-9 523 073	11 116 385
Permanent differences	-3 238 319	-5 970
Net negative share of income from subsidiaries	4 894 309	0
Non-taxable income from investment in subsidiaries	0	-12 320 548
Change in temporary differences	<u>3 245 955</u>	<u>0</u>
Tax base	-4 621 128	-1 210 133
Group contribution with tax effect	6 049 323	0
Group contribution given	<u>-1 428 195</u>	<u>0</u>
Tax base	<u>0</u>	<u>-1 210 133</u>
<i>Temporary differences outlined</i>	2021	2020
Fixed assets	-3 245 955	0
Total	<u>-3 245 955</u>	<u>0</u>
Tax loss carry forward	<u>-28 950 297</u>	<u>-28 950 297</u>
Net temporary differences	-32 196 252	-28 950 297
Temporary differences not subject to deferred tax	<u>-32 196 252</u>	<u>-28 950 297</u>
Total	<u>0</u>	<u>0</u>



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Notes to the accounts for 2021

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Note 7 - Intangible assets

in NOK

	Equipment	Capitalized costs equipment, tools etc	Total
Acquisition cost 01.01.	18 453	28 902 946	28 921 399
Purchased tangibles	0	3 587 377	3 587 377
Skattefunn	0	-2 144 757	-2 144 757
Disposals	0	0	0
Acquisition cost 31.12.	18 453	30 345 566	30 364 019
Acc.depreciation 31.12.	-18 453	-5 029 592	-5 048 045
Net carrying amount at 31.12.	0	25 315 974	25 315 974
Depreciation for the year	0	4 365 351	4 365 351
Useful economic life		7 years	
Depreciation		Lineær	

Capitalized costs include project costs of implementing an ERP-system. Centric IT Solutions AS and AB have been using the system since 2018. In 2021 all the companies in the Nordic group started using the new system. The non-IT staffing companies went live with the system on Jan 1 and the IT staffing companies on Apr 1. Centric Nordic Holding AS invoices the companies using the system based on the depreciation schedule and the share of the cost allocated to each company.

The company has applied for a tax credit through SkatteFUNN R&D, a government program designed to stimulate research and development in Norwegian trade and industry, in connection with the implementation of the ERP-system. A part of the implementation project is a Zero Touch-system for IT staffing part of the business, which allows automated handling of salary related transactions between the ERP-system and other systems.

Note 8 - Intercompany balance with group and associated companies

in NOK

Receivables	2021	2020
Centric IT Solutions AB	9 355 820	18 512 026
Accounts receivables	15 192	27 429
Other receivables	6 049 323	0
Cash pool	2 658 551	3 367 859
Subordinate loans to companies in same group	600 000	0
Total intercompany receivables	18 678 886	21 907 314



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Notes to the accounts for 2021

in NOK

Payables	2021	2020
Trade creditors and liabilities to companies in same group	1 473 079	0
Cash pool	64 196 371	66 703 262
Centric IT AS	0	1 617 520
Centric International Holding B. V.	46 979 840	29 000 000
Centric It Solutions AB (aksjeeiertilskudd)	0	13 144 180
Total intercompany payables	<u>112 649 290</u>	<u>110 464 962</u>

An adjustment has been made in the Group cash pool scheme amounts in 2020 in the Balance Sheet.

These amounts have been adjusted in 2020:

NOK 19 408 063 (Cash)

NOK 3 367 858 (Other receivables)

NOK -22 775 921 (Other Liabilities)

Note 9 - Bank deposit

	2021
Restricted employee tax	155 147

Note 10 - Equity

Share capital:

	Number of shares	Face value	Book value
Ordinary shares	2 000	1 000	2 000 000

Shareholders per 31.12:

	Ordinary shares	Ownership share	Voting rights
Centric International Holding B. V.	2 000	100 %	100 %

Note 11 - Owners equity

in NOK

	Share capital	Share premium reserve	Other equity	Total
Owners equity 01.01.	2 000 000	25 470 000	6 250 469	33 720 469
Profit for the year	0	0	-8 506 423	-8 506 423
Other effects	0	0	316	316
Owners equity 31.12.	<u>2 000 000</u>	<u>25 470 000</u>	<u>-2 255 638</u>	<u>25 214 362</u>

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Centric Nordic Holding AS

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Notes to the accounts for 2021

in NOK

Note 12 - Leasing contracts

		2021	2020
<i>Summary of leasing contracts</i>	Lease period		
Office rent	31.05.2022	2 758 226	2 090 783

Note 13 - Covid-19

Covid-19 had a negative effect on the staffing market in 2021 both in Norway and Sweden. The group had a reduced number of new orders in 2021. The sales activity picked up again in the fourth quarter. As 2022 begins we expect the economic activity to pick up as Covid-19 fades away.



Verification

Transaction ID	ByxjIXaWc-S1MilXpbq
Document	2021 Centric Nordic Holding AS Årsrapport.pdf
Pages	16
Sent by	Maria Kärrberg

Signing parties

Johan Taams	johan.taams@centric.eu	Action: Sign	Method: Email
Klas Bonde	klas.bonde@centric.eu	Action: Sign	Method: Email
Per Christian Johansen	per.christian.johansen@centric.eu	Action: Sign	Method: Email
Maria Kärrberg	maria.karrberg@centric.eu	Action: Sign	Method: Email

Activity log

E-mail invitation sent to klas.bonde@centric.eu
2022-03-15 11:11:23 CET,

E-mail invitation sent to per.christian.johansen@centric.eu
2022-03-15 11:11:23 CET,

E-mail invitation sent to johan.taams@centric.eu
2022-03-15 11:11:23 CET,

E-mail invitation sent to maria.karrberg@centric.eu
2022-03-15 11:11:23 CET,

Clicked invitation link Per Christian Johansen
Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko)
Chrome/99.0.4844.51 Safari/537.36 Edg/99.0.1150.39,2022-03-15 11:19:56 CET,IP address:
213.236.255.9

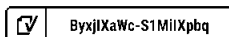
Document signed by Per Christian Johansen per.christian.johansen@centric.eu
2022-03-15 11:20:12 CET,IP address: 213.236.255.9

Clicked invitation link Maria Kärrberg
Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko)
Chrome/99.0.4844.51 Safari/537.36 Edg/99.0.1150.39,2022-03-15 11:24:11 CET,IP address:
213.236.255.9

Document signed by Maria Kärrberg maria.karrberg@centric.eu
2022-03-15 11:24:27 CET,IP address: 213.236.255.9

Clicked invitation link Johan Taams
Mozilla/5.0 (iPhone; CPU iPhone OS 15_3_1 like Mac OS X) AppleWebKit/605.1.15 (KHTML, like
Gecko) Version/15.3 Mobile/15E148 Safari/604.1,2022-03-15 11:24:56 CET,IP address: 213.236.255.9

Document signed by Johan Taams johan.taams@centric.eu
2022-03-15 11:29:45 CET,IP address: 213.236.255.9





Clicked invitation link Klas Bonde

Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko)

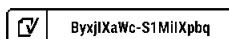
Chrome/99.0.4844.51 Safari/537.36 Edg/99.0.1150.39,2022-03-15 11:31:50 CET,IP address:
213.236.255.9

Document signed by Klas Bonde

2022-03-15 11:32:00 CET,IP address: 213.236.255.9

klas.bonde@centric.eu

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Skattedirektoratet

Saksbehandler Jan Hoelstad	Deres dato 01.11.2010	Vår dato 05.11.2010
Telefon 22077325	Deres referanse Tommy Romskaug	Vår referanse 2010/1134289

Ernst & Young AS
Oslo Atrium Postboks 20
0051 OSLO

Dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk

Det vises til deres brev av 1. november 2010 hvor det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for:

- Centric Norway AS, org. nr: 989 593 714
- Xtra personell AS org. nr: 974 490 145

Bakgrunn:

Xtra personell AS er morselskap for flere vikarbyråselskaper i Sverige og Norge og driver med utleie av arbeidskraft. Centric Norway AS er et holdingselskap uten virksomhet utover å eie aksjene i Xtra personell AS. Det nederlandske selskapet Centric Holding B.V. eier 98,5 % av aksjene i Centric Norway AS. Det er nederlandske styremedlemmer i selskapenes styre, og engelsk benyttes også delvis som arbeidsspråk p.g.a. et høyt antall vikarer med utenlandsk bakgrunn. Det er opplyst at alle sentrale samarbeidspartnere innen bransjen benytter engelsk språk.

Da det er en engelsk versjon av årsregnskapet og -beretningen som vil bli benyttet for alle praktiske formål, og den norske versjonen kun utarbeides for å tilfredsstille regnskapslovens krav, anses nytten i forhold til kostnaden ved å utarbeide et norsk årsregnskap og -beretning som liten. Det søkes derfor om dispensasjon.

Skattedirektoratets vurdering og konklusjon

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 m.v., 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 og lokalsamfunnet. Offentlige myndigheter må også anses som en sentral regnskapsbruker, idet ulike myndigheter, som lignings- og tilsynsmyndigheter, benytter regnskapene

Postadresse Postboks 9200 Grønland 0134 Oslo	Besøksadresse Fredrik Selmers vei 4 Org. nr: 974761076	Sentralbord 800 80 000 Telefaks 22 17 08 60
--	--	--

skattedirektoratet@skatteetaten.no



som et verktøy i sin kontrollvirksomhet.

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


Som nevnt ovenfor er det særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. Selskapet har utenlandske eiere og styrerepresentanter som medfører at en engelsk versjon av årsregnskapet og årsberetningen i praksis benyttes. Det er opplyst at engelsk språk generelt alt benyttes i forhold til alle sentrale aktører og samarbeidspartnere for selskapene.

Skattedirektoratet gir på bakgrunn av en helhetsvurdering de ovenfor nevnte 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.

Vennligst oppgi vår referanse ved henvendelser i anledning saken.

Med hilsen


Torstein Kinden Helleland
seniorrådgiver
Rettsavdelingen, foretaksskatt
Skattedirektoratet


Jan Hoelstad



RSM Norge AS

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To the General Meeting of Centric Nordic Holding AS

Independent Auditor's Report

Opinion

We have audited the financial statements of Centric Nordic Holding AS (the Company) showing a loss of NOK 8 506 423. The financial statements comprise the balance sheet as at 31 December 2021, the income statement and cash flow 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 December 2021, and its financial performance and its cash flows 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 Information

The Board of Directors (management) is responsible for the information in the Board of Directors' report. The other information comprises information in the annual report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the information in the Board of Directors' report.

In connection with our audit of the financial statements, our responsibility is to read the Board of Directors' report. The purpose is to consider if there is material inconsistency between the Board of Directors' report and the financial statements or our knowledge obtained in the audit, or whether the Board of Directors' report otherwise appears to be materially misstated. We are required to report if there is a material misstatement in the Board of Directors' report. We have nothing to report in this regard.

Based on our knowledge obtained in the audit, it is our opinion that the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable legal requirements.

Responsibilities of Management for the Financial Statements

Management is 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

THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING

RSM Norge AS is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

RSM Norge AS er medlem av is a member of Den norske Revisorforening.

Penneo Dokumentnøkkel: L71B2-OYTJ8-LT255-38T1X-P2LIG-P47BD



Independent Auditor's Report 2021 for Centric Nordic Holding AS



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.

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to <https://revisorforeningen.no/revisjonsberetninger>

Oslo, 15 March 2022
RSM Norge AS

Per-Øystein Selnes
State Authorised Public Accountant

Penneo Dokumentnøkkel: L71B2-0Y1J8-LT255-38T1X-P2LIG-P47BD



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"Med min signatur bekrefter jeg alle datoer og innholdet i dette dokument."

Per-Øystein Selnes

Partner

På vegne av: RSM Norge AS

Serienummer: 9578-5999-4-1436541

IP: 188.95.xxx.xxx

2022-03-15 11:53:18 UTC



Per-Øystein Selnes

Statsautorisert revisor

På vegne av: RSM Norge AS

Serienummer: 9578-5999-4-1436541

IP: 188.95.xxx.xxx

2022-03-15 11:53:18 UTC



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Group: CO0310 Centric Nordic Holding AS
Form: B001 balance sheet
Closing Version: CV90 REPO + All Journals
Contribution Version: CLOS BASE + All automatic Journals
Structure: LE Legal structure Centric
Currency: EUR
Period: 2113 Actual
Consolidated Automatic Journal Types as Base
Batch Id: 425, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

	Group CO0313	Group CO0311	Group CO0310
1000 Goodwill	13 847	0	79 042
1100 R&D	0	0	0
T1097 Total Intangible Fixed Assets	13 847	0	79 042
1200 Building	0	0	0
1220 Machinery	0	0	0
1230 Cars	0	0	0
1240 Computer equipment	0	0	-35 145
1260 Office inventory	8 474	7 465	193 231
1280 Software (external)	0	0	2 524 605
T1297 Total Tangible Fixed Assets	8 474	7 465	2 682 691
1300 Participating interest	0	0	0
1320 Minority interests	0	0	0
1340 Deferred tax asset	0	0	0
1360 Loans to affiliated companies	0	0	0
T1397 Total Financial Fixed Assets	0	0	0
T1398 Total Fixed Assets	22 321	7 465	2 761 733
1400 Finished Goods	0	0	0
1410 Spares	0	0	0
1420 Licenses	0	0	0
1430 Work in progress	0	0	0
T1497 Total Inventories	0	0	0
1500 Account receivables	2 651 231	2 159 499	7 163 418
1510 Debt Collection	0	0	0

Classification: Restricted (V2)



T2077	Total Shareholders' Equity	1 784 437	3 617 920	2 729 156	3 355 478	78 173
2080	Minority interests in group equity	0	0	0	0	0
T2087	Total Minority interests in group equity	0	0	0	0	0
T2098	Total Group equity	1 784 437	3 617 920	2 729 156	3 355 478	78 173
2100	Pension Provision	0	0	0	0	0
2120	Jubilee Provision	0	0	0	0	0
2140	Deferred tax liability	174 497	0	174 585	0	0
2160	Other Provisions	24 293	0	24 293	0	0
T2197	Total Provisions	198 790	0	198 877	0	0
2200	LT Debt Banks	0	0	0	0	0
2220	LT Debt Other	0	0	0	0	0
2250	LT Debt group companies	0	0	0	0	0
T2297	Total LT Liabilities	0	0	0	0	0
2300	ST Debt Banks	0	51	1 235	1 793 089	NL0030
2310	ST Debt Other	0	0	0	0	0
2350	ST Debt group companies	0	0	0	0	0
2400	Accounts payable	805 974	280 975	1 802 539	1 802 539	NL0030
2450	Short term group payables	173 415	167 400	114 154	114 154	0
2460	Invoices to be received from group companies	0	0	0	0	0
2500	Corporate Tax payable	-320 590	0	-366 285	-366 285	0
2550	Corporate Tax payable to Group Companies	0	0	0	0	0
2600	Pension contribution payable	151 367	0	295 605	295 605	0
2610	Withheld Salary Taxes payable	0	0	0	0	0
2620	Social Security payable	249 785	233 088	919 571	919 571	0
2630	Net Salary payable	848 452	471 922	1 905 354	1 905 354	0
2640	Accrued Vacation payment	1 128 202	662 155	2 959 707	2 959 707	0
2650	Accrued Vacation days payable	0	0	0	0	0
2660	Accrued Bonus payment	0	0	-16 193	-16 193	0
2670	Other employee payables	215 034	216 207	904 518	904 518	0
2700	Output VAT	0	0	131 993	131 993	0
2710	Input VAT	0	0	-69 567	-69 567	0
2720	Paid VAT	363 334	446 958	1 201 317	1 201 317	0
2800	Allocated Dividend	0	0	0	0	0
2900	Accrued expenses	42 985	34 008	136 319	136 319	0

Classification: Restricted (V2)



2910	Deferred Income	0	8 285	21 085
2920	Other liabilities	111 546	174 808	500 004
2930	Reserve for Project losses (ST)	0	0	0
2950	Current account group payables	486 861	466 954	0
T2997	Total Current Liabilities	4 256 363	3 162 811	13 333 459
T2998	Total Liabilities	4 455 153	3 162 811	15 325 425
T2999	Total Equity and Liabilities	6 239 590	6 780 731	18 054 582
T-CHECKSUM	CHECKSUM	0	0	0

Classification: Restricted (V2)



T	Group CO0313	Group CO0311	Group CO0310
T			
3000	Sales Trade HW	0	123 983
3010	Sales Trade SW	0	94 365
3020	Sales Trade group Companies HW	0	0
3030	Sales Trade group Companies SW	0	0
3040	Sales Trade Internal HW	0	0
3050	Sales Trade Internal SW	0	0
T3097	Total Sales Trade	0	218 348
3100	Sales Own Licenses	0	400 412
3110	Sales Own Licenses group Companies	0	0
3120	Sales Own Licenses Internal	0	0
T3197	Total Sales Own Licenses	0	400 412
3200	Sales Software Maintenance	0	142 848
3210	Sales Hardware Maintenance	0	0
3220	Sales Service Contracts	0	4 902 287
3230	Sales Software Maintenance group Companies	0	0
3240	Sales Hardware Maintenance group Companies	0	0
3250	Sales Service Contracts group Companies	0	0
3260	Sales Software Maintenance Internal between Div	0	0
3270	Sales Hardware Maintenance Internal between Div	0	0
3280	Sales Service Contracts Internal between Div	0	0
3290	Sales Recurring Internal within Division	0	0
T3297	Total Sales Recurring	0	5 045 135
3300	Sales Services	12 510 298	49 615 603
3310	Sales Services group Companies	106 725	39 164
3320	Sales Services Internal between Divisions	0	0
3330	Sales Services Internal within Division	0	0
T3397	Total Sales Services	12 617 023	49 654 767
3400	Sales Education	0	406 303
3410	Sales Education group companies	0	0
3420	Sales Education Internal	0	0
3430	Other Sales	0	507 969

Classification: Restricted (V2)



3440	Other Sales group Companies	0	0	0	0
3460	Other Sales Internal	0	0	0	0
3470	Other Sales - recruitment fees	180 967	200 948	381 915	0
T3497	Total Sales Other	180 967	200 948	1 296 187	367 217
3800	Other Income	389	28 549	0	0
3810	Rental Income	0	0	0	0
3820	Rental Income group companies	0	0	0	0
3830	Activated costs	0	0	0	0
3840	Gain on sale of assets	0	0	0	0
T3997	Total Other Income	389	28 549	367 217	0
T3998	Total Net Sales	19 210 174	12 846 520	56 982 065	-779 217
4000	COS Trade HW	0	0	0	0
4005	COS Trade HW - rebates	0	0	0	0
4010	COS Trade SW	0	0	-141 931	0
4015	COS Trade SW - rebates	0	0	0	0
4020	COS Trade group Companies HW	0	0	0	0
4030	COS Trade group Companies SW	0	0	-1 841	0
4040	COS Trade Internal HW	0	0	0	0
4050	COS Trade Internal SW	0	0	0	0
T4097	Total COS Trade	0	0	-922 989	0
4100	COS Own Licenses	0	0	0	0
4110	COS Own Licenses group Companies	0	0	-199 260	0
4120	COS Own Licenses Internal	0	0	0	0
T4197	Total COS Own Licenses	0	0	-199 260	0
4200	COS Software Maintenance	0	0	0	0
4210	COS Hardware Maintenance	0	0	0	0
4220	COS Service Contracts	0	0	-2 002 027	0
4230	COS Software Maintenance group Companies	0	0	-26 236	0
4240	COS Hardware Maintenance group Companies	0	0	-6 915	0
4250	COS Service Contracts group Companies	0	0	-530 829	0
4260	COS Software Maintenance Internal between Division	0	0	0	0
4270	COS Hardware Maintenance Internal between Division	0	0	0	0
4280	COS Service Contracts Internal between Divisions	0	0	0	0
4290	COS Recurring Internal within Division	0	0	0	0

Classification: Restricted (V2)



T4297	Total COS Recurring	0	0	-2 566 005
4300	COS Services	-3 616 777	-2 995 161	-8 421 344
4310	COS Services group Companies	-142 635	-720 604	-985 092
4320	COS Services Internal between Divisions	0	0	0
4330	COS Services Internal within Division	0	0	0
T4397	Total COS Services	-3 759 412	-3 715 765	-9 406 436
4400	COS Education	0	0	-215 545
4410	COS Education group companies	0	0	-29 000
4420	COS Education Internal	0	0	0
4430	Other COS	0	0	46 208
4440	Other COS group Companies	0	0	-751
4460	Other COS Internal	0	0	0
T4497	Total COS Other	0	0	-199 090
T4998	Total Cost of Sales	-3 759 412	-3 715 765	-13 293 780
5000	Gross Salaries	-6 657 512	-4 641 805	-21 068 039
5010	Holiday allowance	-721 769	-619 089	-2 155 032
5020	Bonuses	-1 969	-5 307	-14 967
5025	Bonuses RAB	0	0	0
5030	Overtime, stand by, etc.	-103 044	0	-107 246
5040	Refunded paid sickness and maternity leave salary	25 467	7 974	73 671
5090	Other Salary costs	40 928	0	37 192
5095	Recharged Salary costs IA	0	0	0
5099	Recharged Salary costs IC	0	11 786	0
T5296SAL	Salary cost subtotal (D)	-7 417 898	-5 246 442	-23 234 421
5100	Pension costs	-354 415	-83 438	-901 170
5195	Recharged Pension costs IA	0	0	0
5199	Recharged Pension costs IC	0	0	0
T5296PENS	Pension cost subtotal (D)	-354 415	-83 438	-901 170
5200	Social Security	-2 319 311	-729 740	-5 023 321
5210	Social security on holiday allowance	579	-81 165	-182 650
5290	Recharged Social Security costs IA	0	0	0
5295	Recharged Social Security costs IC	0	0	0
T5296SOC	Soc. Security cost subtotal (D)	-2 318 732	-810 905	-5 205 971
T5297	Total Salary costs Direct Personnel	-10 091 045	-6 140 785	-29 341 561

Classification: Restricted (V2)



5300	Other costs of direct personnel	-47 197	-2 898	-148 373
5310	Travel expenses	-24 297	-10 543	-977 991
5320	Lease- and rental cars	-11 951	-24	-38 208
5330	Education	-12 132	18	-15 802
5340	Presents Personnel	-384	-3 340	-5 326
5350	Lunch-, Board- and General meetings	-696	390	-205
5360	Company Healthcare	-11 842	-5 762	-38 382
5370	Recruitment	-10 581	-101 384	-118 792
5390	Recharged Other Personnel costs IA	0	0	0
5395	Recharged Other Personnel costs IC	0	0	0
T5397	Total Other costs of direct Personnel	-119 080	-123 543	-1 343 079
5500	Gross Salaries	-1 862 976	-543 044	-4 672 914
5510	Holiday allowance	-141 182	-113 790	-492 120
5520	Bonuses	-298 541	-38 158	-400 047
5525	Bonuses RAB	0	0	0
5530	Overtime, stand by, etc.	-2 256	0	-2 439
5540	Refunded paid sickness and maternity leave salary	517	-216 432	-133 401
5590	Other salary Costs	0	0	0
5595	Recharged Salary costs IA	0	0	0
5599	Recharged Salary costs IC	177 213	-657 847	651
T5796SAL	Salary costs subtotal (I)	-2 127 225	-1 569 272	-5 700 269
5600	Pension costs	-313 921	-36 579	-596 446
5695	Recharged Pension costs IA	0	0	0
5699	Recharged Pension costs IC	0	0	0
T5796PENS	Pension costs subtotal (I)	-313 921	-36 579	-596 446
5700	Social Security	-728 658	-138 012	-1 379 763
5710	Social security on holiday allowance	-20 421	-16 044	-53 921
5790	Recharged Social Security costs IA	0	0	0
5795	Recharged Social Security costs IC	0	0	0
T5796SOC	Soc. Security cost subtotal (I)	-749 079	-154 057	-1 433 685
T5797	Total Salary costs Indirect Personnel	-3 190 225	-1 759 907	-7 730 400
5800	Other costs of indirect personnel	-81 354	-53 382	-197 024
5810	Travel expenses	-227 847	-17 629	-281 246
5820	Lease- and rental cars	0	-98	-77 030

Classification: Restricted (V2)



5830	Education	-53 240	-156	-63 585
5840	Presents Personnel	0	-470	-1 188
5850	Lunch-, Board- and General meetings	0	0	0
5860	Company Healthcare	-9 997	0	-51 556
5870	Recruitment	-24 409	0	-37 205
5890	Recharged Other Personnel costs IA	0	0	0
5895	Recharged Other Personnel costs IC	-374	-2 459	-374
T5897	Total Other costs of indirect Personnel	-397 223	-74 193	-709 209
5900	Temporary Office personnel	-196 543	0	-196 543
5910	Temporary Management	0	0	0
5920	Temporary Staff IC	0	0	0
T5997	Total Temporary Staff	-196 543	0	-196 543
T5998	Total Wages and Salaries	-13 994 115	-8 098 429	-39 320 792
6000	Depreciation of goodwill	-18 700	0	-82 737
6010	Depreciation of R&D	0	0	-212 583
T6097	Goodwill Amortization	-18 700	0	-295 320
6100	Depreciation Building	0	0	0
6110	Depreciation Machinery	0	0	0
6120	Depreciation Computer equipment	0	0	-77 729
6130	Depreciation Office inventory	-13 383	-2 046	-32 388
6140	Depreciation Software (external)	0	0	-215 028
6150	Depreciation Cars	0	0	0
T6197	Total Depreciation	-13 383	-2 046	-325 145
6200	Impairments	0	0	0
T6297	Total Impairments	0	0	0
T6998	Total Depreciation and Impairment	-32 083	-2 046	-620 465
7013	Stamp and postage	-911	-3 230	-6 928
7040	Telephone	-24 516	-21 801	-97 414
T7046	Total Communication Costs	-25 427	-25 030	-104 342
7000	Legal Expenses	0	0	0
7001	Audit - Statutory audit	-24 513	-63 883	-184 262
7002	Audit - Assurance Services	0	0	0
7003	Audit - Tax Advisory	-5 315	0	-14 831
7004	Audit - Other	0	0	0

Classification: Restricted (V2)



7008	Other Consultant expenses	-22 685	-21 389	-180 539
7009	Insurance	-8 454	-2 805	-62 439
7010	Office supplies	-16 152	-2 532	-38 279
7011	Printing / copying expenses	0	0	0
7012	Newspapers and Periodicals	-1 128	-142	-23 100
7014	Archiving expenses	0	0	0
7020	Support agreements on IT	0	-265 174	-485 251
7021	IT software expenses	-262 900	-73 586	-721 331
7022	IT hardware expenses	-4 464	-19 818	-135 301
7030	Miscellaneous cost incl deliveries	-13 042	-8 735	-41 388
7090	Recharged Office expenses IA	0	0	0
7095	Recharged Office expenses IC	-256 458	-185 143	-198 573
T7096	Total Other Office Costs	-615 121	-643 205	-2 085 292
T7097	Total Office Costs	-640 548	-668 235	-2 189 634
7100	Rent of premises	-375 822	-91 240	-974 269
7110	Electricity /shares cost premises	0	-7 532	-11 592
7120	Cleaning of premises	-23 158	-30 331	-73 948
7130	Office taxes	0	0	0
7140	Miscellaneous Housing expenses	-23 046	-18 353	-87 414
7150	Maintenance and repair of equipment	0	0	0
7160	Catering expenses	0	0	0
7170	Relocation Expenses	0	0	0
7195	Recharged Housing expenses IC	111 229	-144 428	0
T7197	Total Housing Costs	-310 798	-291 884	-1 147 222
3900	Change in provision for bad debts	0	0	0
7200	Representation	-14 981	-461	-18 325
7210	Sponsoring	-5 686	-2 075	-7 762
7220	Marketing materials	0	0	-492
7230	Marketing Gifts	-13 455	-25	-15 812
7240	Marketing campaigns	-159 012	-56 437	-317 447
7250	Marketing Events	-97	0	-14 351
7260	Representation, non-deductible	0	0	0
7270	Membership fees	0	-582	-5 154
7280	Recruitment	0	0	0

Classification: Restricted (V2)



7290	Travel expenses & accommodation	0	0	0	0	0
7295	Recharged Sales expenses IC	0	-28 091	0	1 678	0
T7297	Total Sales and Marketing Costs	-193 231	0	-87 672	0	-377 665
7300	Insignificant differences	0	-5	0	-255	0
7310	Fees banking	-6 566	-16 442	0	-57 946	0
7320	Other operating expenses	-82 430	132 796	0	-58 885	0
7325	Other operating expenses IC (DO NOT USE)	0	0	0	0	0
7330	Loss on receivables	41 536	28 981	0	90 991	0
7395	Recharged Other expenses IC	-1 799	3 341	0	-38	0
T7397	Total Other Costs	-49 259	148 670	0	-26 133	0
7510	Allocated Cost between Divisions	0	0	0	0	0
7520	Allocated Cost within Divisions	0	0	0	0	0
T7597	Total Allocated Costs	0	0	0	0	0
7600	Allocated Common Services	668 886	683	0	-251 430	0
7610	Allocated Common Services between Divisions	0	0	0	0	0
T7697	Total Allocated Costs CS	668 886	683	0	-251 430	0
T7998	Other Operating Costs	-515 331	-898 439	0	-3 982 466	0
8000	Interest income on bank balance	0	1 636	0	2 133	0
8010	Interest income on arrears	704	5 779	0	12 641	0
8050	Interest income Group companies	0	0	0	0	0
T8097	Total Interest Income	704	7 415	0	14 775	0
8100	Interest expense on bank balance	-5 070	-73	0	-12 118	0
8110	Interest expense on arrears	-286	-616	0	-4 279	0
8150	Interest expense Group companies	0	0	0	-51 133	0
T8197	Total Interest Expense	-5 356	-689	0	-67 529	0
8200	Exchange rate gain realised	0	0	0	0	0
8210	Exchange rate gain unrealised	3 501	10 184	0	-119 451	0
8220	Exchange rate loss realised	0	0	0	0	0
8230	Exchange rate loss unrealised	-9 735	-5 849	0	-81 872	0
T8297	Total Foreign Exchange gains / losses	-6 234	4 335	0	-201 323	0
T8998	Financial income and expenses	-10 887	11 062	0	-254 077	0
9200	Incidental Profits	-41 336	0	0	0	0
T9207	Incidental Profits	-41 336	0	0	0	0
9250	Incidental Losses	36 138	0	0	0	0

Classification: Restricted (V2)



T9257	Incidental Losses	36 138	0	0
T9998	Total Result before Tax	883 527	142 904	-499 133
9000	Income taxes	-204 984	-48 108	-205 362
T9097	Total Income taxes	-204 984	-48 108	-205 362
9100	Share in profit/(loss) of participating interests	0	0	0
E9100	ELIM Share in profit/(loss) of participating interests	0	0	0
9110	Minority interest in profit/(loss)	0	0	0
T9197	Total Share in result in participating interests	0	0	0
O9999	Offset IC P&L	0	0	0
T9999	Total Net result	678 543	94 795	-704 495
	<i>check Net result in Equity</i>	0	0	0
	Versie 1 Result before Tax	847 797	142 903	-638 691
	Verschil	35 729	0	0
	<i>Correctie Salariskosten van CNH naar CC AS verwijderd</i>			
	<i>Aanpassing Salariskosten</i>	40 928		
	<i>Aanpassing Sales Services</i>			
	<i>Aanpassing interest & valutacorrectie</i>	-5 199		
	<i>Periodiseringfond</i>	0		

Classification: Restricted (V2)



Group:

Form: M010 IFA Movements

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency: EUR

Period: 2113 Actual

Batch Id: 406, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

		Group	Group	Group
		CO0313	CO0311	CO0310
1000M00	Goodwill / Opening balance	599 671	0	910 402
1000M02	Goodwill / Acquisitions	0	0	0
1000M04	Goodwill / Disposals	0	0	0
1000M08	Goodwill / Currency differences	-13198,22	0	2 045
1000M09	Goodwill / HC Closing balance	586 473	0	912 447
1000M10	Goodwill / Accum. depr. OB	-566 634	0	-753 073
1000M11	Goodwill / Depreciation	-18 700	0	-82 737
1000M14	Goodwill / Disposals	0	0	0
1000M18	Goodwill / Currency differences	12 710	0	2 405
1000M19	Goodwill / Accum. depr. CB	-572 625	0	-833 404
1000M99	Goodwill / Book value CB	13 847	0	79 042
1100M00	R&D / Opening balance	0	0	918 104
1100M02	R&D / Acquisitions	0	0	0
1100M04	R&D / Disposals	0	0	0
1100M06	R&D / Transfer	0	0	-963 143
1100M08	R&D / Currency differences	0	0	45 039
1100M09	R&D / HC Closing balance	0	0	0
1100M10	R&D / Accum. depr. OB	0	0	-63 146
1100M11	R&D / Depreciation	0	0	-212 583
1100M14	R&D / Disposals	0	0	0
1100M18	R&D / Currency differences	0	0	-6 943
1100M19	R&D / Accum. depr. CB	0	0	0
1100M99	R&D / Book value CB	0	0	0
	Check depreciation in P&L	0	0	0

Classification: Restricted (V2)



Gekoppeld aan COGNOS

Classification: Restricted (V2)



Group:

Form: M020 TFA Movements

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency: EUR

Period: 2113 Actual

Batch Id: 406, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

		Group CO0313	Group CO0311
1200M00	Building / Opening balance	0	0
1200M02	Building / Acquisitions	0	0
1200M04	Building / Disposals	0	0
1200M08	Building / Currency differences	0	0
1200M09	Building / HC Closing balance	0	0
1200M10	Building / Accum. depr. OB	0	0
1200M11	Building / Depreciation	0	0
1200M14	Building / Disposals	0	0
1200M18	Building / Currency differences	0	0
1200M19	Building / Accum. depr. CB	0	0
1200M99	Building / Book value CB	0	0
1220M00	Machinery / Opening balance	0	0
1220M02	Machinery / Acquisitions	0	0
1220M04	Machinery / Disposals	0	0
1220M08	Machinery / Currency differences	0	0
1220M09	Machinery / HC Closing balance	0	0
1220M10	Machinery / Accum. depr. OB	0	0
1220M11	Machinery / Depreciation	0	0
1220M14	Machinery / Disposals	0	0
1220M18	Machinery / Currency differences	0	0
1220M19	Machinery / Accum. depr. CB	0	0
1220M99	Machinery / Book value CB	0	0
1230M00	Cars / Opening balance	0	0
1230M02	Cars/ Acquisitions	0	0
1230M04	Cars / Disposals	0	0
1230M08	Cars / Currency differences	0	0
1230M09	Cars / HC Closing balance	0	0
1230M10	Cars / Accum. depr. OB	0	0
1230M11	Cars / Depreciation	0	0
1230M14	Cars / Disposals	0	0
1230M18	Cars / Currency differences	0	0
1230M19	Cars / Accum. depr. CB	0	0
1230M99	Cars / Book value CB	0	0
1240M00	Computer / Opening balance	0	92 609
1240M02	Computer / Acquisitions	0	0
1240M04	Computer / Disposals	0	-97151,96
1240M08	Computer / Currency differences	0	4543,03
1240M09	Computer / HC Closing balance	0	0
1240M10	Computer / Accum. depr. OB	0	-92 609

Classification: Restricted (V2)



1240M11	Computer / Depreciation	0	0
1240M14	Computer / Disposals	0	0
1240M16	Computer / Transfers	0	0
1240M18	Computer / Currency differences	0	-4 543
1240M19	Computer / Accum. depr. CB	0	0
1240M99	Computer / Book value CB	0	0
1260M00	Off Inventory / Opening balance	170 030	88 661
1260M02	Off Inventory / Acquisitions	0	0
1260M04	Off Inventory / Disposals	-107 223	-77734,18
1260M08	Off Inventory / Currency differences	-3742,21	4349,35
1260M09	Off Inventory / HC Closing balance	59 066	15 276
1260M10	Off Inventory / Accum. depr. OB	-147 856	-79 560
1260M11	Off Inventory / Depreciation	-13 383	-2 046
1260M14	Off Inventory / Disposals	107 223	0
1260M16	Off Inventory / Transfers	0	0
1260M18	Off Inventory / Currency differences	3424,78	-3939,91
1260M19	Off Inventory / Accum. depr. CB	-50 591	-7 811
1260M99	Off Inventory / Book value CB	8 474	7 465
1280M00	SW external / Opening balance	0	0
1280M02	SW external / Acquisitions	0	0
1280M04	SW external / Disposals	0	0
1280M06	SW external / Transfers	0	0
1280M08	SW external / Currency differences	0	0
1280M09	SW external / HC Closing balance	0	0
1280M10	SW external / Accum. depr. OB	0	0
1280M11	SW external / Depreciation	0	0
1280M14	SW external / Disposals	0	0
1280M16	SW external / Transfers	0	0
1280M17	SW external / Valuation correction	0	0
1280M18	SW external / Currency differences	0	0
1280M19	SW external / Accum. depr. CB	0	0
1280M99	SW external / Book value CB	0	0
	Check depreciation in P&L	0	0
	<u>Opening balance</u>		
1200	Gebouwen en verbouwingen	0	0
1220 + 1240	Computersystemen(Machines en installaties)	0	0
Overig	Andere vaste bedrijfs- middelen	22 175	9 101
	<u>Closing balance</u>		
1200	Gebouwen en verbouwingen	0	0
1220 + 1240	Computersystemen(Machines en installaties)	0	0
Overig	Andere vaste bedrijfs- middelen	8 474	7 465

Classification: Restricted (V2)



-77 729
7 953
-28 283
-7 180
<hr/>
-335 745
<hr/>
-35 145
<hr/>
507 481
37 468
-203 044
<hr/>
10 020
<hr/>
351 924
-352 852
-32 153
123 276
28 283
-2 981
<hr/>
-158 693
<hr/>
193 231
<hr/>
1 829 533
210 587
-66 818
963 143
89 750
<hr/>
3 026 195
0
-215 028
0
-282 672
0
-3 890
<hr/>
-501 590
<hr/>
2 524 605
<hr/>
235
0
6 686
1 984 162
0
-35 145
2 717 836

Classification: Restricted (V2)



Classification: Restricted (V2)



Group:

Form: M031 FFA Movements IC

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency: EUR

Period: 2113 Actual

Consolidated Automatic Journal Types as Base

Batch Id: 1092, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

		Group	Group	Group
		CO0313	CO0311	CO0310
Deelnemingen				
1300M20	FFA PI / Opening balance	0	0	0
1300M22	FFA PI / Acquisition	0	0	0
1300M24	FFA PI / Transfers	0	0	0
1300M26	FFA PI / Result for the perio	0	0	0
1300M27	FFA PI / Valuation Correction	0	0	0
1300M28	FFA PI / Currency differences	0	0	0
1300M32	FFA PI / Cap contributions	0	0	0
1300M34	FFA PI / Paid dividends	0	0	0
1300M29	FFA PI / Fin Fixed Assets CB	0	0	0
1300M99	FFA PI / Book value CB	0	0	0

		Group	Group	Group
		CO0313	CO0311	CO0310
Verstrekte Leningen				
Verstrekt:				
1360M20	FFA LN IC / Opening balance	0	0	0
1360M22	FFA LN IC / Acquisitions	0	0	0
1360M23	FFA LN IC / Disposals	0	0	0
1360M28	FFA LN IC / Currency differences	0	0	0
1360M31	FFA loan IC / New issued	0	0	0
1360M29	FFA LN IC / Fin Fixed Assets CB	0	0	0
1360M99	FFA LN IC / Book value CB	0	0	0

Te betalen:				
2250M50	LT IC / Opening balance	0	0	0
2250M52	LT IC / New issued	0	0	1 825 297
2250M54	LT IC / Repayments	0	0	0
2250M58	LT IC / Currency differences	0	0	-32 208
2250M59	LT IC / LT Liabilities CB	0	0	1 793 089
2250M99	LT IC / Book value CB	0	0	1 793 089
2350	ST Debt Group companies	0	0	2 892 105

Classification: Restricted (V2)



Gekoppeld aan COGNOS

Classification: Restricted (V2)



Group:

Form: M031 FFA Movements IC

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency:

Period: 2113 Actual

Consolidated Automatic Journal Types as Base

Batch Id: 424, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

Group: CO0310 Centric Nordic Holding AS

EUR		1300M20	1300M22	
		FFA PI / Opening balance	Curr Diff Opening Balanc	FFA PI / Acquisitions
CO0311	CO0331	-		
CO0313	CO0313	-		
NO0300	CNH AS	7 182 305	352 335	-
NO0301	CC AS	1 150 057	56 417	
NO0302	CITS AS	279 485	13 710	
NO0303	CF AS	386 819	18 976	
NO0304	CIT AS	3 522 271	172 789	
NO0306	CIT AS	3 148	154	
SE0320	CC AB	276 353	13 557	
SE0321	CP AB	1 012 143	49 652	
SE0322	CITS AB	552 028	27 080	
		7 182 305	352 335	-
Elim	Acq.	-7 182 305	-352 335	-
Group	CO0310	-	-	-

Group: CO0310 Centric Nordic Holding AS

NOK		1300M20	1300M22	1300M24
		FFA PI / Opening balance	FFA PI / Acquisitions	FFA PI / Transfer
CO0311	CO0331	-		
CO0313	CO0313	-		
NO0300	CNH AS	75 552 108		
NO0301	CC AS	12 097 676		
NO0302	CITS AS	2 939 966		
NO0303	CF AS	4 069 025		
NO0304	CIT AS	37 051 472		
NO0306	CITA AS	33 120		
SE0320	CC AB	2 907 016		
SE0321	CP AB	10 646 937		
SE0322	CITS AB	5 806 896		

Classification: Restricted (V2)



		75 552 108	-	-
Elim	Acq.	-75 552 108	-	-
Group	CO0310	-	-	-

Group: CO0311 Centric IT AS

NOK		1300M20	1300M22	1300M24
		FFA PI / Opening balance	FFA PI / Acquisitions	FFA PI / Transfer
NO0304	CIT AS	20 994 651		
NO0385	CPN AS	103 514		
NO0384	CITP AS	14 673 723		
NO0394	CFP AS	6 217 414		
		20 994 651	-	-
Elim	Acq.	-20 994 651	-	-
Group	CO0313	-		

Group: CO0313 Centric Professionals AB

SEK		1300M20	1300M22	1300M24
		FFA PI / Opening balance	FFA PI / Acquisitions	FFA PI / Transfer
SE0321	CP AB	4 180 258		-97 725
SE0391	CPN AB	3 303 704		
SE0392	SC AB	778 829		
DK0381	CP Aps	97 725		-97 725
		4 180 258		-97 725
Elim	Acq.	-4 180 258		97 725
Group	CO0313	0	-	-

Classification: Restricted (V2)



1300M24	1300M26	1300M28
FFA PI / Transfer	FFA PI / Result for the perio	FFA PI / Currency differences
		-
		-
		-286 534
		312 540
		277 947
		5 028
		-182 696
		-3 304
		9 022
		162
		94 795
		1 714
		-27 999
		-506
		-184 196
		-59 895
		678 543
		44 099
		-951 951
		-35 752
	-	-286 534
		-48 453
	-	286 534
		48 453
	-	-
	-	-

1300M26	1300M28	1300M32
FFA PI / Result for the perio	FFA PI / Currency differences	FFA PI / Capital Contributions
		-
		-
		-
		-3 202 704
		-156 319
		4 708 302
		2 837 482
		-2 925 223
		-1 865 086
		560 464
		92 104
		-52 006
		967 739
		-1 741 242
		-285 834
		553 529
		-1 880 403
		-567 168
		6 649 473
		596 666
		-9 718 179
		-185 818
		8 312 780

Classification: Restricted (V2)



Handmatig vullen!

1300M32	1300M34	1300M29	1300M99
FFA PI / Capital Contributions	FFA PI / Paid Dividends	FFA PI / Fin Fixed Assets CB	FFA PI / Book value CB
-	-	-	-
-	-	-	-
460 891		8 021 538	8 021 538
-291 726		1 197 724	1 197 724
55 894		163 089	163 089
-5 186		409 794	409 794
-173 650		3 617 920	3 617 920
55 202		30 000	30 000
		45 819	45 819
		1 784 437	1 784 437
829 015		420 420	420 420
469 549	-	7 669 203	7 669 203
-469 549	-	-7 669 203	-7 669 203
-	-	-	-

1300M34	1300M29	1300M99	
FFA PI / Paid Dividends	FFA PI / Fin Fixed Assets CB	FFA PI / Book value CB	
-	-	-	
-	-	-	
	76 901 386	76 901 386	EV
	12 009 935	12 009 935	12 009 936
	1 635 344	1 635 344	1 635 344
	4 109 123	4 109 123	4 109 124
	36 277 969	36 277 969	36 277 968
	300 815	300 815	264 815
	459 445	459 445	459 445
	17 893 076	17 893 076	17 893 076
	4 215 679	4 215 679	4 215 679

Classification: Restricted (V2)



-	76 901 386	76 901 386
-	-76 901 386	-76 901 386
-	-	-

1300M34	1300M29	1300M99
FFA PI / Paid Dividends	FFA PI / Fin Fixed Assets CB	FFA PI / Book value CB
	20 253 534	20 253 534
	103 514	103 514
	15 010 907	15 010 907
	5 139 113	5 139 113
	20 253 534	20 253 534
	-20 253 534	-20 253 534
-	-	-

EV
103 514
15 010 907
5 139 113

1300M34	1300M29	1300M99
FFA PI / Paid Dividends	FFA PI / Fin Fixed Assets CB	FFA PI / Book value CB
-	4 082 533	4 082 533
	3 303 704	3 303 704
	778 829	778 829
	-0	-0
-	4 082 533	4 082 533
-	-4 082 533	-4 082 533
-	0	0

Classification: Restricted (V2)



EV

1 197 724	-	
163 089	-	
409 794	-	
3 617 920	-	
26 409	-3 590	-3 590 Goodwill IT Academy
45 819	-	-0
1 784 437	-	
420 420	-	
		Currency differences

1	
0	
1	
-1	
-36 000	Goodwill IT Academy
-	0,09973
-	0,09973
-	0,09973

Classification: Restricted (V2)



-0
0
0

Classification: Restricted (V2)



Group:

Form: M040 Provisions Movements

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency: EUR

Period: 2113 Actual

Batch Id: 404, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

		Group CO0313	Group CO0311	Group CO0310
1520M40	SR PROV BD / Opening balance	-6 197	-29 326	-65 819
1520M42	SR PROV BD / Additions	-13 639	-1 260	-17 629
1520M44	SR PROV BD / Releases	6 061	30 764	48 154
1520M46	SR PROV BD / Write Offs	-	-	14 152
1520M48	SR PROV BD / Currency differences	136	-1 439	-1 760
1520M49	SR PROV BD / Provisions CB	-13 639	-1 260	-22 903
1520M99	SR PROV BD / Book value CB	-13 639	-1 260	-22 903
2100M40	PROV PENS / Opening balance	-	-	-
2100M42	PROV PENS / Additions	-	-	-
2100M44	PROV PENS / Releases	-	-	-
2100M46	PROV PENS / Write Offs	-	-	-
2100M48	PROV PENS / Currency differences	-	-	-
2100M49	PROV PENS / Provisions CB	-	-	-
2100M99	PROV PENS / Book value CB	-	-	-
2120M40	PROV JUB / Opening balance	-	-	-
2120M42	PROV JUB / Additions	-	-	-
2120M44	PROV JUB / Releases	-	-	-
2120M46	PROV JUB / Write Offs	-	-	-
2140M48	PROV JUB / Currency differences	-	-	4
2120M49	PROV JUB / Provisions CB	-	-	-
2120M99	PROV JUB / Book value CB	-	-	-
2140M40	PROV DEF TAX / Opening balance	188 284	-	205 122
2140M42	PROV DEF TAX / Additions	163 951	-	163 951
2140M44	PROV DEF TAX / Releases	-173 594	-	-189 980
2140M46	PROV DEF TAX / Write Offs	-	-	-
2140M48	PROV DEF TAX / Currency differences	-4 144	-	-4 509
2140M49	PROV DEF TAX / Provisions CB	174 497	-	174 585
2140M99	PROV DEF TAX / Book value CB	174 497	-	174 585
2160M40	PROV OTH / Opening balance	-	-	-
2160M42	PROV OTH / Additions	24 293	-	24 293
2160M44	PROV OTH / Releases	-	-	-
2160M46	PROV OTH / Write Offs	-	-	-
2160M48	PROV OTH / Currency differences	-	-	-
2160M49	PROV OTH / Provisions CB	24 293	-	24 293
2160M99	PROV OTH / Book value CB	24 293	-	24 293

Classification: Restricted (V2)



Gekoppeld aan COGNOS

Classification: Restricted (V2)



Group: CO0001 Centric Holding BV

Form: S090 Additional data Annual report

Closing Version: CV90 REPO + All journals

Contribution Version: CLOS BASE + All automatic Journals

Structure: LE Legal structure Centric

Currency: EUR

Period: 2113 Actual

Consolidated Automatic Journal Types as Base

Batch Id: 1092, Consolidation was run with the Ignore Invalid Reconciliations and Missing Data option.

		Group CO0313	Group CO0311	Group CO0310
RECEIVAF1YR	Receivables to be received after 1 year	0	0	0
CURLIABAFT1YR	Current liabilities to be paid after 1 year	0	0	0
PROVISIN1YR	Other Provision due within 1 year	0	0	0
PENS PROV1YR	Pension Provision due within 1 year	0	0	0
EQINFO	Annual Report - Equity info			
NUMSHARES	Number of Shares			
PAIDSHARES	Number of Shares Paid in			
PRICESHARES	Price per Share			
OFFBS	Arrangements & Commitments	524 133	88 498	1 048 735
LEASEIN1YR	Lease commitments due within 1 yr	187 604	0	245 214
PURCHIN1YR	Purchase commitments due within 1 yr	0	0	0
WITHIN1YR	Commitments due within 1 yr	187 604	0	245 214
LEASE2-5YR	Lease commitments due within 2 to 5 yr	336 529	88 498	803 521
PURCH2-5YR	Purchase commitments due within 2 to 5 yr		0	0
2YR-5YR	Commitments due within 2 to 5 yr	336 529	88 498	803 521
LEASEAF5YR	Lease commitments due after 5 yr	0	0	0
PURCHAF5YR	Purchase commitments due after 5 yr		0	0
AFTER5YR	Commitments due after 5 yr	0	0	0
INFOANNREP	Annual Report - other info			
GUARANTEES	Guarantees	0	84 769	516 243
CREDITFAC	Credit facilities	0	11 079 751	23 954 602
TAXINFO	Annual Report - tax info			
COMPLOSSES	Compensable losses	0	537 107	920 424
INNOVATIONBOX	Innovation box result	0	0	0
MIXEDEXPENSES	Fixed amount mixed expenses	0	0	0
PAIDTAX	Paid Income taxes	0	0	0
SALESANNREP	Annual Report - Sales Geographic	19 067 164	12 739 793	56 268 963
SALESNL	Total Sales in NL (EXCL IC!)	0	0	0
SALESEUROPE	Total Sales in Europe, excl NL (EXCL IC!)	19 067 164	12 739 793	56 268 963
SALESOTHC	Total Sales outside Europe	0	0	0
HC01M79	Headcount / Headcount CB	295	131	651
FTE99	FTE Total Annual report	286	107	597
FTE01	FTE Management	1	0	2

Classification: Restricted (V2)



FTE02	FTE Sales and Marketing	28	18	68
FTE03	FTE Production	244	88	503
FTE04	FTE Overhead	13	1	24
BOARDANNREP	Annual Report - Board	0	0	0
EXECBOARD	Fees - Executive board	0	0	0
NONEXECBOARD	Fees - Non-executive board	0	0	0
AUDITANNREP	Annual Report - Auditors	0	0	148 591
AUDITFS	Audit fees - Financial Statements	0	0	148 591
AUDITOTHAS	Audit fees - Other assurance services	0	0	0
NONAUDIT	Non-audit fees - Services	0	0	0

Classification: Restricted (V2)



Gekoppeld aan COGNOS

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All Norwegian companies within Centric Nordic Holding Group are jointly and severally responsible for the credit. The facility provides the trade receivables. The factoring agreement is 1. priority re

	Headcount	FTE
NO	261	226
SE	390	371

Classification: Restricted (V2)



651 597

Classification: Restricted (V2)



group have access to a credit facility, and are
the opportunity to draw up to NOK 20.000.000 on
registered.

Classification: Restricted (V2)