

Ørsted Services A/S

Annual report for 2021

CVR no. 27 44 64 85

(18th Financial year)

Adopted at the annual general meeting on 30 May
2022

Vibeke Rohde
chairman

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Statement by management on the annual report

The board of directors and the executive board have today discussed and approved the annual report of Ørsted Services A/S for the financial year 1 January - 31 December 2021.

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 company's financial position at 31 December 2021 and of the results of the company's operations for the financial year 1 January - 31 December 2021.

In our opinion, management's review includes a fair review of the matters dealt with in the management's review.

Management recommends that the annual report should be approved at the annual general meeting.

Skærbæk, 19 May 2022

Executive board

Jeppe Hoff Nielsen

Board of directors

Daniel Lerup
chairman

Henriette Fenger Ellekrog
deputy chairman

Jeppe Hoff Nielsen

Sheikh Ammar Ali Azmat
employee representative

Independent auditor's report

To the shareholder of Ørsted Services 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 2021 and of the results of the Company's operations for the financial year 1 January - 31 december 2021 in accordance with the Danish Financial Statements Act.

We have audited the Financial Statements of Ørsted Services A/S for the financial year 1 January - 31 December 2021, which comprise a summary of significant accounting policies, income statement, balance sheet, statement of changes in equity and notes ("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

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 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 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 these 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 scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's 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 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.

Copenhagen, 19 May 2022

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab
CVR no. 33 77 12 31

Anders Stig Lauritsen
State Authorised Public Accountant
MNE no. mne32800

Company details

The company

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7000 Fredericia

Telephone: +45 99 55 11 11

E-mail: info@orsted.dk

Website: www.orsted.com

CVR no.: 27 44 64 85

Reporting period: 1 January - 31 December 2021

Financial year: 18th financial year

Domicile: Fredericia

Board of directors

Daniel Lerup, chairman
Henriette Fenger Ellekrog, deputy chairman
Jeppe Hoff Nielsen
Sheikh Ammar Ali Azmat, employee representative

Executive board

Jeppe Hoff Nielsen

Auditors

PricewaterhouseCoopers
Statsautoriseret Revisionspartnerselskab
Strandvejen 44
2900 Hellerup

Consolidated financial statements

The company is reflected in the group report as the parent company Ørsted A/S, Fredericia, CVR no. 36 21 37 28

The group report of Ørsted A/S, Fredericia, CVR no. 36 21 37 28 can be obtained at the following address:

www.orsted.com/en/investors/ir-material/financial-reports-and-presentations

Financial highlights

Seen over a 5-year period, the development of the Company may be described by means of the following financial highlights:

	2021	2020	2019	2018	2017
	TDKK	TDKK	TDKK	TDKK	TDKK
Key figures					
Profit/loss					
Revenue	2.579.454	2.567.839	2.537.021	2.238.457	2.038.934
Profit/loss before amortisation/depreciation and impairment losses	162.414	100.537	122.684	100.676	88.472
Profit/loss before net financials	118.193	47.979	78.929	65.615	59.016
Net financials	-2.718	21	3.896	3.180	2.601
Profit/loss for the year	89.842	37.073	66.961	59.568	41.271
Balance sheet					
Balance sheet total	864.028	1.033.174	881.918	828.492	782.545
Investment in property, plant and equipment	32.198	65.871	87.694	12.876	35.162
Equity	421.180	349.356	387.389	320.829	255.237
Number of employees	1.319	1.317	1.329	1.208	1.124
Financial ratios					
EBIT margin	4,6%	1,9%	3,1%	2,9%	2,9%
Net interest-bearing debt	91.789	459.928	135.530	237.138	108.354
Interest-bearing debt relative to EBITDA	0,57	4,57	1,10	2,36	1,22
Financial gearing	0,22	1,32	0,35	0,74	0,42
EBITDA margin	6,3%	3,9%	4,8%	4,5%	4,3%

The financial ratios are calculated in accordance with 'Recommendations & Financial Ratios' published by the Danish Society of Financial Analysts. For definitions, see the summary of significant accounting policies.

Management's review

Business review

Ørsted Services A/S aims to run a business within the energy sector and related activities.

Ørsted Services A/S' activities in 2021 have primarily been delivery of services to other companies within the Ørsted group.

Recognition and measurement uncertainties

The recognition and measurement of items in the annual report is not associated with any uncertainty.

Some estimates are made in connection with the preparation of the annual report. The most important estimates have been made in connection with the measurement of intangible assets. Intangible assets are primarily costs which are capitalized in connection with the development of IT systems, which are used in the Ørsted Group. In connection with this an estimate of the economic life is made. It is not considered to be significant uncertainty associated with the estimates.

Unusual matters

The company's financial position at 31 December 2021 and the results of its operations for the financial year ended 31 December 2021 are not affected by any unusual matters.

Financial review

The company's income statement for the year ended 31 December 2021 shows a profit of TDKK 89.842, and the balance sheet at 31 December 2021 shows equity of TDKK 421.180.

Expected development of the company

The management expects a profit for 2022 at the same level as in 2021.

The company's knowledge resources if of particular importance to its future earnings

In order to achieve our vision of leading the energy transformation, it is essential that we can attract and retain skilled employees. We believe that well-being, both at and outside work are helping to create long-term job satisfaction and ultimately better results. Therefore, we want to create the best possible framework for a sustainable work life where people are energised to make a difference every day. We take the initiative to maintain a good sense of community and collaboration among colleagues, meaningful and challenging tasks, good management as well as sustained focus on professional development and learning. In addition, we offer healthy food, fitness facilities, as well as tools that help to prevent such as lack of sleep and stress.

Environment

The company's activities are primarily administrative in nature and do not have significant impact on the external environment. The environmental impact of the company's operations is minimised by focusing on resource management such as energy savings and recycling of our waste.

Management's review

Profit/(loss) for the year relative to the expectations most recently expressed

Financial performance for 2021 matched the expectations assumed.

Statutory corporate social responsibility report

In pursuance of Section 99a (6) of the Danish Financial Statements Act, the Company has omitted information on corporate social responsibility. Reference is made to the Annual Report (orsted.com/en/Investors/IR-material/Financial-reports-and-presentations) and sustainability report (orsted.com/sustainability/reporting) 2020 of Ørsted A/S.

Policies on the underrepresented gender

Description of target figures for the underrepresented gender

Target figures for the underrepresented gender

Due to equal representation of men and women in the board of directors in accordance with the rules in Section 99b in the Danish Financial Statements Act, no targets for the share of the underrepresented gender have been set.

Description of policies for the underrepresented gender

Policies for the underrepresented gender

We seek to ensure everyone, regardless of their demography or location, has equal opportunity to help deliver our vision. We have defined our 2023 goals around gender balance in senior leadership.

To support our gender diversity goals, we have a 66/34 gender balance among participants in our 2020 high-potential development programmes. By 2023, we aim for this balance to be 60/40.

To bring in more diverse talent, we encourage all candidates to apply, regardless of gender, race, age and cultural background; we have introduced a new format for our job ads, with the specific aim of making them more appealing to diverse candidates. Recruitment processes include an expectation of diverse shortlists, reduction of bias in interviews, and a diverse interview panel.

Management's review

Description of how the company translates its policies on the underrepresented gender into action

We have trained managers to reduce unconscious bias during people review meetings and job interviews, and our senior leaders are building more diversity in our talent pipelines. We have also introduced an inclusion index into our 2020 annual employee satisfaction survey to help all managers understand the sense of inclusion in their team. We conducted an inclusion survey which had a 60 % response rate and have set a goal of encouraging a multi-cultural mix at leadership levels globally.

High-potential diverse talents are identified in the annual People Review process and have a structured dialogue about development wishes and possibilities in the following People Development Dialogue.

Ørsted has joined 'the UN Convention on the Elimination of All Forms of Discrimination against Women'.

Description of the results achieved from the company's efforts to increase the ratio of the underrepresented gender

Since 2018, we have progressed from 90/10 (male/female ratio) to 80/20 at senior leadership levels (Leadership Conference) due to a focus on gender diversity in promotions and recruitment at senior levels.

Statement of policy for data ethics

In pursuance of Section 99d of the Danish Financial Statements Act, the Company has omitted information on data ethics. Reference is made to the Data Ethics statement 2021 of Ørsted A/S: <https://orsted.com/en/about-us/corporate-governance/data-ethics-report>

Accounting policies

The annual report of Ørsted Services A/S for 2021 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to large enterprises of reporting class C.

The accounting policies applied are consistent with those of last year.

The annual report for 2021 is presented in TDKK.

Pursuant to sections §112, of the Danish Financial Statements Act, the company has not prepared consolidated financial statements.

Basis of recognition and measurement

Income is recognised in the income statement as earned, including value adjustments of financial assets and liabilities. All expenses, including amortisation, depreciation and impairment losses, are also recognised in the income statement.

Assets are recognised in the balance sheet when it is probable that future economic benefits 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 from the company and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. On subsequent recognition, assets and liabilities are measured as described below for each individual accounting item.

Certain financial assets and liabilities are measured at amortised cost using the effective interest method. Amortised cost is calculated as the historic cost less any installments and plus/less the accumulated amortisation of the difference between the cost and the nominal amount.

On recognition and measurement, allowance is made for predictable losses and risks which occur before the annual report is presented and which confirm or invalidate matters existing at the balance sheet date.

Income statement

Information of revenue

Information is provided on geographical markets. The information is provided in consideration of the company's accounting policies, risks and management control.

Accounting policies

Revenue

Revenue comprise the sale of services to companies in the Ørsted Group. The services are recognised in the income statement when delivery and transfer of risk to the buyer have taken place before year-end. Revenue is recognised exclusive of VAT and net of discounts relating to sales.

Other operating income

Other operating income comprises items of a secondary nature relative to the company's activities, including gains on the sale of intangible assets and property, plant and equipment.

Other operating expenses

Other operating expenses comprise items of a secondary nature relative to the company's activities, including losses on the sale of intangible assets and property, plant and equipment.

Other external expenses

Other external expenses include expenses related 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 pensions, as well as other social security contributions, etc. made to the entity's employees. The item is net of refunds made by public authorities.

The share programme is initially classified as an equity-based scheme as the program settles in shares in Ørsted A/S. The fair value of the performance-based share units (PSUs) and estimates of the number of PSU's granted are measured at the time of granting and is recognised:

- in the income statement under employee costs over the vesting period, and
- in the balance sheet under equity over the vesting period.

Amortisation, depreciation and impairment losses

Amortisation, depreciation and impairment losses comprise the year's amortisation, depreciation and impairment of intangible assets and property, plant and equipment.

Financial income and expenses

Financial income and expenses are recognised in the income statement at the amounts relating to the financial year. Net financials include interest income and expenses, financial expenses relating to finance leases, realised and unrealised capital/exchange gains and losses on securities and foreign currency transactions and surcharges and allowances under the advance-payment-of-tax scheme, etc.

Profit/loss from investments in subsidiaries and associates

Dividend from investments is recognised in the reporting year in which the dividend is declared.

Accounting policies

Tax on profit/loss for the year

The company is subject to the Danish rules on compulsory joint taxation of the Ørsted Group's Danish subsidiaries. Subsidiaries participate in the joint taxation arrangement from the time when they are included in the consolidated financial statements and until the time when they withdraw from the consolidation.

On payment of joint taxation contributions, the current Danish income tax is allocated between the jointly taxed Danish entities in proportion to their taxable income. Danish entities with tax losses receive joint taxation contributions from the ultimate parent company (the management company), Ørsted A/S equivalent to the tax base of the tax losses utilised (full allocation), while Danish entities that utilise tax losses in other entities pay joint taxation contributions to the Ørsted A/S equivalent to the tax base of the utilised losses.

Tax for the year, which comprises the current tax charge for the year and changes in the deferred tax charge, 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.

Balance sheet

Intangible assets

Development projects, patents and licences

Development costs comprise costs directly and indirectly attributable to the company's development activities.

Developments projects recognised in the balance sheet are measured at cost less accumulated amortisation and impairment losses.

Following the completion of the development work, development costs are amortised on a straight-line basis over the estimated useful life. The amortisation period is usually five years.

Tangible assets

Tangible assets are measured at cost less accumulated depreciation and impairment losses.

The depreciable amount is cost less the expected residual value at the end of the useful life. Property, plant and equipment in progress are not depreciated.

Cost comprises the purchase price and any costs directly attributable to the acquisition until the date when the asset is available for use. The cost of self-constructed assets comprises direct and indirect costs of materials, components, sub-suppliers and wages.

Straight-line depreciation is provided on the basis of the following estimated useful lives of the assets:

Accounting policies

	Useful life
Other fixtures and fittings, tools and equipment	3-5 years
Leasehold improvements	8-9 years

The residual value of the company's property, plant and equipment is reassessed annually.

Investments in subsidiaries and associates

Investment in subsidiaries and associates are measured at cost. If cost exceeds the recoverable amount, a write-down is made to this lower value. Cost is written down to the extent that dividend distributed exceeds the accumulated earnings after the date of takeover. Where the parent company has a legal or constructive obligation to cover the companies' negative balances or obligations, such obligation is recognised as a liability.

Impairment of fixed assets

The carrying amount of property, plant and equipment and investments in subsidiaries and associates is reviewed for impairment, other than what is reflected through normal amortisation and depreciation, on an annual basis.

Where there is evidence of impairment, an impairment test is performed for each individual asset or group of assets. Write-down is made if the recoverable amount is lower than the carrying amount.

The recoverable amount is the higher of the net present value and the value in use less expected costs to sell. The net present value is determined as the present value of the anticipated net cash flows from the use of the asset or group of assets and the anticipated net cash flows from the disposal of the asset or group of assets after the end of their useful life.

Receivables

Receivables, which include trade receivables, receivables from group entities and other receivables, are measured at amortised cost.

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 is impaired, an impairment loss for that individual asset is recognised.

Prepayments

Prepayments recognised under 'Current assets' comprises expenses incurred concerning subsequent financial years.

Cash and cash equivalents

Cash and cash equivalents comprise cash.

Accounting policies

Equity

Dividends

Proposed dividends are disclosed as a separate item under equity. Dividends are recognised as a liability when declared by the annual general meeting of shareholders.

Income tax and deferred tax

Current tax liabilities and current tax receivables are recognised in the balance sheet as the estimated tax on the taxable income for the year, adjusted for tax on the taxable income for previous years and tax paid on account.

Deferred tax is measured according to the liability method in respect of temporary differences between the carrying amount of assets and liabilities and their tax base, calculated on the basis of the planned use of the asset and settlement of the liability, respectively. Deferred tax is measured at net realisable value.

Deferred tax is measured according to the tax rules and at the tax rates applicable in the respective countries at the balance sheet date when the deferred tax is expected to crystallise as current tax. Deferred tax adjustments resulting from changes in tax rates are recognised in the income statement, with the exception of items taken directly to equity.

Deferred tax assets, including the tax base of tax losses allowed for carry forward, are measured at the value to which the asset is expected to be realised, either as a set-off against tax on future income or as a set-off against deferred tax liabilities within the same legal tax entity. Any deferred net tax assets are measured at net realisable value.

Liabilities

Liabilities, which include trade payables, payables to group entities and other payables, are measured at amortised cost, which is usually equivalent to nominal value.

Foreign currency translation

On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and at the date of payment are recognised in the income statement as financial income or financial expenses. If foreign currency instruments are considered cash flow hedges, any unrealised value adjustments are taken directly to a fair value reserve under 'Equity'.

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rates 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 latest financial statements is recognised in the income statement as financial income or financial expenses.

Accounting policies

Fixed assets acquired in foreign currencies are translated at the exchange rate at the transaction date.

Cash flow statement

In pursuance of Section 86(4) of the Danish Financial Statements Act, the company has omitted preparing a cash flow statement as the company's cash flow is included in the consolidated cash flow statement of Ørsted A/S.

Financial highlights

Definitions of financial ratios.

EBIT margin	$\frac{\text{Profit/loss before financials} \times 100}{\text{Revenue}}$
Net interest-bearing debt	Interest-bearing liabilities - Interest-bearing assets
Interest-bearing debt relative to EBITDA	Net interest-bearing debt / EBITDA
Financial gearing	Net interest-bearing debt / Equity
EBITDA margin	$\frac{\text{EBITDA} \times 100}{\text{Revenue}}$

Income statement 1 January - 31 December

	Note	2021 TDKK	2020 TDKK
Revenue	1	2.579.454	2.567.839
Other operating income		881	1.925
Other external expenses		-1.367.004	-1.378.643
Gross profit		1.213.331	1.191.121
Staff costs	2	-1.050.917	-1.090.584
Profit/loss before amortisation/depreciation and impairment losses		162.414	100.537
Depreciation, amortisation and impairment of intangible assets and property, plant and equipment		-44.221	-52.558
Profit/loss before net financials		118.193	47.979
Financial income	3	12.297	15.877
Financial costs	4	-15.015	-15.856
Profit/loss before tax		115.475	48.000
Tax on profit/loss for the year	5	-25.633	-10.927
Profit/loss for the year		89.842	37.073
Distribution of profit	6		

Balance sheet 31 December

	Note	2021 TDKK	2020 TDKK
Assets			
Completed development projects		0	0
Intangible assets	7	0	0
Other fixtures and fittings, tools and equipment		96.948	105.770
Leasehold improvements		23.381	26.721
Property, plant and equipment in progress		5.436	5.296
Tangible assets	8	125.765	137.787
Investments in subsidiaries	9	137.905	87.905
Deferred tax assets		58.342	58.675
Fixed asset investments		196.247	146.580
Total non-current assets		322.012	284.367
Trade receivables		1.944	9.851
Receivables from group companies	10	384.492	554.237
Other receivables		24.820	32.139
Prepayments	11	123.647	141.641
Receivables		534.903	737.868
Cash at bank and in hand		7.113	10.939
Total current assets		542.016	748.807
Total assets		864.028	1.033.174

Balance sheet 31 December

	<u>Note</u>	<u>2021</u> TDKK	<u>2020</u> TDKK
Equity and liabilities			
Share capital		500	500
Retained earnings		<u>420.680</u>	<u>348.856</u>
Equity	12	<u>421.180</u>	<u>349.356</u>
Trade payables		169.154	252.087
Payables to group companies		70.597	136.583
Corporation tax		24.591	18.556
Other payables		<u>178.506</u>	<u>276.592</u>
Total current liabilities		<u>442.848</u>	<u>683.818</u>
Total liabilities		<u>442.848</u>	<u>683.818</u>
Total equity and liabilities		<u><u>864.028</u></u>	<u><u>1.033.174</u></u>
Subsequent events	13		
Contingent liabilities	14		
Related parties and ownership structure	15		
Fee to auditors appointed at the general meeting	16		

Statement of changes in equity

	Share capital	Retained earnings	Total
	TDKK	TDKK	TDKK
Equity at 1 January 2021	500	348.856	349.356
Transfers, reserves	0	-18.018	-18.018
Net profit/loss for the year	0	89.842	89.842
Equity at 31 December 2021	500	420.680	421.180

Transfer TDKK -18.846 regards share based payment.
Transfer TDKK 828 regards tax on share based payment.

Notes

	<u>2021</u> TDKK	<u>2020</u> TDKK
1 Revenue		
Sale of services	2.235.359	2.130.028
Other revenue	<u>344.095</u>	<u>437.811</u>
Total revenue	<u>2.579.454</u>	<u>2.567.839</u>
Geographical segments		
Denmark	<u>2.579.454</u>	<u>2.567.839</u>
Total revenue	<u>2.579.454</u>	<u>2.567.839</u>

Notes

	<u>2021</u> TDKK	<u>2020</u> TDKK
2 Staff costs		
Wages and salaries	940.704	979.820
Pensions	86.148	86.153
Other social security costs	16.838	15.340
Other staff costs	<u>7.227</u>	<u>9.271</u>
	<u>1.050.917</u>	<u>1.090.584</u>
Average number of employees	<u>1.319</u>	<u>1.317</u>

According to section 98 B(3) of the Danish Financial Statements Act, remuneration to the executive board has not been disclosed.

The executive board and a limited number of other members of senior management participate in our share programme established in 2016. As a condition for the award of performance share units (PSUs), the participant must own a number of shares in Ørsted A/S, corresponding to a part of the individual participant's annual base salary. The ownership requirement is between 15%-75% of the fixed salary. If the participants meet the shareholding requirement at the award date, the participants will each year be awarded a number of PSU's, representing a value corresponding to 15%-20% of the annual base salary at the award date.

The awarded PSU's have a vesting period of approx. three years, after which each PSU entitles the holder to receive one share free of charge. The final number of PSU's for each participant will be determined based on Ørsted A/S's total shareholder return compared to 10 European peer energy companies. The rate will vary from 0% to 200% of the number that is set as target for the awarded PSU's. The maximum value is 30%-40% of the fixed annual salary at the time of granting. In addition to this also comes the change in fair value of the Ørsted share since grant. The highest rate will be triggered if Ørsted A/S delivers the highest return of the peer companies. For each lower position the number of PSU's will decline by 20 percentage points. For example, a second place entitles the participants to 180% of the target. If Ørsted A/S is number 11 in the comparison, the participants will receive no PSU's. The right to PSU's is subject to continued employment

Notes

	2021 TDKK	2020 TDKK
3 Financial income		
Financial income, group companies	3	8
Other financial income	46	108
Exchange gains	12.248	15.761
	12.297	15.877
4 Financial costs		
Financial expenses, group companies	181	304
Other financial costs	288	954
Exchange loss	14.546	14.598
	15.015	15.856
5 Tax on profit/loss for the year		
Current tax for the year	25.419	31.095
Deferred tax for the year	333	-20.169
Adjustment of tax concerning previous years	-119	-3.606
Adjustment of deferred tax concerning previous years	0	3.607
	25.633	10.927
6 Distribution of profit		
Retained earnings	89.842	37.073
	89.842	37.073

Notes

7 Intangible assets

	Completed development projects TDKK
Cost at 1 January 2021	519.162
Cost at 31 December 2021	519.162
Impairment losses and amortisation at 1 January 2021	519.162
Impairment losses and amortisation at 31 December 2021	519.162
Carrying amount at 31 December 2021	0

8 Tangible assets

	Other fixtures and fittings, tools and equipment TDKK	Leasehold improvements TDKK	Property, plant and equipment in progress TDKK
Cost at 1 January 2021	313.427	29.341	5.296
Additions for the year	19.217	0	12.981
Transfers for the year	12.841	0	-12.841
Cost at 31 December 2021	345.485	29.341	5.436
Impairment losses and depreciation at 1 January 2021	289.418	2.620	0
Impairment losses for the year	-40.881	0	0
Depreciation for the year	0	3.340	0
Impairment losses and depreciation at 31 December 2021	248.537	5.960	0
Carrying amount at 31 December 2021	96.948	23.381	5.436

Notes

	2021 TDKK	2020 TDKK
9 Investments in subsidiaries		
Cost at 1 January 2021	87.905	87.905
Additions for the year	50.000	0
Cost at 31 December 2021	137.905	87.905
Carrying amount at 31 December 2021	137.905	87.905

Investments in subsidiaries are specified as follows:

Name	Registered office	Ownership interest	Equity	Profit/loss for the year
Ørsted Polska Sp. z o.o.	Poland	100%	19.756	9.380
Ørsted Services Malaysia Sdn. Bhd.	Malaysia	100%	31.362	5.319
Ørsted (UK) Limited	England	100%	94.766	61.772
Ørsted Kraftwerke Holding GmbH	Germany	100%	40.397	-21

During 2021 Ørsted Service A/S invested TDKK 50.000 in Ørsted Nature Based Solution A/S. The first annual report for Ørsted Nature Based Solution A/S has not yet been prepared.

10 Receivables from group companies

The company's receivables from group companies includes TDKK 84.676 in a cash pool scheme with the parent company, Ørsted A/S (2020: TDKK 448.989).

11 Prepayments

Prepayments comprise prepaid expenses regarding rent, insurance premiums, subscriptions and interest as well as fair value adjustments of derivative financial instruments with a positive fair value.

Notes

12 Equity

The share capital consists of 1 share of a nominal value of TDKK 500. No shares carry any special rights.

There have been no changes in the share capital during the last 5 years.

13 Subsequent events

No events have occurred after the balance sheet date which could significantly affect the company's financial position.

14 Contingent liabilities

Liability in joint taxation

The group's danish companies are jointly and severally liable for tax on group jointly taxes income, etc. Reference is made to the annual report for Ørsted A/S, the administration company in relation to joint taxation. The group's danish companies are also jointly and severally liable for Danish withholding taxes on dividends, royalties and interests within the group of jointly taxed entities. Any subsequent corrections to income and withholding taxes may result in an increase in the entities' liability.

The group's danish entities have joint and several liability for joint VAT registration.

Notes

15 Related parties and ownership structure

Controlling interest

Ørsted A/S, Kraftværksvej 53, 7000 Fredericia (parent company).

Other related parties

The Danish State represented by the Ministry of Finance.
Group and associated companies.
Board of directors, executive board and senior executives.

Transactions

Leasing of storage facilities, annual lease commitment DKK 1.0 million. Leased by BB and CC Jensen. The lease has been entered into on market terms.

Ownership structure

According to the company's register of shareholders, the following shareholder holds at least 5% of the votes or at least 5% of the share capital:

Ørsted A/S

16 Fee to auditors appointed at the general meeting

In pursuance of Section 96(3) of the Danish Financial Statements Act, the company has omitted providing information on audit fees as the company is fully consolidated in Ørsted A/S's consolidated financial statements, in which the audit fees for the Group as a whole are disclosed.