



data:respons
AN AKKA GROUP COMPANY

INTEGRATED REPORT

2021

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EXECUTIVE SUMMARY FOR 2021

REVENUE

NOK 2 117 million

growth of 7%
(1 987 in 2020)

EBITA¹

NOK 277 million

EBITA margin of 13,1%
(238 in 2020)

1551

EMPLOYEES

(1376 in 2020),
including subcontractors

13.9%

TURNOVER

(15,9% in 2020)

OPERATIONAL CASH FLOW

NOK 192,5 million

(269 in 2020)

CARBON EMISSIONS

4 815 TONS

(6758 tons in 2020)

5,9%

SICK LEAVE

(2,6% in 2020)

DIVERSITY

21%

WOMEN

(20% in 2020)

32%

WOMEN IN
MANAGEMENT

(25% in 2020)

40

NATIONALITIES

39

AVERAGE
AGE

 inContext

 frobese

 Microsoft

 SYLOG

 RD

 data:responsions

 IT SONIX

 epos

 DONAT IT

 data:responsions

 TechPeople



MESSAGE FROM CEO



Especially in Germany, Data Respons grew more in 2021 within the renewable energy industry than any other industry we are working with across the group. In the last two years our teams have worked on an online energy trading platform where anyone can sell their own renewable energy like solar, wind, water, or biogas.

CEO, Kenneth Ragnvaldsen

CEO LETTER

Looking back at 2021, I am pleased to report that we once again have delivered record revenues and results. This is built on our teamwork, the passion to develop smarter and better products and services for the future and creating sustainable values for all parties. I would therefore take the opportunity to thank all our great employees, clients and partners for their valuable contributions during the year.

Profitable growth – a part of the company DNA

Data Respons is truly a tech and customer driven company, based on a people-centric culture. We strongly believe in a decentralised and dynamic group structure with empowered local management and employees. Mix this with a clear strategy, good local execution, a constant eye on profitability, parallel processes to improve our offerings and being a great place to work for our specialist teams– then you have our recipe for success.

Our engineers developed tomorrow's technology in close collaboration with world leading customers and partners has led to a remarkable 20% average annual growth for the last 20 years. And 2021 was also another strong record for Data Respons generating record revenue and profitability, leveraging on the top performance across the board from sales, operations, our specialist engineers' teams and group colleagues around the world.

Driven by digital acceleration

Our company is involved in all the mega trends that are really changing the play of every industry you can imagine. Making data driven products and services means you need to have expertise and experience from the sensor level to the final app on your mobile.

Even though a global pandemic still made its mark on the world in 2021 most business continued to power on, many fuelled by a strategic understanding that connectivity and digitalization is the key to stay competitive. And to open new markets, launch new services and create new business models. In 2021 we worked on a record high number of advanced tech projects for our customers.

Within the automotive sector we have developed the digital infrastructure needed to develop new AI-based solutions and autonomous driving software. We have also enabled self-driving snow clearing trucks and the next generation hybrid and electrical trucks.

Furthermore, we continue to develop state-of-the-art communication technology for the defence sector with the latest 5G technology integrated. We are also enabling robust communication systems for public transportation.

As you can see the diversity in projects and industries is strong. It provides many legs for Data Respons to stand on, and it demonstrates how digital skills are applicable and demanded across sectors, industries, and businesses.

Attracting talents and experience

In our part of the industry the supply of talents and specialists is not keeping up with the enormous demand. Currently there are more projects than people to work on them. That's why we are working hard to ensure that we continue to be the most attractive employer for all the tech driven talents out there.

For example, we host hackathons across our group. Teams with young software developers, guided by experienced specialists, competed to solve a range of cyber security challenges. And as a bonus we built awareness of capabilities and skillsets across our company.

Also, this year we have recruited hundreds of software developers and engineers, contributing to solid organic growth in 2021. Those talents are gaining unique experience from demanding projects with a complex mix of specialist software, hardware platforms, new technologies (AI, 5G, IoT, CLOUD, CYBER) and industry know-how. These exciting technology projects lead to the products of tomorrow, continue to drive our organisation forward and contribute to a more sustainable future.

At Data Respons, we believe in the combination of specialist technology skills and in-depth industry knowhow. Therefore, we rely on the trustworthy and long-term relationships that I am proud to say we have built with our customers.

CEO LETTER

ESG as a competitive advantage

Data Respons grew more in 2021 within the renewable energy industry than any other industry we are working with across the group. In the last two years our teams have worked on an online energy trading platform where anyone can sell their own renewable energy like solar, wind, water, or biogas.

Our expert teams have also designed and developed another online platform where solar energy and energy storage providers can contact landowners and propose their individual offers. Thus, making it easier to scale up the needed solar energy development.

The German government have also set a target for 15 million EV's on German roads by 2030. A target we are contributing to enabling through a platform that gathers several car charging providers on the same digital platform, thus making it easier to have an electric car and use it across charging providers.

Since 2019 Data Respons has reduced its emissions by 50%, from around 9000 tons to 4500 tons Co2. Those emissions even include the indirect Scope 3 emissions our suppliers emit on our behalf. Cutting our emissions in half while simultaneously growing the business and our geographical footprint is a big win. We also sent every supplier a letter asking them to join us in becoming carbon neutral and stating that we will add ESG parameters to our supplier requirements.

We continue to work towards having more diversity among our leaders, and last year we achieved 31% women in management positions. We have also established new partnerships when it comes to attracting more women to the business through contributing to events where girls are allowed to engage with technology and female engineers and software developers. The end goal is to inspire more women and girls to shape the future by pursuing education and profession in technology.

Part of a new global powerhouse

Data Respons is a proud part of Akkodis - a global engineering and digital solutions powerhouse and a leader in the Smart Industry market as an end-to-end solution provider with a unique offering. Akkodis mission is to serve of our customers at a global scale with state-of-the-art technology practices and delivery. Our goal is to become the number one choice for our customers in their digital transformation and strive to develop the smarter and more sustainable products of tomorrow.

Data Respons' specialist competence and unique positioning have a perfect fit in Akkodis. And we intend to make the most out of it in the months and years to come. **All in all, 2021 was our best year so far in the company's history, in every dimension. The benchmark for 2022 is definitively set.**

All the best,



Kenneth Ragnvaldsen,
CEO Data Respons

ABOUT DATA RESPONS

Data Respons is a technology company delivering consultancy services, R&D engineering services, software and hardware development, smarter embedded and IoT solutions. We develop everything from sensor level to the app, making us a good partner for our customers in their digital transitions. We can provide a complete competency platform during a development project.

Our engineers specialize in understanding the environmental challenges and demands of our customers products on top of being best-in-class within their technical disciplines. This combination of experience and knowledge is the foundation that makes us specialists on embedded development.

We have a lifetime perspective on our relationships and work closely with customers – from idea to implementation. Customers are benefitting from our multi-disciplinary engineering competence and industry know-how developed over the last 30+ years.

Our highly experienced specialists have a broad range of expertise from various disciplines and can cover all parts of the technology development cycle.

Data Respons' unique business model enables customers to choose a form of collaboration that suits their needs. We can provide a complete competency platform during a development project with the knowledge from our R&D specialists.

Data Respons helps its customers succeed in the connected and digital world. We combine technical expertise and business insight to create innovative, secure and sustainable solutions that enables businesses capture opportunities within digitalisation.

Data Respons is a pure-play digital leader with an in-depth expertise in software development, R&D services, advanced embedded systems and IoT solutions. The trends of increased automation, digitalisation and 'everything connected' (IoT) fit well with both the Data Respons' business units and competence map.

The company has a highly diversified customer portfolio in industries such as the Mobility sector, Telecom & Media, MedTech, Security, Space & Defence, Energy & Maritime, Finance & Public and Industrial Automation.

Our value chain

Everything digitalised, connected, automated Everywhere.

WE DEVELOP EVERYTHING FROM SENSOR LEVEL TO THE MOBILE APP MAKING US A GOOD PARTNER FOR INDUSTRIAL DIGITALISATION



1500+
specialists



12
daughter
companies



Operating
across Europe



Complete
Technology
Partner



**PRODUCT
DEVELOPMENT**



**STRATEGIC
PARTNERSHIP**



**LONG TERM
PROJECTS**

**2,1
billion**
NOK in
revenue

20 %
annual
growth
since 2000

WORKING WITH EVERY INDUSTRY



CORE BUSINESS AREAS AND SERVICES

Mobility projects such as connected cars, digital car infotainment, fleet management systems, car sharing, ADAS and autonomous systems, remote software update, cloud applications, electrification and sensor & telematics solutions.

Smart grid/smart home solutions/smart devices/IoT gateway solutions

Digital shipping, transportation and maritime IoT applications

R&D IT Services and system integration, assisting all phases of the whole software development cycle

Digital transition of banking/insurance infrastructure and systems

Advanced communication systems for security and defence applications

Projects to transform telecommunications, mobile structures and connectivity platforms **towards full IoT accessibility**

Sensor-based smart factory systems

Data acquisition sensor systems to improve the efficiency of oil & gas exploration

Future **MedTech applications** with IoT solution capabilities and a complete digital software platform

Software-heavy **cloud infrastructure** systems

Software components and solutions for IoT applications

Software end-to-end systems and digital transition of existing industrial products and installations

LOCATED WITH EUROPE'S INDUSTRY HUBS

Data Respons has offices in the Nordic region, as well as in Germany, France, UK and Taiwan.

Our business model is based on close cooperation with our customers and understanding their business needs.

To facilitate close cooperation, Data Respons believes in having regional offices with skilled engineering staff (specialist level) in key industrial clusters. This builds strategic and long-term relationships, as well as in-depth industry know-how, with our key customers.

Data Respons is headquartered in Oslo (Norway).

OUR PURPOSE

Our mission, vision and values drive Data Respons to work closely with the customer as a long-term preferred partner. Based on our multi-disciplinary engineering competence and broad industry experience developed over the last 35 years, we support our customers from specification to delivery. It is important that our customers experience the benefits of speed, innovation, quality and cost improvements – our main value propositions to the market.



FINANCES



BOARD OF DIRECTORS

REPORT

About Data Respons

Data Respons is a full-service technology company and a leading player in the industrial digitalisation, IoT and embedded solutions market. We provide R&D services and smart embedded solutions to OEM companies, system integrators and vertical product suppliers in a range of market segments such as Mobility, Industry Automation, Telecom Media, Space, Defence Security, MedTech, Energy Maritime and Finance and the Public Sector. The headquarter of Data Respons is located at Høvik, Norway, and the company has subsidiaries and offices in Norway, Sweden, Denmark, Germany and Taiwan.

2021 was an yet another year marked by the global Covid-19 pandemic. Data Respons have continued to perform through the pandemic, while at the same time taking all the necessary steps to ensure the health and safety of its employees, subcontractors, customers and partners.

As a leading player in industrial digitalization, Data Respons has experienced a limited operational impact from Covid-19 for most of its business segments. The company has shown a high degree of resilience and agility during the pandemic, resulting in a continued strong financial performance in 2021.

Consolidated financial statements

The Company's long-term growth in revenue and improvement in profitability have continued in 2021, with a revenue growth of 7% and a solid EBITA margin of 13,1%. A combination of organic initiatives, bolt-on acquisitions and strong international expansion explains the continuing positive development.

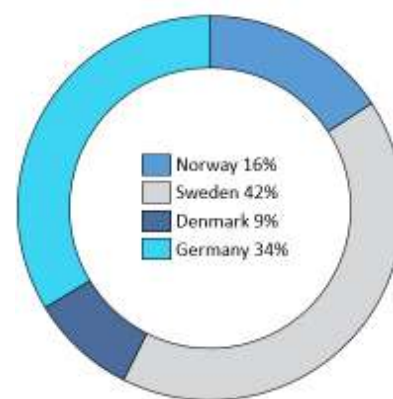
Germany further strengthened its position as the fastest-growing geographical region in the group with 34% of total revenue in 2021. Sweden continues to be the largest market with 42% of the revenue, while Norway accounted for 16% and Denmark for 9% of the revenue in Data Respons.

Throughout this report, we compare the consolidated income statement with figures from the same period in 2020 and the statement of financial position with year-end 2020 (in brackets). Revenue for 2021 was NOK 2 117 million (1 987), a growth of 7%. EBITA¹ was NOK 277 million (238), resulting in an EBITA margin of 13,1% (12%). Data Respons had a cash flow from operating activities of NOK 192,5 million (269).

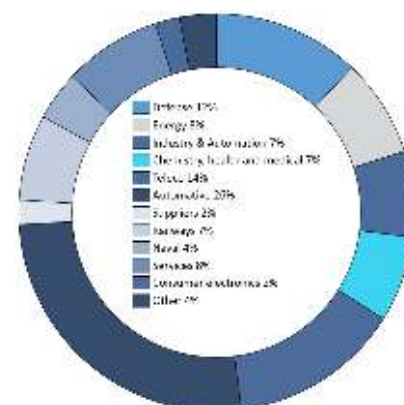
The total number of employees on 31 December 2021 was 1 551 (1 376) including subcontractors.

| NOK million | 2021 | 2020 |
|--------------------|---------|---------|
| Revenue | 2 116,8 | 1 986,7 |
| EBITA ¹ | 276,5 | 237,5 |
| NOCF | 192,4 | 269,3 |
| Own employees | 1 134 | 1 003 |
| Subcontractors | 417 | 373 |

Revenue by COUNTRIES



Revenue by INDUSTRIES



DATA RESPONS CONTINUED RECORD BREAKING PERFORMANCE IN 2021

The Company's book value of total assets at 31 December 2021 was NOK 2 477 million (2 312). Current assets totalled NOK 750 million (777) and current liabilities were NOK 553 million (590). On 31 December 2021, non-current assets totalled NOK 1 728 million (1 536), of which other intangible assets including goodwill totalled NOK 1 585 million (1 403). The Company's equity was NOK 1 400 million (1 281), resulting in an equity ratio of 56.5% (55.3%).

The cash balance on 31 December 2021 was NOK 215 million (of which NOK 6 million is restricted). The Company had interest bearing loans of NOK 280 million (195) which relates to intercompany loan from AKKA. The estimated fair value of earn out liabilities at the end of the year was NOK 173 million (213) of which NOK 68 million (99) are current. The net operating cash flow in 2020 was NOK 192 million (269).

Outlook

Data Respons has a solid and well-balanced customer base across several industries, which is based on our strong competence within industrial IoT, digitalisation and embedded technologies. Our geographical footprint, coupled with more than 30 years of experience, has given the Company relevant vertical competence within these areas. The range of services we are providing broadens as we continue to grow. We are steadily becoming an increasingly business-critical component to the digitalisation processes for many of the largest European companies.

The market consensus is that industrial digitalisation, automation, IoT and software will continue to experience growth in the coming years. The introduction of 5G technology will most likely speed up these megatrends, and thus the need for the Data Respons solutions and services. Based on the feedback from our customers and partners, the Company expects markets to grow for IoT devices, automation and robotics, advanced communications solutions, connected and integrated systems and the use of consumer-based technologies (mobility, digitalisation). In addition, there is a growing demand for cost-effective and robust solutions to demanding environmental conditions, areas in which Data Respons has strong competence and experience.

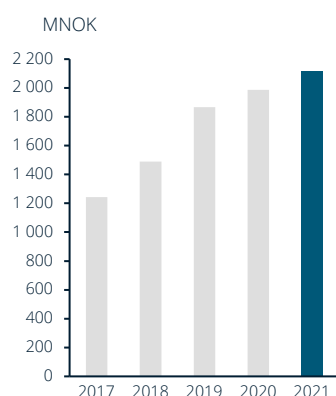
The Company believes that the trend towards a more data-driven society will remain strong. The need for smarter and more software-orientated products, platforms and services is becoming increasingly significant for all our customers. Higher degrees of automation, digitalisation, and incorporation of the internet of things are driving forces in all our markets. There is also an increasing focus on sustainability-oriented technology projects across our customer base. Data Respons is well-positioned as a complete technology partner for industrial digitalisation and smarter embedded and IoT solutions in the Nordic and German markets. The Company is diversified in a wide range of vertical industries and has a balanced portfolio of blue-chip customers.

The overall market outlook remains attractive, and we see opportunities in all our key markets. Data Respons seeks to continue its growth through a combination of organic development and selective bolt-on acquisitions in the Nordics and Germany.

Data Respons' main goals are profitable growth and a strengthened position in key markets. Based on current demand from our customers, a focused organisation and a strong order backlog, the Company expects growth, increased profitability and a positive cashflow from operations going forward.

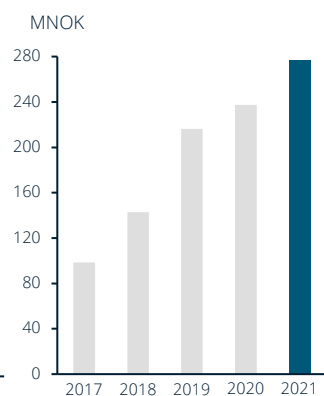
Revenues

2 117



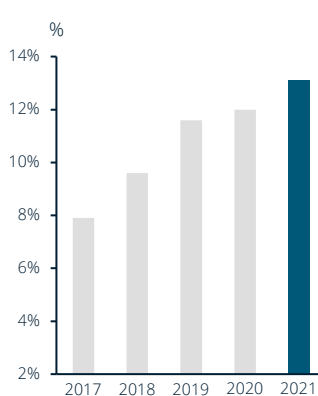
EBITA

277



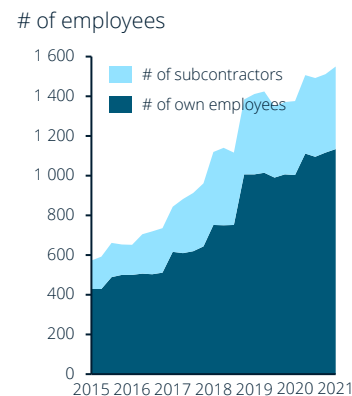
EBITA margin

13,1%



of employees

1 551



Financial, credit and liquidity risk

Data Respons AS' finance department manage the financial risk, and the Board of Directors and group Management of Data Respons AS approve the group's policies for the management of financial risk. The main objective of financial risk management is to identify, quantify and manage financial risk.

The group is exposed to credit risk from its operating activities, primarily its trade receivables and accrued revenue through its subsidiaries (Indirectly risk element), and from its cash and cash equivalents deposited with banks. The risk for losses on receivables is low, due to the stable market Data Respons operate with and the low credit risk of the large and solid customers on the customer list of Data Respons.

In addition to credit risk, there is also liquidity risk which is the risk that Data Respons AS will not be able to meet its current and future cash flow and collateral requirements without negatively and materially affecting the company's daily operations or overall financial condition and the potential for expansion. Data Respons also has exposure to the risk of changes in foreign exchange rates relates primarily to the company's operating activities (when revenue or expense is denominated in a foreign currency) and the company's net investments in foreign subsidiaries. Furthermore, Data Respons is exposed to interest rate risk through the company's interest-bearing loans with floating interest rates and cash management activities.

Going Concern

In accordance with the Norwegian Accounting Act § 3.3a the Board confirms that Data Respons AS fulfils the requirements necessary to operate as a going concern, and the 2021 financial statements have been prepared on the basis of this assumption. The assumption is based on profit forecast for the upcoming years, and the long-term strategic forecasts. Data Respons AS' economic and financial position is sound. Data Respons AS has prepared the financial statement in accordance with simplified IFRS and the Norwegian Accounting Act.

Data Respons AS have placed a Directors' and Officers' Liability Insurance policy with Tryg that covers Data Respons AS including all subsidiaries where Data Respons AS controls more than 50% of the shares. The insurance cover is assessed to be sufficient considering the risk environment of the company and group.

Data Respons has no business with companies in Russia or Ukraine and is not directly affected by the war in Ukraine. However, if the war cause a substantial worsening of the economic conditions and rising wage inflation in Europe, this might indirectly impact the demand for Data Respons services and the profitability of the company.

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORTING

Environmental

Taking responsibility is a core value at Data Respons AS. We strive to address some of the challenges the world is facing in order to contribute to a more sustainable future. Data Respons have mapped the carbon emissions across all the companies invested in for 2021 and have set several actions for reducing our carbon footprint in order to reach our ambition to be carbon neutral by 2025.

Data Respons is also seeing a steady increase in the number of customer projects with a direct positive effect on the UN Sustainable development goals.

Social

Keeping our employees healthy and ensuring their well-being is important to Data Respons. Better health fosters lower sick leave and a joyful work environment, which again results in improved performance at work – supporting our high-performance culture. Average sick leave over the course of the year 2021 was 5.9 % (2.6% in 2020), which can be attributed to Covid19. There were also no recorded violations of our Code of Conduct through the year.

Data Respons and its subsidiaries continues to work for a higher share of female engineers and encourage female leaders. Data Respons have managed to increase the number of female managers from 29% to 35%.

Governance

Building trust through good corporate governance is key to the license to operate for every company. Data Respons continue to identify ways to improve on transparency, supply chain management and professional conduct to name a few core areas.

Allocation of the result for the year
Data Respons AS achieved a profit before tax of NOK 115.9 million (60.7) in 2021. Profit for the year was NOK 119.8 million (67.8). The Board of Directors proposes that the entire profit for the year for Data Respons AS be transferred to retained earnings.

THE BOARD OF DIRECTORS OF DATA RESPONS AS

HØVIK, 30th JUNE 2022

CHAIRMAN OF THE BOARD
ANQRÉ VAN DER TOORN

MEMBER OF THE BOARD
VERONIQUE RODONI

MEMBER OF THE BOARD
JEAN-PHILIPPE CARBONEL

CEO Data Respons
KENNETH RAGNVALDSEN

KEY FIGURES

NOK 1000

CONSOLIDATED INCOME STATEMENT

| | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Revenue | 2 116 810 | 1 986 697 | 1 866 488 | 1 488 033 | 1 241 798 | 1 039 630 |
| Operating expenses | 1 810 750 | 1 704 124 | 1 611 877 | 1 340 535 | 1 139 315 | 965 255 |
| Depreciation | 46 510 | 45 098 | 38 409 | 4 667 | 3 840 | 3 724 |
| EBITA | 259 550 | 237 475 | 216 201 | 142 831 | 98 643 | 70 651 |
| EBITA before AKKA corporate costs ¹ | 276 548 | 237 475 | 216 201 | 142 831 | 98 643 | 70 651 |
| Amortisation and impairment | 40 236 | 33 197 | 27 290 | 18 643 | 8 522 | 2 213 |
| Operating profit/loss (EBIT) | 219 315 | 204 277 | 188 911 | 124 188 | 90 121 | 68 438 |
| Profit loss before tax and non-controlling interest | 267 302 | 232 363 | 195 777 | 95 059 | 67 269 | 68 805 |
| Profit/loss for the year | 215 126 | 185 035 | 146 136 | 59 717 | 45 627 | 53 010 |

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

| | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|---------------------------|-----------|-----------|-----------|-----------|-----------|---------|
| Total assets | 2 477 849 | 2 312 901 | 2 082 804 | 1 637 167 | 1 138 565 | 786 082 |
| Equity | 1 399 666 | 1 280 768 | 1 056 871 | 543 113 | 346 616 | 282 789 |
| Interest-bearing loans | 279 998 | 194 741 | 68 932 | 278 140 | - | - |
| Earn-out liabilities | 173 011 | 212 762 | 394 887 | 377 721 | - | - |
| Cash and cash equivalents | 215 190 | 273 114 | 128 066 | 82 424 | 50 663 | 62 895 |

KEY FIGURES

| | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|---------|---------|---------|----------|----------|---------|
| Revenue growth | 6,5 % | 6,4 % | 25,4 % | 19,8 % | 19,4 % | -5,1 % |
| EBITA margin | 12,3 % | 12,0 % | 11,6 % | 9,6 % | 7,9 % | 6,8 % |
| EBITA margin before AKKA corporate costs ¹ | 13,1 % | 12,0 % | 11,6 % | 9,6 % | 7,9 % | 6,8 % |
| EBIT margin | 10,4 % | 10,3 % | 10,1 % | 8,3 % | 7,3 % | 6,6 % |
| Net profit margin | 10,2 % | 9,3 % | 7,8 % | 4,0 % | 3,7 % | 5,1 % |
| Cash flow from operations | 192 428 | 269 259 | 203 184 | 63 364 | 78 339 | 79 438 |
| Return on equity | 16,1 % | 15,8 % | 18,3 % | 13,4 % | 14,5 % | 11,6 % |
| Return on total assets | 9,2 % | 9,3 % | 10,2 % | 8,9 % | 9,4 % | 10,3 % |
| Liquidity ratio | 135,6 % | 131,7 % | 115,1 % | 104,0 % | 96,2 % | 114,5 % |
| Net working capital | 49 978 | 13 351 | 59 101 | (61 443) | (66 212) | -20 039 |
| Equity ratio | 56,5 % | 55,4 % | 51 % | 33 % | 30 % | 36 % |

KEY FIGURES FOR SHARES

| | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|------------|------------|------------|------------|------------|---------------|
| Earnings per share (EPS), basic (NOK) | 2,68 | 2,29 | 2,02 | 0,98 | 0,80 | 0,95 |
| Cash flow from operations per share (NOK) | 2,55 | 3,97 | 3,72 | 1,25 | 1,60 | 1,63 |
| Dividend per share (NOK) | - | - | 1,00 | 1,00 | 1,00 | 1,00 |
| Book equity per share (NOK) | 18,54 | 16,96 | 18,12 | 10,56 | 7,04 | 5,78 |
| Number of shares as of 31 December | 75 510 468 | 75 510 468 | 58 317 173 | 51 436 157 | 49 228 794 | 48 940 794,00 |
| Average number of shares | 75 510 468 | 67 815 622 | 54 623 510 | 50 626 394 | 49 113 594 | 48 790 294,00 |

CONSOLIDATED FINANCIAL STATEMENTS

Data Respons places great importance on providing up-to-date information on its activities and financial development to stakeholders

CONSOLIDATED INCOME STATEMENT

| NOK 1000 | Note | 2021 | 2020 |
|---------------------------------------|-------------|----------------|----------------|
| Revenues | 2,4,5 | 2 116 810 | 1 986 697 |
| Cost of goods sold | 8 | 804 697 | 822 162 |
| Employee expenses | 6 | 900 036 | 791 456 |
| Other operating expenses | 3,4,7 | 106 017 | 90 506 |
| Depreciation | 15,24 | 46 510 | 45 098 |
| Amortisation and impairment | 2,15 | 40 236 | 33 197 |
| Operating profit/loss | | 219 315 | 204 277 |
| Financial income | 10,21,22 | 83 891 | 141 632 |
| Financial expenses | 10,21,22,24 | (35 904) | (113 546) |
| Profit/loss before tax | | 267 302 | 232 363 |
| Income tax expense | 11 | (52 177) | (47 328) |
| Profit/loss for the year | | 215 126 | 185 035 |
| ATTRIBUTABLE TO | | | |
| Equity holders of the parent | | 202 316 | 174 373 |
| Non-controlling interest | | 12 810 | 10 662 |
| Basic earnings per share (NOK) | 12 | 2,68 | 2,31 |
| Diluted earnings per share (NOK) | 12 | 2,68 | 2,31 |

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

| NOK 1000 | Note | 2021 | 2020 |
|--|------|-----------------|----------------|
| Profit for the year | | 215 126 | 185 035 |
| OTHER COMPREHENSIVE INCOME | | | |
| Items that may subsequently be reclassified to profit or loss | | | |
| Currency translation differences | | (85 485) | 105 491 |
| Currency translation differences on non-controlling interests | | (2 577) | 3 315 |
| Net gain / (loss) on cash flow hedges | 20 | - | - |
| Other comprehensive income | | (88 063) | 108 807 |
| Total comprehensive income | | 127 063 | 293 842 |
| ATTRIBUTABLE TO | | | |
| Equity holders of the parent | | 116 830 | 279 864 |
| Non-controlling interest | | 10 233 | 13 977 |

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

| <i>NOK 1000</i> | <i>Note</i> | 2021 | 2020 |
|---------------------------------|-------------|------------------|------------------|
| ASSETS | | | |
| Goodwill | 2,3,15 | 1 317 532 | 1 171 510 |
| Other intangible assets | 3,15 | 267 487 | 231 367 |
| Deferred tax assets | 2,11 | 21 711 | 17 176 |
| Machinery and equipment | 15 | 17 880 | 12 975 |
| Right-of-use assets | 2,24 | 101 231 | 99 757 |
| Other non-current assets | | 1 666 | 3 116 |
| Total non-current assets | | 1 727 507 | 1 535 900 |
| Inventories | 18 | 32 600 | 32 609 |
| Trade receivables | 16,20 | 439 284 | 395 978 |
| Other current receivables | 16,20 | 63 268 | 75 301 |
| Cash and cash equivalents | 17 | 215 190 | 273 114 |
| Total current assets | | 750 343 | 777 001 |
| Total assets | | 2 477 849 | 2 312 901 |

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

NOK 1000

Note 2021 2020

EQUITY

| | | | |
|--|----|------------------|------------------|
| Issued capital | 12 | 37 755 | 37 755 |
| Share premium | 12 | 840 985 | 840 985 |
| Retained earnings | | 485 646 | 368 038 |
| Equity attributable to equity holders of the parent | | 1 364 387 | 1 246 778 |
| Non-controlling interests | 14 | 35 279 | 33 990 |
| Total equity | | 1 399 666 | 1 280 768 |

LIABILITIES

| | | | |
|--------------------------------------|----------|----------------|----------------|
| Deferred tax liabilities | 3,11 | 78 007 | 67 241 |
| Non-current interest-bearing loans | 20,21,22 | 279 998 | 194 741 |
| Non-current earn-out liabilities | 2,20,22 | 104 946 | 113 491 |
| Non-current lease liabilities | 2,24 | 61 244 | 66 030 |
| Other non-current liabilities | | 749 | 524 |
| Total non-current liabilities | | 524 944 | 442 026 |

| | | | |
|----------------------------------|----------|------------------|------------------|
| Current interest-bearing loans | 20,21,22 | - | 299 |
| Current earn-out liabilities | 2,20,21 | 68 065 | 99 271 |
| Current lease liabilities | 2,24 | 41 728 | 36 468 |
| Trade payables | 20 | 176 312 | 172 481 |
| Income tax payable | 11 | 5 702 | 15 117 |
| Public duties payable | | 69 406 | 76 479 |
| Other current liabilities | 19 | 192 027 | 189 991 |
| Total current liabilities | | 553 239 | 590 107 |
| Total liabilities | | 1 078 183 | 1 032 133 |

| | | | |
|-------------------------------------|--|------------------|------------------|
| Total equity and liabilities | | 2 477 849 | 2 312 901 |
|-------------------------------------|--|------------------|------------------|

THE BOARD OF DIRECTORS OF DATA RESPONS AS
HØVIK, 30th JUNE 2022

CHAIRMAN OF THE BOARD
ANDRÉ VAN DER TOORN

MEMBER OF THE BOARD
VERONIQUE RODONI

MEMBER OF THE BOARD
JEAN-PHILIPPE CARBONEL

CEO Data Respons
KENNETH RAGNVALDSEN

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

| NOK 1000 | Note | Attributable to equity holders of the parent | | | | Total | Non-controlling interests | Total equity |
|--|------|--|---------------|-------------------------|--------------|-----------|---------------------------|--------------|
| | | Issued capital | Share premium | Translation differences | Other equity | | | |
| Equity on 1 January 2020 | | 37 755 | 840 985 | 58 905 | 89 730 | 1 027 376 | 29 495 | 1 056 871 |
| Profit for the year | | | | | 174 373 | 174 373 | 10 662 | 185 035 |
| Other comprehensive income for the year | | | | 105 491 | - | 105 491 | 3 315 | 108 807 |
| Total comprehensive income for the year | | - | - | 105 491 | 174 373 | 279 864 | 13 977 | 293 842 |
| Investment in non-controlling interests | | | | | (9 555) | (9 555) | (2 283) | (11 838) |
| Dividends | 14 | | | | - | - | (7 200) | (7 200) |
| Employee share option scheme | 6 | | | | (45 764) | (45 764) | | (45 764) |
| Settlement of bonus shares | 6 | | | | (5 142) | (5 142) | | (5 142) |
| Equity on 31 December 2020 | | 37 755 | 840 985 | 164 396 | 203 642 | 1 246 779 | 33 990 | 1 280 768 |
| Profit for the year | | | | | 202 316 | 202 316 | 12 810 | 215 126 |
| Other comprehensive income for the year | | | | (85 485) | - | (85 485) | (2 577) | (88 063) |
| Total comprehensive income for the year | | - | - | (85 485) | 202 316 | 116 830 | 10 233 | 127 063 |
| Investment in non-controlling interests | | | | 778 | | 778 | (778) | - |
| Dividends | 14 | | | | | - | (8 165) | (8 165) |
| Equity on 31 December 2021 | | 37 755 | 840 985 | 79 689 | 405 958 | 1 364 387 | 35 279 | 1 399 666 |

CONSOLIDATED STATEMENT OF CASH FLOWS

| NOK 1000 | Note | 2021 | 2020 |
|--|-----------|------------------|------------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Profit before income tax | | 267 302 | 232 363 |
| Income tax paid | | (80 037) | (54 206) |
| Depreciation, amortisation and impairment | 15 | 86 745 | 78 296 |
| Employee share option scheme | 6 | - | 611 |
| Net financial items | 10 | (47 988) | (28 085) |
| Changes in working capital: | | | |
| - Inventories | | 8 | 458 |
| - Trade receivables | | (25 523) | 20 356 |
| - Trade payables | | (301) | (1 088) |
| - Other current assets / liabilities | | (1 306) | 17 708 |
| Net currency (gains) losses relating to operating activities | | (14 693) | 3 253 |
| Other operating activities | | 8 220 | (405) |
| Net cash flow from operating activities | | 192 428 | 269 259 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| Acquisition of subsidiaries, net of cash acquired | 3,15,21 | (246 973) | (110 361) |
| Purchase of machinery and equipment | 15 | (9 351) | (6 762) |
| Interest received | 10 | 615 | 1 178 |
| Proceeds from sale of financial assets | | - | - |
| Proceeds from sale of intangible assets | | - | - |
| Net cash flow from investing activities | | (255 709) | (115 945) |
| CASH FLOW FROM FINANCING ACTIVITIES | | | |
| Repayment of interest-bearing loans | 22 | (210 000) | (130 000) |
| Proceeds of interest-bearing loans | 22 | 290 000 | 255 000 |
| Proceeds from issue of shares | 12 | - | - |
| Transaction cost on issue of shares | 12 | - | - |
| Sale / (purchase) of treasury shares | 6 | - | (51 517) |
| Interest paid | 10,22 | (5 602) | (4 601) |
| Dividends paid to equity holders of the company | 12 | - | - |
| Dividends paid to non-controlling interests | | (8 436) | (7 200) |
| Repayment of lease liabilities | 24 | (42 924) | (40 755) |
| Other financing activities | 10 | - | (45 829) |
| Net cash flow from financing activities | | 23 038 | (24 902) |
| Net change in cash and cash equivalents | | (40 243) | 128 411 |
| Cash and cash equivalents at the start of the period | | 273 114 | 128 066 |
| Exchange gains/losses on cash and cash equivalents | | (17 681) | 16 636 |
| Cash and cash equivalents at the end of the period | 17 | 215 190 | 273 114 |

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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Note 1: Accounting principles

General information

Data Respons is a full-service, technology company and a leading player in the IoT, Industrial digitalisation and the embedded solutions market. The company is a limited company, which is incorporated in Norway. The company's head office is located at Sandviksveien 26, 1363 Høvik, Norway. In 2020 Data Respons became part of AKKA Technologies SARL and have been consolidated in AKKA group since March 2020. The consolidated financial statements of the Data Respons sub-group have been issued in accordance with approval by the Board of Directors and is subject to approval by the annual general meeting.

Statement of compliance

Data Respons' consolidated financial statements for 2021 have been prepared in accordance with prepared in accordance with simplified IFRS and the Norwegian Accounting Act. The Company has changed its basis for preparation from IFRS to simplified IFRS and the Norwegian Accounting Act as a response to the delisting from Oslo Stock exchange. However, the change has not resulted in any revaluation or transition effects on current year or comparative information

Basis of preparation

The consolidated financial statements are based on the historical cost principle except when IFRS requires recognition at fair value. This relates to the measurements of certain financial instruments. The consolidated financial statements are presented in NOK and all values are rounded to the nearest thousand (000), except when otherwise indicated. As a result of rounding differences, numbers or percentages may not add up to the total.

New and amended standards adopted by the group

The accounting policies applied in the consolidated financial statements are consistent with those applied in the previous financial year. Amendments to relevant standards is shortly described in the following.

Amendments to IAS 1 and IAS 8 *Definition of Material*

The amendments provide a new definition of material that states, "information is material if omitting, misstating or obscuring it could reasonably be expected to influence decisions that the primary users of general-purpose financial statements make on the basis of those financial statements, which provide financial information about a specific reporting entity." The amendments clarify that materiality will depend on the nature or magnitude of information, either individually or in combination with other information, in the context of the financial statements. A misstatement of information is material if it could reasonably be expected to influence decisions made by the primary users. These amendments had no impact on the consolidated financial statements of, nor is there expected to be any future impact to the Group.

Amendments to IFRS 3: *Definition of a Business*

The amendment to IFRS 3 Business Combinations clarifies that to be considered a business, an integrated set of activities and assets must include, at a minimum, an input and a substantive process that, together, significantly contribute to the ability to create output. Furthermore, it clarifies that a business can exist without including all of the inputs and processes needed to create outputs. These amendments had no impact on the consolidated financial statements of the Group, but may impact future periods should the Group enter into any business combinations.

New standards issued but not effective

At the date of authorisation of these consolidated financial statements, there are no new issued but not effective standards and interpretations that could materially affect the group's consolidated financial statements.

Consolidation

Subsidiaries

The consolidated financial statements comprise the financial statements of Data Respons AS and its subsidiaries. Control is achieved when the parent company is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, Data Respons AS controls an investee if, and only if, the company has:

- Power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee)
- Exposure, or rights, to variable returns from its involvement with the investee
- The ability to use its power over the investee to affect its returns

Generally, there is a presumption that a majority of voting rights result in control. To support this presumption, and when Data Respons has less than a majority of the voting or similar rights of an investee, the company considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangement with the other vote holders of the investee
- Rights arising from other contractual arrangements
- Data Respons' voting rights and potential voting rights

Data Respons re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the company obtains control over the subsidiary and ceases when the company loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the company gains control until the date the company ceases to control the subsidiary.

Profit or loss and each component of other comprehensive income (OCI) are attributed to the equity holders of the parent company and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the Data Respons' accounting policies. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the group are eliminated in full in the consolidation.

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. If Data Respons loses control over a subsidiary, it derecognizes the related assets (including goodwill), liabilities, non-controlling interest and other components of equity while any resultant gain or loss is recognized in profit or loss. Any investment retained is recognized at fair value.

Non-controlling interests

Non-controlling interests are presented in the consolidated statement of financial position within equity, separately from the equity of the owners of the parent. Profit or loss and each component of other comprehensive income are attributed to the owners of the parent and to the non-controlling interests. The proportion allocated to the parent and non-controlling interests are determined on the basis of present ownership interests. Total comprehensive income are also attributed to the owners of the parent and to the non-controlling interests even if this results in the non-controlling interests having a deficit balance.

Business combinations

All business combinations are accounted for using the acquisition method. Consideration for the acquisition of subsidiaries is measured at the fair value of the transferred assets and obligations assumed. The fair value of any assets or obligations that are contingent on the agreement is also included in the consideration. Identifiable assets and liabilities are recognised at fair value on the acquisition date.

Transaction costs are expensed as incurred. Identifiable assets are defined as both tangible fixed assets and intangible assets, excluding goodwill. Any excess value or shortfall in value beyond that which can be attributed to identifiable assets and liabilities is recognised in the statement of financial position as goodwill.

Excess values in the consolidated financial statements are depreciated on a straight-line basis over the anticipated economic life of the acquired assets, less any residual value. Goodwill and excess values attributed to intangible assets with an indeterminable useful life are not depreciated, but are tested for impairment in accordance with IFRS.

Currency

Transactions in foreign currency

In preparing the consolidated financial statements, subsidiaries translate transactions in foreign currencies at the exchange rate for the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the reporting date. Differences arising on settlement or translation of monetary items are recognised in the income statement. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transaction.

Foreign operations

The group presentation currency is NOK. This is also the functional currency of the parent company. Each group entity with a different functional currency are translated into NOK using the foreign exchange rate at the balance sheet date for balance sheet items and monthly average rates for the income statement. Data Respons uses daily and monthly currency exchange rates as published by Norges Bank for translations into presentation currency. Foreign exchange differences arising from translation from functional currency to presentation currency are recognised in the statement of other comprehensive income. When a foreign subsidiary is partially or completely disposed of or sold, translation differences related to the subsidiary are recognised in the income statement.

Current / non-current classification

An asset is classified as current when it is expected to be realised, or is intended for sale or consumption in the group's normal operating cycle, is held primarily for the purpose of being traded or it is expected/due to be realised or settled within twelve months after the reporting date. Other assets are classified as non-current. A liability is classified as current when it is expected to be settled in the group's normal operating cycle, is held primarily for the purpose of being traded, if the liability is due to be settled within twelve months after the reporting period or if the group does not have an unconditional right to defer settlement of the liability for at least twelve months after the reporting period. All other liabilities are classified as non-current.

Revenue from contracts with customers

The group delivers R&D services and sale of solutions to a wide range of market segments including Telecom, Mobility, Industry & Automation, Energy, Finance & Insurance, Medical, Oil Services and Maritime. Revenue from contracts with customers is recognised when control of the solutions or services are transferred to the customer at an amount that reflects the consideration to which the group expects to be entitled in exchange for those solutions or services.

The disclosures of significant accounting judgements, estimates and assumptions relating to revenue from contracts with customers are provided in note 2.

Sale of solutions

Revenue from sale of solutions is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the solutions.

A contract modification is treated as a separate contract only if it results in the addition of a distinct performance obligation and the price is reflective of the standalone selling price of that additions performance obligation.

The group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated (e.g., warranties). In determining the transaction price for the sale of solutions, the group considers the effects of variable consideration, existence of significant financing components and consideration payable to the customer (if any).

Variable consideration

If the consideration in a contract includes a variable amount, the group estimates the amount of consideration (based on the expected value method) to which it will be entitled in exchange for transferring the solutions to the customer. The variable consideration is estimated at contract inception method and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognised will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

Significant financing component

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

Warranty obligations

Data Respons generally provides for warranties for general repairs and does not provide extended warranties in its contracts with customers. As such, most existing warranties will be assurance-type warranties under IFRS 15, and will be accounted for according to IAS 37 Provisions, Contingent Liabilities and Contingent Assets. Provisions related to these assurance-type warranties are recognised when the solution is sold or the service is provided to the customer. Initial recognition is based on historical experience. The initial estimate of warranty-related costs is revised annually. However, in certain non-standard contracts, the group provides extended warranties, and these warranties will be accounted for as separate performance obligations to which the group allocates a portion of the transaction price.

Sale of R&D Services

Revenue from sale of services are satisfied over time because the customers simultaneously receives and consumes the benefits provided by the group. The contracts are normally based on service agreements with hourly fees. Fixed price contracts are recognised as revenue according to the stage of completion, using an input method to measure progress towards complete satisfaction of the service, because the customer simultaneously receives and consumes the benefits provided by the group. The input method used to measure progress is based on number of hours worked, as this is considered to provide a faithful depiction of the transfer of services.

Estimated loss on contracts will be recognised in the income statement in its entirety in the period when it has been identified.

Contracts for bundled sales of solutions and services are comprised of two performance obligations because the promises to transfer solution and services are capable of being distinct in the context of the contract and separately identifiable. Accordingly, the group allocates the transaction price based on the relative stand-alone selling prices of the solutions and services.

Contract modifications are accounted for as either a separate contract or as part of the existing contract (either prospectively or through a cumulative catch-up adjustment). This assessment is driven by whether the modification adds distinct solutions and services and the distinct solutions and services are priced at their standalone selling prices.

Contract balances

Contract assets

A contract asset is the right to consideration in exchange for solutions or services transferred to the customer. If the group performs by transferring solutions or services to a customer before the customer pays consideration or before payment is due, a contract asset is recognised for the earned consideration that is conditional.

Trade receivables

A receivable represents the group's right to an amount of consideration that is unconditional (i.e., only the passage of time is required before payment of the consideration is due).

Contract liabilities

A contract liability is the obligation to transfer solutions or services to a customer for which the group has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before the group transfers solutions or services to the customer, a contract liability is recognised when the payment is made or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the group performs under the contract.

Cost to obtain and fulfil a contract

The group applies the practical expedient to immediately expense contract acquisition costs when the asset resulting from capitalising such costs would have been amortised within one year or less. The group does not incur any costs to obtain a contract and costs to fulfil a contract that are eligible for capitalization.

Financial instruments

Classification and recognition

Based on the characteristics of the financial instruments that are recognised in the financial statements, the financial instruments are grouped into classes and categories. A financial instrument is defined as any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. The group has classified financial assets and liabilities into the following classes: derivative financial assets, other non-current assets, trade receivables, other current receivables, cash and cash equivalents, current – and non-current interest-bearing loans, current – and non-current earn-out liabilities and trade payables.

The categorisation of the financial instrument for measurement purposes is done based on the nature and purpose of the financial instrument and is determined at the initial recognition. The group has financial assets and liabilities classified in the following categories: derivatives designated as hedging instruments with fair value through OCI, fair value through profit or loss, receivables and financial liabilities measured at amortised cost.

The group uses derivative financial instruments, such as forward currency contracts to hedge its foreign currency risks. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative. For the purpose of hedge accounting, hedges are classified as cash flow hedges when hedging the exposure to variability in cash flows that is either attributable to a particular risk associated with a recognised asset or liability or a highly probable forecast transaction or the foreign currency risk in an unrecognised firm commitment.

At the inception of a hedge relationship, the group formally designates and documents the hedge relationship to which it wishes to apply hedge accounting and the risk management objective and strategy for undertaking the hedge. The documentation includes identification of the hedging instrument, the hedged item, the nature of the risk being hedged and how the group will assess whether the hedging relationship meets the hedge effectiveness requirements (including the analysis of sources of hedge ineffectiveness and how the hedge ratio is determined). A hedging relationship qualifies for hedge accounting if it meets all of the following effectiveness requirements:

- There is 'an economic relationship' between the hedged item and the hedging instrument,
- The effect of credit risk does not 'dominate the value changes' that result from that economic relationship,
- The hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the group actually hedges and the quantity of the hedging instrument that the group actually uses to hedge that quantity of hedged item.

Cash flow hedges meet all the qualifying criteria for hedge accounting. The effective portion of the gain or loss on the hedging instrument is recognised in OCI and accumulated as cash flow hedge reserve under other equity. The cash flow hedge reserve is adjusted to the lower of the cumulative gain or loss on the hedging instrument and the cumulative change in fair value of the hedged item. The amount accumulated in OCI is reclassified to profit or loss as a reclassification adjustment in the same period or periods during which the hedged cash flows affect profit or loss. The group has no active hedging contracts at 31 December 2021.

The ineffective portion relating to foreign currency contracts is recognised as other operating expenses in the income statement.

Financial instruments at fair value through profit and loss consist of earn-out liabilities with contingent considerations. Receivables consist of unquoted non-derivative assets with fixed or determinable payments. Financial liabilities (interest-bearing loans and trade payables) measured at amortised cost consist of liabilities that are not a part of the category at fair value through profit or loss. The financial instruments are recognised in the group's statement of financial position as soon as the group becomes a party to the contractual provisions of the instrument, using trade date accounting.

Principles for estimating fair values

The estimated fair values of the group's financial instruments are based on available market prices and the valuation methodologies per class are described below.

Fair value hierarchy

The group measures fair values using the following fair value hierarchy that reflects the significance of the inputs used in measuring fair value.

Level 1: Quoted prices (unadjusted) in active markets for identical financial instruments.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for assets or liabilities, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3: Inputs for assets or liabilities that are not based on observable market data (unobservable inputs).

Interest-bearing loans

Interest-bearing loans consist of bank loans and overdrafts, and are classified in the category financial liabilities at amortised cost. These liabilities are initially measured at fair value net of transaction costs, and are subsequently measured at amortised cost using the effective interest-rate method.

Receivables

Trade receivables and other receivables are recognised in the balance sheet at nominal value, less provisions for lifetime of expected credit losses. Provisions for losses are made on the basis of individual assessment of the individual receivables, as well as past experience.

Machinery and equipment

Machinery and equipment is recognised in the balance sheet and depreciated on a straight-line basis over the estimated useful life less any residual value. Direct maintenance of machinery and equipment is expensed as other operating expenses, while enhancements or improvements that increase the capacity are added to the cost price and depreciated in line with the asset. Depreciation periods and profiles and residual values are assessed annually.

Intangible assets

Intangible assets consist of identifiable intangible assets. Intangible assets are recognised in the balance sheet if it is probable that the expected future financial benefits attributable to the asset will pass to the company and the asset's historical cost can be measured separately and in a reliable manner. Intangible assets with a limited useful life are recognised at historical cost, less accumulated amortisation and impairment. Amortisation is charged on a straight-line basis over the estimated useful life. The amortisation period and method are reviewed annually. Intangible assets with an indeterminable useful life are not amortised, but are tested annually for impairment at the date of the statement of financial position, or more frequently if there is an indication of impairment.

Goodwill

The difference between the fair value of consideration transferred at the time of acquisition and the fair value of net identifiable assets at the time of acquisition are classified as goodwill. Goodwill is recognised in the balance sheet at historical cost, less any accumulated impairments. Goodwill is not depreciated, but is tested annually for impairment at the balance sheet date, or more frequently if there is an indication of impairment. In cases where negative goodwill is identified in connection with business combinations, the purchase price allocation is reassessed before any negative goodwill is recognised in income.

Research and development

Costs associated with maintaining software or products are recognised as an expense as incurred. Expenses relating to development activities are recognised in the balance sheet if the following criteria are met;

- Development relates to an identifiable, unique product or software controlled by Data Respons
- There is an ability to use or sell the product or software
- It is technically and commercially feasible to complete the development
- The company intends to and has adequate resources to complete the development
- It can be demonstrated how the product or software will generate probable future economic benefits
- The expenditure attributable to the development can be reliably measured.

Other development expenditures that do not meet these criteria are recognised as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period. Capitalised development expenses are recognised in the balance sheet at historical cost, less any accumulated depreciation and write-downs. Capitalised development expenses are depreciated over the estimated useful life of the asset, which does not exceed three years.

Intangible assets under development, however, are not depreciated and are tested for impairment annually or more frequently if there is an indication of impairment.

Provisions

Provisions are made in the financial statements where the group has a liability (legal or self-imposed) as a result of a past incident, if it is probable that a financial settlement will be made as a result of this liability, and if the amount of such a settlement can be measured reliably. If the impact is significant, the provisions are calculated by discounting the estimated future cash flows by a discount rate before tax that reflects the market's pricing of the current value of money and, where relevant, risks specifically linked to the liability.

Provisions for restructuring are included if the group has approved a detailed and formal restructuring plan, and the restructuring has either started or been announced. Provisions for loss-making contracts are included when the group's estimated revenue from a contract is lower than the estimated expenses that will be incurred to fulfil the contractual obligations.

Inventories

Purchased inventory is valued at the lower of historical cost (using the FIFO principle) or net realisable value. Write-downs are made for any inventory that is assumed to be obsolete.

Leases

The group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. The group (as a lessee) applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The group recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Right-of-use assets

The group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. If ownership of the leased asset transfers to the group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are tested annually for impairment at the date of the statement of the financial position, or more frequently if there is an indication of impairment.

Lease liabilities

At the commencement date of the lease, the group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the group and payments of penalties for terminating the lease, if the lease term reflects the group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

Short-term leases and leases of low-value assets

The group applies the short-term lease recognition exemption to its short-term leases of office equipment and servers (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

Pension liabilities

A defined contribution plan is a pension plan under which the group pays fixed contributions into a separate entity. Data Respons has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. A defined benefit plan is a pension plan that is not a defined contribution plan. The group does not have any material defined benefit pension arrangements.

For defined contribution plans, the group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The company has no further payment obligations once the contributions have been paid. The contributions are recognised as payroll expenses when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

Employee share option scheme

Employee share options are calculated at the fair value at the time they are granted and accrued on a linear basis over the vesting period until the earliest exercise date. The employer's social security contributions linked to vested options are accrued correspondingly over the life-span of the option.

Income tax

Income tax expense in the income statement comprises both income tax payable for the period and changes in deferred tax. Deferred tax is calculated at the current tax rate on the basis of temporary differences between the financial accounting and tax-related values, and tax loss carry forward at the end of the financial year. Negative and positive temporary differences that reverse or may reverse during the same period are offset and the tax effect of the net amount is calculated. The tax loss carry forward is recognised in the statement of financial position as a deferred tax asset if it is considered adequately probable that the losses can be utilised in the future.

Cash and cash flow statement

The statement of cash flows has been prepared in accordance with the indirect method. Cash and cash equivalents include cash, bank deposits and other short-term liquid investments that can be converted immediately and without any significant exchange rate risk to a known cash amount, and with maturity date less than three months from the purchase date.

Contingent liabilities and assets

Contingent liabilities are not recognised unless these arise from, and are assessed as a result of business combinations. Material contingent liabilities are disclosed unless the probability of the liability materializing is remote. Contingent assets are not recognised in the annual financial statements.

Events after the date of the statement of financial position

New information received after the date of the reporting period relating to the company's financial position at the date of the reporting period has been taken into consideration in preparing the consolidated financial statements. Events occurring after the reporting period that do not affect the company's financial position at the date of the reporting period, but that will affect the company's financial position in the future are disclosed if these are material.

Note 2: Significant estimates and judgements

In connection with the preparation of the group consolidated financial statements, management has made assumptions and estimates about future events and applied judgements that affects the reported values of assets, liabilities, revenues, expenses and related disclosures. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods. The assumptions, estimates and judgements are based on historical experience, current trends and other factors that the group management believes to be relevant at the time these group consolidated financial statements are prepared.

The group based its assumptions and estimates on parameters available when these group consolidated financial statements were prepared. Accounting estimates may change because of future events. Estimates and their underlying assumptions are assessed continuously. Changes to accounting estimates are included in the financial statements for the period in which the change occurs. If the changes apply to future periods, the impact is spread over the current and future periods.

Estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are discussed below.

Business combinations

All business combinations are accounted for using the acquisition method. Consideration for the acquisition of subsidiaries is measured at the fair value of the transferred assets and obligations assumed. The fair value of any assets or obligations that are contingent on the agreement is also included in the consideration. Identifiable assets and liabilities are recognised at fair value on the acquisition date. The acquisition date is the date on which the acquirer obtains control of the acquiree.

If the business combinations include arrangements for contingent payments to employees or selling shareholders, the group has assessed whether the arrangements are contingent considerations in the business combinations or separate transactions. Important factors when assessing the nature of the arrangement is understanding the reason why the acquisition agreement includes a provision for contingent payments, who initiated the agreement and when the parties entered into the arrangement.

Intangible assets acquired in a business combination that qualify for separate recognition are recognised as intangible assets at their fair values at the date of acquisition. The valuation of intangible assets have been based on fair value calculations. Cash forecasts are based on projected discounted cash flows ("DCF") with the following key estimates and judgements; revenue growth, EBIT margin and discount rate. Future revenue growth and EBIT margin are based on management's best estimate and judgement. The assumptions used in the valuation of the intangible assets are the same assumptions used in the valuation of the acquired company.

Amortisation of intangible assets are based on management's estimates of residual value, amortisation method and the useful life of intangible assets. The useful life of an intangible asset is based on an estimated length of time the intangible asset can reasonably be used to generate income and be of benefit to the group. The useful lives of intangible assets are reviewed at least annually taking into consideration the factors mentioned above and all other relevant information.

Earn-out liabilities

Earn-out liabilities are recognised as a contingent consideration, at fair value at the time of the acquisition, based on the facts and circumstances available at that time. Earn-out liabilities are usually contingent on the future financial performance of subsidiaries, which needs to be estimated when calculating the expected earn-out liabilities. The earn-out liabilities are initially recognised and measured at fair value at the date of acquisition, with any subsequent remeasurements recognised in profit or loss. The determination of the fair value is based on discounted cash flows, and the key assumption is the estimate of the future financial performance of subsidiaries, normally calculated as a multiple of the company's financial performance measured by EBIT.

At each reporting period, the original estimated fair value of the earn-out liability needs to be adjusted for two reasons:

1. The net present value of cash payments increases as cash settlements move closer in time, requiring an interest cost to be recognised.
2. Updated estimates of the company's financial performance may give rise to changes in the expected cash payments needed to settle the earn-out liability.

The interest component of the change in earn-out liability is a financial cost as it relates in its entirety to the financial structure of the acquisition. If the acquisition had been financed by external debt, an equivalent interest cost would be charged by the source of external funding. The second component of the change in the earn-out liability arises due to changes in estimates. The expected financial performance of the company either surpasses or falls short of the expected performance at the time of the acquisition. This leads to a new estimate of the fair value of the obligation. The effect of a change in estimate is presented as a financial item, as it is relates to a financial liability and changes are considered non-operational. EBITA is also the key KPI analysts and Group Management team use to measure the segment performance, and inclusion of changes in estimates in EBITA could lead to a misleading EBITA and hence make it more difficult to track the segment performance.

Impairment assessment

Goodwill and other intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if there is an indication of impairment. Impairment exists when the carrying value of an asset or cash generating unit ("CGU") exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use.

The fair value, less costs of disposal calculation, is based on available data from binding sales transactions, conducted at arm's length, for similar assets or observable market prices less incremental costs of disposing of the asset. The value in use calculation is based on a DCF model. The cash flow forecasts is based on budgets approved by the Board of Directors, with a five-year projection period and do not include restructuring activities that the group is not yet committed to, or significant future investments that will enhance the performance of the assets of the CGU being tested. The recoverable amount is sensitive to the discount rate used for the DCF model as well as the expected future cash-inflows and the growth rate used for extrapolation purposes.

Intangible assets with an indeterminable useful life are not amortised, but are tested annually for impairment at the date of the statement of financial position, or more frequently if there is an indication of impairment.

The group performed its annual impairment test in December 2021, and no indications of impairment losses have been identified for any of the group's CGUs. The recoverable amounts of these CGUs exceeded their carrying amounts by significant margins. A sensitivity analysis has been performed for these CGUs, in order to determine if a reasonable change in key assumptions would cause the units' carrying amounts to exceed their recoverable amounts.

Revenue from contracts with customers

Revenue for services are to be recognised over time because the customer simultaneously receives and consumes the benefits provided by the group, and satisfies each of its performance obligations (that is, it fulfils its promises to the customer) over time by transferring control of the promised service underlying that performance obligation to the customer. The fact that another entity would not need to re-perform the services that the group has provided to date demonstrates that the customer simultaneously receives and consumes the benefits of the group's performance as it performs. The input method is considered to be the best method when recognising revenue over time because there is a direct relationship between the group's effort (i.e., labour hours incurred) and the transfer of service to the customer.

A promised solution or service must be distinct to be accounted for as a separate performance obligation when there are multiple promises in a contract. A solution or service is distinct if the customer can benefit from the solution or service either on its own or together with other readily available sources (that is, it is capable of being distinct) and if the service is separately identifiable from the other promises in the contract (that is, distinct in the context of the contract). Determining whether a solution or service is distinct may require significant judgment.

Data Respons has a few bundled sales; with delivery of both products and services. The transaction price in such an arrangement must be allocated to each separate performance obligation based on the relative standalone selling prices of the services being provided and the products delivered to the customer. The allocation could be affected by variable consideration or discounts. Determining the standalone selling price for the services and products may require significant judgment.

Taxes

Deferred tax assets are recognised to the extent that it is probable that the tax assets will be realised. Significant judgement is required to determine the recognised amount and depends foremost on the expected timing, level of taxable profits as well as tax planning strategies and the existence of taxable temporary differences. The judgements relate primarily to tax losses carried forward in some of the group's foreign operations. When an entity has a history of recent losses, the deferred tax asset arising from unused tax losses is recognised only to the extent that there is convincing evidence that sufficient future taxable profit will be generated. Estimated future taxable profit is not considered as convincing evidence unless the entity has demonstrated the ability of generating significant taxable profit for the current year, or there are certain other events providing sufficient evidence of future taxable profit. Uncertainty related to new transactions and events and the interpretation of new tax rules may affect these judgements.

Leases

The application of IFRS 16 requires the group to make judgments that affect the valuation of the lease liabilities and the right-of-use assets (refer to note 24). These include: determining contracts in scope of IFRS 16, determining the contract term and determining the interest rate used for discounting of future cash flows.

Identifying a lease will sometimes require a significant amount of judgement based on the elements of the definition of a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of a time in exchange for consideration.

The lease term determined by the group comprises non-cancellable period of lease contracts, periods covered by an option to extend the lease if the group is reasonably certain to exercise that option and periods covered by an option to terminate the lease if the group is reasonably certain not to exercise that option. The same economic useful life is applied to determine the depreciation rate of right-of-use assets. In determining the lease term, all facts and circumstances offering economic incentives for exercising extension options or not exercising termination options are taken into accounts.

Identifying the appropriate rate of discount rate of the lease payments involve significant judgement. The lease payments shall be discounted using the interest rate implicit in the lease, if that rate can be readily determined. If that rate cannot be readily determined, the lessee shall use the lessee's incremental borrowing rate ("IBR"). A lessee's IBR is the rate of interest that a lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The approach used in determining the IBR is to take into account the reference rate adjusted for financing spread and lease specific characteristics. The weighted average lessee's IBR applied to the lease liabilities recognised in the statement of financial position is 4 %.

Note 3: Business combinations

On 11th January 2021 Data Respons finalized an agreement to acquire 100% of the shares in Frobese GmbH ("Frobese"), a German R&D Services company headquartered in Hannover with 95 employees. The company was established in 1998 and is a niche provider of software solutions for the banking and insurance industry. The acquisition of this entity will contribute to strengthen the position in Germany, which is the largest industrial market in Europe and strategically important for Data Respons. The company had no net interest-bearing debt at closing. Frobese had revenues of EUR 15 419 thousand and an EBIT of EUR 3 268 thousand in 2021.

The consideration for the transaction has two parts. The first part is a cash consideration of EUR 11 971 thousand which was paid at closing of the transaction. The second part is an additional earn-out amount (estimated to EUR 14 686 thousand) which will be paid out based on a positive development in the company's EBIT in 2020, 2021, 2022 and 2023. Earn-out payments will be due in the second quarter of the year following the respective earn-out year. The maximum total consideration will not exceed EUR 30 000 thousand. The initial cash consideration have been funded by a combination of existing loan facilities and cash reserves.

Based on the purchase price allocation, the gross purchase price was estimated to be NOK 279 110 thousand. Book value of the equity was NOK 4 282 thousand, which gave an excess value of NOK 274 827 thousand. The excess value have been allocated to customer relationship intangible asset of NOK 91 553 thousand, deferred tax on customer relationship intangible assets of NOK 27 466 thousand and goodwill of NOK 210 741 thousand. The goodwill comprises of the value of expected synergies arising from the acquisition, assembled workforce and deferred tax on excess value.

| NOK 1000 | Frobese |
|--------------------------------------|----------------|
| Non-current assets | 3 787 |
| Trade receivables | 17 783 |
| Cash & cash equivalents | 34 255 |
| Other current assets | 145 |
| Total assets | 55 970 |
| Trade payables | 4 131 |
| Tax and public duties payable | 3 235 |
| Accrued wages and salaries | 1 620 |
| Other current liabilities | 42 702 |
| Total liabilities | 51 689 |
| Estimated purchase consideration | 279 110 |
| Identifiable net assets | 4 282 |
| Total identified excess value | 274 828 |
| <i>Excess value allocated to</i> | |
| Intangible assets | 91 553 |
| Deferred tax on excess value | -27 466 |
| Goodwill | 210 741 |

Note 4: Segments

Operating segments are aligned with the internal management reporting to the group's chief operating decision makers, defined as the group management team. The operating segments are determined based on the underlying operations and geographical location. The operating segments reported are R&D Services, Solutions and Corporate.

Operating segment performance is evaluated based on operating profit before amortisation and impairment of intangible assets (EBITA). The operating segment performance has in previous periods been measured by EBITDA, however from 1 January 2019 the group has changed to EBITA, as depreciations now are considered to be part of the normal operations and should be included in the measurement of the segment performance. In addition is EBITA more relevant as a measure of the operating profit after the implementation of IFRS 16. To enable comparison with prior periods performance, historical information has also been changed from EBITDA to EBITA.

R&D Services

The R&D Services segment delivers consultancy services, R&D development projects and experienced specialists with extensive technology and industry knowledge.

Solutions

The Solutions segment delivers customised software, embedded computer products, and lifecycle services.

Corporate

Corporate comprises the activities of corporate services, management and group finance.

2021

| NOK 1000 | R&D Services | Solutions | Corporate ¹ | Eliminations ² | Group |
|------------------------------|------------------|----------------|------------------------|---------------------------|------------------|
| External revenue | 1 702 587 | 414 223 | | | 2 116 810 |
| Internal revenue | 24 728 | 2 418 | 5 797 | (32 943) | - |
| Total revenue | 1 727 315 | 416 641 | 5 797 | (32 943) | 2 116 810 |
| Cost of goods sold | 540 982 | 290 740 | - | (27 025) | 804 697 |
| Employee expenses | 797 421 | 75 549 | 27 066 | - | 900 036 |
| Other operating expenses | 70 354 | 16 812 | 24 772 | (5 921) | 106 017 |
| Depreciation | 34 191 | 10 163 | 2 155 | | 46 510 |
| EBITA | 284 366 | 23 380 | (48 195) | 4 | 259 550 |
| Amortisation and impairment | | | | | 40 236 |
| Operating profit/loss | | | | | 219 315 |

2020

| NOK 1000 | R&D Services | Solutions | Corporate ¹ | Eliminations ² | Group |
|------------------------------|------------------|----------------|------------------------|---------------------------|------------------|
| External revenue | 1 498 557 | 488 140 | | | 1 986 697 |
| Internal revenue | 25 247 | 657 | 6 150 | (32 054) | - |
| Total revenue | 1 523 805 | 488 797 | 6 150 | (32 054) | 1 986 697 |
| Cost of goods sold | 505 444 | 342 493 | - | (25 774) | 822 162 |
| Employee expenses | 689 739 | 77 310 | 24 408 | - | 791 456 |
| Other operating expenses | 64 901 | 17 699 | 14 186 | (6 280) | 90 506 |
| Depreciation | 31 794 | 10 750 | 2 554 | | 45 098 |
| EBITA | 231 922 | 40 550 | (34 998) | 0 | 237 475 |
| Amortisation and impairment | | | | | 33 197 |
| Operating profit/loss | | | | | 204 277 |

¹ The item "Corporate" includes all transactions recognised in the parent company Data Respons AS.

² The item "Eliminations" includes eliminations of intercompany revenue and expenses.

Revenue is reported to management in four geographic regions: Norway, Sweden, Denmark and Germany.

2021

| <i>NOK 1000</i> | R&D Services | Solutions | Eliminations | Group |
|----------------------|------------------|----------------|-----------------|------------------|
| Norway | 166 509 | 170 406 | (2 770) | 334 145 |
| Sweden | 790 264 | 97 924 | (124) | 888 064 |
| Denmark | 134 373 | 49 296 | (1 295) | 182 375 |
| Germany | 638 239 | 104 300 | (22 931) | 719 607 |
| Eliminations | (2 071) | (5 286) | (25) | (7 382) |
| Total revenue | 1 727 315 | 416 641 | (27 146) | 2 116 810 |

2020

| <i>NOK 1000</i> | R&D Services | Solutions | Eliminations | Group |
|----------------------|------------------|----------------|-----------------|------------------|
| Norway | 138 805 | 202 290 | (4 013) | 337 082 |
| Sweden | 737 532 | 116 078 | (192) | 853 418 |
| Denmark | 147 521 | 59 593 | (440) | 206 673 |
| Germany | 499 947 | 113 932 | (21 254) | 592 625 |
| Eliminations | - | (3 095) | (6) | (3 100) |
| Total revenue | 1 523 805 | 488 797 | (25 904) | 1 986 697 |

Major customers

In 2021, the top 10 largest customer of the group accounted for 49% (43%) of the revenues in the group. The group does not disclose a breakdown per customer, as sales revenues for any customer do not exceed 10% of the total revenue in the group.

Note 5: Revenue from contracts with customers

Disaggregated revenue information

Set out below is the disaggregation of the group's revenue from contracts with customers

| NOK 1000 | 2021 | | | | 2020 | | | |
|---------------------------------|----------------|------------------|-----------------|------------------|----------------|------------------|-----------------|------------------|
| | Solutions | R&D Services | Eliminations | Total | Solutions | R&D Services | Eliminations | Total |
| Type of goods or service | | | | | | | | |
| Sale of Solutions | 381 601 | 13 383 | (66) | 394 918 | 453 596 | 16 356 | (50) | 469 902 |
| Sale of R&D Services | 35 040 | 1 713 932 | (27 079) | 1 721 892 | 35 201 | 1 507 449 | (25 855) | 1 516 795 |
| Total revenue | 416 641 | 1 727 315 | (27 146) | 2 116 810 | 488 797 | 1 523 805 | (25 904) | 1 986 697 |
| Geographical markets | | | | | | | | |
| Norway | 170 406 | 166 509 | (2 770) | 334 145 | 202 290 | 138 805 | (4 013) | 337 082 |
| Sweden | 97 924 | 790 264 | (124) | 888 064 | 116 078 | 737 532 | (192) | 853 418 |
| Denmark | 49 296 | 134 373 | (1 295) | 182 375 | 59 593 | 147 521 | (440) | 206 673 |
| Germany | 104 300 | 638 239 | (22 931) | 719 607 | 113 932 | 499 947 | (21 254) | 592 625 |
| Eliminations | (5 286) | (2 071) | (25) | (7 382) | (3 095) | - | (6) | (3 100) |
| Total revenue | 416 641 | 1 727 315 | (27 146) | 2 116 810 | 488 797 | 1 523 805 | (25 904) | 1 986 697 |

Contract balances

Set out below is the contract balances of the group's revenue from contracts with customers:

| NOK 1000 | 2021 | 2020 |
|--------------------------------|---------|---------|
| Trade receivables (Note 16) | 439 284 | 395 978 |
| Contract assets (Note 16) | 18 498 | 27 138 |
| Contract liabilities (Note 19) | 12 744 | 39 349 |

Contract assets are initially recognised for revenue earned from services as receipt of consideration is conditional on successful completion of the work that was agreed in the service agreement. Upon completion and acceptance by the customer, the amounts recognised as contract assets are reclassified to trade receivables. Contract liabilities include long-term advances received to deliver specific solutions and short-term advances received to render services.

Performance obligations

Information about the group's performance obligations are summarised below:

Sale of Solutions

Solutions segment consist of development and delivery of custom solutions by combining engineering services; with standard embedded computer products from leading partners or deliveries of standard embedded computer service. There could be a number of promised solutions or services in the contracts in the Solutions segment; for example development of solutions, delivery of solutions, maintenance on delivered solutions and support on delivered solutions. All these promises are normally seen as separate performance obligations as the customer can benefit from the solution or service either on its own or together with other readily available sources and the service is separately identifiable from the other promises in the contract. The performance obligations are satisfied upon delivery of the solutions and services are satisfied over time. Payment for solutions is generally due within 30 to 90 days from delivery and payment for services is generally due upon milestones, completion and acceptance of the customer.

Sale of R&D Services

R&D Services segment offers consultancy services (specified in a contract or purchase order) for a range of technology related development projects. The performance obligation is satisfied over-time and payment is generally due upon milestones, completion and acceptance of the customer. Performance obligations in the services contracts are typically comprised of specified consultant work explicitly stated in the arrangement. Normally, there are one performance obligation in the services contracts. However, there could be examples of contracts with multiple performance obligations; development, upgrades, enhancements, installation and support. In practical, the assessment of contract performance obligations, have normally no significant effect on the accounting, since the pricing in the different types of service agreements are based on standalone selling prices and is mainly based on the principle "paid by the hour", which means that the service agreements are priced with hourly fees which are satisfied (and accounted) for as the work is performed. Discounts and variable consideration are typically allocated to all of the performance obligations in an arrangement based on their relative standalone selling price.

NOTE 6 - EMPLOYEE EXPENSES AND REMUNERATION

| NOK 1000 | 2021 | 2020 |
|---|----------------|----------------|
| Wages and salaries | 687 433 | 608 874 |
| Social security tax | 141 246 | 116 999 |
| Pension expenses, defined contribution scheme | 40 055 | 36 137 |
| Other benefits | 31 302 | 29 446 |
| Total employee expenses | 900 036 | 791 456 |

The average number of full time employees in the group was 1 134 (1 001) and there were 1 111 (1 003) employees at the end of the year. There were 237 (207) female employees in the group, 27 (15) of whom were top or middle managers. In addition to the own employees, the group has 417 (373) subcontractors where the cost is booked as cost of goods sold in the income statement.

The pension expenses are related to defined contribution schemes in the group`s subsidiaries. The group does not have any significant defined benefit pension schemes as of 31 December 2021.

The Norwegian subsidiaries are required to operate a company pension scheme pursuant to the Mandatory Occupational Pension Act, and operates pension schemes that meets these requirements.

Remuneration to the CEO

2021

| NOK | Base salary | Bonus | Share options | Pensions | Other benefits | Total remuneration |
|-------------------------|-------------|-----------|---------------|----------|----------------|--------------------|
| Chief Executive Officer | 4 058 424 | 2 829 525 | 0 | 107 892 | 162 609 | 7 158 449 |

2020

| NOK | Base salary | Bonus | Share options | Pensions | Other benefits | Total remuneration |
|-------------------------|-------------|-----------|---------------|----------|----------------|--------------------|
| Chief Executive Officer | 3 999 836 | 1 875 000 | 21 403 846 | 81 540 | 158 763 | 27 518 984 |

The CEO and other senior management shall be paid a competitive fixed basic salary and other administrative benefits in line with similar positions in comparable companies. In addition to the fixed salary, the CEO and other senior management have annual variable salaries through bonus agreements in which payments are dependent on achieving goals for profitability improvement, growth and cash flow targets for the company.

The CEO and other senior management are covered by the prevailing defined contribution pension schemes on the same terms as other employees. The group does not have any defined benefit pension or insurance schemes. The CEO is entitled to 12 months' salary after termination or amendment of the position/employment.

No loans have been issued from the group to management or to employees as of 31 December 2021.

Remuneration to Board of Directors

| NOK | 2021 | | 2020 | |
|--|-----------|----------------------------------|-----------|----------------------------------|
| | Board fee | Fee for Board elected committees | Board fee | Fee for Board elected committees |
| Erik Langaker (Former Chairman of the Board) | 105 000 | - | 210 000 | - |
| Ulla-Britt Fräjdin Hellqvist (Former board Member) | 105 000 | - | 210 000 | - |
| Mauro Ricci (Chairman of the Board) | - | - | - | - |
| Lars Peters (Member of the Board) | - | - | - | - |
| Nathalie Buhneemann (Member of the Board) | - | - | - | - |

The current Board of Directors does not receive board fees from Data Respons AS.

Remuneration to the auditor (excl. VAT)

| NOK 1000 | 2021 | 2020 |
|------------------------------|--------------|--------------|
| Auditing services | 4 049 | 3 172 |
| Other certification services | 151 | 20 |
| Tax advice | 51 | 50 |
| Other non-auditing services | 895 | 924 |
| Total remuneration | 5 146 | 4 166 |

Note 7: Other operating expenses

| NOK 1000 | 2021 | 2020 |
|--|----------------|---------------|
| Expenses related to premises and equipment | 3 211 | 3 621 |
| External services | 17 365 | 25 715 |
| IT expenses | 19 311 | 17 386 |
| Travel expenses | 10 607 | 10 850 |
| Office expenses | 10 330 | 10 332 |
| Marketing expenses | 10 232 | 8 519 |
| Equipment expenses | 6 420 | 6 764 |
| Bad debt provisions/losses | 19 | (105) |
| Management fee | 16 998 | - |
| Other operating expenses | 11 525 | 7 424 |
| Total other operating expenses | 106 017 | 90 506 |

Note 8: Cost of goods sold

| NOK 1000 | 2021 | 2020 |
|-----------------------------------|----------------|----------------|
| Cost of goods sold solutions | 265 281 | 315 024 |
| Cost of goods sold subcontractors | 534 019 | 500 373 |
| Freight | 5 343 | 6 698 |
| Other cost of goods sold | 53 | 67 |
| Total cost of goods sold | 804 697 | 822 162 |

Note 9: Research and development

The group does not have material costs related to research and development activities. As at 31 December 2021, Data Respons has no intangible assets related to product development.

Note 10: Net financial items

| NOK 1000 | 2021 | 2020 |
|--|-----------------|------------------|
| Financial income | | |
| Interest income on cash reserves | 615 | 1 178 |
| Realised / unrealised currency exchange gain | 14 565 | 9 235 |
| Other financial income ¹ | 68 712 | 131 219 |
| Financial income | 83 891 | 141 632 |
| Financial expenses | | |
| Interest expenses on interest-bearing loans | (7 757) | (5 308) |
| Interest expenses on earn-out liabilities | (12 104) | (12 979) |
| Interest expenses on lease liabilities | (3 299) | (3 747) |
| Realised / unrealised currency exchange loss | (10 740) | (42 519) |
| Other financial costs ¹ | (2 005) | (48 993) |
| Financial expenses | (35 904) | (113 546) |
| Net financial items | 47 988 | 28 085 |

¹ Other financial income include decrease in earn-out liabilities and other financial costs include increase in earn-out liabilities.

¹Other financial costs in 2020 include sell side transaction costs of NOK 45 000 million related to AKKA acquisition in 2020

Note 11: Income tax

| NOK 1000 | 2021 | 2020 |
|--|------------------|-----------------|
| Summary of temporary differences | | |
| Receivables | (23) | (104) |
| Other current assets | (115) | (121) |
| Non-current assets | (6 894) | (7 563) |
| Leasing liabilities | (1 731) | (2 742) |
| Pensions | 10 | 11 |
| Total | (8 753) | (10 519) |
| Untaxed reserves Sweden | 3 927 | 8 196 |
| Tax loss carryforward | (111 533) | (96 447) |
| Total positive/(negative) temporary differences | (116 359) | (98 770) |
| Deferred tax asset at current tax rate | 28 135 | 25 267 |
| Of which, deferred tax assets not recognised | 6 424 | 8 091 |
| Deferred tax assets recognised | 21 711 | 17 176 |
| Deferred tax liabilities at current tax rate | 78 007 | 67 241 |
| Deferred tax liabilities recognised | 78 007 | 67 241 |

The recognised deferred tax asset relates primarily to the tax loss carryforward in Data Respons Solutions A/S. Deferred tax asset recognized equals expected taxable profit for a seven-year period. The tax loss can be carried forward indefinitely. The deferred tax assets not recognised relates primarily to tax losses carried forward in Data Respons Solutions GmbH (NOK 4 490 thousand at 30% tax rate), which due to uncertainties regarding the amount, was not reported as basis for deferred tax asset.

The recognised deferred tax liabilities relate primarily to the intangible assets identified in business combinations. The deferred tax liabilities will be reversed over the amortisation period.

| NOK 1000 | 2021 | 2020 |
|---|-----------------|-----------------|
| Income tax for the year consist of | | |
| Income tax payable in Norway | - | (3) |
| Income tax payable outside Norway | 69 340 | 62 262 |
| Total income tax payable | 69 340 | 62 259 |
| Change in deferred tax in Norway | (4 117) | (7 194) |
| Change in deferred tax outside Norway | (13 046) | (7 738) |
| Total change in deferred tax | (17 164) | (14 932) |
| Total income tax expense/(revenue) | 52 177 | 47 327 |

| NOK 1000 | 2021 | 2020 |
|--|---------------|---------------|
| Calculation of tax base for the year | | |
| Profit/loss before tax | 267 302 | 232 363 |
| 22 % tax | 58 807 | 51 120 |
| Tax effect of: | | |
| Permanent differences | (16 161) | (15 359) |
| Change in not-recognised deferred tax assets | (2 580) | 2 579 |
| Adjustment from previous years | 90 | (99) |
| Differences in tax rates | 12 083 | 9 152 |
| Change in tax rates | (62) | (66) |
| Income tax expense/(revenue) for the year | 52 177 | 47 328 |
| Effective tax rate | 20 % | 20 % |

The effective income tax rate was primarily influenced by non-taxable financial items related to earn-out liabilities and different tax rates in Sweden, Denmark and Germany.

Note 12: Share capital, shareholders and earnings per share

As of 31 December 2021, the registered share capital of Data Respons ASA consisted of 75 510 468 shares with a par value of NOK 0.50. All shares have equal rights. Data Respons has one class of shares and each share carries one vote. Data Respons did not own any treasury shares at 31 December 2021.

| Share Capital | Ordinary shares | Nominal value | Share capital |
|---------------|-----------------|---------------|---------------|
| A-shares | 75 510 468 | 0,50 | 37 755 234 |

| Shareholder | Ordinary shares | Ownership | Voting rights |
|-------------------|-----------------|-----------|---------------|
| AKKA Technologies | 75 510 468 | 100,00 % | 100,00 % |

AKKA Technologies, 143 Avenue Louise 1050 Brussels, owns 100% of the shares in Data Respons AS at the balance sheet date 31 December 2021. As of 31 December 2021 no shares are owned by management and there is no active share option programs or outstanding share options in Data Respons Group.

| | 2021 | 2020 |
|---|---------|---------|
| Profit/loss for the year attributable to the company's shareholders | 202 316 | 174 373 |
| Weighted average number of outstanding shares (1000) | 75 510 | 75 510 |
| Earnings per share, basic | 2,68 | 2,31 |

Note 13: Subsidiaries

The following subsidiaries are included in the consolidated financial statements:

| Company | Owned by | Included from | Registered office | Total ownership and voting interest |
|----------------------------------|-------------------------------|---------------|---------------------------|-------------------------------------|
| Data Respons Asia AS | Data Respons AS | 17.02.2000 | Bærum (NO) | 100 % |
| Data Respons Solutions Norge AS | Data Respons AS | 27.11.2001 | Bærum (NO) | 100 % |
| Data Respons Solutions AB | Data Respons AS | 27.11.2001 | Stockholm (SE) | 100 % |
| Data Respons Solutions A/S | Data Respons AS | 27.11.2001 | København (DK) | 100 % |
| Data Respons Solutions GmbH | Data Respons AS | 17.02.2005 | Karlsruhe / Erlangen (DE) | 100 % |
| Data Respons R&D Services AS | Data Respons AS | 01.04.2006 | Bærum (NO) | 100 % |
| Sylog Sverige AB | Data Respons AS | 06.07.2007 | Stockholm (SE) | 83 % |
| YABS AB | Sylog Sverige AB | 08.10.2013 | Stockholm (SE) | 66 % |
| iWise AB | Sylog Sverige AB | 05.12.2013 | Stockholm (SE) | 73 % |
| Sylog Väst AB | Sylog Sverige AB | 26.09.2014 | Göteborg (SE) | 83 % |
| Sylog Öst AB | Sylog Sverige AB | 10.06.2015 | Linköping (SE) | 71 % |
| Sylog Epic AB | Sylog Sverige AB | 31.08.2016 | Stockholm (SE) | 66 % |
| MicroDoc Computersysteme GmbH | Data Respons AS | 26.09.2016 | Munich (DE) | 100 % |
| MicroDoc Software GmbH | Microdoc Computersysteme GmbH | 26.09.2016 | Munich (DE) | 100 % |
| TechPeople A/S | Data Respons AS | 01.03.2017 | Herlev (DK) | 100 % |
| EPOS CAT GmbH | Data Respons AS | 30.11.2017 | Ingolstadt (DE) | 100 % |
| IT Sonix custom development GmbH | Data Respons AS | 10.10.2018 | Leipzig (DE) | 100 % |
| XPURE GmbH | Data Respons AS | 10.10.2018 | Leipzig (DE) | 100 % |
| Sylog Jasper AB | Sylog Sverige AB | 05.02.2019 | Stockholm (SE) | 66 % |
| inContext AB | Data Respons AS | 02.07.2019 | Stockholm (SE) | 100 % |
| DONAT Group GmbH | Data Respons AS | 03.07.2019 | Ingolstadt (DE) | 100 % |
| DONAT IT GmbH | DONAT Group GmbH | 03.07.2019 | Ingolstadt (DE) | 100 % |
| Sylog Systems AB | Sylog Sverige AB | 19.08.2019 | Stockholm (SE) | 66 % |
| Data Respons GmbH | Data Respons AS | 03.12.2020 | Munich (DE) | 100 % |
| Frobese GmbH | Data Respons GmbH | 11.01.2021 | Hannover (DE) | 100 % |
| Frobese IT Akademie GmbH | Data Respons GmbH | 11.01.2021 | Hannover (DE) | 100 % |
| Sylog Syd AB | Sylog Sverige AB | 01.07.2021 | Stockholm (SE) | 66 % |

Note 14: Non-controlling interests

Data Respons controls 83% of shares and voting rights in the subsidiary Sylog Sverige AB, and non-controlling interests hold the remaining 17%. Sylog Sverige AB owns 100% of shares and voting rights in Sylog Väst AB and YABS AB. Sylog Sverige AB also owns 87,5% of the shares and voting rights in iWise, 80% of shares and voting rights in Sylog Epic AB, Sylog Systems AB and Sylog Jasper AB and 85% of the shares and voting rights in Sylog Öst AB

Effective from 01.07.2021 Sylog Sverige AB increased its share in iWise from 75% to 87,5%.

During 2021 Sylog Syd AB was established and is owned 80% by Sylog Sverige AB, while non-controlling interests hold the remaining 20%.

Profit allocated to non-controlling interests were NOK 12 810 thousand (10 662) in 2021. At the end of the year the equity attributable to the non-controlling interests, amounted to NOK 35 279 thousand (33 990).

The non-controlling interests in Sylog Sverige AB is considered material and the financial information are provided below:

| <i>NOK 1000</i> | 2021 | 2020 |
|---|---------|---------|
| Current assets | 226 991 | 253 042 |
| Non-current assets | 65 075 | 60 278 |
| Current liabilities | 206 692 | 231 921 |
| Non-current liabilities | 9 602 | 12 004 |
| Revenue | 647 565 | 638 489 |
| Profit or loss after tax | 30 665 | 32 994 |
| Dividends paid to non-controlling interests | 8 436 | 7 200 |

Other non-controlling interests are not considered material on a standalone basis and the summarised financial information are provided below:

| <i>NOK 1000</i> | 2021 | 2020 |
|--------------------------|---------|---------|
| Current assets | 122 600 | 102 189 |
| Non-current assets | 22 | 35 |
| Current liabilities | 78 477 | 66 921 |
| Non-current liabilities | - | - |
| Revenue | 78 793 | 48 109 |
| Profit or loss after tax | 31 052 | 19 670 |

The 2021 figures above include the fully owned subsidiaries of Sylog Sverige AB: Sylog Väst AB and YABS AB. The figures also includes iWise which is owned 87,5% by Sylog Sverige AB, Sylog Öst which is owned 85% by Sylog Sverige AB, Sylog Epic AB, Sylog Jasper AB and Sylog Systems AB which are owned 80% by Sylog Sverige AB.

The 2020 figures above include the fully owned subsidiaries of Sylog Sverige AB: Sylog Väst AB and YABS AB. The figures also includes Sylog Öst which is owned 85% by Sylog Sverige AB, Sylog Epic AB, Sylog Jasper AB and Sylog Systems AB which are owned 80% by Sylog Sverige AB and iWise which are owned 75% by Sylog Sverige AB

Note 15: Goodwill, intangible assets, machinery and equipment

| NOK 1000 | Goodwill | Customer relationship | Other intangible assets | Total intangible assets | Machinery and equipment |
|--|------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| Cost or valuation on 1 January 2020 | 1 247 177 | 289 841 | 9 831 | 1 546 849 | 95 097 |
| Additions | - | - | 649 | 649 | 5 944 |
| Translation differences | 72 186 | 19 572 | 595 | 92 353 | 3 359 |
| Additions/disposals from acquired/sold companies | - | - | - | - | - |
| Cost or valuation on 31 December 2020 | 1 319 363 | 309 413 | 11 075 | 1 639 852 | 104 399 |
| Accum. depr. and impairm. on 1 January 2020 | 147 853 | 44 621 | 8 394 | 200 869 | 82 292 |
| Depreciation / amortisation for the year | - | 32 668 | 529 | 33 197 | 6 390 |
| Impairment | - | - | - | - | - |
| Translation differences | - | 2 910 | - | 2 910 | 2 742 |
| Additions/disposals from acquired/sold companies | - | - | - | - | - |
| Accum. depr. and impairm. on 31 December 2020 | 147 853 | 80 199 | 8 924 | 236 975 | 91 424 |
| Net book value on 31 December 2020 | 1 171 510 | 229 215 | 2 152 | 1 402 876 | 12 975 |
| Cost or valuation on 1 January 2021 | 1 319 363 | 309 413 | 11 075 | 1 639 852 | 104 399 |
| Additions & Disposals | - | - | - | - | 7 396 |
| Translation differences | (64 719) | (19 850) | (27) | (84 596) | (3 455) |
| Additions/disposals from acquired/sold companies | 210 741 | 91 553 | - | 302 294 | 8 200 |
| Cost or valuation on 31 December 2021 | 1 465 385 | 381 116 | 11 049 | 1 857 549 | 116 539 |
| Accum. depr. and impairm. on 1 January 2021 | 147 853 | 80 199 | 8 924 | 236 975 | 91 424 |
| Depreciation / amortisation for the year | - | 40 180 | 56 | 40 236 | 7 790 |
| Impairment | - | - | - | - | - |
| Translation differences | - | (4 655) | (26) | (4 681) | (3 658) |
| Additions/disposals from acquired/sold companies | - | - | - | - | 3 104 |
| Accum. depr. and impairm. on 31 December 2021 | 147 853 | 115 724 | 8 954 | 272 531 | 98 660 |
| Net book value on 31 December 2021 | 1 317 532 | 265 392 | 2 095 | 1 585 019 | 17 880 |

Data Respons acquired Frobesse GmbH in 2021 and recognized a total goodwill of 210 741 thousand related to the acquisition. Refer to note 3 for further details.

Allocation of goodwill

| (NOK 1000) | 2021 | 2020 |
|----------------------------------|------------------|------------------|
| R&D Services Norway | 62 000 | 62 000 |
| R&D Services Sweden - Sylog | 102 989 | 110 281 |
| R&D Services Sweden - inContext | 102 449 | 109 703 |
| R&D Services Denmark | 55 000 | 57 617 |
| R&D Services Germany - Microdoc | 169 790 | 175 997 |
| R&D Services Germany - EPOS CAT | 169 431 | 177 598 |
| R&D Services Germany - IT Sonix | 133 925 | 140 381 |
| R&D Services Germany - XPURE | 136 605 | 143 190 |
| R&D Services Germany - DONAT | 128 003 | 134 173 |
| Solutions Germany - Microdoc | 25 682 | 28 898 |
| Solutions Germany - Data Respons | 22 061 | 23 124 |
| Solutions Norway | 8 548 | 8 548 |
| Frobese GmbH | 201 049 | - |
| Total | 1 317 532 | 1 171 510 |

Impairment test of goodwill

Goodwill recognised through the acquisition of companies and units is allocated to the individual cash generating unit, if the cash flows are still identifiable. The recoverable amount for the cash flow-generating units is calculated based on value in use calculations by using cash flow forecasts for the business operations. Cash flow forecasts are based on budgets approved by the Board of Directors for 2022, with a projection for a five-year period based on the assumptions below. Cash flows beyond the budgeted period are extrapolated using estimated growth rates for the individual units. Future EBIT margin and cash flow is based on the management's best estimate and judgment.

The most significant assumptions for calculation of the recoverable amount are as follows:

Discount rate

A calculated WACC of 7.3% (7.7%) after tax has been used as the discount rate for all units. CGUs in the group are based in the Nordic / Northern European region, and regional differences are estimated to not make a significant impact on the applied WACC rate at the balance sheet date. The corresponding WACC before tax is 9.4% (9.8%). The WACC before tax is calculated by determining the effective discount rate that, applied to the undiscounted pre-tax cash flows, results in the (post-tax) VIU amount.

Revenue growth

Historically the group has achieved a strong growth, and management believe that trend towards a more data-driven society will remain strong. The need for smarter and more software-orientated products, platforms and services is becoming increasingly significant for all our customers. However, as the group is focusing efforts in key markets and downsizing less profitable business units, growth rates are expected to vary among the cash generating units. Expected growth rates in 2021 vary between -5% and 35% (-10 to 30%). Beyond 2022, the group expects growth rates between 2% and 2,5% (-5% to 2,5%) in the forecasted four-year period.

Extrapolated growth rate

The growth rate beyond five years has been set at 2% (2%) for all units.

EBIT margin

The group has used EBIT margins that reflect management's best estimate of earnings potential in the 5-year period. EBIT margins applied in the calculation of value-in-use range from 2% to 29% (5% to 30%), dependent on past financial performance and expected profit margins for each unit.

Sensitivities

The group has not identified any needs for impairments for any of the groups cash generating units. The recoverable amounts of these CGUs exceed their carrying amounts by significant margins. A sensitivity analysis has been performed for these CGUs, in order to determine if a reasonable change in key assumptions would cause the units' carrying amounts to exceed their recoverable amounts. A reduction in the estimated growth rate by 5 percentage points, a reduction in the estimated EBIT margin by 1 percentage point or an increase in WACC after tax by 1 percentage point would not lead to impairment losses in either of the units.

Other intangible assets

Intangible assets consist of intangible assets recognised at fair value upon the acquisition of companies, licenses and capitalised development expenses. Customer relationship is related to the acquisitions of Microdoc in 2016, EPOS CAT, TechPeople in 2017, IT Sonix & XPURE in 2018 and DONAT, inContext in 2019 and Frobese in 2021. Customer relationships are amortised over 10 years, licenses over 3 years and capitalised development expenses over 2.5 – 3 years.

Machinery and equipment

The group use straight-line depreciation for all machinery and equipment. The estimated economic life of machinery and equipment is 3 to 5 years.

Note 16: Trade and other receivables

| NOK 1000 | 2021 | 2020 |
|--|----------------|----------------|
| Trade receivables | 439 651 | 397 118 |
| Provisions for impairment of receivables | (367) | (1 140) |
| Trade receivables, net | 439 284 | 395 978 |
| Accrued revenue | 18 498 | 27 138 |
| Prepayments | 26 302 | 21 043 |
| Other current receivables | 18 468 | 27 120 |
| Total other receivables | 63 268 | 75 301 |
| Total receivables | 502 552 | 471 279 |
| Provisions as of 1 January | 1 140 | 9 429 |
| Realised losses | - | - |
| Changes in provisions for the period | (773) | (8 289) |
| Provisions as of 31 December | 367 | 1 140 |

Losses on trade receivables are classified as other operating expenses in the income statement. The provision for loss is measured at an amount equal to lifetime expected credit losses. The provision reflects expected credit losses on the trade receivables and is based on an analysis of the overdue receivables. The calculation reflects the probability-weighted outcome and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions

There have been no material provision for bad debt during 2021.

| NOK 1000 | Carrying amount | Not due | Number of days past due date | | |
|--|-----------------|---------|------------------------------|--------|-------|
| | | | 0-30 | 31-60 | 61+ |
| Trade receivables as of 31 December 2021 | 439 651 | 330 941 | 88 506 | 18 135 | 2 069 |
| Trade receivables as of 31 December 2020 | 397 118 | 278 217 | 90 027 | 26 389 | 2 485 |

Note 17: Cash and cash equivalents

| <i>NOK 1000</i> | 2021 | 2020 |
|---|----------------|----------------|
| Cash and bank deposits | 215 190 | 273 114 |
| - of which restricted | (5 588) | (5 297) |
| Unrestricted cash and cash equivalents | 209 602 | 267 817 |
| Unutilised overdraft facilities | 50 000 | 50 000 |
| Unutilised other credit facilities | - | 280 666 |
| Cash reserve | 259 602 | 598 483 |

Data Respons has established a corporate account system in which Data Respons AS is the corporate account holder, while the other group companies are subaccount holders. The bank can set off any withdrawals or deposits against each other. The net position represents the balance between the bank and Data Respons AS. As of 31 December 2021 there was a net positive balance in the corporate account system of NOK 43 277 (73 844) thousand. The overdraft limit for the corporate cash pool system is NOK 50 000 (50 000) thousand, and the group had unrestricted cash outside the cash pool of NOK 166 325 (193 973) thousand.

Restricted cash consists of employee's tax deductions of NOK 5 588 (5 297) thousand.

Data Respons is subject to certain covenants as part of its revolving credit facilities. Refer to note 22 for details.

Note 18: Inventories

| <i>NOK 1000</i> | 2021 | 2020 |
|--|---------------|---------------|
| Goods purchased for resale | | |
| Historical cost | 32 600 | 32 739 |
| Write-down and provisions for obsolescence | - | (130) |
| Book value | 32 600 | 32 609 |

Note 19: Other current liabilities

| <i>NOK 1000</i> | 2021 | 2020 |
|--|----------------|----------------|
| Contract liabilities | 12 744 | 39 349 |
| Accrued wages | 83 384 | 79 123 |
| Accrued expenses | 79 192 | 71 520 |
| Accrued management fee | 16 707 | - |
| Total other current liabilities | 192 027 | 189 991 |

Note 20: Financial assets and liabilities

Financial instruments and their carrying amounts recognised in the consolidated statement of financial position at 31 December are presented below. There are no significant differences between total carrying value and fair value.

2021

| NOK 000 | Fair value through profit or loss | Financial assets at amortised cost | Financial liabilities at amortised cost | Total carrying amount |
|------------------------------------|---|--|---|--------------------------|
| Financial assets | | | | |
| Derivative financial assets | | | | - |
| Other non-current assets | | 1 666 | | 1 666 |
| Trade receivables | | 439 284 | | 439 284 |
| Other current receivables | | 63 268 | | 63 268 |
| Cash and cash equivalents | | 215 190 | | 215 190 |
| Total financial assets | - | 719 408 | - | 719 408 |
| Financial liabilities | | | | |
| Non-current interest-bearing loans | | | 279 998 | 279 998 |
| Non-current earn-out liabilities | 104 946 | | | 104 946 |
| Current interest-bearing loans | | | - | - |
| Current earn-out liabilities | 68 065 | | | 68 065 |
| Trade payables | | | 176 312 | 176 312 |
| Total financial liabilities | 173 011 | - | 456 310 | 629 321 |

2020

| NOK 000 | Fair value through profit or loss | Financial assets at amortised cost | Financial liabilities at amortised cost | Total carrying amount |
|------------------------------------|---|--|---|--------------------------|
| Financial assets | | | | |
| Derivative financial assets | | | | - |
| Other non-current assets | | 3 116 | | 3 116 |
| Trade receivables | | 395 978 | | 395 978 |
| Other current receivables | | 75 301 | | 75 301 |
| Cash and cash equivalents | | 273 114 | | 273 114 |
| Total financial assets | - | 747 509 | - | 747 509 |
| Financial liabilities | | | | |
| Non-current Interest-bearing loans | | | 194 741 | 194 741 |
| Non-current earn-out liabilities | 113 491 | | | 113 491 |
| Current interest-bearing loans | | | 299 | 299 |
| Current earn-out liabilities | 99 271 | | | 99 271 |
| Trade payables | | | 172 481 | 172 481 |
| Total financial liabilities | 212 762 | - | 367 522 | 580 284 |

Note 21: Fair value measurements

| NOK 1000 | Fair value level | Category | 2021 | 2020 |
|----------------------------------|------------------|--------------------|----------------|----------------|
| Current earn-out liabilities | 3 | FVTPL ¹ | 68 065 | 99 271 |
| Non-current earn-out liabilities | 3 | FVTPL ¹ | 104 946 | 113 491 |
| Total | | | 173 011 | 212 762 |

¹ FVTPL: Fair value through profit and loss

Data Respons has earn-out liabilities that are initially recognised and measured at fair value at the date of acquisition, with any subsequent remeasurements recognised in profit or loss. The fair value of the earn-out liabilities is calculated by estimating the future financial performance of subsidiaries, normally calculated as a multiple of the company's financial performance measured by EBIT.

The earn-out liabilities are classified in the statement of financial position as disclosed in the table above. Re-estimation effects following changes in estimates of future financial performance of subsidiaries are recognised as net financial items in the income statement.

Data Respons has earn-out liabilities in foreign currencies and is as such exposed to currency fluctuations when translating into the group currency NOK. As of 31 December 2021 the total earn-out liabilities consists of EUR 16 thousand (16 924) and SEK 13 621 thousand (34 233). In 2020, Data Respons recognised a net foreign currency loss of NOK 9 295 thousand (net loss 35 524) on the earn-out liabilities in foreign currencies.

| NOK 1000 | 2021 | 2020 |
|--|----------------|----------------|
| 1 January | 212 763 | 394 887 |
| Recognised in the income statement during the year | | |
| - Interest cost | 12 439 | 12 947 |
| - Re-estimation | (68 593) | (130 948) |
| Recognised in the statement of the financial position during the year | | |
| - Paid during the year | (244 354) | (110 360) |
| - Issue of shares | - | - |
| - Additions from acquired companies | 279 109 | 10 712 |
| - Translation differences | (18 353) | 35 525 |
| 31 December | 173 011 | 212 763 |
| Classified as current earn-out liabilities | 68 065 | 99 271 |
| Classified as non-current earn-out liabilities | 104 946 | 113 491 |

Data Respons has re-estimated the earn-out liabilities for Frobese, inContext and IT Sonix & XPURE during 2021, resulting in decrease in the earn-out liabilities of NOK 21 551 thousand, NOK 19 262 thousand, NOK 27 779 thousand respectively.

An interest cost related to the earn-out liabilities of NOK 12 439 (12 947) thousand has been expensed as a financial item in the income statement. The earn-out liabilities are interest-free, but since the liabilities are calculated as net present value of future payments, an interest cost needs to be recognised.

The earn-out liabilities are usually settled over specified time period, where the previous owners receive additional payments based on the performance of the acquired company at a specified time period after the acquisition. Earn-out liabilities as of 31 December 2021 relate to the acquisition of Frobese, IT Sonix & XPURE, DONAT, inContext and YABS AB. Remaining earn-out liabilities from the acquisitions will be settled during 2022 - 2024. Refer note 23 for maturity table.

The significant unobservable inputs used in the fair value measurements categorised within Level 3 of the fair value hierarchy, together with a quantitative sensitivity analysis as at 31 December 2021 and 2020 are as shown below:

| | Valuation technique | Significant unobservable inputs | Range | Sensitivity of the input to the fair value |
|----------------------|---------------------|---|--------------------------------------|---|
| Earn-out liabilities | DCF method | Long-term growth rate for cash flows for subsequent years | 2021: 2.5% - 15% 2020: 2.5% - 15% | 1% (1%) increase (decrease) in the growth rate would result in an increase (decrease) in fair value by NOK 3 400 (7 000) thousand |
| | | Long-term operating margin | 2021: 25% - 30% 2020: 5% - 34% | 1% (1%) increase (decrease) in the margin would result in an increase (decrease) in fair value by NOK 12 400 (18 500) thousand. |
| | | Discount rate | 2021: 4-5% 2020: 4-5% | 1% (1%) increase (decrease) in the discount rate would result in a decrease (increase) in fair value by NOK 2 250 (2 100) thousand. |

Note 22: Interest-bearing loans

| NOK 1000 | 2021 | 2020 |
|-------------------------------------|----------------|----------------|
| Revolving credit facility | 279 998 | 195 041 |
| Total interest-bearing loans | 279 998 | 195 041 |
| <i>Of which:</i> | | |
| Current interest-bearing loans | - | 299 |
| Non-current interest-bearing loans | 279 998 | 194 741 |

As of 31 December 2021, Data Respons has intercompany interest-bearing loans of NOK 275 000 thousand (75 000). External interest-bearing loans of NOK 210 000 thousand was settled with Swedbank in the second quarter of 2021. Refer to note 23 for a maturity profile of the group's financial interest-bearing loans.

Data Respons is subject to certain covenants as part of its revolving credit facility. The equity ratio should be minimum 25% for the group, and as of 31 December 2021, the ratio was 56.5% (55,4%). Furthermore, there is a covenant requirement that the leverage ratio should not exceed 3.0. As of 31 December 2021, the ratio was 0.7 (-0,3). The leverage ratio is defined as EBITDA 12 month rolling divided by net interest bearing debt.

| NOK 1000 | 2021 | 2020 |
|--|----------------|----------------|
| 1 January | 195 041 | 68 932 |
| <i>Cash changes</i> | | |
| - Repayment | (210 000) | (130 000) |
| - Proceeds | 90 000 | 180 000 |
| - Proceeds AKKA non current loan | 200 000 | 75 000 |
| - Interest and fee payments ¹ | (3 108) | (4 433) |
| <i>Non cash changes</i> | | |
| - Translation differences | - | - |
| - Accrued interest and fee | 8 065 | 5 542 |
| 31 December | 279 999 | 195 041 |

¹ Interest payments are included in the line interest paid and fee payments are included in the line other financing activities in the consolidated statement of cash flows.

Note 23: Financial risk management

The group's policies for the management of financial risk are approved by the Board of Directors and group management of Data Respons AS. The main objective of financial risk management is to identify, quantify and manage financial risk, and hence reduce the probability for financial losses. The group is exposed to credit risks, liquidity risks, currency risks and interest rate risks. There have been no material changes in the group's objectives, policies or processes for managing capital during the reporting period.

Credit risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The group is exposed to credit risk from its operating activities, primarily its trade receivables and accrued revenue, and from its cash and cash equivalents deposited with banks. Identified default risks for individual customers are reflected in bad debt allowances. Data Respons' customers largely consist of large and medium-sized companies with good solvency and the customer base is diversified into different vertical market segment. Neither of the group's operating segments had any significant concentration of credit risk. Credit checks are performed on new customers. Historically, bad debt losses have been low, and the group does not expect to see any major increase in losses.

Liquidity risk and capital management

Liquidity risk is the risk that the group will not be able to meet its current and future cash flow and collateral requirements without negatively and materially affecting the group's daily operations or overall financial condition and the potential for expansion. The primary objective of Data Respons' capital management is to maintain a healthy capital ratio and financial flexibility to support the group's continued operations and potential expansion, and dividend payments according to the established dividend policy. The group manages liquidity risk through continuous review of future commitments and sources of liquidity. Cash flow forecasts are prepared and adequate utilised financing facilities are monitored on a monthly basis.

The group emphasises financial flexibility. An important part of this emphasis is to minimise liquidity risk through ensuring access to a diversified set of funding sources. The group will finance potential expansions through cash generated by the operational activities, group funding and the use of credit facilities. To cover potential funding needs, the group has secured a revolving credit facility of NOK 400 000 thousand in addition to a overdraft limit in the corporate cash pool system of NOK 50 000 thousand. Refer to note 16 for details on unutilised credit facilities and note 22 for the used credit facilities per 31 December 2021.

The group has 45-90 days in credit terms from the main suppliers. Surplus cash holdings will be kept in interest-bearing bank accounts with reputable banks. As of 31 December 2021 the group has NOK 215 119 (273 114) thousand in cash. The group will primarily finance dividends through cash generated by the operational activities.

The following table shows the maturity profile of the group's financial liabilities based on contractual payments. The amounts disclosed in the table are undiscounted cash flows.

2021

| NOK 1000 | 2022 | 2023 | 2024 | 2025+ | Total |
|------------------------|----------------|---------------|---------------|----------------|----------------|
| Interest-bearing loans | - | - | - | 302 419 | 302 419 |
| Earn-out liabilities | 74 624 | 60 602 | 40 692 | - | 175 918 |
| Trade payables | 176 312 | | | | 176 312 |
| Total | 250 936 | 60 602 | 40 692 | 302 419 | 654 649 |

2020

| NOK 1000 | 2021 | 2022 | 2023 | Total |
|-------------------------------------|----------|----------------|---------------|----------------|
| Interest-bearing loans ¹ | 1 800 | 1 492 | 200 844 | 204 136 |
| Earn-out liabilities | 100 678 | 95 644 | 23 954 | 220 276 |
| Trade payables | 172 481 | | | 172 481 |
| Total | - | 274 959 | 97 136 | 596 893 |

¹ Note that interest-bearing loans include the forecast future nominal interest payment.

Currency risk

Currency risk is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign exchange rates. The group's exposure to the risk of changes in foreign exchange rates relates primarily to the group's operating activities (when revenue or expense is denominated in a foreign currency) and the group's net investments in foreign subsidiaries.

Data Respons has operations in five different countries with five different currencies and is as such exposed to currency fluctuations when translating into the group reporting currency NOK.

As of 31 December 2021, the group has no interest-bearing loans in foreign currency. The group has nevertheless earn-out liabilities in foreign currencies (refer to note 21 for details) and is as such exposed to currency fluctuations when translating into the group currency NOK. A change of +/-10% in the exchange rate between NOK compared to EUR, SEK and DKK will have an impact of approximately +/-NOK 21 300 thousand on the earn-out liabilities in foreign currency.

In addition to the earn-out liabilities above, the group had trade receivables, trade payables and some other current financial assets and liabilities denominated in foreign currencies at 31 December 2021 and under standard credit terms (where applicable). Due to the short term nature of these financial assets and liabilities, the foreign currency risk is considered low.

Exposure from individual subsidiaries vary according to the nature of their business. The R&D Services segment abroad generate a currency exposure for the group on the net profit only, as both revenue and expenses are in the same local currency. Hedging has been deemed unnecessary. For the Solutions segment the exposure is higher, as parts are purchased from different suppliers across the globe and predominately invoiced in USD or EUR. With most of our major customers, the group has entered into a agreements whereby material fluctuations in price of components due to currency, lead to a corresponding adjustment of the selling price. The group then achieves a natural hedge on a significant part of its embedded products and solutions sales. In instances where it is not possible to enter such an agreement with the customer, currency hedges on large deliveries of components will be considered.

The group's activities are global and the foreign currency risk related to its operating activities may change from year-to-year depending on the different jurisdictions the group operates in. In general, the majority of operating revenues and costs are denominated in foreign currencies.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rate. The group is exposed to interest rate risk through the group's interest bearing loans with floating interest rates and cash management activities. Changes in interest rates affect the fair value of assets and liabilities. Interest income and interest expense in the income statement are influenced by changes in interest rates in the market.

The following table demonstrates the sensitivity to a reasonably possible change in interest rates, with all other variables held constant:

| NOK 1000 | Increase/decrease in basic points | Effect on profit before tax |
|----------|-----------------------------------|-----------------------------|
| | | |
| 2021 | +100 | 2 750 000 |
| | -100 | -2 750 000 |
| 2020 | +100 | 1 200 000 |
| | -100 | -1 200 000 |

Note 24: Leases

The group has lease contracts for office buildings, cars, servers, licenses and office equipment. Leases of office buildings have lease terms between 1-5 years, while cars, servers, licenses and office equipment have lease terms between 1-3 years. The group's obligations under its leases are secured by the lessor's title to the leased assets. The group also has certain leases with lease terms of 12 months or less and leases with low value, and the group applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

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

| <i>NOK 1000</i> | Total |
|---------------------------------|----------------|
| Cost on 1 January 2020 | 89 722 |
| Additions & disposals | 44 706 |
| Depreciation expense | (38 398) |
| Translation differences | 3 727 |
| Cost on 31 December 2020 | 99 757 |
| Cost on 1 January 2021 | 99 757 |
| Additions & disposals | 43 331 |
| Depreciation expense | (38 722) |
| Translation differences | (3 134) |
| Cost on 31 December 2021 | 101 232 |

Set out below are the carrying amounts of lease liabilities and the movements during the period:

| <i>NOK 1000</i> | 2021 | 2020 |
|-------------------------------|----------------|----------------|
| As at 1 January | 102 498 | 90 928 |
| Additions & disposals | 43 331 | 44 706 |
| Accretion of interests | 3 298 | 3 744 |
| Translation differences | (3 230) | 3 875 |
| Payments ¹ | (42 924) | (40 755) |
| As at 31 December | 102 972 | 102 498 |
| Current lease liabilities | 41 728 | 36 468 |
| Non-current lease liabilities | 61 244 | 66 030 |

¹ The lease payments for office buildings are adjusted for the consumer price index each year. The lease payments for cars and other leasing agreements are fixed.

The following are the amounts recognised in profit or loss:

| <i>NOK 1000</i> | 2021 | 2020 |
|---|---------------|---------------|
| Depreciation expense of right-of-use assets | 38 722 | 32 452 |
| Interest expense on lease liabilities | 3 298 | 3 744 |
| Expenses relating to short-term leases and low-value assets | 2 800 | 2 100 |
| As at 31 December | 44 819 | 38 296 |

Set out below is the maturity table for lease liabilities:

| <i>NOK 1000</i> | 1 year | 2 year | 3 year | 4 years+ | Total |
|--------------------------------|--------|--------|--------|----------|---------|
| Lease liabilities ¹ | 42 348 | 28 073 | 23 678 | 14 996 | 109 096 |

¹ Note that the amounts disclosed are undiscounted cash flows.

The group has several lease contracts that include extension and termination options. These options are negotiated by management to provide flexibility in managing the leased-asset portfolio and align with the group's business needs. Management exercises significant judgement in determining whether these extension and termination options are reasonably certain to be exercised. The group is also in most contracts restricted from assigning and subleasing the leased assets.

Note 25: Guarantees and commitments

| NOK 1000 | 2021 | 2020 |
|--|----------------|----------------|
| Guarantees | | |
| Guarantees | 2 524 | 6 476 |
| Book value of secured assets used as collateral | | |
| Trade receivables | 61 672 | 45 029 |
| Inventories | 17 660 | 19 078 |
| Machinery and equipment | 5 633 | 3 174 |
| Shares in subsidiaries | 846 344 | 848 113 |
| Total | 931 309 | 915 393 |

Guarantees of NOK 2 524 (5 997) thousand have been provided in connection with lease agreements and a guarantee of NOK 0 (479) thousand has been provided to Swedish customs.

Data Respons AS` shares in the subsidiaries Data Respons Solutions AS, Data Respons R&D Services AS, Data Respons Solutions AB, Sylog Sverige AB, TechPeople A/S, Data Respons Solutions A/S, EPOS CAT GmbH and Microdoc Computersysteme GmbH are pledged as security for the revolving credit facility.

The accounts receivable, inventory and machinery & equipment in Data Respons Solutions AS and Data Respons R&D Services AS are also pledged as security for the revolving credit facility. A total lien of NOK 80 000 thousand has been placed on inventories, a total lien of NOK 10 000 thousand as been placed on machinery and equipment and a total lien of NOK 80 000 thousand has been placed on trade receivables.

Note 26: Related parties

There have been no related party transactions in 2021, besides ordinary business transactions between group companies. All transactions within the group are based on ordinary commercial terms using the arm's length principle.

Note 27: Covid 19

2020 and 2021 have been unprecedented years with the global Covid-19 pandemic. Data Respons took all the steps necessary to ensure the health and safety of its employees, subcontractors, customers and partners. At the start of spring 2020 and through the pandemic, the company quickly adapted its operations so that the employees in all countries were remote working, ensuring full continuity of service to its clients. As a leading player in industrial digitalization, Data Respons has experienced a limited operational impact from Covid-19 for most of its business segments. The company has shown a high degree of resilience and agility during the pandemic, resulting in a continued strong financial performance in 2020 as well as 2021

FINANCIAL STATEMENTS DATA RESPONSES AS



STATEMENT OF COMPREHENSIVE INCOME

DATA RESPONAS AS

| <i>NOK 1000</i> | <i>Note</i> | 2021 | 2020 |
|---|-------------|-----------------|-----------------|
| Revenue | 1 | 5 797 | 6 150 |
| Revenues | | 5 797 | 6 150 |
| Employee expenses | 2 | 27 066 | 24 408 |
| Depreciation | 6,12 | 2 155 | 2 554 |
| Other operating expenses | 3 | 24 772 | 14 186 |
| Operating profit/loss | | (48 195) | (34 998) |
| Income from investments in subsidiaries | 10 | 177 807 | 145 868 |
| Financial income | 4 | 4 878 | 7 101 |
| Financial expenses | 4 | -18 524 | -57 238 |
| Profit/loss before tax | | 115 967 | 60 733 |
| Income tax expense | 5 | 3 866 | 7 085 |
| Profit/loss for the year | | 119 832 | 67 818 |
| OTHER COMPREHENSIVE INCOME | | | |
| Other comprehensive income | | - | - |
| Total comprehensive income | | 119 832 | 67 818 |

STATEMENT OF FINANCIAL POSITION

DATA RESPONS AS

| <i>NOK 1000</i> | <i>Note</i> | 2021 | 2020 |
|---------------------------------|-------------|------------------|------------------|
| ASSETS | | | |
| Intangible assets | 6 | 464 | 579 |
| Deferred tax assets | 5 | 22 754 | 18 888 |
| Machinery and equipment | 6 | 726 | 1 237 |
| Right-of-use assets | 12 | 4 272 | 5 994 |
| Shares in subsidiaries | 9 | 1 373 946 | 1 423 659 |
| Loans to subsidiaries | 11 | 147 195 | - |
| Total non-current assets | | 1 549 358 | 1 450 356 |
| Trade receivables | 11 | 25 | 490 |
| Other current receivables | | 1 308 | 554 |
| Cash and cash equivalents | | 749 | 711 |
| Total current assets | | 2 081 | 1 756 |
| Total assets | | 1 551 440 | 1 452 112 |

STATEMENT OF FINANCIAL POSITION

DATA RESPONS AS

NOK 1000

Note

2021

2020

EQUITY

| | | | |
|---------------------|--|------------------|----------------|
| Issued capital | | 37 755 | 37 755 |
| Share premium | | 840 985 | 840 985 |
| Retained earnings | | 161 063 | 41 140 |
| Total equity | | 1 039 804 | 919 881 |

LIABILITIES

| | | | |
|--------------------------------------|----|----------------|----------------|
| Interest-bearing loans | 8 | 279 998 | 194 741 |
| Non-current earn-out liabilities | 7 | 23 894 | 106 144 |
| Non-current lease liabilities | 12 | 2 893 | 4 508 |
| Other non-current liabilities | | | |
| Total non-current liabilities | | 306 785 | 305 393 |

| | | | |
|----------------------------------|----|----------------|----------------|
| Current interest-bearing loans | 8 | - | 299 |
| Current loans group companies | 11 | 134 848 | 111 491 |
| Current lease liabilities | 12 | 1 424 | 1 595 |
| Trade payables | 11 | 1 951 | 1 757 |
| Public duties payable | | 1 128 | 1 225 |
| Current earn-out liabilities | 7 | 36 523 | 96 453 |
| Other current liabilities | | 28 978 | 14 018 |
| Total current liabilities | | 204 851 | 226 839 |
| Total liabilities | | 511 636 | 532 232 |

| | | | |
|-------------------------------------|--|------------------|------------------|
| Total equity and liabilities | | 1 551 440 | 1 452 112 |
|-------------------------------------|--|------------------|------------------|

THE BOARD OF DIRECTORS OF DATA RESPONS AS

HØVIK, 30th JUNE 2022

CHAIRMAN OF THE BOARD

ANDRÉ VAN DER TOORN

MEMBER OF THE BOARD

VERONIQUE RODONI

MEMBER OF THE BOARD

JEAN-PHILIPPE CARBONEL

CEO Data Respons

KENNETH RAGNVALDSEN

STATEMENT OF CHANGES IN EQUITY

DATA RESPONSAS

| NOK 1000 | Note | Issued capital | Share premium | Other equity | Total equity |
|--|------|----------------|---------------|--------------|--------------|
| Equity on 1 January 2020 | | 37 755 | 840 985 | 24 229 | 902 969 |
| Profit for the year | | | | 67 818 | 67 818 |
| Total comprehensive income for the year | | - | - | 67 818 | 67 818 |
| Dividends | | | | | - |
| Employee share option scheme | 6* | | | -45 765 | (45 765) |
| Settlement of bonus shares | 6* | | | -5 142 | (5 142) |
| Equity on 31 December 2020 | | 37 755 | 840 985 | 41 141 | 919 881 |
| Profit for the year | | | | 119 832 | 119 832 |
| Total comprehensive income for the year | | - | - | 119 832 | 119 832 |
| Dividends | | | | - | - |
| IFRS 16 OB adjustment | 6* | | | 88 | 88 |
| Settlement of bonus shares | 6* | | | - | - |
| Equity on 31 December 2021 | | 37 755 | 840 985 | 161 064 | 1 039 804 |

* Refers to group disclosures for details

STATEMENT OF CASH FLOWS

DATA RESPONAS AS

NOK 1000

Note

2021

2020

CASH FLOW FROM OPERATING ACTIVITIES

| | | | |
|--|------|-----------------|-----------------|
| Profit before income tax | | 115 967 | 60 733 |
| Income tax paid | | - | - |
| Depreciation, amortisation and impairment | 6,12 | 2 155 | 2 554 |
| Employee share option scheme | | - | 611 |
| Net financial items | | -164 162 | -95 973 |
| Changes in working capital: | | | |
| - Trade receivables | | 466 | -398 |
| - Trade payables | | 194 | -432 |
| - Other current assets / liabilities | | 11 934 | -180 |
| Net currency (gains) losses relating to operating activities | | - | 891 |
| Other adjustments | | -467 | 0 |
| Net cash flow from operating activities | | (33 913) | (32 195) |

CASH FLOW FROM INVESTING ACTIVITIES

| | | | |
|---|----|-----------------|---------------|
| Acquisition of subsidiaries, net of cash acquired | | -241 640 | -104 586 |
| Dividends from subsidiaries | 10 | 134 361 | 95 157 |
| Group contributions received | 10 | 43 446 | 50 711 |
| Purchase of machinery and equipment | 6 | -142 | -337 |
| Other investing activities | | - | -609 |
| Net cash flow from investing activities | | (63 975) | 40 337 |

CASH FLOW FROM FINANCING ACTIVITIES

| | | | |
|---|----|---------------|----------------|
| Repayment of interest-bearing loans | 8 | -210 000 | -130 000 |
| Proceeds of interest-bearing loans | 8 | 290 000 | 255 000 |
| Net change in group internal loans | 11 | 23 356 | -29 966 |
| Proceeds from issue of shares | | - | - |
| Transaction cost on issue of shares | | - | - |
| Interest paid | | -3 108 | -3 702 |
| Sale / (purchase) of treasury shares | 6* | - | -51 517 |
| Dividends paid to equity holders of the company | | - | - |
| Repayment of lease liabilities | 12 | -1 552 | -2 037 |
| Other financing activities | 4 | -311 | -45 948 |
| Net cash flow from financing activities | | 98 386 | (8 171) |

| | | | |
|---|--|------------|-------------|
| Net change in cash and cash equivalents | | 498 | (30) |
| Cash and cash equivalents at the start of the period | | 710 | 740 |
| Exchange gains/losses on cash and cash equivalents | | -459 | - |
| Cash and cash equivalents at the end of the period | | 749 | 710 |

* Refers to group disclosures for details

NOTES TO THE FINANCIAL STATEMENTS

CONTENTS NOTES

- | | |
|---|---|
| 1. General information and summary of significant accounting policies | 7. Fair value measurements |
| 2. Employee expenses and remuneration to auditors | 8. Interest-bearing loans |
| 3. Other operating expenses | 9. Subsidiaries |
| 4. Net financial items | 10. Income from investments in subsidiaries |
| 5. Income tax | 11. Intercompany balances |
| 6. Intangible assets, machinery and equipment | 12. Leases |

Note 1: General information and summary of significant accounting principles

Data Respons AS is a holding company and contains the corporate services, management and group finance.

The financial statement for Data Respons AS has been prepared in accordance with International Financial Reporting Standards (IFRSs) and the interpretations set out by the International Accounting Standards Board, as approved by the European Union.

Data Respons AS's accounting principles are consistent with the accounting principles for the Group, as described in note 1 of the consolidated financial statements. Where the notes for the parent company are substantially different from the notes for the group, these are shown below. Otherwise, refer to the notes to the consolidated financial statements.

Shares in subsidiaries are valued in accordance with the historical cost method. Any impairment losses and reversal of impairment losses are classified as net gains (loss and impairment) on financial assets in the income statement. Any contingent consideration, resulting from an investment in subsidiaries, is valued at fair value at the acquisition date as part of the business combination. When the contingent consideration meets the definition of a financial liability, it is subsequently remeasured to fair value at each reporting date. Re-estimation effects in earn-out liabilities following changes in estimates of future financial performance of subsidiaries are recognised as part of the cost of the shares in Data Respons AS.

Data Respons AS uses the indirect method for the statement of cash flows. Cash and cash equivalents consist of liquid assets, short-term placements and drawings from cash pool. Net change in group internal drawing rights are loans to, and placements from group companies. These loans and placements have high turnover and are presented net.

Revenues are mainly sale of group services to other group companies.

Note 2: Employee expenses and remuneration to auditors

| <i>NOK 1000</i> | 2021 | 2020 |
|---|---------------|---------------|
| Wages and salaries | 22 339 | 18 450 |
| Social security tax | 2 236 | 3 010 |
| Pension expenses, defined contribution scheme | 553 | 444 |
| Other benefits | 1 937 | 2 503 |
| Total employee expenses | 27 066 | 24 408 |

The average number of FTEs during the financial year was 8 (7). There was 2 (2) female employees in Data Respons AS, 1 (1) of whom were top or middle managers. Data Respons AS is required to operate a company pension scheme pursuant to the Mandatory Occupational Pension Act, and operates a pension scheme that meets this requirement. This scheme covered a total of 8 people in 2021.

Remuneration to the auditor (excl. VAT)

| <i>NOK 1000</i> | 2021 | 2020 |
|------------------------------|------------|--------------|
| Auditing services | 480 | 391 |
| Other certification services | - | - |
| Other non-auditing services | 221 | 843 |
| Total remuneration | 701 | 1 234 |

Note 3: Other operating expenses

| NOK 1000 | 2021 | 2020 |
|---------------------------------------|---------------|---------------|
| Lease of premises | - | - |
| External services | 3 238 | 10 298 |
| IT expenses | 1 168 | 670 |
| Travel expenses | 453 | 478 |
| Office expenses | 158 | 152 |
| Marketing expenses | 2 276 | 2 046 |
| Management fee | 16 998 | 0 |
| Other operating expenses | 480 | 542 |
| Total other operating expenses | 24 772 | 14 186 |

Note 4: Net financial items

| NOK 1000 | 2021 | 2020 |
|--|-----------------|-----------------|
| Financial income | | |
| Interest income on cash reserves | 34 | 305 |
| Realised / unrealised currency exchange gain | 2 632 | 6 796 |
| Other financial income | 2 212 | - |
| Financial income | 4 878 | 7 101 |
| Financial expenses | | |
| Interest expenses on interest-bearing loans | (7 110) | (4 739) |
| Interest expenses on lease liabilities | (100) | (242) |
| Realised / unrealised currency exchange loss | (9 448) | (3 540) |
| Other financial costs* | (1 866) | (48 716) |
| Financial expenses | (18 524) | (57 238) |
| Net financial items | (13 646) | (50 137) |

*Other financial costs include sell side transaction costs of NOK 45 000 million related to AKKA acquisition in 2020

Note 5: Income tax

| NOK 1000 | 2021 | 2020 |
|--|------------------|-----------------|
| Summary of temporary differences | | |
| Non-current assets | (1 057) | (1 129) |
| Leasing | (45) | (109) |
| Group contributions ¹ | (40 943) | (43 446) |
| Total | (42 045) | (44 684) |
| Tax loss carryforward | (61 382) | (41 171) |
| Total positive/(negative) temporary differences | (103 427) | (85 855) |
| Deferred tax asset at current tax rate | 22 754 | 18 888 |
| Of which, deferred tax assets not recognised | - | - |
| Deferred tax assets recognised | 22 754 | 18 888 |
| Deferred tax liability at current tax rate | - | - |
| Deferred tax liability recognised | - | - |

| NOK 1000 | 2021 | 2020 |
|---|----------------|----------------|
| Income tax for the year consist of | | |
| Income tax payable | - | - |
| Total income tax payable | - | - |
| Change in deferred tax | (3 866) | (7 085) |
| Total change in deferred tax | (3 866) | (7 085) |
| Total income tax expense/(revenue) | (3 866) | (7 085) |

| NOK 1000 | 2021 | 2020 |
|--|----------------|----------------|
| Calculation of tax base for the year | | |
| Profit/loss before tax | 115 967 | 60 733 |
| 22 % tax | 25 513 | 13 361 |
| Tax effect of: | | |
| Permanent differences | (29 378) | (20 446) |
| Change in tax rates | - | - |
| Income tax expense/(revenue) for the year | (3 866) | (7 085) |
| Effective tax rate | -3 % | -12 % |

¹ In accordance with IFRS, group contributions are entered as income in the parent company the year after the allocation for tax purposes in the subsidiaries.

Note 6: Intangible assets, machinery and equipment

| <i>NOK 1000</i> | Intangible assets | Machinery and equipment |
|--|-------------------|-------------------------|
| Cost or valuation on 1 January 2020 | 481 | 17 070 |
| Additions | 649 | 337 |
| Cost or valuation on 31 December 2020 | 1 130 | 17 407 |
| Accum. depr. and impairm. on 1 January 2020 | 481 | 15 508 |
| Depreciation / amortisation for the year | 71 | 662 |
| Accum. depr. and impairm. on 31 December 2020 | 552 | 16 170 |
| Net book value on 31 December 2020 | 579 | 1 237 |
| Cost or valuation on 1 January 2021 | 1 130 | 17 407 |
| Additions | 124 | 18 |
| Cost or valuation on 31 December 2021 | 1 255 | 17 425 |
| Accum. depr. and impairm. on 1 January 2021 | 552 | 16 170 |
| Depreciation / amortisation for the year | 239 | 528 |
| Accum. depr. and impairm. on 31 December 2021 | 790 | 16 698 |
| Net book value on 31 December 2021 | 464 | 726 |

Note 7: Fair value measurements

| <i>NOK 1000</i> | Fair value level | Category | 2021 | 2020 |
|----------------------------------|------------------|--------------------|---------------|----------------|
| Current earn-out liabilities | 3 | FVTPL ¹ | 36 523 | 96 453 |
| Non-current earn-out liabilities | 3 | FVTPL ¹ | 23 894 | 106 144 |
| Total | | | 60 417 | 202 597 |

¹ FVTPL: Fair value through profit and loss

Refer to note 21 - Group for information about earn-out liabilities.

Note 8: Interest-bearing loans

| <i>NOK 1000</i> | 2021 | 2020 |
|--|----------------|----------------|
| Revolving credit facility | - | 119 344 |
| Intercompany Loan AKKA Technologies SE | 279 998 | 75 696 |
| Total interest-bearing loans | 279 998 | 195 041 |
| <i>Of which:</i> | | |
| Current interest-bearing loans | - | 299 |
| Non-current interest-bearing loans | 279 998 | 194 741 |

Refer to note 22 - Group for information about interest-bearing loans.

Note 9: Subsidiaries

NOK 1000

| Company | Currency | Issued capital | Ownership | Book value (NOK 000) |
|----------------------------------|----------|----------------|-----------|----------------------|
| Data Respons Solutions AS | NOK | 555 | 100 % | 65 293 |
| Data Respons R&D Services AS | NOK | 832 | 100 % | 97 940 |
| Data Respons Asia AS | NOK | 100 | 100 % | - |
| Data Respons Solutions AB | SEK | 100 | 100 % | 24 377 |
| Sylog Sverige AB | SEK | 100 | 83 % | 64 477 |
| Data Respons Solutions A/S | DKK | 2 277 | 100 % | 22 050 |
| MicroDoc Computersysteme GmbH | EUR | 100 | 100 % | 273 132 |
| Data Respons Solutions GmbH | EUR | 52 | 100 % | 52 056 |
| EPOS CAT GmbH | EUR | 50 | 100 % | 237 565 |
| TechPeople A/S | DKK | 500 | 100 % | 61 510 |
| IT Sonix custom development GmbH | EUR | 25 | 100 % | 147 835 |
| XPURE GmbH | EUR | 25 | 100 % | 147 835 |
| DONAT Group GmbH | EUR | 102 | 100 % | 99 995 |
| inContext AB | SEK | 100 | 100 % | 79 615 |
| Data Respons GmbH | EUR | 25 | 100 % | 264 |
| Total subsidiaries | | | | 1 373 946 |

The impairment test performed as of 31 December 2021 did not result in any impairment of book value of the investments. The impairment tests for book value of subsidiaries were based on the same assumptions as used in the impairment test of goodwill in the group accounts. See note 15 – Group for further information.

Note 10: Income from investments in subsidiaries

Income from investments in subsidiaries in both 2021 and 2020 relates to received group contributions and dividends from equity accumulated during the period of ownership by Data Respons AS.

Note 11: Intercompany balances

NOK 1000

| | Trade receivables | | Trade payables | |
|----------------------------------|-------------------|------------|----------------|------------|
| | 2021 | 2020 | 2021 | 2020 |
| Data Respons Solutions AS | - | 107 | 442 | 68 |
| Data Respons R&D Services AS | 25 | 250 | 7 | - |
| IT Sonix custom development GmbH | - | - | 50 | 52 |
| Data Respons Solutions AB | - | 29 | - | - |
| Sylog Sverige AB | - | 12 | - | - |
| Data Respons Solutions A/S | - | 24 | - | - |
| Data Respons Solutions GmbH | - | 69 | 13 | 10 |
| Total | 25 | 490 | 512 | 130 |

NOK 1000

| | Loan to subsidiaries | |
|-------------------|----------------------|----------|
| | 2021 | 2020 |
| Data Respons GmbH | 147 195 | - |
| Total | 147 195 | - |

Data Respons AS had an overdraft in the corporate cash pool of NOK 134 848 (111 491) thousand as of 31 December 2021, presented as short-term loans from group companies in the statement of financial position.

Note 12: Leases

Data Respons AS has lease contracts for the head office building, cars, servers, licenses and office equipment. Lease of the head office building in Høvik has lease terms of 5 years and ends in 2025. Cars, servers, licenses and office equipment have lease terms between 1-3 years. Data Respons AS's obligations under its leases are secured by the lessor's title to the leased assets. Data Respons AS also has certain leases with lease terms of 12 months or less and leases with low value. Data Respons AS applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

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

Right-of-use assets

NOK 1000

| | Total |
|---------------------------------|---------|
| Cost on 1 January 2020 | 6 520 |
| Additions & disposals | 1 295 |
| Depreciation expense | (1 821) |
| Translation differences | - |
| Cost on 31 December 2020 | 5 994 |
| Cost on 1 January 2021 | 5 994 |
| Additions & disposals | (334) |
| Depreciation expense | (1 388) |
| Translation differences | - |
| Cost on 31 December 2021 | 4 272 |

Set out below are the carrying amounts of lease liabilities and the movements during the period:

Lease liabilities

NOK 1000

| | 2021 | 2020 |
|--------------------------|--------------|--------------|
| As at 1 January | 6 103 | 6 603 |
| Additions & disposals | (334) | 1 295 |
| Accretion of interests | 100 | 242 |
| Translation differences | - | - |
| Payments ¹ | (1 552) | (2 037) |
| As at 31 December | 4 317 | 6 103 |
| Current | 1 424 | 1 595 |
| Non-current | 2 893 | 4 508 |

¹ The lease payments for the office building are consumer price index adjusted each year. The lease payments for cars and other leasing agreements are fixed.

The following are the amounts recognised in profit or loss:

NOK 1000

| | 2021 | 2020 |
|---|--------------|--------------|
| Depreciation expense of right-of-use assets | 1 388 | 1 821 |
| Interest expense on lease liabilities | 100 | 242 |
| Expenses relating to short-term leases and low-value assets | 274 | 604 |
| As at 31 December | 1 762 | 2 668 |

Set out below is the maturity table for lease liabilities:

NOK 1000

| | 1 year | 2 year | 3 year | 4 years+ | Total |
|--------------------------------|--------|--------|--------|----------|-------|
| Lease liabilities ¹ | 1 451 | 1 291 | 1 260 | 600 | 4 602 |

¹ Note that the amounts disclosed are undiscounted cash flows.

Data Respons AS has lease contracts that include extension and termination options. These options are negotiated by management to provide flexibility in managing the leased-asset portfolio and align with the group's business needs. Management exercises significant judgement in determining whether these extension and termination options are reasonably certain to be exercised. Data Respons AS is also in most contracts restricted from assigning and subleasing the leased assets.

Note 13: Covid 19

2020 and 2021 have been unprecedented years with the global Covid-19 pandemic. Data Respons took all the steps necessary to ensure the health and safety of its employees, subcontractors, customers and partners. At the start of spring 2020 and through the pandemic, the company quickly adapted its operations so that the employees in all countries were remote working, ensuring full continuity of service to its clients. As a leading player in industrial digitalization, Data Respons has experienced a limited operational impact from Covid-19 for most of its business segments. The company has shown a high degree of resilience and agility during the pandemic, resulting in a continued strong financial performance in 2020 as well as 2021

INDEPENDENT AUDITOR'S REPORT

To the Annual Shareholders' Meeting of Data Respons AS

Opinion

We have audited the financial statements of Data Respons AS (the Company), which comprise the financial statements of the Company and the consolidated financial statements of the Company and its subsidiaries (the Group). The financial statements of the Company and the Group comprise financial position as at 31 December 2021, the income statement, statement of comprehensive income, statement of cash flows and statement of changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial statements comply with applicable legal requirements and give a true and fair view of the financial position of the Company and the Group as at 31 December 2021 and their financial performance and cash flows for the year then ended in accordance with the simplified application of international accounting standards according to section 3-9 of the Norwegian Accounting Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Company and the Group in accordance with the requirements of the relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Other information consists of the information included in the annual report other than the financial statements and our auditor's report thereon. Management (the board of directors and Chief Executive Officer) is responsible for the other information. Our opinion on the financial statements does not cover the other information, 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 other information, and, in doing so, consider whether the board of directors' report contains the information required by legal requirements and whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information or that the information required by legal requirements is not included, we are required to report that fact.

We have nothing to report in this regard, and in our opinion, the board of directors' report is consistent with the financial statements and contains the information required by applicable legal requirements.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with simplified application of international accounting standards according to section 3-9 of the Norwegian Accounting 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 and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the

going concern basis of accounting unless management either intends to liquidate the Company or the Group, 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 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 in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group'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 and the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Oslo, 30 June 2022
ERNST & YOUNG AS

The auditor's report is signed electronically

Leiv Aschehoug
State Authorised Public Accountant (Norway)

ESG REPORT

— — — 2021

data  respons



MESSAGE FROM CEO



Especially in Germany, Data Respons grew more in 2021 within the renewable energy industry than any other industry we are working with across the group. In the last two years our teams have worked on an online energy trading platform where anyone can sell their own renewable energy like solar, wind, water, or biogas.

CEO, Kenneth Ragnvaldsen

ABOUT THIS REPORT

ABOUT THIS REPORT

This report focuses on Group wide ESG performance and the management approach to Data Respons' material ESG issues. Qualitative and quantitative data in the report predominantly comes from Data Respons' business segments – R&D Services and Solutions – which constitute all the software and hardware development in the company.

The report has been approved by Data Respons' Board of Directors.

Data Respons' carbon mapping has been externally assured by Endrava.

The ESG report has not been reviewed by a third party.

This is Data Respons third comprehensive ESG-report, covering the fiscal year 2021. The report has been prepared in line with EU directives on mandatory annual disclosures of non-financial information and is inspired by the GRI framework for sustainability reporting.

Our ambition is to improve our ESG reporting from year to year, and to report in accordance with the GRI Standards by 2023. The next report will be published In May 2023.

CONTACT INFORMATION REGARDING THIS REPORT:



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Marketing, Communication
& Sustainability Manager

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Data Respons' approach to sustainability: THROUGH TECHNOLOGY

ESG is important to us for several reasons: We believe in our ability to impact sustainability through technology. We have unique possibilities to support and enable solutions and services that saves resources, reduces emissions and create better quality of life.

We also increasingly experience that having a sustainable business that's serious in all the ESG dimensions is a both an expectation and a competitive advantage.

Why it matters to us

Climate change is accelerating, becoming more intense and some of the trends are now irreversible according to the latest report from the UN Climate Panel (IPCC). Data Respons as an international organization takes this seriously and has therefore communicated that by **2025** we will be net-zero.

Despite the obvious need to support the Science based targets, our engagement for ESG matters also supports our value: being generous and taking responsibility.

Also, through being a leading company on ESG we get increased competitiveness, as well as we meet customer demands and employee demands.

- Furthermore, we have contacted most of our suppliers and asked them to join us on our journey to zero emissions until 2025.
- At several of our locations, we have already switched to guaranteed renewable electricity. As a result, some of our companies are about to become net-zero.
- We continue to promote our code of conduct, which forms the foundation of our actions and decisions.
- To understand more about what drives our stakeholders, we executed this year for the first time a stakeholder dialogue. The learnings from this assessment form the basis for our materiality matrix and define the leading topics of this report.

Sustainability achievements in 2021

In 2021, we have already been able to achieve some small successes in the field of sustainability.

- We have established our own group of ambassadors, with which all subsidiaries are represented by one (or more) sustainability representatives.
- Inspired by GRI standards, we have published a comprehensive ESG report.
- In addition, we have continued our **UN Global Compact** engagement and become a part of UN's **Carbon Neutral Now** initiative.

Lessons learned. Sharing is caring

Emissions reporting is not an easy fix. Especially when the ambition is to map all direct and indirect emissions. However, it the only way to fully understand your carbon footprint. Every year we are improving the methods and processes to collect data. And every year we become a bit better at filling in the blanks.

We think this learning curve does not only apply to us. But we do think that many companies are learning too much on their own, which is a suboptimal process. That's why we want to work with our partners to establish an ESG learning arena, to achieve collective improvements.

GOALS & AMBITIONS 2021

Topics in this chapter:

- Goals and ambitions within ESG
- Key ESG highlights 2021

GOALS & AMBITIONS WITHIN ESG

2025

Reach CO2-
neutrality

40%

Women in the
management
by 2025
(long term goal is 50%)

25%

Women in the
total workforce
by 2021
(long term goal is 50%)

2021

Sustainability
conduct audits at
largest suppliers
in Taiwan

Environmental

- 100 sustainable projects
- Improve mapping of materials to include all used materials
- Change energy supplier to renewable sources
- Continue implementing our sustainability strategy across the group
- Set up concrete actions plans for every daughter company on how to become CO2 neutral by 2025

Social

- Increase the gender balance up to 25% women
- Maintaining diversity or increase the mix of nationalities
- Continue to strengthen a culture that creates an international and attractive work environment and our recruiting efforts in 2021
- Use our sponsorships under the concept of Enabling the Young, to actively promote the next generation, and especially encourage and help girls into the tech industry

Governance

- Revise the company Code of Conduct
- Using our purchasing powers to draw our suppliers in the right dimension and promote ESG in value chain
- Conduct sustainability audits at largest suppliers in Taiwan during 2021

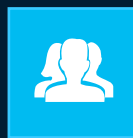
KEY ACTION POINTS AT DATA RESPONDS



Connecting
with the right
partners



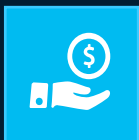
Mapping
emissions



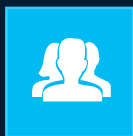
Using our
purchasing
power



Joint
offsetting
platform



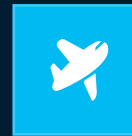
Carbon
budgets



Ramping up
internal
communication



Prioritising communicating
green projects



Reduced air
travel

These are key actions identified to be able to deliver on our long-term ambitions.

Key ESG Highlights 2021

Environmental:

- Sent a letter to all suppliers asking them to join us in becoming carbon neutral and confirming that ESG parameters will now also affect the decision on which suppliers to work with
- Encouraged a switch to guaranteed renewable energy in all offices in Europe
- Established local action plans for lowering carbon footprint.
- Introduces a online platform to assess and rank suppliers on ESG topics
- Reduced travel
- Worked to enable local sustainability ambassadors at every operation and location

Social:

- Joined two different network events to promote diversity and female participation in our industry
- Various social activities to promote and protect our corporate culture during the pandemic

Governance:

- Updated our Data Privacy Policy
- Continued to onboard people in our Code of Conduct

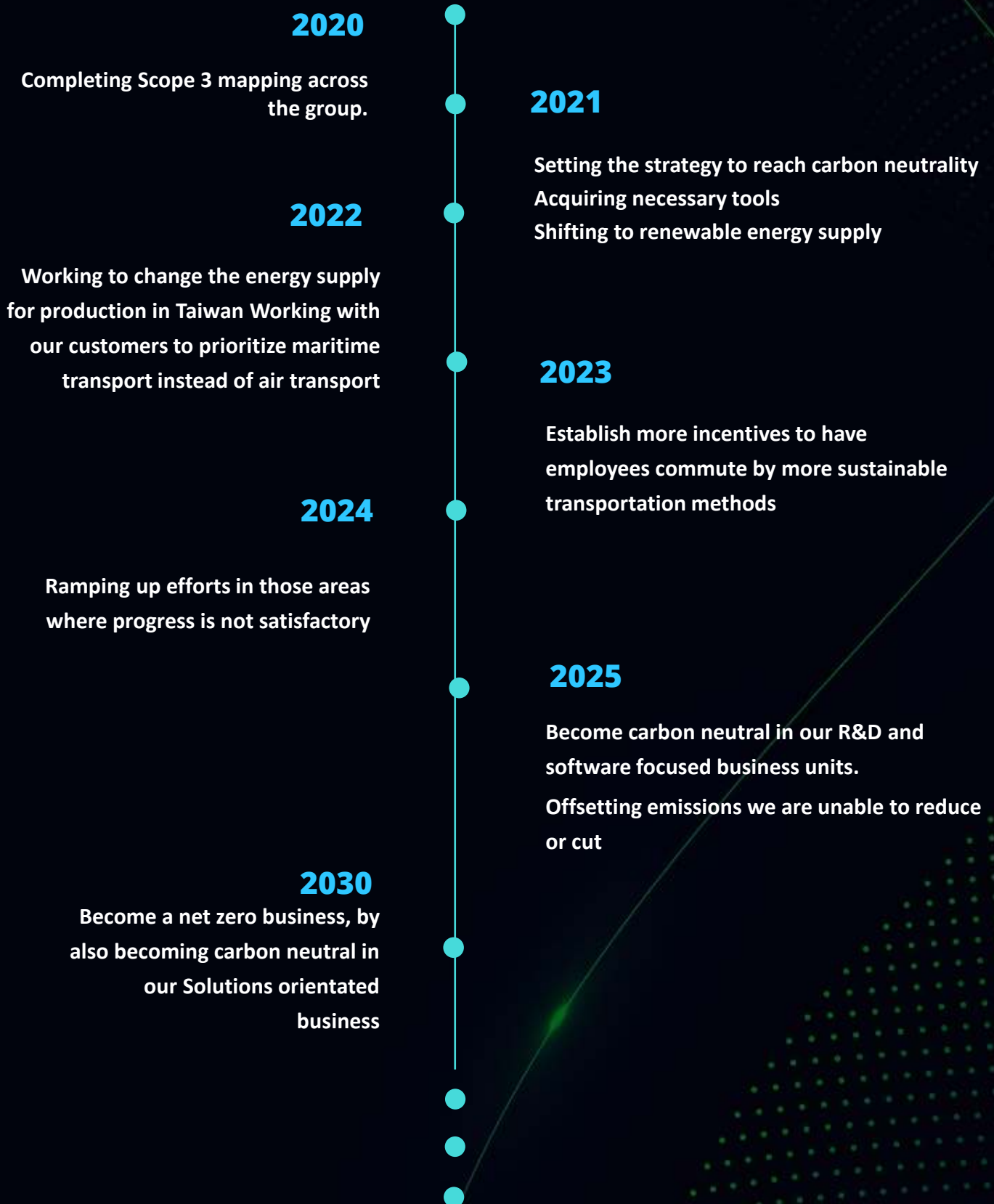
ESG OUTLOOK

2025 TARGETS

- CARBON NEUTRAL
- BIG GREEN BUSINESS
- SUPER ATTRACTIVE BRAND
- A PUBLIC PLAYER
- ABOVE STANDARD
- A NET POSITIVE CONTRIBUTOR

Reshaping our business

Roadmap to 2025 & 2030



TECHNOLOGY THAT MAKES A DIFFERENCE

- Un Global Compact membership
- UN SDG's & Data Respons deliverables

THE UN GLOBAL COMPACT

We support the UN Global Compact and conduct our business in line with the ten principles related to human rights, labour standards, environment and anti-corruption.

We also align our efforts with the UN Sustainable Development Goals and our company values; taking responsibility, to perform, to be generous and having fun. We will continue to conduct our business in line with the ten principles related to human rights, labour standards, environment and anti-corruption.



United Nations
Global Compact

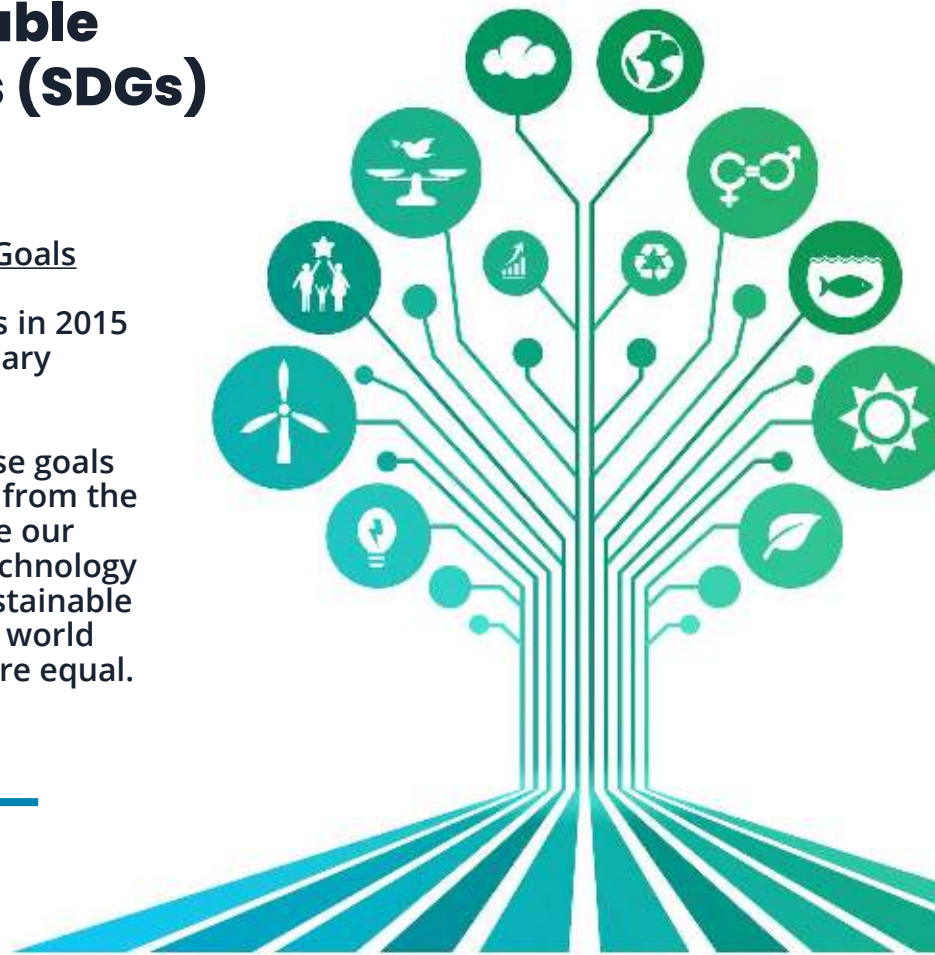
**Data Respons' Communication on Progress
2021 is available on
UN Global Compact website:**

<https://www.unglobalcompact.org/what-is-gc/participants/134406#cop>

The Global Sustainable Development Goals (SDGs)

The UN Sustainable Development Goals were adopted by all the world's governments at the United Nations in 2015 and provide a common and necessary roadmap.

At Data Respons, we celebrate these goals and believe in making a difference from the inside; inside technology and inside our companies. We strive to explore technology projects contributing to a more sustainable world, especially those making the world greener, stronger, smarter and more equal.





INCREASING NUMBER OF SUSTAINABLE TECHNOLOGY PROJECTS

We believe technology development is vital to enable a sustainable future! Data Respons has set goals to aim for more than 50 technology projects yearly that contribute to a more sustainable world, especially those making the world greener, resilient, smarter and more equal.

Ambitions

As we increasingly work on projects with a sustainability edge to them and as our company grows in size, it's natural that we increase our ambitions. We aim to deliver a minimum of 100 projects that have valuable effects on the SDGs by 2022.

Execution

Sustainability has been an integrated part of our strategy for years. However, we have not managed to integrate sustainability in our day-to-day business to a satisfactory level. We are now working to visualize carbon cost in our customer contracts and employ eco design as a natural step in the product cycle.

Full harness support for electric hydrofoiling boat

inContext supported with development of prototypes, and sourcing of cable harness for the model C8 electric boat. Our electrical experts went through the electrical schematics with cable harness to change and add all detailed data that is needed to be able to produce a full cable harness to the boat. inContext is mainly focusing on design and prototypes of the model.



Improving the capabilities of hybrid trucks

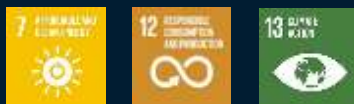
inContext assisted a large Nordic truck manufacturer in upgrading its hybrid truck. The upgrades includes integrating new charging capabilities and increasing the truck's range when running on batteries



Online energy trading platform

This project is about an energy trading platform for the German market and is now expanding the concept to the whole of Europe. On this platform anyone can sell their own renewable energy from a min. size of 3000 mWh, like for instance solar, wind, water or biogas.

As an energy supplier you can thus be sure that your offer is taken to market in the best possible way, and that you will get the correct market price, without any delay. This platform also indirectly incentives more people to invest in small scale renewable energy by making it possible and easy to sell their excess energy to the market.



Online platform for publishing a Solar Power Plant proposal

The owner of any given land area describes the conditions and environment for where solar power panels shall be installed. Solar energy and energy storage providers can then contact the landowners and propose their individual offers.

Another advantage this platform provides is that the platform also functions as a bridge to the open energy market. As a landowner with a solar energy plant on your property you can buy the energy back later at a discount or use it at other places like your vacation home.

Through this online platform an owner of an area that can fit a small solar plant can easily connect with the right companies and become almost self-sufficient with renewable energy. Most importantly the platform lowers the bar for more people to become providers of renewable energy and taking part in the smart energy infrastructure.



Building temperature display

The company has a large number of production facilities. This application is used to monitor the temperatures in these buildings. This is to ensure that the work safety for employees is maintained, especially during hot periods, and that work is stopped in particularly affected areas in extreme situations.



E-Trucks

The project mainly focuses on developing trucks which are supplied with power overhead from Pantographs, a key component in the future of road freight.

Cable harness experts from inContext AB are designing the e-trucks' wiring.



Making wind turbines more effective and intelligent through automation and smarter connectivity

Wind turbines need regular maintenance and cannot run under certain circumstances, like when endangered birds are passing through the area or when the wind reaches too strong levels. It Sonix developed and implemented a software stack that gathers data on the availability of wind turbines through a given timeframe.

As a consequence, data allows more reliable planning of operational time and predicted downtime. Through better data and operational understanding, it also becomes easier to integrate wind energy into the grid and have clear picture on the potential energy mix at any given time.



Enable electric Carsharing in Berlin

Cars are parked 95% of the time. IT Sonix has also developed a cloud backend and architecture, worked on frontend user experience, and designed mobile apps, that enables pure electric car sharing in Berlin. The mission is to use cars more efficiently, contribute to electrification and avoid unused cars and reduce the number of cars in the cities.

The platform is planned to roll out internationally in 2021. Electric car sharing provides flexible mobility without the costs, commitment, and responsibilities of owning an own car. At the same time, you contribute to a quieter, less polluted and more livable city by only occupying a car when you really need it and by driving purely electric. Ultimately, this solution helps to save money, both for businesses and individuals as both customer types can rent electric cars on-demand and hereby reduce costs.



Digital platform of electric car charging providers

If you are one of the pioneers that have purchased an electric car in Germany, you probably have experienced some frustrations in not finding a functioning charger or you got lost in the jungle of varying charging providers.

IT Sonix has developed a platform that gathers several charging providers on the same digital platform making it easier have an electric car and use it across charging providers. The platform is already being rolled out across Germany and next in line is Europe. Adding more existing charging providers and new car chargers.




Connecting trucks to the cloud

IT Sonix has developed a solution that connects every truck to the cloud, thus enabling connectivity and data gathering on a whole new level. Better data and connectivity enable much efficiency and the possibility to transport more goods with fewer trucks on the road.

The solution has provided the steppingstone for automated and optimized rides. Also making it possible to predict which routes save the most emissions, and to give the driver feedback on how to drive more economically. To mention a few of the features. Allowing a company to track its vehicles in real-time helps to avoid delays, simplifies communication and avoids unnecessary rides. Finally, it increases safety by addressing unsafe driving and helps the driver to optimize the driver experience through an own driver app.





STAKEHOLDER ASSESSMENT

STAKEHOLDER DIALOGUE

Data Respons' Stakeholder Dialogue for 2021 and 2020

At Data Respons, we always seek open dialogue and cooperation with all our stakeholders. By knowing what drives our stakeholders, we believe we can make a positive difference and contribute to the achievement of the UN Sustainable Development Goals (SDGs). Data Respons has an ongoing dialogue with various stakeholder groups about topics they are concerned with.

Development of Data Respons' Stakeholder Dialogue in 2020 and 2021

For last years' report (2020), we conducted the stakeholder dialogue and materiality assessment in a workshop executed by key members of Data Respons' corporate management. Since we aim to evolve towards a GRI-classified report, the missing criteria is to conduct real dialogue with our key stakeholders. To improve this, we had conversations with employees, owners, and clients for this report.

Data Respons' most important stakeholders are employees and future employees, clients, suppliers and our owners (Akkodis). Further, authorities, local communities, organizations, research communities and suppliers. The dialogue is conducted through meetings and other forms of direct communication, customer and employee surveys, participation in networks and industry organizations and work projects.

Employees and future employees

Data Respons' employees are primary stakeholders that directly affect and are also affected by our policies and activities.

Investors/Shareholders/ Owners

Data Respons is fully owned by Akkodis. And Akkodis executives fill the seats in the board of directors.

Clients

Data Respons clients directly affect the company economically, and their expectations contribute to setting our sustainability priorities. We conduct the dialogue to this stakeholder group through an ESG-specified survey sent to one representative of this group. We also send out more generalized customer surveys.

Governments and civil society

Governments and regulatory authorities affect our operating conditions directly and indirectly. Local communities are indirectly affected by the company's activities in job creation, tax payment, and environmental impact. We follow regulations from the government, like the EU taxonomy and Data protection laws that impact our business as we're in constant communication with these stakeholders to make sure we conduct appropriately.

Suppliers

Suppliers are directly economically affected by Data Respons and indirectly affected by the company's focus on responsible business practices. We have sent a letter to our suppliers to ask them to join our journey to net-zero. This has opened a dialogue with our suppliers around how to face these challenges. Data Respons Solutions' suppliers have been asked to join the platform Integrity Next to document their progress in circular business/ carbon neutrality there.

How the Stakeholder Dialogue was conducted

Data Respons aims to have an active dialogue with the company's stakeholders, as the conversation strengthens its relationship with and understanding of the society in which it operates. Stakeholder dialogue is also beneficial as it allows the company to detect, investigate and manage potential risks arising in its immediate surroundings. The stakeholder dialogue is a key objective in the GRI Standards and part of the GRI Management approach.

The company's approach to sustainability is based on the stakeholder dialogue. Data Respons Communications Department has facilitated the stakeholder dialogue, speaking to representatives from key stakeholder groups, including employees, customers, shareholders, and suppliers, and interviewing them. Data Respons will continue to keep an active dialogue with all stakeholder groups for future ESG-reports.

STAKEHOLDER DIALOGUE

| Stakeholder | Key Topic | How we engage |
|------------------------------|---|--|
| Owners/Top management | <ul style="list-style-type: none"> • Skills development • Equal treatment • Legal and appropriate conduct • Information & Data Security • Positive and professional corporate culture • Financial stability • Responsible purchasing • Code of Conduct • Gender equality • Human Rights | <p>Survey sent to four members of top management</p> <p>Interviews with management</p> |
| EMPLOYEES | <ul style="list-style-type: none"> • Human rights • Equal treatment • Skills development • Legal and appropriate conduct • Positive & professional corporate culture • Financial stability • Smart use of resources • Sustainable products and services | <p>Survey sent to representatives of employees</p> |
| CLIENTS | <ul style="list-style-type: none"> • Work with agile and highly competent consultants • High level of service and good customer communication | <p>Survey with randomly selected customers</p> |
| SUPPLIERS | <ul style="list-style-type: none"> • Follow laws and regulations in terms of ethical business operations, human rights, and anticorruption. • Sell products and services in a way to keep competitive advantage | <p>Supplier survey Sent supplier code of conduct Platform for improving on sustainability matters Ongoing communication in meetings, calls, etc.</p> |

Relevance levels

High



QUOTES FROM STAKEHOLDER DIALOGUE

Our employees reflect the diversity of our customers, suppliers and the environment. Young and older people, people of different origins and cultures work for us - people who are united by one idea: to find the best solution for our customers.

To achieve this, a wide variety of people pull together. Their diverse skills and competences, which have developed against the background of heterogeneous life contexts and experiences, support them in this.

————— *Andreas Muench, managing director in Epos Cat* —————

To feel that you can evolve, learning more and contribute more as a co-worker and as a person, developing skills is very important. Becoming stagnant leads to a decline in quality in what you deliver and a missing opportunity to add value to your self and your organization.

————— *Jan Landmann, managing director IT Sonix* —————

Since reaching net-zero carbon emissions is an important part in reducing the global warming, this is crucial to aim and achieve for. We should also act as an example for other companies within this area.

————— *Arthur Schiefer, managing director IT Sonix* —————

Diversity in our workforce is important to be regarded as a complete solution partner, and to foster innovation.

————— *Jørn E. Toppe, managing director Solutions* —————

Smart use of resources correlated with smart and cutting edge technologie. Thus, it is important to work with cutting edge technologie.

————— *Florian Öhlschlegel, managing director Microdoc* —————

Transparency is the foundation of trust.

————— *Dirk Frobese, managing director in frobese* —————

MATERIALITY ASSESSMENT

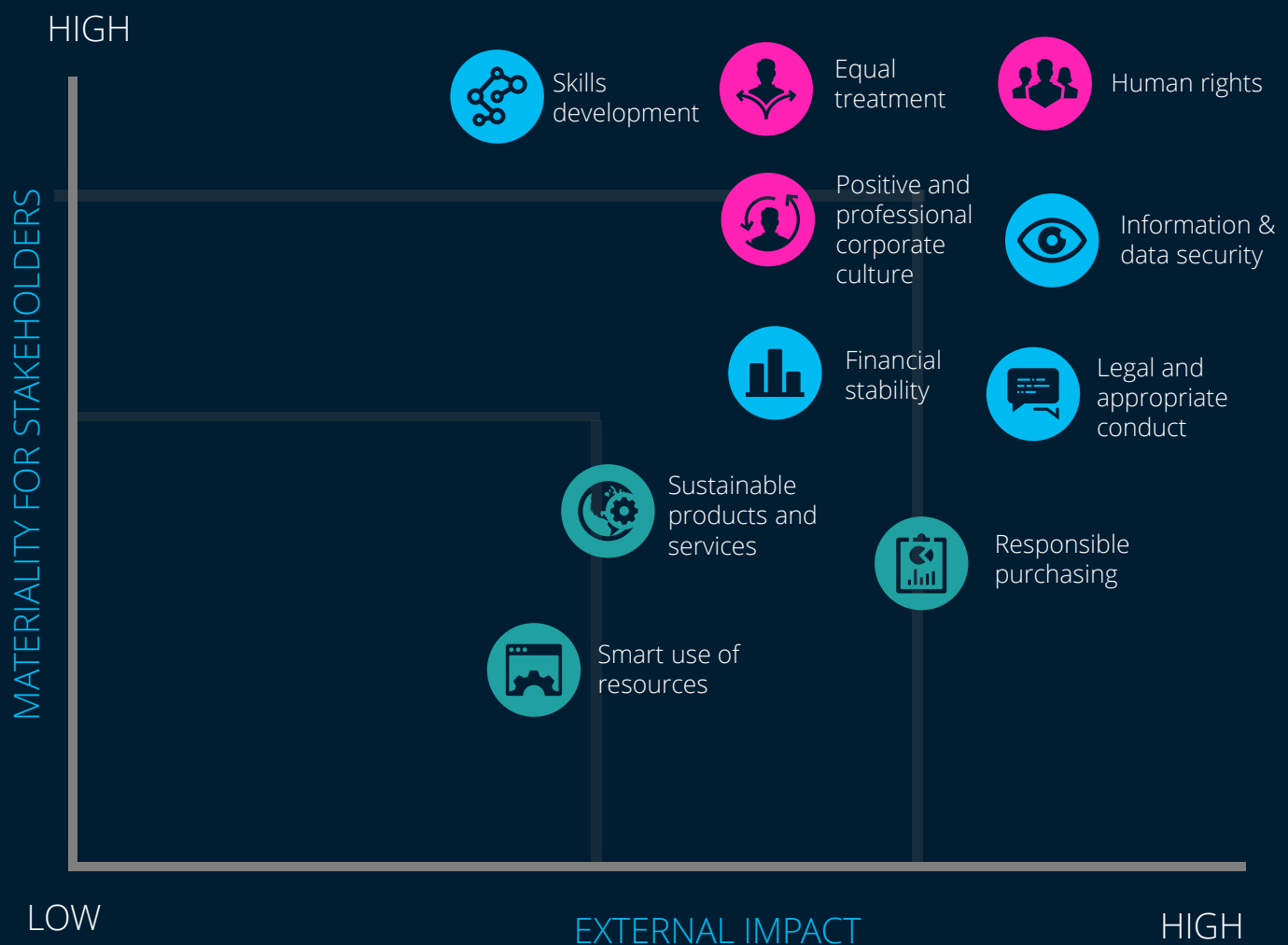
MATERIALITY ASSESSMENT

The latest materiality analysis was completed in 2021 and essentially confirmed earlier assessments of the company's most material sustainability aspects. The analysis is based on mapping aspects in two dimensions.

Firstly, the impact of various sustainability aspects of the external world was assessed.

Secondly, the analysis identified the importance of sustainability aspects to

Data Respons' stakeholders (in this case, employees and clients) when they make decisions linked to the business.





REPORTING ON MATERIAL TOPICS

Topics in this chapter

- Environment
- Emissions
- Energy Use
- Materials
- Social
- Governance

PROGRESS ON GREEN GROWTH

Topics in this chapter:

- Emissions
- Energy use
- Circular economy
- Materials

WHAT IS THE ENVIRONMENTAL FOOTPRINT OF THE TECHNOLOGY INDUSTRY?

The total life cycle carbon footprint of the ICT sector is approximately 730 million tons CO₂ equivalent (Mt CO₂-eq) or 1.4 percent of total global greenhouse gas emissions. Further, modern applications are almost always deployed over the cloud.

Data centers consume about 2% of global electricity today; by 2030, they could consume as much as 8%.

As for this report we have covered purchased electricity and purchased heating and cooling to report for our energy use. As we continue to improve our ESG-reporting, we will also consider cloud/ server footprint for the next reporting cycle.

As a technology company, our business areas are mostly focused on software development. Hence, we do not have a lot of emissions directly connected to our business. Our solutions companies on the other hand, produce hardware. In this part of our operation, we do have emissions and impacts on the environment that we aim to reduce. Further we have the possibility to directly and indirectly affect the environment by choosing sustainable technology projects.

Environment and climate-related risks have been assessed as low, and are connected to office operations and related purchasing, business travel and employee commuting. Data Respons' environmental programme is based on the company's environmental policy, targets and action plans. Linked to the target of a carbon neutral Data Respons by 2025, the company is working towards fossil-free transportation, fossil-free business travel and heating and cooling offices with renewable energy.

Material use

Data Respons' material use in this report covers conflict materials. We aim to gain a complete picture of all materials Data Respons uses, and we have the goal to include materials like waste, iron, batteries etc. in the next report.

Energy use: purchased electricity, heating and cooling

As we started to map our greenhouse gas emissions in 2019, we realized that we still have considerably high use of energy across the group. At the same time, we see that energy use is one of the categories where we most easily can make a difference. Some of our subsidiaries have already switched to renewable energy providers and hence reduced their energy emissions.

CLOSING THE GAP TOWARDS A CIRCULAR BUSINESS MODEL

The (business) world needs to become more circular

A circular economy is the opposite of a linear economy. A linear economy is based on the extraction, production and use, and incineration or disposal of waste. In a circular economy, products must last longest possible, be repaired, upgraded and, to a greater extent, reused. The transition to a circular economy involves changes in design (design for circular economy), production, choice of production methods and consumption patterns. Digitization, use of services and sharing economy are key.

Where we stand today and where we're headed

On a group level, Data Respons' business model is based on technology consultants selling knowledge and services to customers. We have reduced emissions from traveling, commuting and energy use. Further, we recycle all electronic devices.

90% of our emissions come from production & transportation of produced products, and that's where our biggest task lies. In the following years we plan to:

- Transport more products on ships instead of planes
- Optimize project management and make orders more efficient
- Implement Eco design (Up to 80% of product's footprint is decided in the design phase. (Innovation Norway).)
- Products need to be produced differently in future. Ideally, all components need to be replaceable.
- We will consider selling our specialized products as rental service instead of selling and disposing.
- Carry out Circular Economy and Eco-design workshops to map our current situation.
- Create and implement a circularity action plan.
- Fully implement Eco-design in all solution design phases. (Up to 80 % of product's footprint is decided in the design phase)
- Make circular and eco- design processes part of our management system.
- Prepare for compliance according to **Circular Economy standard ISO/TC 323** (ISO 59000-series). This standard is currently under development and is planned released during May 2023.

Circular efforts we already have implemented are:

- **Sell more solutions with service contracts and upgrade-programs to secure extra-long lifetime** rather than disposing
- Modular design. Fewer components and parts, increase product life rather than dispose and entire product
- Use more sustainable, recyclable, or biodegradable, reusable, and cost-effective packaging for transportation.
- Select transport that the uses the lowest possible footprint.
- Further streamline logistics (transport) and production
- Creating solutions and products with low energy consumption and with the lowest possible manufacturing footprint
- Select recyclable materials in the products design phase.

EMISSIONS

Topics in this chapter:

- Emissions
- Method: GHG Protocol
- Reduction of emissions

Emissions



Every year, Data Respons conducts emissions mapping across the group.

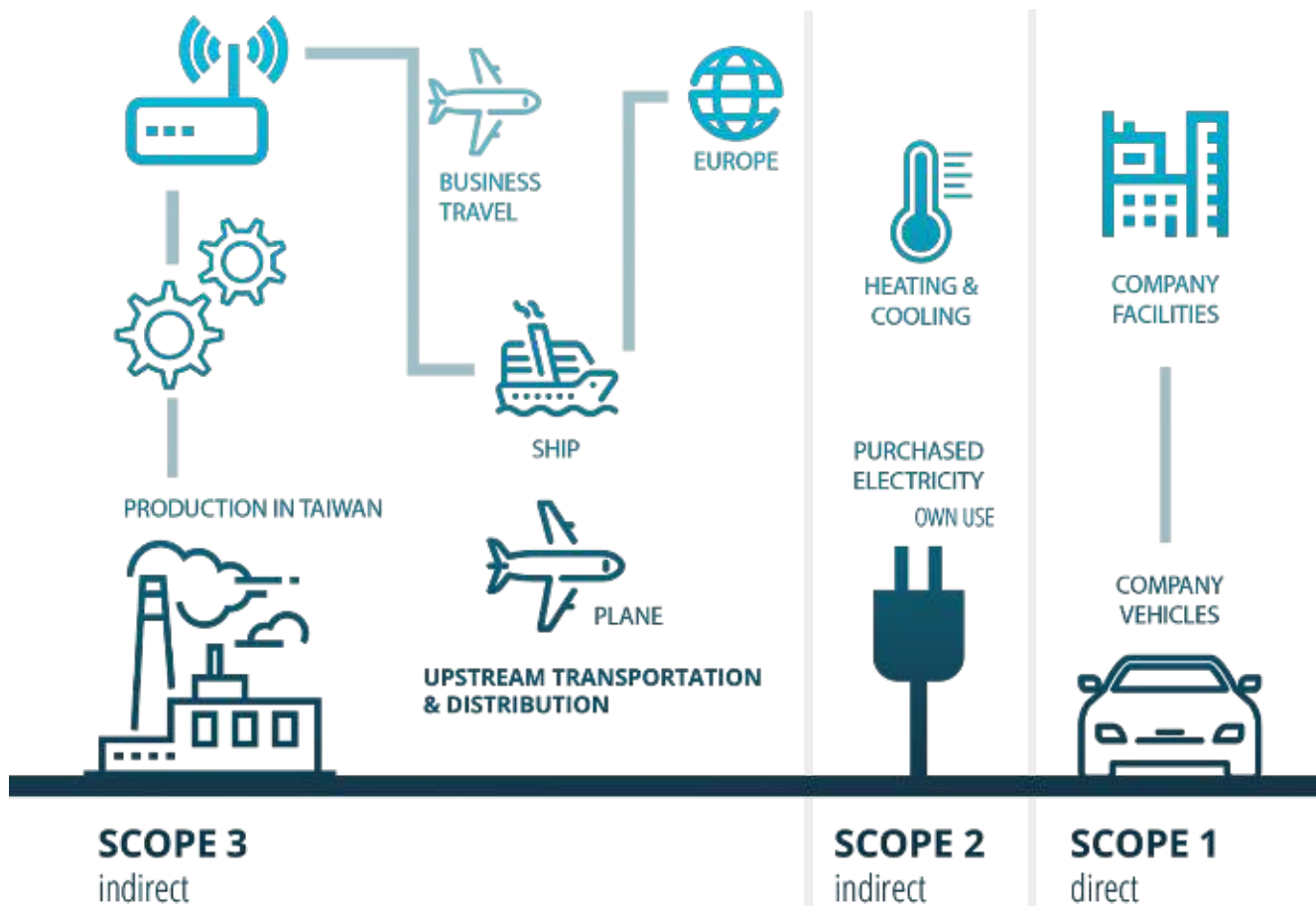
Our emissions report is derived from 2019 due to a delay in the data process. In our journey towards carbon neutrality, we have improved our emissions reporting and gathered extended data in 2020, compared to 2019. Consequently, we now see a much more detailed and probably more realistic picture of our environmental footprint.

Our emissions have increased considerably in this reporting period compared to the first reporting period. The reason is improved data quality, as we have now included all Scope 3 emissions (production of technology and upstream transportation) in our second emissions mapping.

Data Respons' emissions reflect our focused business areas. As we divide our businesses in R&D (Research and Development) services and Solutions, emissions reflect this proportionally. Our R&D subsidiaries typically have relatively low emissions as they work as software consultants and produce no physical products. Our Solution business unit on the other hand, deliver the whole supply chain from designing to producing hardware. We therefore see a completely different picture in this business segment and considerably higher emissions.

Method GHG Protocol Standard

Our carbon mapping and environmental footprint has been checked and verified by a third party ([Endrava](#)) and follows the GHG-protocol standard, which provides the world's most widely used greenhouse gas accounting standard. The GHG emissions in this report are calculated based on activity data provided by Data Respons (e.g. number of flights and routes, amount of electricity consumed, number of laptops purchased, etc.), factors for GHG emissions provided by various databases (e.g. g_{CO_2e}/km , g_{CO_2e}/kWh , kg_{CO_2e}/kg_{bags}).



In the calculations we distinguish between direct & indirect emissions.

Direct emissions (aka. Scope 1) are emissions from Data Respons' use of fuel for company vehicles.

Indirect emissions are split in two categories:

Scope 2 emissions are linked to electricity, heating and cooling of the office and storage facilities.

Scope 3 emissions are linked to buying goods and services, flights, shipping, getting goods delivered, servers and cloud-services.

REDUCTION OF GHG EMISSIONS: HANDLE THE BIGGEST EMISSION FACTORS FIRST

Production of technology

The by far biggest emission point is production of technology, which Data Respons has located in Taiwan. Production is ordered exclusively for Data Respons Solutions' customers. In 2020 we see that 70% of our group's emissions are in this category.

Transportation and distribution of own products

The second biggest emission part is transportation and distribution of technology products from Taiwan to Europe, and distribution within Europe. These emissions are also exclusively for Data Respons Solutions' customers and represents 11.3 % of our group's emissions. Both production and transportation or distribution of own products are the two biggest emission segments. This is linked to Data Respons Solutions and represent 80% of our total emissions.

Business travel

Business travel equals 5,2% of our total emissions. We have implemented in our sustainability strategy, that all domestic flights shall be reconsidered if necessary. If it's possible to take meeting digitally, this solution shall be preferred. Necessary flights shall be carbon-offset. This should always be the last option when a flight really cannot be avoided. Further, we request an individual travel policy in every daughter company.

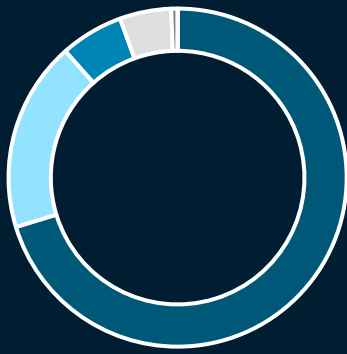
Employee commuting

Besides production and transportation of technology, emissions from employees travelling to and from the workplace (by own fossil fuel-based or diesel cars), as well as company vehicles are a major part and stand for 7.3 % of the total emissions. When it comes to commuting, we see that the differences in geography and other work conditions are reflected in the individual needs for commuting.

In Germany, many employees live further away from the workplace and use diesel cars to get to work than in the Nordics. We also know that in some of the more rural areas in Germany, public transportation offers are not well enough developed to ensure everyone can use it in everyday life. Nevertheless, in some of our subsidiaries that benefit from being located in urban areas, employees get transfers for using public transportation.

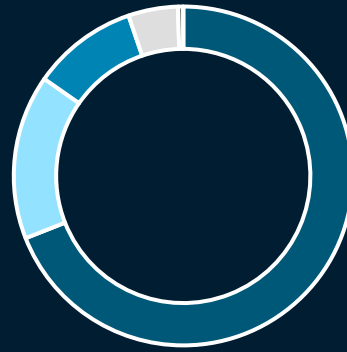
Data Respons has the ambition to support our employees to choose climate friendly transportation, like public transportation, bicycles or electric vehicles. Further, we have a policy that when a subsidiary plan to move to a new office, it shall strive to move to climate neutral buildings.

CO2e in 2020



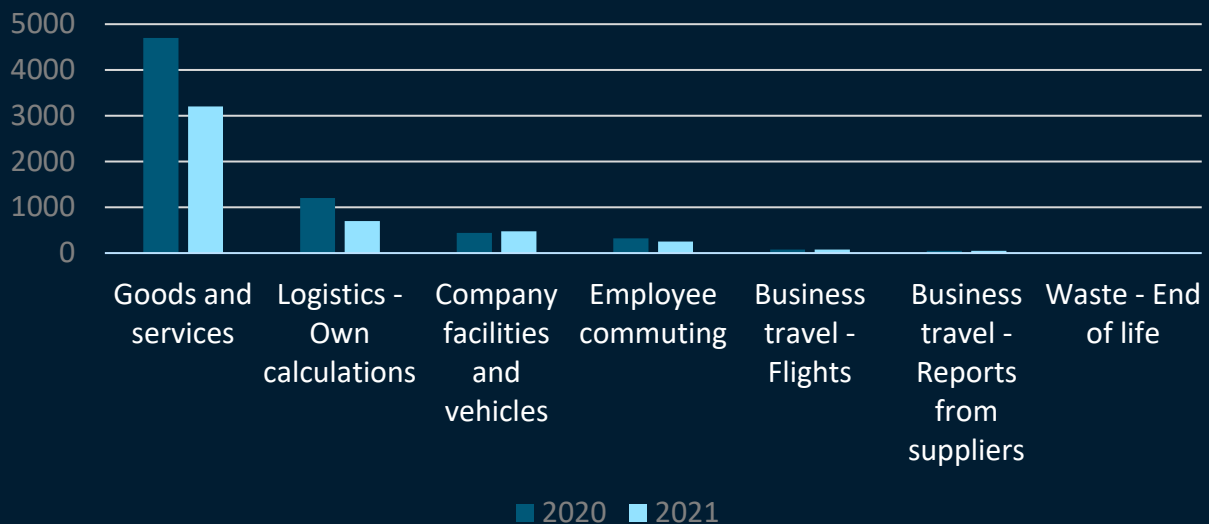
- Goods and Services
- Logistics - Own calculations
- Company facilities and vehicles
- Employee commuting
- Business travel - Flights
- Waste - End of Life

CO2e in 2021



- Goods and Services
- Logistics - Own calculations
- Company facilities and vehicles
- Employee commuting
- Business travel - Flights
- Waste - End of Life

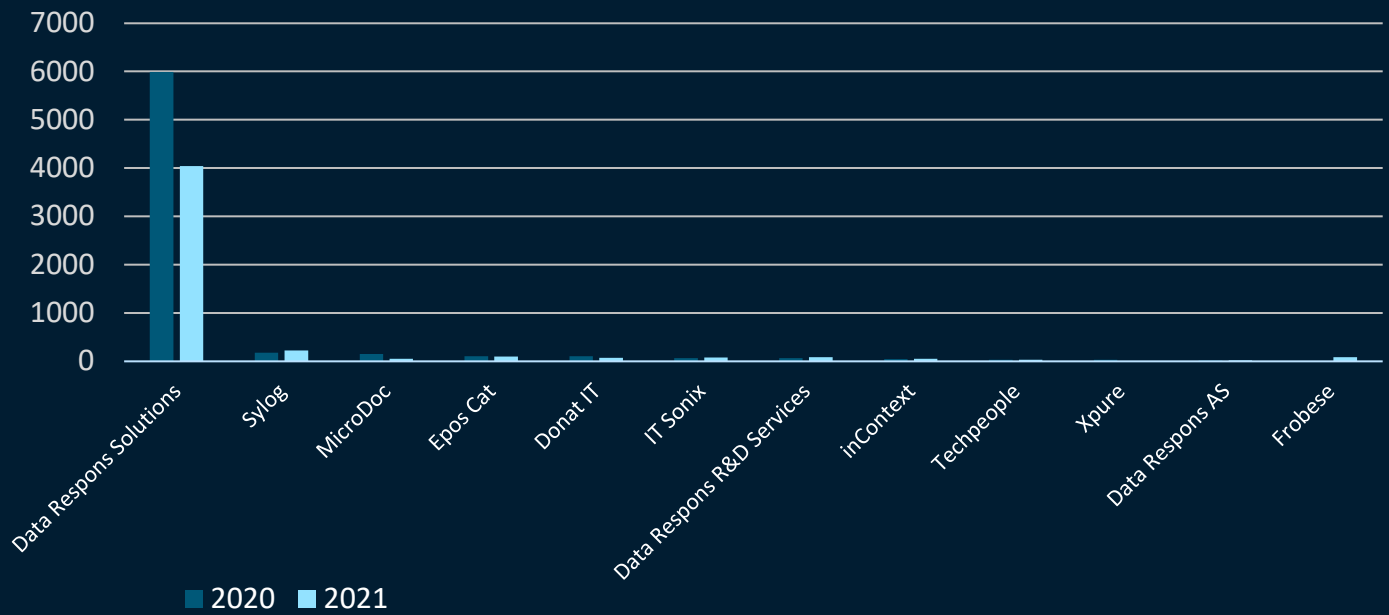
Contribution per category



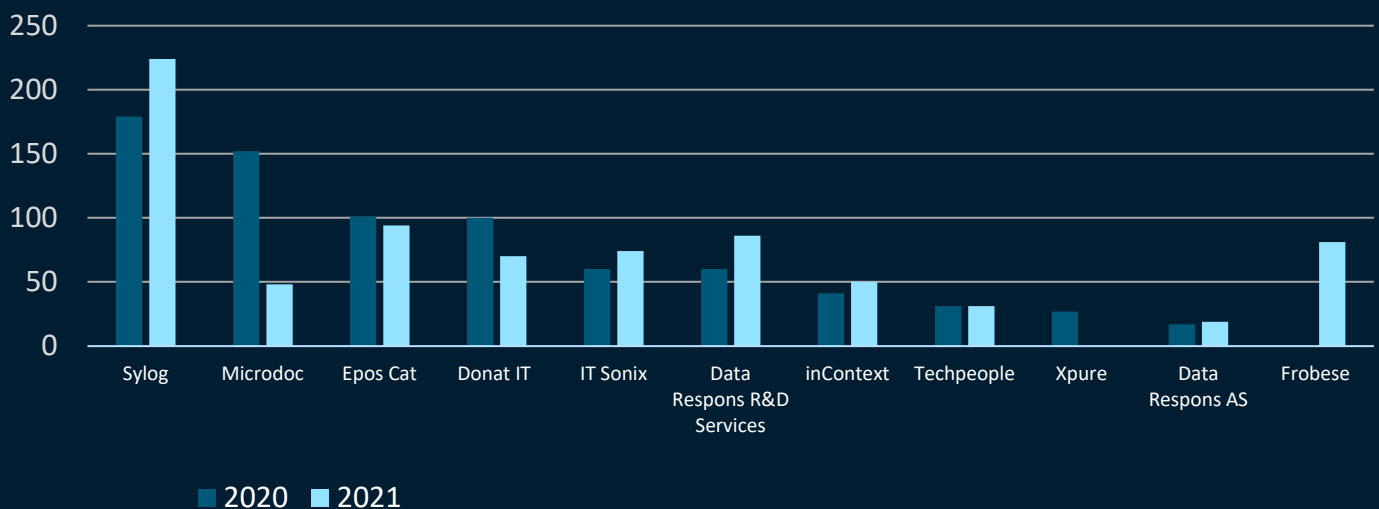
*Missing data in goods and services

inContext also has some emissions associated with the production of goods for resale to customers (upstream scope 3 – purchased goods and services). These are not included in the 2020 and 2021 emission totals, but should be included for next years' analysis. A first estimation of possible impact indicates that these would affect total emissions on the order of 1 % and hence will not significantly affect the total.

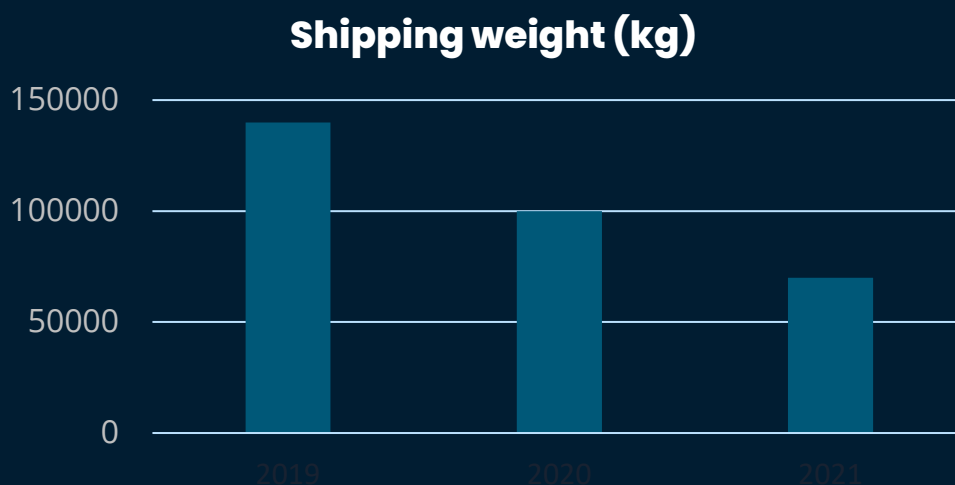
Largest emissions from Data Respons Solutions



Emissions excluding Data Respons Solutions



Total shipped weight from Taiwan and China to Solutions



Due to global challenges with the lead time on components needed in Solutions' production, the shipped weight is drastically reduced in 2020 and 2021, compared to 2019. This has a direct impact on Data Respons' total emissions in 2020 and 2021 and since the activity level (contracts signed) is the same as in 2019, the emissions are expected to catch up in 2022 and in the following years.

Energy Use

ENERGY USE

Data Respons' second most significant impact on the environment is through energy use. Consequently, we have the ambition to switch to 100% renewable energy for purchased electricity for all offices.

This project started in 2020 and two of our daughter companies, Epos Cat and IT Sonix have already reduced their footprint considerably by buying energy solely from renewable sources.

Further, we are researching possibilities for renewable energy sources for production of technology in Taiwan.

Furthermore, we do several actions our own:



Purchase renewable electricity for the energy supply in our offices



Smart heating/ cooling system that switches off in vacations/ weekends

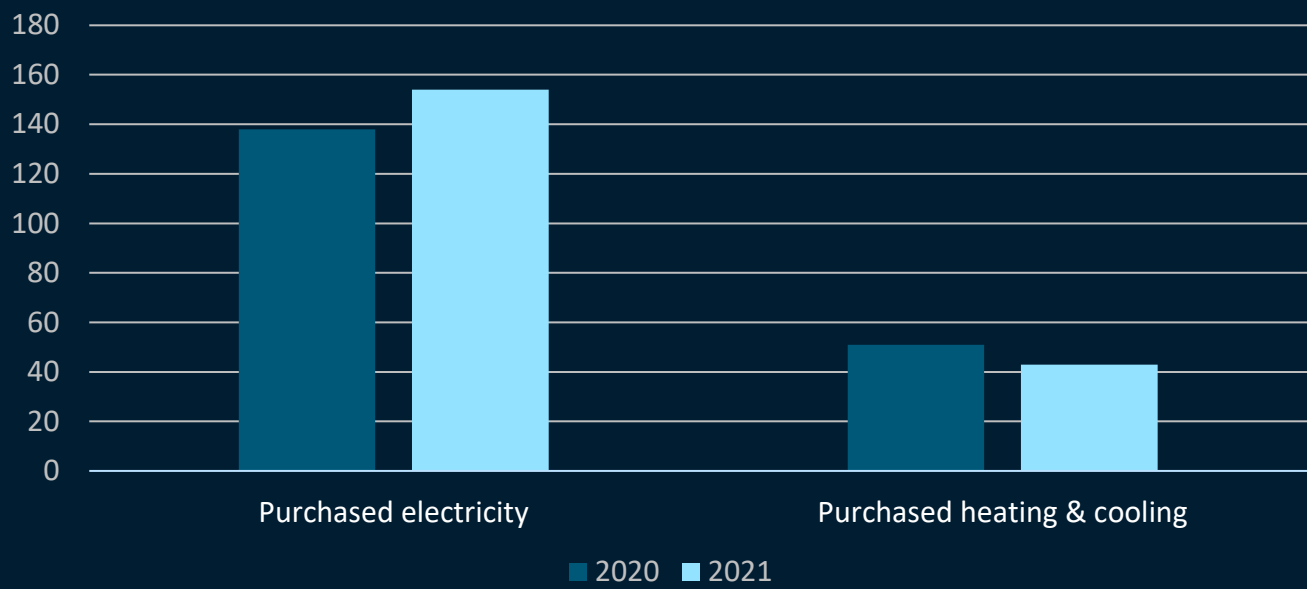


Switched to energy efficient lightning

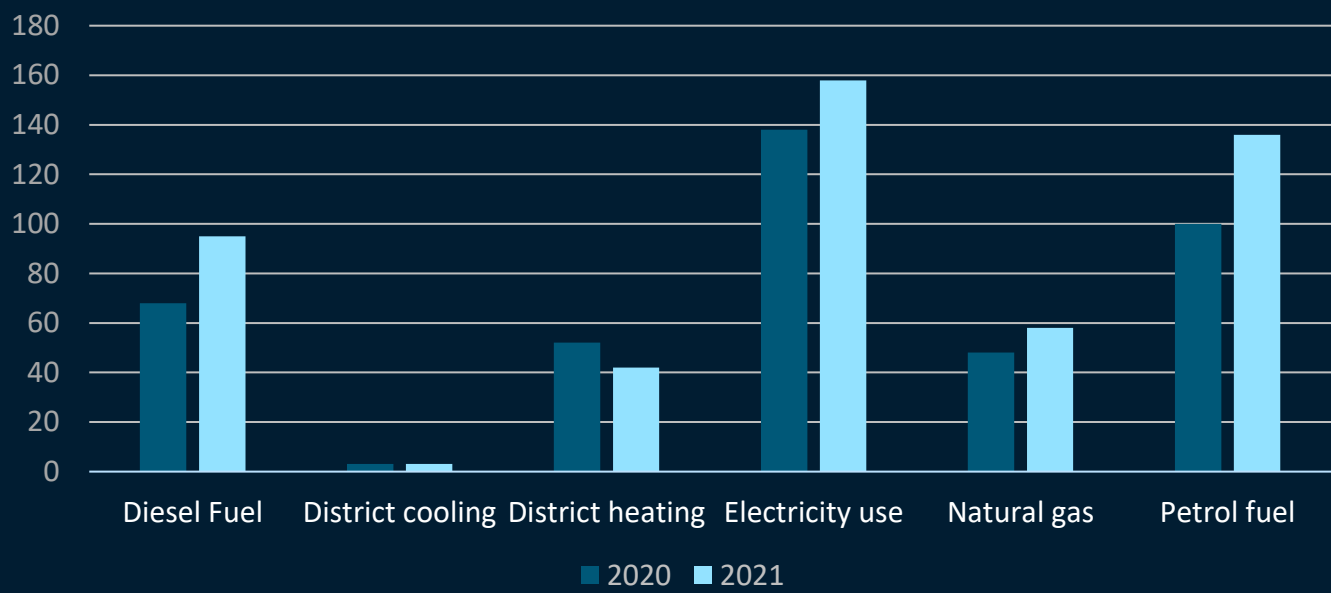
| | 2020 | 2021 |
|---------------------------|---------------------|---------------------|
| Scope 1 | 215 tons CO2e/year | 284 tons CO2e/year |
| Scope 2 | 189 tons CO2e/year | 197 tons CO2e/year |
| Scope 3 – Upstream | 6353 tons CO2e/year | 4333 tons CO2e/year |
| Total | 6758 tons CO2e/year | 4815 tons CO2e/year |

ENERGY USE

Scope 2: Energy use



Company facilities and vehicles



Materials

MATERIALS

As a technology company, operating mainly within software services, we do not have comprehensive use of materials. Nevertheless, we aim to gain a complete picture of all materials we use and our waste footprint.

We have the goal to include materials like waste, iron, batteries etc. in the next report.



WE AIM TO:

- Follow up production in Taiwan and
- Increasingly ensure that production is as energy efficient as possible and products are as reusable as possible



As a supplier of products and solutions containing minerals, Data Respons is aware of the responsibility we have towards countries and their inhabitants where the minerals are mined. Data Respons has therefore developed a conflict minerals policy.

DATA RESPONS IS COMMITTED TO:

- Not knowingly procure any component, product or solution containing conflict minerals from conflict sources.
- Have an open dialog with customers, partners and suppliers regarding conflict minerals.
- Request our partners and suppliers to avoid use of conflict minerals from conflict sources in their components, products and solutions.
- Request our partners and suppliers to provide conflict minerals policy and detailed declarations regarding the mineral content in the components, products and solutions.
- Request our partners and suppliers to notify their downstream suppliers not to use conflict minerals from conflict sources.
- We have started to implement eco design for our Solutions products.



ENABLING PEOPLE & CAUSES

datarespons

HUMAN RIGHTS

Respecting human rights is a fundamental part of Data Respons' corporate responsibility and is vital to the sustainable operation of our business. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate. We use our influence to promote human rights and work to ensure that no abuse of human rights takes place in our operation or value chain.

We recognize that we can contribute to the fulfilment of human rights. We have a responsibility to prevent, mitigate, and address adverse human rights impacts in our own operations but we also use our leverage to promote respect for human rights in our value chain.

Our commitment is based on our company values, our Code of Conduct, and our Supplier Code of Conduct

Our actions to protect human rights

- We have zero tolerance for bullying, unwanted sexual attention or harassment
- We promote diversity with respect to employee gender, age, ethnicity, physical abilities, personality, skills, experiences and backgrounds.
- We respect employees' rights to privacy. The General Data Protection Regulation (GDPR) became Norwegian law in 2018.
- All our employees have the right to join or not join a labour union.
- We conduct our activities without discrimination, we treat our employees fairly and compensate fairly by offering competitive salary and benefit packages.
- We ensure that we pay the same rates for same type of work regardless of gender, culture or other origin.
- Everyone who is employed by us works here of their own free will in alignment with the ILO Declaration.
- We have our own Supplier Code of Conduct, which our suppliers are obligated to follow. Suppliers must abide by the same rules as those we have laid down for our own employees.



Positive & professional corporate culture

POSITIVE & PROFESSIONAL CORPORATE CULTURE

Data Respons is truly a tech and customer driven company, based on a people-centric culture. We strongly believe in a decentralised and dynamic group structure with empowered local management and employees.

Across our portfolio of companies there are numerous brand building activities and recruitment through, for example, participating in conferences, seminars and courses. The company recruits globally and offers flexible and individualised terms of employment and centrally located offices to attract the right employees.

Keeping our employees healthy and ensuring their well-being is important to Data Respons. Better health fosters lower sick leave and a joyful work environment, which again results in improved performance at work – supporting our high-performance culture. Our employees are our most important resource and it's our responsibility to make sure they have the best possible working conditions. In this we follow our corporate values to the letter.

Examples on executing on those values are:

BEING GENEROUS:

Training facilities and workouts at the office

TAKING RESPONSIBILITY:

Sponsored bikes/ e-bikes to promote sustainable commuting

TO PERFORM:

Lifelong learning (academy, study programs etc.) Sharing knowledge on our internal communication platform.

HAVING FUN:

Team building, weekly social gatherings and e-sport events.

POSITIVE & PROFESSIONAL CORPORATE CULTURE

A healthy and safe working environment

Keeping our employees healthy and ensuring their well-being is important to Data Respons. Better health fosters lower sick leave and a joyful work environment, which again results in improved performance at work – supporting our high-performance culture.

Working Environment Committee or appointed safety representatives

The Data Respons companies have varying sizes and needs for working environment/ safety representatives. Therefore, each subsidiary is responsible to manage their working environment committee or appoint safety representatives.

Health and safety risks

Data Respons' greatest health and safety risks are repetitive strain injuries and stress-related disorders. Corporate culture encourages physical movement and variation in working posture. Aimed at minimising stress, Data Respons strives to maintain an open, communicative, reassuring and transparent culture. The company's employees are provided occupational health services according to their individual needs, as well as tools and equipment to prevent repetitive strain injuries, for example. In the Data Respons group were in total two work related injuries reported in 2020. None were considered serious.

2021 saw lower turnover and higher sick leave

The turnover in the group decreased slightly in 2021. However data shows that the turnover fluctuates around 15% so the decrease is not necessarily driven by a specific variable. However we think this is a positive response from all the work that been done in 2021 to create a even better workplace experience.

13,9%

TURNOVER
in 2021

5,9%

SICK LEAVE

Our sick leave increased in 2021, we attribute that to the pandemic and the highly infectious omicron virus



Equal treatment

data:respons

EQUAL TREATMENT

Promoting equal opportunity

Data Respons is committed to providing equal employment opportunities and treating all employees fairly and with respect. Data Respons' employees and business units shall only use merit, qualifications and other professional criteria as a basis for employee-related decisions, such as recruitment, training, compensation and promotion. We strive to develop programs and actions to encourage a diverse organisation based on the principle of equal opportunities.



Equal pay

In Data Respons, the practice is equal pay for work of equal value – regardless of gender, ethnicity, religion, sexual orientation, family conditions or disability. Salary and terms of employment for comparable positions are the same for women and men. Recruitment, promotion and development of the employees are based on merit and equal opportunity regardless of ethnicity, religion, gender, age, national origin, sexual orientation, marital status and disability.

DATA RESPONS STRATEGY FOR DIVERSITY

Diversity, with respect to both gender and ethnicity, can offer significant competitive advantages. Although achieving a gender balance is challenging in a world with few female computer science engineers, the group works to promote the profession among young engineers and strives to increase the share of female engineers and encourage female leaders.



Promoting a better gender balance in a male dominated industry is one of our key priorities,
Kenneth Ragnvaldsen, CEO, Data Respons

We increased the number of women from 20% to 21% in 2021, and we increased the number of women in leading positions from 25% to 32%.

Working to get the right balance of specialists

Since Data Respons was founded there has been a strong commitment to fostering a culture of diversity and inclusion, and this commitment has only grown stronger as we included more companies, nationalities and cultures into our company. The Data Respons Code of Conduct helps govern issues such as fair employment, diversity, discrimination, harassment and health and safety. All companies in the Group are obliged to adopt and implement the Code to ensure a uniform approach to these issues across the Group. Discrimination, bullying or harassment is not accepted, and employees are asked to report incidents of such behaviour to their immediate supervisor or the employee representative.

21%

WOMEN
in 2020

32%

WOMEN
in leading positions

2 out of 3

BOARD MEMBERS
are women

Skills development



data respons

SKILLS DEVELOPMENT

Employee development

Data Respons is a workplace that devotes a great deal of energy to attracting, developing and retaining skilled and creative colleagues. Colleagues and culture are essential parts of the company's strategy, with focus on skills, innovation and long-term leadership. The company is an arena of skills, and each employee ultimately owns their development. Data Respons shows the way by creating clear development paths and offering a carefully chosen range of skills-enhancing activities in our specialist areas.

At Data Respons, employees gain experience from different industries, companies and organisations. They also have opportunities to work across the entire field of IT and develop in various roles. Above all, they learn in client assignments – every single day, we are working in the thick of the digital revolution. That is why the breadth and development potential that Data Respons can offer are very special indeed.

All subsidiaries have individual expertise and needs. Consequently, a solution for all does not fit our need. We have decided to pass the responsibility to create development plans for every employee to each subsidiary. Each company is responsible to handle recruitment, onboarding and continuous development plans in accordance with Data Respons values.

A woman with dark hair and glasses is shown in profile, looking at a computer monitor. The background is a server room with blue lighting and server racks. The image is used as a background for the bottom half of the page.

Goals and results for continuous learning and development

Some of our subsidiaries have their own learning platforms or academies in place and offer diverse development plans for their employees. Frobese, i.e. has their own academy as well as Akkodis offers learning arenas to their employees. Our ambition is to find a solution to have a set of opportunities available to as many employees as soon as possible.

Sponsorships

DATA RESPONS ENGAGES & SUPPORTS THE NEXT GENERATION

Enabling the young

Young people are our future and we want to be a part of giving coming generations the best starting point possible and the ability to grow and prosper into educated, healthy and valuable individuals. This is why Data Respons have set up a fund called Enabling the Young. The fund will support a wide range of efforts where young people benefit, and we seek worthy causes where we feel assured that the support given will go more or less directly to the cause with very few administrative expenses.

Enabling children in low-income countries

An estimated 617 million children and adolescents around the world are unable to reach minimum proficiency levels in reading and mathematics – even though two thirds of them are in school. This learning problem is the greatest global challenge to preparing children and adolescents for life, work and active citizenship according to UNICEF.

Data Respons support various organisations

One of our long lasting initiatives is The Society for Street Children in Nepal, a non-profit fund-raising society working for the accommodation for street children in Nepal, with highest priority is given to girls since they in particular run the risk of human trafficking. The Society will also provide education for children and young people who would otherwise have no access to education. In addition, the Society will provide food for children still living on the streets.

Another example is the humanitarian organisation “On Own Feet”, which works with children in war-torn countries. The organisation provides school materials, builds and reconstructs schools, provides medical kits to women’s clinics and more. Data Respons have supported the organization for nearly 20 years

Scholarly programs

Several of our subsidiary companies support students with a scholarship program during bachelor or master studies to encourage more students to choose an education within STEM (science, technology, engineering and mathematics.)

Sports clubs

From the start, physical activity have been an important part of the culture in Data Respons. Enabling young people to perform, whether it is in sports, education or other aspects of life, is deeply embedded in our company values. Sport conveys many strong values that make up both a lively everyday life and a strong corporate culture: namely team spirit, a clear strategy and, above all, a large portion of emotion and pure passion for a common cause. Data Respons companies sponsor both small local teams and youth national teams within various sports such as cycling, ice hockey, football and hand ball.

DATA RESPONS SPONSORSHIPS



Increasing cyber security awareness through Hackathons



TEAM RYNKEBY

Team Rynkeby is a European charity cycling team. Every summer the team cycle to Paris to raise money for seriously ill children.

World Usability Day



The event is arranged by our subsidiary IT Sonix Custom Development GmbH and this year's theme is "Design of our Online World: Trust, Ethics and Integrity".



Girl Tech Fest & Tenk Girl Camp

We need more women in technology - because we need more people and greater diversity within the tech industry. That's why we proudly support the events Girls Tech Fest and Tenk Girl Camp. Both are organized in Oslo by the Oda Nettverk, Tenk



Gaubarn i Nepal (Homeless children in Nepal)

Data Respons is helping Gaubarn i Nepal enabling opportunities for young girls in one of the poorest countries in the world. Nepal is a small country in Asia and home to many of the world's most famous mountains. However, it's also among the world's top ten poorest countries. Approximately 40% live below the poverty line and 47% of the population is unemployed.

ENSURING PROFESSIONAL BUSINESS & CONDUCT



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GOVERNANCE

Building trust through good corporate governance is key and part of the licence to operate for every company. Data Respons continues to identify ways to improve on topics like transparency, supply chain management and professional conduct. With a growing number of companies, employees, locations and customers it is very important to us that we continue to build a professional and responsible corporate culture.

Ethical guidelines

In 2019 we made a comprehensive Code of Conduct that was launched in 2020 together with an updated whistle-blower service. The Data Respons Code of Conduct is sent to every new employee when in their first week of work. Everyone is requested to read it and follow up with their supervisor if something remains unclear. The supervisor has the responsibility to follow up that the Code has been read and understood.

Also, we launched a Supplier Code of Conduct Principles in 2019 and have scheduled supplier audit as soon as possible, most likely after the pandemic when travelling to Asia is possible again. The Supplier Code of Conduct sets out the minimum standards in key areas including business ethics and anticorruption, as well as human rights, labour conditions and sustainability for Data Respons' suppliers. Failure to comply with these requirements may result in the termination of the business relationship.

Risks and opportunities

Ethical risks includes for instance employee failure to comply with national regulations, Data Respons' Code of Conduct or employee involvement in corruption, bribery or other irregularities. Such actions may damage the brand or lead to legal sanctions and fines. Data Respons does not have any operations in high-risk countries. Regardless, running a professional corporate culture is very important to us.

Whistle blowing

We are committed to building a culture of trust where employees are comfortable to ask questions, seek guidance, raise concerns, and report suspected violations. All employees, suppliers and partners can also use Data Respons' whistle-blower channel, where concerns can be reported anonymously.

Any anonymous alerts will be handled by the group top management through the whistleblower platform. In any case the alerts are about the top management the Board of directors will handle the alerts.

[Information about whistle blowing can be found in our Code of Conduct that is available on our website.](#)

As an international company we strive to:

- Contribute to quality education in our communities
- Promote decent work throughout the value and supply chain
- Foster economic growth in our communities
- Strengthen local communities and institutions through capacity building on human rights and good governance

DATA SECURITY & INTEGRITY

Cyber Security Awareness

It-security and cyber security awareness has probably never been more relevant, and it is very much a shared responsibility for everyone in the company.

Trusted research & cyber security reports state that human error is the major contributing cause in 95 % of all breaches. In other words, attentive, observant, and alert employees are instrumental in helping us stay safe.

Actions:

- Regular password check-ups by a third party
- Implemented multi-factor authentication
- Using cloud services that hinder too much data and information being stored locally
- Dedicated every October to raising cyber awareness
- Using internal events like hackathons to focus on IT security challenges and solutions
- Taking our own medicine by implementing our cyber awareness offerings internally, such as fake email campaigns, fake Wifi hotspots and fake QR codes to train employees to recognize potential threats.

GDPR

Under the GDPR, Data Respons has firm legal requirements to protect against personal data breaches and specific timelines within which to report and communicate applicable breaches to affected personnel. The GDPR requirements extend to all vendors that Data Respons uses to collect, store and process personal data on its behalf. Data security and integrity is managed at Data Respons through a combination of Group-wide and complementary daughter company policies and processes. Information security is managed within each subsidiary with oversight at Group level.

Actions:

- Data Respons have made an updated Personal Data Protection Policy together with a website notice policy.
- In 2022 we are also preparing for a internal communication campaign on personal data protection to ensure our employees acts and reacts correctly to data requests and data gathering.

Activity & Disclosure Act

New reporting requirements in Norway

Norway recently introduced a new law that requires all Norwegian companies with more than 50 employees to report on any difference between men and women when it comes to pay, leading positions, parental leave and unvoluntarily part time work.

As an international company with its headquarters in Norway we have started to report on any gender difference by our Norwegian subsidiary, Data Respons R&D Services, that has more than 50 employees.

We aim to use this reporting exercise to create a template for reporting and a case for awareness that we can export to our other European operations. Operations that do not have the same requirement to reporting, but we believe it still is a valuable exercise we will conduct through our group for the 2022 ESG report.

When it comes to parental leave there are too few data points to make a matrix. This due to the high number of junior developers, which makes the number of persons on parental leave very low.

Data Respons R&D Services also have no employees that work part time.

Equal pay

It is the individual employee's role, competence, experience level, effort and performance that determines the salary level.

All employees are part of the same individual the follow-up system and compensation assessments, where we make sure to adjust employees in comparable roles.

In the table below you can see the average salary level for men and women in different positions.

We hire graduates with exactly the same salary, regardless of gender, and monitors statistics / data to ensure comparability throughout his career.

The differences that exist at salary level is a result of variations in education, experiences, performance, effort and role in the company - and not a question about gender, ethnic background or other discriminatory criteria.

Differences in working hours also have an effect.

Data on average pay from 2021 shows that junior women is as well or better paid than their male counterparts. In the more senior categories, the women are younger and have less experience, thus also have a lower salary than their male counterparts, which all have more experience.

Average pay between men & women

| | 2021 | 2021 | 2021 | 2020 | 2020 | 2020 | 2019 | 2019 | 2019 |
|--------------------------|-------------------|-----------------|-------------|-------------------|-----------------|-------------|-------------------|-----------------|-------------|
| | Average pay Women | Average pay Men | Average pay | Average pay Women | Average pay Men | Average pay | Average pay Women | Average pay Men | Average pay |
| Management | 80 % | 107 % | 100 % | 81 % | 103 % | 100 % | 78 % | 104 % | 100 % |
| Specialist Dev Engineers | 84 % | 101 % | 100 % | N/A | 100 % | 100 % | N/A | 100 % | 100 % |
| Senior Dev Engineers | 100 % | 100 % | 100 % | 105 % | 99 % | 100 % | 103 % | 99 % | 100 % |
| Dev Engineers | 102 % | 100 % | 100 % | 102 % | 100 % | 100 % | 98 % | 100 % | 100 % |
| Administration | 100 % | N/A | 100 % | 100 % | N/A | 100 % | 100 % | N/A | 100 % |
| Total | 102 % | 100 % | 100 % | 99 % | 100 % | 100 % | 94 % | 101 % | 100 % |

The Transparency Act

Norway's new Transparency Act

The date for Norway's new Transparency Act. is approaching (July 1, 2022) and our work to ensure compliance has begun.

The Transparency Act applies to companies that are either resident in Norway and that offer goods and services in or outside Norway. It also applies to larger foreign companies that offer goods and services in Norway, and that are liable to tax to Norway pursuant to internal Norwegian legislation.

Per definition, The Transparency Act shall promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and ensure the public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions.

Due Diligence & risk assessment duty

The Act requires from Data Respons that we carry out Due Diligence and risk assessments relating to Human Rights and decent working conditions within our own business and supply chain. It must be published on the company's website and the public's request for information must be responded to no later than 3 weeks.

We are implanting these requirements for our Norwegian companies and will roll it out in Europe as soon as it is required.

Supply chain transparency

Compliance, standards and regulations can be complex and are constantly changing Their intention is holding companies not only responsible for their own actions but extending it to throughout their supply chain.

To meet new regulatory requirements, reduce risk and to ensure transparency, we have implemented Integrity Next's cloud-based platform to enforce both compliance and sustainability throughout our supply chain.



Responsible purchasing

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RESPONSIBLE PURCHASING

Data Respons' success is dependent upon the cooperation from our business partners – suppliers, customers, contractors, agents, distributors, consultants or joint venture partners and others. Our business partners are expected to comply with all applicable laws and regulations.

Suppliers that have a direct contractual relationship with Data Respons should adhere to the principles set out in Data Respons' Supplier Code of Conduct. We aim to use our purchasing power to actively promote positive change across our value chain.

Risk assessments

We must exercise caution when entering into agreements with intermediaries, i.e. business partners who are acting on Data Respons' behalf, which may include agents, distributors, and resellers, as Data Respons may be held responsible for the actions of such intermediaries. For the same reason, we must be vigilant in exercising oversight and supervision of such intermediaries throughout their engagement with us.

Our intermediaries shall follow all applicable laws and regulations and are expected to adhere to Data Respons' Code of Conduct. It is our responsibility to ensure that intermediaries understand Data

Respons' Code of Conduct and our requirements on environmental impact.

This includes the manufacturing process, choice of materials, transport and working conditions. We rely on the supplier's disclosures concerning environmental impact and work environment.

We carry out risk-based integrity due diligence processes to ensure that the business partners' reputation, background and abilities meet our standards. All Data Respons suppliers must adhere to our Supplier's Code of Conduct, which aligns with the Data Respons Code of Conduct in all material respects, including environmental guidelines. Corporate department has conducted the risk assessment.



We continue to optimize our supply chain and production processes to make sure our products are produced with the least possible CO2-emissions.

A part of this process is to look into purchased energy for production in Taiwan and what possibilities we have to influence there. We also seek to select products that are sustainable over time in that, for example, all or part of the product can be reused,
Sebastian Eidem, CCO in Data Respons



Legal & appropriate conduct

LEGAL & APPROPRIATE CONDUCT

Ethical guidelines and responsibilities

Data Respons does not tolerate any form of corruption. We are committed to complying with all applicable laws and regulations enacted to fight corruption and bribery . We prohibit payments of bribes and kickbacks of any kind, whether in dealings with public officials or individuals in the private sector. Data Respons is opposed to any form of money laundering and has taken the relevant measures to prevent financial transactions that are of criminal intent. Data Respons complies with the governmental guideline on anti-corruption in Norway and applies it to all daughter companies and works actively to combat corruption and unethical practices. The CEO of Data Respons, Kenneth Ragnvaldsen, bears the ultimate responsibility for ethics and anti-corruption at Data Respons. Further, the CEOs in each subsidiary, bear the responsibility in their companies.

Guidelines for employees

Employees must not give or receive gifts, benefits or bribes. Employees are not allowed to obtain or retain business or other advantage in the conduct of business, offer, promise or give anything of value or an undue advantage to a public official or to any third party to influence such person to act or refrain from acting in relation to the performance of her/his duties. This applies regardless of whether the advantage is offered directly or through an intermediary. Employees shall not, in the conduct of your work for Data Respons, request, accept or receive any improper advantage that may influence your decisions.

Non-compliance will be treated as a serious violation and a disciplinary matter.

Employees shall be protected against any sanctions from Data Respons or any Data Respons representative for refusing to participate in any action that is or can be perceived as corruption, bribery or facilitation payment.

This information can be found in the [Code of Conduct on our website](#).

Independence and political affiliations

Data Respons is politically independent and does not sponsor political organisations.

FIND MORE INFORMATION IN OUR
[Code of Conduct on our website.](#)

Human rights

HUMAN RIGHTS

Modern Slavery Act

We support the principles underlying the Universal Declaration of Human Rights, the UN Global Compact and ILO's eight core conventions. Our human rights policy is based on the UN Guiding Principles on Business and Human Rights.

Data Respons' business is heavily dependent on human resources. This entails risk linked to discrimination based on gender, sexual orientation, ethnic origin, religious identity, political affiliation, disability or age. Through our own Code of Conduct and our Supplier Code of Conduct we have set out strict guidelines against anything that violates human rights. In addition, we do regular supplier audits. Data Respons' management works continuously to ensure that all operations follow the company's Code of Conduct. Everyone must show respect for the individual and their privacy and dignity.

Our main business operations are located in Europe where we consider human rights to be assured in working environments. However, we also have a location in Taiwan where we produce technology. Data Respons has conducted quality assessments there in 2019 and 2020 to make sure human rights are assured.



Relevant policies

- **Code of conduct**

(Data Respons companies and employees must comply)

- **Data Respons Supplier Conduct Principles**

- **United Nations 10 principles** (Data Respons companies, employees and partners must comply)

- **Data Respons Conflict Mineral Policy**

Appendix: Risk assessment

RISK ANALYSIS

| Market and operational risks | Description | Action |
|--|---|--|
| Capacity utilisation risk | Data Respons' revenues are highly dependent upon the number of consultant hours sold. Reduced demand for consultant hours affects capacity utilisation and may be caused by any number of factors, including economic downturns and/or lacking the right consultant skills. Moreover, there is risk that clients may in some cases discontinue projects at short notice, which in turn may prevent Data Respons companies from immediately occupying the consultants involved in other assignments. | The Data Respons group is developing its business and deepening expertise in areas where demand is growing and is expected to continue growing for many years ahead. The group's services cover the entire project life cycle and consultants are equipped to successfully take on various roles. Employees are continuously further developed. Our companies also work with a large number of sub-consultants so that capacity can be adjusted to the current state of the economy and variations arising from our clients. |
| Ethical risks | Ethical risks include employee failure to comply with national regulations, Data Respons' Code of Conduct or employee involvement in corruption, bribery or other irregularities. Such actions may damage the brand or lead to legal sanctions and fines. | All Data Respons new employees are required to read the company's Code of Conduct. |
| Environment and climate-related risks | As a service company, Data Respons has relatively little environmental and climate impact. Environment and climate-related risks have been assessed as low, and are connected to office operations and related purchasing, business travel and employee commuting. | Data Respons' environmental programme is based on the company's environmental policy, targets and action plans. Linked to the target of a carbon neutral Data Respons by 2025, the company is working towards fossil-free transportation, fossil-free business travel and heating offices with renewable energy. |
| Health and safety risks | Data Respons' greatest health and safety risks are repetitive strain injuries and stress-related disorders. | Our corporate culture encourages physical movement and variation in working posture. Aimed at minimising stress, Data Respons strives to maintain an open, communicative, reassuring and transparent culture. The company's employees are provided occupational health services according to their individual needs, as well as tools and equipment to prevent repetitive strain injuries, for example. |
| Human rights | Data Respons' business is heavily dependent on human resources. This entails risk linked to discrimination based on gender, sexual orientation, ethnic origin, religious identity, political affiliation, disability or age. | Data Respons' management works continuously to ensure that all operations follow the company's Code of Conduct. Everyone must show respect for the individual and their privacy and dignity. |
| Financial risks | Data Respons is exposed to typical financial risks, such as liquidity risks, interest rate risks, currency risks and credit risks. | Data Respons maintains a positive equity ratio and have demonstrated financial solidity for many years. More on financial risk can be found in previous annual reports. |

RISK ANALYSIS

Like all companies, Data Respons is exposed to several risks that could affect the Group's business, earnings and financial position. In response, ongoing risk assessments are performed that identify risks and initiate the actions required to manage them.

| Market and operational risks | Description | Action |
|------------------------------|---|---|
| Skills provision | Data Respons' business is dependent upon its capacity to attract and recruit skilled employees and upon its employees maintaining their skills, continuing to develop and staying motivated. There is high demand for qualified labour and the company may have difficulty recruiting employees to a sufficient extent. High employee turnover or loss of key people could therefore have negative impact on the company. | Data Respons works continuously with working conditions, company culture, leadership and skills development to ensure that the company is an attractive employer and has the right skills available. Data Respons works with brand building activities and recruitment through, for example, participating in conferences, seminars and courses. The company recruits globally and offers flexible and individualised terms of employment and centrally located offices to attract the right employees. |
| The economy | The European IT and consultant services market for digitalisation consultancy services is affected by the general economy. Deterioration of the general business climate could therefore affect demand for the company's services. | The company has developed areas of expertise where market demand is expected to remain strong for decades. In addition, the company further develops skills in new areas on an ongoing basis and monitors national and global market trends. Operations are based on the global megatrends of digitalisation and sustainability, which creates some resilience against economic fluctuations. |
| Client concentration | Data Respons' top ten clients account for a large percent of the company's revenue. Data Respons aims to establish long-term client relationships. Several organisations have been Data Respons clients for many years. | Data Respons often has many different, mutually independent projects in progress for its larger clients. The company strives to maintain a good balance among clients from different industries and geographies to mitigate risk exposure. The company includes a strong focus on diversification. |

A person with long brown hair is wearing a white Oculus VR headset. They are holding a black VR controller in their right hand. The background is a blurred indoor setting. A semi-transparent blue overlay covers the lower half of the image, containing the text 'Appendix: Customer cases' in white. A small blue horizontal line is positioned under the word 'Customer'.

Appendix: **Customer cases**

Epos Cat: LLV / Logster:

LLV enables the precise control and monitoring of special container suppliers based on fixed (delivery lot) specifications.

This web application can be used to avoid both the unnecessary occupation of storage space due to over-deliveries and production downtimes and additional costs caused by under-deliveries.



inContext AB: Improving the capabilities of hybrid trucks

inContext assisted a large Nordic truck manufacturer in upgrading its hybrid truck. The upgrades includes integrating new charging capabilities and increasing the truck's range when running on batteries



IT Sonix: Six sustainable tech projects from 2020

IT Sonix: Six sustainable tech projects from 2020

We have an ambition to be directly involved in at least 100 sustainable tech projects every year that makes a difference. Here's six examples from 2020

[Read more about IT Sonix sustainable tech cases here..](#)

Epos Cat: Modular environmental balance sheet kit:

The MUB is the instrument for determining and defining the target values for the "Life Cycle Assessment" in the early development phase as part of the property process. With this created baseline, it is possible in the further course of the project to ensure continuous environmental balance sheet project support, including a comparison with competitors if necessary.



Solutions DK - Advanced textile RFID solution

Advanced RFID solution for managing textile inventory and optimising laundry processes. The solution transforms RFID data into interactive dashboards and reports, providing business intelligence via a comprehensive and real-time overview of scrubs and textile inventory.

The solution is developed for healthcare and workware end users and encourages employees to change clothes more often, improving cleanliness, hygiene, and well-being. Patients benefit from a more hygienic environment, reducing the risk of contamination.



Solutions AS - Embedded passenger information displays

Design and development of a series of customised outdoor and indoor embedded passenger information displays for Norwegian customer BaneNor. The information displays inform passengers about train arrivals and departures. Form-fit-function ensures integration with existing infrastructure and software. Frame Agreement on hardware throughout the products life cycles.



Solutions DK - Next generation smart parking application

Next generation car park and yard management application for Danish customer ITS Teknik. The parking System receives and delivers data via an API. Vehicle detection takes place either via coils, video cameras, number plate cameras (ANPR) or single space detection (SSD) in or above the single P stall.

Parking guidance showing free spaces is provided by dynamic P-signposts and are strategically placed in relation to the parking spaces. That way motorists are informed ahead about occupancy status and can plan their route and reach their space in the shortest possible time.



Solutions DK - Smart seat occupancy solution

Smart seat occupancy solution for Danish customer Attensys.io that benefits train operators, passengers, train maintainers and train service planners. The smart seat captures seat occupancy data, enabling passengers to view and book available seats through the train operators' seat reservation system. The solutions allow operators to maximise train usage and improve seat maintenance. The APP can remind passengers if they have left something behind.



Data Respons Solutions GmbH - Autonomous Driving Solution

Embedded vehicle computer for traffic systems such as public transportation, railway, trucks, and cars to support autonomous driving.



Epos Cat: LEGIS / LSD

This application is used to control the management of containers, packs and storage locations in the company's logistics. This optimizes the existing transport capacities, which leads to a reduction in emissions and energy usage.



Epos Cat: LLV / Logster:

LLV enables the precise control and monitoring of special container suppliers based on fixed (delivery lot) specifications.

This web application can be used to avoid both the unnecessary occupation of storage space due to over-deliveries and production downtimes and additional costs caused by under-deliveries.



Epos Cat: Online Q&A-System

The annual press conference is held as a hybrid event with this system. This eliminates the need for all journalists to travel from all over the world, which saves considerable resources.



Epos Cat: Atlassian Tools

Atlassian Tools: For a hospital, we provide the Atlassian tools, which are used to document the processes and make individual steps traceable.



MicroDoc: Energy Base - Smart Home/Smart Metering Device

Software architecture, testmanagement, and implementation of control and monitoring protocols



IT Sonix: BAPP

The idea behind BAPP is to digitise and simplify previously analogue processes, especially on construction sites. In particular, the digital documentation of construction progress (construction plans, measures, etc.) is being pushed forward and thus work is being done on the paperless construction site. It is not only the work on site that is being simplified. Other processes are also being centralised and digitalised. For example, it is no longer necessary to maintain papers with signatures, to print out plans for different people to view and edit, or to have all the trades live time-delayed and complicated processes. With BAPP, all these issues are combined, accelerated and simplified.



Sylog

Sylog consultants are working with software development of the SAFE Platform product. This product is delivered and deployed in several police district in UK making the police constables work more efficient and at the same time creating a safer society for the people living in the area. With its multi-role capability and intuitive workflow-driven user interface, SAFE will be employed extensively throughout the police force for all public contact including 999 and 101 calls, incident management, communications management and resource deployment.

IT Sonix: World Usability Day

IT Sonix has been organising the World Usability Day for the Leipzig location since 2017. At this one-day conference, professionals, students and anyone interested meet for exciting presentations and workshops on the topics of user experience, human-centred design and the question of how we can make future services and products easier to access and simpler to use. Speakers from a wide range of companies, educational institutions and organisations share their knowledge, provide insights into solutions, learnings and best practices, and illustrate how usability influences our everyday lives. In this way, the world usability day contributes to making our world better and more accessible for everyone.

