

# HALF-YEAR REPORT 2026

## Almunda Professionals N.V.

# Almunda Professionals in figures

x € 1.000, unless otherwise indicated

| | H1 2026 | H1 2025 |
|---|---|---|
| Net revenue | 20.518 | 13.067 |
| EBITDA | 91 | 1.733 |
| Operating profit | -1.734 | -220 |
| Result for the period attributable to shareholders | -1.656 | -671 |
| Net result per share attributable to shareholders (in euros) | -0,07 | -0,03 |
| **Net result per share attributable to shareholders adjusted for amortization (in euros)** | **-0,03** | **0,02** |

| | 30 June 2026 | 30 June 2025 |
|---|---|---|
| Balance sheet total | 38.124 | 34.348 |
| Total equity | 10.854 | 13.674 |
| Solvency ratio (in % of balance sheet total) | 28% | 40% |
| **Net cash position** | **2.222** | **3.100** |

| | H1 2026 | H1 2025 |
|---|---|---|
| Net revenue | 20.518 | 13.067 |
| Cost of subcontracted work | 8.685 | 2.543 |
| Employee benefits expense | 9.869 | 7.097 |
| General and administrative expenses | 1.873 | 1.694 |
| **EBITDA** | **91** | **1.733** |
| Amortization | 1.197 | 1.481 |
| Depreciation | 599 | 471 |
| Impairment losses on current assets | 29 | 1 |
| **Operating profit (EBIT)** | **-1.734** | **-220** |
| Net finance costs | 436 | 405 |
| **Profit before tax** | **-2.170** | **-625** |
| Tax expense | 335 | -2 |
| Share of profit of equity-accounted investments | - | 14 |
| **Total result for the period** | **-1.835** | **-613** |

# Statement of the Board of Directors

The Board of Directors declares that:

- A press release with respect to the half-year results 2026 has been published on 25 September 2026;
- The half-year report should be read in combination with that press release;
- The half-year report gives a true and fair view of the assets, liabilities, financial position and profit or loss of Almunda Professionals and the entities included in the consolidation as a whole;
- The half-year report gives a true and fair view of the position as at 30 June 2026 and of the course of events during the first six months at Almunda Professionals and their impact on the half-year figures, as well as of the description of the principal risks and uncertainties for the remaining six months of the financial year.

Amsterdam, 30 September 2026
Board of Directors

— Remko Herschel
— Marco Mulder

# Interim report



# Consolidated statement of profit or loss and other comprehensive income for the period from 1 January 2026 to 30 June 2026

*x € 1.000*

| | H1 2026 | | H1 2025 | |
|---|---|---|---|---|
| Net revenue | 20.518 | | 13.067 | |
| Other operating income | - | | - | |
| Total operating income | | 20.518 | | 13.067 |
| | | | | |
| Cost of subcontracted work | 8.685 | | 2.543 | |
| Employee benefits expense | 9.869 | | 7.097 | |
| Amortization of other intangible assets | 1.197 | | 1.481 | |
| Depreciation of property, plant and equipment | 132 | | 116 | |
| Depreciation of right-of-use assets | 467 | | 355 | |
| Impairment losses on other intangible fixed assets | - | | - | |
| Impairment losses / (reversals) on financial assets | 29 | | 1 | |
| General and administrative expenses | 1.873 | | 1.694 | |
| Sum of operating expenses | | 22.252 | | 13.287 |
| Operating profit | | -1.734 | | -220 |
| | | | | |
| Financial income | - | | - | |
| Financial expenses | -436 | | -405 | |
| Net finance costs | | -436 | | -405 |
| | | | | |
| Share of profit of equity-accounted investments | | - | | 14 |
| | | | | |
| Profit before tax | | -2.170 | | -611 |
| | | | | |
| Tax expense | | 335 | | -2 |
| Total result for the period | | -1.835 | | -613 |
| | | | | |
| Unrealized results: items not eligible for reclassification to the income statement | - | | - | |
| | | | | |
| Unrealized results: items eligible for reclassification to the income statement | - | | - | |
| | | - | | - |
| Total realized and unrealized results | | -1.835 | | -613 |

# Consolidated statement of profit or loss and other comprehensive income for the period from 1 January to 30 June 2026 (continued)

x € 1.000

| | H1 2026 | H1 2025 |
|---|---|---|
| ***Allocation of total consolidated result for the period*** | | |
| Total result for the period attributable to non-controlling interests | -179 | 58 |
| Total result for the period attributable to shareholders | -1.656 | -671 |
| *Total result for the period* | -1.835 | -613 |

| | H1 2026 | H1 2025 |
|---|---|---|
| Net result from continuing operations per share | -0,07 | -0,03 |
| Net result per share attributable to shareholders adjusted for amortization | -0,03 | 0,02 |

Based on the weighted average number of shares outstanding (22.272.813).

# Consolidated balance sheet 30 June 2026

x € 1.000 (after appropriation of result)

| | 30 June 2026 | | 31 December 2025 | |
|---|---|---|---|---|
| Assets | | | | |
| Goodwill | 11.311 | | 11.311 | |
| Other intangible assets | 12.786 | | 13.358 | |
| Property, plant and equipment | 659 | | 767 | |
| Right-of-use assets | 1.914 | | 2.129 | |
| Deferred tax assets | 150 | | 121 | |
| Receivables from associates and joint ventures | - | | - | |
| Non-current assets | | 26.820 | | 27.686 |
| | | | | |
| Receivables from associates and joint ventures | - | | - | |
| Trade receivables and other receivables | 9.082 | | 7.427 | |
| Cash and cash equivalents | 2.222 | | 5.276 | |
| Current assets | | 11.304 | | 12.703 |
| ***Total assets*** | | ***38.124*** | | ***40.389*** |
| | | | | |
| Equity | | | | |
| Issued capital | 2.227 | | 2.227 | |
| Share premium | 5.973 | | 5.973 | |
| Retained earnings | 981 | | 3.974 | |
| Equity attributable to shareholders | 9.181 | | 12.174 | |
| Non-controlling interests | 1.673 | | 2.092 | |
| Total equity | | 10.854 | | 14.266 |
| | | | | |
| Non-current liabilities | | | | |
| Loans and borrowings | 7.173 | | 5.934 | |
| Deferred tax liabilities | 2.764 | | 3.011 | |
| Lease liabilities | 1.103 | | 1.314 | |
| Long-term tax liabilities | 132 | | 392 | |
| Other liabilities | 72 | | 72 | |
| Non-current liabilities | | 11.244 | | 10.723 |
| | | | | |
| Current liabilities | | | | |
| Borrowings from credit institutions | 675 | | 695 | |
| Loans and borrowings | 5.459 | | 6.404 | |
| Tax liabilities | 1.806 | | 2.365 | |
| Trade payables and other liabilities | 7.227 | | 5.067 | |
| Lease liabilities | 859 | | 869 | |
| Current liabilities | | 16.026 | | 15.400 |
| Total liabilities | | 27.270 | | 26.123 |
| ***Total equity and liabilities*** | | ***38.124*** | | ***40.389*** |

# Consolidated statement of changes in equity for the period from 1 January 2026 to 30 June 2026

*x € 1.000*

| | Share capital | Share premium | Retained earnings | Equity attri-butable to share holders | Non-controlling interest | Total |
|---|---|---|---|---|---|---|
| Balance at 1 January 2026 | 2.227 | 5.973 | 3.974 | 12.174 | 2.092 | 14.266 |
| Dividend to shareholders | - | - | -1.337 | -1.337 | - | -1.337 |
| Repayment of share premium to non-controlling interests | - | - | - | - | -240 | -240 |
| Result for the period | - | - | -1.656 | -1.656 | -179 | -1.835 |
| Total movement | - | - | -2.993 | -2.993 | -419 | -3.412 |
| *Balance at 30 June 2026* | *2.227* | *5.973* | *981* | *9.181* | *1.673* | *10.854* |

# Consolidated statement of cash flows for the period from 1 January 2026 to 30 June 2026

*x € 1.000*

| | H1 2026 | | H1 2025 | |
|---|---|---|---|---|
| Operating activities | | | | |
| Net result for the period | | -1.835 | | -613 |
| | | | | |
| Adjustments for: | | | | |
| Amortization of other intangible assets | | 1.197 | | 1.481 |
| Impairment losses / reversals on financial assets | | 29 | | 1 |
| Depreciation of property, plant and equipment | | 132 | | 116 |
| Depreciation right-of-use assets | | 467 | | 355 |
| Net finance costs | | 436 | | 405 |
| Share of profit of equity-accounted investments | | - | | -14 |
| Tax expense | | -335 | | 2 |
| | | | | |
| Changes in working capital | | | | |
| Trade receivables and other receivables | | -1.685 | | -90 |
| Trade payables and other liabilities | | 795 | | -959 |
| Cash from operating activities | | -799 | | 684 |
| Taxes paid | | -500 | | -642 |
| *Net cash from operating activities* | | *-1.299* | | *42* |
| | | | | |
| Investing activities | | | | |
| Purchase of other intangible fixed assets | -536 | | -859 | |
| Purchase of property, plant and equipment | -24 | | -23 | |
| Repayment received on loans associates | - | | 60 | |
| *Net cash used in investing activities* | | *-560* | | *-822* |
| | | | | |
| Financing activities | | | | |
| Dividends paid to shareholders | - | | -17 | |
| Repayment of share premium to NCI | -240 | | - | |
| Repayment of / (drawdown under) credit facility | -20 | | 24 | |
| Proceeds from loan and borrowings | 1.478 | | 720 | |
| Repayment of loans and borrowings | -1.514 | | -1.450 | |
| Repayment of tax liabilities | -260 | | -243 | |
| Lease payments and interest paid on leases | -536 | | -444 | |
| Interest paid on loans and borrowings | -90 | | -354 | |
| Interest paid on tax liabilities | -13 | | -22 | |
| *Net cash used in financing activities* | | *-1.195* | | *-1.786* |
| ***Net change in cash and cash equivalents*** | | ***-3.054*** | | ***-2.566*** |

# Consolidated statement of cash flows for the period from 1 January 2026 to 30 June 2026 (continued)

*x € 1.000*

| | H1 2026 | H1 2025 |
|---|---|---|
| Cash and cash equivalents, beginning of period | 5.276 | 5.666 |
| Cash and cash equivalents, end of period | 2.222 | 3.100 |
| Net change in cash and cash equivalents | -3.054 | -2.566 |

Almunda Professionals has elected to determine the cash flows from operating activities using the indirect method.

# Notes to the consolidated half-year report 2026

## General information about Almunda Professionals

### General

### Preparation of the half-year report

The 2026 half-year report was authorised for issue by the Board of Directors on 30 September 2026.

### Reporting entity

Almunda Professionals is a listed holding company focused on participating in businesses that concentrate on deploying professionals for consultancy and support services to companies and organizations in specific sectors.

Almunda Professionals is a public limited liability company (naamloze nennootschap) incorporated under Dutch law. Almunda Professionals is registered with the Dutch Chamber of Commerce under number 20060872. Almunda Professionals is listed on Euronext Amsterdam under the ticker symbol "AMUND". The company's statutory seat is in Amsterdam.

The consolidated financial statements comprise the company itself and its subsidiaries (hereinafter referred to as "the Group").

### Activities

Almunda Professionals N.V. acts as a holding company and invests in businesses that focus on deploying professionals for consultancy and support within specific sectors.

The activities of Novisource (segment: business IT professionals) consist of providing consultancy at the intersection of business and IT, with a focus on the financial sector. The consultants support organizations such as banks, insurers, and asset managers in translating technological developments into concrete business processes.

PIDZ (segment: healthcare professionals) focuses on mediating between self-employed healthcare professionals and care institutions. Its services are aimed at facilitating the flexible deployment of healthcare personnel.

ICE and kWh People (Kalice) (segment: utility professionals) provide consultancy and project management within the Dutch and Belgian utility sector. The professionals are active in areas such as the energy transition, process optimization, regulation and compliance, and data-driven operations, supporting clients such as energy suppliers, grid operators, and water utilities.

Throughout these financial statements, the terms "the group" or "Almunda Professionals" refer to Almunda Professionals N.V. and its group companies Novisource, PIDZ, and Kalice. When referring only to the parent entity, "Almunda Professionals N.V." is used.

### Composition of the Almunda Professionals Group

The participations of Almunda Professionals N.V. are listed below. These are included in the consolidated financial statements of Almunda Professionals N.V. Unless otherwise stated, all these participations are, directly or indirectly, wholly owned (100%) and Almunda Professionals N.V. holds full or majority voting rights.

Where reference is made in these financial statements to the "Group" or "Almunda Professionals", this refers to Almunda Professionals N.V. and its group companies Novisource, PIDZ and Kalice. For individual reference, we use "Almunda Professionals N.V."

***Novisource***

Novisource is a group of companies headed by Novisource Holding BV. Novisource Holding BV holds a 100% interest in all its direct subsidiaries. The composition of Novisource is as follows:

- Novisource Holding BV
  - Novisource BV
  - Bridgelane BV

***PIDZ***

PIDZ is an 80% subsidiary of Almunda Professionals NV. PIDZ is a group of companies headed by PIDZ Holding BV. PIDZ Holding BV holds a 100% interest in all its subsidiaries. The composition of PIDZ is as follows:

- PIDZ Holding BV
  - Simmer & Cooper BV
  - PIDZ Zorg BV
  - The Factoring Company BV
  - Smiling Gents Company BV
  - PIDZ Uitzend BV
  - PIDZ Flex BV
  - PIDZ Talents BV
  - PIDZ Detachering BV
  - Qrabbl BV
  - Stikkr BV
  - SureCare Holding BV (as of 1 October 2025)
    - SureCare Zorgbeveiliging BV
    - SureCare BV

***Kalice***

Kalice is a 70% subsidiary of Almunda Professionals NV. Kalice is a group of companies headed by Kalice Group BV. Kalice Group BV holds a 100% interest in all its subsidiaries. The composition of Kalice is as follows:

- Kalice Group BV
  - ICE Groep BV
    - ICE Interim BV
  - kWh Management BV

A declaration under Book 2, Section 403 of the Dutch Civil Code has been issued by Almunda Professionals NV for both Novisource Holding BV and Novisource BV.

## Reporting period

This condensed consolidated half-year report (hereinafter: "the half-year report") relates to the first six months of the 2026 financial year and has 30 June 2026 as its reporting date.

## Presentation and functional currency

The half-year report is presented in euros, which is also the functional currency of the Group. All amounts are presented in thousands of euros, unless otherwise indicated.

### Going concern

During the first six months of 2026, the Group's results were partially impacted by underperformance within PIDZ, which recognised an operating loss The realised PIDZ operating result (before depreciation and amortization) includes € 0,75 million of one-off costs. The one-off costs relate mainly to the introduction of the new IT platform and severance payments. Novisource recognised a small negative operating result.  A basis for structurally improved profitability has been established at Novisource.
In contrast, the Group's utility subsidiaries continued to perform relatively well and in line with expectations, generating positive cash flows and maintaining solid operational margins.

The Board has performed a going concern assessment for the Group. Based on discussions with the major shareholder and minority shareholders of the group company concerned, it is expected that the financing of operations will not pose an obstacle in the foreseeable future. The Board concludes that the Group as a whole has adequate resources to continue its operations for the foreseeable future. Consequently, the consolidated interim report has been prepared on a going concern basis.

### Judgments and estimates by management

In preparing the half-year report, the Board makes certain judgments, estimates and assumptions that affect the reported amounts of assets and liabilities, income and expenses. The estimates and the associated assumptions are based on past experience. They are also based on various other factors that may be considered reasonable in the circumstances.

Actual outcomes may differ from these estimates and assumptions. The judgments of the Board that involve a significant risk of material adjustments are set out in the section "Use of estimates and judgments" of the notes to the consolidated financial statements.

## Basis of preparation

### Accounting policies applied in preparing the consolidated half year report

The half-year report contains the periodic interim financial information of the Group and has been prepared in accordance with IAS 34 "Interim Financial Reporting", as endorsed by the European Union. The half-year report does not contain all the disclosures normally included in a complete set of financial statements and should therefore be read in conjunction with the 2025 consolidated financial statements of Almunda Professionals N.V. This half-year report has not been audited.

### Basis for the accounting policies for consolidation, measurement and determination of results

The company prepares its consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) as endorsed by the European Union. In this context, IFRS also comprises the International Accounting Standards (IAS) issued by the International Accounting Standards Board, and the interpretations of IFRS and IAS issued by the IFRS Interpretations Committee (IFRIC) and the Standing Interpretations Committee (SIC) respectively.

The accounting policies applied in preparing the 2026 half-year report are consistent with those applied in preparing the 2025 consolidated financial statements, with the exception of the new and amended standards described in the following paragraph.

### New and amended financial reporting standards

The following amendments to standards are effective as from the 2026 financial year:

- Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 and IFRS 7 (effective 1 January 2026);
- Annual Improvements to IFRS Accounting Standards – Volume 11 (effective 1 January 2026); and

- Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7 (effective 1 January 2026).

In addition, IFRS 18 Presentation and Disclosure in Financial Statements will become effective as from 1 January 2027. IFRS 18 has been endorsed by the European Union and will replace IAS 1 Presentation of Financial Statements. IFRS 19 Subsidiaries without Public Accountability: Disclosures and certain other amendments to existing standards have also been issued but are not yet effective.

An analysis shows that the amendments effective as from 2026 have no material impact on equity and result. The standards and amendments not yet effective are also not expected to have a material impact on equity and result. IFRS 18 is expected to affect the presentation of certain primary financial statements and disclosures, including disclosures relating to performance measures used by the company. The company is currently assessing these presentation and disclosure consequences. For that reason, the consequences have not been explained in further detail in this half-year report.

# Further notes to the consolidated financial statements

## A. Significant matters and transactions in the first half of 2026

### Dividend resolution

In accordance with the resolution of the General Meeting of Shareholders of 16 June 2026, Almunda Professionals N.V. declared a dividend of € 0,06 per ordinary share, payable at the shareholder's election in cash or in shares. The exchange ratio was set at one new share for every eighteen existing shares. The election period ran from 23 June to 7 July 2026 inclusive. Where no election was made within the election period, the dividend was distributed in shares. The dividend was made payable on 13 July 2026.

Because shareholders were still entitled to elect a cash distribution as at 30 June 2026, the full gross dividend of € 1.337 thousand has been recognised as at 30 June 2026 as a current liability charged to equity. The elections made by shareholders after the reporting date have no effect on the measurement of this liability as at 30 June 2026.

### One-off costs PIDZ

PIDZ's results for the first half of the year were significantly impacted by one-off costs totalling € 0,75 million. These one-off costs comprise costsrelated to optimizations of the new IT platform, exceptional personnel costs, primarily relating to severance payments and temporary operational support, and other one-off costs.

Adjusted EBITDA is not an IFRS measure. It is defined as the operating result before amortization, depreciation and impairment, adjusted for the one-off items described above, and is used by the Board to assess the underlying performance of PIDZ. The reconciliation to the segment result in note B is as follows:

| | H1 2026 |
|---|---|
| Segment result Healthcare Professionals (note B) | -1.878 |
| Net finance costs | 123 |
| Operating result (EBIT) | -1.755 |
| Amortization, depreciation and impairment | 1.260 |
| EBITDA | -495 |
| One-off costs | 750 |
| **Adjusted EBITDA** | **255** |

### Related parties

During the reporting period there were no transactions with related parties other than those disclosed here.

In 2024, Almunda Professionals entered into a current account credit facility with its majority shareholder Value8. By addendum dated 14 April 2026 the credit limit was increased from € 5,0 million to € 6,5 million with retrospective effect from 1 January 2026. The facility has a minimum term of 48 months and an interest rate of 7 per cent. The credit facility may be used by Almunda Professionals to finance its operations as well as to finance the potential funding requirements of the group companies PIDZ, ICE, kWh and Novisource. As at the reporting date, an amount of € 5,5 million had been drawn.

Jack & Jones Holding B.V. holds a 15% minority interest in Kalice Group B.V. and is a jointly authorised director of that company. During the first half of 2026 a management fee of € 75 thousand was charged for management activities. The Group rents an office building from Jack & Jones Holding B.V.; the amount recognised in the first half of 2026 was € 31 thousand. On 26 June 2026 Kalice Group B.V. repaid share premium, of which € 120 thousand was paid to Jack & Jones Holding B.V.

KWPH B.V. holds a 15% minority interest in Kalice Group B.V. and is a jointly authorised director of that company. During the first half of 2026 a management fee of € 75 thousand was charged for management activities. The Group rents an office building from KWPH B.V.; the amount recognised in the first half of 2026 was € 33 thousand. On 26 June 2026 Kalice Group B.V. repaid share premium, of which € 120 thousand was paid to KWPH B.V.

## B. Segment information

### Segmentation

The financial information is segmented according to the activities of the Group. The operating segments reflect the management structure and the business units of the Group. Almunda Professionals distinguishes the following three segments:

### Business & IT Professionals

The Business & IT Professionals segment comprises the activities of Novisource (Novisource Holding B.V. and its group companies). The type or category of clients for these services is primarily in the financial sector (banks, insurers and pension funds).

### Healthcare Professionals

The Healthcare Professionals segment comprises the activities of PIDZ (PIDZ Holding B.V. and its group companies). The type or category of clients for these services is predominantly in the healthcare sector.

### Utility Professionals

The Utility Professionals segment comprises the activities of Kalice (ICE Groep B.V. and its group companies and kWh Management B.V.). The type or category of clients for these services is primarily in the utility sector (grid operators, suppliers, metering companies and programme responsible parties within the energy sector).

### Accounting policies

The accounting policies for the measurement and determination of results of the segments are consistent with those applied in preparing the 2025 half-year figures and in preparing the 2025 consolidated financial statements.

The assets, liabilities, income and results of a segment comprise the items directly attributable to that segment. Transactions between companies belonging to the segments are conducted on an arm's length basis. There were no transactions between the segments.

## Information on revenue and results per segment

Revenue and result per segment are as follows (x € 1.000):

| | Net revenue | | Result | |
|---|---|---|---|---|
| | **H1 2026** | **H1 2025** | **H1 2026** | **H1 2025** |
| Business & IT Professionals | 2.128 | 1.625 | -326 | -410 |
| Healthcare Professionals | 5.379 | 5.714 | -1.878 | -231 |
| Utility Professionals | 13.011 | 5.728 | 469 | 372 |
| Total segments | 20.518 | 13.067 | -1.735 | -269 |
| Balance of unallocated income and expenses | | | -435 | -356 |
| Share of profit of equity-accounted investments | | | | 14 |
| Result before income tax | | | -2.170 | -611 |
| Income tax expense | | | 335 | -2 |
| **Net result from continuing operations** | **20.518** | **13.067** | **-1.835** | **-613** |

The balance of unallocated income and expenses relates to the result of the listed entity Almunda Professionals N.V.

## Information on assets and liabilities per segment

Assets per segment are as follows (x € 1.000):

| | **30 June 2026** | **31 December 2025** |
|---|---|---|
| Business & IT Professionals | 1.949 | 2.422 |
| Healthcare Professionals | 15.719 | 18.118 |
| Utility Professionals | 10.088 | 15.652 |
| Total segments | 27.755 | 36.192 |
| | | |
| Balance of unallocated assets | 10.369 | 4.197 |
| **Total consolidated assets** | **38.124** | **40.389** |

Liabilities per segment are as follows (x € 1.000):

| | **30 June 2026** | **31 December 2025** |
|---|---|---|
| Business & IT Professionals | 1.856 | 2.004 |
| Healthcare Professionals | 10.916 | 11.883 |
| Utility Professionals | 7.712 | 8.205 |
| Total segments | 20.483 | 22.092 |
| | | |
| Balance of unallocated liabilities | 6.787 | 4.031 |
| **Total consolidated liabilities** | **27.270** | **26.123** |

The unallocated assets and liabilities consist of the assets and liabilities of the listed entity Almunda Professionals N.V.

## C. Goodwill

The goodwill item arose on the acquisition of PIDZ Holding B.V. in 2022, on the acquisition of ICE Groep B.V. in 2023 and on the acquisition of kWh Management B.V. and SureCare Holding B.V. in 2025. The PIDZ transaction gave rise to goodwill of € 9.313 thousand, the ICE transaction gave rise to goodwill of € 733 thousand, the kWh transaction gave rise to goodwill of € 1.113 thousand and the SureCare transaction gave rise to goodwill of € 152 thousand. Almunda Professionals N.V. acquired its interests in PIDZ Holding B.V. and ICE Groep B.V. from its majority shareholder Value8 N.V.

The Board periodically assesses whether there are events or indications of an impairment of goodwill. This analysis is performed at the level of the cash-generating units PIDZ Holding B.V. (including SureCare), ICE Groep B.V. and kWh Management B.V.

In view of the decline in results at PIDZ, the Board has tested the goodwill and other intangible assets of the cash-generating unit PIDZ Holding B.V. for impairment as at 30 June 2026 on the basis of value in use. The recoverable amount exceeds the carrying amount; no impairment has been recognised. No indications of impairment were identified for the other cash-generating units.

## D. Other intangible assets

The movement in other intangible assets is as follows (x € 1.000):

| | Matching platform | Customer portfolio | Software | Total |
|---|---|---|---|---|
| Balance as of 1 January 2026 | | | | |
| Acquisition cost | 5.351 | 17.942 | 210 | 23.503 |
| Cumulative amortization | -3.839 | -6.195 | -46 | -10.080 |
| Cumulative impairment | - | - | -65 | -65 |
| Carrying amount as of 1 January 2026 | 1.512 | 11.747 | 99 | 13.358 |
| | | | | |
| Movements | | | | |
| Investments | 10 | 615 | - | 625 |
| Acquisitions through business combinations | - | - | - | - |
| Amortization | -149 | -1.012 | -36 | -1.197 |
| Impairment | - | - | - | - |
| Net movements | -139 | -397 | -36 | -572 |
| | | | | |
| Balance as of 30 June 2026 | | | | |
| Acquisition cost | 5.361 | 18.557 | 210 | 24.128 |
| Cumulative amortization | -3.988 | -7.207 | -82 | -11.277 |
| Cumulative impairment | - | - | -65 | -65 |
| Carrying amount as of 30 June 2026 | 1.373 | 11.350 | 63 | 12.786 |

## E. Property, plant and equipment

### Investments

Investments in property, plant and equipment in the first half of 2026, excluding additions relating to right-of-use assets, amounted to € 24 thousand (2025: € 16 thousand). The investments were mainly made by Novisource and ICE and relate to new computer equipment and other fixtures and fittings. There are no capital commitments as at the reporting date.

Investments in right-of-use assets amounted to € 252 thousand (2025: € 371 thousand) and consist of rights of use for buildings of € 58 thousand (2025: € 182 thousand) and rights of use for vehicles of € 194 thousand (2025: € 189 thousand).

### Impairment of non-current assets

The Board periodically assesses whether there are events or indications of impairment of non-current assets. The Board's assessment did not identify any events or indications of impairment of non-current assets as at 30 June 2026.

### Other property, plant and equipment and financial assets

The Board's assessment did not identify any events or indications of impairment of other property, plant and equipment and financial assets as at 30 June 2026.

## F. Interest-bearing loans and borrowings

As at 30 June 2026, the nominal amount of interest-bearing loans and borrowings amounts to € 12.632 thousand (31 December 2025: € 12.338 thousand) and comprises € 2.829 thousand (31 December 2025: € 4.343 thousand) of acquisition loans from ING and Rabobank, € 3.300 thousand (31 December 2025: € 3.300 thousand) of subordinated loans from the minority shareholders of PIDZ Holding B.V., € 4.778 thousand (31 December 2025: € 3.995 thousand) subordinated loans from the majority shareholder, € 720 thousand additional loans from the majority shareholder and € 1.005 thousand (31 December 2025: € 700 thousand) of current account balances with the minority shareholders of PIDZ Holding B.V. Of this amount, € 7.173 thousand is classified as non-current and € 5.459 thousand as current (31 December 2025: € 5.934 thousand and € 6.404 thousand respectively).

In the first half of 2026, € 1.514 thousand was repaid, comprising € 1.250 thousand on the ING acquisition facility and € 264 thousand on the Rabobank acquisition facility. Drawdowns amounted to € 1.808 thousand, of which € 1.173 thousand with the majority shareholder and € 305 thousand under the current accounts with the minority shareholders of PIDZ Holding B.V. The remaining € 330 thousand relates to interest added to the principal of the credit facility with the majority shareholder and does not represent a cash movement.

The ING acquisition facility of € 625 thousand was repaid on 1 July 2026.

## G. Seasonality

Within the Group, revenue is highly dependent on the deployment of self-employed professionals (PIDZ) and on the work performed by its employees (Novisource, ICE and kWh). All companies are subject to seasonal influences, which are largely determined by holiday periods.

## H. Events after the reporting date

### Settlement of the optional dividend

Following the close of the election period, the optional dividend declared on 16 June 2026 was settled in July 2026. As a result of the stock dividend distribution, 1.204.957 new ordinary shares were issued. The number of shares outstanding consequently increased from 22.272.813 to 23.477.770 shares. The remaining part of the dividend was paid in cash. Dividend withholding tax of 15% was withheld on the dividend paid in cash. A net cash dividend of € 29,7 thousand was paid. The settlement concerns the dividend liability recognised as at 30 June 2026 and has no effect on the result for the first half of 2026.

### Additional financing of PIDZ

PIDZ's shareholders have provided the company with additional financing of € 1,53 million. Of this amount, € 1,03 million was provided during the reporting period, and € 0,5 million was provided on 1 July 2026.

## Reorganisation of PIDZ

In July 2026 the Board decided on a reorganisation of PIDZ in response to the decline in demand for self-employed healthcare professionals. A provision of € 302 thousand (severance payments) was recognised in July 2026. As the decision was taken after the reporting date, no provision has been recognised as at 30 June 2026.