

# **IT Practice A/S**

CVR no. 25 64 57 74

## **2008 Internal Financial Statements**

---

These Internal Financial  
Statements have been approved  
at the Annual General Meeting on  
/ 20

Chairman:

---

The following is a translation of a Danish original document. The original Danish text shall be the governing text for all purposes and in case of any discrepancy the Danish wording shall apply.

**STATE AUTHORIZED  
PUBLIC ACCOUNTANTS**



BEIERHOLM – is a member of HLB International  
- a world-wide network of independent professional accounting firms and business advisors

**Aarhus**  
Guldsmedgade 3  
DK-8100 Aarhus C  
Denmark

Tel.: +45 87 32 57 00  
[www.beierholm.dk](http://www.beierholm.dk)  
Limited Company  
CVR-nr. DK 24 20 75 01

---

Company Information etc.	3
Management's Statement	4
Independent Auditor's Declaration	5
Financial Highlights and Ratios - consolidated	6 - 7
Financial Highlights and Ratios - parent	8 - 9
Management's Review	10
Consolidated Income Statement	11
Consolidated Balance Sheet	12 - 13
Income Statement of the Parent	14 - 15
Balance Sheet of the Parent	16 - 17
Cash Flow Statement	18 - 19
Accounting Policies	20 - 24
Notes	25 - 31
Specifications	32 - 35

---

---

**The Company**

---

IT Practice A/S  
Kronprinsessegade 54, 5  
1306 Copenhagen K, Denmark  
www.it-practice.dk  
Registered office: Copenhagen  
CVR no.: 25 64 57 74

---

**Board of Directors**

---

Søren Casparij (Chairman)  
Ole Falholt  
Per Falholt

---

**Board of Executives**

---

Torben Richard Falholt, Manager

---

**Auditors**

---

Beierholm  
State Authorized Public Accountants

---

**Bank**

---

Sydbank A/S  
Danske Bank  
Amagerbanken

We hereby present the Internal Financial Statements of the Company and the Group for 2008.

The Internal Financial Statements are presented in accordance with the Danish Financial Statements Act (*Årsregnskabsloven*).

In our opinion, the accounting policies applied are expedient, thus ensuring that the Internal Financial Statements give a true and fair view of the Company's assets and liabilities, financial position and results.

Copenhagen, 28 January 2009

**The Board of Executives**

Torben Richard Falholt

**The Board of Directors**

Søren Casparij  
(Chairman)

Ole Falholt

Per Falholt

**To the Board of Executives of IT Practice A/S**

As agreed, we have reviewed the internal financial statements of IT Practice A/S for the financial year 1 January - 31 December 2008. As regards their format and degree of specification, the internal financial statements differ from the official annual report on which we have expressed an unqualified opinion without supplementary information. The profit for the year and the equity are, however, the same as stated in the official annual report.

The internal financial statements are the responsibility of Management. Our responsibility is to express a conclusion on the internal financial statements based on our review.

**Review**

We conducted our review in accordance with the Danish auditing standard on reviews. This standard requires that we plan and perform the review to obtain limited assurance that the internal financial statements are free from material misstatement. A review is first and foremost limited to inquiries made to the company as well as analyses of accounting figures, thus providing a reduced degree of assurance than an audit. We have not performed an audit and will thus not express an opinion on the internal financial statements.

**Conclusion**

Based on our review, we did not find any matters giving rise to conclude that the internal financial statements do not give a true and fair view of the Company's and the Group's assets, liabilities and financial position as at 31 December 2008 and of the results of their activities in accordance with the accounting policies applied.

Aarhus, 28 January 2009

**Beierholm**

State Authorized Public Accountants

C.V. Christiansen

State Authorized Public Accountant

## Financial Highlights and Ratios - consolidated

### Financial highlights

Amounts in DKK '000

	2008	2007	2006	2005	2004
<b>Results</b>					
Revenue	127,251	92,363	64,984	61,366	63,698
Index	200	145	102	96	100
Operating profit	22,364	20,555	11,914	16,164	19,729
Index	113	104	60	82	100
Net financials	1,381	830	348	305	265
Index	397	239	100	115	100
Profit for the year	17,369	15,554	8,892	11,779	13,971
Index	124	111	64	84	100

### Balance sheet

Total assets	66,150	49,056	33,755	33,313	32,028
Index	207	153	105	104	100
Investment in property, plant and equipment	425	819	793	2,014	981
Index	43	83	81	205	100
Equity	29,323	31,140	25,138	16,277	14,499
Index	202	215	173	112	100

## Financial Highlights and Ratios - consolidated

<b>Ratios</b>	2008	2007	2006	2005	2004
<b>Profitability</b>					
Return on equity	57.5%	55.3%	42.9%	76.5%	103.4%
Return on capital employed	33.8%	41.9%	35.3%	48.5%	61.6%
Profit margin	17.6%	22.3%	18.3%	26.3%	31.0%
Asset turnover	1.9	1.9	1.9	1.8	2.0
<b>Solvency</b>					
Solvency ratio	44.3%	63.5%	74.5%	48.9%	45.3%
<b>Other</b>					
Number of employees, average	61.0	52.0	49.0	39.0	36.0

## Financial Highlights and Ratios - parent

### Financial highlights

Amounts in DKK '000

2008      2007      2006      2005      2004

### Results

Revenue	98,163	68,179	60,447	61,366	63,698
Index	154	107	95	96	100
Operating profit	20,783	18,847	12,241	16,171	19,736
Index	105	95	62	82	100
Net financials	2,383	1,650	175	300	259
Index	1,362	943	100	116	100
Profit for the year	17,580	15,554	8,892	11,779	13,971
Index	126	111	64	84	100

### Balance sheet

Total assets	61,158	44,580	30,848	33,262	32,018
Index	191	139	96	104	100
Investment in property, plant and equipment	359	740	739	2,014	981
Index	37	75	75	205	100
Equity	28,304	30,723	25,169	16,277	14,499
Index	195	212	174	112	100

### Cash flow

Net cash flow from:					
Operating activities	12,762	14,309	6,828	11,367	15,316
Investing activities	-1,831	-1,216	-378	-1,816	-1,708
Financing activities	7,538	-16,665	-9,734	-12,000	-10,000
Effect on cash flow for the year	18,469	-3,572	-3,284	-2,449	3,608

## Financial Highlights and Ratios - parent

<b>Ratios</b>	2008	2007	2006	2005	2004
<b>Profitability</b>					
Return on equity	59.6%	55.7%	42.9%	76.5%	103.4%
Return on capital employed	34.0%	42.3%	38.4%	48.6%	61.6%
Profit margin	21.2%	27.6%	20.3%	26.4%	31.0%
Asset turnover	1.6	1.5	1.9	1.8	2.0
<b>Solvency</b>					
Solvency ratio	46.3%	68.9%	79.0%	48.9%	45.3%
<b>Other</b>					
Number of employees, average	48.0	47.0	47.0	39.0	36.0

### Computation of ratios

The ratios have been calculated in accordance with the recommendations from the Danish Society of Investment Professionals (Den Danske Finansanalytikerforening):

<b>Return on equity</b>	$\frac{\text{Profit/loss from ordinary activities after tax} * 100}{\text{Average equity}}$
<b>Return on capital employed</b>	$\frac{\text{Profit/loss before net financials} * 100}{\text{Total assets}}$
<b>Profit margin</b>	$\frac{\text{Profit/loss before net financials} * 100}{\text{Revenue}}$
<b>Asset turnover</b>	$\frac{\text{Revenue} * 100}{\text{Total assets}}$
<b>Solvency ratio</b>	$\frac{\text{Equity, year-end} * 100}{\text{Total assets}}$

**Main activities**

The IT Practice Group carries out consulting, advisory assistance, training and implementation within IT. The services are offered through four channels:

- IT Practice ([www.it-practice.dk](http://www.it-practice.dk))
- Peak Consulting Group ([www.peakconsulting.dk](http://www.peakconsulting.dk))
- Peak Training ([www.peakkurser.dk](http://www.peakkurser.dk))
- Codeconnexion ([www.codeconnexion.com](http://www.codeconnexion.com))

The customers are enterprises and organisations where IT is a strategic part of the business foundation.

The IT Practice Group bases its work on the conditions and prerequisites present at the clients site, and collaborates with the client in order to achieve its goals by optimising their processes using a pragmatic approach. The Group is holistic with regard to the solutions it proposes, as it has a vast amount of experience and a variety of skills to offer.

**Development in the Company's activities and financial affairs**

IT Practice A/S experienced a positive development in 2008. The company experienced growth in revenue as well as profit, and long-term collaborations were established with a number of prominent Danish companies.

To an increasing extent, the IT Practice Group has been able to offer its services through all of the four above channels, thus being able to act as an entrepreneur. This fact has reduced the Group's contribution ratio while at the same time raised the level of market approval of the Group's capacity.

**Important events occurring after the end of the financial year**

No events have occurred after the end of the financial year which might affect the picture presented in these internal financial statements.

**Outlook**

We expect a stable revenue growth in 2009, distributed on new as well as existing customers. To an increasing extent, the IT Practice Group will act as an entrepreneur and strategic advisor to its customers in their ongoing optimisation of IT use and operation.

## Consolidated Income Statement

	2008	2007
<b>Revenue</b>	<b>127,250,687</b>	<b>92,363,079</b>
<b>Total income</b>	<b>127,250,687</b>	<b>92,363,079</b>
Production costs	42,814,732	23,227,190
Other external expenses	7,523,420	5,488,918
<b>Total external expenses</b>	<b>50,338,152</b>	<b>28,716,108</b>
<b>Contribution margin</b>	<b>76,912,535</b>	<b>63,646,971</b>
Staff expenses	-53,586,106	-42,075,593
<b>Profit before depreciation, amortisation and impairment losses</b>	<b>23,326,429</b>	<b>21,571,378</b>
Depreciation of property, plant and equipment and amortisation of intangible assets	-1,183,336	-1,176,379
Proceeds on the disposal of fixed assets	221,337	159,845
<b>Operating profit</b>	<b>22,364,430</b>	<b>20,554,844</b>
Financial income	1,511,209	907,936
Financial expenses	-130,384	-77,586
<b>Total net financials</b>	<b>1,380,825</b>	<b>830,350</b>
<b>Profit before tax</b>	<b>23,745,255</b>	<b>21,385,194</b>
Tax on profit for the year	-5,982,956	-5,383,540
<b>Net profit for the year</b>	<b>17,762,299</b>	<b>16,001,654</b>
Minority shareholders' share of the subsidiaries' profit/loss	-393,600	-447,314
<b>The Group's share of profit/loss for the year</b>	<b>17,368,699</b>	<b>15,554,340</b>

## Consolidated Balance Sheet

<b>ASSETS</b>	31.12.08	31.12.07
Leasehold improvements	1,728,515	0
Other fixtures and fittings, tools and equipment	1,284,884	1,886,156
<b>Total property, plant and equipment</b>	<b>3,013,399</b>	<b>1,886,156</b>
Deposit	438,854	373,392
Investments in associate	255,000	45,000
Own equity investments	0	7,200,000
<b>Total investments</b>	<b>693,854</b>	<b>7,618,392</b>
<b>Total non-current assets</b>	<b>3,707,253</b>	<b>9,504,548</b>
Trade receivables	26,738,778	25,049,688
Contract work in progress	994,709	489,805
Deferred tax asset	168,000	164,000
Receivable from parent	1,089,904	651,315
Receivable from associate	977,600	1,017,148
Other receivables	22,466	35,275
Prepayments	35,511	187,996
<b>Total receivables</b>	<b>30,026,968</b>	<b>27,595,227</b>
<b>Securities and investments</b>	<b>5,307</b>	<b>69,006</b>
<b>Cash</b>	<b>32,410,421</b>	<b>11,886,818</b>
<b>Total current assets</b>	<b>62,442,696</b>	<b>39,551,051</b>
<b>Total assets</b>	<b>66,149,949</b>	<b>49,055,599</b>

## Consolidated Balance Sheet

### LIABILITIES AND EQUITY

	31.12.08	31.12.07
Share capital	1,000,000	1,000,000
Reserve for own equity investments	0	7,200,000
Retained earnings	27,303,845	22,523,359
<b>Total equity</b>	<b>28,303,845</b>	<b>30,723,359</b>
<b>Minority interests</b>	<b>1,019,258</b>	<b>416,425</b>
Employee bonds	1,225,507	840,966
<b>Total long-term liabilities other than provisions</b>	<b>1,225,507</b>	<b>840,966</b>
Payables to credit institutions	0	0
Trade payables	4,484,087	2,706,139
Prepayments received from customers	327,100	3,000,000
Payables to Group enterprise	406,681	341,366
Other payables	10,146,486	10,908,094
Deferred income	236,985	119,250
Proposed dividend for the year	20,000,000	0
<b>Total short-term liabilities other than provisions</b>	<b>35,601,339</b>	<b>17,074,849</b>
<b>Total liabilities other than provisions</b>	<b>36,826,846</b>	<b>17,915,815</b>
<b>Total liabilities and equity</b>	<b>66,149,949</b>	<b>49,055,599</b>

## Income Statement of the Parent

Note	2008	2007	
1	<b>Revenue</b>	<b>98,163,489</b>	<b>68,178,522</b>
	<b>Total income</b>	<b>98,163,489</b>	<b>68,178,522</b>
	Production costs	26,015,502	5,766,616
	Other external expenses	5,278,306	4,821,198
	<b>Total external expenses</b>	<b>31,293,808</b>	<b>10,587,814</b>
	<b>Contribution margin</b>	<b>66,869,681</b>	<b>57,590,708</b>
2	Staff expenses	-45,196,467	-37,768,902
	<b>Profit before depreciation, amortisation and impairment losses</b>	<b>21,673,214</b>	<b>19,821,806</b>
	Depreciation of property, plant and equipment and amortisation of intangible assets	-1,111,326	-1,134,337
	Proceeds on the disposal of fixed assets	221,337	159,845
	<b>Operating profit</b>	<b>20,783,225</b>	<b>18,847,314</b>
	Income from investments in subsidiaries	1,132,570	852,219
	Financial income	1,380,350	873,233
	Financial expenses	-130,384	-75,172
	<b>Total net financials</b>	<b>2,382,536</b>	<b>1,650,280</b>
	<b>Profit before tax</b>	<b>23,165,761</b>	<b>20,497,594</b>
3	Tax on profit for the year	-5,585,275	-4,943,254
	<b>Net profit for the year</b>	<b>17,580,486</b>	<b>15,554,340</b>

## Income Statement of the Parent

	2008	2007
Profit for the year	17,580,486	15,554,340
Retained earnings	21,878,450	24,669,019
Applied for share issue	0	-500,000
Extraordinary dividend distributed in the year	0	-10,000,000
<b>Available for appropriation by the general meeting</b>	<b>39,458,936</b>	<b>29,723,359</b>
Proposed appropriation:		
Dividend	20,000,000	0
Reserve for own equity investments	-7,200,000	7,200,000
Net revaluation reserve according to the equity method	840,521	644,909
Retained earnings	25,818,415	21,878,450
<b>Total</b>	<b>39,458,936</b>	<b>29,723,359</b>

## Balance Sheet of the Parent

ASSETS	31.12.08	31.12.07
Note		
Leasehold improvements	1,728,515	0
Other fixtures and fittings, tools and equipment	1,203,528	1,799,189
<b>4 Total property, plant and equipment</b>	<b>2,932,043</b>	<b>1,799,189</b>
Deposit	394,049	373,392
<b>5 Investments in subsidiary and associate</b>	<b>2,633,268</b>	<b>1,710,698</b>
<b>6 Own equity investments</b>	<b>0</b>	<b>7,200,000</b>
<b>Total investments</b>	<b>3,027,317</b>	<b>9,284,090</b>
<b>Total non-current assets</b>	<b>5,959,360</b>	<b>11,083,279</b>
Trade receivables	22,701,424	20,164,706
Contract work in progress	994,709	439,805
<b>3 Deferred tax asset</b>	<b>162,000</b>	<b>167,000</b>
Receivable from parent	1,089,904	651,315
Receivable from subsidiary	4,800	4,800
Receivable from associate	977,600	1,017,148
Other receivables	14,509	35,275
<b>7 Prepayments</b>	<b>16,277</b>	<b>185,422</b>
<b>Total receivables</b>	<b>25,961,223</b>	<b>22,665,471</b>
<b>Securities and investments</b>	<b>5,307</b>	<b>69,006</b>
<b>Cash</b>	<b>29,231,856</b>	<b>10,762,722</b>
<b>Total current assets</b>	<b>55,198,386</b>	<b>33,497,199</b>
<b>Total assets</b>	<b>61,157,746</b>	<b>44,580,478</b>

## Balance Sheet of the Parent

Note	31.12.08	31.12.07
<b>LIABILITIES AND EQUITY</b>		
	1,000,000	1,000,000
	0	7,200,000
	1,485,430	644,909
	25,818,415	21,878,450
<b>8</b>	<b>28,303,845</b>	<b>30,723,359</b>
	1,225,507	840,966
<b>9</b>	<b>1,225,507</b>	<b>840,966</b>
	2,846,524	660,334
	197,600	3,000,000
	8,584,270	9,355,819
	20,000,000	0
	<b>31,628,394</b>	<b>13,016,153</b>
	<b>32,853,901</b>	<b>13,857,119</b>
	<b>61,157,746</b>	<b>44,580,478</b>
10	Collaterals	
11	Contractual liabilities	
12	Related parties	

## Cash Flow Statement

	2008	2007
Profit for the year	17,580,486	15,554,340
Adjustments:		
Depreciation and amortisation	1,111,326	1,134,337
Proceeds on the disposal of fixed assets	-221,337	-159,845
Profit from investments in group enterprises	-1,132,570	-852,219
Financial income	-1,380,350	-873,233
Financial expenses	130,384	75,172
Tax on profit for the year	5,585,275	4,943,254
Change in working capital:		
Trade receivables	-2,536,718	-8,013,943
Contract work in progress	-554,904	-439,805
Receivable from parent	-18,510	-17,285
Receivable from subsidiary	0	902,041
Receivables from associates	39,548	-39,121
Other receivables	20,766	24,074
Prepayments and deferred income	169,145	-155,422
Trade payables	2,186,190	228,858
Prepayments received from customers	-2,802,400	3,000,000
Other payables	-771,549	3,374,208
<b>Cash flows from operating activities before net financials</b>	<b>17,404,782</b>	<b>18,685,411</b>
Financial income	1,380,350	873,233
Financial expenses	-130,384	-75,172
Market value adjustment, shares and employee bonds	109,970	74,553
Dividend	-2,145	-2,145
<b>Cash flows from ordinary activities</b>	<b>18,762,573</b>	<b>19,555,880</b>
Income taxes paid	-6,000,354	-5,246,978
<b>Cash flows from operating activities</b>	<b>12,762,219</b>	<b>14,308,902</b>
Investments in fixed assets:		
Purchase of property, plant and equipment	-2,277,140	-740,014
Sale of property, plant and equipment	254,297	260,000
Purchase of investments	-420,000	-906,147
Sale of investments	630,000	0
Deposit paid	-20,657	167,572
Dividend received	2,145	2,145
<b>Cash flows from investing activities</b>	<b>-1,831,355</b>	<b>-1,216,444</b>

**Cash Flow Statement**

	2008	2007
Employee bonds	338,270	534,741
Acquisition of treasury shares	7,200,000	-7,200,000
Dividend to shareholders	0	-10,000,000
<b>Cash flows from financing activities</b>	<b>7,538,270</b>	<b>-16,665,259</b>
<b>Changes in cash and cash equivalents</b>	<b>18,469,134</b>	<b>-3,572,801</b>
Cash and cash equivalents 01.01.08	10,762,722	14,335,523
<b>Cash and cash equivalents 31.12.08</b>	<b>29,231,856</b>	<b>10,762,722</b>

**GENERAL**

The Internal Financial Statements have been presented in accordance with the provisions of the Danish Financial Statements Act (Årsregnskabsloven) for medium-sized class C companies. The accounting policies have been applied consistently with last year.

**Basis of recognition and measurement**

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. 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 financial benefits will flow to the Company, and the value of such assets can be measured reliably. Liabilities are recognised in the balance sheet when they are reasonably likely to occur and can be measured reliably. On initial recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

On recognition and measurement, account is taken of foreseeable losses and risks arising before the time at which the Internal Financial Statements are presented and proving or disproving matters arising on or before the balance sheet date.

**CONSOLIDATED FINANCIAL STATEMENTS**

The consolidated financial statements include the Parent and the enterprise in which the Parent, directly or indirectly, holds more than 50 per cent of the voting rights or in which it has a controlling influence through agreements.

All financial statements used for consolidation are essentially prepared in accordance with the accounting policies of the Parent.

The consolidated financial statements consolidate the audited financial statements of the Parent and its subsidiary, eliminating intra-group income and expenditure, shareholdings, balances and dividends as well as unrealised intra-group proceeds and losses on inventories and fixed assets.

On the acquisition of enterprises, assets and liabilities are recognised at fair value at the time of acquisition, and expected expenses incidental to the restructuring in the acquired enterprise are recognised as provisions. The tax effect of any reassessments is recognised. The cost of the investments in the acquired enterprises is set off against the proportionate share of the subsidiary's net assets at the time of the establishment of the group relationship.

The financial items of the subsidiary are recognised wholly in the consolidated financial statements. When stating the consolidated profit/loss and equity, the proportionate share of any such profit/loss and equity of the subsidiary as can be attributed to minority interests is stated separately.

## FOREIGN CURRENCY AND HEDGING TRANSACTIONS

The Internal Financial Statements are presented in Danish kroner.

During the year, foreign currency transactions are translated into Danish kroner using the rate of exchange applicable at the date of transaction or, for hedged transactions, the hedged rate of exchange. Receivables and liabilities other than provisions in foreign currencies are translated into Danish kroner using the exchange rates applicable at the balance sheet date or, for hedged amounts, the hedged rate of exchange. Realised and unrealised translation gains and losses are recognised in the income statement under net financials.

## INCOME STATEMENT

### Revenue

Income from the sale of goods and services is recognised in the income statement provided that delivery has been effected and the risk has passed to the buyer by the end of the financial year. Revenue is measured exclusive of VAT and discounts.

### Depreciation and amortisation

The amortisation of intangible assets and the depreciation of property, plant and equipment aim at systematic depreciation and amortisation over the expected useful lives of the assets. The following useful lives and residual values are applied by the Company:

	Useful life	Residual value
Leasehold improvements	5 years	0%
Other fixtures and fittings, tools and equipment	2 - 5 years	0%

New acquisitions of plant and machinery as well as other fixtures and fittings, tools and equipment with a cost not exceeding DKK 11,900 each are recognised in the income statement in the year of acquisition.

**Net financials**

Interest receivable and interest payable, translation adjustments as well as realised and unrealised capital gains and losses are recognised under net financials.

**Taxes**

The current and deferred taxes and joint taxation contribution for the year are recognised in the income statement as taxes for the year with the portion attributable to the profit or loss for the year, and directly in equity with the portion attributable to amounts recognised directly in equity.

**BALANCE SHEET****Property, plant and equipment**

Property, plant and equipment are measured in the balance sheet at the lower of cost less accumulated depreciation and the recoverable amount. The recoverable amount is the value of the asset in connection with continued use or sale.

Cost includes direct and indirect material and labour costs.

**Investments**

Investments in associates are measured in the balance sheet at cost less any impairment loss.

Investments in subsidiaries are recognised in the balance sheet at the proportionate share of the investment in such enterprises adjusted for the remaining value of positive or negative goodwill and unrealised intra-group profits and losses.

The profit or loss of the subsidiaries or associates is recognised in the income statement as the proportionate share made up of the investments.

**Receivables**

Receivables are measured at nominal value less assessed risks of bad debts computed on the basis of individual assessments.

**Other investments**

Other securities and investments are recognised in the balance sheet at fair value.

**Equity**

The proposed dividend for the financial year is recognised as a liability other than provisions.

Reserve for own equity investments comprises the cost of the company's purchase of treasury shares.

Net revaluation of investments in subsidiaries and associates is recognised under equity in the reserve for net revaluation according to the equity method to the extent that the carrying amount exceeds the acquisition value.

**Current and deferred taxes**

Current tax payable and receivable is recognised in the balance sheet as tax computed on the basis of the taxable income for the year, adjusted for tax paid on account.

Joint taxation contributions payable and receivable are recognised in the balance sheet under receivables from or payables to group enterprises.

Deferred tax liabilities and deferred tax assets are calculated on the basis of all temporary differences between the carrying amount and tax base of assets and liabilities and are recognised in the balance sheet at the tax rate applicable. Deferred tax assets are recognised, following an assessment, at the expected realisable value through a set-off against deferred tax liabilities or against tax on future earnings.

**Payables**

Long-term liabilities other than provisions are measured at cost at the time of contracting such liabilities (raising the loans). Liabilities other than provisions are subsequently measured at amortised cost, where capital losses and loan expenses are distributed over the term of the liabilities on the basis of the calculated, effective rate of interest at the time of contracting such liabilities.

Short-term liabilities other than provisions are measured at amortised cost, which usually corresponds to the nominal value of the debt.

**RATIOS**

The ratios have been computed in accordance with the recommendations from the Danish Society of Investment Professionals (*Den Danske Finansanalytikerforening*).

**CASH FLOW STATEMENT**

The cash flow statement is prepared using the indirect method, showing cash flows from operating, investing and financing activities as well as changes in cash flows for the year and cash and cash equivalents at the beginning and end of the year.

Cash flows from operating activities comprise profit or loss for the year, adjusted for non-cash operating items, income tax paid and changes in working capital.

Cash flows from investing activities comprise the acquisition and disposal of intangible assets, property, plant and equipment and fixed asset investments adjusted for changes in receivables and liabilities other than provisions relevant to such items.

Cash flows from financing activities comprise financing from and dividend paid to shareholders as well as the arrangement and repayment of long-term liabilities other than provisions.

Cash at the beginning and end of the year comprise cash and short-term bank loans.

	2008	2007
<b>1. Revenue</b>		
Work performed in Denmark	94,278,921	65,492,826
Work performed abroad	3,884,568	2,685,696
Total	98,163,489	68,178,522

**2. Staff costs**

Remuneration of the Board of Directors and the Board of Executives (including pension)	1,665,819	1,719,155
Remuneration of other employees:		
Labour expenses	39,258,170	32,267,691
Non-taxable mileage allowance	166,515	103,640
Pensions	3,591,495	3,220,141
Other social security expenses etc.	750,843	657,745
Total	45,432,842	37,968,372

Total staff expenses comprise:

Gross profit	45,196,467	37,768,902
Cleaning	236,375	199,470
Total	45,432,842	37,968,372

Average number of employees	48	47
-----------------------------	----	----

**3. Tax**

Current tax for the year	5,580,275	4,963,254
Deferred tax for the year	5,000	-20,000
Total	5,585,275	4,943,254

2008

2007

**3. Tax** - continued -

The amount comprises:

Tax on profit from ordinary activities	5,585,275	4,943,254
<b>Total</b>	<b>5,585,275</b>	<b>4,943,254</b>

Tax on profit from ordinary activities comprises:

Computed at a rate of 25% of profit from ordinary activities before tax	5,791,440	5,124,399
Tax on non-taxable income and non-deductible expenses	-206,961	-196,950
Adjustment of tax, previous years	0	0
Value adjustment of deferred tax	0	16,000
Rounding-offs	796	-195
<b>Total</b>	<b>5,585,275</b>	<b>4,943,254</b>

Deferred tax is computed at a rate of 25% and comprises:

Property, plant and equipment	-109,758	-136,209
Trade receivables	-3,281	0
Total long-term liabilities other than provisions	-49,427	-30,462
<b>Total</b>	<b>-162,466</b>	<b>-166,671</b>
Rounding-off	-162,000	-167,000

**4. Property, plant and equipment**

	Leasehold improvements	Tools and equip- ment, fixtures and fittings
Cost as at 01.01.08	0	4,971,618
Additions during the year	1,918,437	358,703
Disposals during the year	0	-1,460,453
Cost as at 31.12.08	1,918,437	3,869,868
Depreciation and impairment losses as at 01.01.08	0	3,172,429
Depreciation for the year	189,922	921,404
Reversal of depreciation and impairment losses relating to disposals during the year	0	-1,427,493
Depreciation and impairment losses as at 31.12.08	189,922	2,666,340
Carrying amount as at 31.12.08	1,728,515	1,203,528
Selling price of disposed assets	0	254,297
Carrying amount	0	-32,960
Proceeds	0	221,337

## 5. Investments in subsidiary and associates

	Registered office	Shareholding	Equity	Net profit
Subsidiary:				
Peak Consulting Group ApS	Copenhagen	70%		
Indirect ownership through				
Peak Holding Nr. 1 ApS		5%	3,397,526	1,314,383
Associates:				
Peak Holding Nr. 1 ApS	Copenhagen	50%	412,500	-7,500
CodeConnexion (Pvt) Ltd.	Sri Lanka	45%	1,121,917	941,992
			31.12.08	31.12.07
Cost as at 01.01.08			1,065,387	159,240
Additions during the year			420,000	906,147
Disposals during the year			-337,548	0
Cost as at 31.12.08			1,147,839	1,065,387
Impairment gains as at 01.01.08			645,311	0
Impairment gains for the year			920,782	645,311
Dividend for the year			0	0
Reversal of impairment gains, disposal during the year			-80,664	0
Impairment gains as at 31.12.08			1,485,429	645,311
Impairment losses as at 01.01.08			0	206,908
Impairment losses for the year			0	0
Reversal of impairment losses, disposal during the year			0	-206,908
Impairment losses as at 31.12.08			0	0
Carrying amount as at 31.12.08			2,633,268	1,710,698
Selling price of disposed assets			630,000	0
Carrying amount			-418,212	0
Proceeds			211,788	0

**6. Own equity investments**

	31.12.08	31.12.07
Cost as at 01.01.08	7,200,000	0
Additions during the year	0	7,200,000
Disposals during the year	-7,200,000	0
Cost as at 31.12.08	0	7,200,000
Impairment losses as at 01.01.08	0	0
Dividend for the year	0	0
Impairment losses as at 31.12.08	0	0
Carrying amount as at 31.12.08	0	7,200,000

Treasury shares, nominally DKK 90 thousand, are equal to 9% of the share capital. The holding amounts to 180 shares of DKK 500 each. The entire holding was sold during the year.

**7. Prepayments**

Prepaid costs	0	165,422
Accrued interest	16,277	20,000
Total	16,277	185,422

**8. Equity**

Statement of changes in equity:

Profit for the year	17,580,486	15,554,340
Distributed dividend	-20,000,000	-10,000,000
Total	-2,419,514	5,554,340
Equity as at 01.01.08	30,723,359	25,169,019
Equity as at 31.12.08	28,303,845	30,723,359

**8. Equity** - continued -

	Share capital	Reserve for own equity investments	Net revaluation reserve according to the equity method	Retained earnings
Balance as at 01.01.07	500,000	0	0	24,669,019
Capital increase	500,000	0	0	-500,000
Profit for the year	0	7,200,000	644,909	7,709,431
Extraordinary dividend	0	0	0	-10,000,000
Ordinary dividend	0	0	0	0
Balance as at 01.01.08	1,000,000	7,200,000	644,909	21,878,450
Profit for the year	0	-7,200,000	840,521	23,939,965
Ordinary dividend	0	0	0	-20,000,000
Balance as at 31.12.08	1,000,000	0	1,485,430	25,818,415

The share capital comprises 1,000 shares with a nominal value of DKK 500 each. No shares enjoy special rights.

31.12.08                      31.12.07

**9. Total long-term liabilities other than provisions**

Part of long-term liabilities falling due after 5 years	352,931	554,372
---	---------	---------

**10. Collaterals**

No collaterals exist.

**11. Contractual obligations**

Non-finance lease and lease payments:

Next year	636,630	316,904
2 - 5 years	0	121,200
After 5 years	0	0
Total	636,630	438,104

## 12. Related parties

Basis of influence

Controlling influence:

ITP FUS. 1 ApS, Kronprinsessegade 54, 1306 Copenhagen K	Principal shareholder
--	-----------------------

Significant influence:

Torben Richard Falholt, Ermelundsvej 112B, 2820 Gentofte, Denmark	Manager
Søren Casparij, Solbrinken 26, 8300 Odder, Denmark	Chairman of the Board of Directors
Ole Falholt, Plantagekrogen 12, 2950 Vedbæk, Denmark	Member of the Board of Directors
Per Falholt, Lille Frederikslund 6, 2840 Holte, Denmark	Member of the Board of Directors
IT Practice Holding Nr. 1 ApS, Copenhagen K, Denmark	Shareholder
Peak Consulting Group ApS, Sølvgade 10 1306 Copenhagen K, Denmark	Subsidiary
Peak Holding Nr. 1 ApS, Kronprinsessegade 54, 1306 Copenhagen K, Denmark	Associate
CodeConnexion (Pvt) Ltd., No 14-1/1, Stubbs Place, Colombo 5, Sri Lanka	Associate

The Company's business relations and agreements with these related parties have been solely of a commercial nature and negotiated at arm's length.

Ownership:

The following shareholders have been registered in the Company's register of shareholders as holding more than 5 per cent of the share capital:

ITP FUS. 1 ApS, Copenhagen K, Denmark  
 TG-Holding 2000 ApS, Hillerød, Denmark  
 IT Practice Holding Nr. 1 ApS, Copenhagen K, Denmark  
 IT Practice Holding Nr. 2 ApS, Copenhagen K, Denmark

**GROSS PROFIT**

2008

2007

**Income**

Work performed in Denmark	94,278,921	65,492,826
Work performed abroad	3,884,568	2,685,696
Total	98,163,489	68,178,522

**Production costs**

Sub-suppliers etc.	26,015,502	5,766,616
Total	26,015,502	5,766,616

Income	98,163,489	68,178,522
Production costs	-26,015,502	-5,766,616

<b>Gross profit I 73.5% (91.5%)</b>	<b>72,147,987</b>	<b>62,411,906</b>
Production wages, cf. note 2	-45,196,467	-37,768,902
<b>Gross profit II 27.5% (36.1%)</b>	<b>26,951,520</b>	<b>24,643,004</b>

	2008	2007
<b>Other external expenses</b>		
Car maintenance:		
Fuel	227,947	247,761
Vehicle road tax and insurance	105,021	151,125
Maintenance	148,722	208,865
Rental etc.	147,359	150,396
Parking	142,669	123,768
Travel expenses	244,732	353,327
Entertainment	322,343	41,052
Meetings etc.	402,500	256,476
Advertisements and promotion	0	80,150
Marketing	197,076	217,709
Adjustment of provision for bad debts	13,125	0
Lease of premises incl. heating	893,484	1,276,738
Electricity	47,988	47,157
Maintenance of premises	194,060	39,460
Cleaning	252,180	211,109
Alarm	6,296	7,061
Office supplies	119,618	115,300
Minor acquisitions	285,415	187,077
Software	52,649	102,835
Telephone and Internet	431,026	357,590
Insurance and subscriptions	215,593	261,999
Postage	12,648	9,802
Fees	6,920	15,031
Auditing and accounting assistance	90,800	78,048
Legal expenses	673,853	227,216
Administration of wages	16,933	14,290
Technical literature and magazines	27,349	39,856
<b>Total</b>	<b>5,278,306</b>	<b>4,821,198</b>

	2008	2007
<b>Financial income</b>		
Interest, bank	909,647	813,849
Interest, parent	16,476	14,012
Interest, subsidiary	0	4,106
Interest, associate	37,600	39,121
Interest, intercompany account with employees	0	0
Market value adjustment, shares	0	0
Exchange rate adjustment	414,482	0
Dividend	2,145	2,145
Total	1,380,350	873,233

**Financial expenses**

Translation adjustment	20,412	619
Market value adjustment, shares	63,699	34,359
Market value adjustment, employee bonds	46,271	40,194
Interest, payables	2	0
Total	130,384	75,172

	31.12.08	31.12.07
<b>Other receivables</b>		
Intercompany accounts, staff	13,490	15,000
Receivable from the Danish tax authorities, SKAT	0	20,275
Other receivables	1,019	0
<b>Total</b>	<b>14,509</b>	<b>35,275</b>

**Cash**

Cash balance	100	100
Amagerbanken	166,075	103,023
Sydbank	24,737,943	10,659,599
Danske Bank	4,327,738	0
<b>Total</b>	<b>29,231,856</b>	<b>10,762,722</b>

**Other payables**

Payable amount relating to discount agreement	0	354,915
Value added tax payable	840,475	1,634,957
Dividend payable, previous years	0	22,704
Dividend tax payable	0	1,123,800
Commission payable	1,605,150	1,371,935
Payable to auditor	65,000	65,000
Labour market supplementary pension (ATP) payable	65,929	42,710
Maternity benefits payable	0	10,607
Pay and holiday allowance payable	85,061	87,078
Holiday allowance obligation	5,804,000	4,457,000
Pension payable	0	0
Employee bond fee payable	118,655	185,113
<b>Total</b>	<b>8,584,270</b>	<b>9,355,819</b>