

Rambøll Danmark A/S

Annual Report 2021

CVR number 35128417

The Annual Report was presented and approved at the annual general meeting on 30 March 2022.

Chair

A handwritten signature in black ink, consisting of several overlapping, slanted strokes, positioned above a horizontal line.

Rambøll Danmark A/S, Hannemanns Allé 53, DK-2300 København S

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The board of directors and the executive board have today considered and adopted the Annual Report of Rambøll Danmark A/S for 2021.

The Annual Report is prepared in accordance with the Danish Financial Statements Act. We consider the accounting policies applied and the accounting estimates made reasonable. In our opinion, the Annual Report give a true and fair view of the financial position at 31 December 2021 of the Company and of the results of the Company operations for 2021.

In our opinion, the Director's Report includes a true and fair view of the development in the operations and financial positions of the Company and of the results for the year as well as the financial position.


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

Copenhagen, 30 March 2022

Executive Board:



Ib Enevoldsen



Søren Thomas Brøndum



Asger Knudsen



Richard John Beard



Hannes Reuter



Jesper Dalsgaard Jensen

Board of Directors:



Mathew John Riley
(Chair)



Marianne Sørensen Henriksen
(Vice chair)



Michael Thorndahl Simmelsgaard



Stephen John Whitham
(Employee elected board member)



Peter Gotlieb Dernert
(Employee elected board member)



Peter Heymann Andersen

To the shareholder of Rambøll 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 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 Rambøll Danmark A/S for the financial year 1 January - 31 December 2021, 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 Director's Report

Management is responsible for Director's Report.

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

Based on the work we have performed, in our view, Director's Report 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 Director'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 judgment 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.
- 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.

Hellerup, 30 March 2022

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR no. 33 77 12 31

Anders Stig Lauritsen

State Authorised Public Accountant
mne32800

Kim Danstrup

State Authorised Public Accountant
mne32201

Company information

Name:	Rambøll Danmark A/S
Domicile:	Hannemanns Allé 53, Copenhagen
CVR number:	35128417
Municipality of domicile:	Copenhagen
Ownership:	Rambøll Danmark A/S is wholly owned by Rambøll Gruppen A/S
Board of Directors	<p>Mathew John Riley, Chair, Group Chief Operating Officer, Geographies Marianne Sørensen Henriksen, Vice Chair, Group CFO Michael Thorndahl Simmelsgaard, Executive Director Peter Heymann Andersen, Executive Director</p> <p>Stephen John Whitham (E) Peter Gotlieb Dernert (E) (E) = Employee elected board members</p>
Executive Board:	<p>Ib Enevoldsen, Managing Director Asger Knudsen, Executive Director Jesper Dalgaard Jensen, Executive Director Søren Thomas Brøndum, Executive Director Hannes Reuter, Executive Director Richard John Beard, Executive Director</p>
Lawyer:	<p>Steen Rode Bech Bruun Langelinie Allé 35 DK-2100 Copenhagen Ø</p>
Auditor:	<p>PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab Strandvejen 44 DK-2900 Hellerup</p>
Bank:	<p>Nordea Danmark A/S Grønfjordsvej 10 DK-2300 Copenhagen S</p>
Consolidated Financial Statements:	<p>The Annual Report for Rambøll Danmark A/S is included in the Group Annual Report for Rambøll Gruppen A/S, Hannemanns Allé 53, Copenhagen, Denmark, CVR number 10160669, where the Group Annual Report can be obtained.</p>

As in previous years, the main activities in Rambøll Danmark A/S is to provide consulting and engineering services both to the public and the private sector.

Structure

The Company Structure in Rambøll Danmark A/S is divided into five main areas; Buildings, Transport, Water, Environment & Health and Energy, with regional business units and a number of subsidiaries and associates.

Development in 2021

The outlook for 2021 was better than what was achieved in 2020. This is also reflected in the results for 2021.

The Company's result before financial income and expenses amounts to DKK 180 million compared to DKK 120 million in 2020, a increase of 50 %. Profit margin was 6.2 % compared to 4.4 % in 2020. Profit before tax amounts to DKK 171 million compared to DKK 117 million the year before. The Energy and Buildings were influenced the most in 2020, but also regained the most in 2021.

Considering the pandemic crises we find that the company has delivered a satisfactory result.

Liquidity and risks

Cash at hand and in bank including deposits on group cash pool accounts constitutes DKK 766 million at balance sheet date compared to DKK 694 million the previous year. The increase is driven by tighter working capital management, and temporary effects from the Government Corona initiatives.

The Company operates with commercial and financial risks, which are not considered to deviate from what is considered normal for similar companies. This particularly applies to consultancy, for which a professional liability insurance has been taken out. For certain areas total services, including services most often supplied by constructors, are provided which does not influence the total risk significantly.

Corporate social responsibility

Reference is made to the consolidated Annual Report of Rambøll Gruppen A/S, CVR-nr. 10160669.

Data ethics

Reference is made to the consolidated Annual Report of Rambøll Gruppen A/S, CVR-nr. 10160669.

Employees, diversity and inclusion

In line with our Fundamentals and our commitment to the ten UN Global Compact principles, Ramboll respects all employees, allowing them the same professional opportunities regardless of gender, race, age, cultural background, religion or sexual orientation. As stated in our Freedom of Association Policy, all Ramboll businesses uphold the freedom of association and the right to collective bargaining. Ramboll has a zero-tolerance policy to all forms of forced and compulsory labor. We respect labor rights of our employees and assess labor rights-related risks in our operations as part of our human rights risk assessments. As identified under salient human rights risks, the right to non-discrimination and to enjoy just and favorable conditions of work, including the right to equal pay for equal work and equal opportunities for promotion, are material topics for Ramboll. All employees and business associates can anonymously report any labor rights violations or other issues through our whistleblower system.

An inclusive workplace

To attract qualified employees and responsible clients to our company in the future, it is crucial to mitigate the risk of discrimination by creating an inclusive work environment and understand the opportunities that equality and diversity bring to our business. In 2018, we initiated conversations in Rambøll Danmark A/S to understand local activities and needs in relation to Equality, Diversity and Inclusion (EDI).

Based on those conversations, we decided to increase awareness on 'unconscious bias' and ran a number of workshops during 2019 starting with our executive team and 150 managers. We also continued a number of locally relevant workshops on inclusive leadership, equality and diversity. In 2019 we implemented our Family Friendly policy. One of the goals of this policy is to ensure that we keep and attract both male and female talent in our talent pool. During 2020 we have focused on diversity in our workforce, including gender balance across all job families and job levels, should reflect the accessible talents in the local market. In 2021, we continued to educate employees on EDI-related topics such as intersectionality, inclusion and inclusive communication.

Gender composition of management

The Rambøll Equal Gender Policy supports the principle of equal gender representation at board and management levels. We acknowledge the need for diversity and high professional competence criteria for board members and individuals in management positions. For the Board of Directors the goal is to have 1 female professional representative. The board of directors consist in 2021 of 1 woman and 3 men – which is in line with our target.

All hiring processes for top management follow our procedure to focus on unconscious bias. Our goal for top management is to reflect the gender distribution in the Company.

The Gender distribution among employees in Rambøll Danmark A/S is 33 % female and 67 % male. This is a higher female share than currently at the Danish STEM educations (Science, Technology, Engineering and Mathematics). The gender composition at management levels improved slightly in 2020. Each gender should be proportionally represented in management positions to reflect the actual proportion of the general gender distribution in the Company. We have not reached the targeted gender distribution level yet, although we are continuously improving. We actively work with succession planning in order to develop female managers in the future. We ensure that our hiring process and job announcements are performed in a way that minimize unconscious bias. Top management is involved in the Danish Diversity council, elected female managers are used as role models and exposed to students at the STEM educations. Furthermore, we cooperate with DI and DA to make the STEM educations attractive to females.

Unusual events and events after the balance sheet date

Management is not aware of any events subsequent to 31 December 2021 that are expected to have a material impact on the financial position.

Expectations for the year ahead

The initial demand in most markets is strong and we expect COVID 19 impacts to decline. However, production in the beginning of year may be reduced by increased sickness levels. Later results may be impacted by the generic supply chain disruptions and related influence on inflation and the war in Ukraine and the higher geopolitical and economic uncertainty that follows from that. Despite the uncertainty the outlook for 2022 remains positive and with expected full year profit above the 2021 level.

Key figures and financial ratios	2021	2020*	2019**	2018	2017
Income statement, DKK million:					
Revenue	2.877	2.733	2.782	2.694	2.746
Operating profit	186	151	176	111	203
Profit before financials	180	120	190	118	212
Result of net financials	-9	-3	-9	-4	-6
Profit for the year	134	82	140	88	150
Balance sheet, DKK million:					
Total assets	2.806	2.448	2.004	1.748	1.604
Investments in tangible fixed assets	25	33	36	60	49
Shareholders' equity	719	583	509	416	425
Financial ratios in %:					
Profit margin	6,2	4,4	6,8	4,4	7,7
Return on invested capital	6,4	4,9	9,5	6,8	13,2
Solvency ratio	26	24	25	24	27
Return on equity	21	15	30	21	36

Calculation of financial ratios:

Profit margin:	$(\text{Profit before financials} \times 100) / \text{Revenue}$
Return on invested capital	$(\text{Profit before financials} \times 100) / \text{Total assets}$
Solvency ratio:	$(\text{Equity at the end of period} \times 100) / \text{Total assets}$
Return on equity:	$(\text{Profit for the year} \times 100) / \text{average equity}$

*) As of 1 January 2020

Rambøll Danmark A/S demerged a few business activities to a new company Rambøll Arkitekter A/S. The comparative figures for 2019 have been restated accordingly. Comparative figures for 2017-2018 have not been restated.

***) As of 1 January 2019

Rambøll Danmark A/S merged with its subsidiary MMG Denmark ApS in accordance with the pooling of interest method and demerged a few business activities to a new company Rambøll Accredited A/S. The comparative figures for 2018 have been restated accordingly. Comparative figures for 2017 have not been restated.

Basis of accounting

The Annual Report of Rambøll Danmark A/S for 2021 is prepared in accordance with the provisions applicable to large enterprises in accounting class C under the Danish Financial Statements Act and is presented in DKK 1,000.

As the company and the underlying subsidiaries are included in the Consolidated Financial Statements of Rambøll Gruppen A/S, the company has chosen not to prepare consolidated financial statements with reference to section 112 of the Danish Financial Statements Act, and with reference to section 86(4) of the Danish Financial Statements Act no cash flow statement is prepared. We refer to the Annual Report of the Parent Company, Rambøll Gruppen A/S.

The accounting policies are unchanged from previous years.

Recognition and measurement

The financial statements are prepared in accordance with the historical cost convention.

Income is recognised in the income statement as earned. Furthermore value adjustments of financial assets and liabilities measured at fair value or cost. Moreover all expenses incurred to achieve the earnings for the year are recognised in the income statement including depreciation, amortisation, other provisions as well as reversals due to accounting estimates of amounts that have previously been recognised in the income statement.

Assets are recognised in the balance sheet when it is likely that future economic benefits will accrue to the company, 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 accrue from 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.

Recognition and measurement take into account all predictable losses and risks occurring before the presentation of the Annual Report which confirm or invalidates affairs and conditions existing at the balance sheet date.

Danish kroner (DKK) is used as the measurement currency. All other currencies are regarded as foreign currencies.

Foreign currency translation

Transactions in foreign currencies are translated into DKK using the exchange rates prevailing at the dates of the transactions. Gains and losses arising due to differences between the transaction date rates and the rates prevailing at the date of payment are recognised as an item under financial income and expenses in the income statement.

Receivables, liabilities and other monetary items in the foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates prevailing at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the transaction date rates are recognised as an item under financial income and expenses in the income statement.

The income statement for the Company's subsidiaries, associates and joint ventures abroad are translated to average exchange rates while the balance sheet items including goodwill relating to foreign enterprises are translated to the exchange rates at the balance sheet date.

Exchange rate adjustments arising on the translation of the opening equity of foreign enterprises and exchange adjustments arising from the translation of income statement at average exchange rates are recognised directly in equity.

Leases

Leases, in terms of which the company assumes all substantial risks and rewards of ownership (finance leasing), are recognised in the balance sheet at the lower of the fair value of the leased asset and net present value of the lease payments computed by applying the interest rate implicit in the lease or the approximated value as the discount rate. Assets acquired under finance leases are depreciated and written down for impairment under the same policy as determined for the other fixed assets of the Company.

The remaining lease obligation is capitalised and recognised in the balance sheet under debt, and the interest element on the lease payment for the other fixed assets of the Company.

All other leases are considered operating leases. Payments made under operational leases are recognised in the income statement on a straight-line basis over the lease term.

Derivatives

Derivatives are initially recognized in the balance sheet at cost and subsequently measured at fair value. Positive and negative fair values of derivative financial instruments classified as "Other receivables" and "Other liabilities".

Change in fair value of derivative financial instruments are recognized in the income statement unless the derivative financial instrument is designated as and qualifying for accounting cover, see below.

Change in fair value of financial instruments that are designated and qualify to hedge expected future transactions are recognized in equity under retained earnings with respect to the effective portion of the cover. The ineffective portion is recognized in the income statement.

Mergers (Pooling of Interests)

In the case of intra-group mergers, the pooling of interest method is used. Hereby the two companies are merged into book values and no differences are identified. Any consideration that exceeds the book value of the acquired business is recognized directly in equity. The aggregation method is carried out as if the two companies have always been combined by adjusting comparative figures.

Segment information

Segment information is presented in respect of the distribution of the revenue on geographical markets and on core business areas.

Income statement

Revenue

Fee income is recognised as production is performed (percentage of completion method), according to which the revenue corresponds to the selling price of the work performed for the year including a calculated Profit. Fee income therefore reflect the scope of the activity for the year. This method is applied when total income and expenses in respect of a contract and the stage completion at the balance sheet date can be measured reliably, and it is probable that the future economic benefits, including payments, will accrue to the Company.

Revenue is recognised exclusive of VAT and net discounts relating to sales.

Project costs

Project costs consist of costs directly to projects, such as travel and accommodation, consulting assistance, project insurance, IT expenses as well as provisions and losses realised on the projects.

External costs

External costs consist of expenses which are not project related, such as costs relating to premises, office supplies, IT expenses, travel and transportation, management fee, facility service, insurance and other administrative expenses.

Staff costs

Staff costs comprise wages and salaries, holiday pay and social security costs etc.

Depreciation and amortisation

Depreciation and amortisation consist of depreciation and amortisation of goodwill, leasehold improvements, software, licenses etc. and plant and equipment comprising printing machines, cars, IT equipment and other equipment.

Other operating income and expenses

Other operating income and other operating expenses comprise items of a secondary nature to the core activities of the enterprises including gains and losses on the sale of activities, intangible assets and fixed assets. Furthermore integration and restructuring costs are presented as other operating costs. Restructuring costs comprise redundancies and rent related to vacant properties, when part of a larger restructuring scheme. In order to present a more true and fair view of the operations, other operating income and expenses has been presented after operating profit.

Financial income and expenses

Financial income and expenses consist of interest income and expenses, foreign exchange gain or loss (realised and unrealised) and other financial income and expenses.

Corporation tax and deferred tax

The Company is jointly taxed with the Parent Rambøll Gruppen A/S and Danish group enterprises of Rambøll Gruppen A/S. Rambøll Gruppen A/S acts as administration company. The jointly taxed companies are included in the Danish tax prepayment scheme.

The tax effect of the joint taxation is allocated to Danish enterprises showing profits or losses in proportion to their taxable profit (full allocation with credit for tax losses). The total tax on the taxable profit of Rambøll Danmark A/S is paid to Rambøll Gruppen A/S.

Tax consists of current tax and deferred tax for the year. The tax attributable to the net profit for the year is recognised in the income statement at the amount attributable to the net profit for the year. Tax attributable to entries directly to equity transactions is recognised in equity.

Current tax receivables and liabilities are recognised in the balance sheet at the amount calculated on the basis of the expected taxable profit adjusted for tax on taxable profit for prior years until settlement with the Parent.

Deferred tax is measured under the balance sheet liability method in respect of all temporary differences between the carrying amount and the tax base of assets and liabilities. Deferred tax is not recognised in the respect of temporary differences concerning amortisation of goodwill disallowed for tax purposes.

Deferred tax is measured on the basis of the current tax rules and tax rates that are expected to apply when the temporary differences have been settled. Changes in deferred tax due to changes in tax rates are recognised in the income statement.

Deferred tax assets, including the tax base of a tax loss allowed for carryforward, are measured at the value which the asset is expected to be realised, either by elimination in tax on future earnings or by offsetting against deferred tax liabilities.

Deferred tax assets and liabilities are offset within the same legal tax entity.

Balance sheet

Intangible assets

Goodwill

Goodwill is amortised on a straight-line basis over the estimated useful life, determined on the basis of the Management's experience in the individual business areas.

Software and licences

Software and licences are capitalised to cost of acquisitions and amortised over an appropriate expected useful life, which comprise:

Software and licences	3-7 years
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Tangible assets

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

Cost comprises cost of acquisitions and expenses directly attributable to the acquisition up until the time when the asset is ready for use.

Depreciation based on cost reduced by any residual value is calculated on a straight-line basis over the expected useful lives of the assets, which comprise:

Plant and equipment	3-5 years
Leasehold improvements	1-10 years

Impairment on fixed assets

The book value of intangible and tangible assets is reviewed annually to determine whether there is any indication of impairment losses other than that expressed by depreciation and amortisation. If so, an impairment test is carried out to determine whether the recoverable amount is lower than the carrying amount, and the asset is written down to its lower recoverable amount. This impairment test is performed annually for development projects in progress irrespective of any indication of decrease in value.

The recoverable amount of the asset is calculated as the higher of the net selling price and value in use. If it is not possible to determine a recoverable amount for the individual asset, the assets are assessed in the smallest group of assets for which a reliable recoverable amount can be determined based on a total assessment.

Goodwill and other assets for which a separate value in use cannot be determined, as the asset does not generate future cash flows on an individual basis, are reviewed for impairment together with the group of assets to which they are attributable.

Fixed asset investment

Investments in subsidiaries and associated companies as well as joint ventures are recognised and measured under the equity method. The proportionate share of profit for the year less amortisation of goodwill is recognised in the income statement under "Profit from subsidiaries" and "Profit from associates and joint ventures".

The items "Investments in subsidiaries" and "Investments in associated companies and joint ventures" in the balance sheet include the proportionate ownership interests of the net equity value of the enterprises calculated on the basis of the fair value of the identifiable net assets at the time of acquisition with deduction or addition of unrealised intercompany profits or losses and with addition of any remaining value of positive differences (goodwill) and deduction of any remaining value of negative differences (negative goodwill).

The total net revaluation of Investments in subsidiaries and associated companies is transferred upon distribution of profit to "Net revaluation reserve according to the equity method" under equity. The reserve is reduced by distribution of dividend to the Parent and adjusted for other changes in equity in subsidiaries and associates.

On acquisition of subsidiaries and associates, the difference between cost and equity value of the enterprise acquired is determined at the date of acquisition after the individual assets and liabilities have been adjusted to fair value (the acquisition method). Any remaining positive differences (goodwill) are recognised as investments in subsidiaries and investments in associated companies respectively, and are amortised in the income statement on a straight-line basis over the estimated useful life of the investment.

Other investments stated under fixed asset investments are measured at cost less any impairment following an individual assessment.

Receivables

Accounts receivables, trade are measured in the balance sheet at the lower of amortised cost or net realisable value, which corresponds to the nominal value less provisions for bad debts. Provisions for bad debts are determined on the basis of an individual assessment of each debtor.

Work in progress

Work in progress is measured at selling price of the work performed calculated on the basis of the stage of completion based on an assessment of the individual work. The stage of completion is measured either on the basis of the share of the contract expenses incurred in relation to the expected total expenses of the contract or as the ratio between the number of hours spent and the expected total number of hours. Where it is likely that the total contract expenses will exceed the total income from a contract, the expected loss is recognised as an expense in the income statement.

Where the selling price cannot be measured reliably, the selling price is measured at the lower of expenses incurred and net realisable value.

Invoicing on account is deducted from the selling price. The individual contracts are classified as account receivables when the net selling price is positive and as liabilities when pre-invoicing exceeds the selling price.

Expenses relating to sales work and the winning of contracts are recognised in the income statement as incurred.

Prepayments

Prepayments consist of expenses paid relating to subsequent financial year. This typically includes prepaid expenses regarding rent, insurance premiums, subscriptions and interest.

Equity

Dividend distribution proposed by Management for the year is disclosed as a separate equity item.

Provisions

Provisions are recognised when - in consequence of an event occurred before or on the balance sheet date - the Company has a legal or constructive obligation and it is probable that economic benefits must be given up to settle the obligation.

Provisions comprise among other things compensations relating to advisory services provided. Compensations are recognised on the basis of an individual assessment of each case.

Other payables

Other payables are measured at amortised cost, substantially corresponding to their nominal value.

Other payables mainly consist of salary related items (bonuses, pension, holiday accruals etc.), VAT and provisions for not received vendor invoices.

Financial ratios

The ratios have been calculated in accordance with the guidelines issued by The Danish Society of Financial Analysts.

Income statement (DKK thousand)

	Note	2021	2020
Revenue	1	2.877.498	2.732.637
Project costs		<u>-512.455</u>	<u>-468.444</u>
Gross profit		2.365.043	2.264.193
External costs		-224.091	-238.115
Staff costs	2	-1.909.893	-1.822.463
Depreciation and amortisation	3	<u>-44.614</u>	<u>-52.233</u>
Operating profit		186.445	151.382
Other operating income		1.153	25
Other operating costs	4	-27.971	-28.651
Profit from subsidiaries	10	-2.031	-20.241
Profit from associated companies and joint ventures	11	<u>22.008</u>	<u>17.298</u>
Profit before financials		179.604	119.813
Financial income	5	5.720	9.637
Financial expenses	6	<u>-14.511</u>	<u>-12.560</u>
Profit before tax		170.813	116.890
Tax	7	<u>-37.083</u>	<u>-34.997</u>
Profit for the year		<u>133.730</u>	<u>81.893</u>

Balance sheet (DKK thousand)

Assets	Note	31/12 2021	31/12 2020
Goodwill		0	1.523
Software, licenses etc.		18.288	6.861
Intangible assets	8	18.288	8.384
Plant and equipment		43.259	53.260
Leasehold improvements		11.218	14.230
Tangible assets	9	54.477	67.490
Investments in subsidiaries	10	178.741	134.026
Investments in associated companies and joint ventures	11	71.917	63.310
Other investments	12	174	174
Other receivables	13	4.641	0
Deposit	14	19.692	19.536
Investments		275.165	217.046
Total fixed assets		347.930	292.920
Accounts receivables, trade	15	652.180	550.796
Work in progress	16	497.281	541.512
Outlays and other receivables		123.066	105.250
Receivables from group companies		139.377	121.252
Receivables from Parent company concerning deposits on cash pool accounts		759.220	683.930
Tax receivables		16.769	23.931
Prepayments		262.633	118.341
Receivables		2.450.526	2.145.012
Cash at bank and in hand		7.236	10.401
Total current assets		2.457.762	2.155.413
Total assets		2.805.692	2.448.333

Balance sheet (DKK thousand)

Equity and liabilities	Note	31/12 2021	31/12 2020
Share capital		35.000	35.000
Net revaluation according to the equity method		29.838	0
Retained earnings		653.993	548.018
Shareholders' equity		718.831	583.018
Provision for deferred tax	17	141.566	131.101
Provision for claims etc.	18	83.905	67.506
Total provisions		225.471	198.607
Other long-term payables	19	226.862	185.354
Total long-term liabilities		226.862	185.354
Prepayment from customers	16	784.161	724.324
Trade payables		138.376	135.382
Payables to group companies		123.371	132.336
Corporate tax		49.549	38.871
Other payables	20	539.071	450.441
Total short-term liabilities		1.634.528	1.481.354
Total liabilities		1.861.390	1.666.708
Total liabilities and shareholders' equity		2.805.692	2.448.333
Distribution of profit	21		
Contingent liabilities	22		
Rent obligations	23		
Operational lease obligations	24		
Auditors' fee	25		
Related parties and ownership	26		
Subsequent events	27		

Statement of changes in equity (DKK thousand)

	Share capital	Net revaluation according to the equity method	Retained earnings	Dividend	Total
Total equity at 1 January 2020	35.000	0	473.655	0	508.655
Exchange rate adjust. in subsidiaries		-7.599			-7.599
Derivative financial instruments			69		69
Profit for the year		7.599	74.294		81.893
Total equity at 31 December 2020	35.000	0	548.018	0	583.018
Exchange rate adjust. in subsidiaries		1.111			1.111
Derivative financial instruments			-1.856		-1.856
Proposed dividend					0
Profit for the year incl. regulations regarding previous year		28.727	107.831		136.558
Total equity at 31 December 2021	35.000	29.838	653.993	0	718.831

The share capital of DKK 35,000,000 consists of 35,000 shares with a nominal value of DKK 1,000 each. No changes have been made in the share capital in the last 5 years.

Notes (DKK thousand)

1 Revenue		
	<u>2021</u>	<u>2020</u>
<u>Revenue by service area:</u>		
Buildings	995.503	924.893
Transport	729.471	659.970
Energy	806.338	713.479
Environment & Health	123.313	202.662
Water	<u>222.873</u>	<u>231.633</u>
	<u>2.877.498</u>	<u>2.732.637</u>
<u>Revenue by sector:</u>		
Public customers	564.585	1.146.843
Private customers	<u>2.312.913</u>	<u>1.585.794</u>
	<u>2.877.498</u>	<u>2.732.637</u>
<u>Revenue by World:</u>		
European customers	2.673.304	2.554.735
Customers in the rest of the World	<u>204.194</u>	<u>177.902</u>
	<u>2.877.498</u>	<u>2.732.637</u>
2 Staff costs		
	<u>2021</u>	<u>2020</u>
Wages and salaries	1.718.901	1.636.460
Pensions	143.498	139.126
Social security costs	<u>29.091</u>	<u>23.043</u>
Total	1.891.490	1.798.629
Executive board	18.403	23.834
Board of directors	<u>0</u>	<u>0</u>
	<u>1.909.893</u>	<u>1.822.463</u>
Average number of employees (registered hours)	<u>2.546</u>	<u>2.678</u>
Number of employees at the end of the financial year	<u>2.766</u>	<u>2.916</u>
3 Depreciation and amortisation		
	<u>2021</u>	<u>2020</u>
Software, licenses etc.	6.499	5.594
Goodwill	406	612
Leasehold improvements	3.012	6.108
Plant and equipment	<u>34.697</u>	<u>39.919</u>
	<u>44.614</u>	<u>52.233</u>

4 Other operating costs

	<u>2021</u>	<u>2020</u>
Integration costs	672	1.617
Restructuring costs - redundancies	21.980	22.865
Restructuring costs - vacant premises	0	1.143
Restructuring costs - other	4.202	3.010
Loss on disposals, fixed assets	<u>1.117</u>	<u>16</u>
	<u><u>27.971</u></u>	<u><u>28.651</u></u>

5 Financial income

	<u>2021</u>	<u>2020</u>
Interest gain from group companies	64	85
Foreign exchange gain	5.542	7.906
Other financial income	<u>114</u>	<u>1.646</u>
	<u><u>5.720</u></u>	<u><u>9.637</u></u>

6 Financial expenses

	<u>2021</u>	<u>2020</u>
Interest expense to group companies	1.591	931
Foreign exchange loss	11.356	10.517
Other financial expenses	<u>1.564</u>	<u>1.112</u>
	<u><u>14.511</u></u>	<u><u>12.560</u></u>

7 Tax

	<u>2021</u>	<u>2020</u>
Current tax on the profit for the year, Denmark	37.523	26.938
Change in deferred tax for the year	-3.069	3.567
Adjustment of current tax related to previous years	-16.219	-283
Adjustment of deferred tax related to previous years	13.533	-48
Foreign corporation tax paid	<u>5.315</u>	<u>4.823</u>
Total tax	<u><u>37.083</u></u>	<u><u>34.997</u></u>

The Rambøll Gruppen A/S's Danish companies are jointly and severally liable for tax on consolidated taxable income, etc. The total amount are included in the annual report of the Rambøll Gruppen A/S, which is the management company in relation to joint taxation.

8 Intangible assets

	<u>Goodwill</u>	<u>Software licenses etc.</u>
Cost at 1 January	39.752	29.280
Additions	0	17.926
Disposals	-22.576	0
Cost at 31 December	<u>17.176</u>	<u>47.206</u>
Amortisation at 1 January	38.229	22.419
Disposals	-21.459	0
Amortisation for the year	406	6.499
Amortisation at 31 December	<u>17.176</u>	<u>28.918</u>
Book value at 31 December	<u>0</u>	<u>18.288</u>
Amortisation period	<u>1-10 years</u>	<u>3-7 years</u>

9 Tangible assets

	<u>Plant and equipment</u>	<u>Leasehold improvements</u>
Cost at 1 January	284.955	63.998
Additions	24.784	0
Disposals	-10.290	0
Cost at 31 December	<u>299.449</u>	<u>63.998</u>
Depreciation at 1 January	231.695	49.768
Disposals	-10.202	0
Depreciation during the year	34.697	3.012
Depreciation at 31 December	<u>256.190</u>	<u>52.780</u>
Book value at 31 December	<u>43.259</u>	<u>11.218</u>
Depreciation period	<u>3-5 years</u>	<u>1-10 years</u>
Including assets under finance leases of DKK thousand	<u>916</u>	

10 Investments in subsidiaries

	<u>31/12 2021</u>	<u>31/12 2020</u>
Cost at 1 January	197.398	197.398
Additions	53.765	0
Disposals	<u>-68.941</u>	<u>0</u>
Cost at 31 December	<u>182.222</u>	<u>197.398</u>
Revaluation value at 1 January	-63.460	-35.619
Net profit for the year before goodwill amortisation	1.145	-15.732
Amortisation goodwill	-3.176	-4.510
Disposals	58.000	0
Exchange rate adjustment	<u>3.939</u>	<u>-7.599</u>
Revaluation at 31 December	<u>-3.552</u>	<u>-63.460</u>
Reclassification at the end of the year	<u>71</u>	<u>88</u>
Book value at 31 December	<u>178.741</u>	<u>134.026</u>
Including net book value of group goodwill	<u>6.853</u>	<u>12.531</u>

All subsidiaries are 100% owned and specified as follows:

<u>Name and domicile</u>	<u>Share capital</u>	<u>Equity</u>
Rambøll Grønland A/S, Nuuk	500 tDKK	12.817
Rambøll Oil & Gas Middle East A/S, Copenhagen	8,000 tDKK	2.624
Rambøll Consulting Engineering Office W.L.L., Doha	15,000 tQAR	49.588
PT Rambøll Telecom Indonesia, Jakarta	8,511 mIDR	2.092
Rambøll EPC A/S, Copenhagen	50,000 tDKK	50.775
G.M. Idorn Consult A/S, Copenhagen	500 tDKK	1.732
K.F.W. Askøes Eftf. af 2006 A/S, Copenhagen	2,000 tDKK	1.074
Rambøll Japan KK, Tokyo	40,000tJPY	1.143
Rambøll Polska Sp.z.o.o., Warszawa	128 tPLN	3.255
Rambøll AG, Switzerland	200 tCHF	7.460
Rambøll South East Europe S.R.L	24,274 tRON	37.188
Rambøll Oil and Gas UK Ltd.	5,519 tGBP	-71
Rambøll Inc.	400 tCAN	70
Rambøll Denmark Contracting ApS, Copenhagen	1,125 tDKK	<u>2.070</u>
		171.817
Group goodwill		<u>6.853</u>
Profit and investment in subsidiaries		178.670
Reclassification, subsidiaries with negative equity		<u>71</u>
Investments in subsidiaries		<u>178.741</u>

11 Investments in associated companies and joint ventures

	<u>31/12 2021</u>	<u>31/12 2020</u>
Cost at 1 January	38.527	38.527
Additions	<u>0</u>	<u>0</u>
Cost at 31 December	<u>38.527</u>	<u>38.527</u>
Revaluation value at 1 January	24.783	19.938
Profit for the year	22.007	18.054
Write-down	0	-756
Dividends distributed/repayments	-10.572	-12.453
Exchange rate adjustment	<u>-2.828</u>	<u>0</u>
Revaluation value at 31 December	<u>33.390</u>	<u>24.783</u>
Book value at 31 December	<u>71.917</u>	<u>63.310</u>

Information about associated companies:

<u>Name and domicile</u>	<u>Ownership interest in %</u>	<u>Equity</u>	<u>Profit for the year</u>
Odeon A/S, Lyngby*	21,75	7.510	2.062
Ramboll India Private Ltd., Delhi	33	195.628	34.661

share in %:Name and domicile

Joint venture with Rambøll Danmark A/S as lead partner:

Joint venture with a contractual sum of > DKK 100 million:

Rambøll-Atkins-Emch og Berger-Parsons Joint Venture, Copenhagen	34
Rådgivergruppen DNU Joint Venture, Aarhus	16,7
Rambøll Arup TEC Joint Venture, Copenhagen	50
Rambøll Atkins Joint Venture, Copenhagen	50
Forth Design Joint Venture, Copenhagen	37
The Alliance JV, Esbjerg	50
Rambøll Arup Nordhavn JV, Copenhagen	58,5

Joint venture with a contractual sum of < DKK 100 million:

Rambøll Arup Joint Venture, Copenhagen	80
Rambøll Niras Ensi Joint Venture, Copenhagen	55
Ramboll OCG SCE Joint Venture, Copenhagen	74
CRDPII Joint Ventura, Copenhagen	75
12 smaller Joint Ventures	35-85

Joint venture with Rambøll Danmark A/S as general partner:

4 smaller Joint Ventures - having a total contractual sum of between DKK 3-75 million	7-50
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*) Annual report 30 September 2021

Notes (DKK thousand)

12 Other investments

	<u>31/12 2021</u>	<u>31/12 2020</u>
Cost at 1 January	174	174
Cost at 31 December	<u>174</u>	<u>174</u>

13 Other receivables

	<u>31/12 2021</u>	<u>31/12 2020</u>
Cost at 1 January	0	0
Additions	4.641	0
Cost at 31 December	<u>4.641</u>	<u>0</u>

14 Deposits

	<u>31/12 2021</u>	<u>31/12 2020</u>
Cost at 1 January	19.536	20.836
Additions	296	301
Disposals	-140	-1.601
Cost at 31 December	<u>19.692</u>	<u>19.536</u>

15 Accounts receivables, trade

All accounts receivables, trade are due for payment within one year.

16 Work in progress

	<u>31/12 2021</u>	<u>31/12 2020</u>
Selling price of the production for the end of period	9.039.545	8.695.196
Invoicing on account	-9.326.425	-8.878.008
Work in progress, net	<u>-286.880</u>	<u>-182.812</u>
Recognised in the balance sheet as follows:		
Work in progress under assets	497.281	541.512
Payment from customers under liabilities	-784.161	-724.324
	<u>-286.880</u>	<u>-182.812</u>

Notes (DKK thousand)

17 Provision for deferred tax

	<u>31/12 2021</u>	<u>31/12 2020</u>
Provision for deferred tax at 1 January	131.101	111.445
Change in deferred tax recognized in income statement	<u>10.465</u>	<u>19.656</u>
Provision for deferred tax at 31 December	<u><u>141.566</u></u>	<u><u>131.101</u></u>
Deferred tax relates to:		
Fixed assets	-10.684	-17.354
Trade receivables	-4.783	-4.998
Work in progress	161.669	151.322
Other balance sheet items	<u>-4.636</u>	<u>2.131</u>
	<u><u>141.566</u></u>	<u><u>131.101</u></u>
Deferred tax is calculated using the statutory corporate income tax rate of	22%	22%

18 Provisions for claims etc.

	<u>31/12 2021</u>	<u>31/12 2020</u>
Balance at 1 January	67.506	56.064
Additions	20.069	21.525
Disposals	<u>-3.670</u>	<u>-10.083</u>
Balance at 31 December	<u><u>83.905</u></u>	<u><u>67.506</u></u>

19 Total long-term liabilities

	<u>31/12 2021</u>	<u>31/12 2020</u>
Due after 5 years	175.179	182.740
Due 1-5 years	<u>51.683</u>	<u>2.614</u>
	<u><u>226.862</u></u>	<u><u>185.354</u></u>
Of which calculated finance lease payments	<u>525</u>	<u>1.265</u>

20 Other payables

	<u>31/12 2021</u>	<u>31/12 2020</u>
Holiday pay	94.440	84.153
Value added tax	62.837	57.299
Tax loan	148.243	0
Wages and salaries due	196.010	285.620
Other items	<u>37.541</u>	<u>23.369</u>
	<u><u>539.071</u></u>	<u><u>450.441</u></u>
Of which calculated finance lease payments	<u>741</u>	<u>15</u>

Notes (DKK thousand)

21 Distribution of profit

	<u>31/12 2021</u>	<u>31/12 2020</u>
Proposed distribution of profit for the year:		
Net revaluation according to the equity method	19.977	7.599
Retained earnings	<u>113.753</u>	<u>74.294</u>
	<u><u>133.730</u></u>	<u><u>81.893</u></u>

22 Contingent liabilities

	<u>31/12 2021</u>	<u>31/12 2020</u>
Surety given for prepayments	125.111	127.932
Surety given, other	112.121	114.952
Suretyship	<u>3.400</u>	<u>3.400</u>
	<u><u>240.632</u></u>	<u><u>246.284</u></u>

Rambøll Danmark A/S is part to legal proceedings. These are not expected to have any significant impact on the company's Annual Report.

Rambøll Danmark A/S is a party in a number of joint ventures, which are contractually operated jointly and controlled jointly with one or more undertakings. Rambøll Danmark A/S has assumed joint and several liability for the liabilities of the joint ventures. Rambøll Danmark A/S is lead partner in 23 joint ventures and partner in 4 joint ventures. Rambøll Danmarks A/S' shares in the joint ventures is different from each joint venture.

23 Rent obligations

	<u>31/12 2021</u>	<u>31/12 2020</u>
Due within 1 year	107.514	105.273
Due within 1 to 5 years	261.571	333.661
Due after 5 years	<u>14.570</u>	<u>29.745</u>
	<u><u>383.655</u></u>	<u><u>468.679</u></u>

24 Operational lease obligations

	<u>31/12 2021</u>	<u>31/12 2020</u>
Due within 1 year	4.580	4.316
Due within 1 to 5 years	<u>5.510</u>	<u>2.403</u>
	<u><u>10.090</u></u>	<u><u>6.719</u></u>

25 Auditors' fee

With reference to the Danish Financial Statements Act, Section 96, subsection 3, information about Remuneration for the auditors elected by the annual general meeting has been left out. We refer to the consolidated annual accounts for Rambøll Gruppen A/S

26 Related parties and ownership

Transactions:

Transactions with related parties is conducted on normal trading terms.

Control:

Rambøll Fonden, Copenhagen
Rambøll Gruppen A/S, Copenhagen

Basis:

Principal shareholder in Rambøll Gruppen A/S
Owns 100% of the shares in Rambøll Danmark A/S

Other related parties:

Basis:

The Management of the Company as well as group companies, associated companies and joint ventures.

27 Subsequent events

Management is not aware of any events subsequent to 31 December 2021 that are expected to have a material impact on the financial position.