

Registered number
04283360

Broadbean Technology Limited

Report and Financial Statements

31 December 2021



Broadbean Technology Limited
Report and accounts
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**Broadbean Technology Limited
Company Information**

Directors

Mr A Dull
Mr A Fourlis

Auditors

RSM UK Audit LLP
25 Farringdon Street
London
EC4A 4AB

Bankers

Bank Of America
2 King Edward Street
London
EC1A 1HQ

NatWest Bank
Docklands South Quay Branch
54 Marsh Wall
West India Dock
London E14 6LJ

Registered office

The South Quay Building
77 Marsh Wall
London
E14 9SH

Registered number

04283360

Broadbean Technology Limited Strategic Report

The directors present their Strategic Report on the affairs of the Company for the year ended 31 December 2021.

Principal risks and uncertainties

The principal risk to the Company is a downturn in recruitment activity, caused by economic uncertainty. The commitment to invest in new product development reduces the impact of uncertainties in the market and takes a long-term view. The internet provides both a threat to traditional advertising and information businesses and an opportunity for the Company to develop in new areas. This necessitates investment in new technologies and the people required to develop the Company's business.

Business Review

As shown by the Statement of Comprehensive Income on page 10, turnover increased by £249,666, an increase of 1.5%. Turnover in software and media buying sales increased by 0.8% from £11,815,596 to 11,910,294. The company receives a royalty on sales of its products made by other group entities and increased sales by these entities resulted in the royalty increasing by 3.23% in the year from £4,799,000 to £4,953,968.

The operating profit for the financial period amounted to £3,149,141 (2020: £4,483,802). The operating profit is affected by the following factors:

Revenue increased by £249,666 as The Company continued to acquire new customers and improve the renewal rates on existing customers. Whilst COVID-19 did affect revenue through 2020 and 2021, sales returned to pre-pandemic levels by December 2020 and grew throughout 2021. Management forecasts double digit growth in software and media buying sales turnover in 2022.

The Company saw an increase in employee costs of £751,431. The increase is largely the result of the benefit in 2020 from government grants received via the Job Retention Scheme being offered by HMRC for furloughed employees (£422,329). All furloughed employees returned to full time work by December 2020 and no government grants were received in 2021.

Other factors affecting operating profit are:

- 2020 saw a higher depreciation charge as The Company disposed of certain tangible assets. No disposals were made in 2021. The depreciation charge in 2021 was £153,390 (2020: £384,722).
- Amortisation decreased by £204,658 due to a reduction in internally developed software products capitalised in 2021.
- In 2021 exchange differences were negative £138,073, whilst 2020 saw positive exchange differences of £407,532. Material exchange entries are the result of intercompany balance settlements.
- The group management charge increased by £680,423 from 2020 resulting from an increased cost base of management support services provided by CB LLC to Broadbean entities.

The profit for the year after taxation was £2,648,521 (2020: £3,715,877).

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**Broadbean Technology Limited
Strategic Report (continued)**

Notable changes on the balance sheet are as follows:

The carrying value of intangible fixed assets is £2,675,799 (2020: £2,877,084), as additions in the year of £1.58m were slightly outweighed by amortisation of £1.78m.

The carrying value of tangible fixed assets is £509,451 (2020: £662,841), as there was depreciation but no additions were made in the year.

The increase in debtors of £665,966 arises primarily from an increase in trade debtors as a result of a high invoicing months in November and December 2021 due to strong software and media buying sales. Total invoicing value for November and December increased 43% from the same months in 2020. This is somewhat offset by a decrease in group company debtors due to settlement of balances, and a decrease in lease deposits as office space was vacated.

Short term creditors show a decrease of £2,958,399 from 2020 largely due to a decrease in group company creditors as intercompany balances were paid down in the year, and a decrease in VAT payable as 2020 included an increased VAT creditor due to the HMRC VAT deferral scheme. This was offset to some degree by an increase in accruals driven by higher media costs and accrued bonuses, both the result of strong sales performance in Q4, and an increase in deferred income due to the increase in invoicing in November and December 2021 as discussed above.

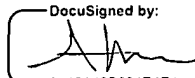
The Company's key financial and other performance indicators during the period were as follows:

Unit		2021	2020
Turnover	£'000	16,864	16,615
Operating profit	£'000	3,149	4,484
% operating profit margin	%	18.7%	27.0%
Employees (average number)	FTE	83	94
Shareholder's funds	£'000	14,418	11,770

The movements in these key performance indicators are discussed above.

This report was approved by the board on and signed by its order.

Mr A Dull
Director

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Broadbean Technology Limited

Registered number: 04283360

Directors' Report

The directors present their annual report together with the financial statements for the year ended 31 December 2021.

Principal place of business

Broadbean Technology Limited is a company incorporated and domiciled in England and has its registered office and principal place of business at The South Quay Building, 77 Marsh Wall, London, E14 9SH.

Principal activities

The principal activity of the Company is the provision of advert distribution, response management and candidate attraction solutions to the recruitment industry. The directors are not aware, at the date of this report, of any likely changes in the Company's activities in the next year.

The Company is a wholly owned subsidiary of Careerbuilder LLC, a company incorporated in the United States.

Results and appropriations

The results and the state of affairs of the company for the year are set out in the financial statements on pages 10 to 23. The directors do not recommend the payment of a final dividend.

Future developments

The Company will continue to invest in new product development and to expand its current product and feature set to increase its offering to both new and existing customers in the UK and key European markets.

Research and development

The company is continually developing new features to its current product set as well as new products with relevance to both existing and new clients. All such developments are released to market as soon as they are ready and on an ongoing basis.

Financial Risk Management

Price risk, credit risk's, liquidity risk and cash flow risk

The business's principal financial instruments comprise bank balances, trade debtors and creditors. The main purpose of these instruments is to finance the business operations.

In respect of bank balances, the Company is cash generative and the directors expect this to continue. Risk is mitigated by a central group treasury function monitoring all accounts.

Trade debtors are managed in respect of credit and cash flow risk by policies concerning the credit offered to customers and the regular monitoring of amounts outstanding for both size of debt and time outstanding. The amounts presented in the balance sheet are net of allowances for any doubtful debts.

Creditors' liquidity is managed by ensuring sufficient funds are available to meet amounts due.

Directors

The directors who served during the year and post year end to the date of signing the financial statements were

Ms I Novoselsky (resigned 20th May 2021)

Mrs M Delaney (resigned 17th May 2022)

Mr A Dull (appointed 20th May 2021)

Mr A Fourlis (appointed 23rd June 2022)

Broadbean Technology Limited

Registered number: 04283360

Directors' Report (continued)

Going concern

The financial statements have been prepared on a going concern basis which assumes that the Company will be able to continue its operations for the foreseeable future and as a minimum for a period of at least one year from the date of approval of these financial statements.

The Company meets its day-to-day working capital requirements without any need for external borrowings and the Company's forecasts and projections show that the Company is able to operate within its own facilities. After making the necessary enquiries, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future.

The directors are confident that the company's trading forecasts and cash flow projections show that it has adequate financial resources to continue to operate for the foreseeable future and is financially sound. In addition to this, all inter-company balances within the group are guaranteed by the Company's parent, Careerbuilder LLC which has also given an undertaking to provide financial support in the event that the Company was unable to meet its liabilities as they fall due. This support is in place for a period of at least 12 months from the date of approval of the balance sheet. For this reason the going concern basis is considered appropriate for the preparation of the financial statements.

Directors' responsibilities

The directors are responsible for preparing the strategic report, the directors report and financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Accounting Standards. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Broadbean Technology Limited

Registered number: 04283360

Directors' Report (continued)

Disclosure of information to auditors

Each person who was a director at the time this report was approved confirms that:

- so far as they are aware, there is no relevant audit information of which the Company's auditor is unaware; and
- They have taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

Qualifying third party indemnity provisions

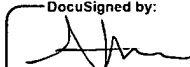
The Company has granted an indemnity to its directors against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act 2006. Such qualifying third party indemnity provision remains in force as at the date of approving the director's report.

Auditor

RSM UK Audit LLP have indicated their willingness to be appointed and appropriate arrangements have been put in place for them to be deemed as appointed as auditors in the absence of an Annual General Meeting.

This report was approved by the board on and signed by its order.

Mr A Dull
Director

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Broadbean Technology Limited
Independent auditor's report
to the members of Broadbean Technology Limited

Opinion

We have audited the financial statements of Broadbean Technology Limited (the 'company') for the year ended 31 December 2021 which comprise the statement of comprehensive income, statement of financial position, statement of changes in equity and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2021 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. 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 in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report has been prepared in accordance with applicable legal requirements.

Broadbean Technology Limited
Independent auditor's report
to the members of Broadbean Technology Limited

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 5, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine 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, the directors are responsible for assessing the company'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 the directors either intend to liquidate the company or to cease operations, or have 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 (UK) 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

Broadbean Technology Limited
Independent auditor's report
to the members of Broadbean Technology Limited

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, the Companies Act 2006 and tax compliance regulations. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statement disclosures, agreeing tax calculations to supporting documentation and reviewing correspondence with local tax authorities.

The audit engagement team identified the risk of management override of controls, revenue recognition and the capitalisation and impairment of internally developed intangible assets as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to:

- testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business
- testing sales to supporting documentation and reviewing transactions around the year end to ensure they were recognised in the correct accounting period
- challenging judgements and estimates applied in the capitalisation and impairment of development costs.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



NICHOLAS DAVIES FCA (Senior Statutory Auditor)
for and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
25 Farringdon Street, London, EC4A 4AB

Dated: 15/12/2022

Broadbean Technology Limited
Statement of Comprehensive Income
for the year ended 31 December 2021

	Notes	2021 £	2020 £
Turnover	3	16,864,262	16,614,596
Administrative expenses		(13,715,121)	(12,553,123)
Other operating income	4	-	422,329
Operating profit	4	<u>3,149,141</u>	<u>4,483,802</u>
Interest receivable	7	123,773	117,965
Interest payable	6	(1,770)	(8,929)
Profit on ordinary activities before taxation		<u>3,271,144</u>	<u>4,592,838</u>
Tax on profit on ordinary activities	8	(622,623)	(876,961)
Profit for the financial year		<u>2,648,521</u>	<u>3,715,877</u>

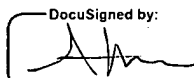
The notes on pages 13 - 23 form part of these financial statements

Broadbean Technology Limited
Registered number: 04283360
Statement of Financial Position
as at 31 December 2021

	Notes	2021 £	2020 £
Fixed assets			
Intangible assets	9	2,675,799	2,877,084
Tangible assets	10	<u>509,451</u>	<u>662,841</u>
		3,185,250	3,539,925
Current assets			
Debtors	11	14,492,246	13,826,280
Cash at bank and in hand		<u>4,367,890</u>	<u>5,332,871</u>
		18,860,136	19,159,151
Creditors: amounts falling due within one year	12	<u>(7,394,064)</u>	<u>(10,352,463)</u>
Net current assets		11,466,072	8,806,688
Total assets less current liabilities			
		14,651,322	12,346,613
Creditors: amounts falling due after more than one year	13	(97,993)	(130,657)
Provisions for liabilities			
Deferred taxation	14	-	(39,509)
Other provisions	15	<u>(134,978)</u>	<u>(406,617)</u>
		<u>(134,978)</u>	<u>(446,126)</u>
Net assets		<u>14,418,351</u>	<u>11,769,830</u>
Capital and reserves			
Called up share capital	16	100	100
Profit and loss account	17	14,418,251	11,769,730
Total equity		<u>14,418,351</u>	<u>11,769,830</u>

The financial statements were approved and authorised for issue by the board on _____ and were signed on its behalf by

Mr A Dull
Director

DocuSigned by:

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The notes on pages 13 - 23 form part of these financial statements

Broadbean Technology Limited
Statement of Changes in Equity
for the year ended 31 December 2021

	Share capital	Profit and loss account	Total
	£	£	£
At 1 January 2020	100	8,053,853	8,053,953
Profit for the financial year and total comprehensive income	-	3,715,877	3,715,877
At 31 December 2020	<u>100</u>	<u>11,769,730</u>	<u>11,769,830</u>
At 1 January 2021	100	11,769,730	11,769,830
Profit for the financial year and total comprehensive income	-	2,648,521	2,648,521
At 31 December 2021	<u>100</u>	<u>14,418,251</u>	<u>14,418,351</u>

The notes on pages 13 - 23 form part of these financial statements

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

1 Summary of significant accounting policies

Company Information

Broadbean Technology Limited ("the Company") is a private company limited by shares domiciled and incorporated in England and Wales. The registered office is The South Quay Building, 77 Marsh Wall, Docklands, London, E14 9SH. The Company's principal activity is the provision of advert distribution, response management and candidate attraction solutions to the recruitment industry.

The financial statements are presented in sterling which is the functional currency of the Company, and rounded to the nearest £.

Basis of preparation

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 and under the historical cost convention.

Reduced disclosures

In accordance with FRS 102, the Company has taken advantage of the exemptions from the following disclosure requirements;

- Section 4 'Statement of Financial Position' - Reconciliation of the opening and closing number of shares.
- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.
- Section 33 'Related Party Disclosures' - Compensation for key management personnel.

The financial statements of the Company are consolidated in the financial statements of Camaro Parent, LLC. The consolidated financial statements of Camaro Parent, LLC are available from its registered office, c/o Corporation Service Company, 251 Little Falls Drive, Wilmington, New Castle County, Delaware 19808.

Financial Instruments

The Company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102, in full, to all of its financial instruments.

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument, and are offset only when the Company currently has a legally enforceable right to set off the recognised amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

Financial Assets

Financial assets are classified into either basic or other financial assets. The classification depends on certain criteria determined at the time of recognition.

Basic financial assets

Basic financial assets, which include trade and other debtor and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

1 - Summary of significant accounting policies (continued)

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Financial liabilities

Financial liabilities are classified as either basic or other financial liabilities.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Equity Instruments

Financial instruments classified as equity instruments are recorded as the fair value of the cash or other resources received or receivable, net of direct costs of issuing the equity instruments.

Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes.

Turnover includes revenue earned from:

- The sale of computer software licences and related services, recognised evenly over the duration of the contract.
- The provision of media buying services, where the service charges earned by Broadbean are recorded as turnover and not the gross value of the media sale. Such service charges are recognised fully in the month of sale and matched with the related costs.
- Royalties from the sale of software by associated overseas entities, recognised as a percentage of the software sales made by associated overseas entities in the financial year.

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

1 - Summary of significant accounting policies (continued)

Intangible fixed assets

Intangible fixed assets comprise software development costs and are measured at cost less accumulated amortisation and any accumulated impairment losses.

Development of products is capitalised where there is expected to be a benefit to future periods and the following conditions are met:

- (i) It is technically feasible to complete the research or development so that the product will be available for use or sale.
- (ii) It is intended to use or sell the product being developed.
- (iii) The Company is able to use or sell the product.
- (iv) It can be demonstrated that the product will generate probable future economic benefits.
- (v) Adequate technical, financial and other resources exist so that product development can be completed and subsequently used or sold.
- (vi) Expenditure attributable to the research and development work can be reliably measured.

Capitalised development expenditure is stated at cost less accumulated amortisation and impairment losses and amortised over its useful economic life of 3 years.

Tangible fixed assets

Tangible fixed assets are stated at fair value, net of accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Short leasehold property improvements	over the lease term
Office and computer equipment	over 3-5 years
Fixtures and fittings	over the lease term

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, if there is an indication of significant change since the last reporting date.

Revaluation of Fixed Assets

Revaluation gains and losses are recognised in other comprehensive income and accumulated in equity, except to the extent that a revaluation gain reverses a revaluation loss previously recognised in profit or loss or a revaluation loss exceeds the accumulated revaluation gains recognised in equity, such gains and loss are recognised in profit or loss.

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

1 - Summary of significant accounting policies (continued)

Impairments of fixed assets

At each balance sheet date, the Company reviews the carrying amounts of its fixed assets to determine whether there is any indication that any items have suffered an impairment loss. If any such indication exists, the recoverable amount of an asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount of the asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment loss is recognised as an expense immediately.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, to the extent that the increased carrying amount does not exceed the carrying amount that would have been determined (net of depreciation) had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income immediately.

Taxation

A current tax liability is recognised for the tax payable on the taxable profit of the current and past periods. A current tax asset is recognised in respect of a tax loss that can be carried back to recover tax paid in a previous period.

Deferred tax is recognised in respect of all timing differences between the recognition of income and expenses in the financial statements and their inclusion in tax assessments.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date and that are expected to apply to the reversal of the timing difference, except for revalued land and investment property where the tax rate that applies to the sale of the asset is used.

Current and deferred tax assets and liabilities are not discounted.

Provisions

Provisions are recognised when the Company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and that obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges

Onerous lease provisions are made against operating leases where the unavoidable cost of meeting the lease obligations exceed the economic benefits received.

Dilapidations relating to property leases are capitalised where the Company has a legal obligation under the terms of its leases. These are depreciated over the term of the lease.

Foreign currency translation

Transactions in foreign currencies are initially recognised at the rate of exchange ruling at the date of the transaction.

At the end of each reporting period foreign currency monetary items are translated at the closing rate of exchange. Non-monetary items that are measured at historical cost are translated at the rate ruling at the date of the transaction. All differences are charged to profit or loss.

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

1 - Summary of significant accounting policies (continued)

Leased assets

Operating lease payments are recognised as an expense on a straight line basis over the lease term. Rent free periods or other incentives received for entering into an operating lease are accounted for as a reduction to the expense and are recognised on a straight line basis over the lease term.

Pensions

The company operates a defined contribution pension scheme. The amount charged to profit or loss is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments.

Employee Benefits

The costs of long term employee incentives and short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or are capitalised as an intangible fixed asset or a tangible fixed asset.

The holiday year for Broadbean Technology Limited ends at the reporting date and employees are not entitled to carry forward unused holiday.

Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the Company will be able to continue its operations for the foreseeable future and as a minimum for a period of at least one year from the date of approval of these financial statements.

The Company meets its day-to-day working capital requirements without any need for external borrowings and the Company's forecasts and projections show that the Company is able to operate within its own facilities. After making the necessary enquiries, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future.

The directors are confident that the company's trading forecasts and cash flow projections show that it has adequate financial resources to continue to operate for the foreseeable future and is financially sound. In addition to this, all inter-company balances within the group are guaranteed by the Company's parent, Careerbuilder LLC which has also given an undertaking to provide financial support in the event that the Company was unable to meet its liabilities as they fall due. This support is in place for a period of at least 12 months from the date of approval of the balance sheet. For this reason the going concern basis is considered appropriate for the preparation of the financial statements.

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

2 Critical accounting estimates and judgements

In preparing these financial statements, the directors have made the following judgements:

To determine whether there are indicators of impairment of the company's intangible assets, factors taken into consideration in reaching such a decision include economic viability and expected future financial performance of the asset.

Other key sources of estimation uncertainty:

Intangible fixed assets are depreciated over their useful economic lives, taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing assets lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

In determining which software development projects should be classed as intangible fixed assets and in deciding where such a development project may be impaired, an assessment is made of the likely future returns and benefits that the project will deliver to the company based on management's best estimate of expected costs. These returns and benefits can take the form of cost efficiencies, new business and upsell opportunities and yield enhancements from existing customers.

Onerous leases provisions are made against operating leases where the unavoidable cost of meeting the lease obligations exceed the economic benefits received.

The Company has an obligation under the premises lease to cover dilapidation costs. In anticipation of the cost of future repairs and renovations that will need to be made in line with the lease obligation a provision has been made.

3 Analysis of turnover	2021	2020
	£	£
Sale of software licences and media buying services	11,910,294	11,815,596
Royalties	4,953,968	4,799,000
	<u>16,864,262</u>	<u>16,614,596</u>
By geographical market:		
UK	10,536,821	10,506,182
Europe	1,293,113	1,308,014
USA	4,032,410	3,997,201
Australia	1,001,918	803,199
	<u>16,864,262</u>	<u>16,614,596</u>
4 Profit on ordinary activities before taxation	2021	2020
This is stated after charging / (crediting):	£	£
Depreciation of owned fixed assets	153,390	384,722
Amortisation of intangible fixed assets	1,778,380	1,983,038
Profit on disposal of tangible fixed assets	-	(62,968)
Impairment loss on intangible assets	-	60,683
Operating lease rentals - plant and machinery	11,147	13,669
Operating lease rentals - land and buildings	98,959	131,964
Government grants	-	(422,329)
Auditors' remuneration for audit services	31,000	28,750
Foreign exchange losses / (gains)	138,073	(407,532)

The directors of the company are remunerated in other group companies in the current and prior year.

Broadbean Technology Limited
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5 Staff costs	2021	2020
	£	£
Wages and salaries	4,940,039	4,289,951
Social security costs	731,343	638,415
Pension costs	132,711	125,589
	<u>5,804,093</u>	<u>5,053,955</u>

Average number of employees during the year	2021	2020
	Number	Number
Administration	21	20
Development	32	43
Finance	2	2
Marketing	2	2
Sales	26	27
	<u>83</u>	<u>94</u>

Staff costs capitalised as software development costs

As set out under the Intangible Assets accounting policy note the Company uses its own technical resources to develop the software that it sells. The amount attributed to software development costs comprises the basic salary and employers national insurance costs together with the costs of any contract development resources utilised which is then apportioned according to the time spent by development staff on a particular project. The total capitalised for the financial year was £1,577,095 (2020: £1,684,349). Of the £1,577,095 capitalised £419,185 is from development staff located outside of the UK and these costs and headcounts are not included in the staff cost and number disclosures above. The UK staff costs and headcounts are included in the staff cost and number disclosures above. Included within wages and salaries is an amount of (£422,329) in 2020 (2021: £nil) in respect of government grants towards staff salary costs under the UK state funded job support scheme.

Retirement benefits - Defined contribution scheme

The company operates defined a contribution pension scheme for all qualifying employees in the United Kingdom. The assets of the scheme are held separately from those of the company in an independently administered fund. The contributions payable by the company charged to profit or loss amounted to £132,711 (2020: £125,589). No contributions were payable to the fund at the year end (2020: £29,441) included in creditors.

6 Interest payable	2021	2020
	£	£
Bank interest	1,770	8,929

7 Interest receivable	2021	2020
	£	£
Bank interest	13,773	7,664
Group loan interest	110,000	110,301
	<u>123,773</u>	<u>117,965</u>

8 Taxation	2021	2020
	£	£
Analysis of charge in period		
Current tax:		
UK corporation tax on profits of the period	616,803	837,903
Adjustments in respect of previous periods	114,763	-
	<u>731,566</u>	<u>837,903</u>
Deferred tax:		
Origination and reversal of timing differences - note 14	(108,943)	39,058
Tax on profit on ordinary activities	622,623	876,961

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

8 Taxation (continued)

Factors affecting tax charge for period

The differences between the tax assessed for the period and the standard rate of corporation tax are explained as follows:

	2021	2020
	£	£
Profit on ordinary activities before tax	3,271,144	4,592,838
Standard rate of corporation tax in the UK	19.00%	19.00%
Profit on ordinary activities multiplied by the standard rate of corporation tax	621,517	872,639
Effects of:		
Expenses not deductible for tax purposes	1,105	4,322
Capital allowances for period in excess of depreciation	(5,937)	(35,414)
Long term incentive plan	118	(3,644)
Adjustments in respect of previous periods	114,763	-
Deferred tax movement	(108,943)	39,058
Tax charge for the period	<u>622,623</u>	<u>876,961</u>

Factors that may affect future tax charges

Changes in the rates of corporation tax and the rates at which capital allowances are available to the company are the primary factors that the director considers may affect future tax charges.

9 Intangible fixed assets	£
Software development costs	
Cost	
At 1 January 2021	16,529,660
Additions	<u>1,577,095</u>
At 31 December 2021	<u>18,106,755</u>
Amortisation	
At 1 January 2021	13,652,576
Charge for the year	<u>1,778,380</u>
At 31 December 2021	<u>15,430,956</u>
Carrying amount	
At 31 December 2021	<u>2,675,799</u>
At 31 December 2020	<u>2,877,084</u>

The amortisation and impairment of intangible fixed assets for the year are included within administrative expenses.

Broadbean Technology Limited
Notes to the Accounts
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10 Tangible fixed assets

	Short Leasehold Property improvements <i>At cost</i> £	Office and computer equipment <i>At cost</i> £	Fixtures and fittings <i>At cost</i> £	Total £
Cost				
At 1 January 2021	1,074,513	180,979	151,802	1,407,294
At 31 December 2021	<u>1,074,513</u>	<u>180,979</u>	<u>151,802</u>	<u>1,407,294</u>
Depreciation				
At 1 January 2021	504,777	179,882	59,794	744,453
Charge for the year	127,435	960	24,995	153,390
At 31 December 2021	<u>632,212</u>	<u>180,842</u>	<u>84,789</u>	<u>897,843</u>
Carrying amount				
At 31 December 2021	<u>442,301</u>	<u>137</u>	<u>67,013</u>	<u>509,451</u>
At 31 December 2020	<u>569,736</u>	<u>1,097</u>	<u>92,008</u>	<u>662,841</u>

The depreciation of tangible fixed assets for the year is included within administrative expenses.

	2021 £	2020 £
11 Debtors		
Trade debtors	4,474,397	3,355,379
Amounts owed by group undertakings and undertakings in which the company has a participating interest	9,312,475	9,643,850
Deferred tax asset (see note 14)	69,434	-
Other debtors	2,453	19,349
Prepayments	212,607	178,114
Accrued Income	277,660	217,592
	<u>14,349,026</u>	<u>13,414,284</u>
Amounts due after more than one year included in other debtors		
Lease Deposit	143,220	411,996
	<u>14,492,246</u>	<u>13,826,280</u>

	2021 £	2020 £
12 Creditors: amounts falling due within one year		
Trade creditors	230,074	190,893
Amounts owed to group undertakings	307,385	4,263,690
Corporation tax	1,044,764	389,198
Other taxes and social security costs	821,156	1,329,110
Other creditors	43,305	27,566
Accruals and deferred income	4,947,380	4,152,006
	<u>7,394,064</u>	<u>10,352,463</u>

Broadbean Technology Limited
Notes to the Accounts
for the year ended 31 December 2021

13 Creditors: amounts falling due after one year	2021	2020
	£	£
Other creditors - deferral of rent free period on office premises.	<u>97,993</u>	<u>130,657</u>

The deferred rent runs until the end of the lease which is December 2025.

14 Deferred taxation	2021	2020
	£	£
Long term incentives and bonus accruals	(6,367)	(6,250)
Accelerated capital allowances	<u>(63,067)</u>	<u>45,759</u>
	<u>(69,434)</u>	<u>39,509</u>

	£	£
At 1 January	39,509	451
(Credited)/charged to the profit and loss account	(108,943)	39,058
At 31 December	<u>(69,434)</u>	<u>39,509</u>

15 Provisions for liabilities

Dilapidation

At 1 January 2021	406,617
Additional provisions made during the period	7,912
Amounts used	<u>(279,551)</u>
At 31 December 2021	<u>134,978</u>

Dilapidation costs in relation to office space, a contractual obligation under the lease agreement, have been estimated by the directors.

16 Share capital	Nominal	2021	2021	2020
	value	Number	£	£
Allotted, called up and fully paid:				
Ordinary shares	£1 each	100	<u>100</u>	<u>100</u>

The Company's ordinary shares, which carry no right to fixed income, each carry the right to one vote at the general meetings of the company.

17 Profit and loss account	2021	2020
	£	£
Cumulative profit and loss net of distributions to owners		
At 1 January	11,769,730	8,053,853
Profit for the financial year	2,648,521	3,715,877
At 31 December	<u>14,418,251</u>	<u>11,769,730</u>

Broadbean Technology Limited
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18 Other financial commitments

Total future minimum lease payments under non-cancellable operating leases:

	Short leasehold 2021	Short leasehold 2020
	£	£
Falling due:		
within one year	377,684	223,148
within two to five years	1,146,975	1,331,980
	<u>1,524,659</u>	<u>1,555,128</u>

The short leasehold represents the lease of the company's office premises. The lease was for a period of 10 years commencing 23rd December 2015.

In March 2020 the Company actioned the break clause for part of the premises covered on the lease and vacated on 22nd December 2020. The remaining premises on the lease remains occupied.

19 Financial instruments

	2021	2020
	£	£
Financial instruments that are debt instruments measured at amortised cost:		
Trade debtors	4,474,397	3,355,379
Other debtors	2,453	19,349
Group debtors	<u>9,312,475</u>	<u>9,643,850</u>
	<u>13,789,325</u>	<u>13,018,578</u>
Financial liabilities measured at amortised cost:		
Creditors with related group companies	307,385	4,263,690
Trade creditors	230,074	190,893
Other creditors and accruals	<u>1,929,311</u>	<u>1,567,948</u>
	<u>2,466,770</u>	<u>6,022,531</u>

20 Related party transactions

As a wholly owned subsidiary of Careerbuilder LLC., the company has taken advantage of exemptions within FRS 102 Section 33 from disclosure of transactions with fellow wholly owned group undertakings.

21 Ultimate controlling party

The Company's immediate parent is Careerbuilder International Holdings B.V., a company incorporated in the Netherlands.

The smallest group in which the results of the company are consolidated is that of Careerbuilder LLC, a company incorporated in the United States of America.

Camaro Parent, LLC (incorporated in the United States of America) is the parent of the largest group that prepares consolidated accounts and copies are available from are available from c/o Corporation Service Company, 251 Little Falls Drive, Wilmington, New Castle County, Delaware 19808.

In the directors opinion the ultimate parent undertaking of the company is AP Special Sits Camaro Holdings L.P, an entity registered in the United States of America.