# NIRAS A/S

Sortemosevej 19

3450 Allerød
Denmark

**Central Business Register (CVR) No. 37 29 57 28**

## Annual Report for the period

## 1 January - 31 December 2021

The Annual Report was approved at the Company's Annual General Meeting on 7 April 2022.

**Chairman of the meeting**

Penneo dokumentnøgle: [illegible]

# Contents



Penneo dokumentnøgle:

# Company information

| | |
|---|---|
| **Company** | NIRAS A/S<br>Sortemosevej 19<br>3450 Allerød<br>Denmark<br><br>Municipality of registered office: Allerød<br><br>Tel.: +45 4810 4200<br><br>www.niras.dk<br>niras@niras.dk<br><br>Central Business Register (CVR) No. 37 29 57 28<br><br>Financial year 1 January – 31 December |
| **Board of Directors** | Jens Maaløe, Chairman<br>Carsten Toft Boesen<br>Mads Søndergaard<br>Kresten Kloch<br>Thomas Rolskov Christiansen*<br>Susanne Lyngberg Nilsson*<br><br>*) elected by the employees |
| **Executive Board** | Carsten Toft Boesen |
| **Auditors** | PricewaterhouseCoopers<br>Strandvejen 44<br>2900 Hellerup<br>Denmark |

Penneo dokumentnøgle:

# Management's statement

Today the Board of Directors and Executive Board have considered and adopted the Annual Report for NIRAS A/S for the financial year 1 January to 31 December 2021.

The Annual Report has been prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the company at 31 December 2021 and the financial performance of the Company for 2021.

In our opinion, the Management's review contains a true and fair statement in accordance with the Danish Financial Statements Act.

We recommend that the Annual report be approved by the Annual General Meeting.

Allerød, 21 March 2022

**Executive Board**

Carsten Toft Boesen
CEO

**Board of Directors**

| | | |
|---|---|---|
| Jens Maaløe<br>Chairman | Carsten Toft Boesen | Mads Søndergaard |
| Kresten Kloch | Thomas Rolskov Christiansen* | Susanne Lyngberg Nilsson* |

*) elected by the employees

Penneo dokumentnøgle:

# *Independent Auditor's Report*

To the Shareholder of NIRAS 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 NIRAS A/S for the financial year 1 January - 31 December 2021, which comprise 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.

**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.

Penneo dokumentnøgle:

# Independent Auditor's Report (continued)

**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.

Penneo dokumentnøgle: RDFSP-QZLUE-KDQCZ-0BRJM-VAR05-ZQGZ4

# Independent Auditor's Report (continued)

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, 21 March 2022
**PricewaterhouseCoopers**
Statsautoriseret Revisionspartnerselskab
*CVR No 33 77 12 31*

Jacob F Christiansen
State Authorised Public Accountant
mne18628

Kaare von Cappeln
State Authorised Public Accountant
mne11629

Penneo dokumentnøgle:

# Key figures and financial ratios

| | 2021<br>DKK '000 | 2020<br>DKK '000 | 2019<br>DKK '000 | 2018<br>DKK '000 | 2017<br>DKK '000 |
|---|---|---|---|---|---|
| **5-year key figures** | | | | | |
| Gross revenue | 1.527.029 | 1.434.550 | 1.525.776 | 1.524.033 | 1.506.483 |
| Value of own production | 1.356.538 | 1.276.117 | 1.341.696 | 1.337.575 | 1.327.465 |
| EBITDA | 84.948 | 87.349 | 72.994 | 66.876 | 41.702 |
| EBITA | 73.323 | 75.964 | 59.754 | 56.472 | 32.158 |
| EBIT | 70.844 | 73.265 | 56.858 | 53.838 | 29.428 |
| Financial income and expenses, net | 1.223 | (4.439) | 2.601 | 2.279 | (3.753) |
| Net profit for the year | 56.494 | 53.111 | 47.348 | 43.613 | 18.623 |
| | | | | | |
| Contract work in progress | 149.624 | 133.041 | 152.067 | 135.882 | 129.200 |
| Trade receivables | 289.205 | 263.157 | 356.043 | 368.380 | 433.299 |
| Prepayments received | 260.050 | 213.478 | 175.511 | 212.873 | 236.933 |
| Contract work in progress, receivables and prepayments, net | 178.779 | 182.720 | 332.599 | 291.389 | 325.566 |
| Net working capital | 403.253 | 460.030 | 366.696 | 294.401 | 267.826 |
| | | | | | |
| Cash and cash equivalents and securities | 145.706 | 257.198 | 45.929 | 70.356 | 82.913 |
| Equity | 314.517 | 283.023 | 269.912 | 253.564 | 209.951 |
| Balance sheet total | 981.685 | 1.021.391 | 877.029 | 887.077 | 869.513 |
| | | | | | |
| Investments in property, plant and equipment | 10.963 | 5.934 | 5.934 | 18.355 | 5.143 |
| | | | | | |
| Number of employees, average | 1.602 | 1.575 | 1.684 | 1.716 | 1.708 |
| | | | | | |
| **Financial ratios** | | | | | |
| EBITA/FTE | 45,8 | 48,2 | 35,5 | 32,9 | 18,8 |
| EBITDA margin (%) | 6,3 | 6,8 | 5,4 | 5,0 | 3,1 |
| EBITA margin (%) | 5,4 | 6,0 | 4,5 | 4,2 | 2,4 |
| EBIT margin (%) | 5,2 | 5,7 | 4,2 | 4,0 | 2,2 |
| Current ratio | 1,8 | 1,8 | 1,8 | 1,6 | 1,5 |
| Return on equity (%) | 18,9 | 19,8 | 18,1 | 18,8 | 11,1 |
| Equity ratio (%) | 32,0 | 27,7 | 30,8 | 28,6 | 24,1 |

The financial ratios are calculated in accordance with the Danish Finance Society's recommendations and guidelines. For definitions, see the accounting policies.

Penneo dokumentnøgle:

# Management's review

## Principal activity

NIRAS offers consultancy services from its regional offices in Allerød, Aalborg, Aarhus and Odense and the affiliated local offices.

## Activities and financial position

The Company's own production was DKK 1,357 million, which is an increase compared to 2020. Operating profit was DKK 70.8 million, which is an decrease compared to 2020 of DKK 2.4 million, mainly due to increased cost, going back to levels before COVID-19.

Financial items (net income) was DKK 1.2 million, an increase compared to net cost DKK 4.4 million in 2020.

Overall, the result is in line with expectations, and is considered to be at a satisfactory level.

## Uncertainty in connection with recognition and measurement

Contract work in progress is measured including estimates of the stage of completion. In the course of a project, positive or negative variances may occur compared with the estimates applied.

Goodwill impairment test is based on estimated future cash flows, discount rates and growth rates. Such estimates are subject to uncertainty and changes may have a major impact.

No significant uncertainties other than those described above exist in respect of the Annual Report.

## Risk management

NIRAS A/S is exposed to a variety of risks and managing them is an integrated part of executive activities. Our risk management framework is based on structured risk identification, analysis and reporting processes providing the basis for risk assessments and subsequent initiation of relevant mitigating actions.

The Board of Directors is responsible for NIRAS's risk management strategy and overall framework. The Executive Board is responsible for the daily risk management processes and the continuous development of the framework.

Our risk management is structured in two processes:
1. Operational risk management: handling of risks related to daily operations
2. Strategic risk management: addressing key risks

Penneo dokumentnøgle:

# Management's review (continued)

The risk framework follows a fixed annual process and NIRAS uses a risk management system to systematically identify and implement measures to prevent particular risks.

In 2021, five risk areas have been identified which may have a significant impact on NIRAS's earnings, financial position or achievement of strategic goals. The five areas, including underlying risk drivers, are being documented and assessed with the aim of having a global risk overview, which is assessed by the management and approved by the Board.

*The five risk areas are:*

1. Project delivery
2. IT & data
3. Market & reputation
4. Finance
5. People and facilities.
6. Geopolitical

*Project delivery risks:*

NIRAS's key operational risks relate to our ability to maintain a high level of activity by securing project inflow and fair earnings on the individual projects through professional project management and our competent and knowledgeable staff. NIRAS operates with a risk model within project delivery where every project is evaluated prior to the signing of the contract based on six risk drivers; Market, Stakeholders and Organisation, Delivery, Contract Terms, Timeline and Project Economy

As part of NIRAS Fundamentals, all issues and challenges are addressed openly across functions and professions. Identified risks are assessed by the project owner and project manager, and projects are categorised in four categories, where category four contains projects with the highest risk. At the end of December 2021, 8 projects were categorised as category four projects and 33 projects were categorised as category three.

Risk classification documented in the risk log makes risks and preventive actions transparent and enables the organisation to take calculated risks. The risk assessment for each project is evaluated regularly by the project management and updated in the project file. Projects in category four have an assigned steering committee that meet regularly.

Principles for risk management are applicable for prequalification, bid and contracted projects, and the internal risk log is a central tool in managing the project delivery risks

Penneo dokumentnøgle:

# Management’s review (continued)

*IT & Data risks:*

NIRAS works extensively to reduce the risks within IT Security, Cyber security and GDPR. Within IT- and Cyber security NIRAS has worked to establish an overall strategy identifying main risks, business impact, threat model and process for continuous focus and improvement. The framework is based on NIST cyber security framework. NIRAS has extensive procedures to secure the company against Cyberattack including awareness campaign, external scanning, penetration tests & reviews, monitoring of infrastructure, control procedures and contingency plans to ensure quick restoration of critical business areas.

GDPR is managed through a GDPR tool, where all policies and data processing agreements s are stored as well as the controls implemented to secure the policies are in effect. Awareness campaigns have been performed, and updated policies are implemented.

*Market & Reputation risks:*

A central risk driver for NIRAS’s reputation in the market is compliance and integrity management. This is referred to in the next section: Statement on corporate social responsibility.

*Financial risks:*

As a consequence of its operating activities, NIRAS is exposed to fluctuations in the exchange rates and, to a lesser extent, interest rates, with the most significant exchange rate, interest rate and credit risks being attributable to commercial factors. NIRAS seeks to minimise exchange rate risks by issuing invoices and paying costs in the same currency. However, as this is not always possible, operational exchange rate risks exist. No forward exchange contracts were in effect at the end of the financial period.

Other risk drivers within finance are balance sheet exposure, fraud and errors, ERP and related system performance and credit risk. It is NIRAS’s policy to maximise cash resources and reduce credit risk by receiving prepayments etc., where possible. In 2021, NIRAS has worked to established new cash management policies with a new treasury function implementing shared cash pool and new hedging strategies.

Penneo dokumentnøgle:

# Management's review (continued)

*People and Facilities risks:*

The combination of professional skills and the ability to translate knowledge into relevant solutions are key to NIRAS's value creation and innovative performance as well as to the continued development of the individual employees. Targeted efforts are made to ensure accumulation and internal sharing of both existing and new knowledge to the benefit of the individual projects, the well-being of employees and, ultimately, customer satisfaction.

We continue our commitment to attract, retain and develop highly skilled employees and to invest in their professional and personal development. Overall, our employees are highly skilled. 49% of our staff have university degrees or higher and 85% have bachelor degrees or equivalent.

Risks related to travel, working abroad and work environment are assessed as part of NIRAS's global travel policy and Duty of Care processes. The working environment (HS) is regulated and monitored locally by individual HS-bodies based on legal requirements. Inspections and incidents are recorded and reported and, if applicable, corrective actions are taken.

*Geopolitical risks:*

Possible closedown of countries due to pandemics, terror, war or conflict could pose a threat to the company and its employees.
NIRAS monitors the political situation in countries we operate.
NIRAS assesses the risk before tendering and contracting any projects and is closely monitoring all project activities in countries perceived has having a higher risk. A Contingency plan, including the use of a Task-force, is implemented and activated if needed.

Penneo dokumentnøgle:

**Statement on corporate social responsibility and sustainability**

For a presentation of Corporate social responsibility and sustainability, please see the consolidated Annual Report for 2021 for NIRAS Gruppen A/S.

**Data ethics**

In 2021, guidelines on data ethics were implemented in accordance with the Danish Financial Statements Act section 99d.

The guidelines describe how data ethics I considered and included in the use of data as well as the design and implementation of technologies used for processing of data within NIRAS. NIRAS's committee reviews and assesses the adequacy hereof on an annual basis. The guidelines are available for all employees in InNIRAS, our intranet and on our websites: http://www.niras.com/privacy-policy/

# Management's review (continued)

**Quality management systems**

We operate a quality management system to ensure the use of timely and relevant skills and to enable the delivery of high-quality services. Our quality management system can be certified according to the ISO 9001:2000 standard, and part of the business has been certified.

**Research and development activities**

We focus on continuous development and innovation for the purpose of promoting NIRAS' position within the various areas of expertise.

In keeping with this aim, we regularly take on PhD students who work with specific issues and development projects.

**Representation of underrepresented gender**

In 2016, the Board of Directors decided that a 25% target for the representation of the underrepresented gender on the Board would be acceptable within 2022. At end of 2021, no women served on the Board. Accordingly, efforts will be made to increase the proportion of women in connection with future elections of new members for the Board.

The target for the remaining management levels is a gender ratio that reflects the general gender ratio at NIRAS A/S in 2030. At NIRAS A/S, the proportion of women is 34% while the proportion of women at management level is 23%, and the target has not yet been achieved. In order to increase the proportion of female managers, the gender balance will be supported by a number of initiatives.

We ensure equal representation of women and men in our talent programme, our academies and other educational activities. Likewise, we also promote role models and provide mentor opportunities for women who want to be leaders. we are developing and supporting new forms of management, the role and work life balance in leadership. Attention will be focused on this issue in the year to come, and aim to reach our goal by 2030.

**Outlook**

In 2022, we will continue the focus on organic growth, and expect the own production to increase by 10% compared to 2021.

Additionally, we will focus on strategic investments within digitalisation and sustainability. This will decrease the expected profit compared to 2021. Profits for 2021 was affected by savings due to the COVID-19 situation. Despite a strong continuous emphasis on spending's, we expect an increase in cost levels in 2022 as COVID-19 is expected to normalize and not affect operations

The EBITA result for 2022 is expected to decrease compared to 2021 and be between 60-70 million DKK.

Penneo dokumentnøgle: RDTSP-6ZEUE-KDXC2-0BRJM-V6TRQ-5ZXG4

# Accounting policies

## Basis of preparation

The Annual Report of NIRAS A/S for 2020 has been presented in accordance with the provisions of the Danish Financial Statements Act applying to large enterprises of reporting class C.

The accounting policies applied remain unchanged from last year.

Danish kroner (DKK) is NIRAS A/S's functional and presentation currency. The financial statements are presented in DKK thousand.

## Recognition and measurement

Income is recognised in the Income Statement as it is earned, including value adjustments of financial assets and liabilities that are measured at fair value or amortised cost. Moreover, all expenses incurred to achieve the earnings for the year are recognised in the Income Statement, including depreciation, amortisation, 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 accrue 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 attributable to the asset will flow out of the Company, and the value of the liability can be measured reliably.

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

Certain financial assets and liabilities are measured at amortised cost, which involves the recognition of a constant effective interest rate over the term. Amortised cost is calculated as original cost less repayments and with the addition/deduction of the accumulated amortisation of the difference between the cost and the nominal amount. This way, exchange losses and gains are allocated over the term.

In connection with recognition and measurement, consideration is given to predictable losses and risks occurring prior to the presentation of the Annual Report, i.e. losses and risks which prove or disprove matters which exist at the balance sheet date.

Penneo dokumentnøgle:

# Accounting policies (continued)

### Business combinations

Business combinations are accounted for using the book value method, which is a variant of the uniting-of-interests method. In consequence, business combinations are effected at the carrying amounts and no balance is identified. Any consideration exceeding the carrying amount of the acquired enterprise is recognised directly in equity. A business combination is deemed to have been completed at the date of acquisition and the comparative figures are not restated.

### Foreign currency translation

Foreign currency transactions are translated into the functional currency using the exchange rates at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions, and from the translation of monetary assets and liabilities denominated in foreign currencies at year end exchange rates, are recognised as financial income and expenses in the income statement.

Receivables, payables and other monetary items denominated in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Exchange rate differences between the exchange rate at the balance sheet date and the exchange rate at the date of the transaction are recognised in the income statement under financial income and expenses in the income statement.

### Segment information

Information is provided for business segments (primary segment) and geographical markets (secondary segment). The segment information follows NIRAS' accounting policies and internal financial reporting.

## Income Statement

### Gross revenue

Revenue from fixed price contracts is recognised based on the stage of completion, entailing that revenue corresponds to the selling price of the work performed during the year (percentage of completion method). This method is used when all income and expenses relating to the contract and the stage of completion at the balance sheet date can be reliably determined, and it is probable that economic benefits, including payments, will flow to the company.

Revenue is shown net of value-added tax, returns, rebates and discounts.

### Other external expenses

Other external expenses comprise advertising, administration, rent of leasehold, provisions for bad debt other leases etc.

Penneo dokumentnøgle:

# Accounting policies (continued)

### Staff expenses

Staff expenses comprise wages and salaries as well as other payroll expenses.

### 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 comprise interest income and expenses, realised and unrealised foreign currency translation adjustments, market value adjustment of securities and surcharges and allowances under the tax prepayment scheme.

### Tax on profit or loss for the year

Tax on profit or loss for the year, consisting of current tax for the year and deferred tax for the year, is recognised in the income statement by the portion attributable to profit or loss for the year, and directly in equity by the portion attributable to equity transactions. Tax recognised in the income statement is classified as either tax on income or loss from ordinary activities or as other taxes.

Any change in deferred tax as a result of changes in tax rates is recognised in the income statement.

NIRAS A/S is jointly taxed with NIRAS Gruppen A/S, which acts as the administration company. The tax effect of the joint taxation with subsidiaries is allocated to profitable as well as loss-making enterprises in proportion to their taxable income (fully allocated with a refund for tax losses). Jointly taxed entities are included in the joint taxation scheme.

Penneo dokumentnøgle:

# Accounting policies (continued)

## Balance Sheet

### Goodwill

Goodwill is amortised on a straight-line basis over the estimated economic life determined on the basis of Management's experience in the relevant business areas. The amortisation period is 5-20 years and is based on the Company's experience in and assessment of the useful life of the individual investment. Acquired enterprises with strong market positions and long-term earnings profiles have the longest amortisation period.

The carrying amount of goodwill is tested for impairment on an ongoing basis and any impairment loss is recognised in the income statement if the carrying amount exceeds the expected future net income from the enterprise or activity to which the goodwill is allocated.

### Trademarks, know-how and software

Trademarks, know-how and software are measured at cost less accumulated amortisation and impairment losses. Trademarks and know-how are amortised over a maximum of 10 years, and software is amortised over a maximum period of 5 years. Amortisation is made on a straight-line basis over the amortisation period.

### Property, plant and equipment

Property, plant and equipment are measured at cost including revaluation and less accumulated depreciation and impairment losses.

Cost comprises purchase price and any costs directly attributable to the acquisition plus costs for preparing the asset until the date when the asset is available for use.

The basis of depreciation is calculated based on cost less estimated residual value after the end of useful life. Depreciation is calculated using the straight-line method over the following estimated useful lives of the individual assets:

| | |
|---|---|
| Property | 100 years |
| Leasehold improvements | 5-10 years, maximum over the actual lease term |
| Operating equipment, fixtures and fittings | 3-5 years |

Depreciation period and residual value are reassessed annually.

Gains and losses on disposal of property, plant and equipment are determined as the difference between the selling prices less cost of sales and the carrying amount at the time of sale. Gains or losses are recognised in the income statement as amortisation and impairment losses or under other operating expenses when the selling price exceeds the original cost.

Penneo dokumentnøgle:

# Accounting policies (continued)

### Impairment losses relating to non-current assets

The carrying amounts of intangible assets and property, plant and equipment are reviewed annually to determine whether there is any indication of impairment other than that expressed by amortisation and depreciation.

Where there is evidence of impairment, an impairment test is conducted to determine whether the recoverable amount of the asset is lower than the carrying amount. In that case, the asset is written down to the lower recoverable amount.

An impairment test is carried out annually of ongoing development projects, whether or not there is an indication of impairment.

The recoverable amount of an asset is determined as the higher of net selling price and value in use. Where it is not possible to determine the recoverable amount of the individual asset, the impairment is assessed in respect of the smallest group of assets for which it is possible to determine a reliable recoverable amount.

Where the independent value in use of goodwill, trademarks, know-how, software and other assets cannot be determined because the asset does not generate future cash flows, the asset will be reviewed for impairment together with the group of assets to which the asset belongs.

### Receivables

Receivables comprise trade receivables and other receivables. On initial recognition, receivables are measured at the transaction price and subsequently at amortised cost, which usually equals the nominal value less any loss allowance for bad debts.

Write-down for bad debt is calculated based on an assessment of the individual receivable and, for trade receivables, an additional general provision based on the Company’s experience from previous years.

### Contract work in progress

Contract work in progress is measured at the selling price of the work performed based on the stage of completion. The stage of completion is calculated as the share of costs incurred in proportion to the estimated total costs of the individual contract. When it is probable that the total contract costs will exceed the total contract revenue, the expected loss is recognised in the income statement.

Penneo dokumentnøgle:

# Accounting policies (continued)

Where it is not possible to determine a reliable selling price, the selling price is measured at the lower of costs incurred and net realisable value.

Prepayments and payments received on account are deducted from the selling price. Each individual contract is recognised in the balance sheet in receivables or liabilities, depending on whether the net asset value, calculated as the selling price less amounts invoiced on account, is positive or negative.

Costs related to sales work and contract negotiations are recognised in the income statement as incurred.

**Prepayments and accrued income (assets)**

Prepayments and accrued income recognised under assets comprise prepaid expenses incurred concerning subsequent financial years. Prepayments and accrued income are measured at amortised cost, usually equivalent to nominal value.

**Securities**

Securities recognised as current assets comprise listed bonds and shares, which are measured at fair value at the balance sheet date. Fair value is calculated using the most recently quoted selling price.

**Equity**

Dividends proposed for the financial year are recognised as a separate item under equity.

**Provisions**

Provisions are recognised when the Company has a legal or constructive obligation as a result of an event occurring on or before the balance sheet date, and it is probable that economic benefits will be required to settle the obligation.

The Company has recognised costs for warranty commitments for cases involving warranty claims related to projects. The costs comprise insurance policy excess and warranty commitments for cases in which the Company expects to have to pay costs of remediation, etc.

**Deferred tax assets and liabilities**

Deferred tax is recognised for all temporary differences between the carrying amounts and the tax base of assets and liabilities. However, deferred tax is not recognised for temporary differences relating to the amortisation of goodwill disallowed for tax purposes and other items if, except in the case of acquisitions, they arose at the date of acquisition without any impact on net profit or loss or taxable income.

Penneo dokumentnøgle:

# Accounting policies (continued)

Deferred tax is measured on the basis of the tax rules and tax rates applicable when the deferred tax becomes current tax according to the legislation in force at the balance sheet date. In cases where the tax base can be determined under alternative taxation rules, deferred tax is measured on the basis of the intended use of the asset or settlement of the obligation.

Deferred tax assets, including the tax base of tax losses allowed for carry forward, are measured at their anticipated net realisable value, 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.

**Current tax receivables and liabilities**

Current tax receivables and liabilities are recognised in the balance sheet as calculated tax on taxable income for the year, adjusted for tax on taxable income for previous years and tax paid on account. Surcharges and allowances under the tax prepayment scheme are recognised in the income statement under financial income and expenses.

**Financial liabilities**

Other liabilities are measured at amortised cost, which is essentially equivalent to nominal value.

**Cash flow statement**

In accordance with section 86(4) of the Financial Statements Act, the Company has not prepared a cash flow statement as such statement is contained in the cash flow statement of the consolidated financial statements of NIRAS Gruppen A/S.

**Consolidated financial statements**

The company is included in the Consolidated Annual Report of the parent company:

NIRAS Gruppen A/S
Sortemosevej 19,
3450 Allerød, Denmark

Central Business Register (CVR) No. 73 43 22 19

Penneo dokumentnøgle:

# Accounting policies (continued)

### Segment information

Information is provided for geographical markets (primary segment) and business segments (secondary segment). The segment information follows NIRAS's accounting policies and internal financial control.

### Financial ratios

The financial ratios have been prepared in accordance with the guidelines set out by Danish Finance Society (Den Danske Finansanalytikerforening (DDF)).

$$\text{EBITA/FTE} = \frac{\text{Operating profit excl. amortisation x 100}}{\text{Average number of employees}}$$

$$\text{EBITDA margin} = \frac{\text{Operating profit excl. depreciation and amortisation x 100}}{\text{Value of own production}}$$

$$\text{EBITA margin} = \frac{\text{Operating profit excl. amortisation x 100}}{\text{Value of own production}}$$

$$\text{EBIT margin} = \frac{\text{Operating profit x 100}}{\text{Value of own production}}$$

$$\text{Current ratio} = \frac{\text{Current assets}}{\text{Current liabilities}}$$

$$\text{Return on equity} = \frac{\text{Net profit for the year x 100}}{\text{Average equity}}$$

$$\text{Equity ratio} = \frac{\text{Equity x 100}}{\text{Total assets}}$$

Penneo dokumentnøgle:

# Income statement

| | Note | 2021<br>DKK '000 | 2020<br>DKK '000 |
|---|---|---|---|
| Gross revenue | | 1.527.029 | 1.434.550 |
| Project costs | | (170.491) | (158.433) |
| **Value of own production** | 1 | 1.356.538 | 1.276.117 |
| Other external expenses | | (165.546) | (142.452) |
| Staff expenses | 2 | (1.106.044) | (1.046.316) |
| Depreciation and amortisation | 3 | (14.104) | (14.084) |
| **Operating profit** | | 70.844 | 73.265 |
| Financial income | 4 | 3.332 | 1.406 |
| Financial expenses | 5 | (2.109) | (5.845) |
| **Profit before tax** | | 72.067 | 68.826 |
| Tax on net profit/(loss) for the year | 6 | (15.573) | (15.715) |
| **NET PROFIT FOR THE YEAR** | 7 | 56.494 | 53.111 |

Penneo dokumentnøgle: R0F8P-6ZLUE-KDJC2-0BRJM-W6HRQ-5ZXG4

# Balance sheet – Assets

| | Note | 2021<br>DKK '000 | 2020<br>DKK '000 |
|---|---|---|---|
| Goodwill | 8 | 6.594 | 5.151 |
| Software | 8 | 12.990 | 13.767 |
| **Intangible assets** | | 19.584 | 18.918 |
| Property | 9 | 117 | 123 |
| Leasehold improvements | 9 | 10.492 | 12.528 |
| Operating equipment, fixtures and fixtures | 9 | 12.901 | 7.367 |
| **Property, plant and equipment, total** | | 23.510 | 20.018 |
| Other securities | 10 | 2.059 | 2.059 |
| Deposits | 10 | 11.676 | 11.612 |
| **Total financial assets** | | 13.735 | 13.671 |
| **TOTAL FIXED ASSETS** | | 56.829 | 52.607 |
| Trade receivables | | 289.205 | 263.157 |
| Contract work in progress | 11 | 149.624 | 133.041 |
| Receivables from group enterprises | | 294.702 | 272.451 |
| Other receivables | | 13.738 | 15.103 |
| Prepayments and accrued income | | 31.881 | 27.834 |
| **Total receivables** | | 779.150 | 711.586 |
| **Cash and cash equivalents** | | 145.706 | 257.198 |
| **TOTAL CURRENT ASSETS** | | 924.856 | 968.784 |
| **TOTAL ASSETS** | | 981.685 | 1.021.391 |

Penneo dokumentnøgle: R0T8P-6ZEUE-KDJC2-0BRJM-WHR05-ZXGZ4

# Balance sheet – Liabilities

| | Note | 2021<br>DKK '000 | 2020<br>DKK '000 |
|---|---|---|---|
| Share capital | 12 | 20.000 | 20.000 |
| Retained earnings | | 234.517 | 238.023 |
| Proposed dividend for the year | | 60.000 | 25.000 |
| **TOTAL EQUITY** | 7 | 314.517 | 283.023 |
| | | | |
| Deferred tax | 13 | 128.030 | 115.941 |
| Other provisions | 14 | 17.535 | 11.904 |
| **TOTAL PROVISIONS** | | 145.565 | 127.845 |
| | | | |
| Other Payables | 15 | - | 101.769 |
| **Long term debt** | | - | 101.769 |
| | | | |
| Prepayments received from customers | 11 | 260.050 | 213.478 |
| Trade payables | | 83.671 | 74.098 |
| Payables to group enterprises | | 5.293 | 1.241 |
| Other payables | 16 | 172.589 | 219.937 |
| **Current liabilities** | | 521.603 | 508.754 |
| | | | |
| **TOTAL LIABILITIES** | | 521.603 | 610.523 |
| | | | |
| **TOTAL EQUITY AND LIABILITIES** | | 981.685 | 1.021.391 |

Mortgages, contractual obligations, lease commitments, recourse guarantee commitments and contingent liabilities are presented in Notes 17-19.

Remuneration for auditors elected by the annual general meeting is presented in Note 20.

Information about related parties and shareholder information is provided in Notes 21-22.

Subsequent events are disclosed in Note 23.

Penneo dokumentnøgle: [illegible]

# Statement of changes in equity

| | Share capital | Retained earnings | Proposed dividend | Total |
|---|---|---|---|---|
| | DKK '000 | DKK '000 | DKK '000 | DKK '000 |
| Equity at 1 January 2021 | 20.000 | 238.023 | 25.000 | 283.023 |
| Dividends distributed | - | - | (25.000) | (25.000) |
| Net profit for the year | - | (3.506) | 60.000 | 56.494 |
| **Equity at 31 December 2021** | 20.000 | 234.517 | 60.000 | 314.517 |

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021 | 2020 |
|---|---|---|
| | DKK '000 | DKK '000 |
| **1. Segment information** | | |
| | | |
| Activities – primary segment, Own production: | | |
| Building | 525.499 | 505.443 |
| Infrastructure | 192.659 | 189.942 |
| Utilities | 260.396 | 243.767 |
| Environment, Water & Energy | 138.007 | 122.261 |
| Process Industry | 143.742 | 128.970 |
| Development Consulting | 39.335 | 34.987 |
| Informatics | 56.900 | 50.747 |
| | 1.356.538 | 1.276.117 |
| | | |
| Geographical – secondary segment, Own production: | | |
| Denmark | 1.356.538 | 1.276.117 |

The Company’s geographical segmentation is based on the office affiliation of project participants.

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021<br>DKK '000 | 2020<br>DKK '000 |
|---|---|---|
| **2. Staff expenses** | | |
| Wages and salaries | 972.719 | 922.381 |
| Pension contributions | 119.216 | 112.192 |
| Other social security costs | 14.109 | 11.743 |
| | 1.106.044 | 1.046.316 |
| Remuneration for registered members of the Executive Board and the Board of Directors | 6.271 | 5.771 |
| Average number of employees | 1.602 | 1.575 |

**Incentive schemes**

The members of the Company's Executive Board and other executive officers are paid bonuses based on the Group's operating profit. Part of the bonus is paid by way of shares in NIRAS Gruppen A/S.

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021 | 2020 |
|---|---|---|
| | DKK '000 | DKK '000 |
| **3. Depreciation and amortisation** | | |
| Goodwill | 2.479 | 2.699 |
| Software | 5.784 | 5.750 |
| Property | 6 | 6 |
| Leasehold improvements | 2.206 | 2.323 |
| Fixtures, fittings, tools and equipment | 4.118 | 3.775 |
| Gain/(loss) on sale of operating equipment | - | 28 |
| Depreciation transferred to project costs | (489) | (497) |
| | 14.104 | 14.084 |
| **4. Financial income** | | |
| Interest on bank deposits and market value adjustment of bonds | 1.843 | 186 |
| Dividends on securities | 600 | 228 |
| Interest from group enterprises | 889 | 992 |
| | 3.332 | 1.406 |
| **5. Financial expenses** | | |
| Interest on bank loans, etc. | 1.953 | 1.119 |
| Non-deductible interest | - | 2 |
| Foreign currency adjustments | 156 | 4.724 |
| | 2.109 | 5.845 |

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021 | 2020 |
|---|---|---|
| | DKK '000 | DKK '000 |
| **6. Tax** | | |
| Current tax | 6.149 | 6.950 |
| Change in deferred tax | 9.179 | 8.951 |
| Tax on net profit/(loss) for the year | 15.328 | 15.901 |
| Adjustment relating to previous years | 245 | (186) |
| | 15.573 | 15.715 |

The Company is subject to joint taxation, with tax being paid by the parent company.

| | | |
|---|---|---|
| **7. Proposal for the distribution of net profit** | | |
| Dividend for the financial year | 60.000 | 25.000 |
| Carried forward to next year | (3.506) | 28.111 |
| | 56.494 | 53.111 |

Penneo dokumentnøgle: RDT8P-OZEUE-KOQC2-0BRJM-V6FBQ-5ZOG7

# Notes

| | Goodwill DKK '000 | Software DKK '000 |
|---|---|---|
| **8. Intangible assets** | | |
| Cost at 1 January 2021 | 13.931 | 43.621 |
| Additions | 3.922 | 5.007 |
| Disposals | (5.191) | (260) |
| **Cost at 31 December 2021** | 12.662 | 48.368 |
| | | |
| Depreciation and amortisation at 1 January 2021 | 8.780 | 29.854 |
| Depreciation and amortisation | 2.479 | 5.784 |
| Depreciation and amortisation relating to disposals during the year | (5.191) | (260) |
| **Depreciation and amortisation at 31 December 2021** | 6.068 | 35.378 |
| | | |
| **Carrying amount at 31 December 2021** | 6.594 | 12.990 |
| | | |
| Carrying amount at 1 January 2021 | 5.151 | 13.767 |
| | | |
| Depreciated/amortised over | 5-20 years | 5-20 years |

Penneo dokumentnøgle: R0T8O-6ZLUE-KD2C2-0BRJM-WFRQ5-ZOG74

# Notes

| | Property | Leasehold improve-ments | Operating equipment, fixtures and fittings |
|---|---|---|---|
| | DKK '000 | DKK '000 | DKK '000 |
| **9. Property, plant and equipment** | | | |
| Cost at 1 January 2021 | 565 | 24.748 | 32.551 |
| Additions | - | 170 | 10.793 |
| Disposals | - | - | (7.722) |
| **Cost at 31 December 2021** | 565 | 24.918 | 35.622 |
| Depreciation and amortisation at 1 January 2021 | 442 | 12.220 | 25.184 |
| Depreciation and amortisation | 6 | 2.206 | 4.118 |
| Depreciation and amortisation relating to disposals during the year | - | - | (6.581) |
| **Depreciation and amortisation at 31 December 2021** | 448 | 14.426 | 22.721 |
| **Carrying amount at 31 December 2021** | 117 | 10.492 | 12.901 |
| Carrying amount at 1 January 2021 | 123 | 12.528 | 7.367 |
| Depreciated/amortised over | 100 years | 5-10 years | 3-5 years |

Penneo dokumentnøgle: RDF3O-6ZLLE-KDJC2-0BRJM-VGRQ5-ZDG74

# Notes

| | Other securities DKK '000 | Deposits DKK '000 |
|---|---|---|
| **10. Financial assets** | | |
| Cost at 1 January 2021 | 2.695 | 11.612 |
| Additions | - | 64 |
| Disposals | - | - |
| **Cost at 31 December 2021** | 2.695 | 11.676 |
| Value adjustments at 1 January 2021 | (636) | - |
| Value adjustments for the year | - | - |
| Value adjustments at 31 December 2021 | (636) | - |
| **Carrying amount at 31 December 2021** | 2.059 | 11.676 |
| Carrying amount at 1 January 2021 | 2.059 | 11.612 |

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021 DKK '000 | 2020 DKK '000 |
|---|---|---|
| **11. Contract work in progress** | | |
| Selling price of work performed | 2.640.890 | 2.149.009 |
| Invoiced on account | (2.751.316) | (2.229.446) |
| | (110.426) | (80.437) |
| Net value is recognised in the balance sheet as follows: | | |
| Contract work in progress | 149.624 | 133.041 |
| Prepayments received from customers | (260.050) | (213.478) |
| | (110.426) | (80.437) |

| | 2021 DKK '000 | 2020 DKK '000 |
|---|---|---|
| **12. Share capital** | | |
| **The share capital consists of:** | | |
| 1 share of DKK 5,000,000 | 5.000 | 5.000 |
| 10 shares of DKK 1,000,000 each | 10.000 | 10.000 |
| 28 shares of DKK 100,000 each | 2.800 | 2.800 |
| 2,200 shares of DKK 1,000 each | 2.200 | 2.200 |
| **Share capital, total** | 20.000 | 20.000 |

The shares are not divided into classes.

During the last 5 years the Company's capital was increased by DKK 2,200,000 in 2017 in connection with a merger.

Penneo dokumentnøgle: [illegible]

# Notes

| | 2021 | 2020 |
|---|---|---|
| | DKK '000 | DKK '000 |
| **13. Deferred tax** | | |
| Provision for deferred tax at 1 January | 115.941 | 106.990 |
| Deferred tax recognised in the income statement | 12.089 | 8.951 |
| Provision for deferred tax at 31 December | 128.030 | 115.941 |
| | | |
| Deferred tax relates to the following items: | | |
| Intangible assets | 4.567 | 5.045 |
| Property, plant and equipment | (3.188) | (2.824) |
| Contract work in progress | 198.460 | 198.261 |
| Goodwill | - | - |
| Receivables, etc. | (2.116) | (2.526) |
| Other provisions for liabilities | (6.981) | (5.390) |
| Tax loss | (62.712) | (76.625) |
| | 128.030 | 115.941 |
| | | |
| Net value is recognised in the balance sheet as follows: | | |
| Deferred tax liabilities | 128.030 | 115.941 |
| | 128.030 | 115.941 |

The provision for deferred tax is made at the tax rate at which the temporary differences are expected to be realised.

Penneo dokumentnøgle:

# Notes

| | 2021 DKK '000 | 2020 DKK '000 |
|---|---|---|
| **14. Other provisions** | | |
| Other provisions at 1 January | 11.904 | 9.636 |
| Provisions made during the year | 7.181 | 4.468 |
| Provisions used during the year | (1.550) | (2.200) |
| Reversal of unused provisions | - | - |
| | 17.535 | 11.904 |

The Company has recognised costs for warranty commitments involving warranty claims at 31 December 2021. The costs comprise insurance policy excess and warranty commitments for projects in which the Company expects to have to pay costs of remediation, etc.

The Company makes provisions for restoration liabilities for all leases during the non-cancellable period of the leases. Further, provisions have been made for rent of premises not used up to the expiry of the cancellation period.

**15. Long term debt**

The long term debt consist of Holdiay pay compensation, not due until employees retires.

The debt obligations are due according to the order below

| | 2021 | 2020 |
|---|---|---|
| **Long term debt** | | |
| Due 1-5 years | - | 48.849 |
| Due after 5 years | - | 52.920 |
| Long term debt | - | 101.769 |

| | 2021 | 2020 |
|---|---|---|
| **16. Other payables** | | |
| Payroll liabilities, PAYE tax, social security contributions, etc. | 101.571 | 144.458 |
| Holiday pay obligations | 36.286 | 41.106 |
| VAT and duties | 34.314 | 34.013 |
| Other payables | 418 | 360 |
| | 172.589 | 219.937 |

Penneo dokumentnøgle: RDT8P-6ZLUE-RDJCZ-0BRJM-W1IRQ5-ZDG74

# Notes

| | 2021<br>DKK '000 | 2020<br>DKK '000 |
|---|---|---|

## 17. Payment guarantees and deposits

| | 2021 | 2020 |
|---|---|---|
| Payment guarantees issued to third parties | 56.148 | 65.521 |

## 18. Rental and lease commitments

Operating leases for rent of office premises, vehicles and photocopying machines have been entered into for the period 2020-2028.

| | 2021 | 2020 |
|---|---|---|
| Less than 1 year, external | 22.891 | 22.253 |
| Less than 1 year, Intercompany | 2.488 | 2.488 |
| Between 1 and 5 years, external | 26.440 | 38.136 |
| Between 1 and 5 years, Intercompany | 4.977 | 4.977 |
| More than 5 years | - | 3.655 |
| Rent commitments, total | 56.796 | 71.509 |
| | | |
| Less than 1 year | 3.466 | 2.668 |
| Between 1 and 5 years | 4.839 | 3.213 |
| More than 5 years | - | - |
| Lease commitments, total | 8.305 | 5.881 |

The Company and the other Group enterprises are jointly and severally liable for tax payable on the Group's income subject to joint taxation, etc. The total income tax payable appears from the annual report of NIRAS Gruppen A/S, which acts as the administration company of the joint taxation scheme. Any subsequent adjustments to the income tax may increase the liabilities of the Company.

The Company and other jointly registered enterprises of the Group are jointly and severally liable for the total VAT liability.

| | 2021 | 2020 |
|---|---|---|
| The VAT liability of the Group amounts to | 34.187 | 33.906 |

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# Notes

**19. Recourse guarantee commitments and contingent liabilities**

The Company is a stakeholder in the owners' association 'Hotel Tannishus' (title No. 38-i), Tannishus, Denmark. The Company has a 1:73 share.

The Company makes a provision under Other provisions corresponding to the expected insurance excess for projects in which there is a risk of exposure to liability. In addition, the Company is involved in a few legal proceedings. The outcome of the legal proceedings is not expected to have any significant impact on the Company's financial position.

The Company regularly enters into partnerships and joint ventures subject to joint and several liability. NIRAS A/S is the lead partner of five joint ventures with a total contract amount of DKK 119,252,000. NIRAS A/S owns different shares in the joint ventures.

**20. Remuneration for auditors elected by the Annual General Meeting**

The note on remuneration for auditors elected by the Annual General Meeting has been omitted in accordance with section 96(3) of the Financial Statements Act. NIRAS A/S is included in the consolidated financial statements of NIRAS Gruppen A/S.

**21. Related parties**

Related parties exercising control of NIRAS A/S:

| | |
|---|---|
| NIRAS ALECTIA Fonden, Sortemosevej 19, 3450 Allerød, Denmark | Principal shareholder |
| NIRAS Gruppen A/S, Sortemosevej 19, 3450 Allerød, Denmark | Principal shareholder |
| Carsten Toft Boesen, Dronning Margrethes Vej 44, 4000 Roskilde, Denmark | Executive Board and Board of Directors |
| Jens Maaløe, Vinrankevej 5, 2900 Hellerup, Denmark | Board of Directors (Chairman) |
| Kresten Kloch, Skovvej 16, 2930 Klampenborg, Denmark | Board of Directors |
| Mads Søndergaard, Stubbevang 50, 3400 Hillerød, Denmark | Board of Directors |
| Thomas Rolskov Christiansen, Fyrreskoven 1, 8600 Silkeborg, Denmark | Board of Directors |
| Susanne Nilsson, Vingen 73, 3140 Ålsgårde, Denmark | Board of Directors |

Transactions with related parties have been made on market terms.

Information about remuneration of Management, etc., is provided in Note 2, Staff expenses.

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# Notes

**22. Shareholder information**

The share capital is owned by NIRAS Gruppen A/S, Allerød, Denmark, whose main objective is to act as the holding company of a number of companies providing consulting services from offices in Denmark, Greenland, Sweden, Finland, Norway, the UK, Germany, Poland, etc. The Annual Report of NIRAS Gruppen A/S can be obtained at the Company's offices.

**23. Subsequent events**

NIRAS have been active in Ukraine for more than 25 years and will be affected by the Russian and Ukrainian conflict. We are currently managing four contracts in Ukraine. The projects are continuing, but with a risk to be gradually set on hold or cancelled due to the conflict. Our main concern is the health and safety of our local employees as all international consultants have been evacuated. The financial implication for 2022 is estimated to be between DKK 2,0-3,0 million at EBITA level on Ukrainian projects.

In Russia, NIRAS has worked with clients within the Food & Beverage area for many years, however the current project portfolio is limited, and we do not expect significant financial impact when the projects are stopped due to sanctions or other severe issues due to the conflict. Given the sanctions imposed on Russia it is impossible for NIRAS to work with Russian clients and we have also decided not pursue new opportunities.

No subsequent events affecting the assessment of the Annual Report have occurred after 31 December 2021.

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**Jacob Fromm Christiansen**
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*2022-03-22 07:48:08 UTC*
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**Susanne Lyngberg Nilsson**
**Bestyrelsesmedlem**
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**Dirigent**
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