
WSP Danmark A/S

Linnés Alle 2, DK-2630 Taastrup

Annual Report for 1 January - 31 December 2023

CVR No 21 26 55 43

The Annual Report was
presented and adopted at the
Annual General
Meeting of the Company on
29/04 2024

Jeppé Hoppe Christensen
Chairman of the General
Meeting

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Management's Statement

The Executive Board and Board of Directors have today considered and adopted the Annual Report of WSP Danmark 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 on 31 December 2023 of the Company and of the results of the operations for 2023.

In our opinion, Management's Review includes a true and fair account of the matters addressed in the Review.

We recommend that the Annual Report be adopted at the Annual General Meeting.

Taastrup, 29 April 2024

Executive Board

Per Christensen
CEO

Board of Directors

Anna-Lena Kristina Öberg Högsta
Chairman

Per Christensen

Jeppe Hoppe Christensen

Per Møller-Jensen

Kristina Møberg Jensen
Staff Representative

Lars Brammer Nejrup
Staff Representative

Anette Andersen
Staff Representative

Independent Auditor's Report

To the Shareholder of WSP Danmark A/S

Opinion

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.

We have audited the Financial Statements of WSP Danmark A/S for the financial year 1 January - 31 December 2023, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies ("financial statements").

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 our report. We are independent of the Company 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.

Statement on Management's Review

Management is responsible for Management's Review.

Our opinion on the financial statements does not cover 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 Management's Review and, in doing so, consider whether 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 Management's Review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, in our view, Management's Review is in accordance with the Financial Statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement in Management's Review.

Independent Auditor's Report

- Evaluate the overall presentation, structure and contents of the financial statements, including the 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.

Hellerup, 29 April 2024

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Tue Stensgård Sørensen
State Authorised Public Accountant
mne32200

Thomas Lauritsen
State Authorised Public Accountant
mne34342

Company Information

The Company

WSP Danmark A/S
Linnés Alle 2
DK-2630 Taastrup

CVR No: 21 26 55 43

Financial period: 1 January - 31 December

Municipality of reg. office: Høje Taastrup

Board of Directors

Anna-Lena Kristina Öberg Högsta, Chairman
Per Christensen
Per Møller-Jensen
Jeppe Hoppe Christensen
Kristina Møberg Jensen
Lars Brammer Nejrup
Anette Andersen

Executive Board

Per Christensen

Auditors

PricewaterhouseCoopers
Statsautoriseret Revisionspartnerselskab
Strandvejen 44
DK-2900 Hellerup

Bankers

Jyske Bank

Management's Review

CSR: Statement on Corporate Social Responsibility

As the world prepares for the low-carbon transition, we remain focused on leading by example. Continuing to reduce our own carbon impact is vital. We are also committed to being the partner of choice for clients seeking climate resilience and sustainability solutions.

Our purpose as a company is to future-proof our cities and environment through consulting in the fields of environment, climate adaptation, construction, utilities, transport, and infrastructure. This may be the case, for example, when we work with sustainable solutions in construction, nature restoration and protection of society against the negative consequences of climate change.

Tomorrow's society will, in many ways, be different from the world we experience today. An important part of our approach lies in our flagship Future Ready® program, through which we support clients by providing advice and designs that keep the future in mind.

WSP's ESG efforts were recognized several times in 2023. WSP was recognized as the world's leading environmental and sustainability consulting firm in Environment Analyst's annual state of the industry report, and also earned three sustainability consulting awards from Environment Analyst - Creating Resilient & Sustainable Communities, Impact and Sustainability M&A of the Year.

Our material risks in environmental, social, personnel and justice areas, including human rights, as well as risks related to anti-corruption and bribery are the following:

Environmental risks:

- To a limited extent during fieldwork, exposure to hazardous chemicals harmful to the environment.
- Emission of greenhouse gases.

Social and personnel risks:

- Risk of accidents at work or work-related health problems.
- Lack of occupational safety and protection for employees.

Risks to human rights:

- Discrimination based on gender or ethnicity.
- Potential violations of the right to privacy or freedom of expression.

Risks of anti-corruption and bribery:

- Potential involvement in bribery activities or corrupt practices.

During 2023, all new employees have been trained in Code of Conduct and all existing employees have completed the annual refresher course. Completion of these courses are mandatory and is followed up until 100% completion rate has been reached.

Human Rights and Labour Rights

Our Global Human Rights Statement sets out WSP's commitment to respecting, supporting, and safeguarding human rights. We promote fair and equal treatment for all our people, regardless of race, ethnic origin, religion, age, sex, sexual orientation, gender identity, physical or mental disability or political belief.

Management's Review

The focal point for us in particular when we talk about human rights and labor rights, is the under-represented gender, in our case women, as well as the safety, health and well-being of employees.

WSP makes every effort to ensure that our people, clients, and assets are protected against threats and risks, including unplanned and undesired events such as natural or manmade disasters, accidents, crime, civil unrest that has the potential to cause harm to an employee or groups of employees.

All business partners must comply with applicable modern slavery and human trafficking laws and regulations and are expected to adopt practices that safeguard human rights in all their dealings as described in our Business Partner Code of Conduct.

In 2023, no breaches of human rights were identified.

We plan to continue the work and focus on human rights in 2024 among others through annual training of employees and awareness campaigns.

Inclusion and Diversity

WSP enthusiastically supports an inclusive workplace culture and drives towards a more diverse and balanced workforce. By creating an agile working environment, we support personal vitality, work-life balance and diversity by making WSP more accommodating for different people.

- Competences are always a crucial parameter in recruitment and promotions.
- Employees and job seekers have the same opportunities to pursue careers in the company, regardless of gender.
- Our company supports initiatives that induce more young people to choose the natural sciences educations.

Our company is in the technical/scientific industry, where there is no equal gender distribution, which is also reflected in our organization.

Management's Review

Parameter	2021	2022	2023
Incidents LTI (lost time incidents)	7	3	1
Near miss reports	7	14	19

WSP monitors the entire organization's attention on health and safety issues, by the number of reports of near misses and security observations that could have resulted in an incident.

We continued our work on WSP's Integrated Safety Management System (ISMS) for the registration of incidents, near miss incidents and safety observations. We use the ISMS data in our Health and Safety Management to:

- Remove and reduce risk that is observed.
- Monitor risks and incidents to communicate lessons learned and better ways of working.
- Improve work instructions and appropriate personal protective equipment.
- Provide training, procedures and guidance to employees and leaders.
- Document our focus on health & safety.

Sickness Absenteeism

In 2022, WSP Danmark had an average sickness absenteeism of 11.9 days which is above the industry average of 9.4 days (FRI's Industry Survey 2022, the 2023 report has not been published yet). If we exclude the long-term sick, we are likewise above the industry level of 6.0 sick days with our 8.2 days. In 2023 we have had close focus on sick leave with the aim of reducing it. Our attention is focused on long-term illness, stress related illness and recurrent short-term illness. Our efforts include proactive caring conversations and individually tailored plans to ensure a sustainable return to work. Efforts to reduce sick leave will continue in 2024.

Data Ethics

WSP's Information Security Policy Statement depends upon its information systems for its continued and successful operation. We hold data that is commercially and personally confidential. Our reputation with our clients and our employees depends on the care and diligence we exercise in keeping their information and WSP's information safe and secure.

This covers all types of information (including but not limited to information printed or written on paper, stored electronically, transmitted by post or using electronic means, shown on video, or spoken in conversation) and the means by which it is stored and shared. Information Security objectives are achieved by the implementation of a set of controls, including policies, practices, procedures, organizational structures and software functions. These information security controls are not limited to Information Technology but also include business operations, Legal, Procurement, Human Resources (HR), Estates and Health & Safety. Securing WSP's information is the responsibility of our entire business. WSP is committed to ensuring our Information Security is effective, as well as to continuous improvement to protect our information assets.

Management's Review

The objectives are to:

- Protect our clients, employees, and corporate information.
- Protect people, by ensuring our corporate resources are not used to harm our employees, harm other people or damage the resources of other organizations or people.
- Protect WSP by maintaining our brand and corporate identity.

We carefully protect the privacy of our employees, customers and other business partners. In our “Employee Privacy Notice”, “Global Privacy Policy” and “Global Information Classification and Handling Policy”, we have described our guidelines for how we collect, store, use, share, transmit, delete and in other ways process personal data.

WSP collects and processes data such as:

- Employment data: personal information about current, potential and former employees.
- Customer data: information on customers and potential customers.
- Information regarding business partners: contact information of consultants, contractors, suppliers, agents and other business partners.
- Contact information: personal data related to a person's name, position, company affiliation, postal address, phone numbers, SMS contact information, e-mail address and contact preferences.

Every year, all employees undergo mandatory digital training in data protection and information security. During the training, our employees are made aware of their duty to immediately notify our “Privacy Office” of any complaints, concerns or questions they may receive that are related to WSP's privacy practices or the personal data we process. Also, the introduction to GDPR is an integrated part of our onboarding program for new employees.

Responsibility for the Environment and Climate

Our sustainability strategy was slightly changed in 2023 to better match the global strategy. We started up the work of developing a common Nordic climate strategy which is planned to be launched in 2024. Our common goal will be to become climate neutral in our own footprint in 2030 and halve the CO₂ footprint in our projects by the year 2030.

Our action plan covers five areas:

- Our consultancy services: reduce our climate footprint in relation to our projects
- Our transport: reduction of transport between sites and in general
- Our offices: energy efficiency, sustainable canteens and green energy procurement
- Our purchasing: drawing up a plan for green procurement
- Our conduct: training of all staff in our code of conduct

Management's Review

The focus in 2024 will be:

- Empower leaders to better understand and communicate ethics-related issues
- Maintain a high level of awareness with respect to our Business Conduct Hotline
- Planning the annual reminder to employees regarding business courtesy exchanges

Ownership

WSP Danmark is a fully owned subsidiary of WSP Sverige AB and part of the Canadian company WSP Global Inc. which is one of the world's leading consulting engineering companies.

Expected Development

Market conditions remain healthy, and we are on track to exceed our 2024 strategic financial ambitions of ensuring annual growth and increased earnings on the bottom line.

Access to a huge range of services and skills worldwide by being part of WSP provides good opportunities for developing and growing the business. We are entering 2024 with renewed optimism and determination, and trust in our ability to develop solutions and deliver on our purpose. Based on this, we are optimistic about our goal for 2024 of progress on both the top and bottom lines. We expect a top line growth around 4-6% and a result before tax at the same level as in 2023.

Events after the Balance Sheet Date

As of 12 March 2024 the subsidiary Golder Associates A/S has been dissolved. The company had very limited activity due to transfer of activities to the parent company WSP Danmark A/S in February 2022. The dissolution has no material impact on the annual report for 2023.

Besides this no circumstances have occurred after the balance sheet dates that have had a material effect on the assessment of the annual report.

Notes to the Financial Statements

1 Revenue

	2023	2022
Geographical segments	TDKK	TDKK
Revenue, Denmark	569.464	522.596
Revenue, exports	<u>5.779</u>	<u>11.890</u>
	<u>575.243</u>	<u>534.486</u>
 Business segments		
Advisory services	553.304	515.080
Software and services	<u>21.939</u>	<u>19.406</u>
	<u>575.243</u>	<u>534.486</u>

2 Staff expenses

	2023	2022
	TDKK	TDKK
Wages and salaries	337.471	313.152
Pensions	2.300	1.959
Other social security expenses	4.281	3.779
Other staff expenses	<u>9.864</u>	<u>9.624</u>
	<u>353.915</u>	<u>328.514</u>
 Average number of employees	 <u>489</u>	 <u>475</u>

For 2023, remuneration to the Executive Board has not been disclosed in accordance with section 98B (3) of the Danish Financial Statements Act.

Notes to the Financial Statements

9 Property, plant and equipment

	Plant and machinery TDKK	Other fixtures and fittings, tools and equipment TDKK	Leasehold improve- ments TDKK
Cost at 1 January	4.644	17.170	3.861
Additions for the year	482	3.180	638
Disposals for the year	0	0	0
Cost at 31 December	5.126	20.350	4.499
Amortisation and impairment losses			
Impairment losses and depreciation at 1 January	3.587	10.392	2.516
Depreciation for the year	623	3.925	261
Reversal of impairment and of sold assets	0	0	0
Impairment losses and depreciation at 31 December	4.210	14.317	2.777
Carrying amount at 31 December	916	6.033	1.722

Notes to the Financial Statements

15 Provision for deferred tax

	2023	2022
	TDKK	TDKK
Provision for deferred tax at 1 January	21.567	20.972
Amounts recognised in the income statement for the year	<u>1.401</u>	<u>595</u>
Provision for deferred tax at 31 December	<u>22.968</u>	<u>21.567</u>
Intangible assets	2.697	1.901
Property, plant and equipment	-3.855	-4.409
Other receivables	-929	-803
Contract work in progress	50.786	55.289
Tax loss carry-forward	<u>-25.731</u>	<u>-30.411</u>
	<u>22.968</u>	<u>21.567</u>

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16 Other Provision

Other provisions consist of provisions for expected future costs on closed projects, including any guarantee costs.

	2023	2022
	TDKK	TDKK
Other provisions	<u>7.500</u>	<u>10.000</u>
	<u>7.500</u>	<u>10.000</u>

17 Deferred income

Deferred income comprises various pre-invoiced income.

Notes to the Financial Statements

20 Fee to auditors appointed at the general meeting

	2023	2022
PricewaterhouseCoopers	TDKK	TDKK
Audit fee	386	290
Other assurance engagements	144	40
Tax advisory services	50	50
Non-audit services	107	146
	<u>687</u>	<u>526</u>

21 Subsequent events

As of 12 March 2024 the subsidiary Golder Associates A/S has been dissolved. The company had very limited activity due to transfer of activities to the parent company WSP Danmark A/S in February 2022. The dissolution has no material impact on the annual report for 2023.

Besides this no circumstances have occurred after the balance sheet dates that have had a material effect on the assessment of the annual report.

Notes to the Financial Statements

22 Accounting Policies

The financial statements are presented in accordance with the Danish Financial Statements Act (class C).

The company has decided not to prepare consolidated financial statements with the 100% owned subsidiary Golder Associates A/S with reference to section 112 of the Danish Financial Statement Act, as the company is part of the consolidated financial statements of the company's ultimate parent, WSP Global Inc., Canada.

Apart from this the accounting policies set out below have been applied consistently in the financial statements for all the years presented.

Considering all the policies applied, management regards the following as the most significant accounting policies for the recognition and measurement of reported amounts.

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

Cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act and to the cash flow statement included in the consolidated financial statements of WSP Global Inc., the Company has not prepared a cash flow statement.

Recognition and measurement

Revenue is recognised in the income statement as earned. Furthermore, value adjustments of financial assets and liabilities measured at fair value or amortised cost are recognised. All expenses incurred to achieve the earnings for the year are recognised in the income statement, including depreciations, amortisations, impairment losses and provisions as well as reversals due to changed accounting estimates of amounts that have previously been recognised in the income statement.

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

Liabilities are recognised in the balance sheet when it is probable that future economic benefits will flow out of the Company, and the value of the liability can be measured reliably.

Assets and liabilities are initially measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Notes to the Financial Statements

Translation of foreign currency

Transactions in foreign currencies are translated into the functional currency at the exchange rate at the transaction date. Exchange differences arising due to differences between the transaction date rates and the rates at the dates of payment are recognised in financial income and expenses in the income statement.

Receivables, payables and other monetary items in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the rates at the time when the receivable or the debt arose are recognised in financial income and expenses in the income statement.

Fixed assets acquired in foreign currencies are measured at the transaction date rates.

Income Statement

Revenue

Revenue from the sale of goods is recognised when the risks and rewards relating to the goods sold have been transferred to the purchaser, the revenue can be measured reliably, and it is probable that the economic benefits relating to the sale will flow to the Company.

Contract work in progress (construction contracts) is recognised at the rate of completion, which means that revenue equals the selling price of the work completed for the year (percentage-of-completion method). This method is applied when total revenues and expenses in respect of the contract and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Company. The stage of completion is determined based on the ratio between the expenses incurred and the total expected expenses of the contract.

Services are recognised at the rate of completion of the service to which the contract relates by using the percentage-of-completion method, which means that revenue equals the selling price of the service completed for the year. This method is applied when total revenues and expenses in respect of the service and the stage of completion at the balance sheet date can be measured reliably, and it is probable that the economic benefits, including payments, will flow to the Company. The stage of completion is determined based on the ratio between the expenses incurred and the total expected expenses of the service.

Revenue is measured at the consideration received and is recognised exclusive of VAT and net of discounts relating to sales.

Other external expenses

Other external expenses comprise indirect production costs and expenses for premises, sales, distribution as well as office expenses, etc.

Notes to the Financial Statements

Deferred tax assets and liabilities

Deferred income tax is measured using the balance sheet liability method in respect of temporary differences arising between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes on the basis of the intended use of the asset and settlement of the liability, respectively.

Deferred tax assets are measured at the value at which the asset is expected to be realised, either by elimination in tax on future earnings or by set-off against deferred tax liabilities within the same legal tax entity.

Deferred tax is measured based on the tax rules and tax rates that will be effective under the legislation at the balance sheet date when the deferred tax is expected to crystallise as current tax.

Current tax receivables and liabilities

Current tax liabilities and receivables are recognised in the balance sheet as the expected taxable income for the year adjusted for tax on taxable incomes for prior years and tax paid on account. Extra payments and repayment under the on-account taxation scheme are recognised in the income statement in financial income and expenses.

Financial debts

Debts are measured at amortised cost, substantially corresponding to nominal value.

Deferred income

Deferred income comprises payments received in respect of income in subsequent years.

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Per Møller-Jensen

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Jeppe Hoppe Christensen

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Anette Andersen

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Kristina Møberg Jensen

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Anna-Lena Kristina Öberg Högsta

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Lars Brammer Nejrup

Underskriver

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Per Christensen

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Thomas Lillemose Lauritsen

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På vegne af: Annette Lew

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Tue Stensgaard Sørensen

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