20250908800658

Årsredovisning

för

UNIT4 AB

556185-0172

Räkenskapsåret

2024

Fastställelseintyg

Undertecknad styrelseledamot i UNIT4 AB intygar att resultaträkningen och balansräkningen i årsredovisningen har fastställts på årsstämma 2025-06-30. Årsstämman beslutade att godkänna styrelsens förslag till resultatdisposition.

Jag intygar också att innehållet i årsredovisningen och revisionsberättelsen stämmer överens med originalen.

Solna 2025-06-30

Katarina Gunnarsson

ank=20250708-20250710031532

Årsredovisning

för

UNIT4 AB

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Räkenskapsåret

2024

Innehållsförteckning

Förvaltningsberättelse	2
Resultaträkning	8
Balansräkning	9
Rapport över förändringar i eget kapital	11
Kassaflödesanalys	12
Noter	13
Underskrifter	21

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Styrelsen och verkställande direktören för UNIT4 AB avger följande årsredovisning för räkenskapsåret 2024.

Årsredovisningen är upprättad i svenska kronor, SEK. Om inte annat särskilt anges, redovisas alla belopp i tusentals kronor (Tkr). Uppgifter inom parentes avser föregående år.

Förvaltningsberättelse

Information om verksamheten

Unit4 AB utvecklar mjukvara och levererar IT-baserade lösningar till företag på den svenska marknaden. Detta är en verksamhet som drar nytta av skala och global räckvidd. Unit4s flaggskeppsprodukter är Unit4 Enterprise Resource Planning (ERP), Unit4 Financial Planning & Analysis (FP&A), Human Capital Management (HCM) och Unit4 Financials och Unit4 Source to Contract. ERPx är Unit4s nästa generations molnbaserade ERP-lösning, som levererar en helt integrerad ERP-, HCM- och FP&A-lösning på en enda plattform, som använder den senaste utvecklingen för att leverera en optimal upplevelse för människor. Dessa produkter ger en utmärkt upplevelse för människor med bevisad flexibilitet och utnyttjar potentialen hos den senaste molntekniken. Unit4 ABs ambition är att vara den ledande leverantören av integrerade affärssystemslösningar inom de prioriterade marknadssegmenten.

Bolaget har sitt säte i Solna.

Väsentliga händelser under räkenskapsåret

Den totala försäljningen 2024 uppgick till 841 miljoner kronor, vilket är en minskning med 6% jämfört med föregående år, denna minskning beror främst på kontrakt som löper ut 2024.

Förväntad framtida utveckling samt väsentliga risker och osäkerhetsfaktorer

Bolaget ser positivt på de möjligheter som väntar under 2025 trots stark konkurrens på marknaden. Både från de internationella aktörerna och de nordiska aktörerna. Företaget satsar på att utveckla branschkompetensen, utöka våra lösningar och tjänster samt öka servicen till kunder och användare.

UNIT4 erbjuder omfattande standardiserade och kundspecifika lösningar och tjänster som ska hjälpa kunder att hantera affärsförändringar på ett kostnadseffektivt och smidigt sätt. Detta ger företaget en utmärkt marknadsposition och är ett vinnande koncept inför år 2025.

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Forskning och utveckling

Inom företagets R&D bedrivs utveckling av de produkter som bolaget levererar till svensk och internationell marknad. Det gäller framförallt produkter för fastighetsbranschen, integration, E-handel, Map, Cash & Consolidation, FPM, kalkylering och Business Intelligence. Utvecklingen drivs dels av de användarföreningar som är knutna till produkterna, dels de innovationer som utvecklingsavdelningen initierar. De flesta produkter vidareutvecklas med årliga releaser.

Hållbarhetsrapport

Sammanfattning av verksamheten

Unit4 är en ledande leverantör av affärssystem med årliga intäkter på 429 miljoner euro, och över 2.531 anställda runt om i världen. Unit4 levererar ERP-system och branschanpassade lösningar till tusentals kunder. Dagligen använder olika tjänsteföretag och organisationer inom utbildningssektorn, offentlig sektor, ideell verksamhet, fastighets-, bygg- och finansbranschen lösningar från Unit4.

Unit4:s hållbarhetsarbete

Unit4:s hållbarhetsarbete är integrerat i vårt företags processer och strategier. Unit4 strävar efter att efterleva gällande lagar, regler och vedertagna principer för hållbart företagande. Vi arbetar ständigt med förbättring enligt de principer som brukar kallas PDCA (PlanDoCheckAct).

Viktiga delar i styrningen av hållbarhetsarbetet är företagspolicys med vägledande principer för miljö, medarbetare, integritet och etik i affärsrelationer. De reglerar Unit4:s affärsbeslut i hela organisationen. Vår hållbarhetsrapport är upprättad i enlighet med Årsredovisningslagen (ÅRL) och redogör för Unit4 AB:s hållbarhetsarbete.

Våra medarbetare

Vår framgång drivs av vårt engagemang och strävan att ständigt förbättra verksamhetenen för alla våra medarbetare. För att lyckas arbetar vi hela tiden för att utveckla vår organisation, chefer och medarbetare med syfte att bli ett mer framgångsrikt företag och vara en attraktiv arbetsgivare där personer kan växa och utvecklas såväl personligt som professionellt.

Likt många andra företag har en stor utmaning under året varit en ökad rörelse på arbetsmarknaden. Genom att vara en attraktiv arbetsgivare som fokuserar på innovation, kunskap, gemenskap och ett flexibelt arbetsliv strävar vi efter att behålla befintlig personal men också attrahera nya medarbetare. Innovation fokuserar på att ta oss framåt, på kompetens och på hur vi arbetar och växer tillsammans. Ett flexibelt arbetsliv är det nya normala på Unit4 vilket är högt värderat bland medarbetar. Hos Unit4 tror vi att gemensamma värderingar är en viktig del i att bygga ett ansvarstagande och framgångsrikt företag. Förmåner, spännande arbetsuppgifter och personlig utveckling är viktiga delar i vårt företags erbjudande till nuvarande och framtida medarbetare.

Hälsa och välmående

Grundläggande anställningstrygghet samt rutiner och system för att stödja en god hälsa hos alla medarbetare är viktig. Vår basnivå är den arbetsrättsliga lagstiftningen och gällande kollektivavtal. Det avtal vi är knutna till och som alla våra medarbetare omfattas av är avtalet mellan Almega It-företagen och Unionen samt Akademikerförbunden. Vårt arbete inom detta område utgår från våra policys inom arbetsmiljö, work-life balance, rehabilitering, personuppgiftshantering, lönesättning, jämställdhet samt alkohol och droger.

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Unit4 bedriver även ett systematiskt arbete för att behålla och vidareutveckla en bra arbetsmiljö. Verktyg i detta arbete är bland annat våra skyddsombud och vår arbetsmiljöansvariga. Vi är övertygade om att en aktiv livsstil gör människor friskare, nöjdare och mer högpresterande. Unit4 erbjuder därför friskvårdsbidrag till samtliga anställda. Vi erbjuder möjligheten att delta i olika aktiviteter genom Unit4 Moves, och våra lokaler har omklädningsrum samt cykelparkering. Unit4:s personalförening erbjuder även möjligheten att delta i olika föreningar och aktiviteter, exempelvis vår konstförening.

Kompetensutveckling

Utbildning är en viktig del i både personlig och professionell utveckling, och en uppskattad del av arbetet för våra anställda. Kontinuerlig kompetensutveckling är också direkt nödvändigt för att våra medarbetare ska kunna genomföra lyckade projekt hos våra kunder. Målet är att samtliga medarbetare ska ha årliga medarbetarsamtal.

Ledarskapsutveckling har varit fortsatt prioriterat under året. Syftet är att stötta och utveckla våra ledare genom att erbjuda ett Leaders community där workshops och utbildningar erbjuds. Som ett komplement till detta har Unit4 tagit fram ett separat program, Nordic Leaders Community, för våra nordiska ledare där frågor som exempelvis strategi, måluppföljning och medarbetarsamtal diskuteras. Syftet med arbetet har varit att skapa ett engagemang och aktivt deltagande i företagets utveckling och strategiarbete.

För våra nya och befintliga medarbetare har vi arrangerat två Learningfestivals under året med ett stort deltagande. Festivalerna har innefattat olika utbildningar i varierande längd och teman för att våra medarbetare ska både breda och djupa insikter.

Jämställdhet och mångfald

Unit4 har länge prioriterat arbete för jämställdhet och mångfald inom organisationen och aktivt sökt medarbetare med olika bakgrund. Vi ser det som en fördel att de personer som arbetar inom företaget har varierande perspektiv och styrkor. Inom Unit4 finns en stor spridning mellan olika bakgrunder och åldrar, och könsfördelningen är jämn - både i ledande positioner och bland samtliga medarbetare.

För oss är det är en självklarhet att alla ska vara lika välkomna oavsett kön, ålder, etnicitet, religion, sexuell läggning eller andra aspekter som inte har betydelse för personens förmåga att utföra sitt arbete. Att delta på seminarierna har varit obligatoriskt för både nya och befintliga medarbetare. När vi kombinerar våra olika kompetenser, samarbetar och respekterar varandras kunskaper och sätt att arbeta på kan vi behålla och utveckla vår starka laganda och företagskultur. Unit4 stödjer och respekterar de mänskliga rättigheterna och strävar efter att säkerställa att det inte sker överträdelser i vår verksamhet. Vi har inte haft några fall av diskriminering under 2024.

Affärsetik

Unit4:s trovärdighet och rykte bygger på att vi agerar ansvarsfullt och värnar om att vara affärsmässiga i alla våra relationer - internt och externt. Vi ska alltid sträva efter att vara lösningsorienterade och skapa långsiktigt hållbara och framgångsrika relationer. Unit4 står fast vid ärlighet, integritet och rättvisa i alla aspekter av vår verksamhet. Koncernen bedriver all verksamhet i enlighet med gällande lagar och regler, och korruption i alla former är strikt förbjudet. Efterlevnad av riktlinjerna övervakas av tillsynsansvarig i koncernen. Efterlevnadsprocesser och rutiner granskas av Unit4:s centrala och lokala ekonomiavdelning.

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Alla medarbetare på Unit4 informeras om koncernens uppförandekod och affärsetiska riktlinjer. Vid nyanställning genomför alla en utbildning om våra riktlinjer och uppförandekod, vilken ingår i startpaketet New at Unit4. Utbildningen innehåller våra riktlinjer för korruption, hantering av personuppgifter och informationssäkerhet. Unit4 har en visselblåsarfunktion som anställda kan använda om oegentligheter upptäcks i organisationen. I de fall som funktionen används agerar vi snabbt och ger ärendet största prioritet. Under 2024 har vi inte haft några fall av korruption och inga oegentligheter har rapporterats via visselblåsarfunktionen.

Leverantörskedja

För att agera etiskt och med integritet i alla våra affärsrelationer arbetar vi för att säkerställa goda arbetsvillkor och efterlevnad av mänskliga rättigheter i vår leverantörskedja. Många av våra inköp sker centralt, vilket möjliggör en effektivare kontroll av våra leverantörer. Under året har arbetet hos den globala inköpsfunktionen fortsatt med att strukturera arbetet med att utvärdera hur väl våra leverantörer lever upp till bolagets uppförandekod. Detta görs med ett särskilt fokus på informationssäkerhet för att vi ska kunna garantera säkra tjänster i alla led. Den centrala inköpsavdelningens uppgift är att säkerställa, genom att utöva tillsyn och leverantörskontroll, att Unit4:s leverantörer delar vår värdegrund och att de följer vår uppförandekod för leverantörer. För att ytterligare säkerställa en hög grad av förståelse kring riskerna för brott mot mänskliga rättigheter i vår leverantörskedja och i vår verksamhet tillhandahåller vi utbildning inom området för våra medarbetare.

Unit4 ställer långtgående krav på våra partners och leverantörer som fastställer att affärsverksamheten inte får ha någon skadlig inverkan på miljön, alternativt att det finns synliga insatser för att begränsa eller minska dem. Leverantörer måste följa de dataskyddlagar och regleringar som finns samt alla lokala och internationella miljöstandarder och föreskrifter. Vi ställer krav om att främja och tillämpa en policy för att begränsa allvarlig användning av råvaror, energi och naturresurser. Utöver detta så tillämpas sekretessavtal och personuppgiftsbiträdesavtal när det bedöms relevant. Om kraven inte möts så riskerar leverantörerna att bytas ut och avtalet sägas upp.

Syftet med våra system är att:

- Identifiera och utvärdera potentiella riskområden i vår leverantörskedja.
- Minska risken för brott mot mänskliga rättigheter i vår leverantörskedja.
- Övervaka potentiella riskområden i vår leverantörskedja.
- Skydda meddelandefriheten (visselblåsarsystem).

Vårt miljöarbete

Sedan 2006 arbetar Unit4 AB strukturerat med miljöledning och vårt miljöledningssystem var tidigare certifierat i enlighet med ISO 14001:2015. Unit4 är inte längre certifierat men miljöledningssystemet har gett oss tydlig struktur, rutiner och processer som ger oss goda förutsättningar för ett fortsatt aktivt arbete för att reducera vår miljöpåverkan.

Vår miljöpolicy styr miljöarbetet och sätter en hög ambition om ständig förbättring vad gäller att utveckla produkter och tjänster på ett sätt som är effektivt och tar hänsyn till miljöpåverkan. Vi har i många år arbetat med att minska vår direkta miljöpåverkan och fokus framöver ligger fortsatt på att öka andelen hybrid- och elbilar i vår bilpark samt att öka andelen kunder som använder våra molntjänster.

Hybrid- och elbilar

Andelen hybrid- och elbilar i vår fordonsflotta fortsätter att öka. När gamla bilar ska bytas ut uppmuntrar vi våra medarbetare att välja en hybrid- eller elbil, och i kontorsgaraget i Solna finns ett tiotal laddstolpar installerade.

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Öka användandet av molntjänster

Att använda molntjänster underlättar kundernas digitala arbete genom att en unik plattform anpassad för varje kunds olika applikationer byggs. När kundens digitala tjänster samlas på en plattform bidrar det till att såväl miljöpåverkan reduceras som att tjänsterna blir mer kostnadseffektivt att använda. Att öka andelen kunder som använder sig av molntjänster kan dock vara utmanande då det finns en generell osäkerhet bland kunder rörande datasäkerheten i denna typ av tjänster. Trots det är molntjänsterna en av Unit4:s snabbast växande tjänster och ett arbete görs löpande för att hjälpa befintliga kunder att succesivt övergå till att använda molntjänster. Det resulterar ofta i att kunder som nyttjar molntjänster ser fördelarna och expanderar molnets användningsområden. För att garantera att de tjänster vi erbjuder uppfyller krav om informationssäkerhet och kundintegritet genomgår vi årligen revisioner och sammanställer rapporter. Unit4:s verksamhet bedrivs i enlighet med följande standarder; ISO 27001, ISAE 3402 och PCI DSS. Vi sammanställer även rapporter i enlighet med SOC 1 type 1 och type 2 som möjliggör för våra kunder att göra en kvalificerad riskbedömning av våra tjänster.

För att säkerställa att vi ökar andelen projekt där miljöaspekter tas i beaktande så inkluderas dessa aspekter i vår projektledarhandbok i alla nya projekt. Handboken beskriver hur processen för våra projekt ser ut och hur miljöaspekter beaktas genom hela projektcykeln. Under projektets uppstart bestäms tillsammans med kunden, leverantörerna samt eventuell tredje part vilka miljöaspekter som ska tas i beaktande. Det kan till exempel handla om att prioritera videokonferenser och använda elektroniska dokument. Under projektets gång fram till projektavslut så utvärderas det kontinuerligt hur väl de prioriterade miljöaspekterna uppfylls. Det är frivilligt för våra kunder att inkludera miljöaspekterna i vår handbok men merparten väljer ändå att inkludera dem.

Övrig miljöpåverkan

Unit4:s övriga miljöpåverkan sker i första hand genom energianvändning, resor i tjänsten och genom att det uppstår visst avfall i verksamheten. Under 2024 minskade våra arbetsresor ytterligare till följd av nya vanor och sätt att mötas. Därtill var medarbetarnas pendling fortsatt lägre än pendlingen före pandemin. Det flexibla arbetslivet har även lett till minskat behov av kontorsytor vilket bidragit till en reducerad förbrukning av el.

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Ägarförhållanden

Unit4 är ett helägt dotterbolag till Unit4 Nordics Holding AB, org 556995-8837.

Flerårsöversikt (Tkr)	**2024**	**2023**	**2022**	**2021**
Nettoomsättning (tkr)	840 729	897 861	795 248	792 104
Resultat efter finansiella poster (tkr)	51 981	61 014	31 617	55 845
Rörelsemarginal (%)	4,5	4,9	3,6	7,0
Avkastning på eget kap. (%)	31,2	41,1	27,0	35,0
Balansomslutning	837 192	784 881	655 293	563 591
Soliditet (%)	19,9	18,9	18,2	28,3
Antal anställda	229	263	265	277

För definitioner av nyckeltal, se Redovisnings- och värderingsprinciper.

Förslag till vinstdisposition

Styrelsen föreslår att till förfogande stående vinstmedel (kronor):

balanserad vinst	145 939 654
årets vinst	18 344 675
	164 284 329
disponeras så att	
i ny räkning överföres	164 284 329
	164 284 329

Företagets resultat och ställning i övrigt framgår av efterföljande resultat- och balansräkning samt kassaflödesanalys med noter.

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Resultaträkning
Tkr

	Not	2024-01-01 -2024-12-31	2023-01-01 -2023-12-31
Rörelsens intäkter			
Nettoomsättning	1	840 729	897 861
		840 729	**897 861**
Rörelsens kostnader			
Handelsvaror		-443 542	-530 398
Övriga externa kostnader	2, 3	-17 499	-23 269
Personalkostnader	4	-339 729	-298 426
Avskrivningar och nedskrivningar av materiella och immateriella anläggningstillgångar		-1 783	-1 539
		-802 553	**-853 632**
Rörelseresultat	5	**38 176**	**44 230**
Resultat från finansiella poster			
Övriga ränteintäkter och liknande resultatposter	6	17 063	19 709
Räntekostnader och liknande resultatposter	7	-3 259	-2 925
		13 804	**16 784**
Resultat efter finansiella poster		**51 981**	**61 014**
Bokslutsdispositioner			
Lämnade koncernbidrag		-34 411	-25 150
Utdelning		5	2 254
Summa bokslutsdispositioner		**-34 405**	**-22 896**
Resultat före skatt		**17 575**	**38 117**
Skatt på årets resultat	8	769	-9 133
Årets resultat		**18 345**	**28 984**

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Balansräkning

Tkr

	Not	2024-12-31	2023-12-31
TILLGÅNGAR			
Anläggningstillgångar			
Materiella anläggningstillgångar			
Inventarier, verktyg och installationer	9	4 294	6 083
		4 294	**6 083**
Finansiella anläggningstillgångar			
Andelar i koncernföretag	10, 11	7 500	7 500
Uppskjuten skattefordran	12	5 392	6 161
		12 892	**13 661**
Summa anläggningstillgångar		**17 186**	**19 744**
Omsättningstillgångar			
Kortfristiga fordringar			
Kundfordringar		158 354	171 267
Fordringar hos koncernföretag	13	587 289	510 233
Övriga fordringar		4 110	13 500
Skattefordran		1 484	0
Upparbetad men ej fakturerad intäkt		13 294	8 773
Förutbetalda kostnader och upplupna intäkter	14	8 042	6 042
		772 573	**709 815**
Kassa och bank	15	47 433	55 322
Summa omsättningstillgångar		**820 006**	**765 137**
SUMMA TILLGÅNGAR		**837 192**	**784 881**

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Balansräkning

Tkr

	Not	2024-12-31	2023-12-31
EGET KAPITAL OCH SKULDER			
Eget kapital	16, 17		
Bundet eget kapital			
Aktiekapital		2 000	2 000
Reservfond		400	400
		2 400	**2 400**
Fritt eget kapital			
Balanserad vinst eller förlust		145 940	116 956
Årets resultat		18 345	28 984
		164 285	**145 940**
Summa eget kapital		**166 685**	**148 340**
Kortfristiga skulder			
Leverantörsskulder		19 131	11 647
Skulder till koncernföretag		290 903	295 134
Övriga skulder		37 583	39 494
Fakturerad men ej upparbetad intäkt		250 713	219 929
Upplupna kostnader och förutbetalda intäkter	18	72 177	70 337
Summa kortfristiga skulder		**670 507**	**636 541**
SUMMA EGET KAPITAL OCH SKULDER		**837 192**	**784 881**

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Rapport över förändringar i eget kapital

Tkr

	Aktie-kapital	Reserv-fond	Balanserat resultat	Årets resultat	Summa eget kapital
Ingående eget kapital 2023-01-01	**2 000**	**400**	**157 214**	**-40 259**	**119 355**
Disposition av föregående års resultat			-40 259	40 259	0
Årets resultat				28 984	28 984
Utgående eget kapital 2023-12-31	**2 000**	**400**	**116 955**	**28 984**	**148 339**
Ingående eget kapital 2024-01-01	**2 000**	**400**	**116 955**	**28 984**	**148 339**
Disposition av föregående års resultat			28 984	-28 984	0
Årets resultat				18 345	18 345
Utgående eget kapital 2024-12-31	**2 000**	**400**	**145 939**	**18 345**	**166 684**

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Kassaflödesanalys

Tkr

	Not	2024-01-01 -2024-12-31	2023-01-01 -2023-12-31
Den löpande verksamheten			
Resultat efter finansiella poster		51 981	61 014
Justeringar för poster som inte ingår i kassaflödet	19	1 794	5 446
Betald skatt		54	2 157
Kassaflöde från den löpande verksamheten före förändring av rörelsekapital		**53 829**	**68 617**
Kassaflöde från förändring av rörelsekapitalet			
Förändring av kundfordringar		12 913	52 619
Förändring av kortfristiga fordringar		-74 187	-194 570
Förändring av leverantörsskulder		7 484	-4 930
Förändring av kortfristiga skulder		-7 928	80 385
Kassaflöde från den löpande verksamheten		**-7 889**	**2 121**
Investeringsverksamheten			
Investeringar i materiella anläggningstillgångar		0	-7 304
Kassaflöde från investeringsverksamheten		**0**	**-7 304**
Årets kassaflöde		**-7 889**	**-5 183**
Likvida medel vid årets början			
Likvida medel vid årets början		55 322	60 505
Likvida medel vid årets slut	15	**47 433**	**55 322**

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Noter
Tkr

Redovisnings- och värderingsprinciper

Allmänna upplysningar
Årsredovisningen är upprättad i enlighet med årsredovisningslagen och BFNAR 2012:1 Årsredovisning och koncernredovisning (K3).

Fordringar och skulder i utländsk valuta har värderats till balansdagens kurs. Kursvinster och kursförluster på rörelsefordringar och rörelseskulder redovisas i rörelseresultatet medan kursvinster och kursförluster på finansiella fordringar och skulder redovisas som finansiella poster.

För säkring av tillgång eller skuld mot valutakursrisk används valutaterminer.

Redovisningsprinciperna är oförändrade jämfört med föregående år.

Intäktsredovisning
Intäkter har tagits upp till verkligt värde av vad som erhållits eller kommer att erhållas och redovisas i den omfattning det är sannolikt att de ekonomiska fördelarna kommer att tillgodogöras bolaget och intäkterna kan beräknas på ett tillförlitligt sätt.

Vid försäljning av varor redovisas normalt inkomsten som intäkt när de väsentliga förmåner och risker som är förknippade med ägandet av varan har överförts från företaget till köparen.

Ersättning i form av ränta, royalty eller utdelning redovisas som intäkt när det är sannolikt att företaget kommer att få de ekonomiska fördelar som är förknippade med transaktionen och när inkomsten kan beräknas på ett tillförlitligt sätt.

Ränta redovisas som intäkt enligt den så kallade effektivräntemetoden. Royalty periodiseras i enlighet med den aktuella överenskommelsens ekonomiska innebörd. Utdelning redovisas som intäkt när företagets rätt till betalning är säkerställd.

Pågående tjänsteuppdrag
Inkomster från uppdrag på löpande räkning redovisas som intäkt i takt med att arbetet utförs och material levereras eller förbrukas innebärande att vinsten från uppdragen avräknas successivt.

Om det inte är sannolikt att betalning kommer att erhållas för belopp som redan har redovisats som intäkt redovisas det belopp som sannolikt inte kommer att erhållas som en kostnad.

I balansräkningen jämförs redovisade intäkter med de belopp som fakturerats beställaren under samma period. Om de fakturerade beloppen överstiger den redovisade intäkten utgör mellanskillnaden en skuld, vilken redovisas som fakturerad men ej upparbetad intäkt. Om intäkten överstiger de fakturerade beloppen utgör mellanskillnaden en fordran vilken redovisas som upparbetad men ej fakturerad intäkt.

Anläggningstillgångar
Immateriella och materiella anläggningstillgångar redovisas till anskaffningsvärde minskat med ackumulerade avskrivningar enligt plan och eventuella nedskrivningar.

Avskrivning sker linjärt över den förväntade nyttjandeperioden med hänsyn till väsentligt restvärde.

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Materiella anläggningstillgångar

Maskiner och andra tekniska anläggningar	5 år
Inventarier, verktyg och installationer	5 år

Leasingavtal

Företaget redovisar samtliga leasingavtal, såväl finansiella som operationella, som operationella leasingavtal. Operationella leasingavtal redovisas som en kostnad linjärt över leasingperioden.

Inkomstskatter

Total skatt utgörs av aktuell skatt och uppskjuten skatt. Skatter redovisas i resultaträkningen, utom då underliggande transaktion redovisas direkt mot eget kapital varvid tillhörande skatteeffekter redovisas i eget kapital.

Aktuell skatt

Aktuell skatt avser inkomstskatt för innevarande räkenskapsår samt den del av tidigare räkenskapsårs inkomstskatt som ännu inte redovisats. Aktuell skatt beräknas utifrån den skattesats som gäller per balansdagen.

Uppskjuten skatt

Uppskjuten skatt är inkomstskatt som avser framtida räkenskapsår till följd av tidigare händelser. Redovisning sker enligt balansräkningsmetoden. Enligt denna metod redovisas uppskjutna skatteskulder och uppskjutna skattefordringar på temporära skillnader som uppstår mellan bokförda respektive skattemässiga värden för tillgångar och skulder samt för övriga skattemässiga avdrag eller underskott.

Uppskjutna skattefordringar nettoredovisas mot uppskjutna skatteskulder endast om de kan betalas med ett nettobelopp. Uppskjuten skatt beräknas utifrån gällande skattesats på balansdagen. Effekter av förändringar i gällande skattesatser resultatförs i den period förändringen lagstadgats. Uppskjuten skattefordran redovisas som finansiell anläggningstillgång och uppskjuten skatteskuld som avsättning.

Uppskjuten skattefordran avseende underskottsavdrag eller andra framtida skattemässiga avdrag redovisas i den omfattning det är sannolikt att avdragen kan avräknas mot framtida skattemässiga överskott.

På grund av sambandet mellan redovisning och beskattning särredovisas inte den uppskjutna skatteskulden som är hänförlig till obeskattade reserver.

Ersättningar till anställda

Ersättningar till anställda avser alla former av ersättningar som företaget lämnar till de anställda. Kortfristiga ersättningar utgörs av bland annat löner, betald semester, betald frånvaro, bonus och ersättning efter avslutad anställning (pension). Kortfristiga ersättningar redovisas som kostnad och en skuld då det finns en legal eller informell förpliktelse att betala ut en ersättning till följd av en tidigare händelse och en tillförlitlig uppskattning av beloppet kan göras.

Ersättningar till anställda efter avslutad anställning

I företaget finns endast avgiftsbestämda pensionsplaner. Som avgiftsbestämda planer klassificeras planer där fastställda avgifter betalas och det inte finns förpliktelser att betala något ytterligare, utöver dessa avgifter.

Utgifter för avgiftsbestämda planer redovisas som en kostnad under den period de anställda utför de tjänster som ligger till grund för förpliktelsen.

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Koncernförhållanden

Företaget är moderföretag men med hänvisning till undantagsreglerna i årsredovisningslagen 7 kap 2§ upprättas ingen egen koncernredovisning. Det överordnade moderföretaget AI Avocado Holding B.V organisationsnummer 284 789 24 med säte i Sliedrecht, Nederländerna upprättar koncernredovisning. Al Avocado Holdings B.V är indirekt kontrollerat av fonder som förvaltas av Advent International corporation.

Kassaflödesanalys

Kassaflödesanalysen upprättas enligt indirekt metod. Det redovisade kassaflödet omfattar endast transaktioner som medfört in- eller utbetalningar.

Som likvida medel klassificerar företaget, förutom kassamedel, disponibla tillgodohavanden hos banker och andra kreditinstitut samt kortfristiga likvida placeringar som är noterade på en marknadsplats och har en kortare löptid än tre månader från anskaffningstidpunkten. Förändringar i spärrade medel redovisas i investeringsverksamheten.

Nyckeltalsdefinitioner

Rörelsemarginal (%)
Rörelseresultat i procent av omsättningen.

Avkastning på eget kap. (%)
Resultat efter finansiella poster i procent av justerat eget kapital (eget kapital och obeskattade reserver med avdrag för uppskjuten skatt).

Soliditet (%)
Justerat eget kapital (eget kapital och obeskattade reserver med avdrag för uppskjuten skatt) i procent av balansomslutning.

Not 1 Nettoomsättningens fördelning

	2024	2023
Nettoomsättningen per rörelsegren		
Norden	808 394	840 951
Övriga Europa	38 249	68 755
Nordamerika	78	-526
Övriga marknader	-5 991	-11 319
	840 729	**897 861**

Not 2 Leasingavtal

Årets leasingkostnader avseende leasingavtal, uppgår till 11 096 (10 687) Tkr. Bolaget har inte ingått några nya väsentliga avtal under 2024.

Framtida leasingavgifter, för icke uppsägningsbara leasingavtal, förfaller till betalning enligt följande:

	2024	2023
Inom ett år	8 398	9 409
Senare än ett år men inom fem år	26 318	35 192
	34 716	**44 602**

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Not 3 Arvode till revisorer

Med revisionsuppdrag avses granskning av årsredovisningen och bokföringen samt styrelsens och verkställande direktörens förvaltning, övriga arbetsuppgifter som det ankommer på bolagets revisor att utföra samt rådgivning eller annat biträde som föranleds av iakttagelser vid sådan granskning eller genomförandet av sådana övriga arbetsuppgifter.

	2024	2023
Ernst & Young AB		
Revisionsuppdrag	1 133	1 700
	1 133	**1 700**

Not 4 Anställda och personalkostnader

	2024	2023
Medelantalet anställda		
Kvinnor	101	123
Män	128	140
	229	**263**
Löner och andra ersättningar		
Styrelse och verkställande direktör	2 463	2 115
Tantiem och liknande ersättning till styrelse och verkställande direktör	1 548	822
Övriga anställda	226 347	204 458
	230 358	**207 395**
Sociala kostnader		
Pensionskostnader för styrelse och verkställande direktör	713	711
Pensionskostnader för övriga anställda	38 228	35 977
Övriga sociala avgifter enligt lag och avtal	70 430	54 343
	109 371	**91 031**
Totala löner, ersättningar, sociala kostnader och pensionskostnader	**339 729**	**298 426**

Bolaget har ej träffat avtal om avgångsvederlag eller liknande till styrelseledamöter, verkställande direktör eller andra personer i företagets ledning.

Könsfördelning bland ledande befattningshavare		
Andel kvinnor i styrelsen	50 %	50 %
Andel män i styrelsen	50 %	50 %
Andel kvinnor bland övriga ledande befattningshavare	29 %	29 %
Andel män bland övriga ledande befattningshavare	71 %	71 %

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Not 5 Inköp och försäljning mellan koncernföretag

	2024	2023
Andel av årets totala inköp som skett från andra företag i koncernen	45 %	44 %
Andel av årets totala försäljning som skett till andra förretag i koncernen	3,7 %	5,9 %

Not 6 Övriga ränteintäkter och liknande resultatposter

	2024	2023
Ränteintäkter från koncernföretag	13 264	15 946
Övriga ränteintäkter	1 512	1 314
Kursdifferenser	2 287	2 449
	17 063	**19 709**

Not 7 Räntekostnader och liknande resultatposter

	2024	2023
Övriga räntekostnader	-208	-219
Kursdifferenser	-3 051	-2 706
	-3 259	**-2 925**

Not 8 Aktuell och uppskjuten skatt

	2024	2023
Skatt på årets resultat		
Aktuell skatt	0	0
Uppskjuten skatt	-769	9 133
Totalt redovisad skatt	**-769**	**9 133**

Avstämning av effektiv skatt

		2024		2023
	Procent	**Belopp**	**Procent**	**Belopp**
Redovisat resultat före skatt		17 575		38 117
Skatt enligt gällande skattesats	20,60	3 620	20,60	7 852
Ej avdragsgilla kostnader		1 272		1 343
Ej skattepliktiga intäkter		-1 720		-464
Avdragsgilla ej redovisade kostnader		-3 001		-3 240
Justering uppskjuten skatt		-940		3 642
Redovisad effektiv skatt	**4,38**	**-769**	**-23,96**	**9 133**

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Not 9 Inventarier, verktyg och installationer

	2024-12-31	2023-12-31
Ingående anskaffningsvärden	26 903	21 253
Inköp	0	7 304
Försäljningar/utrangeringar	0	-1 654
Utgående ackumulerade anskaffningsvärden	**26 903**	**26 903**
Ingående avskrivningar	-20 820	-19 281
Försäljningar/utrangeringar	0	0
Årets avskrivningar	-1 783	-1 539
Bortskrivning	-6	0
Utgående ackumulerade avskrivningar	**-22 609**	**-20 820**
Utgående redovisat värde	**4 294**	**6 083**

Not 10 Andelar i koncernföretag

	2024-12-31	2023-12-31
Ingående anskaffningsvärden	7 500	7 500
Utgående ackumulerade anskaffningsvärden	**7 500**	**7 500**
Utgående redovisat värde	**7 500**	**7 500**

Not 11 Specifikation andelar i koncernföretag

Namn	Kapital-andel	Rösträtts-andel	Antal andelar	Bokfört värde
Unit4 Eesti Ou	100%	100%	100	31
Unit4 Oy	100%	100%	100	7 469
				7 500

	Org.nr	Säte	Eget kapital	Årets resultat
Unit4 Eesti Ou	10 226 366	Tallinn	1 472	579
Unit4 Oy	2747417-7	Helsingfors	19 687	2 929

Not 12 Uppskjuten skattefordran

	2024-12-31	2023-12-31
Belopp vid årets ingång	6 161	16 396
Årets avsättningar	0	0
Justering av skatt tidigare år	754	0
Under året återförda belopp	-1 523	-10 235
Belopp vid årets utgång	**5 392**	**6 161**

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Not 13 Fordringar hos koncernföretag

	2024-12-31	2023-12-31
Ingående anskaffningsvärden	510 233	326 682
Tillkommande fordringar	77 057	183 550
Utgående ackumulerade anskaffningsvärden	**587 289**	**510 233**
Utgående redovisat värde	**587 289**	**510 233**

Not 14 Förutbetalda kostnader och upplupna intäkter

	2024-12-31	2023-12-31
Förutbetalda hyreskostnader	2 521	2 427
Förutbetalda handelsvaror	4 346	1 955
Övrigt	1 176	1 660
	8 042	**6 042**

Not 15 Kassa och Bank

	2024-12-31	2023-12-31
Bankmedel	47 433	55 322
	47 433	**55 322**

Not 16 Antal aktier och kvotvärde

Namn	**Antal aktier**	**Kvot-värde**
Antal A-Aktier	500 000	1
Antal B-Aktier	1 500 000	1
	2 000 000	

Not 17 Disposition av vinst eller förlust

	2024-12-31
Förslag till vinstdisposition	
Styrelsen föreslår att till förfogande stående vinstmedel:	
balanserad vinst	145 940
årets vinst	18 345
	164 284
disponeras så att	
i ny räkning överföres	164 284
	164 284

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Not 18 Upplupna kostnader och förutbetalda intäkter

	2024-12-31	2023-12-31
Upplupna löner	26 573	18 618
Upplupna semesterlöner	12 467	9 846
Upplupna sociala avgifter	12 562	18 963
Upplupna omstrukturingskostnader	18 098	10 826
Övriga upplupna kostnader	2 477	12 085
	72 177	**70 337**

Not 19 Justering för poster som inte ingår i kassaflödet

	2024-12-31	2023-12-31
Avskrivningar	1 783	1 598
Ej utbetald utdelning	5	2 254
Bortskrivning	6	0
Förlust vid försäljning av anläggningstillgångar	0	1 595
	1 794	**5 446**

Not 20 Väsentliga händelser efter räkenskapsårets slut

Inga väsentliga händelser har skett efter räkenskapsårets slut.

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Not 21 Ställda säkerheter och eventualförpliktelser

	2024-12-31	2023-12-31
Garantier	1 506	1 506
Företagsinteckningar	19 000	19 000
	20 506	**20 506**

Solna 2025-06-23

Katarina Gunnarsson
Verkställande direktör

Ingrid Birgitta Lundbäck

Michal Eisenberg

Matthew Bagley

Vår revisionsberättelse har lämnats 2025-

Ernst & Young Aktiebolag

Mikael Berlin
Auktoriserad revisor

ank=20250708-20250710031553

Not 21 Ställda säkerheter och eventualförpliktelser

	2024-12-31	2023-12-31
Garantier	1 506	1 506
Företagsinteckningar	19 000	19 000
	20 506	**20 506**

Solna 2025- 06-25

Katarina Gunnarsson
Verkställande direktör

Ingrid Birgitta Lundbäck

Michal Eisenberg

Matthew Bagley

Vår revisionsberättelse har lämnats 2025-

Ernst & Young Aktiebolag

Mikael Berlin
Auktoriserad revisor

ank=20250708-20250710315 54

Not 21 Ställda säkerheter och eventualförpliktelser

	2024-12-31	2023-12-31
Garantier	1 506	1 506
Företagsinteckningar	19 000	19 000
	20 506	**20 506**

Solna 2023-06-25

Katarina Gunnarsson
Verkställande direktör

Ingrid Birgitta Lundbäck

Michal Eisenberg

Matthew Bagley

Vår revisionsberättelse har lämnats 2025-06-23

Ernst & Young Aktiebolag

Mikael Berlin
Auktoriserad revisor

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EY

Revisionsberättelse

Till bolagsstämman i UNIT4 AB, org.nr 556185-0172

Rapport om årsredovisningen

Uttalanden

Vi har utfört en revision av årsredovisningen för UNIT4 AB för räkenskapsåret 2024-01-01 – 2024-12-31.

Enligt vår uppfattning har årsredovisningen upprättats i enlighet med årsredovisningslagen och ger en i alla väsentliga avseenden rättvisande bild av UNIT4 ABs finansiella ställning per den 31 december 2024 och av dess finansiella resultat och kassaflöde för året enligt årsredovisningslagen. Förvaltningsberättelsen är förenlig med årsredovisningens övriga delar.

Vi tillstyrker därför att bolagsstämman fastställer resultaträkningen och balansräkningen.

Grund för uttalanden

Vi har utfört revisionen enligt International Standards on Auditing (ISA) och god revisionssed i Sverige. Vårt ansvar enligt dessa standarder beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till UNIT4 AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen och verkställande direktören som har ansvaret för att årsredovisningen upprättas och att den ger en rättvisande bild enligt årsredovisningslagen. Styrelsen och verkställande direktören ansvarar även för den interna kontroll som de bedömer är nödvändig för att upprätta en årsredovisning som inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag.

Vid upprättandet av årsredovisningen ansvarar styrelsen och verkställande direktören för bedömningen av bolagets förmåga att fortsätta verksamheten. De upplyser, när så är tillämpligt, om förhållanden som kan påverka förmågan att fortsätta verksamheten och att använda antagandet om fortsatt drift. Antagandet om fortsatt drift tillämpas dock inte om styrelsen och verkställande direktören avser att likvidera bolaget, upphöra med verksamheten eller inte har något realistiskt alternativ till att göra något av detta.

Revisorns ansvar

Våra mål är att uppnå en rimlig grad av säkerhet om att årsredovisningen som helhet inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag, och att lämna en revisionsberättelse som innehåller våra uttalanden. Rimlig säkerhet är en hög grad av säkerhet, men är ingen garanti för att en revision som utförs enligt ISA och god revisionssed i Sverige alltid kommer att upptäcka en väsentlig felaktighet om en sådan finns. Felaktigheter kan uppstå på grund av oegentligheter eller misstag och anses vara väsentliga om de enskilt eller tillsammans rimligen kan förväntas påverka de ekonomiska beslut som användare fattar med grund i årsredovisningen.

Som del av en revision enligt ISA använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Dessutom:

- identifierar och bedömer vi riskerna för väsentliga felaktigheter i årsredovisningen, vare sig dessa beror på oegentligheter eller misstag, utformar och utför granskningsåtgärder bland annat utifrån dessa risker och inhämtar revisionsbevis som är tillräckliga och ändamålsenliga för att utgöra en grund för våra uttalanden. Risken för att inte upptäcka en väsentlig felaktighet till följd av oegentligheter är högre än för en väsentlig felaktighet som beror på misstag, eftersom oegentligheter kan innefatta agerande i maskopi, förfalskning, avsiktliga utelämnanden, felaktig information eller åsidosättande av intern kontroll.
- skaffar vi oss en förståelse av den del av bolagets interna kontroll som har betydelse för vår revision för att utforma granskningsåtgärder som är lämpliga med hänsyn till omständigheterna, men inte för att uttala oss om effektiviteten i den interna kontrollen.
- utvärderar vi lämpligheten i de redovisningsprinciper som används och rimligheten i styrelsens och verkställande direktörens uppskattningar i redovisningen och tillhörande upplysningar.
- drar vi en slutsats om lämpligheten i att styrelsen och verkställande direktören använder antagandet om fortsatt drift vid upprättandet av årsredovisningen. Vi drar också en slutsats, med grund i de inhämtade revisionsbevisen, om det finns någon väsentlig osäkerhetsfaktor som avser sådana händelser eller förhållanden som kan leda till betydande tvivel om bolagets förmåga att fortsätta verksamheten. Om vi drar slutsatsen att det finns en väsentlig osäkerhetsfaktor, måste vi i revisionsberättelsen fästa uppmärksamheten på upplysningarna i årsredovisningen om den väsentliga osäkerhetsfaktorn eller, om sådana upplysningar är otillräckliga, modifiera uttalandet om årsredovisningen. Våra slutsatser baseras på de revisionsbevis som inhämtas fram till datumet för revisionsberättelsen. Dock kan framtida händelser eller förhållanden göra att ett bolag inte längre kan fortsätta verksamheten.
- utvärderar vi den övergripande presentationen, strukturen och innehålle i årsredovisningen, däribland upplysningarna, och om årsredovisningen återger de underliggande transaktionerna och händelserna på ett sätt som ger en rättvisande bild.

Vi måste informera styrelsen om bland annat revisionens planerade omfattning och inriktning samt tidpunkten för den. Vi måste också informera om betydelsefulla iakttagelser under revisionen, däribland de eventuella betydande brister i den interna kontrollen som vi identifierat.

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Rapport om andra krav enligt lagar och andra författningar

Uttalanden

Utöver vår revision av årsredovisningen har vi även utfört en revision av styrelsens och verkställande direktörens förvaltning av UNIT4 AB för räkenskapsåret 2024-01-01 – 2024-12-31 samt av förslaget till dispositioner beträffande bolagets vinst eller förlust.

Vi tillstyrker att bolagsstämman disponerar vinsten enligt förslaget i förvaltningsberättelsen och beviljar styrelsens ledamöter och verkställande direktören ansvarsfrihet för räkenskapsåret.

Grund för uttalanden

Vi har utfört revisionen enligt god revisionssed i Sverige. Vårt ansvar enligt denna beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till UNIT4 AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen som har ansvaret för förslaget till dispositioner beträffande bolagets vinst eller förlust. Vid förslag till utdelning innefattar detta bland annat en bedömning av om utdelningen är försvarlig med hänsyn till de krav som bolagets verksamhetsart, omfattning och risker ställer på storleken av bolagets egna kapital, konsolideringsbehov, likviditet och ställning i övrigt.

Styrelsen ansvarar för bolagets organisation och förvaltningen av bolagets angelägenheter. Detta innefattar bland annat att fortlöpande bedöma bolagets ekonomiska situation och att tillse att bolagets organisation är utformad så att bokföringen, medelsförvaltningen och bolagets ekonomiska angelägenheter i övrigt kontrolleras på ett betryggande sätt. Verkställande direktören ska sköta den löpande förvaltningen enligt styrelsens riktlinjer och anvisningar och bland annat vidta de åtgärder som är nödvändiga för att bolagets bokföring ska fullgöras i överensstämmelse med lag och för att medelsförvaltningen ska skötas på ett betryggande sätt.

Revisorns ansvar

Vårt mål beträffande revisionen av förvaltningen, och därmed vårt uttalande om ansvarsfrihet, är att inhämta revisionsbevis för att med en rimlig grad av säkerhet kunna bedöma om någon styrelseledamot eller verkställande direktören i något väsentligt avseende:

- företagit någon åtgärd eller gjort sig skyldig till någon försummelse som kan föranleda ersättningsskyldighet mot bolaget, eller
- på något annat sätt handlat i strid med aktiebolagslagen, årsredovisningslagen eller bolagsordningen.

Vårt mål beträffande revisionen av förslaget till dispositioner av bolagets vinst eller förlust, och därmed vårt uttalande om detta, är att med rimlig grad av säkerhet bedöma om förslaget är förenligt med aktiebolagslagen.

Rimlig säkerhet är en hög grad av säkerhet, men ingen garanti för att en revision som utförs enligt god revisionssed i Sverige alltid kommer att upptäcka åtgärder eller försummelser som kan föranleda ersättningsskyldighet mot bolaget, eller att ett förslag till dispositioner av bolagets vinst eller förlust inte är förenligt med aktiebolagslagen.

Som en del av en revision enligt god revisionssed i Sverige använder vi professionellt omdöme och har en professionellt skeptisk inställning under hela revisionen. Granskningen av förvaltningen och förslaget till dispositioner av bolagets vinst eller förlust grundar sig främst på revisioner av räkenskaperna. Vilka tillkommande granskningsåtgärder som utförs baseras på vår professionella bedömning med utgångspunkt i risk och väsentlighet. Det innebär att vi fokuserar granskningen på sådana åtgärder, områden och förhållanden som är väsentliga för verksamheten och där avsteg och överträdelser skulle ha särskild betydelse för bolagets situation. Vi går igenom och prövar fattade beslut, beslutsunderlag, vidtagna åtgärder och andra förhållanden som är relevanta för vårt uttalande om ansvarsfrihet. Som underlag för vårt uttalande om styrelsens förslag till dispositioner beträffande bolagets vinst eller förlust har vi granskat om förslaget är förenligt med aktiebolagslagen.

Anmärkningar

Vid ett flertal tillfällen under räkenskapsåret har avdragen källskatt, mervärdesskatt, debiterad skatt och arbetsgivaravgifter inte betalats i rätt tid.

Katrineholm den 23 juni 2025
Ernst & Young AB

Mikael Berlin
Auktoriserad revisor

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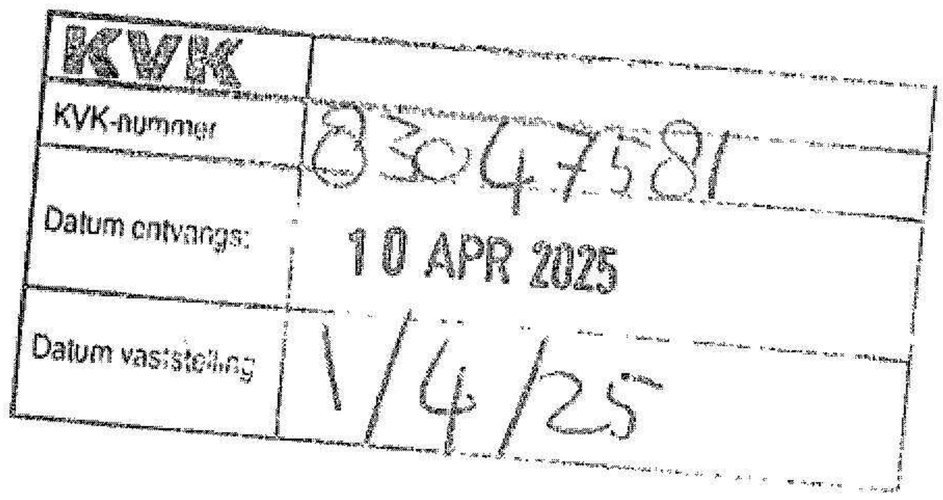
Bock Capital Topco B.V.
Annual Report 2024



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CONTENTS

REPORT FROM BOARD OF DIRECTORS 3

CONSOLIDATED FINANCIAL STATEMENTS 15

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS 21

COMPANY FINANCIAL STATEMENTS 63

NOTES TO THE COMPANY FINANCIAL STATEMENTS 65

OTHER INFORMATION 69

INDEPENDENT AUDITOR'S REPORT 71

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Report from Board of Directors

The Board of Directors present their report and audited financial statements for the year ended 31 December 2024 ("the Year").

General information

Bock Capital Topco B.V. ("**Company**") is a Dutch limited liability company incorporated on 10 June 2021. In July 2021, the Company acquired AI Avocado Holding B.V., which was the Dutch holding entity of the group of companies that presented itself to the market as Unit4 Group ("**Unit4**").

The Unit4 Group is the principal asset of the Company and as such, many of the factors in this report derive from considerations that apply to the Unit4 Group. For the avoidance of doubt the term "**Group**" refers to the Company and all its subsidiaries.

Unit4 Group is a leading global provider of enterprise applications, empowering people in service organizations. Many organizations; primarily from industry verticals of Professional Services, Public Services, Higher Education and Not for Profit, benefit from the industry-focused solutions, end-to-end Cloud ERP suite and best-in-class applications for Financial Management and Performance Management.

The traditional business model of software vendors selling on-premises licenses, support and consultancy services has significantly changed in the past years, driven by the advent of new technology and customer demand and knowledge. Through the acquisition of the Unit4 Group, the Company obtained access to an infrastructure for development, support and delivery that can support Unit4's growth on a global scale and focus Unit4's product development on cloud-based applications delivering a Software as a Service (SaaS) solution.

The Unit4 Group operates a global business model. This global business includes modern cloud-based business applications serving predominantly organizations in people-centric or service industries. This is a business that benefits from scale and global reach. Unit4's flagship products are Unit4 Enterprise Resource Planning (ERP), Unit4 Financial Planning & Analysis (FP&A), Human Capital Management (HCM), Unit4 Financials and Unit4 Source to Contract. ERPx is Unit4's next generation cloud-based ERP solution, which delivers a fully integrated ERP, HCM and FP&A solution on a single platform, making use of the latest developments to deliver an optimal people experience. These products deliver an excellent people experience with proven flexibility utilizing the potential of the latest cloud technologies.

The Company is headquartered in the Netherlands. The Group employs more than 2,500 people, and has operations in 25 countries across Europe, North America, Asia Pacific and Africa. In addition, it operates a distribution network of partners around the world to ensure local access to sales, service and support. Local entities within the Unit4 Group act as resellers of Unit4 products with local add-ons and are the owners of region-specific products and services.

For the legal structure of Group, please refer to paragraph 3.2 of the Consolidated Financial Statements.

The Company's directors are as follows:

S.M. Paris, CEO (appointed 1st of February 2025)
J.M. Seigler, Chairman
B.A. Ogut
D.A. Dunnam
C.A.A. Bayne
S.A. Dandl
C.M. Rees
M.T. Bagley
M. Eisenberg (appointed 31st of March 2024)
M.J. Clayton (appointed 31st of March 2024)

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Highlights of 2024

During the year the Company continued to focus on its cloud migration strategy including working with on-premise customers to migrate them to Unit4's cloud-based products and services in order to offer a better user experience.

Unit4 has undergone a transformation into a true Cloud-first business, achieving significant milestones in both product innovation and revenue growth. Recurring revenue accounts for 80 percent of total revenue. This success is fueled by sustained organic growth, and industry-leading customer satisfaction scores, solidifying the company's reputation as the trusted partner for mid-market organizations. Its specialized, industry-focused applications empower customers to effectively manage their people, projects, and operations with exceptional efficiency and reliability.

One of the key milestones in 2024 is the go-live of Success4U, a flexible, outcome-driven model tailored for Unit4 ERPx, Unit4 FP&A, and Unit4 Financials. Designed to support both new and existing customers, Success4U guides them through every stage of modernizing and maximizing the benefits of their Unit4 ERP investment. By employing a strategic "Land, Adopt, Expand" approach, the model minimizes disruption and accelerates time-to-value, focusing on clearly defined 'Success Outcomes' that boost productivity, reduce costs, and enhance user experiences.

Success4U empowers customers whether they are new to Unit4 ERPx or transitioning from on-premises solutions to the Cloud. By moving to SaaS ERP, Unit4 customers gain the ability to innovate with lower risk, scale and mobilize their workforces, enhance agility in a digital-first world, and adapt ERP capabilities to evolving business demands.

Another major highlight of 2024 was the launch of Smart Automation Services. This innovative offering integrates several cutting-edge tools developed by Unit4 to enhance its agile, microservices-enabled ERP Suite. Leveraging automation and artificial intelligence (AI) with context-aware capabilities, Smart Automation Services deliver personalized experiences that improve user efficiency and productivity. By enhancing the user experience, this technology reflects Unit4's commitment to driving business success through innovation and intelligent solutions.

The company earned prestigious, award-winning recognition from industry experts, leading analysts, and customers alike. Highlights include being named a major player in two IDC MarketScape reports, receiving Dresner's Industry Excellence Award, winning the ERP of the Year award for ERPx in Germany, and securing the 12th spot in the Software Top 100 report.

Financial overview

In 2024, total revenue increased to €428,5 million (2023: €413,7 million). Total recurring revenue (SaaS and subscriptions, maintenance revenue) increased to €357,6 million (2023: €327,7 million), reflecting the general focus on recurring revenues by the Group. This trend is expected to continue in the future years as a result of the Group's strategy and overall market developments. License revenues decreased during the year reflecting the market shift to cloud based products with this trend forecasted to continue in the future.

Services revenue decreased to €66,1 million (2023: €70,9 million). Despite the shift of focus from license sales to SaaS, where SaaS has a lower attach rate for Services, the Group expects these service revenues to remain stable over the upcoming period. Furthermore, the development of the partner ecosystem with capability to deliver Unit4 solutions will provide a broader distribution base. The Group will continue to refine its delivery methods and simplify implementation processes as standardized industry models are developed.

Operating result

Operating result before interest, tax, depreciation & amortization ("**operating result**") increased to €130,0 million (2023: €120,6 million).

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Net result

The financial year 2024 shows a net loss of €81,1 million (2023: loss of €77,8 million), primarily due to:

- amortization charges amounting to €149,5 million (2023: €142,0) on intangibles;
- finance costs amounting to €87,5 million (2023: €92,1 million) of which €30,1 million is non-cash (2023: € 34,7 million);
- depreciation and amortization charges on other fixed assets amounting to €6,6 million (2023: € 7,6 million).

Cashflow and key ratio's

The Company has reported the following cash flows for reporting period:

The cash flow from operating activities: €155,6 million (2023: €114,9 million). The cash flow from investing activities in the reporting period: €(21,9) million (2023: €(26,9) million) and are primarily related to investments in tangible and intangible assets of €2,3 million (2023: €2,3 million) and €19,4 million (2023: €24,4 million) respectively. The cash flow from financing activities in the reporting period amounts to €(59,0) million (2023: €(75,5) million). The solvency ratio is in 2024 30% (2023: 33%) and liquidity ratio is 83% (2023: 69%).

Financing structure

In June 2021, the Group obtained external financing in the amount of €900 million, which was used to acquire the Unit4 Group. This external financing consists of two agreements, the Senior Facilities Agreement and the PIK Facility.

As part of the Senior Facilities Agreement, a €675 million loan was received (called "Facility B"). Facility B matures in June 2028 and has a quarterly interest payable at a rate of 3 month Euribor plus a spread of 400 basis points. As per 2023 the spread decreased to 350 basis points as Unit4 complied with the target margin on test date. There were no changes in the margin as per 2024.. In May 2024, the Group entered into a revised loan agreement and a new loan was obtained of €200 million in addition to the initial SFA loan. The total SFA loan is therefore amounting to €875 million. This new loan was used to repay part of the PIK Facility.

Under the PIK Facility, a €225 million loan was received. In May 2024 the Group repaid €195,5 million of interest and principal from the proceeds of the additional SFA loan mentioned above, therefore the remaining amount was €98,9 million. The PIK Facility will mature in June 2029. Interest on the outstanding loan accrues at a rate of 6-month Euribor plus a spread of 950 basis points, subject to an E&S ratchet. The E&S ratchet offers the possibility to reduce the margin in the event the Group achieves certain specified environmental and social objectives. Interest on this loan is added to (and forms part of) the outstanding principal amount on the last day of each interest period. In 2023, the E&S Target 1 was complied with on the test date, therefore the margin was been reduced by 0.025% and amounted to 9.475%. The margin is not changed during 2024.

As part of the Senior Facilities Agreement, the Group also has access to a revolving credit facility ("RCF") of €100.0 million. As at year-end 2024, €0,0 million (2023: €0,0 million) is drawn under the RCF.

The Group entered in 2023 into an intercompany loan agreement with a related party, Bock Capital EU Luxemburg Nature II Sàrl. The group received a €7,0 million loan with an interest rate of 5.643% per year. In July 2024, the Group received an additional €2,0 million. The interest rate as determined in the amendment agreement is Euribor 12 months plus a margin of 1.75%, in May 2024 the interest rate decreased to 5.420%.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Reporting period changes in the amounts of the long-term loans are as follows:

(in € x millions)	PIK	SFA	RCF	Nature II	**Total**
Balance at 31 December 2023	**294,2**	**679,5**	**–**	**7,2**	**980.9**
Loan amount	(195,5)	200,0	–	2,0	**6,5**
Accrued interest	24,2	(4,5)	–	0,4	**20,1**
Balance at 31 December 2024	**122,9**	**875,0**	**–**	**9,6**	**1.007,6**

Financial position

In 2024, the total Company equity amounted to €610,6 million (2023: €683,1 million), despite the negative net result of the year.

Risk Management

The Group's enterprise risk assessment framework seeks to provide an understanding and awareness of the risks that could potentially jeopardize the Group's strategic objectives and future performance. The approach encompasses an overview of the major risk scenarios as well as considering the Group's capacity and acceptance of risk. A risk register lists the identified risks and for each of them an assessment including triggers, potential consequences and mitigations. The risk register is reviewed on a quarterly basis by the Group's Global Leadership Team and presented to the -Audit Committee at least once a year

The objectives of the risk management framework are to:

- set out the risk management objectives and requirements for the business;
- establish a risk management structure embedded within the Group's areas of business, corporate functions and each of the regions where it operates;
- ensure that risk management activities are performed in a consistent manner across the business;
- establish the periodic reporting of risk data to the Global Leadership Team, the Audit Committee and the Board.

The main risks identified in the risk register are summarized below.

Macroeconomic; Strategic; Compliance risks

Risk Areas	**Risk description**	**Risk appetite**	**Control Measurements and/or mitigating factors**
Macro-economic	The Group is impacted by global political and economic events leading to economic downturn in geographies in which the Group operates and resulting in less investments or delayed purchases by customers and hence lower or negative growth. Macro-economic events could also affect the credit risk the Group is exposed to (see the Financial Risk section hereafter).	Moderate	Ongoing economic awareness is fed into annual and quarterly budget and forecasting cycles. Both lead and lag indicators are reviewed and monitored on a monthly and quarterly basis, globally and for every region. Flexibility in the business model regarding costs, and especially employee costs, implemented to provide the Group with the ability to flex resources up and down to respond to external market conditions.
Strategic	The Group's strategy as defined is inappropriate or ineffectively executed and	Moderate: right balance between risk and long-term return	To ensure the relevance and effectiveness of the strategy, the long-term plan is evaluated annually, and approved by the Board. It is

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	fails to deliver on the Group's strategic goals.		supported by an annual budget and annual operating plan, with performance monitored on a regular basis by the Board and the Global Leadership Team. Areas for acquisitions and divestments are clearly identified in the strategic plan defined and approved by the Board. Active sourcing and management of potential targets takes place on an *ongoing basis*.
Risk Areas	**Risk description**	**Risk appetite**	**Control Measurements and/or mitigating factors**
Compliance with Laws/ Regulations	The Group has ineffective systems and processes to ensure up-to-date knowledge and compliance with relevant legislation leading to breaches and the resulting consequences of penalties and sanctions for the Group and its officers and employees with consequent damage to reputation and brand and potential financial losses.	Low: full compliance with legal and regulatory environments	Group General Counsel is responsible for overseeing the regulatory framework, supported by a delegation of authorities. The policies and procedures as well as standard sales and supplier agreements are regularly updated, supported by a communications plan and a fit for purpose training regime. Access to external specialists' advice if there is any uncertainty about the interpretation of the relevant laws and regulations related to the day-to-day business operations. In 2024 the Group has a new Corporate Code of Conduct in place. A training programme has been rolled out which covers not only the Code of Conduct itself, but also further topics such as the cybersecurity, diversity, whistleblower policy and anti-bribery regulations. Moreover, a new third party code of conduct, AI Governance framework and a Sanctions screening process are established. General Data Protection Regulation ("GDPR") and further privacy regulation continue to be important following their implementation. Under the supervision of the Data Protection Officer, GDPR adherence is continuously monitored by the respective business owners. The Data Protection Officer continues to create further privacy awareness, strengthen the privacy network and ensure that policies and processes are known. Review of tax framework and strategy undertaken by the central finance team, supported by external experts on specific areas, takes place as required. Ongoing monitoring of fiscal and regulatory compliance is in place to address issues that may arise.

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Operational risks

Risk Areas	Risk description	Risk appetite	Control Measurements and/or mitigating factors
Growth	The Group fails to meet growth ambitions and targets due to inadequate brand awareness, uncompetitive products, overselling, underperformance of implementation services or inadequate go-to-market model and execution.	Moderate: alignment of targets and related costs	The Group has clearly defined the strategy for the global business and the approach to the market. Further marketing activities have been developed to increase brand awareness in target vertical and geographical markets. An ongoing program to engage with analysts and digital marketing campaigns is up and running, with ongoing monitoring of effectiveness. The Product organization actively monitors the market, technology and customer trends, to ensure that the product development team continues to develop existing products and new products to meet market demands. The direct go-to-market strategy operates with a model to support both growth and customer success, with implementation of customer acquisition, customer success, and inside sales capabilities, complemented by centres of excellence for key target verticals. The Group has a cloud transformation team whose focus is to improve cloud delivery capabilities and shorten the time to go-live. Centralized cloud operations and support teams are available to reduce support backlog and shorten resolution times. The Group has developed value accelerators and standard industry configurations to shorten the implementation cycles and apply industry best practices to better meet customers' requirements. Both lead and lag measures are in place across verticals, geographies, and channels to ensure effective monitoring of progress.

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Risk Areas	Risk description	Risk appetite	Control Measurements and/or mitigating factors
Information Security	The Group maybe subject to attacks or failures leading to data breaches or loss of information (including data or IP theft) resulting in brand and reputational damages plus financial and legal sanctions against the Group, its officers and customers.	Low	The Group's information security policies are based on industry best practices. A groupwide information security risk identification and management process is established. Controls are implemented, risk based, and improvement activities are planned based on priorities and risk appetite. These are continuously evaluated under the supervision of the Chief Information Security Officer and adjusted as needed to address recent developments presenting a risk to the Group and ensure that the risks identified are sufficiently mitigated. As an additional safeguard cybercrime insurance is in place. Where required, the effectiveness of (security) controls is demonstrated via certification and third-party assurance reports.
People	The Group fails to establish a strong employer brand and supporting infrastructure leading to its inability to attract and retain high calibre people leading to loss of competitiveness and business interruption.	Moderate	A Global HR organization is in place supported by the HR centers of excellence. Ongoing investments in employer brand are made to drive attractiveness of Unit4 as an employer of choice. Continued emphasis is placed on the Company values to clearly communicate the mission of the organization to people inside and outside the Group. Regular employee satisfaction surveys are in place to assess morale and broad flexible benefit plans allows the employee to choose which benefits are most suited to them. A diversity & inclusion course is established to increase awareness on this topic as well as emphasizing the importance of creating an inclusive environment that values diversity. A global job framework has been established to cover all business areas and functions, along with a more standardized compensation and benefits framework.

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Risk Areas	Risk description	Risk appetite	Control Measurements and/or mitigating factors
Product – Innovation	The Group fails to identify, track and respond to market and technological developments in the ERP marketplace leading to lack of product innovation and ability to compete with rival offers.	Low	The product strategy and execution governance, supported by product marketing and product management is reviewed as part of the Strategic Plan. Ongoing review of market developments with analysts, customer win-loss analysis and other marketing research to ensure product roadmap delivers appropriate level of innovation for ongoing market competitiveness. An innovation group is in place to identify potential market development opportunities.

Financial Risk

Risk Areas	Risk description	Risk appetite	Control Measurements and/or mitigating factors
Currency	The Group's results, which are reported in Euro but are generated with a significant element in other currencies, can be negatively impacted by fluctuations between the reporting currency and the various functional currencies in the economic regions in which the Group's operating companies are active.	Moderate: the currency exposure of the net investments in foreign activities is not hedged. Only specific transactions with a high currency exposure are hedged with derivatives.	The Group uses, where it is deemed necessary, currency derivatives, such as forward contracts, to secure certainty in its cash flows and results.
Interest	The Group is exposed to floating interest payments under long term financing agreements with 3rd parties, resulting in higher cash outflows.	Low to moderate	The Group's actual cash position, including the consolidated cash balances in each currency, is continuously monitored and managed by the Corporate Finance Department. The Company uses interest derivatives where necessary to secure certainty of cash flows and reduce impact of the volatility in interest rates. The working capital financing needs are generally financed against floating interest. The impact of any upward direction of the floating interest rate is limited as these finance needs generally are smaller, given the current excess cash position, and short-term nature.
Credit	The Group is unable to collect its accounts receivable.	Low	The Group assesses the credit status of new customers and where needed existing customers using standardized procedures. Where necessary advice is obtained from external credit reference agencies. A large part of the Group's revenues is invoiced in advance. Where a customer

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			does not pay, the support, maintenance or service may be suspended until payment is received.
Liquidity	The Group has insufficient liquidity.	Low	The Group has a daily cash management process in place which monitors the daily cash inflows and outflows. The Group also has a planning and control process which includes the analysis of liquidity budgets for a period of 12 months ahead and also has a Revolving Credit Facility (RCF) which can be used to cover short term liquidity requirements.

Fraud assessment:

An anti-fraud policy is in place at the Group and includes a zero-tolerance stance on fraud, and Anti-Fraud policy statements. The Group has a policy in place if fraud occurs. The Group mitigates the risk of intentional acts designed to deceive or mislead others mainly to obtain unjust or illegal advantage to the detriment of the Group.

Risk Areas	**Risk description**	**Risk appetite**	**Control Measurements and/or mitigating factors**
Fraudulent payments	The group may be subject to fraudulent payments made by employees (i.e., unauthorized payments, changes made in customer master files).	Low to moderate	The group has a four eyes involvement and a multiple authorization process of payments in place. The Group has also review and approval procedures on changes in the master data. The master data is continuously monitored and evaluated by the master data manager to verify the master data quality. Besides, cash trackers are reported and monitored on a daily basis. Training and awareness programs are in place to detect, prevent and report phishing.
Theft of intellectual property	The group may be subject to theft of intellectual property.	Low	The Group's security policies regarding intellectual property are based on industry best practices. Controls are implemented risk based, and improvement activities are planned based on priorities and risk appetite. These are continuously evaluated under the supervision of the Chief Information Security Officer and adjusted as needed to address recent developments presenting a risk to the Group and ensure that the risks identified are sufficiently mitigated. Where required, the effectiveness of (security) controls is demonstrated via certification and third-party assurance reports. In 2024 an action plan has been developed for 2025 to further mitigate the residual risk.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Risk Areas	Risk description	Risk appetite	Control Measurements and/or mitigating factors
Unlawfully claiming bonus and commissions	The group may be subject to fraudulent sales deals to increase sales commission payments.	Low to moderate	The group conducts due diligence on new customers before entering in new contracts. The group has also established and formalized a contract approval process. Additionally , segregation of duties is implemented to ensure multiple individuals review and approve contracts. A secure electronic signature process is in place to mitigate risk of forged signatures. The group has implemented a strong authorization and authentication procedure to ensure that only authorized personnel can initiate, approve and modify contracts based on the related risk. Furthermore , the group regularly reviews and monitors existing contracts to identify any irregularities or inconsistencies.
Cyber fraud	The group may be subject to cyber fraud.	Low	The Group's security policies regarding cyber security are based on industry best practices. Controls are implemented risk based, and improvement activities are planned based on priorities and risk appetite. These are continuously evaluated under the supervision of the Chief Information Security Officer and adjusted as needed to address recent developments presenting a risk to the Group and ensure that the risks identified are sufficiently mitigated. As an additional safeguard cybercrime insurance is in place. Training and awareness programs are in place to educate employees about the latest cyber threats and best practices. Multi-factor authentication for accessing sensitive systems and data is enforced. A regularly review is conducted and updates on authentication protocols are aligned with industry best practices. In 2024 an action plan has been developed for 2025 to further mitigate the residual risk.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Remuneration

The goal of the remuneration policy is to attract, motivate and retain talented people, who will act for the benefit of all stakeholders in the Group. Remuneration may consist of fixed and variable components and the Remuneration Committee seeks to ensure the proper balance between these components to align with the interests of the Group and the individual.

The remuneration of the members of the Group Global Leadership Team is determined by the CEO, with approval of the Remuneration Committee.

Distribution of seats of the board

The company recognizes the importance and added value of a diverse composition of the board and the Global Leadership Team (GLT). When selecting and evaluating candidates for new appointments to the board and GLT, the board will consider the relevant diversity requirements. As at December 31, 2024, 25% of the board members and 29% of GLT were female. The company implemented the Dutch Gender Balance Act which entered into force on January 1, 2022. The company strives for GLT new hires a target applicant ratio of around 50% female and 50% male when vacancies are open. At this moment the company does not comply with the Dutch Gender Balance Act.

Research and development activities

With a view to best serving the needs of its customers, the Group is seeking to transition key products from its portfolio onto a single platform, enabling products to function together thereby providing enhanced value. The core platform is designed around four areas which enable Group customers to run their business:

- a functionally comprehensive and integrated ERP solution;
- best-in-class applications for specific processes and / or geographies;
- deep industry functionality that creates sustainable market differentiation;
- a platform that enables Unit4 offerings to work together based on user experience, integration framework and to enable capabilities in the areas of digitization, social media, mobile, analytics (big data) and cloud.

Unit4's product priorities are determined considering the following:

- product performance and potential;
- market-centric product roadmaps; and
- centralization of development efforts in locations where there is an appropriate skill / cost balance.

Future outlook

In 2025, the Group will focus on the main drivers of growth, by increasing investments in core products and their cloud delivery, while managing costs efficiently to grow profit margins.

The forecast operating cash flows in combination with the financing structure in place, are expected to be sufficient to support the liquidity needs in the upcoming period.

The appointment of our new Chief Executive Officer in February 2025, S.M. Paris, marks a pivotal moment in our journey. With a wealth of experience, S.M. Paris brings a fresh perspective and innovative leadership to the organization.

For 2025 the Group will continue to invest in the development of employees to and to achieve the goals of its remuneration policy. The Group does not anticipate significant changes in existing workforce based on its current business and related operations.

Unit4 Group remains committed to aligning with the Corporate Sustainability Reporting Directive (CSRD) and ensuring compliance with the European Sustainability Reporting Standards (ESRS) by the January 2026 enforcement date for reporting year 2025.

As part of our efforts to prepare for these regulatory requirements, we are conducting a trial run of our CSRD report this year, utilizing 2024 data. This exercise is designed to test our internal processes, data gathering capabilities, and reporting accuracy, ensuring readiness ahead of the mandatory reporting timeline.

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In 2024, we completed the double materiality analysis and a gap assessment against the ESRS, taking steps to address the identified gaps. With the support of our recently onboarded third-party partner, and our newly appointed ESG Compliance Manager, we are now reviewing last year's analysis to ensure accuracy while also working toward alignment with CSRD and the EU Taxonomy, as well as conducting a GHG assessment. Additionally, through our third-party partner, we are enhancing data accuracy and strengthening our overall reporting processes.

Since last year, we have further enhanced our ESG framework by appointing an ESG Compliance Manager to lead the function and updating our internal governance structure. Notably, we have established an ESG Steering Committee with direct Board oversight to ensure strategic alignment and accountability across the organization.

Unit4 Group is committed to embedding sustainability at the core of our operations and reporting transparently on our environmental, social, and governance performance in compliance with evolving regulatory standards.

Subsequent events during 2025

On 24 January 2025, the Group repaid €50.0 million on the PIK loan, representing a significant portion of the loan outstanding as of December 31, 2024. The repayment was funded out of cash and cash equivalents.

On 21 March 2025, management has signed a letter of intend to sell the associate Insert S.A., which is held at 35% as of the reporting date. The sale is expected to be finalized in fiscal year ending 31 December 2025.

Management has assessed those transactions and concluded that those are non-adjustement events. The conditions led to the sale arose after the reporting period and, therefore, do not require adjustment to the carrying value of the associate as at 31 December 2024.

March 27th, 2025

The Board of Directors

Signed by: S.M. Paris
S.M. Paris

Signed by: M.T. Bagley
M.T. Bagley

Signed by: J.M. Seigler
J.M. Seigler

Signed by: Stefan Dandl
S.A. Dandl

Signed by: B Ogut
B.A. Ogut

Signed by: D.A. Dunnam
D.A. Dunnam

Signed by: C.A.A. Bayne
C.A.A. Bayne

DocuSigned by: Charles Rees
C.M. Rees

Signed by: M. Eisenberg
M. Eisenberg

Signed by: M.J. Clayton
M.J. Clayton

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Consolidated Financial Statements

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Consolidated statement of profit or loss and other comprehensive income

For the year ended 31 December 2024

(in € x 1,000)	Notes	2024	2023
Continuing operations			
Revenue from contracts with customers	6		
SAAS and Subscriptions		226,389	184,948
Licenses		4,834	15,160
Maintenance		131,181	142,734
Services and other		66,122	70,857
Total Revenue		**428,526**	**413,699**
Cost of sales	7	(35,803)	(50,013)
Gross profit		**392,723**	**363,686**
Employee costs	8	(228,951)	(205,354)
Other operating expenses	10	(33,803)	(37,695)
Operating result before interest, tax, depreciation & amortization		**129,969**	**120,637**
Depreciation and amortization	11	(153,897)	(153,859)
Operating result before interest, tax		**(23,928)**	**(33,222)**
Finance costs	12	(87,533)	(92,142)
Finance income	13	2,480	67
Other expense profit / (loss)		(177)	129
Share of profit / (loss) of associates		378	200
Profit / (loss) before tax from continuing operations		**(108,780)**	**(124,968)**
Income taxes (expense) / benefit	14	27,670	47,137
Profit / (loss) for the year		**(81,110)**	**(77,831)**
Discontinued operations		15	-
Profit / (loss) for the year attributable to the owners of the Company		**(81,095)**	**(77,831)**
Other comprehensive income, net of income tax			
Items that may be reclassified subsequently to profit or loss:			
Exchange differences on translating foreign operations		(2,152)	1,037
Other comprehensive income for the year, net of income tax		**(2,152)**	**1,037**
Total comprehensive income / (loss) for the year		**(83,247)**	**(76,794)**
Total comprehensive income for the year attributable to the owners of the Company		**(83,247)**	**(76,794)**

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

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Consolidated statement of financial position

As at 31 December 2024

(in € x 1,000)

	Notes	2024	2023
Assets			
Non-current assets			
Goodwill	16	1,192,579	1,192,295
Other intangible assets	15	514,862	628,169
Property, plant and equipment	17	4,020	4,110
Right-of-use assets	18	7,270	6,716
Investments in associates		3,121	2,832
Deferred tax assets	14	17,263	6,373
Other financial assets	19	9,674	18,474
Total non-current assets		**1,748,789**	**1,858,969**
Current assets			
Contract assets	20	10,659	12,424
Trade and other receivables	21	75,340	86,241
Other financial assets	19	984	2,925
Current tax assets	14	3,932	2,386
Cash and cash equivalents	22	139,172	66,286
Total current assets		**230,087**	**170,262**
Total assets		**1,978,876**	**2,029,231**

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Consolidated statement of financial position – continued

As at 31 December 2024

(in € x 1,000)

	Notes	2024	2023
Equity and liabilities			
Capital and reserves			
Issued capital and share premium	23	988,408	988,408
Share-based payments reserve		14,395	3,736
Foreign currency translation reserve	24	4,268	6,420
Retained earnings		(396,512)	(315,417)
Total equity		**610,559**	**683,147**
Non-current liabilities			
Borrowings	25	993,208	962,365
Lease liabilities	18	6,205	5,275
Other financial liabilities	26	2,953	4,111
Deferred tax liabilities	14	78,925	114,730
Provisions	27	10,789	11,456
Other liabilities	30	-	20
Total non-current liabilities		**1,092,080**	**1,097,957**
Current liabilities			
Lease liabilities	18	3,384	4,226
Other financial liabilities	26	4,180	5,249
Trade and other payables	29	22,529	21,633
Current income tax liabilities	14	17,063	9,161
Provisions	27	3,733	7,485
Contract liabilities	28	144,291	125,842
Other liabilities	30	81,057	74,531
Total current liabilities		**276,237**	**248,127**
Total liabilities		**1,368,317**	**1,346,084**
Total equity and liabilities		**1,978,876**	**2,029,231**

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Consolidated statement of changes in equity

For the year ended 31 December 2024

(in € x 1,000)	Share capital/ premium	Share-based payments reserve	Foreign currency translation reserve	Retained earnings	**Total**
Reference	23		24		
For the year ended 31 December 2024					
Balance at 1 January 2024	**988,408**	**3,736**	**6,420**	**(315,417)**	**683,147**
Profit/(Loss) for the year	–	–	–	(81,095)	(81,095)
Other comprehensive income for the year, net of income tax	–	–	(2,152)	–	(2,152)
Total comprehensive income for the year	–	–	(2,152)	(81,095)	(83,247)
Share-based compensation	–	10,659	–	–	10,659
Balance at 31 December 2024	**988,408**	**14,395**	**4,268**	**(396,512)**	**610,559**

(in € x 1,000)	Share capital/ premium	Share-based payments reserve	Foreign currency translation reserve	Retained earnings	**Total**
Reference	23		24		
For the year ended 31 December 2023					
Balance at 1 January 2023	**988,408**	**3,311**	**5,383**	**(237,586)**	**759,516**
Profit/(Loss) for the year	–	–	–	(77,831)	(77,831)
Other comprehensive income for the year, net of income tax	–	–	1,037	–	1,037
Total comprehensive income for the year	–	–	1,037	(77,831)	(76,794)
Share-based compensation	–	425	–	–	425
Balance at 31 December 2023	**988,408**	**3,736**	**6,420**	**(315,417)**	**683,147**

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

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Consolidated statement of cash flows

For the year ended 31 December 2024

(in € x 1,000)	Note	2024	2023
Cash flows from operating activities			
Profit before tax		(108,780)	(124,968)
Adjustments for:			
Depreciation, amortization and impairment	11	153,897	153,859
Share-based payment transaction expense	9	12,620	(695)
Changes in costs to obtain a contract	15	(14,698)	(5,087)
Change in Provisions	27	(4,419)	(23,386)
Changes in Long Term liabilities		(20)	(536)
Changes in Long Term receivables		(233)	2,753
Share of profit of an associate and a joint venture		(378)	(200)
Finance income	13	(2,480)	(67)
Finance costs	12	87,533	92.142
Other expense		177	(129)
Changes in working capital[1]		42,565	24,659
Cash generated from operations		**165,784**	**118,345**
Interest (paid) / received	13	2,170	323
Income tax (paid) / received		(12,356)	(3,764)
Net cash generated by operating activities		**155,598**	**114,904**
Cash flows used in investing activities			
Investments in intangible assets	15	(19,362)	(24,406)
Investments in property, plant and equipment	17	(2,287)	(2,288)
Cash received from associates		131	110
Proceeds/(investments) in other financial assets	19	512	379
Loans to related parties	33	(860)	(655)
Cash flows used in investing activities		**(21,866)**	**(26,859)**
Cash flows from financing activities			
Payments of borrowings	25	(195,450)	(45,000)
Proceeds from borrowings	25	202,000	7,000
Interest and financial expenses paid		(54,729)	(30,975)
Debt arrangement fees	25	(5,375)	-
Payment of principal portion of lease liabilities	18	(5,409)	(6,530)
Net cash from financing activities		**(58,963)**	**(75,505)**
Movement in cash and cash equivalents		**74,769**	**12,539**
Cash and cash equivalents at the beginning of the year		66,286	54,178
Effects of exchange rate changes on the balance of cash held in foreign currencies		(1,884)	(431)
Cash and cash equivalents at the end of the year	22	**139,172**	**66,286**

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

[1] Changes in working capital consists of movements in contracts assets, trade and other receivables, trade and other payables, other liabilities, contract liabilities and other adjustments to calculate the cashflow.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Notes to the Consolidated Financial Statements

1 General information

Bock Capital Topco B.V. (hereafter "the Company") is a limited liability company and was incorporated on 10 June 2021. Bock Capital Topco B.V. (Chamber of Commerce reference 83047581) and its subsidiaries (together "the Group"). Under its core business, the Group is an international provider of enterprise applications empowering people in service organizations, and delivers ERP, industry-focused applications.

Bock Capital Topco B.V. is the head of the group. The parent of the Group is Bock Capital EU Luxembourg Nature II S.a.r.l. (100% shareholding). Its ultimate parent of the Group is TA Associates L.P., Boston United States of America. Bock Capital Topco B.V. has its registered office at Johan de Wittstraat 156, 3311KJ, Dordrecht, The Netherlands.

The Financial Statements were authorized for issue by the Board of Directors on 27 March 2025. The adoption of these Financial Statements, including the adoption of the proposed allocation of the net loss for the period ended 31 December 2024, is subject to approval by the shareholders at the General Meeting.

The consolidated financial statements provide comparative information in respect of the previous period which covered the period between 1 January 2023 and 31 December 2023.

As permitted pursuant to Article 402, Title 9, Book 2 of the Dutch Civil Code Bock Capital Topco B.V.'s company income statement is presented in a condensed form. All amounts are presented in Euros (€ x 1,000), unless stated otherwise. The consolidated financial statements provide comparative information in respect of the previous period.

2 Basis of preparation

Statement of Compliance

The Consolidated Financial Statements have been prepared in accordance with International Financial Reporting Standards ("EU-IFRS"), effective as at 31 December 2024.

Basis of measurement

The Group prepared its consolidated financial statements on a going-concern basis and under the historical cost convention, except for certain financial instruments that have been measured at fair value as discussed in the significant accounting policies.

Historical cost is generally based on the fair value of the consideration given in exchange for goods and services. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, the Group takes into account the characteristics of the asset or liability, which market participants would take into account when pricing the asset or liability at the measurement date.
In addition, for financial reporting purposes, fair value measurements are categorized into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety. These are described as follows:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the entity can access at the measurement date;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

Going concern

The consolidated financial statements for the period ended 31 December 2024 are prepared on a going-concern basis.

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The Group has a positive operating result before interest, tax and depreciation & amortization for the period ended on 31 December 2024 of €130,0 million.

For the period ended 31 December 2024, the Group incurred a net loss of €81,1 million. The net loss was mainly attributable to the amortization of the intangible assets identified as part of the acquisition amounting to €149,5 million, the interest charges on the Facility B and PIK Facility amounting to €48,9 million and €24,2 million respectively.
The amortization expenses, the result on the valuation of derivatives and the interest expense on the PIK facility are non-cash.

The total equity attributable to owners of the parent as at 31 December 2024 is positive.

The Company has sufficient access to liquidity, including a cash balance of €139,2 million per year-end 2024, positive operating cash flow over the reporting period in 2024 and the undrawn revolving credit facility in amount of €100.0 million.

Based on access to liquidity and the detailed forecast prepared with planned growth, the Company's Board of Directors is confident that the Company will have sufficient cash to pay all its suppliers over the next 12 months after sign off date.

The war in Ukraine and Israel/Gaza has no material impact on the financial performance of the Group.

Climate-related matters
The group considered climate-related matters which could impact the business model, cash flow, financial position and financial performance by applying IFRS. There is no material impact on the group financial statements. Even though climate-related matters currently do not have a significant impact, the group is closely monitoring relevant changes and developments, such as new climate-related legislation.

2.1 Changes in accounting policies

In the current period the Group has adopted a number of amendments to IFRS issued by the IASB that are mandatorily effective for the current accounting period. The Group has not early adopted any other standard, interpretation or amendment that has been issued but is not yet effective. The amendments are:

- Amendments to IAS 1: Classification of Liabilities as Current or Non-current liabilities with Covenants;
- Amendments to IFRS 16: Lease Liability in a Sale and Leaseback;
  Amendments to IAS 7 and IFRS 7: Disclosures: Supplier Finance Arrangements;

To the extent relevant, the amendments listed above that were in issue and effective from 1 January 2024 have been adopted by the Group as of 1 January 2024.

The amendments did not have a material impact for the group.

Standards issued but not yet effective

The new and amended standards and interpretations that are issued, but not yet effective, up to the date of issuance of the Group's financial statements are disclosed below. The Group intends to adopt these new and amended standards and interpretations, if applicable, when they become effective.

- Amendments to IFRS 9 and IFRS 7 – Amendments to the Classification and Measurement of Financial Instruments, effective date 1st of January 2026
- IFRS 18: Presentation and Disclosures in Financial Statements, effective date 1st of January 2027
- Amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7 – Annual improvements to IFRS Accounting Standards Volume 11, effective date 1st of January 2026
- IFRS 19: Subsidiaries without Public Accountability: Disclosures, effective date 1st of January 2027
- Amendments to IAS 21: Lack of Exchangeability, effective date 1st of January 2025

The amendments are not expected to have a material impact on the Group's financial statements.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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2.2 Use of judgements and estimates

The preparation of financial statements in conformity with IFRS requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses, and the accompanying disclosures, and the disclosure of contingent liabilities. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant.
Actual results may differ from these estimates which, together with underlying assumptions, are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are reviewed and revised and in any future periods affected.

In particular, information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on amounts recognized in the financial statements are discussed below:

Fair value measurements and valuation processes

Some of the Group's assets and liabilities are measured at fair value for financial reporting purposes. In estimating the fair value of an asset or a liability, the Group uses market-observable data to the extent it is available. Where Level 1 inputs are not available, the Group engages qualified valuators to perform the valuation. For further information on fair values of financial instruments we refer to note 5 of the Consolidated Financial Statements.

Revenue recognition

In making their judgement, the directors considered the detailed criteria for the recognition of revenue set out in IFRS 15 and, in particular whether the Group had transferred control of the goods and services to the customer. Following the detailed quantification of the Group's liability in respect of rectification work, and the agreed limitation on the customer's ability to require further work or to require replacement of the goods, the directors are satisfied that control has been transferred and that recognition of the revenue in the current year is appropriate.

Variable consideration

If the consideration in a contract includes a variable amount, the Group estimates the amount of consideration to which it will be entitled in exchange for transferring the goods to the customer. The variable consideration is estimated at contract inception and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognized will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

Estimation of the stand-alone selling price

The Group has established a hierarchy to identify the stand-alone selling prices that are used to allocate the transaction price of a customer contract to the performance obligations in the contract.

- Where standalone selling prices for an offering are observable and reasonably consistent across customers, the stand-alone selling prices estimates are derived from our respective pricing history and rate cards. This applies to most of the revenue streams.
- Where sales prices for an offering are not directly observable or highly variable across customers, we use estimation techniques. For renewable offerings, these techniques consider the individual contract's expected renewal price. For non-renewable offerings, these estimations follow a cost-plus-margin approach.
- For offerings that lack renewals and have highly variable pricing, we allocate the transaction price by applying a residual value approach.

Judgment is required when estimating stand-alone selling prices. In judging whether contracts are expected to renew at their contractual renewal prices, we rely on our respective renewal history. We review the stand-alone selling prices periodically or whenever facts and circumstances change to ensure the most objective input parameters available are used.

Reference is made to Note 3.5 for the criteria used regarding revenue recognition.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Capitalization of development costs

Development costs are capitalized in accordance with the accounting policy. Initial capitalization of costs is based on management's judgement that technological and economic feasibility is confirmed, usually when a product development project has reached a defined milestone according to an established project management model.

Reference is made to Note 3.12 for the criteria used regarding development costs.

Impairment of non-current assets

Assets subject to depreciation and amortization are reviewed for impairment if events or changes in the circumstances indicate that the carrying amount may not be recoverable. Assets not subject to depreciation and amortization are reviewed for impairment once a year. In the impairment tests the lowest level of cash-generating units are used. The goodwill will be attributed to those cash-generating units or group of cash-generating units that are to be expected to take advantage of those business combinations in which goodwill has been generated. The judgements, key estimates and assumptions used by management to determine if an impairment has to be recognized are:

- Determining the cash-generating units or group of cash-generating units;
- Timing of the review of impairment;
- Determining the discount rate;
- Projecting of cash flows including long-term expectations.

For more details regarding key assumptions and sensitivity analysis refer to Note 16.

Tax assets and liabilities

The Company and its subsidiaries estimate the tax positions upon their interpretations of the applicable tax laws and regulations in various jurisdictions. The Company periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate. For material positions the Company consults with external tax advisors. For the tax declarations that were not formally approved by the tax authorities yet, there is a risk that these positions may be challenged by the local tax authorities. When the risk is considered to be probable, a tax liability will be recognized to reflect the effect of the uncertainty based on either the most likely amount or the expected value.

The Group recognizes deferred tax assets related to losses carried forward or tax receivables as long as the respective fiscal unity or legal entity has sufficient taxable temporary differences or when there are reliable estimates that taxable profits will be available for use by the fiscal unity or legal entity. For more details regarding tax assets and liabilities refer to Note 14.

Share-based payments

Management Equity Incentive Plan (MEIP)
The value of the underlying shares as determined on the grant date depends on the proceeds realized by the majority shareholder upon an Exit. As a result, the grant date fair value of the Plan awards has been measured using a Binomial option pricing model.

General Employee equity tracking plan (ETP)
The value of the underlying awards as determined on the grant date depends on the proceeds realized by the majority shareholder upon an Exit. For the measurement of the fair value of equity-settled transaction with employees at the grant date, the Group uses a Monte Carlo Simulation model.

The assumptions and models used for estimating fair value for share-based payment transactions are disclosed in note 9.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Leases

Determining the lease term of contracts with renewal and termination options – Group as lessee

The Group determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Group has several lease contracts that include extension and termination options. The Group applies judgement in evaluating whether it is reasonably certain whether or not to exercise the option to renew or terminate the lease. That is, it considers all relevant factors that create an economic incentive for it to exercise either the renewal or termination.

The renewal options for lease cars are not included as part of the lease term because the Group typically leases cars for not more than five years and, hence, is not exercising any renewal options. Furthermore, the periods covered by termination options are included as part of the lease term only when they are reasonably certain not to be exercised.

Lease classification – Group as lessor

The Group has entered into partial sublease of its buildings. The Group has determined, based on an evaluation of the terms and conditions of the arrangements, such as the lease term not constituting a major part of the economic life of the Right-of-use asset and the present value of the minimum lease payments not amounting to substantially all of the fair value of the building, that it retains substantially all the risks and rewards incidental to ownership of these buildings and accounts for the contracts as operating leases.

Leases - Estimating the incremental borrowing rate

The Group cannot readily determine the interest rate implicit in the lease, therefore, it uses its incremental borrowing rate (IBR) to measure the present value of the lease liabilities. The IBR is the rate of interest that the Group would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The Group estimates the IBR using observable inputs (such as market interest rates) when available and is required to make certain entity-specific estimates (such as the subsidiary's stand-alone credit rating).

IBR calculation for every individual country where the Group had leases to be considered under IFRS 16, resulting on the final list of percentages to be used for the further calculations.

3 Material accounting policies

3.1 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the Company and all entities that are directly or indirectly controlled by the Company. Subsidiaries are entities controlled by the Company. Control is achieved when the Company:

- has power over the investee;
- is exposed, or has the right, to variable returns from its involvement with the investee; and
- has the ability to affect those returns through its power over the investee.

The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases. Specifically, income and expenses of a subsidiary acquired or disposed of during the period are included in the consolidated statement of profit or loss and other comprehensive income from the date the Company gains control until the date when the Company ceases to control the subsidiary.
The accounting policies set out below have been applied consistently by all subsidiaries to all periods presented in these consolidated financial statements.

Profit or loss and each component of other comprehensive income are attributed to the owners of the Company. Total comprehensive income of subsidiaries is attributed to the owners of the Company.

Transactions eliminated on consolidation

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All intragroup assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

Loss of control

Changes in the Group's ownership interests in subsidiaries that do not result in the Group losing control over the subsidiaries are accounted for as equity transactions. The carrying amounts of the Group's interests and the Non-Controlling Interests are adjusted to reflect the changes in their relative interests in the subsidiaries. Any difference between the amount by which the Non-Controlling Interests are adjusted and the fair value of the consideration paid or received is recognized directly in equity and attributed to owners of the Company.

When the Group loses control of a subsidiary, a gain or loss is recognized in profit or loss and is calculated as the difference between (i) the aggregate of the fair value of the consideration received and the fair value of any retained interest and (ii) the previous carrying amount of the assets (including goodwill), and liabilities of the subsidiary and any Non-Controlling Interests. All amounts previously recognized in other comprehensive income in relation to that subsidiary are accounted for as if the Group had directly disposed of the related assets or liabilities of the subsidiary (i.e. reclassified to profit or loss or transferred to another category of equity as specified/permitted by applicable IFRSs). The fair value of any investment retained in the former subsidiary at the date when control is lost is regarded as the fair value on initial recognition for subsequent accounting under IFRS 9, when applicable, the cost on initial recognition of an investment in an associate or a joint venture.

3.2 Overview of Group companies

As at 31 December 2024, the following companies are consolidated:

COMPANY	***Statutory seat***	***Business activities***	**% of ownership**
Bock Capital Midco 1 B.V.	Sliedrecht, the Netherlands	Holding	100%
Bock Capital Midco 2 B.V.	Sliedrecht, the Netherlands	Holding	100%
UNIT4 Group Holding B.V.	Sliedrecht, the Netherlands	Holding	100%
Scanmarket A/S	Midtjylland, Denmark	Operational	100%
Symfact AG	Sugiez, Switzerland	Operational	100%
Symfact Inc.	Chicago, United States	Operational	100%
Scanmarket North America Inc.	Alpharetta, United States	Operational	100%
Scanmarket.com Ltd.	London, United Kingdom	Operational	100%
Compright Inc.	San Francisco, United States	Dormant	100%
Compensationcloud Pty Ltd.	Bangalore, India	Dormant	100%
UNIT4 Business Software Netherlands B.V.	Sliedrecht, the Netherlands	Operational	100%
UNIT4 Business Software N.V.	Antwerp, Belgium	Operational	100%
UNIT4 Nordics Holding AB	Solna, Sweden	Holding	100%
UNIT4 AB	Solna, Sweden	Operational	100%
UNIT4 A/S	Copenhagen, Denmark	Operational	100%
UNIT4 AS	Oslo, Norway	Operational	100%
UNIT4 Eesti OU	Tallinn, Estonia	Operational	100%
UNIT4 Norway Holding AS	Oslo, Norway	Holding	100%
UNIT4 R&D AS	Oslo, Norway	Operational	100%
UNIT4 UK Software Holdings Ltd.	Reading, United Kingdom	Holding	100%
UNIT4 Business Software Ltd.	Reading, United Kingdom	Operational	100%
UNIT4 Business Software Cyprus Ltd.	Nicosia, Cyprus	Operational	100%
UNIT4 Asia Pacific Pte Ltd.	Singapore, Singapore	Operational	100%
UNIT4 Business Software (Ireland) Ltd.	Dublin, Ireland	Operational	100%
UNIT4 Business Software South S.L.	Granada, Spain	Operational	100%
UNIT4 Portugal Unipessoal LDA	Lisbon, Portugal	Operational	100%
UNIT4 Business Software GmbH	Munich, Germany	Operational	100%
UNIT4 Business Software France SA	Courbevoie, France	Operational	100%
UNIT4 R&D Spain S.L.	Granada, Spain	Operational	100%
UNIT4 Business Software Pty Ltd.	Sydney, Australia	Operational	100%
UNIT4 Malaysia Sdn Bhd	Kuala Lumpur, Malaysia	Operational	100%
PT. UNIT Four Indonesia	Jakarta, Indonesia	Operational	100%
UNIT4 Business Software (Pty) Ltd.	Gauteng, South Africa	Operational	100%
UNIT4 Polska Sp. z.o.o.	Wroclaw, Poland	Operational	100%
UNIT4 Software Engineering Sp. z.o.o.	Wroclaw, Poland	Dormant	100%
UNIT4 Americas Holding Inc.	Wilmington, United States	Holding	100%
UNIT4 Business Software Americas Inc.	Victoria (BC), USA	Holding	100%
UNIT4 Business Software Corp	Alberta, Canada	Operational	100%
UNIT4 Business Software, Inc.	Massachusetts, United States	Operational	100%
Prevero GmbH	Munich, Germany	Operational	100%
UNIT4 Cloud Solutions Ltd	Bristol, United Kingdom	Operational	100%
UNIT4 Oy	Vantaa, Finland	Operational	100%

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Prevero Software GmbH	Graz, Austria	Operational	100%
Prevero Schweiz AG	Zug, Switzerland	Operational	100%

During 2024 Unit4 Group Holding B.V. acquired 0.02% of compensation cloud Pty LTD. The company has as per 31st of December 2024 100% of ownership. During 2024 UNIT4 business software Malta, CODA Ltd, CODA Group International Ltd and Scanmarket B.V. were liquidated and UNIT4 Cloud Solution Ltd incorporated.

There were no other changes in percentage of ownership for the remaining entities.

3.3 Foreign currencies

Functional and presentation currency

The individual financial statements of each Group entity are presented in the currency of the primary economic environment in which the entity operates (its functional currency). For purpose of the consolidated financial statements, the results and the financial position of each entity are expressed in Euros, which is the functional currency of the Company and presentation currency for the consolidated financial statements.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at period-end exchange rates are recognized in profit or loss.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the statement of profit or loss, within finance costs. All other foreign exchange gains and losses are presented in the statement of profit or loss on a net basis as either finance income or expenses, depending on whether the foreign currency movements result in a net income or a net loss position.

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. Translation differences on assets and liabilities carried at fair value are reported as part of the fair value gain or loss.

Foreign operations

For the purpose of presenting consolidated financial statements, the assets and liabilities of the Group's foreign operations (none of which has the currency of a hyperinflationary economy) are expressed in Euros using the exchange rates prevailing at the balance sheet date. Income and expense items are translated at average exchange rates for the period. Exchange differences, if any, arising on net investments, including receivables from or payables for a foreign operation for which settlement is neither planned nor likely to occur are recorded directly in Other Comprehensive Income ('OCI'). This is recorded in the FCTR (foreign currency translation reserve)

When control over a foreign operation is lost, in part or in full, the relevant amount in the FCTR is transferred to profit or loss.

Goodwill and fair value adjustments arising on the acquisition of a foreign operation are treated as assets and liabilities of the foreign operation and translated at the closing rate.

3.4 Goodwill

Goodwill arising on an acquisition of a business is carried at cost as established at the date of acquisition of the business less accumulated impairment losses.

For the purposes of impairment testing, goodwill is allocated to one cash-generating unit. A cash-generating unit to which goodwill has been allocated is tested for impairment annually, or more frequently when there is an indication that the unit may be impaired. If the recoverable amount of the cash-generating unit is less than it's carrying amount, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro rata based on the carrying amount of each asset in the unit. Any impairment loss for goodwill is recognized directly in profit or loss.

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An impairment loss recognized for goodwill is not reversed in subsequent periods. On disposal of the relevant cash-generating unit, the attributable amount of goodwill is included in the determination of the profit or loss on disposal.

3.5 Revenue recognition

The Group derives its revenues from the sale of a license and optional bespoke effort on the standard product, SaaS and Subscriptions, hardware or implementation services as well as maintenance and support. The Group makes a distinction between all of the components which have their own features, specific pricing and timing of delivery. The value of the remaining performance obligations will be deferred until they are delivered. If a discount is offered in a contract with multiple performance obligations, a proportionate amount of that discount is applied to each element included in the arrangement based on each element's stand-alone selling price without regard to the discount. Where a contract has multiple performance obligations, involving software and consulting, training, or other professional services that are not essential to the functionality of the software, the service revenues are accounted for separately from the software revenues.

Revenue from contracts with customers is recognized when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those goods or services.

SaaS and Subscriptions (Software as a Service) are delivered remotely in a cloud-based environment and priced with a periodic flat fee, where there is little need for implementation services and there is no need to install and manage software at the customer site. The customer is not entitled to take possession of the software and manage it independently.

The revenue is recognized over the time of the contract as the client simultaneously receives and consumes the benefits provided by Unit4 evenly throughout the obligation period. The Group uses the as-invoiced practical expedient as described in IFRS 15 paragraph B16 for recognizing the SaaS and Subscriptions revenue.

Licenses revenue is the sum of proprietary software revenues and third-party software products. The revenue from license sales is recognized immediately (at a point in time) when the customer either takes possession of the software via a download or is provided with the access codes that allow the customer to take immediate possession of the software on its hardware. At that point, transfer of control has taken place.

Maintenance revenue is the contracted post implementation services revenue, consisting of maintenance and support services. This is generally straightforward where the customer simultaneously receives and consumes the benefits of the maintenance and support (M&S) promises provided by the Group. Therefore, the performance obligation is satisfied over time and the M&S revenue has to be recognized over time.

Services and other revenues are the sum of professional services, customer services, training and IT services. Service revenues involving modification or customization of the software are recognized depending on the fee structure, on a time-and material basis, or using the percentage of completion method, based on direct labor costs incurred to date as a percentage of total estimated project costs required to complete the project.

When another party is involved in providing goods or services to its customer, the Group determines whether it is a principal or an agent in these transactions by evaluating the nature of its promise to the customer. The Group has concluded that it is acting as a principal in most of its revenue arrangements and therefore records revenue on a gross basis.

In determining the transaction price for the sale of equipment, the Group considers the effects of variable consideration, the existence of significant financing components, non-cash consideration, and consideration payable to the customer (if any). Revenue is reduced for estimated rebates and other similar allowances. In making this judgment, we consider our history with the respective customer as well as the

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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broader economic context. Warranties and related obligations are not applicable to the company in the consideration of performance obligations.

Significant financing component

Generally, the Group receives short-term advances from its customers. Using the practical expedient in IFRS 15, the Group does not adjust the promised amount of consideration for the effects of a significant financing component if it expects, at contract inception, that the period between the transfer of the promised good or service to the customer and when the customer pays for that good or service will be one year or less.

3.6 Costs to obtain a contract

Costs to obtain a contract

The Group pays sales commission to its employees for each contract that they obtain for bundled sales. The Group has elected to apply the optional practical expedient for costs to obtain a contract which allows the Group to immediately expense sales commissions (included under employee benefits) because the amortization period of the asset that the Group otherwise would have used is one year or less. For the other sales the sales commissions will be capitalized. Refer to accounting policies of intangible assets in section 3.12.

3.7 Cost of sales

The cost of sales is recognized in the same period as the corresponding revenue and relates to direct external costs such as external contractors who generate direct revenue on external projects or third-party components. Costs of personnel, generating direct revenue on external projects for which the Group runs the economic risk are presented under Personnel Costs.

3.8 Finance income and expenses

Finance income and expense comprises interest payable on borrowings calculated using the effective interest rate method, fair value losses and gains on financial assets at fair value through profit or loss and foreign exchange gains and losses. When a loan or receivable is impaired, the Company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loan and receivables is recognized using the original effective interest rate.

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use, are added to the costs of those assets, until such time as the assets are ready for their intended use or sale.

The interest expense component of lease payments is recognized in the income statement using the effective interest rate method.

Interest and dividend income

Revenue arising from the use by others of Company's assets yielding interest, royalties and dividends are recognized on the following bases:

- Interest income is recognized in the income statement as it accrues, using the effective interest method.
- Royalties are recognized on an accrual basis in accordance with the substance of the relevant agreement.
- Dividends are recognized when the shareholder's right to receive payment is established.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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3.9 Taxation

Income tax expense represents the sum of the current tax and deferred tax expense.

Current tax

The current tax liability is based on taxable profit for the period. Taxable profit differs from 'profit before tax' as reported in the consolidated statement of profit or loss and other comprehensive income because of items of income or expense that are taxable or deductible in other years (temporary difference) and items that are never taxable or deductible (permanent differences). The Group's current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period.

Deferred tax

Deferred tax is recognized on temporary differences between the carrying amounts of assets and liabilities in the consolidated financial statements and the corresponding tax bases used in the computation of taxable profit. Deferred tax liabilities are generally recognized for all taxable temporary differences. Deferred tax assets are generally recognized for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilized. Such deferred tax assets and liabilities are not recognized if the temporary difference arises from the initial recognition (other than in a business combination) of assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, deferred tax liabilities are not recognized if the temporary difference arises from the initial recognition of goodwill.

Deferred tax liabilities are recognized for taxable temporary differences associated with investments in subsidiaries and associates, and interests in joint ventures, except where the Group is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with such investments and interests are only recognized to the extent that it is probable that there will be sufficient taxable profits against which to utilize the benefits of the temporary differences and they are expected to reverse in the foreseeable future.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities and assets are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realized, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

Current and deferred tax are recognized in profit or loss, except when they relate to items that are recognized in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognized in other comprehensive income or directly in equity respectively. Where current tax or deferred tax arises from the initial accounting for a business combination, the tax effect is included in the accounting for the business combination.

The Group offsets deferred tax assets and deferred tax liabilities if and only if it has a legally enforceable right to set off current tax assets and current tax liabilities and the deferred tax assets and deferred tax liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities which intend either to settle current tax liabilities and assets on a net basis, or to realize the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

Tax group liability (the Netherlands)

The Company forms a fiscal unity with some of its Dutch subsidiaries for corporate income tax purposes. In accordance with standard conditions, the Company, along with the subsidiaries that are part of the fiscal entity, is wholly and severally liable for taxation payable by the fiscal unity.

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3.10 Leasing

The Group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Group as a lessee

The Group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Group recognized lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset. The Group's lease liabilities are separately disclosed in Note 18.

The Group applies portfolio approach to leases with similar characteristics. Applying this approach would not differ materially from applying lease accounting principles to the individual leases within the portfolio.

Furthermore, reference is made to Note 18 for more detailed information about amounts recognized in profit or loss.

3.11 Property, plant and equipment

Property, plant and equipment is stated at historical cost, net of accumulated depreciation and accumulated impairment losses, if any. Land is not depreciated. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognized when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred. Depreciation is calculated using the straight-line method to allocate their cost, net of their residual values, over their estimated useful lives as follows:

- Land and buildings:
  - Freehold land — not depreciated
  - Freehold buildings — 50 years
- Technological equipment — 2 - 10 years
- Other tangible assets — 2 - 10 years

Other tangible assets include alterations and renovations on buildings and all remaining tangible assets not specifically attributable to separate categories.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognized within other operating expenses in the income statement.

3.12 Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a business combination is its fair value as at the date of acquisition. Following initial

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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recognition intangible assets are carried at cost less any accumulated amortization and any accumulated impairment losses.

The useful lives of intangible assets are assessed as either finite or indefinite.

Intangible assets with finite lives are amortized over the useful economic life or technical life expectancy, of which the shortest is applied, and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortization period and the amortization method for an intangible asset with a finite useful life is reviewed at least at each financial year-end. Changes in the expected useful life of the asset is accounted for by changing the amortization period or method, as appropriate, and are treated as changes in accounting estimates. The amortization expense on intangible assets with finite lives is recognized in the statement of profit or loss in the expense category consistent with the function of the intangible asset.

Amortization is calculated on a straight-line basis over the estimated useful life of the asset as follows:

- Internally developed software	3 – 5 years
- Trademark	20 years
- Acquired software	4.6 years
- Customer contracts	8.6 years
- Costs to obtain a contract	8.6 years

Internally developed software is capitalized in the development phase, expenditures related to research activities are recognized as an expense in the period in which these are incurred.

3.13 Impairment of non-financial assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortization and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the "cash-generating unit").

Impairment losses on assets other than goodwill recognized in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss on assets other than goodwill is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized.

3.14 Employee benefits

Share-based payments

The Group recognizes the goods or services received or acquired in a share-based payment transaction when it obtains the goods or as the services are rendered. A corresponding increase in equity is recognized if the goods or services were received in an equity-settled share-based payment transaction or a liability if the goods or services were acquired in a cash-settled share-based payment transaction.

For equity-settled share-based payment transactions, the Group measures the goods or services received, and the corresponding increase in equity, directly, at the fair value of the goods or services received, unless that fair value cannot be estimated reliably. If their fair value cannot be estimated reliably, the Group measures their value, and the corresponding increase in equity, by reference to the fair value of the equity instruments granted (intrinsic value).

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Pension costs

The Group has defined benefit pension plans in Germany and France. The pension plan in France is managed by the government. The pension plan in Germany is contracted to a (local) pension insurer.

The plans at other entities, when available, qualify as defined contribution plans. The pension plans are financed from payments by employees and the relevant entities.

3.15 Provisions

A provision is recognized when the Group has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of economic benefits will be required to settle the obligation and the amount can be estimated reliably.
The amount recognized as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (when the effect of the time value of money is material). Provisions are then determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability. The discount rate arising on the provision is amortized in future years through interest.

When some or all economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognized as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Restructuring provisions are recognized only when the Group has a constructive obligation.

3.16 Financial assets and liabilities

Financial assets

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortized costs, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient are measured at the transaction price determined under IFRS 15.

In order for a financial asset to be classified and measured at amortized cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

Purchases or sales of financial assets require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognized on the trade date, i.e. the date that the Group commits to purchase or sell the asset.

Classification and measurement

Assets are subsequently classified as debt instruments, equity or derivatives.

The subsequent valuation of the debt instruments is based on two criteria: whether the instruments' contractual cash flows represent 'solely payments of principal and interest' on the principal amount outstanding; and the Group's business for managing the assets. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

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Financial assets at amortized costs (debt instruments)

The Group measures financial assets at amortized costs if both of the following conditions are met:

- The financial asset is held within the business model with the objective to hold financial assets in order to collect contractual cash flows; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest in the principal amount outstanding.

Financial assets at amortized costs are subsequently measured using the effective interest (EIR) method and are subjected to impairment. Gains and losses are recognized in profit or loss when the asset is derecognized, modified or impaired.

The Group's financial assets at amortized cost includes trade receivables, included under other non-current financial assets.

Financial assets at fair value through OCI (debt instruments)

The Group measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within the business model with the objective of holding to collect contractual cash flows and selling; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest in the principal amount outstanding.

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognized in the statement of profit or loss and computed in the same manner as for financial assets measured at amortized cost. The remaining fair value changes are recognized in OCI. Upon derecognition, the cumulative fair value change recognized in OCI is recycled to profit or loss.

Financial assets designated at fair value through OCI (equity instruments)

Upon initial recognition, the Group can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under IAS 32 Financial Instruments: Presentation and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognized as other income in the statement of profit or loss when the right of payment has been established, except when the Group benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subjected to impairment assessment.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortized cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.
Financial assets at fair value through profit or loss are carried in the statement of the financial position at fair value. Net changes in fair value are recognized in the statement of profit or loss.

This category also includes derivative instruments and listed equity investments which the Group had not irrevocably elected to classify at fair value through OCI.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar assets) is primarily derecognized (i.e., removed from the Group's consolidated statement of financial position) when:

- The rights to receive cash flow from the assets have expired; or
- The Group has transferred its rights to receive cash from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and neither(a) the Group has transferred substantially all the risk and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risk and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risk and rewards of the asset, nor transferred control of the asset, the Group continues to recognize the transferred asset to the extent of its continued involvement. In that case, the Group also recognizes an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligation of the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Impairment of financial assets

Further disclosures relating to impairment of financial assets are also provided in the following notes:

- Disclosure of significant assumptions — Note 2.2
- Contract assets — Note 20
- Trade and other receivables — Note 21

The Group recognizes an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flow will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognized in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-months ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life off the exposure, irrespective of the timing of the default (a lifetime ECL).

For trade receivables and contract assets, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognizes a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, as financial liabilities at fair value through profit or loss, loans and borrowings, payables or as derivatives.

Subsequent measurement

The measurement of financial liabilities depends on their classification, as described below:

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Financial liabilities at fair value through profit or loss

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term. This category also includes derivative financial instruments entered into by the Group that are not designated as hedging instruments in hedge relationships as defined by IFRS 9. Separated embedded derivatives are also classified as held for trading.

The Group has not designated any financial liability as at fair value through profit or loss.

Loans and borrowings

This is the category most relevant to the Group. After initial recognition, interest-bearing loans and borrowings are subsequently measured at amortized cost using the EIR ('Effective Interest Rate') method. Gains and losses are recognized in profit or loss when the liabilities are derecognized as well as through the EIR amortization process.

Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortization is included as finance costs in the statement of profit or loss.

This category generally applies to interest-bearing loans and borrowings. For more information, refer to note 25.

Derecognition

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognized in the statement of profit or loss.

Offsetting of financial instruments

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is a legally enforceable right to offset the recognized amounts and there is an intention to settle on a net basis or realize the asset and settle the liability simultaneously.

Derivative financial instruments and hedging activities

The group designates certain derivatives as either:
- hedges of the fair value of recognized assets or liabilities or a firm commitment (fair value hedge);
- hedges of a particular risk associated with a recognized asset or liability or a highly probable forecast transaction (cash flow hedge).

The Group enters into a derivative financial instrument to manage its exposure to interest rate risk, including interest rate swaps. The derivative financial instruments are measured at fair value and classified at fair value through profit or loss. The Group does not apply hedge accounting.

3.17 Current versus non-current classification

The Group presents assets and liabilities in the statement of financial position based on current/non-current classification.

Deferred tax assets and liabilities are classified as non-current assets and liabilities.

3.18 Cash flow statement

The consolidated statement of cash flows is prepared using the indirect method, whereby profit or loss is adjusted for the effects of transactions of a non-cash nature, any deferrals or accruals of past or future

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operating cash receipts or payments, and items of income or expense associated with investing or financing cash flows.

Cash flows in foreign currencies are converted at the exchange rate at the dates of the transactions. Currency exchange differences on cash held are separately shown. Payments and receipts of corporate income taxes and interest paid are included as cash flow from financing activities.

4 Financial risk management

The Group has exposure to the following financial risks from its use of financial instruments:

- credit risk;
- liquidity risk;
- market risk;
- other risks (including currency risk, interest rate risk and other price risk).

This note presents information about the Group's exposure to each of the above risks, the Group's goals, policies and processes for measuring and managing risk, and its management of capital. Further quantitative disclosures are included throughout these consolidated financial statements.

The Board of Directors has overall responsibility for the oversight of the Group's risk management framework.

The Group continues developing and evaluating the Group's risk management policies with a view to identifying and analyzing the risks it faces, to setting appropriate risk limits and controls, and to monitoring risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Board of Directors oversees the way management monitors compliance with the Group's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks the Group faces.

The Group seeks to minimize the effects of certain risks by using derivative financial instruments to hedge risk exposures. The use of financial derivatives is governed by the Group's policies, which provide written principles on foreign exchange risk, interest rate risk, credit risk, the use of financial derivatives and non-derivative financial instruments, and the investment of excess liquidity. The Group does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

4.1 Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. A credit risk is run on the financial assets of the Group, which consist of cash and cash equivalents, securities, loans and receivables and certain derivatives, arising from default of the other party, with a maximum risk equal to the carrying amount of these instruments.
As described in section 3.16, an allowance is recognized to reflect the credit risk embedded in the debt instruments not held at fair value through profit or loss, through the application of the expected credit losses model. For further details, refer to the aforementioned note.

Trade and other receivables

Group only trades with reputable, creditworthy counterparties. It is the Group's policy that all customers who wish to pay in instalments are subject to a credit assessment procedure. Moreover, the outstanding balances are continually monitored, so that the Group does not run any unforeseen significant risks in respect to doubtful debtors. Refer to the credit quality disclosure of trade and other receivables in Note 21.

Trade receivables relate to many customers, spread across diverse industries and geographical areas. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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The Group's standard terms require contracted services to be paid in advance of these services being delivered. In the event that a customer fails to pay amounts that are due, the Group has a clearly defined escalation policy that can result in a customer's access to their SaaS environment being denied or maintenance and support service being suspended.

The Group does not have significant credit risk exposure to any single counterparty. Concentration of credit risk to any other counterparty did not exceed 10% of gross monetary assets at any time during the year.

Bank counterparties

The credit risk on balances with banks and financial institutions and derivative financial instruments is limited because the counterparties are banks with minimum A- credit-ratings assigned by international credit-rating agencies.

4.2 Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. The Group's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to its reputation or jeopardizing its future.

A large part of the Group's revenues and operating costs are contracted, which assists it in monitoring cash flow requirements, which is done on a daily and weekly basis. Typically, the Group ensures that it has sufficient cash on demand to meet expected normal operational expenses, including the servicing of financial obligations, for a period of 60 days; this excludes the potential impact of extreme circumstances, such as natural disasters, that cannot reasonably be predicted. The company's revolving credit facility of €100 million is not drawn as at 31 December 2024 (2023: €0.0 million drawn).

All significant expansion and/or M&A projects are subject to formal approval by the Board of Directors, and material expenditure are only made once the management is satisfied that the Group has adequate committed funding to cover the anticipated expenditure.

The Group's objective is to find a balance between continuity and flexibility of financing through the use of bank facilities, cash loans, factoring of trade receivables and lease and rental contracts. The Group monitors its liquidity risk by using a procedure in which the bank balances linked to the electronic banking system are analyzed. The principal daily movements are clarified. In addition, all bank balances are reviewed every month and compared with the monthly estimated cash balances. This monthly cash flow forecast has a forecasting period of 12 months. The table below represents the undiscounted cash flow analysis of the liabilities recognized by the Group as at 31 December 2024.

At 31 December 2024 *(In € x 1,000)*	On demand	< 3 months	3-12 months	1-5 years	> 5 years	**Total**
Non-derivative financial liabilities						
PIK Facility	–	–	–	189,886	-	189,886
Senior Facility Agreement	–	13,375	26,931	963,667	–	1,003,973
Nature II	–	–	–	10,591	–	10,591
Revolving credit facility	–	192	573	1,521	–	2,286
Lease Liabilities	–	1,320	2,760	7,240	–	11,320
Trade and other payables	–	22,529	–	–	–	22,529
Other liabilities	–	81,057	–	–	–	81,057
	–	118,473	30,264	1,172,905	–	1,321,642

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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At 31 December 2023
(in € x 1,000)

	On demand	< 3 months	3-12 months	1-5 years	> 5 years	**Total**
Non-derivative financial liabilities						
PIK Facility	–	–	–	–	502,293	502,293
Senior Facility Agreement	–	12,758	20,625	770,775	–	804,158
Nature II	–	–	–	–	8,361	8,361
Revolving credit facility	–	190	573	2,281	–	3,044
Lease Liabilities	–	1,324	3,763	7,964	273	13,324
Trade and other payables	–	21,633	–	–	–	21,633
Other liabilities	–	74,531	–	20	–	74,551
	–	110,436	24,961	781,040	510,927	1,427,364

Guarantees

Certain of our subsidiaries have granted guarantees to our lending banks in relation to our facilities. The Company grants rent guarantees to landlords of certain of the Group's property leases.

4.3 Market risk

The Group's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The macro-economic developments resulted in an increase of interest rates. To mitigate the interest rate risk and foreign currency risk, the Group enters into derivative financial instruments to manage its exposure, including:

- Interest rate swaps to mitigate the risk of rising interest rates.

There is negligible remaining impact of the war in Ukraine and Israel/Gaza.

Currency risk

Due to the presence of investment activities in amongst other the United States, Canada, the United Kingdom, Norway, Sweden, Switzerland, Denmark, Indonesia, South Africa, Poland, Singapore, Malaysia and Australia, the Group income statement and statement of financial position are exposed to changes in the respective exchange rates against the Euro.

The Group operates in an international environment and is exposed to foreign currency exchange risks arising from commercial transactions made by Group companies in other currencies than their functional currency.
To manage this exposure, the Group identifies, assesses and hedges the foreign currency exchange risks relating to these transactions in co-operation with the subsidiaries using a variety of financial derivatives.

In addition, the Group uses currency swaps to mitigate currency risks. If the Group uses derivatives the Group's Corporate Finance Department enters into contracts with accredited banks.

The Group is primarily exposed to changes in GBP, NOK, SEK, PLN, USD and SGD exchange rates. The table below presents the increase or (decrease) of the net result of the period as a result of a 10% strengthening of the Euro against these currencies during 2024. In addition, the increase or (decrease) in the equity balance is shown, including the translation effect of underlying subsidiaries, resulting from a 10% strengthening of the Euro against the following currencies at December 31 This analysis assumes that all other variables remained constant.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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	Equity	Profit or loss
31 December 2024	**(€'000)**	**(€'000)**
GBP	4,733	5,306
NOK	(2,854)	(377)
SEK	3,811	359
PLN	(3,704)	(1,710)
USD	(1,311)	208

A 10% weakening of the Euro against the above currencies at December 31 would have had the equal, but opposite, effect on the above currencies to the amounts shown above, on the basis that all other variables remained constant.

Group's borrowings are Euro denominated and the Company believes that the Interest on these borrowings will be serviced from the cash flows generated by the underlying operations of the Group, the functional currency of which is the Euro. The Group's investments in subsidiaries are not hedged.

Interest rate risk

The exposure from the Group due to fluctuations in the market interest rates primarily relates to the Group's bank accounts with a floating interest, of which most are based on 1 month. The Group uses derivatives to manage the interest rate risk on the long-term loans.

The Group does not use derivatives or other instruments to manage the interest risk on short-term bank overdrafts, as the interest rate risk is currently estimated to be low. The interest charges and interest income are optimized by centralizing the bank balances in a so-called "cash pool". Excess cash and cash equivalents when available will be put on shorter-term deposits. Need for short term financing is depending on the interest conditions fulfilled by cash loans and exiting working capital facilities.

For more information regarding the interest-bearing loans refer to Note 25. For more information regarding derivative financial instruments refer to Note 5.

The impact on the profit or loss and equity due to changes in the floating interest rate at the reporting date, based on the current net interest-bearing loans (including Cash and Cash equivalents), is presented in the table below:

Interest rate	Impact on pre-tax profit/ (loss) and equity	
	2024	**2023**
Increase by 100 basis points	10,069	9,762
Decrease by 100 basis points	(10,069)	(9,762)

The entity has an interest rate cap instrument for a notional amount of EUR 506,25 million till 31 December 2025.

The Group's receivables are carried at amortized cost. They are, therefore, not subject to interest rate risk as defined in IFRS 7, since neither the carrying amount nor the future cash flows will fluctuate because of a change in market interest rates.

Price risk

There is a risk that changes in market circumstances, such as strong unanticipated increases in operational costs, new products from competitors or churn in customer contracts, will negatively affect the Group's income. Customers individually have medium-term contracts that require notice prior to termination. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Capital management

The Group has a capital base comprising its equity, including reserves, loans under the Senior Facility Agreement and PIK Facility, other loans, and committed debt facilities. It monitors its solvency ratio, financial leverage, funds from operations and net debt with reference to multiples of its previous twelve months' Adjusted EBITDA[1] levels. The Company's policy is to maintain a strong capital base and access to capital in order to sustain the future development of the business and maintain shareholders', creditors' and customers' confidence.

In order to maintain or adjust the capital structure, the group may adjust the amounts of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

The Group monitors capital based on the leverage ratio as per the Senior Facility Agreement and PIK Facility. This ratio is calculated as net debt divided by Adjusted EBITDA. The Group's policy is to keep the leverage ratio well within the bank covenants. The Group includes within net debt, interest-bearing loans and borrowings (Note 25), less cash and cash equivalents (Note 22).

Cash flow risk

Cash flow risk is the risk that future cash flows associated with a monetary financial instrument will fluctuate in amount. Cash flows requirements are monitored on a regular basis and management provides for availability of sufficient funds required to fulfil any liabilities when they arise. The management of the Group believes that any possible fluctuations of future cash flows associated with a monetary financial instrument will not have material impact on the Group's operations.

5 Fair value estimation

This section explains the judgments and estimates made in determining the fair values of the financial instruments that are recognized and measured at fair value in the financial statements. The Group has several financial instruments measured at fair value.

The following table presents the group's financial assets and liabilities that are measured at fair value. Some of the Group's financial assets and financial liabilities are measured at fair value at the end of each reporting period. The following table gives information about how the fair values of these financial assets and financial liabilities are determined (in particular, the valuation technique(s) and inputs used).

Financial assets/ financial liabilities	Fair value (in € × 1,000) as at		Fair value hierarchy	Valuation technique(s) and key input(s)
	31/12/24	31/12/23		
Derivative – Interest rate cap instrument	Assets – € 2,563	Assets – € 10,896	Level 2	Discounted cash flow method. Future cash flows are estimated based on forward interest rates (from observable yield curves at the end of the reporting period) and contract interest rates, discounted at a rate that reflects the credit risk of various counterparties.
Derivative – Interest floor in B Facility	Liabilities – € 0,604	Liabilities – € 2,038	Level 2	Discounted cash flow method. Future cash flows are estimated based on forward interest rates (from observable yield curves at the end of the reporting period) and contract interest rates, discounted at a rate that reflects the credit risk of various counterparties.

[1] Adjusted EBITDA is defined as Operating result before interest, tax, depreciation and amortization adjusted for restructuring and exceptional expenses and pro-forma adjustments as defined in the Senior Facility Agreement & PIK Facility.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Derivative – Interest floor in PIK Facility	Liabilities – € 0,143	Liabilities – € 1,153	Level 2	Discounted cash flow method. Future cash flows are estimated based on forward interest rates (from observable yield curves at the end of the reporting period) and contract interest rates, discounted at a rate that reflects the credit risk of various counterparties. The valuation is based on the assumption that the interest wil be accrued and added to the nominal amount at the end of each interest period till the end of the duration of the instrument.

The Board of Directors consider that the carrying amounts of financial assets and financial liabilities recognized in the consolidated financial statements approximate their fair values.

There have been no transfers between Level 1 and Level 2 during the periods.

The fair value of the derivative instruments is the result of fluctuations in the forward interest rate affecting the future cash flows in combination with the effects of discounting based on the remaining terms of the contracts. The forward interest rate is currently negative, resulting in the liability presented. Once the forward interest rate will be equal or higher than nil, the value of the interest floor instrument will be nil. The value of the interest rate cap instrument will increase in value as the forward interest rate increases and the duration decreases, reflecting the higher probability of cash flows being generated from this instrument.

6 Revenue

The Group's revenue from continuing operations from external customers by location of operations are detailed below.

	Revenue	
(in € x 1,000)	2024	2023
Primary geographical markets		
United Kingdom and Ireland	117,147	106,455
Scandinavia	121,362	127,751
North America	43,743	40,266
Continental Europe and Africa	129,912	123,140
Asia-Pacific	16,362	16,086
Total	**428,526**	**413,699**

The Group derives its revenues from the sale of Software as a Service (SaaS) and subscriptions, the sale of software licenses (Licenses), providing maintenance and support (Maintenance revenue) and professional services and other revenue (Services and other revenues). No single customer contributed 10% or more to the Group's revenue in 2024, which is in accordance with 2023.

	Revenue	
(in € x 1,000)	2024	2023
Timing of revenue recognition		
Products and services transferred at a point in time	70,956	86,017
Products and services transferred over time	357,570	327,682
Total	**428,526**	**413,699**

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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7 Cost of sales

(In € x 1,000)	2024	2023
SAAS and Subscriptions	27,033	29,491
Licenses	711	879
Maintenance	2,403	3,372
Services and other	5,656	16,271
Total	**35,803**	**50,013**

The cost of sales decreased for services and other mainly due to less use of external contractors.

8 Employee costs

(in € x 1,000)	2024	2023
Wages and salaries	155,080	145,127
Social security costs	33,845	32,997
Pension costs	8,392	9,197
Other Employee share-based payment charge (Note 9)	12,620	(695)
Other employee costs	19,014	18,728
Total	**228,951**	**205,354**

Total R&D employee costs amount to € 38,2 million (2023: €39,6 million).

For the period ended 31 December 2024, the Group employed 2,531 employees (2023: 2,645) (calculated on a full-time equivalent basis), of these employees were 2,430 employed abroad (2023: 2,528).

9 Share-based payments

Management Equity Incentive Plan (MEIP)

Since 2021, selected and eligible employees have invested in equity instruments of the direct parent company Bock Capital EU Luxembourg Nature II S.A.R.L. under a new Management Equity Incentive Plan (hereafter: "MEIP").

The MEIP is accounted for as an equity-settled share-based payment plan since Unit4 and its subsidiaries do not have an obligation to settle awards in cash or to repurchase any equity instruments. As of 31 December 2024, the investments made by employees are related to the B and C shares, which represent 17.5% of the total share capital of Bock Capital EU Luxembourg Nature II S.A.R.L. of which part of the shares are restrictive shares where the restrictions are relieved in case specific vesting conditions are met. The remaining share capital of Bock Capital EU Luxembourg Nature II S.A.R.L. is held by other investors in different share classes. Each of the share classes has different rights and values.

The number of outstanding equity instruments of Bock Capital EU Luxembourg Nature II S.A.R.L. held by participants in the MEIP (in €1). The following table illustrates the number and weighted average exercise prices (WAEP) of, share options during the period:

	2024	**2024 WAEP**	**2023**	**2023 WAEP**
Outstanding at 1 January	**5,266,164**	**1.40**	**6,322,193**	**1.04**
Granted during the year	385,795	5.18	910,200	3.28
Forfeited during the year	(80,154)	2,94	(1,966,229)	1.11
Outstanding at 31 December	**5,571,805**	**1.64**	**5,266,164**	**1.40**

In general, the participants will be entitled to the fair market value of the underlying shares only if they stay with a Group company until the completion of an Exit (i.e. an Exit by the investor of its investment in

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the Group, whether in the form of a Sale or a Listing, or a liquidation following the sale and transfer of the majority of the assets of the Group) or becoming a good leaver. The grant fair value of awards made under the MEIP is expensed in the income statement for 2024 based on the period occurred between the grant date and the estimated vesting date.

The fair value at the grant date of the equity instruments is determined by an independent valuator. For accounting purposes, the fair value of an award is equal to the fair market value of the underlying equity instruments less the acquisition price paid by a participant. The value of the equity instruments as determined on the grant date partly depends on the proceeds realized by the shareholders upon an Exit. As a result, the grant date fair value of the awards made under the MEIP has been measured using a Binomial option pricing model.

The weighted average grant date fair value and the input used in the measurement of the grant date fair values of the equity-settled awards are as follows:

	2024	2023
Fair value at grant date (weighted average)	3.09	2.06
Expected volatility (weighted average)	50.1%	47.9%
Expected life (weighted average)	1.50	1.67
Expected dividends	0%	0%
Risk-free interest rate (based on government bonds)	2.4%	2.65%

The expected life used in the model has been adjusted, based on management's best estimate, for the effects of non-transferability, exercise restrictions and behavioral considerations. The volatility is calculated based on the average of listed peer companies.

The share-based payment expense recognized in 2024 for the equity-settled MEIP amounted to €7.4 million (2023: expense of € 0.7 million).

The balance sheet positions at year-end 2024 related to the MEIP are the following:

(in € x 1,000)	Notes	2024	2023
Prepaid MEIP grants (current)	21	1,858	1,446
Prepaid MEIP grants (non-current)	19	148	1,703
Loans to employees (current)	19	703	978
Loans to employees (non-current)	19	283	818
Financial liability (current)	26	3,433	2,058
Financial liability (non-current)	26	2,373	3,741

Equity tracking Plan (ETP)

In 2024, the direct parent company Bock Capital EU Luxembourg Nature II S.A.R.L. issued awards to all employees, except participants in the MEIP scheme, of the group under an Equity Tracker Plan ("ETP"). The ETP awards entitle the ETP Participants to a gross cash payment in case of an exit.

The ETP is accounted for as an equity-settled share-based payment plan since Unit4 and its subsidiaries do not have an obligation to settle awards in cash and it is directly linked to the valuation of the A-shares at completion of an Exit.

In general, the participants will be entitled to a percentage of their base salary times the multiple achieved based on the A-shares, with a minimum of 2X. The employees are only eligible if they stay with the Group company until the completion of an Exit (i.e. an Exit by the investor of its investment in the Group, whether in the form of a Sale or a Listing, or a liquidation following the sale and transfer of the majority of the assets of the Group). The grant fair value of awards made under the ETP is expensed in the income statement for 2024 based on the period occurred between the grant date and the estimated vesting date.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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The fair value at the grant date of the equity instruments is determined by an independent valuator. For accounting purposes, the fair value of an award is equal to the fair market value of the underlying equity instruments. The value of the equity instruments as determined on the grant date partly depends on the proceeds realized by the shareholders upon an Exit. As a result, the grant date fair value of the awards made under the ETP has been measured using a Monto Carlo Simulation.

The input used in the measurement of the grant date fair values of the equity-settled awards are as follows:

	2024
Expected volatility (weighted average)	51.0%
Expected life (weighted average)	2.50
Expected dividends	0%
Risk-free interest rate (based on government bonds)	2.3%

The expected life used in the model has been adjusted, based on management's best estimate, for the effects of non-transferability, exercise restrictions and behavioral considerations. The volatility is calculated based on the average of listed peer companies.

The ETP awards are valued at €13.8 million at grant date. The share-based payment expense recognized in 2024 for the equity-settled ETP amounted to €5.2 million.

10 Other operating expenses

(in € x 1,000)	2024	2023
Selling costs	5,208	5,130
Accommodation costs	1,946	2,139
Advisory costs	8,767	8,670
Subscription/Maintenance	12,371	12,974
Outsourcing costs	2,502	2,587
Telephone/Internet	687	924
Computer/Office supplies	318	550
Provision movement	(3,477)	(2,494)
Other expenses	5,481	7,215
Total	**33,803**	**37,695**

11 Depreciation and amortization

(in € x 1,000)	2024	2023
Amortization of internally developed software	30,047	23,378
Amortization of acquired software	48,259	48,355
Amortization of customer contracts	63,583	63,583
Amortization of other intangible assets	4,995	4,995
Amortization of costs to obtain a contract	2,571	1,717
Depreciation of property, plant and equipment	2,333	2,551
Impairment of intangible assets and property, plant and equipment	(2,144)	4,248
Depreciation of Right-of-use assets	4,253	5,032
Total	**153,897**	**153,859**

For impairment test of goodwill and cash generating units refer to Note 16. For information regarding the impairment reversal refer to note 15.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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12 Finance costs

(in € x 1,000)	2024	2023
Interest on loans under Senior Facility Agreement	48,866	32,014
Interest on PIK Facility (accrued)	24,173	34,744
Other interest and finance expense	7,806	2,225
Result on valuation of derivative floors	5,888	18,816
Interest concerning amortization of capitalized finance costs	119	2,382
Interest on lease liabilities	345	388
Other finance expense	170	347
Exchange rate loss	166	1,226
Total	**87,533**	**92,142**

13 Finance income

(in € x 1,000)	2024	2023
Interest income	2,400	-
Finance Income on Net Investment from sublease	80	67
Total	**2,480**	**67**

14 Income taxes

(in € x 1,000)	2024	2023
Current taxes	(18,944)	11,374
Deferred taxes	46,614	35,763
Total	**27,670**	**47,137**

Reconciliation of effective tax rate

A reconciliation between income tax (expense) / benefit calculated at the Dutch statutory tax rate of 25,8% in 2024 (2023: 25,8%) and the actual tax (expense) / benefit with an effective tax rate of 25,4% (2023: (37.7%) is as follows:

(in € x 1,000)	2024	2023
Profit / (loss) before tax from continuing operations	(108,780)	(124,968)
Income tax benefit calculated at domestic corporation tax rate (25,8%)	28,066	32,242
Effect of different tax rates of subsidiaries operating in other jurisdictions	1,553	1,689
Effect of income that is exempt from taxation	2,269	1,355
Effect of expenses that are not deductible in determining taxable profit *	(6,166)	(3,844)
Effect of tax losses for which no deferred tax asset has been recognized	1,888	(4,226)
Effect of change in measurement of deferred tax assets	967	(583)
Effect of changes in tax rates	(17)	(12)
Effect of adjustments in respect of prior years	448	(810)
Other	(1,338)	21,326
Income tax (expense) / benefit recognized in profit or loss	27,670	47,137

* The total tax losses and interest carry forward for which no deferred tax asset was recognized € 388,8 million (2023: € 387,5 million) primarily is related to the Dutch fiscal unity for which not all tax losses and interest carry forward have been recognized.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Corporate income tax - current

(in € x 1,000)	2024	2023
Corporate income tax asset	3,933	2,386
Income tax payable	(17,063)	(9,161)
Total	**(13,130)**	**(6,775)**

Corporate income tax – deferred

The deferred tax assets and liabilities are presented as net amounts as far as the amounts can be offset.

The following tables are the analysis of deferred tax assets/(liabilities) presented in the consolidated statement of financial position:

As at 31 December 2024:

(in € x 1,000)	Deferred tax assets	Deferred tax liabilities
Intangible assets	10,334	(139,624)
Property, plant and equipment	301	(58)
Provisions	1,811	-
Receivables	-	(364)
Financial instruments	-	(469)
Tax loss carry forwards	20,242	–
Other items	46,471	(307)
Deferred tax assets / (liabilities)	79,160	(140,822)
Offset deferred tax liabilities	(61,897)	61,897
Net deferred tax asset / (liabilities)	**17,263**	**(78,925)**

As at 31 December 2023:

(in € x 1,000)	Deferred tax assets	Deferred tax liabilities
Intangible assets	6,510	(162,549)
Property, plant and equipment	247	(52)
Provisions	2,137	-
Receivables	-	(615)
Financial instruments	-	(1,988)
Tax losses carried forward	44,252	–
Other items	4,993	(1,292)
Deferred tax assets / (liabilities)	58,139	(166,496)
Offset deferred tax liabilities	(51,766)	51,766
Net deferred tax asset / (liabilities)	**6,373**	**(114,730)**

The deferred tax assets recognized include carried-forward tax losses and carried forward interest, which are expected to be offset in the future against taxable income and by differences between fiscal and commercial valuations and result determinations. In certain countries the Group has a history of losses. As at 31 December 2024, the Group has an amount of € 180,9 (2023: € 172.7 million) in recognized losses and interest carry forward available for offset. The Group recognized deferred tax assets related to carried-forward losses or tax receivables as long as the respective fiscal unity or legal entity has sufficient taxable temporary differences or when there are reliable estimates that taxable profits will be available for use by the fiscal unity or legal entity. The deferred tax asset to a large extent is of a long-term nature.

The deferred tax liabilities recognized are caused by temporary differences and result determinations. The deferred tax liability primarily relates to the revaluation of the intangibles originating from the acquisition of the Unit4-group in 2021. The deferred tax liabilities are largely long-term in nature. The deferred tax assets and liabilities are presented as net amounts as far as the amounts can be offset. Bock Capital Topco B.V. is a Dutch company with subsidiaries spread over the world and subject to income tax in The Netherlands and in the countries where the Group conduct operations.

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Corporate income tax – unrecognized tax losses and interest carry forward

The accumulated unrecognized tax losses and interest carry forward expire as follows:

(in € x 1,000)	31/12/24	31/12/23
Within 1 year	-	-
Between 1 and 5 years	-	-
After 5 years	388,832	387,539
	388,832	387,539

As at 31 December 2024, the Group has an amount of € 388,8 million (2023: € 387,539 million) in non-recognized carried-forward losses and interest carry forward available for offset. Separately, for an amount of 1,1million (2023: € 4,8 million) deferred tax assets for temporary differences are not recognized. Next to the items as mentioned above, the Group has an amount of €0,6 million as temporary difference on outside basis differences for which no deferred tax liability was recognized.
These losses and temporary differences are not recognized on the statement of financial position because of higher uncertainty as to whether sufficient taxable profits can be realized within the foreseeable future.

In 2024, the Group updated its transfer pricing model to be fully aligned with its revised business set-up. An inherent consequence from such a change is a potential challenge from applicable local tax authorities. In the event local tax authorities have a different view on the revisions to the Groups transfer pricing model, this could lead to a tax exposure for the Group.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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15 Intangible assets

Cost	Goodwill	Internally developed software	Acquired software	Customer contracts	Costs to obtain a contract	Trademark	Total
Balance at 1 January 2023	**1,192,456**	**45,304**	**217,995**	**553,858**	**9,675**	**99,900**	**2,119,188**
Acquisitions through business combinations	–	–	–	–	–	–	–
Additions from internal developments	–	24,058	–	–	–	–	**24,059**
Additions	–	–	348	–	5,087	–	**5,435**
Disposals	–	(166)	–				**(166)**
Impairment	–	(288)	–				**(288)**
Effect of foreign currency exchange differences and other movements	(161)	(122)	(37)	(4)	–	–	**(324)**
Balance at 31 December 2023	**1,192,295**	**68,786**	**218,306**	**553,854**	**14,762**	**99,900**	**2,147,903**
Acquisitions through business combinations	–	–	–	–	–	–	–
Additions from internal developments	–	19,262	–	–	–	–	**19,262**
Additions	–	–	100	–	14,698	–	**14,798**
Disposals	–	(55)	(1,508)	–	–	–	**(1,563)**
Impairment	–	2,086	–	–	–	–	**2,086**
Effect of foreign currency exchange differences and other movements	284	113	24	5	–	(5)	**421**
Balance at 31 December 2024	**1,192,579**	**90,192**	**216,922**	**553,860**	**29,460**	**99,895**	**2,182,907**
Accumulated Amortization							
Balance at 1 January 2023	–	**(6,936)**	**(66,927)**	**(102,665)**	**(1,327)**	**(7,487)**	**(185,342)**
Amortization expense	–	(23,378)	(48,355)	(63,583)	(1,717)	(4,995)	**(142,028)**
Disposals	–	-	-	–	–	–	-
Effect of foreign currency exchange differences and other movements	–	(74)	5	–	–	–	**(69)**
Balance at 31 December 2023	–	**(30,389)**	**(115,277)**	**(166,248)**	**(3,044)**	**(12,482)**	**(327,439)**
Amortization expense	–	(30,047)	(48,259)	(63,583)	(2,571)	(4,995)	**(149,455)**
Disposals	–	-	1,508	–	–	–	**1,508**
Effect of foreign currency exchange differences and other movements	–	(32)	(48)	–	–	–	**(80)**
Balance at 31 December 2024	–	**(60,468)**	**(162,076)**	**(229,831)**	**(5,615)**	**(17,477)**	**(475,466)**
Net carrying value at 31 December 2024	**1,192,579**	**29,725**	**54,846**	**324,028**	**23,845**	**82,418**	**1,707,441**

During the year, the company reassessed the recoverable amount of one of the local products. Management has decided to continue to invest in this local product. Therefore, the expected future cash flows increased, the recoverable amount of the local product exceeded its previous carrying amount.

As a result, an impairment loss reversal of €2,1 million was recognized in the profit or loss statement.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Costs to obtain a contract

(in € x 1,000)	31/12/24	31/12/23
Additional capitalized costs to obtain a contract	14,698	5,087
Total	**14,698**	**5,087**

Costs to obtain contracts relate to incremental commission fees paid as a result of obtaining sales contracts. These costs to obtain a contract are amortized on a straight–line basis over the period of the related contracts. This reflects the period over which the product and/or service is transferred to the customer.

In 2024, an amortization expense amounting to € 2,6 million (2023: € 1,7 million) was recognized as part of the total amortization expense in the consolidated statement of profit or loss. There was no impairment loss in relation to the costs capitalized.

Applying the practical expedient in paragraph 94 of IFRS 15, Unit4 recognizes the incremental costs of obtaining contract as an expense when incurred if the amortization period of the assets that the Group otherwise would have recognized is one year or less among other bundles of equipment and installation *services.*

16 Impairment test for goodwill

Goodwill acquired through business combinations has been allocated to the one cash-generating unit (CGU). The following is an overview of the CGU with either a significant carrying amount of goodwill in comparison to the Group's total carrying amount of goodwill and recognized impairment loss.

A summary of the goodwill allocation is presented below:

	Carrying amount goodwill at 31 December 2024	Impairment 2024	Carrying amount goodwill at 31 December 2023	Impairment 2023
Unit4 Global product portfolio	1,192,579	–	1,192,295	–
	1,192,579	**–**	**1,192,295**	**–**

The recoverable amount of the CGU has been determined based on a value in use calculation using post-tax cash flow projections from financial budgets approved by the Board of Directors. These cash flows have been discounted based on pre-tax discount rates derived from the weighted average cost of capital (WACC) for CGU. The pre-tax discount rates used are included in the table below.

	Discount rate 2024	Discount rate 2023
Unit4 Global product portfolio	13.7 %	11.7 %

The period over which management has projected cash flows based on financial budgets/forecasts is 9 years plus a normalization year. In case there are substantial intangible assets amortized over a longer period than 5 years, longer projections are used to achieve a more accurate calculation.

Any terminal value is calculated on the basis of an indefinite cash flow that is determined by means of the projected cash flow in the final year of the projection. The terminal growth rate applied is 2.0%.

The main value drivers of gross profit are revenue growth rates for SAAS.

Management has determined the values assigned to each of the above key assumption as follows:

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Key assumption	Approach used to determine values
Sales growth (% annual growth rate)	Average annual growth rate over the nine-year forecast period; based on past performance and management expectations of market development including long term inflation forecast for CGU.
Employee and other expenses growth rate (%)	Based on past performance and management expectations for the future.
Budgeted gross margin (%)	Based on past performance and management expectations for the future.
Annual capital expenditure (%)	Expected cash costs in the CGU. This is based on the historical experience of management and the planned replacement expenditure. No incremental revenue or cost savings are assumed in the value-in-use model as the result of this expenditure.
Long-term growth rate (%)	This is the weighted average growth rate used to extrapolate cash flows beyond the budget period. The rates are consistent with forecasts included in industry reports.
Pre-tax discount rate (%)	Reflect specific risks relating to the relevant segments and the countries in which they operate.

	Growth rates
Sales growth - SaaS	11% - 29%
Sales growth - license	(20)%
Sales growth - maintenance	(29)% - 0%
Sales growth - professional services	(20)% - 0%
Employee and other expenses growth rate (%)	2-3%
Budgeted gross margin (%)	73% - 85%
Annual capital expenditures growth (%)	2% - 15%

The discount rates represent the current market assessment of the risks specific to the cash-generating unit, regarding the time value of money and individual risks of the underlying assets which have not been incorporated in the cash flow estimates.

The discount rate calculation is based on the specific circumstances of the Group and is derived from the weighted average cost of capital WACC. Specific risk is incorporated by applying a beta factor. The beta factor is evaluated annually based on publicly available market data. Management is confident that these assumptions are realistic and achievable and are supported by underlying business initiatives.

In the reported period no impairment charge was recognized.

Impact of possible changes in key assumptions

The management performed a sensitivity analysis by adjusting the WACC with an adverse impact of 100 basis points, which did not result in a negative headroom. Any reasonable adjustments of the key assumptions would result neither in an impairment of goodwill.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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17 Property, plant and equipment

	Land and Buildings	Technological equipment	Other tangible assets	**Total**
Cost or valuation				
Balance at 1 January 2023	**6,226**	**5,983**	**6,599**	**18,808**
Acquisitions through business combinations	-	-	-	-
Additions	178	1,496	615	**2,288**
Disposals	(5,533)	(823)	(1,097)	**(7,454)**
Transfers	-	3,926	(3,926)	-
Impairment	-	(3,962)	-	**(3,962)**
Effect of foreign currency exchange differences and other movements	369	246	(216)	**399**
Balance at 31 December 2023	**1,240**	**6,865**	**1,974**	**10,079**
Acquisitions through business combinations	-	-	-	-
Additions	-	1,604	683	**2,287**
Disposals	(336)	(1,400)	(1,753)	**(3,489)**
Transfers	-	-	-	-
Impairment	-	-	-	-
Effect of foreign currency exchange differences and other movements	12	93	116	**221**
Balance at 31 December 2024	**916**	**7,162**	**1,020**	**9,098**

Accumulated depreciation and impairment	Land and Buildings	Technological equipment	Other tangible assets	**Total**
Balance at 1 January 2023	**(751)**	**(2,721)**	**(1,754)**	**(5,226)**
Depreciation expense	(496)	(1,762)	(297)	**(2,555)**
Disposals	549	828	603	**1,980**
Effect of foreign currency exchange differences and other movements	(163)	(69)	64	**(168)**
Balance at 31 December 2023	**(861)**	**(3,724)**	**(1,384)**	**(5,969)**
Depreciation expense	(235)	(1,899)	(199)	**(2,333)**
Disposals	383	1,363	1,706	**3,452**
Effect of foreign currency exchange differences and other movements	(57)	(46)	(125)	**(228)**
Balance at 31 December 2024	**(770)**	**(4,306)**	**(2)**	**(5,078)**
Net carrying value at 31 December 2024	**146**	**2,856**	**1,018**	**4,020**

As at 31 December 2024, Land and Buildings were not pledged. There were no borrowing costs capitalized during the period ended 31 December 2024 (2023: nil).

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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18 Right-of-use Assets and Lease Liabilities

Group as a lessee

The Group has lease contracts for various items of buildings, lease cars and other assets used in its operations. The Group's obligations under its leases are secured by the lessor's title to the leased assets. There are several lease contracts that include extension and termination options.

The Group also has certain leases with lease terms of 12 months or less and leases of low value. The Group applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases therefore not disclosed.

Set out below are the carrying amounts of right-of-use assets recognized and the movements during the period:

(in € x 1,000)	Buildings	Lease cars	Total
Balance at 1 January 2023	**7,307**	**2,649**	**9,956**
Acquisitions through business combinations	-	-	**-**
Additions	2,015	604	**2,619**
Change in contracts	(889)	(5)	**(894)**
Impairment RoU	-	-	**-**
Depreciation expense	(3,655)	(1,377)	**(5,032)**
Effect of foreign currency exchange differences	(53)	120	**67**
Balance at 31 December 2023	**4,725**	**1,991**	**6,716**
Acquisitions through business combinations	-	-	**-**
Additions	2,260	1,030	**3,290**
Change in contracts	1,717	(144)	**1,573**
Impairment RoU	57	-	**57**
Depreciation expense	(3,077)	(1,176)	**(4,253)**
Effect of foreign currency exchange differences	(66)	(47)	**(113)**
Balance at 31 December 2024	**5,616**	**1,654**	**7,270**

The following table provides information on the Lease liabilities movements during the fiscal period.

(in € x 1,000)	2024	2023
Opening balance	**9,501**	**13,906**
Acquisitions through business combinations	-	-
Additions	3,291	2,618
Change in contracts	2,013	(894)
Accretion of interest	350	380
Payments	(5,409)	(6,530)
Effect of foreign currency exchange differences	(157)	21
Balance at 31 December	**9,589**	**9,501**
Current	3,384	4,226
Non-current	6,205	5,275

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Profit or loss

Group as a lessee

The following are the amounts recognized in profit or loss:

(in € x 1,000)	2024	2023
Depreciation expense of right-of-use assets	4,253	5,032
Interest expense on lease liabilities	345	434
Interest income on subleases	(80)	67
Total expense recognized in profit or loss	4,518	5,533

The Group had total cash outflows for leases of € 5,4 million in 2024 (2023: € 6,5 million)

Group as a lessor

The Group has entered into operating leases (sublease) of certain buildings. These leases have terms of 7 years. All leases include a clause to enable upward revision of the rental charge on an annual basis according to prevailing market conditions. The lessee is also required to provide a residual value guarantee on the properties. Rental income recognized by the Group during the period is € 0.4 million (2023: € 0.4 million).

Future minimum rentals receivable under non-cancellable finance leases as at 31 December are as follows:

(in € x 1,000)	2024	2023
Within one year	281	371
After one year but not more than five years	621	780
More than five years	-	-
	902	**1,151**

19 Other financial assets

(in € x 1,000)	31/12/24	31/12/23
Derivative – Interest rate cap instrument	2,563	10,896
Net Investment on subleases	902	1,179
Loans to employees	986	1,796
Non-Current – Prepaid MEIP grants	148	1,703
Non-current – Loans and receivables	6,059	5,825
Total	**10,658**	**21,399**
Current	984	2,925
Non-current	9,674	18,474
Total	**10,658**	**21,399**

The non-current loans and receivables primarily relate to loans provided as part of sales transactions in the former Unit4 Group. The loans to employees were provided in relation to the share-based payment scheme. For further details on the share-based payment schemes, please refer to Note 9.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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20 Contract assets

The following table provides information about contract assets from contracts with customers.

(in € x 1,000)	31/12/24	31/12/23
Contract assets	10,659	12,424
Total	**10,659**	**12,424**

Payment for installation of software services is not due from the customer until the installation services are complete and therefore a contract asset is recognized over the period in which the installation services are performed to represent the entity's right to consideration for the services transferred to date.

There were no impairment losses recognized on any contract asset in the reporting period (2023: nil).

21 Trade and other receivables

(in € x 1,000)	31/12/24	31/12/23
Trade receivables	62,241	80,699
Provision for expected credit losses	(8,363)	(11,925)
	53,878	**68,774**
Prepayments and accrued income	11,860	6,985
Prepaid MEIP grants	1,858	1,446
Receivable from related party	3,598	3,598
Receivables employees	12	359
Other assets	618	1,363
VAT receivable, other taxes and social securities	3,516	3,716
	21,462	**17,467**
Total	**75,340**	**86,241**

Age of receivables that are past due but not impaired:

(in € x 1,000)	31/12/24	31/12/23
Not due	20,764	16,691
>1 – 60 days	17,630	28,333
61 – 180 days	9,055	9,280
>181 days	6,429	14,470
Total	**53,878**	**68,774**

Movement in provision for expected credit losses:

(in € x 1,000)	31/12/24	31/12/23
Balance at beginning of the period	**11,925**	**10,060**
Addition	6,204	3,439
Amounts written off during the period as uncollectible	(5,616)	(162)
Amounts recovered during the period	(4,158)	(1,247)
Foreign exchange translation gains and losses	8	(165)
Balance at end of the period	**8,363**	**11,925**

Trade receivables are non-interest bearing and are generally on 30–90-day payment terms. The Group has considered the following criteria for the provision for expected credit losses analysis:

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- Ageing: All receivables over 365 days, due to historical experience, are not considered to be recoverable, except where specific considerations apply to support the collectability.
- Customer Credit Rating: In addition, the remaining overdue balances are assessed based on estimated irrecoverable amounts determined by reference to past default experience of the counterparty and an analysis of the counterparty's current financial position.

Through the IFRS 9 standard, for non-due balances (< 30 days payment term), that do not contain significant financing components, a lifetime expected credit loss (ECL) percentage is also included.

Trade receivables disclosed above include amounts that are past due at the end of the reporting period for which the Group has not recognized an provision for expected credit losses because there has not been a significant change in credit quality and the amounts are still considered recoverable.

The receivable from the related party is related to the contribution of the subscription price into the MEIP on behalf of Bock Capital EU Luxembourg Nature II S.A.R.L., which will be withheld by this entity from future distributions to the participants.

22 Cash and cash equivalents

For the purposes of the consolidated statement of cash flows, cash and cash equivalents include cash on hand and in banks, net of outstanding bank overdrafts. Cash and cash equivalents at the end of the reporting period as shown in the consolidated statement of cash flows can be reconciled to the related items in the consolidated statement of financial position.

(in € x 1,000)	31/12/24	31/12/23
Cash and bank balances	139,172	66,286
Balance at end of the period	**139,172**	**66,286**

Cash and cash equivalents include restricted cash amounting to €1,9 million (2023: €1,9 million). The restricted cash is related to legal restrictions and guarantees.

23 Issued capital and share premium

The shares of Bock Capital Topco have a nominal value of €0.01. There is no "authorized share capital".

At the reporting date 100 ordinary shares were issued and paid up in full. The changes in the share capital are presented in the following table:

Fully paid ordinary shares:

	Number of shares	Share capital (in € x 1)	Share premium (in € x 1,000)
Balance at 1 January 2023	100	1	988,408
Issuance of shares	-	-	-
Balance at 31 December 2023	100	**1**	**988,408**
Issuance of shares	-	-	-
Balance at 31 December 2024	100	**1**	**988,408**

The share premium of € 988,408 is not restricted for dividend distribution purposes.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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24 Foreign currency translation reserve

The foreign currency translation reserve encompasses all exchange differences, relating to foreign currency differences arising from the translation of the net investment in entities (including goodwill) with another functional currency than the Euro, and from the translation of liabilities (loans and other financial instruments). The foreign currency translation reserve is qualified as a legal reserve in compliance with Dutch law requirements and cannot be distributed freely to shareholders of Bock Capital Topco B.V. For other legal reserves please refer to the Company financial statements.

25 Borrowings

(in € x 1,000)	31/12/24	31/12/23
Non-current		
Senior Facility Agreement – Facility B	863,215	666,327
PIK Facility	120,993	289,038
Nature II	9,000	7,000
Total non-current	**993,208**	**962,365**
Revolving credit facility	-	-
Total current:	**-**	**-**
Total borrowings	**993,208**	**962,365**

Changes in borrowings

(In € x 1,000)	01/01/24	Cash flows	Accrued interest	Other	31/12/24
Senior Facility Agreement – Facility B	666,327	200,000	-	(3,112)	863,215
PIK Facility	289,038	(195,450)	24,173	3,232	120,993
Revolving credit facility	-	-	-	-	-
Nature II	7,000	2,000	-	-	9,000
Total borrowings	**962,365**	**6,550**	**24,173**	**120**	**993,208**

(In € x 1,000)	01/01/23	Cash flows	Accrued interest	Other	31/12/23
Senior Facility Agreement – Facility B	664,618	-	-	1,709	666,327
PIK Facility	253,622	-	34,744	673	289,038
Revolving credit facility	45,025	(45,025)	-	-	-
Nature II	-	7,000	-	-	7,000
Total borrowings	**963,265**	**(38,025)**	**34,744**	**2,382**	**962,365**

In June 2021, the Company entered into a Senior Facilities Agreement. As part of this agreement, it obtained a € 675 million loan under the Senior Facilities Agreement, Facility B. Facility B has a duration of 7 years, repayable in June 2028 with a monthly interest payable at a rate of 3-month Euribor plus a spread of 400 basis points. As per 2023 the spread decreased to 350 basis points as Unit4 complied with the target margin on test date. There were no changes in the margin as per 2024. In May 2024, the Group entered into a addendum on the existing loan agreement and a new loan was obtained of €200 million in addition to the initial SFA loan. The total SFA loan is therefore amounting to €875 million. This new loan was used to repay part of the PIK Facility.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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The Company obtained a revolving facility ("RCF") under the Senior Facility Agreement of €100.0 million. The facility will mature in December 2027. The revolving credit facility of €100.0 million is not drawn as at period-end 2024 (2023: €0.0 million).

The company has been granted by ING bank the € 8 million overdraft facility and a € 4,0 million guarantee facility of which as at 31 December 2024 €1,4 million (2023: €1,4 million) was used.

The Senior Facilities Agreement includes an interest floor (€ 0,604 million). This derivative is reported as a financial liability (Note 26).

In June 2021, the Company entered into a PIK Facility agreement. Under this Facility, it obtained a € 225 million loan. The PIK Facility has a duration of 8 years and will mature in June 2029. In May 2024, the Group repaid €195,5 million of interest and principal from the addition in the SFA loan. The interest on the outstanding loan shall accrue at a rate of 1-month Euribor plus a spread of 950 basis points, subject to an E&S ratchet. The E&S ratchet offers the possibility to lower the margin in case certain environmental and social objectives relating to the business and operations of the Group are met. Interest on this loan is added to (and forms part of) the outstanding principal amount on the last day of each interest period.

The E&S Target 1 was complied with on the test date of 30 June 2023. From 3 July 2023 the margin has been reduced by 0,025% and amounts to 9,475%. The margin did not change during 2024.

In case of a change of Control, a Sale or a Listing which results in a change of Control, amongst others the Facilities will be cancelled and all amounts under the SFA and PIK Facility will become due and payable immediately in full cash.

Covenants

The Senior Facility Agreement and PIK Facility contain customary restrictive covenants, including but not limited to limitations or restrictions on our ability to incur debt, grant liens, make restricted payments and sell assets. A covenant is also in place if more than 40% of the revolving credit facility is drawn, after deducting the cash and cash equivalents from the drawn revolving credit facility. The covenants only need to be tested upon the occurrence of such an event rather than on an ongoing basis. The restrictive covenants are subject to customary exceptions and are governed by a leverage ratio. This leverage ratio is calculated as a ratio of outstanding net debt of the Group, to the Pro Forma adjusted EBITDA. The Pro Forma EBITDA is the Group's EBITDA and adjusted for Exceptional and Restructuring items as if the restructuring would have taken place with effect on the last 12 months (run rate EBITDA).

The Company remained in full compliance with its Senior Facility Agreement and PIK Facility covenants and no events occurred which triggered the requirement for an incurrence test.

The obligations under the Senior Facility Agreement are guaranteed by certain of the Company's subsidiaries.

26 Other financial liabilities

(in € x 1,000)	31/12/24	31/12/23
Derivative – Interest floor B Facility	604	2,038
Derivative – PIK Facility	143	1,153
Financial liability – MEIP (Note 9)	5,807	5,799
Other financial liabilities	579	370
Total	**7,133**	**9,360**

Current	4,180	5,249
Non-current	2,953	4,111
Total	**7,133**	**9,360**

The B Facility and PIK Facility, both drawn in 2021, included an interest floor, which at the time of entering into the agreement was in the money. In 2024 the interest floor was valued (€0,6 million and €0,1 million

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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respectively). The increase of the Euribor, have resulted in an decrease in the value of both derivatives. The related result is presented in finance costs (Note 12).

27 Provisions

(in € x 1,000)	Restructuring provision	Legal provisions	Onerous contract provision	Other provisions	**Total**
Balance at 1 January 2024	**-**	**15,340**	**1,357**	**2,244**	**18,941**
Additions arising during the period	-	2,060	85	1,331	3,476
Reductions arising from settlements	-	(2,529)	-	(80)	(2,609)
Reductions resulting from re-measurement or settlement without cost	-	(3,818)	(335)	(1,661)	(5,814)
Transfer between categories	-	-	-	-	-
Effect of foreign currency exchange differences	-	536	38	(46)	528
Balance at 31 December 2024	**-**	**11,589**	**1,145**	**1,788**	**14,522**
Current	-	3,221	14	498	3,733
Non-current	-	8,368	1,131	1,290	10,789
	-	**11,589**	**1,145**	**1,788**	**14,522**

(in € x 1,000)	Restructuring provision	Legal provisions	Onerous contract provision	Other provisions	**Total**
Balance at 1 January 2023	**4,426**	**10,554**	**24,002**	**3,345**	**42,327**
Additions arising during the period	853	2,569	125	178	3,725
Reductions arising from settlements	(5,233)	(3,967)	(13,715)	(509)	(23,424)
Reductions resulting from re-measurement or settlement without cost	-	(1,993)	(1,412)	(817)	(4,222)
Transfer between categories	-	8,083	(8,083)	-	-
Effect of foreign currency exchange differences	(46)	94	440	47	535
Balance at 31 December 2023	**-**	**15,340**	**1,357**	**2,244**	**18,941**
Current	-	7,003	15	467	7,485
Non-current	-	8,337	1,341	1,778	11,456
	-	**15,340**	**1,357**	**2,244**	**18,941**

Restructuring provision

The restructuring provision relates to the reorganization process of relocating certain activities from high cost to low cost countries, centralizing and outsourcing certain back office activities such as accounting , HR and IT, and certain senior management changes. This has led to the dismissal of groups of employees. The provision is for the salary payments during gardening leave and the severance payment at the end of the gardening leave.

Legal provisions

The entity is involved in disputes with several customers, who alleged that the entity has breached its contract.

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Onerous contracts

A provision is recognized for certain contracts with customers for which the unavoidable costs of meeting the obligations exceed the economic benefits expected to be received. The information usually required by IAS 37 is not disclosed on the grounds that it can be expected to materially prejudice the outcome of the relevant contracts.

Other provisions

Other provisions mainly includes provisions for deferred benefits (jubilee provision). This jubilee provision relates to the payments connected with the years of service (12.5 and 25 years and right before retirement), which is applied by a number of subsidiaries within the Group.

28 Contract liabilities

The following table provides information about contract liabilities from contracts with customers.

(in € x 1,000)	31/12/24	31/12/23
Maintenance	45,109	56,635
SaaS	98,636	69,144
Services and other	546	63
Total	**144,291**	**125,842**

Revenue relating to maintenance is recognized over time although the customer pays up-front in full for these services. A contract liability is recognized for revenue relating to the maintenance services at the time of the initial sales transaction and is released over the service period.

Revenue relating to SaaS is recognized over time although the customer pays up-front in full for these services. A contract liability is recognized for revenue relating to the services at the time of the initial sales transaction and is released over the service period.

Contract liabilities relating to services and other are balances due to customers under construction contracts. These arise if a particular milestone payment exceeds the revenue recognized to date under the cost-to-cost method.

29 Trade and other payables

The trade payables and other payables consist of:

(in € x 1,000)	31/12/24	31/12/23
Trade payables	19,645	18,723
Supplier invoices to be received	2,884	2,910
Total	**22,529**	**21,633**

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30 Other liabilities

(in € x 1,000)	31/12/24	31/12/23
VAT payables	24,794	21,074
Wage taxes	2,066	3,005
Other taxes and social securities	9,296	7,724
Holiday pay, salaries and bonuses to be paid	36,882	28,019
Pensions – current	335	732
Accrued interest	792	4,630
Other accruals	6,892	9,367
Total	**81,057**	**74,551**
Current	81,057	74,531
Non-current	-	20
Total	**81,057**	**74,551**

Other liabilities – non-current

(in € x 1,000)	31/12/24	31/12/23
Other non-current liabilities	-	20
Total	**-**	**20**

31 Contingencies

Guarantee statement

Bock Capital Topco B.V. has issued statements in accordance with the provisions of Article 403 of Book 2 Title 9 of the Dutch Civil Code with regard to all the Dutch companies mentioned under Note 3.2. These companies are therefore exempted from the regulations that apply to the preparation and publication of financial statements.

Furthermore, the Dutch companies are included in the Dutch fiscal unity for corporation and VAT are wholly and severally liable for taxation payable to the tax authorities.

Legal procedures

Following the normal course of business, the Group is involved in several legal proceedings. In the opinion of the Board of Directors this will not be of any material significance to the Group's financial position.

32 Key management compensation

The remuneration of the Board of Directors and other active and inactive members of key management personnel during the period was as follows:

(in € x 1,000)	2024	2023
Short-term benefits (salaries and bonuses)	5,114	5,325
Post-employment benefits	257	268
Termination benefits	-	-
Share based payment	3,610	1,264
Total	**8,540**	**6,857**

The remuneration of the Executive and Non-executive members of the Board of Directors was, respectively € 3,2 million and € 0,2 million.

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33 Related party transactions

All legal entities that can be controlled, jointly controlled or significantly influenced are considered to be a related party. Also, entities which can control the Company are considered a related party. In addition, statutory and supervisory directors and close relatives are regarded as related parties.

The following transactions were carried out with related parties:

- Key management compensation (refer to Note 32);
- Loans were granted to key management personnel in relation to share-based payments in amount of €1,0 million (refer to Note 9).
- Funds amounting to €9,0 million were provided from Bock Capital EU Luxembourg Nature II S.A.R.L. in relation to the subscription price of the MEIP, resulting in a receivable due from this entity (refer to Note 19 and 21). These funds are transferred to Bock Capital with a loan agreement.

There are no other material transactions with related parties, other than disclosed above, and all transactions are conducted at arm's length.

34 Events after the reporting period

On 24 January 2025, the Group repaid €50,0 million on the PIK loan, representing a significant portion of the loan outstanding as of December 31, 2024. The repayment was funded out of cash and cash equivalents.

On 21 March 2025, management has signed a letter of intend to sell the associate Insert S.A., which is held at 35% as of the reporting date. The sale is expected to be finalized in fiscal year ending 31 December 2025.

Management has assessed those transactions and concluded that those are non-adjustement events. The conditions led to the sale arose after the reporting period and, therefore, do not require adjustment to the carrying value of the associate as at 31 December 2024.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Company Financial Statements

Company Balance Sheet as at 31 December

(before proposed profit appropriation)

(in € x 1,000)		2024	2023
Assets			
Non-current assets			
Investments in group companies	3	611,142	683,521
Current assets			
Intercompany receivables	4	9,642	7,179
Total assets		**620,784**	**690,700**
Equity and liabilities			
Equity	5		
Issued capital		–	–
Share premium		988,408	988,408
Share-based payments reserve		14,395	3,736
Legal reserves		33,993	44,818
Retained Earnings		(345,142)	(275,984)
Result for the period		(81,095)	(77,831)
		610,559	**683,147**
Non-current liabilities			
Borrowings	6	9,000	7,000
Current liabilities			
Other liabilities and accruals	7	1,225	553
Total equity and liabilities		**620,784**	**690,700**

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Company Statement of Profit or Loss for the period ended 31 December

(in € x 1,000)	2024	2023
Company result for the period	(209)	(191)
Group companies result for the period	(80,886)	(77,640)
Result for the period	(81,095)	(77,831)

As permitted pursuant to Article 402, Title 9, Book 2 of the Dutch Civil Code Bock Capital Topco B.V.'s company income statement is presented in a condensed form.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Notes to the Company Financial Statements

1 Basis of preparation

The company financial statements of Bock Capital Topco B.V. (hereafter "the Company") have been prepared in accordance with Part 9, Book 2 of the Dutch Civil Code. In accordance with sub article 8 of article 362, Book 2 of the Dutch Civil Code, the Company's financial statements are prepared based on the accounting principles of recognition, measurement and determination of profit, as applied in the consolidated financial statements. These principles also include the classification and presentation of financial instruments, being equity instruments or financial liabilities.

As the financial data of the Company are included in the consolidated financial statements, the income statement in the company financial statements is presented in its condensed form (in accordance with article 402, Book 2 of the Dutch Civil Code).

In case no other policies are mentioned, refer to the accounting policies as described in the accounting policies in the consolidated financial statements. For an appropriate interpretation, the Company financial statements should be read together with the consolidated financial statements. All amounts are presented in Euros (€ x 1,000), unless stated otherwise. The balance sheet and income statement references have been included. These refer to the notes.

The Consolidated Financial Statements have been prepared in accordance with International Financial Reporting Standards ("EU-IFRS"), effective as at 31 December 2024.

2 Financial fixed assets

Investments in group companies
Group companies are all entities (including intermediate subsidiaries) over which the Company has control. The Company controls an entity when it is exposed, or has rights, to variable returns from its involvement with the subsidiary and has the ability to affect those returns through its power over the subsidiary. Subsidiaries are recognized from the date on which control is transferred to the Company or its intermediate holding entities. They are de-recognized from the date that control ceases.

The Company applies the acquisition method to account for acquiring subsidiaries, consistent with the approach identified in the consolidated financial statements. The consideration transferred for the acquisition of a subsidiary is the fair value of assets transferred by the Company, liabilities incurred to the former owners of the acquiree and the equity interests issued by the company. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in an acquisition are measured initially at their fair values at the acquisition date and are subsumed in the net asset value of the investment in subsidiaries. Acquisition-related costs are expensed as incurred.

Investments in group companies are measured at net asset value. Net asset value is based on the measurement of assets, provisions and liabilities and determination of profit based on the principles applied in the consolidated financial statements. If the net asset value is negative such amount is presented in the company financial statements as provision, when the company has the obligation to provide additional fundings or has issued guarantees.

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3 Investments in group companies

(in € x 1,000)	2024	2023
Opening balance	683,521	759,699
Capital contribution	–	–
Investments share-based compensation	10,659	425
Result from group companies	(80,886)	(77,640)
Foreign currency translation differences	(2,152)	1,037
Total	**611,142**	**683,521**

List of group companies
Bock Capital Topco B.V. has (in)direct interests in subsidiaries listed in Note 3.2 (Notes to the consolidated financial statements).

4 Intercompany receivables

(in € x 1,000)	31/12/24	31/12/23
Intercompany accounts	9,642	7,179
Total	**9,642**	**7,179**

The fair value of the current receivables approximates the book value due to their short-term character. All current receivables fall due in less than one year.

5 Equity

In 2024, the movements in shareholders' equity are as follows:

(In € x 1,000)			Legal Reserves				
	Share capital premium	Share-based payments reserve	Foreign currency translation reserves	Software development costs	Retained earnings	Profit/ (loss) for the period	**Total**
At 1 January 2024	**988,408**	**3,736**	**6,420**	**38,398**	**(275,984)**	**(77,831)**	**683,147**
Capitalized development costs in Group companies	–	–	–	(8,673)	8,673	–	–
Foreign currency translation differences	–	–	(2,152)	–	–	–	(2,152)
Net result for the period	–	–	–	–	–	(81,095)	(81,095)
Total income and expenses for the period	–	–	(2,152)	(8,673)	8,673	(81,095)	(83,247)
Capital contribution	–	–	–	–	–	–	–
Share-based payments	–	10,659	–	–	–	–	10,659
Appropriation of result	–	–	–	–	(77,831)	77,831	–
At 31 December 2024	**988,408**	**14,395**	**4,268**	**29,725**	**(345,142)**	**(81,095)**	**610,559**

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(In € x 1,000)	Share capital premium	Share-based payments reserve	Legal Reserves: Foreign currency translation reserves	Legal Reserves: Software development costs	Retained earnings	Profit/ (loss) for the period	**Total**
At 1 January 2023	**988,408**	**3,311**	**5,383**	**38,368**	**(146,561)**	**(129,393)**	**759,516**
Capitalized development costs in Group companies	–	–	–	30	(30)	–	–
Foreign currency translation differences	–	–	1,037	–	–	–	1,037
Net result for the period	–	–	–	–	–	(77,831)	(77,831)
Total income and expenses for the period	–	–	1,037	30	(30)	(77,831)	(76,794)
Capital contribution	–	–	–	–	–	–	–
Share-based payments	–	425	–	–	–	–	425
Appropriation of result	–	–	–	–	(129,393)	129,393	–
At 31 December 2023	**988,408**	**3,736**	**6,420**	**38,398**	**(275,984)**	**(77,831)**	**683,147**

Called up share capital
The authorized, paid-up and called share capital of Bock Capital Topco B.V. of € 1.00 is divided into 100 ordinary shares with a par value of € 0.01.

The share premium of € 988,408 has been paid upon the issuance of 1 share during 2021 and through a separate capital contribution in 2021. The share premium of € 988,408 is not restricted for dividend purposes.

Share-based premium reserve
The share-based premium reserve relates to shares issued in connection with the Management Equity Incentive Plan (MEIP) and the Equity Tracking Plan (ETP).

Legal reserve
Legal reserves consist of the reserve for translation differences and the reserve for the capitalized costs relating to internally developed software. The foreign currency translation reserve concerns all exchange rate differences arising from the translation of the net investment in foreign entities.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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6 Borrowings

(in € x 1,000)	31/12/24	31/12/23
Non-current		
	9,000	7,000
Nature II		
Total non-current	9,000	7,000

(in € x 1,000)	01/01/24	Cash flows	31/12/24
Nature II	7,000	2,000	9,000
Total borrowings	**7,000**	**2,000**	**9,000**

(in € x 1,000)	**01/01/23**	**Cash flows**	**31/12/23**
Nature II	-	7,000	7,000
Total borrowings	**-**	**7,000**	**7,000**

The group entered into a intercompany loan agreement with a related party, Bock Capital EU Luxemburg Nature II Sàrl. The group received in 2023 €7.0 million loan with an interest rate of 5.643% per annum. In July 2024, the Group received an additional €2.0 million. The interest rate as determined in the amendment agreement is Euribor 12 months plus margin of 1.75%, in May 2024 the interest rate decreased to 5.420%. The loan is expected to be repaid as per June 2028, at the same date as the Senior Facilities Agreement.

7 Other liabilities and accruals

(in € x 1,000)	31/12/24	31/12/23
Other liabilities	839	381
Intercompany liabillity	386	172
Total	**1,225**	**553**

The fair value of the current liabilities approximates the book value due to their short-term character. All current liabilities fall due in less than one year.

8 Contingencies and commitments

Tax group liability

The Company forms a fiscal unity with some of its Dutch subsidiaries for corporate income tax purposes. In accordance with standard conditions, the Company, along with the subsidiaries that are part of the fiscal unity, is wholly and severally liable for taxation payable by the fiscal unity.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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Guarantee statement

Bock Capital Topco B.V. has issued statements in accordance with the provisions of Article 403 of Book 2 Title 9 of the Dutch Civil Code with regard to all of the Dutch companies mentioned under Note 3.2. These companies are therefore exempted from the regulations that apply to the preparation and publication of financial statements.

9 Average number of employees

During the reported period, the Company employed nil employees (2023: nil).

10 Directors' remuneration

Reference is made to Note 32 in the consolidated financial statements.

11 Audit fees

In accordance with the provision of Article 382a, Book 2 of the Dutch Civil Code, the Group discloses the auditors charged (audit) fees to Bock Capital Topco B.V. and its subsidiaries. The fees stated below for the audit of the financial statements are based on the total fees for the audit of the financial statements 2024 (and comparative year), regardless of whether the procedures were already performed in the financial year. Expenses for services provided by the Company's current independent auditor, EY Accountants B.V. and its foreign member firms to the Group are specified as follows:

(in € x 1,000)	2024	2023
Audit of financial statements	816	1,315
Other non-assurance procedures	-	480
Tax services	-	-
Total	**816**	**1,795**

12 Proposed profit appropriation

The Board of Directors proposes to the Annual General Meeting of Shareholders that the loss of €81,1 million for the period should be fully charged against the other reserves. This proposal has not yet been incorporated into the financial statements.

13 Events after the reporting period

No events after the reporting period noted.

14 Other information

Provision in the Articles of Association relating to profit appropriation
In accordance with Article 17.1 of the Company's Articles of Association, the profit for the year shall be at the disposal of the Annual General Meeting of Shareholders.

15 Independent Auditor's report

We refer to page 71 for the Independent Auditor's report.

Docusign Envelope ID: 5138FA3B-4B95-429D-84CF-D1DED5B70664

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16 Authorization of the financial statements

March 27th, 2025

Bock Capital Topco B.V.

The Board of Directors

Signed by:
S.M. Paris
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S.M. Paris

Signed by:
M.T. Bagley
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M.T. Bagley

Signed by:
J.M. Seigler
CE6492157EF9405...
J.M. Seigler

Signed by:
Stefan Dandl
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S.A. Dandl

Signed by:
B Ogut
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B.A. Ogut

Signed by:
D.A. Dunnam
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D.A. Dunnam

Signed by:
C.A.A. Bayne
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C.A.A. Bayne

DocuSigned by:
Charles Rees
68AD22B1D6814E1...
C.M. Rees

Signed by:
M. Eisenberg
EAAA6AE7A285411...
M. Eisenberg

Signed by:
M.J. Clayton
9EB4A974541D49D...
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Independent auditor's report

To: the shareholder of Bock Capital Topco B.V.

Report on the audit of the financial statements 2024 included in the annual report

Our opinion

We have audited the financial statements for the financial year ended 31 December 2024 of Bock Capital Topco B.V. based in Sliedrecht, the Netherlands.

The financial statements comprise the consolidated and company financial statements.

In our opinion:

- The accompanying consolidated financial statements give a true and fair view of the financial position of Bock Capital Topco B.V. as at 31 December 2024 and of its result and its cash flows for 2024 in accordance with International Financial Reporting Standards as adopted in the European Union (EU-IFRSs) and with Part 9 of Book 2 of the Dutch Civil Code
- The accompanying company financial statements give a true and fair view of the financial position of Bock Capital Topco B.V. as at 31 December 2024 and of its result for 2024 in accordance with Part 9 of Book 2 of the Dutch Civil Code

The consolidated financial statements comprise:

- The consolidated statement of financial position as at 31 December 2024
- The following statements for the year ended 31 December 2024: the consolidated statements of profit or loss and other comprehensive income, changes in equity and cash flows
- The notes comprising material accounting policy information and other explanatory information

The company financial statements comprise:

- The company balance sheet as at 31 December 2024
- The company statement of profit or loss for the period ended 31 December 2024
- The notes comprising a summary of the accounting policies and other explanatory information

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the Our responsibilities for the audit of the financial statements section of our report.

We are independent of Bock Capital Topco B.V. (the company) in accordance with the Wet toezicht accountantsorganisaties (Wta, Audit firms supervision act), the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics for Professional Accountants).

EY Accountants B.V. is a private limited liability company with registered office and principal place of business at Boompjes 258, 3011 XZ Rotterdam, the Netherlands and registered with the Chamber of Commerce number 92704093. Our services are subject to general terms and conditions, which inter alia contain a limitation of liability clause and a choice of forum.

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We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information in support of our opinion

We designed our audit procedures in the context of our audit of the financial statements as a whole and in forming our opinion thereon. The following information in support of our opinion and any findings were addressed in this context, and we do not provide a separate opinion or conclusion on these matters.

Our focus on fraud and non-compliance with laws and regulations

Our responsibility

Although we are not responsible for preventing fraud or non-compliance and we cannot be expected to detect non-compliance with all laws and regulations, it is our responsibility to obtain reasonable assurance that the financial statements, taken as a whole, are free from material misstatement, whether caused by fraud or error.

Our audit response related to fraud risks

We identified and assessed the risks of material misstatements of the financial statements due to fraud. During our audit we obtained an understanding of the company and its environment and the components of the system of internal control, including the risk assessment process and the board of directors' process for responding to the risks of fraud and monitoring the system of internal control as well as the outcomes. We refer to section risk management, part fraud assessment of the report from the board of directors for management's (fraud) risk assessment.

We evaluated the design and relevant aspects of the system of internal control and in particular the fraud risk assessment, as well as, amongst others, the code of conduct, whistle blower procedures and incident registration. We evaluated the design and the implementation of internal controls designed to mitigate fraud risks.

As part of our process of identifying fraud risks, we evaluated fraud risk factors with respect to financial reporting fraud, misappropriation of assets, and bribery and corruption, as well as the fraud risk areas identified in the company's fraud assessment, in close cooperation with our forensic specialists. We evaluated whether these factors indicate that a risk of material misstatement due to fraud is present.

We incorporated elements of unpredictability in our audit. We also considered the outcome of our other audit procedures and evaluated whether any findings were indicative of fraud or non-compliance.

We addressed the risks related to management override of controls, as this risk is present in all organizations. For these risks we have performed procedures among other things to evaluate key accounting estimates for management bias that may represent a risk of material misstatement due to fraud, in particular relating to important judgment areas and significant accounting estimates as disclosed in Note 2.2 Use of judgements and estimates in the Notes to the Consolidated Financial Statements. We have also used data analysis to identify and address high-risk journal entries and evaluated the business rationale (or the lack thereof) of significant extraordinary transactions, including those with related parties.

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When identifying and assessing fraud risks we presumed that there are risks of fraud in revenue recognition. We considered among other things the risks of top-side manual journal entries and recognition of fictious revenue or undelivered services. We designed and performed our audit procedures relating to revenue recognition responsive to this presumed fraud risk. We specifically performed journal entry testing procedures on top-side journal entries and used data analytics to correlate revenues to cash received, tested contractual arrangements and credit notes issued after year-end.

We considered available information and made enquiries of relevant executives, legal, compliance, human resources and the board of directors.

The fraud risks we identified, enquiries and other available information did not lead to specific indications for fraud or suspected fraud potentially materially impacting the view of the financial statements.

Our audit response related to risks of non-compliance with laws and regulations
We performed appropriate audit procedures regarding compliance with the provisions of those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. Furthermore, we assessed factors related to the risks of non-compliance with laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general industry experience, through discussions with the board of directors, reading minutes, inspection of reports of legal and compliance and performing substantive tests of details of classes of transactions, account balances or disclosures.

We also inspected lawyers' letters and we have been informed by the board of directors that there was no correspondence with regulatory authorities. We remained alert to any indication of (suspected) non-compliance throughout the audit. Finally, we obtained written representations that all known instances of non-compliance with laws and regulations have been disclosed to us.

Our audit response related to going concern
As disclosed in Note 2, Section Going Concern to the financial statements, the financial statements have been prepared on a going concern basis. When preparing the financial statements, the board of directors made a specific assessment of the company's ability to continue as a going concern and to continue its operations for the foreseeable future.

We discussed and evaluated the specific assessment with the board of directors exercising professional judgment and maintaining professional skepticism. We considered whether the board of directors' going concern assessment, based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, contains all relevant 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.

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Based on our procedures performed, we did not identify material uncertainties about going concern. 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 a company to cease to continue as a going concern.

Report on other information included in the annual report

The annual report contains other information in addition to the financial statements and our auditor's report thereon.

Based on the following procedures performed, we conclude that the other information:

- Is consistent with the financial statements and does not contain material misstatements
- Contains the information as required by Part 9 of Book 2 of the Dutch Civil Code for the management report and the other information as required by Part 9 of Book 2 of the Dutch Civil Code

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements. By performing these procedures, we comply with the requirements of Part 9 of Book 2 of the Dutch Civil Code and the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

The board of directors is responsible for the preparation of the other information, including the management report from in accordance with Part 9 of Book 2 of the Dutch Civil Code and other information required by Part 9 of Book 2 of the Dutch Civil Code.

Description of responsibilities regarding the financial statements

Responsibilities of the board of directors for the financial statements

The board of directors is responsible for the preparation and fair presentation of the financial statements in accordance with EU-IFRSs and Part 9 of Book 2 of the Dutch Civil Code. Furthermore, the board of directors is responsible for such internal control as the board of directors determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the board of directors is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, the board of directors should prepare the financial statements using the going concern basis of accounting unless the board of directors either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so. The board of directors should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material misstatements, whether due to fraud or error during our audit.

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Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgment and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. The Information in support of our opinion section above includes an informative summary of our responsibilities and the work performed as the basis for our opinion. Our audit included among others:

- Identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining 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
- Obtaining 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
- Evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board of directors
- Evaluating the overall presentation, structure and content of the financial statements, including the disclosures
- Evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We are responsible for planning and performing the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the financial statements. We are also responsible for the direction, supervision, review and evaluation of the audit work performed for purposes of the group audit. We bear the full responsibility for the auditor's report.

Communication

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 findings in internal control that we identify during our audit.

Utrecht, 27 March 2025

EY Accountants B.V.

Digitally signed by
Jean-Louis Geutjes
Date: 27/March/2025

J-L. Geutjes