

NPS.TODAY ApS

Annual Report 2025

English Translation

Direct translation of the uploaded Danish signed PDF, preserving the original text and figures.

No graphics added.

NPS.TODAY ApS

Lyngbyvej 14, 1.

2100 Copenhagen O

CVR no. 36 46 49 17

Presented and approved at the annual general meeting on 1 April 2026

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Management Statement

Today, the Board of Directors and the Executive Board have discussed and approved the annual report of NPS.TODAY ApS for the financial year 1 January - 31 December 2025.

The annual report has been prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the company's assets, liabilities and financial position at 31 December 2025 and of the results of the company's activities for the financial year 1 January - 31 December 2025.

In our opinion, the management review provides a fair review of the matters to which the review relates.

We recommend that the annual report be approved by the general meeting.

Copenhagen, 1 April 2026

Executive Board

Jesper Vagtel Johansen
Chief Executive Officer

Board of Directors

Morten Thune Hojberg - Chairman
Peter Christian Maegbaek Madsen
Peter Tranberg Moller
Flemming Pryd Rand
Thomas Gleerup
Lars Steen Schrodder

Independent Auditor's Report

To the shareholder of NPS.TODAY ApS

Opinion

We have audited the financial statements of NPS.TODAY ApS for the financial year 1 January - 31 December 2025, which comprise the accounting policies applied, income statement, balance sheet, statement of changes in equity and notes. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the company's assets, liabilities and financial position at 31 December 2025 and of the results of the company's operations for the financial year 1 January - 31 December 2025 in accordance with the Danish Financial Statements Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the section "Auditor's responsibilities for the audit of the financial statements". We are independent of the company in accordance with the International

Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the company's ability to continue as a going concern, for disclosing, where relevant, matters relating to going concern, and for preparing the financial statements on the going concern basis of accounting unless management either intends to liquidate the company, cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report containing an opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements may 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.

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation or override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the company's internal control.
- evaluate whether the accounting policies used are appropriate and whether accounting estimates and related disclosures made by management are reasonable.
- conclude on whether management's use of the going concern basis of accounting is appropriate and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial

statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.

- evaluate the overall presentation, structure and content of the financial statements, including the note disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during our audit.

Statement on the management review

Management is responsible for the management review. Our opinion on the financial statements does not cover the management review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the management review and, in doing so, consider whether the management review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to contain material misstatement.

Moreover, it is our responsibility to consider whether the management review provides the information required under the Danish Financial Statements Act.

Based on the work performed, in our opinion, the management review is consistent with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We have not identified any material misstatement in the management review.

Hellerup, 1 April 2026

Crowe

State Authorised Public Accountants Partnership

CVR no. 33 25 68 76

Soren Jonassen, State Authorised Public Accountant, mne18488

Jamal Naveed Broholt Janjooa, State Authorised Public Accountant, mne49080

Company Details

Item	Information
Company	NPS.TODAY ApS
Address	Lyngbyvej 14, 1., 2100 Copenhagen O
CVR no.	36464917
Financial year	1 January - 31 December 2025
Founded	17 December 2014

Item	Information
Registered office	Municipality of Copenhagen
Board of Directors	Morten Thune Højberg (Chairman); Peter Christian Maegbaek Madsen; Peter Tranberg Møller; Flemming Pryd Rand; Thomas Gleerup; Lars Steen Schrøder
Executive Board	Jesper Vagtel Johansen, Chief Executive Officer
Auditor	Crowe, State Authorised Public Accountants Partnership, CVR no. 33256876, Rygaards Alle 104, 2900 Hellerup

Management Review

Principal activities

The company's purpose is to conduct business involving the development, sale and consulting of IT systems and other related business activities.

Uncertainty regarding recognition and measurement

The company has capitalised development projects. The projects concern the development of IT solutions that make it easy for companies to collect customer feedback and gain overview and insight into data in a fully automated SaaS plug-in solution. The asset has been recognised based on incurred payroll costs and external costs less depreciation already charged.

By its nature, the value of a development project will always be associated with uncertainty, but it is management's assessment - based on prepared budgets and the onboarding of new customers resulting from the development projects - that the revenues the company will realise from the sale of this solution in the coming financial years can cover the already reduced costs of completing the solutions as well as the total amortisation of the capitalised development costs.

Development in activities and financial conditions

The company's income statement for 2025 shows a loss of DKK 355,739, and the balance sheet at 31 December 2025 shows negative equity of DKK 11,472,768.

This is a major improvement compared with last year, when the loss amounted to DKK 2,710,190. A small profit is expected next year as a result of new investments and market interest.

Uncertainty relating to going concern

To mitigate the future uncertainty regarding going concern, the company received additional liquidity of DKK 500 thousand in 2025.

The parent company, Bright Minds ApS, has furthermore provided a legally binding letter of support to address the going concern uncertainty for the financial year 2026.

The company has achieved a positive EBITDA and realised a positive result for the first quarter of 2026. This reflects a positive development and stronger financial performance.

Based on the above, management has prepared the financial statements on a going concern basis.

Reference is made to note 1, “Uncertainty about going concern”.

Significant events after the end of the financial year

No events have occurred after the end of the financial year that could materially affect the company’s financial position.

Expected development of the company

Management looks to 2026 with optimism, budgeting for solid growth and expecting a profit next year. This is due to investment in marketing in the international market and expansion of the reseller network.

Financial expectations

For the 2026 financial year, management expects continued double-digit growth in gross profit together with a doubling of EBITDA.

These expectations are driven by continued strong inflow of new customers, high customer satisfaction, and international commercial sales and marketing initiatives.

Market conditions

Market conditions are favourable, and interest in software for measuring customer satisfaction and customer loyalty remains high. Management also experiences growing interest from partners that wish to enter into strategic partnerships for the resale of nps.today’s software. At the end of 2025, two major partnerships were entered into with significant players within telephony and contact-centre solutions, who will resell nps.today from 2026.

Strategic initiatives

In 2026, we will continue to invest in growth in new markets and strong partnerships/resellers in Denmark.

Today, NPS.TODAY helps companies in 12 different countries measure customer loyalty and customer satisfaction, and we expect a significant share of growth in 2026 to come from markets outside Denmark.

Work will also continue to ensure high customer satisfaction through even better service, development and retention of our growing number of customers.

Organisation and employees

In 2026, we are strengthening our delivery organisation with additional resources to ensure customer retention. Beyond this, we do not expect to increase the number of employees, as we are also streamlining a wide range of tasks through the use of AI.

We are also working with a wide range of initiatives to ensure employee satisfaction. Our eNPS was 67 at the end of 2025.

Overall, we view 2026 positively and expect a year of progress in all areas.

Accounting Policies

Basis of preparation

The annual report of NPS.TODAY ApS for 2025 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to reporting class B entities, with selected rules from reporting class C. The accounting policies applied are unchanged from last year.

Recognition and measurement - general

Income is recognised in the income statement as earned. In addition, value adjustments of financial assets and liabilities are recognised. All expenses, including depreciation, amortisation and impairment losses, are also recognised in the income statement. Assets are recognised in the balance sheet when it is probable that future economic benefits will flow to the company and the value of the asset can be measured reliably. Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow out of the company and the value of the liability can be measured reliably. On initial recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities are measured as described for each individual accounting item below. Certain financial assets and liabilities are measured at amortised cost, whereby a constant effective interest rate is recognised over the term to maturity. Amortised cost is calculated as the original cost less any repayments plus/minus accumulated amortisation of the difference between cost and nominal amount. Recognition and measurement take into account foreseeable losses and risks arising before the annual report is presented that confirm or invalidate matters existing at the balance sheet date.

Gross profit

The company has chosen to apply section 32 of the Danish Financial Statements Act, under which revenue is not disclosed. Gross profit is a summary of net revenue and other external expenses.

Net revenue

Net revenue is measured at the fair value of the agreed consideration excluding VAT and taxes. All types of discounts granted are deducted from net revenue.

Other external expenses

Other external expenses include costs relating to sales, advertising, administration, premises, losses on receivables, etc.

Staff costs

Staff costs comprise wages and salaries, including holiday pay and pensions, as well as other social security costs, etc., relating to the company's employees.

Depreciation and amortisation

Depreciation and amortisation include the year's depreciation, amortisation and impairment losses on intangible and tangible fixed assets.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts relating to the financial year. Financial items include interest income and expenses, debt and transactions in foreign currency, amortisation of financial assets and liabilities, and surcharges and refunds under the on-account tax scheme, etc.

Tax on profit/loss for the year

The company is subject to the Danish rules on mandatory joint taxation. Current Danish corporate income tax is allocated between the jointly taxed companies in proportion to their taxable income. Companies with tax losses receive joint-tax contribution from companies that have been able to use the losses to reduce their own taxable profits. The tax for the year, consisting of current corporate income tax and changes in deferred tax, is recognised in the income statement to the extent that it relates to the profit/loss for the year, and directly in equity to the extent that it relates to items recognised directly in equity.

Intangible assets - development projects

Development costs comprise costs, salaries and amortisation that can be directly and indirectly attributed to development activities. Clearly defined and identifiable development projects for which technical feasibility, sufficient resources, and a potential future market or development opportunity in the company can be demonstrated, and where the intention is to produce, market or use the project, are recognised as intangible fixed assets if the cost can be measured reliably and there is sufficient certainty that future earnings can cover production, selling and administrative costs. Other development costs are recognised in the income statement as incurred. Development projects recognised in the balance sheet are measured at cost less accumulated amortisation and impairment losses. Upon completion of the development work, development costs are amortised on a straight-line basis over the estimated useful economic life, typically 3-5 years.

Tangible assets

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. The depreciation basis is cost less expected residual value after the end of useful life. Cost comprises the purchase price and costs directly attributable to the acquisition until the asset is ready for use. Straight-line depreciation is provided based on the following estimated useful lives and residual values: other fixtures and fittings, tools and equipment - 3 years; leasehold improvements - 5 years. Assets with a cost below DKK 34,400 are expensed in the year of acquisition. Gains and losses on disposal of tangible fixed assets are measured as the difference between the selling price less selling costs and the carrying amount at the date of sale. Gains or losses are recognised in the income statement under other operating income or other operating expenses, respectively.

Other financial fixed assets

Other financial fixed assets consisting of deposits are measured at amortised cost and written down to a lower recoverable amount if relevant.

Impairment of fixed assets

The carrying amount of intangible and tangible fixed assets is tested annually for indications of impairment in addition to what is reflected through depreciation/amortisation. If such indications exist, an impairment test is carried out for each individual asset or group of assets. The assets are written down to the recoverable amount if this is lower than the carrying amount. The recoverable amount is the higher of value in use and selling price less expected selling costs. Value in use is calculated as the present value of expected net cash flows from use of the asset or asset group and expected net cash flows from disposal after the end of useful life.

Receivables

Receivables are measured at amortised cost. Provisions are made for losses where there is objective evidence that a receivable or a portfolio of receivables is impaired. If there is objective evidence that an individual receivable is impaired, an impairment loss is recognised on an individual basis. Impairment losses are measured as the difference between the carrying amount of receivables and the present value of expected cash flows, including realisable value of any collateral received. The effective interest rate for the individual receivable or portfolio is used as discount rate.

Prepayments

Prepayments recognised under current assets comprise expenses incurred relating to subsequent financial years.

Cash and cash equivalents

Cash and cash equivalents comprise balances held at financial institutions.

Equity - reserve for development costs

The reserve for development costs comprises recognised development costs less related deferred tax liabilities. The reserve cannot be used for dividends or to cover losses. The reserve is reduced or dissolved if the recognised development costs are amortised or cease to be part of the company's operations. This is done by transfer directly to equity's free reserves.

Dividend

Proposed dividends are shown as a separate item under equity. Dividends are recognised as a liability when adopted by the general meeting.

Corporate tax and deferred tax

Current tax liabilities and current tax receivables are recognised in the balance sheet as calculated tax on the taxable income for the year, adjusted for tax on taxable income in prior years and for prepaid taxes. The company is jointly taxed with group-related Danish companies. Current corporate tax is allocated between the jointly taxed companies in proportion to their taxable incomes and with full allocation with reimbursement regarding tax losses. The jointly taxed companies are included in the on-account tax scheme. Joint-tax contributions payable and receivable are recognised in the balance sheet as "joint-tax contribution receivable" or "joint-tax contribution payable". Deferred tax is measured on the basis of the tax rules and tax rates

applicable under the legislation in force at the balance sheet date when the deferred tax is expected to crystallise as current tax. Changes in deferred tax due to changes in tax rates are recognised in the income statement, except for items recognised directly in equity. Deferred tax assets, including the tax value of tax losses carried forward, are measured at the value at which the asset is expected to be realised, either by set-off against future taxable income or against deferred tax liabilities within the same legal tax entity. Any net deferred tax assets are measured at net realisable value.

Liabilities

Financial liabilities are recognised at the proceeds received on raising the loan less transaction costs incurred. In subsequent periods, financial liabilities are measured at amortised cost corresponding to the capitalised value using the effective interest method, so that the difference between net proceeds and nominal value is recognised in the income statement over the term of the loan. Financial liabilities also include the capitalised residual lease obligation on finance lease contracts. Other liabilities, including trade payables, payables to group enterprises and other payables, are measured at amortised cost, which usually corresponds to nominal value. The holiday pay obligation earned by employees during the transitional period 1 September 2019 - 31 August 2020 is administered by the company and paid to the holiday fund before the employee reaches pension age. The obligation is included in “Other payables” as both short-term and long-term debt. Other payables are measured at amortised cost, which usually corresponds to nominal value. Accrued income recognised under short-term liabilities comprises payments received relating to income in subsequent years.

Foreign currency translation

Transactions in foreign currency are translated at the exchange rate at the date of transaction. Exchange differences arising between the rate at the transaction date and the rate at the payment date are recognised in the income statement as a financial item. If foreign currency instruments are used to hedge future cash flows, unrealised value adjustments are recognised directly in equity in the fair value reserve. Receivables, payables and other monetary items in foreign currency are translated at the exchange rate at the balance sheet date. The difference between the balance-sheet-date rate and the rate at the time the receivable or liability arose, or at the time of recognition in the most recent annual report, is recognised in the income statement under financial income and expenses. Fixed assets acquired in foreign currency are translated at the exchange rate at the transaction date.

Income Statement

1 January - 31 December 2025

Item	2025 (DKK)	2024 (DKK thousand)
Gross profit	10,097,715	6,793
Staff costs	-7,828,829	-6,566

Item	2025 (DKK)	2024 (DKK thousand)
Profit before depreciation, amortisation and impairment	2,268,886	227
Depreciation, amortisation and impairment	-1,607,372	-1,716
Profit before financial items	661,514	-1,489
Financial income	3,874	10
Financial expenses	-1,021,127	-1,231
Profit/loss for the year	-355,739	-2,710

Proposed appropriation of profit/loss

Item	2025 (DKK)	2024 (DKK thousand)
Transferred to reserve for development costs	99,865	79
Retained earnings	-455,604	-2,789
Total	-355,739	-2,710

Balance Sheet at 31 December 2025

Assets

Assets	2025 (DKK)	2024 (DKK thousand)
Completed development projects	1,913,947	2,771
Development projects in progress	1,257,050	273
Intangible fixed assets	3,170,997	3,044
Other fixtures and fittings, tools and equipment	36,196	27
Leasehold improvements	88,483	119
Property, plant and equipment	124,679	146
Deposits	213,907	203
Financial fixed assets	213,907	203
Fixed assets total	3,509,583	3,393

Assets	2025 (DKK)	2024 (DKK thousand)
Receivables from sales and services	2,310,720	2,621
Prepayments	353,889	54
Receivables	2,664,609	2,675
Cash and cash equivalents	472,040	427
Current assets total	3,136,649	3,102
Assets total	6,646,232	6,495

Equity and Liabilities

Equity and liabilities	2025 (DKK)	2024 (DKK thousand)
Share capital	116,058	116
Reserve for development costs	2,473,378	2,374
Retained earnings	-14,062,204	-13,607
Equity	-11,472,768	-11,117
Other payables	3,475,323	5,006
Holiday pay obligations	424,450	409
Long-term debt	3,899,773	5,415
Current portion of long-term debt	1,454,198	922
Trade payables	789,172	432
Payables to group enterprises	4,024,266	3,084
Payables to participating interests	647,834	140
Other payables	1,538,815	1,576
Accrued income	5,764,942	6,043
Short-term debt	14,219,227	12,197
Liabilities total	18,119,000	17,612
Equity and liabilities total	6,646,232	6,495

References in the balance sheet: note 1 - Uncertainty regarding going concern; note 2 - Uncertainty regarding recognition and measurement; note 8 - Contingent liabilities; note 9 - Charges and collateral.

Statement of Changes in Equity

Item	Share capital	Reserve for development costs	Retained earnings	Total
Equity at 1 January 2025	116,058	2,373,513	-13,606,600	-11,117,029
Profit/loss for the year	0	99,865	-455,604	-355,739
Equity at 31 December 2025	116,058	2,473,378	-14,062,204	-11,472,768

Notes

Note 1 - Uncertainty regarding going concern

To mitigate future uncertainty regarding going concern, the company received additional liquidity of DKK 500 thousand in 2025. The parent company, Bright Minds ApS, has furthermore provided a legally binding letter of support to address the uncertainty regarding going concern for the financial year 2026. The company has achieved a positive EBITDA and realised a positive result for the first quarter of 2026. This reflects a positive development and stronger financial performance. Based on the above, management has prepared the financial statements on a going concern basis.

Note 2 - Uncertainty regarding recognition and measurement

The company has capitalised development projects. The projects concern the development of IT solutions that make it easy for companies to collect customer feedback and gain overview and insight into data in a fully automated SaaS plug-in solution. The asset has been recognised based on incurred payroll costs and external costs less depreciation already charged. The value of a development project will by its nature always be associated with uncertainty, but it is management's assessment, based on budgets prepared and the onboarding of new customers resulting from the development projects, that the revenues the company will realise from the sale of this solution in the coming financial years can cover the already reduced costs of completing the solutions and the total amortisation of the capitalised development costs.

Note 3 - Staff costs

Item	2025 (DKK)	2024 (DKK thousand)
Wages and salaries	7,046,648	5,959
Pensions	672,283	499

Item	2025 (DKK)	2024 (DKK thousand)
Other social security costs	126,793	108
Other staff costs	-16,895	0
Total staff costs	7,828,829	6,566
Average number of full-time employees	13	13

Note 4 - Financial expenses

Item	2025 (DKK)	2024 (DKK thousand)
Financial expenses to group enterprises	341,651	280
Other financial expenses	679,476	951
Total financial expenses	1,021,127	1,231

Note 5 - Intangible fixed assets

Item	Completed development projects	Development projects in progress
Cost at 1 January 2025	9,779,252	272,570
Additions during the year	629,795	1,052,560
Transfers during the year	68,080	-68,080
Cost at 31 December 2025	10,477,127	1,257,050
Amortisation and impairment at 1 January 2025	7,008,857	0
Amortisation for the year	1,554,323	0
Amortisation and impairment at 31 December 2025	8,563,180	0
Carrying amount at 31 December 2025	1,913,947	1,257,050

Special assumptions relating to development projects and tax assets

The development projects include improvements within strategic focus areas, including integration modules and functionality that strengthens integration possibilities, as well as general platform and product improvements.

Recent development has included, among other things, a new AI feedback assistant designed to help customers analyse data faster and better. In addition, work has been carried out on a larger data warehouse project to ensure faster access to analysis of large data volumes without delays in the platform for customers.

Work has also been carried out on refactoring, which includes structural rewriting and optimisation of the code, improving development speed, stability and scalability.

The performance of the entire platform has been optimised, ensuring faster response times and better stability. At the same time, security has been strengthened so that the system complies with the latest standards and best practices in data security, and it has also ensured that nps.today complies with the ISAE 3000 standard within GDPR and data security.

The projects were completed as planned, both in terms of time and cost.

Note 6 - Property, plant and equipment

Item	Other fixtures and fittings, tools and equipment	Leasehold improvements
Cost at 1 January 2025	216,559	149,899
Additions during the year	32,311	0
Cost at 31 December 2025	248,870	149,899
Depreciation and impairment at 1 January 2025	189,605	31,436
Impairment for the year	23,069	0
Depreciation for the year	0	29,980
Depreciation and impairment at 31 December 2025	212,674	61,416
Carrying amount at 31 December 2025	36,196	88,483

Note 7 - Long-term liabilities

Liability	Debt at 1 Jan 2025	Debt at 31 Dec 2025	Instalments due next year	Debt after 5 years
Other payables	5,929,205	4,929,521	1,454,198	0

Liability	Debt at 1 Jan 2025	Debt at 31 Dec 2025	Instalments due next year	Debt after 5 years
Holiday pay obligations	409,306	424,450	0	0
Total	6,338,511	5,353,971	1,454,198	0

Note 8 - Contingent liabilities

The company is jointly taxed with the parent company Bright Minds ApS (administration company) and is jointly and severally liable with the other jointly taxed companies for payment of corporate income tax as well as withholding tax on dividends, interest and royalties.

Other contingent liabilities not recognised in the balance sheet: As at 31 December 2025, the company's rent commitment amounts to DKK 368 thousand due to the non-cancellation period, whereby the company can terminate the lease only with effect from 31 March 2026, followed by 6 months' notice.

Note 9 - Charges and collateral

As security for debt to Vaekstfonden, the company has granted a business charge of DKK 7,500 thousand over the company's tangible fixed assets, development costs and receivables from sales and services, which have a carrying amount at 31 December 2025 of DKK 4,563 thousand.

Signature Appendix

This document is signed by the parties listed below, who by their signatures have confirmed the document's content and all dates stated in the document.

Name	Role	Signature date/time
Jesper Vagtel Johansen	CEO	01-04-2026 13:17:18 CEST
Soren Jonassen	Auditor	01-04-2026 09:02:14 CEST
Jamal Naveed Broholt Janjooa	Auditor	01-04-2026 10:53:04 CEST
Morten Thune Højberg	Chairman of the Board and Chair of the meeting	01-04-2026 10:35:06 CEST
Peter Christian Maegbaek Madsen	Board member	01-04-2026 10:00:13 CEST
Peter Tranberg Møller	Board member	01-04-2026 14:18:59 CEST
Flemming Pryds Rand	Board member	01-04-2026 10:22:57 CEST
Thomas Gleerup	Board member	09-04-2026 09:39:35 CEST
Lars Steen Schrøder	Board member	06-04-2026 09:14:24 CEST

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The document is locked against changes and all cryptographic signature certificates are embedded in this PDF. The signatures therefore comply with all public recommendations and laws for digital signatures. With esignatur's solution, it is ensured that all European laws are respected in relation to sensitive information and valid digital signatures. For more information about digitally signed documents with esignatur, please visit esignatur.dk.