

Deloitte.



RIGHT PEOPLE GROUP ApS

Lyngbyvej 2
2100 København Ø
CVR No. 30590627

Annual report 01.10.2024 - 30.09.2025

The Annual General Meeting adopted the
annual report on 19.12.2025

Louise In Birk Delfs
Chairman of the General Meeting

Contents

Entity details	2
Statement by Management	3
Independent auditor's report	4
Management commentary	7
Income statement for 2024/25	9
Balance sheet at 30.09.2025	10
Statement of changes in equity for 2024/25	12
Notes	13
Accounting policies	17

Entity details

Entity

RIGHT PEOPLE GROUP ApS
Lyngbyvej 2
2100København Ø

Business Registration No.: 30590627
Registered office: København
Financial year: 01.10.2024- 30.09.2025
URL: www.rightpeoplegroup.com

Board of Directors

Agner Nørgaard Mark, Chairman
Martin Jørgensen, Vice chairman
Søren Grud Rosenmeier
Louise In Birk Delfs
Helena Jose Sardinha Petersen

Executive Board

Henrik Deichmann Arent
Jesper Geisler

Auditors

Deloitte Statsautoriseret Revisionspartnerselskab
Weidekampsgade 6
2300 Copenhagen S

Statement by Management

The Board of Directors and the Executive Board have today considered and approved the annual report of RIGHT PEOPLE GROUP ApS for the financial year 01.10.2024 - 30.09.2025.

The annual report is presented in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Entity's financial position at 30.09.2025 and of the results of its operations for the financial year 01.10.2024 - 30.09.2025.

We believe that the management commentary contains a fair review of the affairs and conditions referred to therein.

We recommend the annual report for adoption at the Annual General Meeting.

Copenhagen, 19.12.2025

Executive Board

Henrik Deichmann Arent

Jesper Geisler

Board of Directors

Agner Nørgaard Mark
Chairman

Martin Jørgensen
Vice chairman

Søren Grud Rosenmeier

Louise In Birk Delfs

Helena Jose Sardinha Petersen

Independent auditor's report

To the shareholder of RIGHT PEOPLE GROUP ApS

Opinion

We have audited the financial statements of RIGHT PEOPLE GROUP ApS for the financial year 01.10.2024 - 30.09.2025, which comprise the income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies. 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 Entity's financial position at 30.09.2025 and of the results of its operations for the financial year 01.10.2024 - 30.09.2025 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of this auditor's report. We are independent of the Entity 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 Entity's ability to continue as a going concern, for disclosing, as applicable, matters related to going concern, and for using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Entity or to 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 that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. 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.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements, and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity'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 Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures in the notes, 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 that we identify during our audit.

Statement on the management commentary

Management is responsible for the management commentary.

Our opinion on the financial statements does not cover the management commentary, 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 commentary and, in doing so, consider whether the management commentary is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the management commentary provides the information required by relevant law and regulations.

Based on the work we have performed, we conclude that the management commentary is in accordance with the financial statements and has been prepared in accordance with the requirements in the relevant law and regulations. We did not identify any material misstatement of the management commentary.

Copenhagen, 19.12.2025

Deloitte

Statsautoriseret Revisionspartnerselskab

CVR No. 33963556

Henrik Hartmann Olesen

State Authorised Public Accountant

Identification No (MNE) mne34143

Management commentary

Financial highlights

	2024/25	2023/24	2022/23	2021/22	2020/21
	DKK'000	DKK'000	DKK'000	DKK'000	DKK'000
Key figures					
Gross profit/loss	27,536	17,425	20,912	9,303	6,323
Operating profit/loss	9,044	9,975	12,638	9,303	6,323
Net financials	942	546	(93)	(67)	(51)
Profit/loss for the year	7,760	8,184	9,763	7,175	4,883
Total assets	87,358	86,813	61,956	49,066	33,020
Investments in property, plant and equipment	403	385	0	0	0
Investments in intangibles	1,427	708	0	0	0
Equity	11,443	8,684	10,263	7,675	5,383
Ratios					
Return on equity (%)	77.11	86.39	108.85	109.89	106.43
Equity ratio (%)	13.10	10.00	16.56	15.64	16.30

Financial highlights are defined and calculated in accordance with the current version of "Recommendations & Ratios" issued by the CFA Society Denmark.

Return on equity (%) :

Profit/loss for the year * 100

Average equity

Equity ratio (%) :

Equity * 100

Total assets

Primary activities

The Company is providing premium IT and business consulting services to companies and organizations.

Development in activities and finances

The Company's income statement for the financial year 2024/25 shows a profit of DKK 7.8 million, and the balance sheet as of 30 September 2025 shows equity of DKK 11.4 million.

Activities have been similar to last year.

Profit/loss for the year in relation to expected developments

The company has realized a profit before tax of DKK 10.0 m. The result for the year is as expected including one-off costs.

Outlook

The Company expects to grow, both organically and inorganically.

For the financial year 2025/2026 profit before tax for the Company is expected to be in same level as last year, excluding one-off costs.

Statutory report on corporate governance

The Company's ultimate majority shareholder, Capidea, is a member of Active Owners, which has issued "Guidelines for responsible ownership and good corporate governance". The Group is not subject to these guidelines, as they apply to companies that meet the criteria for accounting class C, large. The Group's implementation of the guidelines will be continuously assessed, and reporting on this will be included in future annual reports.

Capidea is represented on the board by Managing Partner Martin Jørgensen, Director Louise In Birk Delfs and Senior Advisor and Chair Agner N. Mark. Board meetings are held at least four times a year, and no special board committees have been established.

Events after the balance sheet date

No events have occurred after the balance sheet date to this date, which would influence the evaluation of this annual report.

Income statement for 2024/25

	Notes	2024/25 DKK	2023/24 DKK
Gross profit/loss		27,536,026	17,425,014
Staff costs	2	(18,139,831)	(7,444,016)
Depreciation, amortisation and impairment losses		(352,127)	(6,410)
Operating profit/loss		9,044,068	9,974,588
Other financial income	3	4,004,174	1,710,428
Other financial expenses	4	(3,061,968)	(1,164,019)
Profit/loss before tax		9,986,274	10,520,997
Tax on profit/loss for the year	5	(2,226,464)	(2,337,312)
Profit/loss for the year	6	7,759,810	8,183,685

Balance sheet at 30.09.2025

Assets

	Notes	2024/25 DKK	2023/24 DKK
Completed development projects		1,289,285	0
Development projects in progress	8	707,809	103,666
Intangible assets	7	1,997,094	103,666
Other fixtures and fittings, tools and equipment		86,704	39,856
Leasehold improvements		583,586	338,310
Property, plant and equipment	9	670,290	378,166
Receivables from group enterprises		47,005,035	57,176,405
Deposits		481,568	432,804
Financial assets	10	47,486,603	57,609,209
Fixed assets		50,153,987	58,091,041
Trade receivables	11	27,802,618	26,237,903
Receivables from group enterprises		795,375	1,612,077
Deferred tax	12	0	25,924
Other receivables		469,927	478,108
Receivables		29,067,920	28,354,012
Cash		8,135,760	368,131
Current assets		37,203,680	28,722,143
Assets		87,357,667	86,813,184

RIGHT PEOPLE GROUP ApS | Balance sheet at 30.09.2025

11

Equity and liabilities

	Notes	2024/25 DKK	2023/24 DKK
Contributed capital		125,000	125,000
Retained earnings		3,318,495	3,558,685
Proposed dividend		8,000,000	5,000,000
Equity		11,443,495	8,683,685
Deferred tax	12	6,057	0
Provisions		6,057	0
Payables to group enterprises		25,340,636	30,000,000
Non-current liabilities other than provisions	13	25,340,636	30,000,000
Current portion of non-current liabilities other than provisions	13	0	690,411
Bank loans		117,242	34,338
Trade payables		42,992,190	40,808,517
Payables to group enterprises		1,117,319	4,002,912
Joint taxation contribution payable		4,557,719	1,708,747
Holiday pay obligation		478,988	190,058
Other payables		1,304,021	694,516
Current liabilities other than provisions		50,567,479	48,129,499
Liabilities other than provisions		75,908,115	78,129,499
Equity and liabilities		87,357,667	86,813,184
Events after the balance sheet date	1		
Unrecognised rental and lease commitments	14		
Contingent liabilities	15		
Assets charged and collateral	16		
Non-arm's length related party transactions	17		
Group relations	18		

Statement of changes in equity for 2024/25

	Contributed capital DKK	Retained earnings DKK	Proposed dividend DKK	Total DKK
Equity beginning of year	125,000	3,558,685	5,000,000	8,683,685
Ordinary dividend paid	0	0	(5,000,000)	(5,000,000)
Profit/loss for the year	0	(240,190)	8,000,000	7,759,810
Equity end of year	125,000	3,318,495	8,000,000	11,443,495

Notes

1 Events after the balance sheet date

No events have occurred after the balance sheet date to this date, which would influence the evaluation of this annual report.

2 Staff costs

	2024/25	2023/24
	DKK	DKK
Wages and salaries	16,456,420	6,826,479
Pension costs	1,569,780	531,813
Other social security costs	113,631	85,724
	18,139,831	7,444,016
Average number of full-time employees	21	11

3 Other financial income

	2024/25	2023/24
	DKK	DKK
Financial income from group enterprises	3,982,523	1,612,076
Other interest income	2,581	45,137
Exchange rate adjustments	19,070	53,215
	4,004,174	1,710,428

4 Other financial expenses

	2024/25	2023/24
	DKK	DKK
Financial expenses from group enterprises	2,767,914	789,650
Other interest expenses	248,023	318,868
Exchange rate adjustments	46,031	55,501
	3,061,968	1,164,019

5 Tax on profit/loss for the year

	2024/25	2023/24
	DKK	DKK
Current tax	2,194,483	2,363,236
Change in deferred tax	31,981	(25,924)
	2,226,464	2,337,312

6 Proposed distribution of profit and loss

	2024/25	2023/24
	DKK	DKK
Ordinary dividend for the financial year	8,000,000	5,000,000
Retained earnings	(240,190)	3,183,685
	7,759,810	8,183,685

7 Intangible assets

	Completed development projects DKK	Development projects in progress DKK
Cost beginning of year	0	103,666
Transfers	103,666	(103,666)
Additions	1,426,850	707,809
Cost end of year	1,530,516	707,809
Amortisation for the year	(241,231)	0
Amortisation and impairment losses end of year	(241,231)	0
Carrying amount end of year	1,289,285	707,809

8 Development projects

The Entity's development costs primarily relates to the implement, customize and set up of a new business platform planned for usage in the beginning of the next year.

9 Property, plant and equipment

	Other fixtures and fittings, tools and equipment DKK	Leasehold improvements DKK
Cost beginning of year	40,532	344,044
Additions	68,688	334,332
Cost end of year	109,220	678,376
Depreciation and impairment losses beginning of year	(676)	(5,734)
Depreciation for the year	(21,840)	(89,056)
Depreciation and impairment losses end of year	(22,516)	(94,790)
Carrying amount end of year	86,704	583,586

10 Financial assets

	Receivables from group enterprises DKK	Deposits DKK
Cost beginning of year	57,176,405	432,804
Additions	3,982,029	48,764
Disposals	(13,735,710)	0
Cost end of year	47,422,724	481,568
Impairment losses for the year	(417,689)	0
Revaluations end of year	(417,689)	0
Carrying amount end of year	47,005,035	481,568

11 Trade receivables

A part of the Companys receivables are subject to a factoring arrangement and have been purchased by the factoring company without recourse.

12 Deferred tax

	2024/25 DKK	2023/24 DKK
Changes during the year		
Beginning of year	25,924	0
Recognised in the income statement	(31,981)	25,924
End of year	(6,057)	25,924

13 Non-current liabilities other than provisions

	Due within 12 months 2023/24 DKK	Due after more than 12 months 2024/25 DKK	Outstanding after 5 years 2024/25 DKK
Payables to group enterprises	690,411	25,340,636	25,340,636
	690,411	25,340,636	25,340,636

The payable to group enterprises, together with any accrued but unpaid interest shall be repaid on the Repayment date which is in June 2034. The loan accrues interest.

14 Unrecognised rental and lease commitments

	2024/25 DKK	2023/24 DKK
Liabilities under rental or lease agreements until maturity in total	1,567,030	1,829,889

15 Contingent liabilities

The Entity participates in a Danish joint taxation arrangement where TopCap RPG ApS serves as the administration company. According to the joint taxation provisions of the Danish Corporation Tax Act, the Entity is

therefore secondarily liable for income taxes etc. for the jointly taxed entities, which is limited to the equity interest by which the entity participates in the Group, and also secondarily liable for obligations, if any, relating to the withholding of tax on interest, royalties and dividend for the jointly taxed entities. The jointly taxed entities' total known net liability under the joint taxation arrangement is disclosed in the administration company's financial statements.

16 Assets charged and collateral

Collateral provided for group enterprises

The Entity has guaranteed the group enterprise CapHold RPG ApS's debts with bank connection by surity by way of charged collateral in receivables from group enterprises.

The recognised value of receivables from group enterprises charged as collateral by the group enterprises' debt amounts to DKK 47,8 million.

Bank loans of CapHold RPG ApS group secured by collateral amount to DKK 169,2 million as of 30 September 2025.

17 Non-arm's length related party transactions

Only related party transactions not conducted on an arm's length basis are disclosed in the annual report. No such transactions have been conducted in the financial year.

18 Group relations

Name and registered office of the Parent preparing consolidated financial statements for the largest group:

TopCap RPG ApS , Grønningen 25, st, 1270 København K, Denmark

Name and registered office of the Parent preparing consolidated financial statements for the smallest group:

CapHold RPG ApS, Lyngbyvej 2, 2100 Copenhagen Ø, Denmark

Accounting policies

Basis for financial statements

This annual report has been prepared in accordance with the provisions of the Danish Financial Statements Act governing reporting class C enterprises (medium).

The accounting policies applied to these financial statements are consistent with those applied last year.

Recognition and measurement

Assets are recognised in the balance sheet when it is probable as a result of a prior event that future economic benefits will flow to the Entity, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when the Entity has a legal or constructive obligation as a result of a prior event, and it is probable that future economic benefits will flow out of the Entity, and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. Measurement subsequent to initial recognition is effected as described below for each financial statement item.

Anticipated risks and losses that arise before the time of presentation of the annual report and that confirm or invalidate affairs and conditions existing at the balance sheet date are considered at recognition and measurement.

Income is recognised in the income statement when earned, whereas costs are recognised by the amounts attributable to this financial year.

Income statement

Gross profit or loss

Gross profit or loss comprises revenue, own work capitalised, other operating income, cost of consultants and external expenses.

Revenue

Revenue from the sale of services is recognised in the income statement when delivery is made to the buyer. Revenue is recognised net of VAT, duties and sales discounts and is measured at fair value of the consideration fixed.

Revenue from services where the entity act as an Agent (pass-through offering with use of third-party consultants) is reported on a net basis (gross invoiced sales, less cost of consultants recognized as revenue).

Other operating income

Other operating income comprises income of a secondary nature as viewed in relation to the Entity's primary activities, including salary refunds.

Cost of sales

Cost of sales comprises direct costs from freelance or third party consultants delivering consultancy services.

Costs of raw materials and consumables

Costs of raw materials and consumables comprise the consumption of raw materials and consumables for the financial year after adjustment for changes in inventories of these goods from the beginning to the end of the year. This item includes shrinkage, if any, and normal writedowns of the relevant inventories.

Other external expenses

Other external expenses include expenses relating to the Entity's normal activities, including expenses for premises, stationery and office supplies, marketing costs, etc. This item also includes writedowns of receivables recognised in current assets.

Staff costs

Staff costs comprise salaries and wages, and social security contributions, pension contributions, etc for entity staff.

Depreciation, amortisation and impairment losses

Depreciation, amortisation and impairment losses relating to property, plant and equipment and intangible assets comprise depreciation, amortisation and impairment losses for the financial year.

Other financial income

Other financial income comprises interest income, including interest income on receivables from group enterprises, net capital or exchange gains on securities, payables and transactions in foreign currencies, amortisation of financial assets, and tax relief under the Danish Tax Prepayment Scheme etc.

Other financial expenses

Other financial expenses comprise interest expenses, including interest expenses on payables to group enterprises, net capital or exchange losses on securities, payables and transactions in foreign currencies, amortisation of financial liabilities, and tax surcharge under the Danish Tax Prepayment Scheme etc.

Tax on profit/loss for the year

Tax for the year, which consists of current tax for the year and changes in deferred tax, is recognised in the income statement by the portion attributable to the profit for the year and recognised directly in equity by the portion attributable to entries directly in equity.

The Entity is jointly taxed with all Danish group enterprises. The current Danish income tax is allocated among the jointly taxed entities proportionally to their taxable income (full allocation with a refund concerning tax losses).

Balance sheet**Intellectual property rights etc**

Intellectual property rights etc comprise development projects completed and in progress with related intellectual property rights, acquired intellectual property rights and prepayments for intangible assets.

Development projects on clearly defined and identifiable products and processes, for which the technical rate of utilisation, adequate resources and a potential future market or development opportunity in the enterprise can be established, and where the intention is to manufacture, market or apply the product or process in question, are recognised as intangible assets. Other development costs are recognised as costs in the income statement as incurred. When recognising development projects as intangible assets, an amount equalling the costs incurred less deferred tax is taken to equity in the reserve for development costs that is reduced

as the development projects are amortised and written down.

The cost of development projects comprises costs such as salaries and amortisation that are directly and indirectly attributable to the development projects.

Completed development projects are amortised on a straight-line basis using their estimated useful lives which are determined based on a specific assessment of each development project. If the useful life cannot be estimated reliably, it is fixed at 10 years. For development projects protected by intellectual property rights, the maximum period of amortisation is the remaining duration of the relevant rights. The amortisation periods used are 5 years.

Intellectual property rights etc are written down to the lower of recoverable amount and carrying amount.

Property, plant and equipment

Cost comprises the acquisition price, costs directly attributable to the acquisition and preparation costs of the asset until the time when it is ready to be put into operation.

Indirect production costs in the form of indirectly attributable staff costs and amortisation of intangible assets and depreciation of property, plant and equipment used in the development process are recognised in cost based on time spent on each asset.

The basis of depreciation is cost less estimated residual value after the end of useful life. Straight-line depreciation is made on the basis of the following estimated useful lives of the assets:

	Useful life
Other fixtures and fittings, tools and equipment	3 years

For leasehold improvements and assets subject to finance leases, the depreciation period cannot exceed the contract period.

Estimated useful lives and residual values are reassessed annually.

Items of property, plant and equipment are written down to the lower of recoverable amount and carrying amount.

Receivables

Receivables are measured at amortised cost, usually equalling nominal value, less writedowns for bad and doubtful debts.

Deferred tax

Deferred tax is recognised on all temporary differences between the carrying amount and the tax-based value of assets and liabilities, for which the tax-based value is calculated based on the planned use of each asset. However, no deferred tax is recognised for amortisation of goodwill disallowed for tax purposes and temporary differences arising at the date of acquisition that do not result from a business combination and that do not have any effect on profit or loss or on taxable income.

Deferred tax assets, including the tax base of tax loss carryforwards, are recognised in the balance sheet at

their estimated realisable value, either as a set-off against deferred tax liabilities or as net tax assets.

Cash

Cash comprises cash in hand and bank deposits.

Dividend

Dividend is recognised as a liability at the time of adoption at the general meeting. Proposed dividend for the financial year is disclosed as a separate item in equity. Extraordinary dividend adopted in the financial year is recognised directly in equity when distributed and disclosed as a separate item in Management's proposal for distribution of profit/loss.

Other financial liabilities

Other financial liabilities are measured at amortised cost, which usually corresponds to nominal value.

Joint taxation contributions payable or receivable

Current joint taxation contributions receivable or joint taxation contributions payable are recognised in the balance sheet, calculated as tax computed on the taxable income of the year, which has been adjusted for prepaid tax. For tax losses, joint taxation contributions receivable are only recognised if such losses are expected to be used under the joint taxation arrangement.

Cash flow statement

Referring to section 86(4) of the Danish Financial Statements Act, the Entity has prepared no cash flow statement as such statement is included in the consolidated cash flow statement of MidCap RPG ApS, Business Reg. No. 44 50 40 49.