



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2024 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer:	913 250 508
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	ONYX NORWAY HOLDING AS
Forretningsadresse:	Træleborgodden 6 3112 TØNSBERG

Regnskapsår

Årsregnskapets periode:	01.01.2024 - 31.12.2024
-------------------------	-------------------------

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:	Henning Eie Sudland
Dato for fastsettelse av årsregnskapet:	27.03.2025

Grunnlag for avgivelse

År 2024: Årsregnskapet er elektronisk innlevert
År 2023: Tall er hentet fra elektronisk innlevert årsregnskap fra 2024

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, 16.07.2025



Resultatregnskap

Beløp i: NOK	Note	2024	2023
RESULTATREGNSKAP			
Kostnader			
Annen driftskostnad	2	51 350	35 750
Sum kostnader		51 350	35 750
Driftsresultat		-51 350	-35 750
Finansinntekter og finanskostnader			
Inntekt på investering i datterselskap og tilknyttet selskap	3	6 592 742	5 262 391
Utbytte	3	118 000 000	100 000 000
Sum finansinntekter		124 592 742	105 262 391
Rentekostnad til foretak i samme konsern	3	6 541 392	5 226 641
Sum finanskostnader		6 541 392	5 226 641
Netto finans		118 051 350	100 035 750
Resultat før skattekostnad		118 000 000	100 000 000
Årsresultat		118 000 000	100 000 000
Overføringer og disponeringer			
Ordinært utbytte	5	118 000 000	100 000 000
Sum overføringer og disponeringer		118 000 000	100 000 000



Balanse

Beløp i: NOK	Note	2024	2023
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Finansielle anleggsmidler			
Investering i datterselskap	6	125 205 784	125 205 784
Lån til foretak i samme konsern	3	54 544 074	65 513 950
Sum finansielle anleggsmidler		179 749 858	190 719 734
Sum anleggsmidler		179 749 858	190 719 734
Omløpsmidler			
Varer			
Sum omløpsmidler		0	0
SUM EIENDELER		179 749 858	190 719 734
BALANSE - EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Selskapskapital	5,7	3 330 000	3 330 000
Overkurs	5,7	10 561 137	10 561 137
Sum innskutt egenkapital		13 891 137	13 891 137
Opptjent egenkapital			
Annen egenkapital	5,7	-10 561 137	-10 561 137
Sum opptjent egenkapital		-10 561 137	-10 561 137
Sum egenkapital		3 330 000	3 330 000
Gjeld			
Langsiktig gjeld			
Annen langsiktig gjeld			



Balanse

Beløp i: NOK	Note	2024	2023
Langsiktig konserngjeld	3	58 419 859	87 389 735
Sum annen langsiktig gjeld		58 419 859	87 389 735
Sum langsiktig gjeld		58 419 859	87 389 735
Kortsiktig gjeld			
Utbytte	3	118 000 000	100 000 000
Kortsiktig konserngjeld	3		
Sum kortsiktig gjeld		118 000 000	100 000 000
Sum gjeld		176 419 859	187 389 735
SUM EGENKAPITAL OG GJELD		179 749 859	190 719 735



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Consolidated Financial Statements with
Independent Auditor's Report

Years Ended December 31, 2024 and 2023





ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Table of Contents

	Page
Independent Auditor's Report	1 - 2
Financial Statements:	
Consolidated Balance Sheets	3
Consolidated Statements of Operations	4
Consolidated Statements of Changes in Stockholders' Equity and Comprehensive Income (Loss)	5
Consolidated Statements of Cash Flows	6
Notes to Consolidated Financial Statements	7 - 20



INDEPENDENT AUDITOR'S REPORT

Board of Directors
Onyx CenterSource, Inc.

Opinion

We have audited the accompanying consolidated financial statements of Onyx CenterSource, Inc. (a Delaware corporation) and Subsidiaries (the "Company"), which comprise the consolidated balance sheets as of December 31, 2024 and 2023, and the related consolidated statements of operations, changes in stockholders' equity and comprehensive loss, and cash flows for the years ended December 31, 2024 and 2023 and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Onyx CenterSource, Inc. and Subsidiaries as of December 31, 2024 and 2023, and the results of their operations and their cash flows for the year ended December 31, 2024 and 2023 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 required to be independent of Onyx CenterSource, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Onyx CenterSource, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America will always detect a material misstatement when it exists. 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. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- 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 Onyx CenterSource, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Onyx CenterSource, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

American LLP

Dallas, Texas

April 11, 2025



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Consolidated Balance Sheets
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Current assets:		
Cash	\$ 74,002,843	\$ 79,458,364
Restricted cash	108,843	127,107
Commissions receivable, net	36,572,636	30,677,420
Prepaid expenses	2,113,547	1,800,112
Income tax receivable	613,980	-
Other current assets	737,651	452,298
Total current assets	114,149,500	112,515,301
Property, equipment and software, net	14,544,406	14,384,520
Goodwill and intangibles, net	209,666,088	236,083,118
Right-of-use assets - operating leases	2,625,007	3,777,857
Other assets	126,462	443,742
Total assets	\$ 341,111,463	\$ 367,204,538
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current liabilities:		
Accounts payable	\$ 2,803,273	\$ 2,015,649
Commissions payable	94,398,358	97,516,925
Accrued expenses	12,644,734	9,635,131
Accrued interest	-	142,897
Uncleared commission checks, current	9,818,909	6,633,037
Operating lease liabilities, current	573,871	510,382
Revolving line of credit	5,000,000	5,000,000
Term loan, current	1,015,719	1,120,864
Total current liabilities	126,254,864	122,574,885
Uncleared commission checks, less current portion	2,293,690	2,891,499
Operating lease liabilities, less current portion	2,747,943	3,423,996
Term loan, less current portion	192,367,356	193,383,074
Deferred tax liabilities, net	3,629,056	3,198,371
Total liabilities	327,292,909	325,471,825
Commitments and contingencies (Note 6)		
Stockholders' equity:		
Common stock; \$.01 par value, 128,246 shares authorized, 128,246 shares issued and outstanding	1,282	1,282
Additional paid-in capital	75,910,845	79,540,845
Accumulated other comprehensive income (loss)	(47,589)	37,059
Accumulated deficit	(62,045,984)	(37,846,473)
Total stockholders' equity	13,818,554	41,732,713
Total liabilities and stockholders' equity	\$ 341,111,463	\$ 367,204,538

See accompanying notes to consolidated financial statements.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Consolidated Statements of Operations
Years Ended December 31, 2024 and 2023

	<u>Year Ended December 31, 2024</u>	<u>Year Ended December 31, 2023</u>
Revenue:		
Processing fees	\$ 116,576,408	\$ 100,718,721
Other revenue	-	734,859
Total revenue	116,576,408	101,453,580
Cost of revenue:		
Processing expense	29,600,258	25,861,615
Other expense	25,178,861	19,973,220
Total cost of revenue	54,779,119	45,834,835
Gross profit	61,797,289	55,618,745
Operating expenses:		
General and administrative	17,594,062	13,308,211
Research and development	1,882,045	621,085
Sales and marketing	5,396,101	4,406,579
Depreciation and amortization	32,684,587	32,098,650
Total operating expenses	57,556,795	50,434,525
Operating income	4,240,494	5,184,220
Other income (expenses):		
Interest expense, net	(23,810,693)	(23,575,788)
Intercompany debt remeasurement	(976,364)	106,064
Other	(355,898)	(4,284,812)
Total other expenses, net	(25,142,955)	(27,754,536)
Loss before income tax provision	(20,902,461)	(22,570,316)
Income tax provision	(3,297,050)	(3,521,697)
Net loss	\$ (24,199,511)	\$ (26,092,013)

See accompanying notes to consolidated financial statements.

- 4 -



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Consolidated Statements of Changes in Stockholders' Equity and Comprehensive Loss
Years Ended December 31, 2024 and 2023

	Common Stock		Additional Paid-in Capital	Accumulated Other Comprehensive Income (Loss)		Total
	Shares	Amount		Comprehensive Income (Loss)	Deficit	
Balance at January 1, 2023	128,246	\$ 1,282	\$ 158,861,885	\$ (126,721)	\$ (11,754,460)	\$ 146,981,986
Dividend to shareholders	-	-	(79,321,040)	-	-	(79,321,040)
Currency translation adjustment	-	-	-	163,780	-	163,780
Net loss	-	-	-	-	(26,092,013)	(26,092,013)
Balance at December 31, 2023	128,246	\$ 1,282	\$ 79,540,845	\$ 37,059	\$ (37,846,473)	\$ 41,732,713
Dividend to shareholders	-	-	(3,630,000)	-	-	(3,630,000)
Currency translation adjustment	-	-	-	(84,648)	-	(84,648)
Net loss	-	-	-	-	(24,199,511)	(24,199,511)
Balance at December 31, 2024	128,246	\$ 1,282	\$ 75,910,845	\$ (47,589)	\$ (62,045,984)	\$ 13,818,554

See accompanying notes to consolidated financial statements.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Consolidated Statements of Cash Flows Years Ended December 31, 2024 and 2023

	<u>Year Ended</u> <u>December 31, 2024</u>	<u>Year Ended</u> <u>December 31, 2023</u>
Cash flows from operating activities:		
Net Loss	\$ (24,199,511)	\$ (26,092,013)
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	32,684,587	32,098,650
Reduction in the carrying amount of operating right of use assets	456,706	480,478
Amortization of debt issuance costs	879,137	1,065,113
Write-off of debt issuance costs, old term loan	-	5,614,171
Deferred income taxes	430,685	661,665
Changes in operating assets and liabilities:		
Commissions receivable	(6,123,220)	(8,283,716)
Prepaid expenses	(339,416)	(103,828)
Accounts payable and accrued expenses	1,393,267	(1,129,180)
Commissions payable	789,118	18,347,570
Accrued interest	(142,897)	142,897
Other assets & liabilities	(320,920)	222,523
Income taxes	3,007,648	2,840,923
Rebates payable	101,431	(282,242)
Operating lease liabilities	(556,063)	(233,169)
Uncleared commission checks	2,588,063	2,033,979
Net cash provided by operating activities	10,648,615	27,383,821
Cash flows from investing activities:		
Purchases of property, equipment and software	(6,486,011)	(6,826,193)
Purchases of intangibles	(239,182)	-
Net cash used in investing activities	(6,725,193)	(6,826,193)
Cash flows from financing activities:		
Dividend to shareholders	(3,630,000)	(79,321,040)
Debt issuance costs	-	(6,721,733)
Proceeds from borrowing on new term loan	-	230,000,000
Revolver draw	-	5,000,000
Principal payments on new term loan	(2,000,000)	(155,000,000)
Net cash used in financing activities	(5,630,000)	(6,042,773)
Effect of exchange rate changes on cash and restricted cash	(3,767,207)	(173,119)
Net increase (decrease) in cash and restricted cash	(5,473,785)	14,341,736
Cash and restricted cash, beginning of year	\$ 79,585,471	\$ 65,243,735
Cash and restricted cash, end of year	\$ 74,111,686	\$ 79,585,471
Cash and restricted cash consisted of the following:		
Cash	\$ 74,002,843	\$ 79,458,364
Restricted cash	108,843	127,107
	\$ 74,111,686	\$ 79,585,471
Supplemental cash flow disclosure:		
Interest paid	\$ 25,092,447	\$ 13,767,338
Income tax paid, net of refunds	\$ 2,987,094	\$ 1,258,460
Supplemental section on noncash operating & financing activities:		
Right-of-use assets through adoption of ASC 842	\$ -	\$ 246,932
Operating lease liabilities through adoption of ASC 842	\$ -	\$ 246,932
Proceeds from debt refinance	\$ -	\$ 230,000,000
Payments through debt refinance	\$ -	\$ (155,000,000)

See accompanying notes to consolidated financial statements.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements

December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies

Business description

Onyx CenterSource, Inc. is a Delaware corporation formed in April 2013 which acts as a holding company over the principal operating subsidiaries in our relevant jurisdictions. Onyx CenterSource, Inc.'s direct or indirect subsidiaries conduct all of our businesses worldwide. In these consolidated financial statements, references to "Onyx," the "Company," "we," "our," "ours," and "us" refer to Onyx CenterSource, Inc. and its consolidated subsidiaries unless otherwise stated or the context otherwise requires.

The leading provider of commission solutions to the hospitality industry, Onyx assists hotels and travel distributors by offering an end-to-end solution for their business-to-business payments, including data analytics and business insights that help improve their business performance and profitability.

Principles of consolidation

The consolidated financial statements include all accounts of the Company and its wholly-owned subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.

Basis of presentation and use of estimates

The accompanying consolidated financial statements are prepared in conformity with accounting principles generally accepted in the United States of America (GAAP). These principles require management to make estimates and assumptions that affect the amounts reported in the consolidated financial statements and accompanying notes. Significant estimates include, but are not limited to, the useful lives of long-lived assets, recoverability of deferred tax assets, impairment of long-lived assets, and certain accrued liabilities. Actual results could differ from those estimates. The following paragraphs of Note 1 summarize the more significant accounting policies used in preparing the consolidated financial statements.

Foreign currencies, currency translation and re-measurement

The Company's functional currency for each significant operating location is as follows:

- United States of America: U.S. Dollar
- Norway: Norwegian Krone
- Spain: Euro

Due to the nature of the business, the Company transacts in many currencies, but its reporting currency is the U.S. Dollar. Assets and liabilities held by the foreign subsidiaries are translated into U.S. Dollars using exchange rates in effect at the balance sheet date. Results of operations and cash flows are translated into U.S. Dollars using average exchange rates during the reporting period. All translation gains and losses that result from translating the financial statements of the Company's foreign subsidiaries from their respective functional currencies into the U.S. dollar reporting currency are recognized within the cumulative translation adjustment (CTA) account, which is a component of accumulated other comprehensive loss within stockholders' equity.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements

December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies – (Continued)

Foreign currencies, currency translation and re-measurement - continued

Where applicable, fluctuations in currency exchange rates relative to the business' functional currency result in the realization of foreign exchange gains and losses when assets and liabilities are re-measured and settled in rates different than those that the assets and liabilities were originally recorded. These foreign currency gains and losses are included in the consolidated statements of operations.

The Company has intercompany debt with its subsidiaries that is denominated in the U.S. Dollar, which is a currency other than the subsidiaries' functional currency. As such, the intercompany debt transactions create foreign currency gains and losses that survive consolidation, while the intercompany debt eliminates upon consolidation. As a result, the Company recognized a loss from intercompany debt remeasurement of approximately \$976,000 for the year ended December 31, 2024, and a gain from intercompany debt remeasurement of approximately \$106,000 for the year ended December 31, 2023. The gain or loss is presented within other expense in the accompanying consolidated statements of operations.

Cash flow from the Company's operations included in the consolidated statements of cash flows is calculated based upon the functional currencies using the average translation rates. As a result, amounts related to assets and liabilities reported on the consolidated statements of cash flows will not necessarily agree with arithmetical changes in the corresponding balances on the consolidated balance sheets and statements of operations.

Cash and restricted cash

In the ordinary course of business, depending on the timing of the commission cycle, the Company may have significant cash on-hand which represents commissions to be paid within 30 days associated with the services the Company provides. The balance of this cash at December 31, 2024 and 2023 was approximately \$55,000,000 and \$66,800,000 respectively.

Additionally, the Company houses certain cash balances in a separate for-benefit-of (FBO) account over which the Company has limited control, and which acts as a pass-through for commission payments from hotels to agents. The balance of this cash is recorded as part of commissions receivable rather than cash on-hand, and was approximately \$577,000 and \$13,790,000 at December 31, 2024 and 2023, respectively.

The Company also had approximately \$109,000 and \$127,000 of restricted cash at December 31, 2024 and 2023, respectively, primarily related to cash securitization of certain letters of credit and payroll taxes to be passed on to local tax jurisdictions on behalf of employees in Norway.

Concentrations

Financial instruments that potentially subject the Company to concentrations of credit risk consist of cash and commissions receivable. The nature of the Company's business requires that the Company regularly have cash balances in excess of any insurance, such as FDIC coverage, that would protect deposits from loss. The Company has not experienced any losses in such accounts and does not believe it is exposed to any significant risk on cash.

While no one hotel or agency customer provides an individually significant portion of earnings, the Company has natural concentrations by the fact that it operates in one market (commissions paid by hotels to agencies) which has its own concentrations.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies – (Continued)

Commissions receivable and payable

As part of the normal business cycle, the Company records commissions receivable from hotels and the associated commissions payable to agencies. A majority of the amounts presented as such on the consolidated balance sheets at any time largely represent the activity of the current cycle of commissions that are collected from hotels and subsequently passed through to agencies.

Due to the pass-through nature of the Company's business, the impact for losses on un-collected amounts has historically been immaterial.

The Company does periodically assess all receivables for collectability and maintains reserves based on historical experiences, specific situations as they arise, current economic conditions, and reasonable and supportable forecasts of future events. The total allowance for current expected credit losses was \$125,000 at both December 31, 2024 and 2023.

Capitalized software costs

The Company has incurred costs to both acquire and develop software for internal use. Research and development (R&D) costs related to these efforts, including any product discovery and pre-application development, are expensed as incurred. Software developed for internal use may be capitalized for the full costs incurred during the software development stage. The Company's capitalized costs for internally developed software consist substantially of personnel-related costs associated with the development and enhancement of core applications as well as costs paid to third party resources for project management and development. Capitalized software costs are amortized using the straight-line method over three to five years, which approximates the estimated economic life of that version of the product. Software costs of approximately \$6,200,000 and \$6,100,000 were capitalized during the years ended December 31, 2024 and 2023, respectively.

Property and equipment

Property and equipment are recorded at cost and depreciated using the straight-line method over their estimated useful lives, ranging from three to seven years. Leasehold improvements are amortized over the shorter of their estimated useful lives or the life of the lease. Any gain or loss resulting from the retirement or sale of an asset is credited or expensed to operations.

Goodwill and intangibles

Goodwill represents the excess of purchase price over the fair value of identified tangible and intangible assets acquired, less liabilities assumed. The Company's applicable goodwill balance is amortized on a straight-line basis over an estimated useful life of 10 years.

Intangible assets consist of customer and banking relationships, technology, trademark and trade names, and non-compete agreements and are amortized over their respective estimated useful lives, which range from 2 to 10 years. Amortization is computed on a straight-line basis, which approximates the timing of the economic benefits generated by the assets.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies – (Continued)

Long-lived assets

The Company reviews its long-lived assets, such as property, equipment, and software and intangible assets for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of assets to be held and used is measured by a comparison of the carrying amount of the asset to estimated undiscounted future cash flows expected to be generated by the asset. If the carrying amount of an asset exceeds its estimated future cash flows, an impairment charge is recognized for the amount by which the carrying amount of the asset exceeds the fair value of the asset. Assets to be disposed of, if material, would be separately presented in the consolidated balance sheets and reported at the lower of the carrying amount or fair value less costs to sell, and are no longer depreciated. Upon review, the Company determined that no impairment existed on its long-lived assets for the years ended December 31, 2024 and 2023.

Revenue recognition

The Company earns revenue by charging each participating travel agency a fee equal to a percentage of that agency's commission volumes from the Company's hotel customers. In many cases, those travel agencies purchase commission reconciliation and tracking services as well, revenues of which are typically recognized on a per confirmed, commissionable room-night basis. The Company also earns a fee from contracted hotels which is typically associated with the number of commissionable transactions processed.

Revenues from travel agency fees can vary substantially from period to period based on a number of factors, including but not limited to, the types of hotels at which reservations are made, fluctuations in overall room rates and commission percentages paid by hotels to travel agencies as well as currencies involved in the underlying hotel stay. The Company recognizes revenues when control of the promised services is transferred to customers, in an amount that reflects the consideration the Company expects to be entitled to in exchange for those services. The Company typically transfers control at a point in time when commission is calculated, processed, and or reconciled.

Advertising

Advertising is expensed as incurred. Advertising costs for the years ended December 31, 2024 and 2023 were approximately \$645,000 and \$540,000, respectively.

401(k) and defined contribution pension plans

The Company maintains a 401(k) Plan, whereby eligible US employees may contribute up to 92% of their eligible compensation, subject to limitations established by the Internal Revenue Code. The Company may contribute a discretionary matching contribution semi-monthly equal to 50% of each participant's deferred compensation up to the first 6% of their annual eligible compensation.

The Company has a Group Personal Pension Plan (GPPP) for employees in the UK, whereby eligible employees may contribute a portion of their compensation, subject to their age and other limitations established by HM Revenue & Customs. The Company contributes 6% of the employee's annual compensation as long as the individual contributes a minimum of 3% of their annual compensation to the plan.

The Company is required by Singapore government regulation to pay a certain percentage, approximately 15% of gross salary, to the Central Provident Fund for the benefit of the Company's Singapore employees.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies – (Continued)

The Company has an agreement regarding mandatory pension with Nordea Liv for its Norwegian employees. The agreement meets the minimum Norwegian statutory requirements for such an arrangement. The Company contributed 5% of each Norwegian employee's base salary for those associated with the pension program in both 2024 and 2023.

The Company is required by Spanish government regulation to pay a certain percentage, approximately 32% of gross salary, to the Social Security System for the benefit of its Spanish employees. This amount covers regular taxes as well as the retirement and pension benefit.

The Company has a benefit plan in Manila which was converted from a defined benefit to a hybrid plan and fully funded in 2018. Both the ongoing cost and liability associated with this plan are immaterial to the consolidated financial statements at December 31, 2024 and 2023.

All expenses incurred by the Company in conjunction with the plans and agreements described above were immaterial to the consolidated financial statements for the years ended December 31, 2024 and 2023.

Leases

The Company leases office space in Norway, Manila, Spain, and Dallas – each under non-cancelable operating leases. The Company determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use (ROU) assets, current liabilities, and operating lease liabilities on the consolidated balance sheets. The Company does not have any finance leases.

ROU assets represent the Company's right to use an underlying asset for the lease term, and lease liabilities represent its obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As the lease agreement does not provide an implicit rate, the Company uses an incremental borrowing rate based on the information available at the commencement date in determining the present value of lease payments. The operating lease ROU asset also includes any lease payments made and excludes lease incentives. The lease terms may include options to extend or terminate the lease when it is reasonably certain that the Company will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

The Company's lease agreements do not contain any material or residual value guarantees or material restrictive covenants.

Income taxes

Deferred income tax assets and liabilities are recognized for the differences between the financial and income tax reporting bases of assets and liabilities based on enacted tax rates and laws. The deferred income tax expense or benefit generally reflects the net change in deferred income tax assets and liabilities during the year. The current income tax provision reflects the tax consequences of revenues and expenses currently taxable or deductible on income tax returns for the year reported. A valuation allowance is established when it is more likely than not that deferred tax assets will not be realized.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 1 – Business Description and Summary of Significant Accounting Policies – (Continued)

The Company accounts for uncertain tax positions, when applicable, through the provisions of ASC Topic 740-10-25, *Income Taxes*, which prescribes a recognition threshold and measurement attribute for the recognition and measurement of tax positions taken or expected to be taken in income tax returns. ASC 740 also provides guidance on de-recognition of income tax assets and liabilities and accounting for interest and penalties associated with tax positions. If applicable, interest and penalties related to uncertain tax positions will be recognized in income tax expenses as incurred. No such amounts were recognized during 2024 or 2023.

Adoption of New Accounting Rules

On January 1, 2023, the Company adopted Accounting Standards Update (ASU) No. 2016-13, *Financial Instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*, which modifies the measurement of expected credit losses on certain financial instruments. The Company adopted ASU 2016-13 utilizing the modified retrospective transition method. The adoption of ASU 2016-13 did not have a material impact on the Company's consolidated financial statements.

Reclassifications

Certain reclassifications have been made to prior year balances to conform with current year presentation.

Note 2 – Property, Equipment and Software

Property, equipment and software consisted of the following as of December 31, 2024 and 2023:

	Estimated Useful Life	2024	2023
Software	3 to 5 years	\$ 26,483,041	\$ 20,478,773
Computer and network equipment	3 years	1,595,629	1,470,504
Leasehold improvements	Term of Lease	469,448	396,186
Furniture and fixtures	7 years	138,811	159,771
Total property, equipment and software		28,686,929	22,489,231
Less accumulated depreciation and amortization		(14,142,523)	(8,120,714)
Total property, equipment and software, net		\$ 14,544,406	\$ 14,368,517

Depreciation and amortization expense for the years ended December 31, 2024 and 2023 was approximately \$6,030,000 and \$5,460,000, respectively.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 3 – Goodwill and Intangible Assets

Goodwill

The Company has generated goodwill from its historical business combinations, the balance of which was approximately \$124,900,000 and \$141,500,000, net of accumulated amortization at December 31, 2024 and 2023, respectively. The Company recognized amortization expenses related to goodwill of approximately \$16,550,000 for each of the years ended December 31, 2024 and 2023.

Estimated amortization expense related to goodwill for each of the next five years and thereafter is as follows for the years ending December 31:

2025	\$	16,549,548
2026		16,549,548
2027		16,549,548
2028		16,549,548
2029		16,549,548
Thereafter		<u>42,163,568</u>
Total future amortization	\$	<u>124,911,308</u>

Intangible Assets

The Company has recorded identifiable intangible assets in connection with its historical acquisitions as well as subsequent costs related to the securing of additional trade names, all of which are amortized on a straight-line basis over their respective estimated useful lives.

Intangible assets consisted of the following as of December 31, 2024 and 2023:

	Estimated Useful Life	2024	2023
Customer relationships	15 years	\$ 45,700,000	\$ 45,700,000
Banking relationships	10 years	32,400,000	32,400,000
Developed technology	8 years	28,000,000	28,000,000
Trade name	10 years	<u>3,439,188</u>	<u>3,200,000</u>
		109,539,188	109,300,000
Less accumulated amortization		<u>(24,784,408)</u>	<u>(14,677,736)</u>
		\$ <u>84,754,780</u>	\$ <u>94,622,264</u>

Amortization expense related to these intangible assets was approximately \$10,107,000 for each of the years ended December 31, 2024 and 2023.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 3 – Goodwill and Intangible Assets – (Continued)

Estimated amortization expense related to these intangible assets for each of the next five years and thereafter is as follows for the years ending December 31:

2025	\$	10,106,667
2026		10,106,667
2027		10,106,667
2028		10,106,667
2029		10,106,667
Thereafter		34,221,445
Total future amortization	\$	84,754,780

Note 4 – Debt

Senior Secured Loan Agreement

In December 2022, the Company entered into a Senior Secured Loan Agreement (New Term Loan) with a third-party lending group which stipulated a principal of \$125,000,000, provided for \$10,000,000 of revolver availability and was secured by substantially all the assets of the Company.

In July 2023, the Company entered into a joinder agreement (Incremental Senior Loan) with its lenders, the proceeds of which were used to pay expenses associated with the debt issuance as well as a dividend to its ownership group. The agreement stipulated an additional \$30,000,000 in principal and retained the same interest rate, payment requirements, and maturity date as the New Term Loan.

In connection with the issuance of the Incremental Senior Loan, the Company incurred total loan origination costs of \$1,110,365 which were capitalized. The Company amortized \$178,000 of this cost to interest expense during the year ended December 31, 2023.

In addition, the Company amortized \$819,000 of capitalized loan origination costs related to the Term Loan during the year ended December 31, 2023.

In December 2023, the Company entered into an amended and restated credit and guaranty agreement (Amended Term Loan) with its lenders which refinanced the then-outstanding debt and accrued interest, and paid both expenses associated with the debt issuance and a dividend to its ownership group. The Amended Term Loan stipulates a principal of \$200,000,000 and provides for \$15,000,000 of revolving line of credit. The loan bears interest at SOFR plus a margin of 6.75% (effectively 11.24% and 12.25% as of December 31, 2024 and 2023, respectively), requires interest to be paid quarterly, and matures on December 15, 2028. Principal payments starting at 1% (and increasing starting in 2026) of the original Amended Term Loan balance was required beginning March 31, 2024 through maturity, and an additional annual principal payment based on excess cash flow was required beginning in 2025 through maturity in 2028.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 4 – Debt – (Continued)

In conjunction with this amended agreement, all remaining unamortized capitalized loan origination costs associated with the refinanced debt and totaling approximately \$5,614,000 were written off to interest expense.

There was a \$5,000,000 outstanding balance on the revolver and another \$10,000,000 available to the Company as of December 31, 2024 and 2023.

In connection with the issuance of the Amended Term Loan, the Company incurred total loan origination costs of \$5,564,712 which were capitalized. The Company amortized \$880,000 and \$68,000 of this cost to interest expense during the years ended December 31, 2024 and 2023, respectively.

The Amended Term Loan contains certain quarterly financial covenants to which the Company must adhere. Management believes that the Company was in compliance with all covenants at December 31, 2024 and 2023.

Below is a summary of the Company's outstanding debt at December 31, 2024:

Short-term debt:	
Current portion of Amended Term Loan	\$ 2,000,000
Revolver	5,000,000
Less: Current portion of capitalized loan cost, net	<u>(984,281)</u>
Total short-term debt	6,015,719
Long-term debt:	
Long-term portion of Amended Term Loan	196,000,000
Less: Long-term portion of capitalized loan cost, net	<u>(3,632,644)</u>
Total long-term debt	<u>192,367,356</u>
Total debt	\$ <u>198,383,075</u>

Future scheduled principal payments on the above debt, including the revolver in 2025, are as follows for the years ended December 31:

2025	\$ 7,000,000
2026	4,000,000
2027	6,000,000
2028	<u>186,000,000</u>
Total future scheduled principal payments	\$ <u>203,000,000</u>



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 5 – Income Taxes

The Company and its subsidiaries' primary tax jurisdictions are the U.S., Spain, and Norway. Certain other subsidiaries included in these financial statements are subject to income taxes in the U.K., the Philippines and Singapore.

The allocation of loss from operations before taxes is as follows for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Domestic loss before tax	\$ (34,955,818)	\$ (37,553,473)
Foreign income loss before taxes	<u>14,053,357</u>	<u>14,983,157</u>
Total loss before taxes	\$ <u>(20,902,461)</u>	\$ <u>(22,570,316)</u>

The components of income tax (expense) benefit were as follows for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Current expense:		
Federal	\$ (30,121)	\$ (52,570)
State	(3,753)	(13,324)
Foreign	<u>(2,832,492)</u>	<u>(2,794,138)</u>
Total current expense	(2,866,366)	(2,860,032)
Deferred (expense) benefit:		
Federal	(361,954)	47,281
Foreign	<u>(68,730)</u>	<u>(708,946)</u>
Total deferred expense	(430,684)	(661,665)
Income tax expense	\$ <u>(3,297,050)</u>	\$ <u>(3,521,697)</u>



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 5 – Income Taxes – (Continued)

The reconciliation of the U.S. federal statutory income tax provision to the income tax provision on operations is as follows for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Expected statutory income tax benefit	\$ 4,389,512	\$ 4,739,764
Permanent differences	(3,412,370)	(3,858,613)
Return to provision true-ups	34,867	(40,146)
State taxes, net of the federal benefit	(2,965)	(10,526)
Impact of foreign rate differential	(165,463)	(250,049)
Effect of non-US branch operations	(10,766)	(8,562)
Credits generated (mostly foreign and R&D credits)	710,953	741,725
Other change in valuation allowance	(4,840,818)	(4,835,290)
Income tax expense, net	\$ (3,297,050)	\$ (3,521,697)

In 2023 and 2024, our effective tax rate was lower than the 21% statutory rate primarily due to the generation of net operating losses during the COVID-19 pandemic and subsequent utilization of loss carryforwards.

As of December 31, 2024 and 2023, the significant components of our deferred tax assets and deferred tax liabilities were as follows:

	<u>2024</u>	<u>2023</u>
Deferred tax assets:		
Interest limitation (163j)	\$ 19,276,995	\$ 15,175,411
Tax credit carryforwards	6,803,976	6,489,235
Property and equipment	271,186	-
Accrued Expenses	398,221	-
Charitable contributions	269	269
Net operating loss carryforwards	2,632,764	5,100,129
Total deferred tax assets	29,383,411	26,765,044
Less valuation allowance	(16,855,937)	(12,015,119)
Net deferred tax assets	12,527,474	14,749,925



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 5 – Income Taxes – (Continued)

Deferred tax liabilities:

Purchased intangibles	(15,588,251)	(17,115,130)
Property and equipment	-	(202,800)
Accrued expenses	-	(302,022)
Goodwill	(568,277)	(328,344)
Total deferred tax liabilities	(16,156,528)	(17,948,296)
Deferred income tax liabilities, net	\$ (3,629,056)	\$ (3,198,371)

The Company records a valuation allowance to reduce the carrying value of deferred tax assets if, based on the weight of available evidence, it is more likely than not that some portion or all of the deferred tax assets will not be realized. In evaluating its ability to realize the net deferred tax assets, the Company considered all available positive and negative evidence, including its past operating results and the forecast of future market growth, forecasted earnings, future taxable income, and prudent and feasible tax planning strategies.

At December 31, 2024 and 2023, the Company had U.S. federal net operating loss carryforwards of approximately \$8,250,000 and \$19,283,000, respectively. Additionally, the Company has approximately \$2,622,000 of R&D credits and \$1,944,000 of foreign tax credits available to be used and carried forward for use until the year 2035. The Company also generated an additional \$19,530,000 in deferred tax assets associated with a limitation on the deductibility of interest. All operating losses and tax credit carryforwards may be subject to limitations under provisions in the Internal Revenue Code. Current evidence available is not deemed sufficient to overcome the need for a valuation allowance in the U.S. at this time. The valuation allowance recorded for the U.S. deferred tax assets is approximately \$16,737,000 and \$11,896,000 at December 31, 2024 and 2023, respectively. As the Company is a historical taxpayer in foreign jurisdictions, no other significant valuation allowance was deemed necessary.

Note 6 – Commitments and Contingencies

Operating leases

The Company leases office space in Norway, Manila, Spain, and Dallas – each under non-cancelable operating leases. In addition to the base rent, the Company is also responsible for a portion of the operating expenses associated with these facilities. Where operating leases contain rent escalation clauses or certain types of landlord concessions, the financial effect of these items are included in the determination of the straight-line expense over the lease term.

The current lease terms, if not extended, for our respective locations are as follows:

Manila, Philippines	2026
Tønsberg, Norway	2026
Seville, Spain	2027
Dallas, USA	2031



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 6 – Commitments and Contingencies – (Continued)

The components of lease costs and additional lease information for the year ended December 31, 2024 and 2023 are as follows:

	<u>2024</u>	<u>2023</u>
Operating lease cost	\$ 846,620	\$ 871,179
Operating cash flows used in operating leases	\$ 545,934	\$ 623,869
Weighted average remaining lease term	5.82 years	6.63 years
Weighted average discount rate	11.63%	10.18%

Future minimum lease payments required under the non-cancelable operating leases are as follows:

Years ending December 31:		
2025	\$	910,236
2026		858,716
2027		606,450
2028		576,406
2029		588,648
Thereafter		<u>1,058,955</u>
		4,599,411
Less: discount to present value		<u>(1,277,186)</u>
	\$	<u>3,322,225</u>

Base rent expense totaled approximately \$847,000 and \$871,000 for the years ended December 31, 2024 and 2023, respectively.

Other service agreements

The Company has entered into service agreements with initial minimum commitments ranging between one and three years that expire between the fiscal years 2025 and 2027 primarily related to software applications and technologies, the hosting of our datacenter, and disaster recovery services. In addition to the base terms, there are certain options for the Company to extend the terms of the service agreements. Minimum commitments are fixed for the initial terms and are subject to change in the event the Company elects to extend or expand the service.

Legal proceedings

The Company, from time to time, may be involved in certain legal matters which arise in the normal course of business. Management believes that any resolution of such matters will not have a material adverse effect on the Company's financial position or results of operations.



ONYX CENTERSOURCE, INC. AND SUBSIDIARIES
Notes to Consolidated Financial Statements
December 31, 2024 and 2023

Note 7 – Subsequent Events

The Company evaluated all events or transactions that occurred subsequent to December 31, 2024 through April 11, 2025, the date the consolidated financial statements were available to be issued.

On March 17, 2025, the Company entered into a First Amendment to the Amended Term Loan with its lenders which stipulated additional borrowing of \$2,000,000, provided for a reduction in interest rate of 1.25% (down to SOFR plus a margin of 5.50%) and extended the maturity date of the Amended Term Loan to December 15, 2029. At the time of the amendment, the Company also drew \$9,000,000 on its available revolver balance, leaving \$1,000,000 of availability post-draw. The Company used the additional loan proceeds, revolver draw, and approximately \$4,800,000 of its own available operating cash to pay expenses associated with the debt amendment, and make a distribution to its ownership group of approximately \$15,000,000 upon closing of the amendment.



Annual report 2024

Onyx Norway Holding AS

Directors' report

Annual statement

- Statement of profit and Loss
- Balance Sheet
- Cash flow statement
- Notes

Auditors' report



The Board of Director's report 2024 for Onyx Norway Holding AS

Operations and locations

Onyx Norway Holding AS ("the Company") main business is investment in companies. The Company is situated in Tønsberg, Norway, where also the subsidiary is located. Onyx Norway Holding AS is a part of the consolidated financial statement of Paycom Intermediate Holdings, Inc. The company is situated in Dallas, Texas, US.

Going concern

In accordance with the Accounting Act § 3-3a, we confirm that the financial statements have been prepared under the assumption of going concern.

Future prospects

The expectations for 2025 are positive. Business is expected to follow in line with what has happened in 2024. There will always be uncertainty related to future events.

Financial position, capital structure and risk

The Company was established in 2014 with the purpose of investing in other companies. Currently, the only investment is the fully owned subsidiary, Onyx CenterSource AS. Onyx CenterSource AS offers a commission tracking reconciliation and payment solution for travel management companies, travel agencies and other accommodation bookers.

The company has paid interest of NOK 6,5 mill for a long-term loan based on a NOK 100 mill dividend decided in 2023 and a NOK 58 mill dividend from 2022. High income from subsidiaries has resulted in a profit of NOK 118,0 mill. in 2024, compared to a profit of NOK 100 mill. in 2023.

The Company has no liquidity reserve as of 31.12.2024. The business activity does not require significant payment of operating expenses. Further repayment of the loan and interest on the loan will be performed through group contribution from Onyx CenterSource AS. The Company's financial position is sound and adequate to settle short-term debt as of 31.12.2024 with its most liquid assets.

Main risk for the company is the business of its wholly owned subsidiary Onyx CenterSource AS. In its regular business operations Onyx CenterSource AS is exposed to a variety of risks, and the Board of Directors is committed to ensuring that risk is managed in a systematic and structured manner. Key operational risks relate to system process failure, corporate compliance and reputation. From a financial perspective, the main risk is related to currency exchange rates. The risk for losses on receivables is low and the Company has not yet experienced such losses.

The working environment, diversity and discrimination

The Company has no employees. The board has three members, two men and one woman. Information related to the "Transparency Act" is posted on the company website.

The board members are covered by board insurance implemented for all group companies at group level.



Environmental report

The Company's operations do not result in pollution or spillage harmful to the external environment.

Tønsberg, Norway, March 27th, 2025
Board of directors at Onyx Norway Holding AS

Henning Eie Sudland
Chairman

Hayden Randall Jones
Board member

Esther Jane Dickinson Gawen
Board member



Environmental report

The Company's operations do not result in pollution or spillage harmful to the external environment.

Tønsberg, Norway, March 27th, 2025
Board of directors at Onyx Norway Holding AS

Henning Eie Sudland
Chairman

Hayden Randall Jones
Board member

Esther Jane Dickinson Gawen
Board member



Onyx Norway Holding AS

Org.nr.: 913 250 508

Profit and loss statement

NOK	NOTE	2024	2023
OPERATING REVENUE AND OPERATING EXPENSES			
Other operating expenses	2	51,350	35,750
Total operating expenses		51,350	35,750
Operating loss		-51,350	-35,750
FINANCIAL INCOME AND FINANCIAL EXPENSES			
Income from subsidiaries and associated companies	3	6,592,742	5,262,391
Other financial income	3	118,000,000	100,000,000
Interest paid to group companies	3	-6,541,392	-5,226,641
Other financial expenses		0	0
Financial items, net		118,051,350	100,035,750
Profit / Loss before taxation		118,000,000	100,000,000
Income tax	4	0	0
PROFIT FOR THE FINANCIAL YEAR		118,000,000	100,000,000
ALLOCATION OF NET LOSS AND EQUITY TRANSFERS			
Transferred from other equity	5	0	0
Dividend	5	118,000,000	100,000,000
Total allocations		118,000,000	100,000,000



Onyx Norway Holding AS
Org.nr.: 913 250 508

Balance sheet at 31 December

NOK	NOTE	2024	2023
ASSETS			
Non-current assets			
Intangible assets			
Deferred tax assets	4	<u>0</u>	<u>0</u>
Total intangible assets		<u>0</u>	<u>0</u>
Tangible fixed assets			
Fixtures and fittings			
Financial non-current assets			
Investments in subsidiary companies	6	<u>125,205,784</u>	<u>125,205,784</u>
Total financial non-current assets		<u>125,205,784</u>	<u>125,205,784</u>
Total non-current assets		<u>125,205,784</u>	<u>125,205,784</u>
Current assets			
Receivables			
Other receivable group companies	3	<u>54,544,074</u>	<u>65,513,950</u>
Total receivables		<u>54,544,074</u>	<u>65,513,950</u>
Current investments			
Total current assets		<u>54,544,074</u>	<u>65,513,950</u>
TOTAL ASSETS		<u>179,749,858</u>	<u>190,719,734</u>
EQUITY AND LIABILITIES			
Equity			
Paid-in capital			
Share capital (3 330 000 shares at NOK 1)	5, 7	<u>3,330,000</u>	<u>3,330,000</u>
Share premium account	5, 7	<u>10,561,137</u>	<u>10,561,137</u>
Total paid-in capital		<u>13,891,137</u>	<u>13,891,137</u>
Retained earnings			
Retained earnings	5, 7	<u>-10,561,137</u>	<u>-10,561,137</u>
Total retained earnings		<u>-10,561,137</u>	<u>-10,561,137</u>
Total equity		<u>3,330,000</u>	<u>3,330,000</u>
Liabilities			
Provisions for liabilities and charges			
Other non-current liabilities			
Other long term loans group companies	3	<u>58,419,859</u>	<u>87,389,735</u>
Total non-current liabilities		<u>58,419,859</u>	<u>87,389,735</u>
Current liabilities			
Dividend	3	<u>118,000,000</u>	<u>100,000,000</u>
Other current liabilities group companies	3	<u>0</u>	<u>0</u>
Total current liabilities		<u>118,000,000</u>	<u>100,000,000</u>
Total liabilities		<u>176,419,858</u>	<u>187,389,734</u>
TOTAL EQUITY AND LIABILITIES		<u>179,749,858</u>	<u>190,719,734</u>

Tønsberg, Norway, March 27th, 2025
Board of directors
Onyx Norway Holding AS


Henning Eie Sudland
Chairman


Hayden Randall Jones
Board member

Esther Jane Dickinson Gawen
Board member



Onyx Norway Holding AS
Org.nr.: 913 250 508

Balance sheet at 31 December

NOK	NOTE	2024	2023
ASSETS			
Non-current assets			
Intangible assets			
Deferred tax assets	4	0	0
Total intangible assets		<u>0</u>	<u>0</u>
Tangible fixed assets			
Fixtures and fittings			
Financial non-current assets			
Investments in subsidiary companies	6	125,205,784	125,205,784
Total financial non-current assets		<u>125,205,784</u>	<u>125,205,784</u>
Total non-current assets		<u>125,205,784</u>	<u>125,205,784</u>
Current assets			
Receivables			
Other receivable group companies	3	54,544,074	65,513,950
Total receivables		<u>54,544,074</u>	<u>65,513,950</u>
Current investments			
Total current assets		<u>54,544,074</u>	<u>65,513,950</u>
TOTAL ASSETS		<u>179,749,858</u>	<u>190,719,734</u>
EQUITY AND LIABILITIES			
Equity			
Paid-in capital			
Share capital (3.330.000 shares at NOK 1)	5, 7	3,330,000	3,330,000
Share premium account	5, 7	10,561,137	10,561,137
Total paid-in capital		<u>13,891,137</u>	<u>13,891,137</u>
Retained earnings			
Retained earnings	5, 7	-10,561,137	-10,561,137
Total retained earnings		<u>-10,561,137</u>	<u>-10,561,137</u>
Total equity		<u>3,330,000</u>	<u>3,330,000</u>
Liabilities			
Provisions for liabilities and charges			
Other non-current liabilities			
Other long term loans group companies	3	58,419,859	87,389,735
Total non-current liabilities		<u>58,419,859</u>	<u>87,389,735</u>
Current liabilities			
Dividend	3	118,000,000	100,000,000
Other current liabilities group companies	3	0	0
Total current liabilities		<u>118,000,000</u>	<u>100,000,000</u>
Total liabilities		<u>176,419,858</u>	<u>187,389,734</u>
TOTAL EQUITY AND LIABILITIES		<u>179,749,858</u>	<u>190,719,734</u>

Tønsberg, Norway, March 27th, 2025
Board of directors
Onyx Norway Holding AS

Henning Eie Sudland
Chairman

Hayden Randall Jones
Board member

Esther Jane Dickinson Gawen
Board member



Onyx Norway Holding AS

Org.nr: 913 250 508

Cash flow statement

	2024	2023
CASH FLOW FROM OPERATIONS:		
Profit/(loss) before taxation	118,000,000	100,000,000
Changes in inter-company balances	-89,030,124	-146,280,162
Net cash flow from operations	28,969,876	-46,280,162
CASH FLOW FROM FINANCING ACTIVITIES:		
Outflow due to downpayment of non-current liabilities	0	0
Inflow due to new current liabilities	-28,969,876	46,280,163
Net cash flow from financing activities	-28,969,876	46,280,163
Net change in bank deposits, cash and equivalents	0	0
Bank deposits, cash and equivalents at 1 January	0	0
Bank deposits, cash and equivalents at 31 December	0	0



Onyx Norway Holding AS

Org.nr: 913 250 508

Note 1 Accounting principles

The financial statements have been prepared in accordance with the Norwegian Accounting Act of 1998 and generally accepted accounting principles in Norway. The Company is part of the consolidated financial statement of Pegasus Business Intelligence (UK) Limited. Group report can be collected at Two Lincoln Centre, Suite 900, 5420 LBJ Freeway, Dallas.

Valuation and classification of assets and liabilities

Assets intended for permanent ownership or use in the business are classified as non-current assets. Other assets are classified as current assets. Receivables due within one year are classified as current assets. The classification of current and non-current liabilities is based on the same criteria.

Current assets are valued at the lower of historical cost and fair value.

Other long-term liabilities, as well as short-term liabilities, are valued at nominal value.

Shares in subsidiaries

Subsidiaries investments are carried at cost. A write-down to fair value will be performed if the impairment is not considered to be temporary, and an impairment charge is deemed necessary according to generally accepted accounting principles. Received dividends and group contributions are recognised as other financial income.

Foreign currency

All balance sheet items denominated in foreign currencies are translated into NOK at the exchange rate prevailing at the balance sheet date.

Receivables

Other receivables are recognised at nominal value.

Income taxes

Tax expenses are matched with operating income before tax. Tax related to equity transactions e.g. group contribution, is recognised directly in equity.

Tax expense consists of current income tax expense and change in net deferred tax. Deferred tax liabilities and deferred tax assets are presented net in the balance sheet.

Note 2 Payroll costs, number of employees, benefits, loans to employees etc.

The Company has no employees and in accordance with the Norwegian legislation on occupational pensions ("lov om obligatorisk tjenestepensjon") the Company is not required to have an occupational pension plan.

No payroll or other benefits are paid to the board in 2024.

Auditor

Remuneration to Deloitte AS and their associates is as follows:

	2024	2023
Statutory audit	51,350	35,750

Value added tax is included in the auditors fee.

**Onyx Norway Holding AS**

Org.nr: 913 250 508

Note 3 Related party transactions and balances

Related party transactions, profit and loss

Transaction/transaction type	Belongs to P&L line	Counterpart	2024	2023
Interest cost	Other financial exp.	Net Trans Limited (UK)	-6,541,392	-5,226,641
Dividend	Other financial income	Onyx CenterSource AS	118,000,000	100,000,000
Group contribution	Other financial income	Onyx CenterSource AS	6,592,742	5,282,391
Total			118,051,350	110,035,750

Related party balance items

Counterpart	Relationship to the counterpart	Accounts receivables		Other receivables	
		2024	2023	2024	2023
Onyx CenterSource AS	Daughter	-	-	54,277,195	65,247,071
Pegasus Business Intelligence Inc	Indirect owner	-	-	266,879	266,879

Counterpart	Relationship to the counterpart	Other short term debt		Other long term debt	
		2024	2023	2024	2023
Onyx CenterSource AS	Daughter	-	-	-	-
Net Trans Limited (UK)	Mother	118,000,000	100,000,000	58,419,859	87,389,735
Paycom Acquisition Corp.	Indirect owner	-	-	-	-

Promissory note was entered into by the parties in July 2024.

Interest rate has been set based on an internal assessment of the lender's borrowing capacity and credit rating.

Interest expenses in 2024 was NOK 6.541.392.

The note is unsecured and no covenant requirement exists.

Note 4 Income tax expense

Specification of income tax expense:	2024	2023
Tax effect of group contribution	-	-
Current income tax payable	-	-
Effect of changes in tax regulations	-	-
Changes in deferred taxes	-	-
Tax on profit/loss	-	-

Specification of current income tax payable:

	2024	2023
This year's payable income tax expense	-	-
Income tax on given group contribution	-	-
Current income tax payable in the balance sheet	-	-

Reconciliation from nominal to real income tax rate:

	2024	2023
Profit / Loss before taxation	118,000,000	100,000,000
Estimated income tax according to nominal tax rate (22%)	25,960,000	22,000,000
The tax effect of the following items:		
Tax-free dividends	-25,960,000	-22,000,000
Interest limitation	-	-
Changes in deferred tax assets	-	-
Other non-deductible expenses	-	-
Other non-taxable income	-	-
Losses carried forward	-	-
Income tax expense	-	-
Effective income tax rate	0%	0%

Specification of deferred tax

	2024	2023
Temporary differences		
Reduction of interest limitation on losses carried forward	-	-
Losses carried forward	-	-
Net temporary differences	-	-
Tax effect temporary differences	-	-
Tax effect temporary differences not included in the balance sheet	-	-
Deferred tax asset recognised in the balance sheet	-	-

Tax effect of changes in accounting principles is recognized through equity.

The deferred tax benefit is included in the balance sheet on the basis of future income.



Onyx Norway Holding AS

Org.nr: 913 250 508

Note 5 Equity

Paid in equity	Share capital	Share premium	Retained earnings	Total
Equity at 31 December 2023	3,330,000	10,561,137	-10,561,137	3,330,000
Profit	-	-	118,000,000	118,000,000
Dividend	-	-	-118,000,000	-118,000,000
Correction related to previous year	-	-	-	-
Equity at 31 December 2024	3,330,000	10,561,137	-10,561,137	3,330,000

Note 6 Investments in subsidiaries

Company	Date of acquisition	Registered office	Voting share	Ownership share
Onyx CenterSource AS	10.09.2014	Tønsberg	100%	100%

Company	Equity latest financial statements	Profit/loss latest financial statements
Onyx CenterSource AS	6,391,024	123,590,368
	-	-

Note 7 Share capital and shareholder information

The share capital in the company at 31 December 2024 consists of the following classes:

	Number	Nominal amount	Carrying value
Ordinary shares	3,330,000	1	3,330,000

Ownership structure as of 31 December 2024:

	Ordinary shares	Ownership share	Voting share
Net Trans (UK) Ltd	3,330,000	100%	100%



Deloitte

Deloitte AS
Grev Wedels gate 12
Postboks 24
NO-3119 Tønsberg
Norway

+47 33 00 39 00
www.deloitte.no

To the General Meeting of Onyx Norway Holding AS

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Onyx Norway Holding AS (the Company), which comprise the balance sheet as at 31 December 2024, the income statement, statement of cash flows 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 2024 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 relevant laws and regulations in Norway 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. 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 statutory 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

Deloitte AS and Deloitte Advokatfirma AS are the Norwegian affiliates of Deloitte NSE LLP, a member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). DTTL and each of its member firms are legally separate and independent entities. DTTL and Deloitte NSE LLP do not provide services to clients. Please see www.deloitte.com/about to learn more about our global network of member firms.

Deloitte Norway conducts business through two legally separate and independent limited liability companies; Deloitte AS, providing audit, consulting, financial advisory and risk management services, and Deloitte Advokatfirma AS, providing tax and legal services.

Registrert i Foretaksregisteret
Medlemmer av Den norske
Revisorforening
Organisasjonsnummer: 980 211 282



Deloitte

Independent auditor's report
Onyx Norway Holding AS

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.

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.



Deloitte

Independent auditor's report
Onyx Norway Holding AS

Tønsberg, 29 April 2025
Deloitte AS

Hilde Bruseth Knudsen
State Authorised Public Accountant
(electronically signed)



Independent auditor's report

Name	Date
Knudsen, Hilde Synnøve Bruseeth	2025-04-29

Identification

 **Knudsen, Hilde Synnøve
Bruseeth**



This document contains electronic signatures using EU-compliant PAdES - PDF
Advanced Electronic Signatures (Regulation (EU) No 910/2014 (eIDAS))



Skattedirektoratet

Saksbehandler
Rune Tystad

Deres dato
04.05.2015

Vår dato
12.05.2015

Telefon
977 59 464

Deres referanse
Maria Tho

Vår referanse
2015/445865

Net Trans Services as
Rambergveien 1
3115 TØNSBERG

Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk for Onyx Norway Holding AS med datterselskaper, samt fritak for konsernregnskapsplikten for underkonsernet Onyx Norway Holding AS

Vi viser til deres brev av 4. mai 2015 hvor dere søker om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for

Onyx Norway Holding AS,	org.nr. 913 250 508
Net Trans Services Americas AS,	org.nr. 998 641 187
Net Trans Online Travel AS,	org.nr. 987 096 985
Net Trans Services AS,	org.nr. 883 430 972

I tillegg søkes det om fritak fra plikten til å utarbeide konsernregnskap for Onyx Norway Holding AS.

Skattedirektoratet finner med hjemmel i regnskapsloven av 17. juni 1998 nr. 56 § 3-7 fjerde ledd å kunne gi tillatelse til at det gjøres unntak for konsernregnskapsplikten for Onyx Norway Holding AS. Skattedirektoratet gir videre på bakgrunn av en konkret helhetsvurdering de ovennevnte selskapene tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk, jf. regnskapsloven § 3-4 tredje ledd. Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på 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

Onyx Norway Holding AS ble etablert i 2014 som et ledd i overtagelse av Net Trans Services AS, Net Trans Online Travel AS og Net Trans Services Americas AS i september 2014 hvor Paycom Intermediate Holdings Inc var overtagende part gjennom Pegasus Business Intelligence Limited. Paycom Intermediate Holdings Inc er et privat eid selskap tilhørende i Dallas, USA, og utarbeider konsernregnskap som omfatter Onyx Norway Holding AS og dets datterselskaper. Dette konsernregnskapet er avgitt i henhold til US GAAP og blir utarbeidet på engelsk.

Som følge av oppkjøpet, består det norske konsernstyret i hovedsak av utenlandske styremedlemmer og den løpende finansielle rapportering og øvrig kommunikasjon foregår på

Postadresse
Postboks 9200 Grønland
0134 Oslo

Besøksadresse:
Se www.skatteetaten.no
Org.nr: 996250318
E-post: skatteetaten.no/sendepost

Sentralbord
800 80 000
Telefaks
22 17 08 60



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 denne vurderingen har Skattedirektoratet lagt vekt på at det norske konsernstyret i hovedsak består av utenlandske styremedlemmer og at den løpende finansielle rapporteringen og øvrig kommunikasjon foregår på engelsk. Videre er det vektlagt at markedene til selskapene i hovedsak er i utlandet.

Vennligst oppgi vår referanse ved henvendelser i saken.



Med hilsen

Torstein Kinden Helleland
seniorrådgiver
Rettsavdelingen, foretaksskatt
Skattedirektoratet

Rune Tystad



Dokumentet er elektronisk godkjent og har derfor ikke håndskrevne signaturer