

Nokia Denmark A/S

Kay Fiskers Plads 11, 7., 2300 København S

CVR no. 13 68 05 31

Annual report 2023

Approved at the Company's annual general meeting on 26 June 2024

Chair of the meeting:

.....
Henning Peter Goldbeck

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Statement by the Board of Directors and the Executive Board

Today, the Board of Directors and the Executive Board have discussed and approved the annual report of Nokia Denmark A/S for the financial year 1 January - 31 December 2023.

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

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2023 and of the results of the Company's operations for the financial year 1 January - 31 December 2023.

Further, in our opinion, the Management's review gives a fair review of the matters discussed in the Management's review.

We recommend that the annual report be approved at the annual general meeting.

Copenhagen, 26 June 2024
Executive Board:

.....
Lise Ferdinand Karstensen
Director

Board of Directors:

.....
Henning Peter Goldbeck
Chairman

.....
Johanna Maria Jukka

.....
Lise Ferdinand Karstensen

Independent auditor's report

To the shareholder of Nokia Denmark A/S

Opinion

We have audited the financial statements of Nokia Denmark A/S for the financial year 1 January - 31 December 2023, which comprise an income statement, balance sheet, statement of changes in equity and notes, including accounting policies. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 December 2023, and of the results of the Company's operations for the financial year 1 January - 31 December 2023 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of this auditor's report. We are independent of the Entity in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the 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 in preparing the financial statements unless Management either intends to liquidate the Company 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 as to whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgement and maintain professional skepticism 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 internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.

Independent auditor's report

- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company'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 to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the note disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

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

Statement on the Management's review

Management is responsible for the Management's review.

Our opinion on the financial statements does not cover the Management's review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the Management's review and, in doing so, consider whether the Management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the Management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that the Management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statement Act. We did not identify any material misstatement of the Management's review.

Copenhagen, 26 June 2024
Deloitte
Statsautoriseret Revisionspartnerselskab
CVR no. 33 96 35 56

Henrik Hartmann Olesen
State Authorised Public Accountant
mne34143

Management's review

Company details

Name	Nokia Denmark A/S
Address, Postal code, City	Kay Fiskers Plads 11, 7., 2300 København S
CVR no.	13 68 05 31
Established	4 October 1970
Registered office	Copenhagen
Financial year	1 January - 31 December
Website	nokia.com
Board of Directors	Henning Peter Goldbeck, Chairman Johanna Maria Jukka Lise Ferdinand Karstensen
Executive Board	Lise Ferdinand Karstensen, Director
Auditors	Deloitte Statsautoriseret Revisionspartnerselskab Weidekampsgade 6, 2300 Copenhagen S
Bankers	Nordea Danmark

Management's review

Financial highlights

DKK'000	2023	2022	2021	2020	2019
Key figures					
Revenue	228,044	302,259	314,436	311,505	323,287
Gross profit	160,127	169,792	157,656	154,474	147,602
Operating profit/loss	24,146	22,289	18,369	15,219	16,350
Net financials	461	270	875	-1,302	392
Profit for the year	19,329	17,572	15,201	10,800	11,743
Balance sheet					
Total assets	99,328	117,866	126,688	146,364	136,444
Investments in property, plant and equipment	0	0	215	104	4,004
Equity	49,208	46,879	44,307	39,906	42,107
Financial ratios					
Operating margin	10.6%	7.4%	5.8%	4.9%	5.1%
Gross margin	70.2%	56.2%	50.1%	49.6%	45.7%
Return on assets	22.2%	18.2%	13.5%	10.8%	10.9%
Equity ratio	49.5%	39.8%	35.0%	27.3%	30.9%
Return on equity	40.2%	38.5%	36.1%	26.3%	26.5%
Employees					
Average number of full-time employees	118	122	114	121	125

The financial ratios stated under "Financial highlights" have been calculated as follows:

Operating profit/loss	$\frac{\text{Profit/loss before net financials +/- Other operating income and other operating expenses}}{\text{Revenue}} \times 100$
Operating margin	$\frac{\text{Operating profit/loss (EBIT)}}{\text{Revenue}} \times 100$
Gross margin	$\frac{\text{Gross profit/loss}}{\text{Revenue}} \times 100$
Return on assets	$\frac{\text{Profit/loss from operating activities}}{\text{Average assets}} \times 100$
Equity ratio	$\frac{\text{Equity, year-end}}{\text{Total equity and liabilities, year-end}} \times 100$
Return on equity	$\frac{\text{Profit/loss after tax}}{\text{Average equity}} \times 100$

Management's review

Business review

The company is a supplier of network solutions and related services in the Danish, Greenlandic, and African market.

There are 2 offices in Denmark. The head office in Copenhagen and a research office in Aalborg.

The turnover is partly in Corporate Sales Mode and direct sales to customers. Revenue in 2023 for contracts are thus not only an expression of the sale of telecommunications systems, but also the sale of services to the group company in Finland for service in terms of sales of communication systems in Denmark.

Research and development costs are rebilled to the group company in Finland.

Financial review

The income statement for 2023 shows a profit of DKK 19,329,118 against a profit of DKK 17,571,559 last year, and the balance sheet at 31 December 2023 shows equity of DKK 49,207,623. In the annual report for 2022, Management expected a profit in the range of DKK 15-16 Million, based on this the Management considers the Company's financial performance in the year satisfactory.

Knowledge resources

Nokia creates the critical networks that bring together the world's people, machines and devices, sensing and acting in real time.

As of December 31, 2023, Nokia had approximately 86,700 employees globally and offices in 130 countries. Company Chief Executive Officer is Pekka Lundmark, located in Finland, where Nokia's head office is also located.

As of December 31, 2023, there were 120 employees in Denmark in 2 offices, of which 67 employees were in Copenhagen and 53 employees in Aalborg as well as PhD students from Aalborg University Center that works for Nokia's development department as researchers. The dense cooperation with Aalborg University is of great benefit to Nokia.

At Nokia, we have employees who work locally, regionally and globally. Many employees have their nearest manager abroad, and most have colleagues across national borders, and the company language is English.

About 15% of employees are women and 85% are men. At Nokia, we have a desire to maintain expertise, which is realised, among other things, by meeting our senior employees' desire for flexibility. We also have several employees working part-time. This because of age – or because they spend time teaching at Aalborg University.

Management's review

The majority of our employees have a higher education. About 1/3 are technicians, and about 2/3 are engineers, cand. merc's or have a similar academic background. It's a high priority to maintain the competences of employees, and Nokia has a global system for interviews where competence and career planning are on the agenda. The aim is that the training must be done through 70% training-on-the-job, 20% coaching & mentoring and 10% participation courses. One of the objectives is that all employees should have a conversation about their development with their direct manager every 90 days and each employee must have at least 40 hours of training per year.

Management's review

Financial risks and use of financial instruments

The company relies on the Nokia group's ability to withstand ever-increasing competition in the market.

Operational risks

The company's main operational risk is linked to the ability to be strongly positioned in the Danish market where the products are sold, as well as to continue to provide research and development services to the Group. In addition, it is essential that Nokia Denmark A/S is constantly at the forefront of the technological developments in the group's areas of activity.

Currency risks

The main part of the company's trade takes place in EUR and DKK, hence currency risks are not considered to be material.

Financing risks

The company has a positive cash flow. Through its parent company, the company has access to additional financing if necessary. There are currently no plans to use interest rate instruments.

Impact on the external environment

The Company actively participates in promoting and fulfilling the company's responsibility for sustainable development, among other things by favouring resource-saving products and by contributing to the disposal of old equipment according to national and international directives.

Research and development activities

The company provide research and development services to the Group. The risk of research and development are on the account of Nokia company in Finland. Nokia Denmark is billing on cost plus basis.

Foreign branches

During 2023 project office in Burkina Faso were closed.

Events after the balance sheet date

No events materially affecting the Company's financial position have occurred subsequent to the financial year-end.

Outlook

For 2024, management expects a similar level of activity and earnings as in 2023.

Financial statements 1 January - 31 December

Income statement

Note	DKK	2023	2022
	Revenue	228,044,217	302,258,581
	Cost of sales	-46,307,992	-106,006,167
	Other external expenses	-21,608,992	-26,460,029
	Gross profit	160,127,233	169,792,385
2	Staff costs	-135,766,462	-146,530,807
3	Amortisation/depreciation of intangible assets and property, plant and equipment	-214,338	-973,022
	Other operating expenses	-35,817	0
	Profit before net financials	24,110,616	22,288,556
4	Financial income	3,766,825	402,186
5	Financial expenses	-3,305,438	-132,233
	Profit before tax	24,572,003	22,558,509
6	Tax for the year	-5,242,885	-4,938,729
	Other taxes	0	-48,221
	Profit for the year	19,329,118	17,571,559

Financial statements 1 January - 31 December

Balance sheet

Note	DKK	2023	2022
	ASSETS		
	Fixed assets		
8	Intangible assets		
	Software	0	104,840
		0	104,840
9	Property, plant and equipment		
	Fixtures and fittings, other plant and equipment	166,115	382,756
		166,115	382,756
10	Investments		
	Deposits, investments	1,346,252	532,836
		1,346,252	532,836
	Total fixed assets	1,512,367	1,020,432
	Non-fixed assets		
	Inventories		
	Finished goods and goods for resale	7,042,069	1,241,032
		7,042,069	1,241,032
	Receivables		
	Trade receivables	6,308,308	41,845,620
11	Construction contracts	0	1,982,521
	Receivables from group enterprises	76,171,732	66,208,591
12	Deferred tax assets	3,409,092	3,409,092
13	Prepayments	618,662	17,365
		86,507,794	113,463,189
	Cash	4,266,365	2,141,573
	Total non-fixed assets	97,816,228	116,845,794
	TOTAL ASSETS	99,328,595	117,866,226

Financial statements 1 January - 31 December

Balance sheet

Note	DKK	2023	2022
	EQUITY AND LIABILITIES		
	Equity		
14	Share capital	20,101,000	20,101,000
	Retained earnings	9,606,623	9,777,505
	Dividend proposed	19,500,000	17,000,000
	Total equity	<u>49,207,623</u>	<u>46,878,505</u>
	Provisions		
15	Other provisions	0	97,531
	Total provisions	<u>0</u>	<u>97,531</u>
	Liabilities other than provisions		
16	Non-current liabilities other than provisions		
	Other payables	13,772,327	12,807,706
		<u>13,772,327</u>	<u>12,807,706</u>
	Current liabilities other than provisions		
	Trade payables	3,326,396	1,794,651
	Payables to group enterprises	13,112,629	22,097,671
	Joint taxation contribution payable	5,486,720	4,938,729
16	Other payables	14,186,353	27,952,195
17	Deferred income	236,547	1,299,238
		<u>36,348,645</u>	<u>58,082,484</u>
	Total liabilities other than provisions	<u>50,120,972</u>	<u>70,890,190</u>
	TOTAL EQUITY AND LIABILITIES	<u>99,328,595</u>	<u>117,866,226</u>

- 1 Accounting policies
- 7 Appropriation of profit
- 18 Contractual obligations and contingencies, etc.
- 19 Security and collateral
- 20 Related parties

Financial statements 1 January - 31 December

Statement of changes in equity

Note	DKK	Share capital	Retained earnings	Dividend proposed	Total
	Equity at				
	1 January 2022	20,101,000	9,205,946	15,000,000	44,306,946
7	Transfer, see				
	"Appropriation of profit"	0	571,559	17,000,000	17,571,559
	Dividend distributed	0	0	-15,000,000	-15,000,000
	Equity at				
	1 January 2023	20,101,000	9,777,505	17,000,000	46,878,505
7	Transfer, see				
	"Appropriation of profit"	0	-170,882	19,500,000	19,329,118
	Dividend distributed	0	0	-17,000,000	-17,000,000
	Equity at				
	31 December 2023	20,101,000	9,606,623	19,500,000	49,207,623

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies

The annual report of Nokia Denmark A/S for 2023 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to medium-sized reporting class C entities.

The accounting policies used in the preparation of the financial statements are consistent with those of last year.

Omission of a cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act, no cash flow statement has been prepared. The Company's cash flows are reflected in the consolidated cash flow statement for the higher-ranking parent company Nokia Solutions and Networks Oy, Finland.

Basis of recognition and measurement

Income is recognised in the profit and loss account as they are earned, additionally value adjustments to financial assets and liabilities measured at fair value or amortised cost-price. In addition, the profit and loss account recognises all costs incurred to achieve the earnings for the year, including depreciation, write-downs and provisions, as well as reversals as a result of amended accounting estimates of amounts previously recognised in the profit and loss account.

Assets are recognised in the balance sheet when it is likely that future economic benefits will flow and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when it is likely that future economic benefits will effect the company and when the value of the liability can be measured reliably.

At the first recognition, assets and liabilities are measured at cost. Subsequently, assets and liabilities as described for each accounting item below.

Certain financial assets and liabilities are measured at amortised cost, thereby factoring in a consistently effective interest rate over the maturity. Amortized cost is calculated as original cost price with deduction of repayments and allowances/deduction of the accumulated depreciation of the difference between the the price and the nominal amount. This allocates exchange rate losses and gains over the maturity.

Recognition and measurement shall take into account foreseeable losses and risks arising before the annual report is presented and which confirm or refute facts that existed on the balance sheet date.

Reporting currency

The financial statements are presented in Danish kroner (DKK).

Foreign currency translation

On initial recognition, transactions denominated in foreign currencies are translated at the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and the date of payment are recognised in the income statement as financial income or financial expenses.

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rate at the balance sheet date. The difference between the exchange rates at the balance sheet date and the date at which the receivable or payable arose or was recognised in the most recent financial statements is recognised in the income statement as financial income or financial expenses.

Foreign group entities

On recognition of foreign group entities which are integral entities, monetary items are translated at closing rates. Non monetary items are translated at the exchange rate at the acquisition date or at the date of any subsequent revaluation or impairment of the asset. Income statement items are translated at the exchange rates at the transaction date. However, items derived from non monetary items are translated at historical exchange rates for the non monetary item.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Income statement

Revenue

The Company has chosen IAS 11 and IAS 18 as interpretation for revenue recognition.

In the case of sales of goods, net revenue is recognised when the benefits and risks of the goods sold are transferred to the buyer, the net turnover can be measured reliably and it is likely that the economic benefits of the sale will go to the company.

Work in progress on a foreign account (contracts) is recognised as production is carried out, whereby the net turnover corresponds to the sales value of the work carried out for the year; (production method). This method is used when the total revenue and costs of contract and the degree of completion on the balance sheet date can be reliably calculated, and it is the economic benefits, including payments, will go to the company. As a final cost incurred in relation to the expected total costs of the contract.

Services are recognised in line with the performance of the service to which the contract relates at the production method, whereby net turnover corresponds to the sales value of the year performed Service. The method is used when the total revenue and costs of the service and the rate of completion on the balance sheet date can be reliably calculated and it is likely that the economic benefits, including payments, will go to the company. The degree of completion is used costs incurred in relation to the expected total cost of the service.

Revenue is measured at the fair value of the agreed consideration excluding VAT and taxes charged on behalf of third parties. All discounts and rebates granted are recognised in revenue.

Cost of sales

Cost of sales includes the cost of goods used in generating the year's revenue.

Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, etc.

Staff costs

Staff costs include wages and salaries, including compensated absence and pension to the Company's employees, as well as other social security contributions, etc. The item is net of refunds from public authorities.

Amortisation/ depreciation

The item comprises amortisation/depreciation of intangible assets and property, plant and equipment.

The basis of amortisation, which is calculated as cost less any residual value, is amortised on a straight line basis over the expected useful life. The expected useful lives of the assets are as follows:

Software	8 years
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Depreciation is based on the residual value of the asset and is reduced by impairment losses, if any. The depreciation period and the residual value are determined at the acquisition date and are reassessed annually. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised.

In the case of changes in the depreciation period or the residual value, the effect on the depreciation charges is recognised prospectively as a change in accounting estimates.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Where individual components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items, which are depreciated separately.

Fixtures and fittings, other plant and equipment	3-10 years
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Depreciation is based on the residual value of the asset and is reduced by impairment losses, if any. The depreciation period and the residual value are determined at the acquisition date and are reassessed annually. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised.

In the case of changes in the depreciation period or the residual value, the effect on the depreciation charges is recognised prospectively as a change in accounting estimates.

Other operating expenses

Other operating expenses comprise items of a secondary nature relative to the Company's core activities, including losses on the sale of fixed assets.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts that relate to the financial reporting period. The items comprise interest income and expenses, e.g. from group entities, realised and unrealised capital gains and losses relating to other securities and investments, exchange gains and losses and amortisation of financial assets and liabilities.

Tax

The administration company is covered by the Danish rules on mandatory joint taxation of the Group's Danish entities. Entities are included in the joint taxation arrangement from the date at which they are included in the consolidated financial statements and up to the date when they are no longer consolidated.

The administration company acts as management company for the joint taxation arrangement and consequently settles all corporate income tax payments with the tax authorities.

On payment of joint taxation contributions, the Danish corporate income tax charge is allocated between the jointly taxed entities in proportion to their taxable income. Entities with tax losses receive joint taxation contributions from entities that have been able to use the tax losses to reduce their own taxable income.

Tax for the year, which comprises the current income tax charge, joint taxation contributions and deferred tax adjustments, including adjustments arising from changes in tax rates, is recognised in the income statement as regards the portion that relates to the profit/loss for the year and directly in equity as regards the portion that relates to entries directly in equity.

Other taxes consists of withholding taxes paid abroad.

Balance sheet

Intangible assets

Other intangible assets include development projects and other acquired intangible rights, including software licences, distribution rights and development projects.

Gains and losses on the sale of intangible assets are recognised in the income statement under "Other operating income" or "Other operating expenses", respectively. Gains and losses are calculated as the difference between the selling price less selling expenses and the carrying amount at the time of sale.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes the acquisition price and costs directly related to the acquisition until the time at which the asset is ready for use.

Gains or losses are calculated as the difference between the selling price less selling costs and the carrying amount at the date of disposal. Gains and losses from the disposal of property, plant and equipment are recognised in the income statement as other operating income or other operating expenses.

Leases

The Company has chosen IAS 17 as interpretation for classification and recognition of leases.

Leases that do not transfer substantially all the risks and rewards incident to the ownership to the Company are classified as operating leases. Payments relating to operating leases and any other rent agreements are recognised in the income statement over the term of the lease. The Company's aggregate liabilities relating to operating leases and other rent agreements are disclosed under "Contingent liabilities".

Investments

Deposit is measured at amortized cost price.

Impairment of fixed assets

The carrying amount of intangible assets and property, plant and equipment is assessed for impairment on an annual basis.

Impairment tests are conducted on assets or groups of assets when there is evidence of impairment. The carrying amount of impaired assets is reduced to the higher of the net selling price and the value in use (recoverable amount).

The recoverable amount is the higher of the net selling price of an asset and its value in use. The value in use is calculated as the present value of the expected net cash flows from the use of the asset or the group of assets and the expected net cash flows from the disposal of the asset or the group of assets after the end of the useful life.

Previously recognised impairment losses are reversed when the reason for recognition no longer exists.

Inventories

Inventories are measured at cost in accordance with the FIFO method. Where the net realisable value is lower than cost, inventories are written down to this lower value. The net realisable value of inventories is calculated as the sales amount less costs of completion and expenses required to effect the sale and is determined taking into account marketability, obsolescence and development in the expected selling price.

Goods for resale are measured at cost, which comprises the cost of acquisition plus delivery costs as well as other expenses directly attributable to the acquisition.

Receivables

The Company has chosen IAS 39 as interpretation for impairment write-down of financial receivables.

Receivables are measured at amortised cost.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

An impairment loss is recognised if there is objective evidence that a receivable or a group of receivables is impaired. If there is objective evidence that an individual receivable has been impaired, an impairment loss is recognised on an individual basis.

Receivables in respect of which there is no objective evidence of individual impairment are tested for objective evidence of impairment on a portfolio basis. The portfolios are primarily based on the debtors' domicile and credit ratings in line with the Company's risk management policy. The objective evidence applied to portfolios is determined based on historical loss experience.

Impairment losses are calculated as the difference between the carrying amount of the receivables and the present value of the expected cash flows, including the realisable value of any collateral received. The effective interest rate for the individual receivable or portfolio is used as discount rate.

Construction contracts

Service supplies and contract work in progress for third parties are measured at the market value of the work performed less progress billings. The market value is calculated based on the stage of completion at the balance sheet date and the total expected income from the relevant contract. The stage of completion is calculated based on the expenses incurred relative to the expected total expenses relating to the relevant contract.

Where the outcome of contract work in progress cannot be estimated reliably, the market value is measured at the expenses incurred in so far as they are expected to be paid by the purchaser.

Where the total expenses relating to the work in progress are expected to exceed the total market value, the expected loss is recognised as a loss-making agreement under "Provisions" and is expensed in the income statement.

The value of work in progress less progress billings is classified as assets when the selling price exceeds progress billings and as liabilities when progress billings exceed the market value.

Prepayments

Prepayments recognised under "Assets" comprise prepaid expenses regarding subsequent financial reporting years.

Cash

Cash comprise cash and short term securities which are readily convertible into cash and subject only to minor risks of changes in value.

Equity

Proposed dividends

Dividend proposed for the year is recognised as a liability once adopted at the annual general meeting (declaration date). Dividends expected to be distributed for the financial year are presented as a separate item under "Equity".

Provisions

Provisions comprise anticipated expenses relating to onerous contracts. Provisions are recognised when the Company has a legal or constructive obligation at the balance sheet date as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

Provisions are measured at net realisable value or at fair value if the obligation is expected to be settled far into the future.

Financial statements 1 January - 31 December

Notes to the financial statements

1 Accounting policies (continued)

Income taxes and deferred taxes

Current tax payables and receivables are recognised in the balance sheet as the estimated income tax charge for the year, adjusted for prior-year taxes and tax paid on account.

Deferred tax is measured according to the liability method on all temporary differences between the carrying amount and the tax base of assets and liabilities. However, deferred tax is not recognised on temporary differences relating to goodwill which is not deductible for tax purposes and on office premises and other items where temporary differences, apart from business combinations, arise at the date of acquisition without affecting either profit/loss for the year or taxable income. Where alternative tax rules can be applied to determine the tax base, deferred tax is measured based on Management's intended use of the asset or settlement of the liability, respectively.

Deferred tax is measured according to the tax rules and at the tax rates applicable at the balance sheet date when the deferred tax is expected to crystallise as current tax. Deferred tax assets are recognised at the expected value of their utilisation; either as a set-off against tax on future income or as a set-off against deferred tax liabilities in the same legal tax entity. Changes in deferred tax due to changes in the tax rate are recognised in the income statement.

As the administration company for all the entities in the joint taxation arrangement, the company is liable for the joint taxation group's payment of the income taxes vis à vis the tax authorities as the entities included in the joint taxation group pay their joint taxation contributions. Joint taxation contributions payable or receivable are recognised in the balance sheet as income tax receivables or payables.

Liabilities

The Company has chosen IAS 39 as interpretation for liabilities.

Financial liabilities are recognised at the date of borrowing at the net proceeds received less transaction costs paid. On subsequent recognition, financial liabilities are measured at amortised cost, corresponding to the capitalised value, using the effective interest rate. Accordingly, the difference between the proceeds and the nominal value is recognised in the income statement over the term of the loan.

Other liabilities are measured at net realisable value.

Deferred income

Deferred income recognised as a liability comprises payments received concerning income in subsequent financial reporting years.

Financial statements 1 January - 31 December

Notes to the financial statements

DKK	2023	2022
2 Staff costs		
Wages/salaries	124,680,388	135,361,538
Pensions	10,000,952	9,646,499
Other social security costs	745,075	729,180
Other staff costs	340,047	793,590
	<u>135,766,462</u>	<u>146,530,807</u>
Average number of full-time employees	<u>118</u>	<u>122</u>
By reference to section 98b(3), (ii), of the Danish Financial Statements Act, remuneration to Management is not disclosed.		
No special incentive programmes.		
3 Amortisation/ depreciation of intangible assets and property, plant and equipment		
Amortisation of intangible assets	33,514	44,686
Depreciation of property, plant and equipment	180,824	928,336
	<u>214,338</u>	<u>973,022</u>
4 Financial income		
Interest receivable, group entities	1,059,361	161,684
Other interest income	27,369	13,928
Exchange adjustments	2,617,623	219,943
Other financial income	62,472	6,631
	<u>3,766,825</u>	<u>402,186</u>
5 Financial expenses		
Interest expenses, group entities	50,900	21,076
Other interest expenses	20,630	14,877
Exchange losses	3,171,385	0
Other financial expenses	62,523	96,280
	<u>3,305,438</u>	<u>132,233</u>
6 Tax for the year		
Estimated tax charge for the year	5,486,720	4,938,729
Tax adjustments, prior years	-243,835	0
	<u>5,242,885</u>	<u>4,938,729</u>
7 Appropriation of profit		
Recommended appropriation of profit		
Proposed dividend recognised under equity	19,500,000	17,000,000
Retained earnings/ accumulated loss	-170,882	571,559
	<u>19,329,118</u>	<u>17,571,559</u>

Financial statements 1 January - 31 December

Notes to the financial statements

8 Intangible assets

DKK	<u>Software</u>
Cost at 1 January 2023	223,429
Disposals	-223,429
Cost at 31 December 2023	<u>0</u>
Impairment losses and amortisation at 1 January 2023	118,589
Amortisation for the year	33,514
Reversal of accumulated amortisation and impairment of assets disposed	-152,103
Impairment losses and amortisation at 31 December 2023	<u>0</u>
Carrying amount at 31 December 2023	<u>0</u>

9 Property, plant and equipment

DKK	<u>Fixtures and fittings, other plant and equipment</u>
Cost at 1 January 2023	9,487,063
Disposals	-4,989,718
Cost at 31 December 2023	<u>4,497,345</u>
Impairment losses and depreciation at 1 January 2023	9,104,307
Depreciation	180,824
Reversal of accumulated depreciation and impairment of assets disposed	-4,953,901
Impairment losses and depreciation at 31 December 2023	<u>4,331,230</u>
Carrying amount at 31 December 2023	<u>166,115</u>

10 Investments

DKK	<u>Deposits, investments</u>
Cost at 1 January 2023	532,836
Additions	813,416
Cost at 31 December 2023	<u>1,346,252</u>
Carrying amount at 31 December 2023	<u>1,346,252</u>

DKK	<u>2023</u>	<u>2022</u>
11 Construction contracts		
Selling price of work performed	<u>0</u>	1,982,521
	<u>0</u>	<u>1,982,521</u>
recognised as follows:		
Construction contracts (assets)	<u>0</u>	1,982,521
	<u>0</u>	<u>1,982,521</u>

Financial statements 1 January - 31 December

Notes to the financial statements

DKK	2023	2022
12 Deferred tax		
Deferred tax at 1 January	-3,409,092	-3,409,092
Deferred tax at 31 December	-3,409,092	-3,409,092
Deferred tax relates to:		
Property, plant and equipment	-3,409,092	-3,409,092
	-3,409,092	-3,409,092

The company has a deferred tax asset of DKK 151,374 thousand. The nominal value of this is 22 % in total DKK 33,302 thousand. Of these, DKK 3,409 thousand were recognised in the balance sheet under deferred tax asset, while DKK 29,893 thousand was not recognised in the balance sheet due to the uncertainty over the time horizon for the use of the tax asset.

13 Prepayments

Prepayments include accrual of expenses relating to subsequent financial years, insurance policies, DKK 555,553 (2022: DKK 17,365) and other prepayments of DKK 63,109 (2022: DKK 0).

14 Share capital

Analysis of the share capital:

20,101 A shares of DKK 1,000.00 nominal value each	20,101,000	20,101,000
	20,101,000	20,101,000

15 Other provisions

The provisions are expected to be payable in:

> 1 year	0	97,531
	0	97,531

Other provisions DKK 0 (2022: DKK 97,531) consist of provisions for losses of loss-making contracts.

16 Non-current liabilities other than provisions

DKK	Total debt at 31/12 2023	Short-term portion	Long-term portion	Outstanding debt after 5 years
Other payables	19,594,521	5,822,194	13,772,327	11,347,046
	19,594,521	5,822,194	13,772,327	11,347,046

Other payables consist of provisioned holiday pay obligation, DKK 11,688,227 (2022: 11,688,227) in accordance with LBK No. 1025 of 4 October 2019. It is the company's expectation that the debt will be paid to the holiday fund in 2024.

Financial statements 1 January - 31 December

Notes to the financial statements

17 Deferred income

Deferred income, DKK 236,547 (2022: DKK 1,299,238), consists of payments received from customers that may not be recognised until the subsequent financial year. In addition, the item comprises income from support and maintenance contracts where services will be provided in 2023.

18 Contractual obligations and contingencies, etc.

Other contingent liabilities

As management company, the Company is jointly taxed with other Danish group entities and is jointly and severally with other jointly taxed group entities for payment of income taxes as well as withholding taxes on interest, royalties and dividends.

Other financial obligations

Other rent and lease liabilities:

DKK	2023	2022
Rent and lease liabilities	9,479,903	4,384,193

Rent and lease liabilities totals DKK 9,479,903 (2022: DKK 4,384,193). DKK 3,644,454 (2022: DKK 3,566,043) falls due within a year and DKK 5,835,449 (2022: DKK 818,150) falls due after 2024.

19 Security and collateral

The Company has not provided any security or other collateral in assets at 31 December 2023.

20 Related parties

Nokia Denmark A/S' related parties comprise the following:

Parties exercising control

Related party	Domicile	Basis for control
Nokia Solutions and Networks Oy	Karakaari 7, 02610 Espoo, Finland	100% ownership

Information about consolidated financial statements

Parent	Domicile	Requisitioning of the parent company's consolidated financial statements
Nokia Oyj	Karakaari 7, 02610 Espoo, Finland	The consolidated financial statement can be requisitioned at https://www.nokia.com/about-us/investors/results-reports/

Related party transactions

The Company solely discloses related party transactions that have not been carried out on an arm's length basis, cf. section 98c(7) of the Danish Financial Statements Act.

All transactions have been carried out on an arm's length basis.

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"By my signature I confirm all dates and content in this document."

Henning Peter Goldbeck

Chairman

On behalf of: Nokia Denmark A/S

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2024-06-26 07:19:08 UTC



JOHANNA MARIA JUKKA

Board of Director

On behalf of: Nokia Denmark A/S

Serial number:

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IP: 131.228.xxx.xxx

2024-06-26 07:33:53 UTC



Lise Ferdinand Karstensen

Director

On behalf of: Nokia Denmark A/S

Serial number: 9396e4c1-1dd4-4bee-afd4-1ad82899f9af

IP: 131.228.xxx.xxx

2024-06-26 08:31:29 UTC



Lise Ferdinand Karstensen

Board of Director

On behalf of: Nokia Denmark A/S

Serial number: 9396e4c1-1dd4-4bee-afd4-1ad82899f9af

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Henrik Hartmann Olesen

DELOITTE STATS AUTORISERET REVISIONSPARTNERSELSKAB CVR:
33963556

State Authorised Public Accountant

On behalf of: Deloitte Statsautoriseret Revisionspart...

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2024-06-26 11:39:35 UTC



Henning Peter Goldbeck

Chair of the meeting

On behalf of: Nokia Denmark A/S

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