# 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 2023

The Annual Report was approved at the Company's Annual General Meeting on 16 April 2024.

**Chairman of the meeting**

# Contents

# 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** | Lisbeth Knudsen (Chairman)<br>Carsten Toft Boesen<br>Mads Søndergaard<br>Tina Hørbye Løj Christensen<br>Camilla Kronborg Damgaard*<br>Rikke Holm*<br><br>*) elected by the employees |
| **Executive Board** | Carsten Toft Boesen |
| **Auditors** | PricewaterhouseCoopers<br>Strandvejen 44<br>2900 Hellerup<br>Denmark |

# 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 2023.

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 2023 and the financial performance of the Company for 2023.

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 2024

**Executive Board**

Carsten Toft Boesen
CEO

**Board of Directors**

| | | |
|---|---|---|
| Lisbeth Knudsen<br>(Chairman) | Carsten Toft Boesen | Mads Søndergaard |
| Tina Hørbye Løj Christensen | Camilla Kronborg Damgaard* | Rikke Holm* |

*) elected by the employees

# *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 2023, and of the results of the Company's operations for the financial year 1 January - 31 December 2023 in accordance with the Danish Financial Statements Act.

We have audited the Financial Statements of NIRAS A/S for the financial year 1 January - 31 December 2023, 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.

# 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.

# 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 2024
**PricewaterhouseCoopers**
Statsautoriseret Revisionspartnerselskab
*CVR No 33 77 12 31*

Jesper Møller Langvad
State Authorised Public Accountant
mne21328

Kaare von Cappeln
State Authorised Public Accountant
mne11629

# Key figures and financial ratios

| | 2023<br>DKK '000 | 2022<br>DKK '000 | 2021*<br>DKK '000 | 2020*<br>DKK '000 | 2019<br>DKK '000 |
|---|---|---|---|---|---|
| **5-year key figures** | | | | | |
| Revenue | 2.345.898 | 2.029.179 | 1.734.417 | 1.619.979 | 1.525.776 |
| Value of own production | 1.734.610 | 1.573.169 | 1.356.538 | 1.276.117 | 1.341.696 |
| EBITDA | 116.272 | 117.057 | 84.948 | 87.349 | 72.994 |
| EBITA | 107.125 | 104.603 | 73.323 | 75.964 | 59.754 |
| EBIT | 103.296 | 99.198 | 70.844 | 73.265 | 56.858 |
| Financial income and expenses, net | 19.288 | 2.374 | 1.223 | (4.439) | 2.601 |
| Net profit for the year | 94.590 | 75.137 | 56.494 | 53.111 | 47.348 |
| Contract work in progress | 198.398 | 175.674 | 149.624 | 133.041 | 152.067 |
| Trade receivables | 389.707 | 372.007 | 289.205 | 263.157 | 356.043 |
| Prepayments received | 325.403 | 280.340 | 260.050 | 213.478 | 175.511 |
| Contract work in progress, receivables and prepayments, net | 262.702 | 267.341 | 178.779 | 182.720 | 332.599 |
| Net working capital | 534.478 | 437.392 | 403.253 | 460.030 | 366.696 |
| Cash and cash equivalents and securities | 4.864 | 2.676 | 145.706 | 257.198 | 45.929 |
| Equity | 405.147 | 338.557 | 314.517 | 283.023 | 269.912 |
| Balance sheet total | 1.252.737 | 1.036.702 | 981.685 | 1.021.391 | 877.029 |
| Investments in property, plant and equipment | 2.866 | 3.130 | 10.963 | 2.195 | 5.934 |
| Number of employees, average | 1.887 | 1.774 | 1.602 | 1.575 | 1.684 |
| **Financial ratios** | | | | | |
| EBITA/FTE | 56,8 | 58,9 | 45,8 | 48,2 | 35,5 |
| EBITDA margin (%) | 6,7 | 7,4 | 6,3 | 6,8 | 5,4 |
| EBITA margin (%) | 6,2 | 6,6 | 5,4 | 6,0 | 4,5 |
| EBIT margin (%) | 6,0 | 6,3 | 5,2 | 5,7 | 4,2 |
| Current ratio | 1,8 | 1,8 | 1,8 | 1,8 | 1,8 |
| Return on equity (%) | 25,4 | 23,0 | 18,9 | 19,8 | 18,1 |
| Equity ratio (%) | 32,3 | 32,7 | 32,0 | 27,7 | 30,8 |

*Reclassification between project expenses and revenue has been done to comparative figures, including key figures for the years 2020 until 2021, for consistency with the current year presentation.

# Management's review

## Principal activity

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

## Activities and financial position

In 2023 NIRAS demonstrated robust financial performance and achieved significant results with our strategy, which concluded in 2023. With a strong focus on growth and strategic initiatives, particularly in the areas of sustainability, green transition and digitalisation, we not only achieved strong financial results but also created a sustainable impact on society through our projects with clients and partners.

NIRAS revenue was DKK 2.345,8 million in 2023 the growth was primarily organically driven. Top-line growth was largely generated from energy activities. The organic growth was 15,6% in 2023 exceeding the expected 5% growth in last year´s annual report.

EBITA in 2023 amounted to DKK 107.125 thousand, reflecting an EBITA margin of 6,2. EBITA margin slightly decreased compared to 2022 due to investments in sustainability, digitalisation and business development. We invested more than DKK 12 million to enhance our sustainability services and maintain our position as a leading provider of sustainability engineering solutions. In addition, an investment of close to DKK 5 million was made in digital development to ensure our status as an innovative and digital company.

Net financial income of DKK 19.3 million was primarily affected by favourable bank interests from the company´s deposits in the Group cashpool.

Net profit 2023 was DKK 94,6 million.

## 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.

## Governance and risk management

Systematic and timely key risk management is an integral part of NIRAS's Executive Management activities. The purpose of the systematic approach is to ensure that potential risks are identified, analysed and rated with regard to likelihood and impact.

It is essential to reveal which known risks should be considered key risks and to ensure that agreed-upon actions are proportionate to both the risk and to the Management's risk appetite.

# Management’s review (continued)

The objective is to eliminate the risk or reduce its impact to a level that is manageable within the boundaries of the Executive Management’s risk acceptance criteria.

We distinguish between:

***Strategic risk management:*** addressing key risks, i.e. risks with severe potential of becoming a major threat to NIRAS and our employees, if not managed correctly and timely.
***Operational risk management*:** handling of risks with low to moderate severity related to daily operations.

NIRAS’s Board of Directors (BoD) is overall responsible for NIRAS’s risk management strategy and the overall framework. The Executive Directors (ED) are responsible for the daily risk management processes and the continuous development of the framework.

NIRAS has established a Risk Management Team (RMT) to assist the business’ risk management. The RMT is mandated to develop risk procedures and tools within the framework, approved by the Board of Directors. Further, the RMT also supports management by identifying and monitoring key risks, suggest mitigation and follow up on action efficiency. The RMT is supported by a risk coordinator.

Responsible risk officers are appointed for each identified risk area to follow up at the operational risk management level and report to the RMT.

***Project management:***

*Risk description:* NIRAS enters a variety of complex client contracts globally. Insufficient identification, assessment, and management of critical risks and opportunities within fixed-price client contracts may result in detrimental effects on short term and long term profitability.

*Potential impact:* Inadequate project management could manifest as operational challenges, regulatory non-compliance, financial losses, or harm to the business´s reputation adversely impacting shareholder value.

*Risk mitigation:*
- Standardised review and risk assessment of clients and contracts.
- Risk management programme to ensure risk management of project.
- Ensuring and strengthening group-wide risk management activities through lessons-learned and skill development.

***IT and data:***

*Risk description:* NIRAS handles proprietary business information, client data, and third-party information within various technologies. At the same time, NIRAS faces evolving and sophisticated threats, such as increasing number of cyberattacks, ransomware, denial of service, and other malicious activities.

*Potential impact:* IT and data threats pose risks of system interruptions, data loss, and entail potential legal and financial consequences. Such incidents may result in the loss of client confidence, damage to brand reputation. And financial losses, including the possibility of litigation and regulatory actions.

# Management's review (continued)

*Risk mitigation:*

- NIRAS employs robust cybersecurity measures, including training, external scanning, penetration tests, and infrastructure monitoring, aligned with the NIST cybersecurity framework, to safeguard NIRAS against cyberattacks.
- GDPR compliance is monitored through system housing policies and data processing agreements.
- Internal policies include guidance and requirements for training and awareness campaigns.

NIRAS will meet the requirements for all relevant systems to the NIS2 Directive for managing cybersecurity risks before October 2024.

***ESG transformation:***

*Risk description:* Failure to deliver on the ESG transformation journey and ensure consistent and reliable reporting on ESG.

*Potential impact:* Not succeeding this transformation would adversely impact NIRAS´s client retention and attraction and the ability to attract talent.

*Risk mitigation:*

- NIRAS is progressing the implementation of an improved ESG governance framework including the adoption to CSRD legislation, target setting and reporting to deliver first updated group-wide reporting on ESG in 2025.

NIRAS obtained the ISO4001 Environmental Management Certification in 2022 to work systematically and seriously with environmental risks.

***AI technologies and transformation:***

*Risk description:* While AI technologies are seen as an opportunity, the rapid evolution of AI technologies, on the other hand, may require constant adaptation to remain competitive and effective.

*Potential impact:* An unsuccessful adoption of AI technologies could potentially harm the data security, the operational efficiency and competitive advantage, and the workforce collaborative dynamics, all with a crucial consequence for NIRAS´ operations.

*Risk mitigation:*

- Implementation of NIRAS specific AI guidelines and tools to ensure data security and efficient utilisation.
- Leveraging from the NIRAS existing IT and data risk management framework.
- Establishment of formalised training and development programmes.

# Management’s review (continued)

***Geopolitical and macroeconomic:***

*Risk description:* The potential threats of political instability, conflicts pandemics, or other geopolitical risks, along with a global economic slowdown and escalating inflation leading to higher interest rates, pose risks to both the demand and operations of NIRAS.

*Potential impact:* The general slowdown and the increased interest rates impact the investment appetite in the market impacting the demand for engineering services. The inflationary pressure leads to increased labour cost, cost of materials, and overall project expenses, thereby impacting profitability.

*Risk mitigation:*
- NIRAS strives to diversify its business in regards to both services, markets and client.
- Constant focus on costs and operational performance.
- NIRAS works to secure stable revenue streams by strengthening long term client relations.

***Compliance with laws and regulations:***

*Risk description:* Non-compliance with applicable laws and regulations in a rapidly changing regulatory global environment. Operating in multiple countries means navigation a complex web of diverse regulations, standards and legal requirements.

*Potential impacts:* Failure to comply with laws and regulations may result in legal and financial consequences, as well as damage to the reputation of NIRAS and its clients which again impacts the ability to attract both employees and clients.

*Risk mitigation:*
- Whistleblower mechanism is established to ensure reporting of any potential compliance violations.
- Establishment of a robust Integrity Management System to ensure compliance, anti-corruption and other integrity matters. This includes policies, training, online tests of employees and continuous evaluation and improvement.
- Thorough due diligence process for vendors and other third-party partners.

***Talent availability:***

*Risk description:* The availability of talent and qualified employees is a significant concern in NIRAS. This risk pertains to the challenge of ensuring that the organisation has access to a skilled and capable workforce to drive the delivery of high quality engineering services.

*Potential impacts:* Shortage of talent and qualified employees could potentially limit the quality and/or quantity of projects delivered by NIRAS which would be critical for the NIRAS operations.

*Risk mitigation:*
- Talent pipeline programmes in corporation with educational institutions.
- Graduate programmes ensuring on-boarding and development of talents.
- Knowledge management ensuring that knowledge is preserved within the organisation.

# Management's review (continued)

- Employee engagement and satisfaction programmes (e.g. MyWorkLife) with bi-annual surveys for evaluation.
- Recruitment and retention campaigns targeted specific groups of experts.

***Health and safety:***

*Risk description:* Failure to implement internal processes securing the health and safety of our employees and preventing incidents whether it is related to subconsultant or NIRAS employees at the office, on travels, on field studies, site work or visits, or other.

*Potential impact:* Health and safety risks can have severe consequences, including physical injuries, mental health strains, and even fatalities, all of which come at a great human cost. Additionally, these risks can result in project delays, legal complications, and damage to the reputation of both NIRAS and its clients.

*Risk mitigation:*
- Policies and internal processes to ensure the health and safety of employees and prevent both physical incidents and mental health strains.
- Provide training and education to employees on health and safety protocols.
- Conduct regular safety audits and risk assessments to identify and address potential hazards.
- Establish emergency response plans and procedures.
- Ensure compliance with local and international health and safety regulation.
- Monitor and evaluate the effectiveness of health and safety measures and make necessary adjustments.

**Statement on corporate social responsibility and sustainability**

For a presentation of Corporate social responsibility and sustainability, please see the consolidated Annual Report for 2023 for NIRAS Gruppen A/S, CVR No. 73 43 22 19.

**Data ethics**

This statement is made pursuant to §99d of the Danish Financial Statements Act and sets out the steps NIRAS has taken, and is continuing to take to ensure that data is used in a responsible and sustainable manner within its business and supply chain.

The polity is available here: https://www.niras. com/data-ethics/.

This statement covers the use of all data types and is thus not limited to the use and protection of personal data. Hence, the statement complements NIRAS's Data Protection Policy, which covers for example the principles of transparency and data minimisation which is set forth in the European Union's General Data Protection Regulation (GDPR).

# Management's review (continued)

NIRAS acknowledges that the ethical handling of data may go beyond what is regulated by law, especially given the fast growth of digitalisation and the increasing need to adapt to it.

That's why, as part of our commitment to enacting technical and organisational solutions for digitalisation our society, we have included a stipulation that we incorporate support for responsible data processing into our progress and solutions. In practice, data ethics and the work we do with data protection are very closely connected, as we apply some of the core principles from the data protection framework in the data ethics field.

Employees' awareness about data protection and cybersecurity, plays a key role to ensure the correct handling and security of data.

Therefore, we have implemented a cyber and GDPR awareness training program. The training program focuses on employee behaviour to ensure a high level data management and protection against common data and privacy threats like phishing. NIRAS monitors how many employees have completed the training, expecting employees to avoid data and privacy risks and to report to their managers. NIRAS will provide employees with training to ensure handling of data in a responsible and sustainable manner.

**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.

**Gender equal commitment (EDI)**

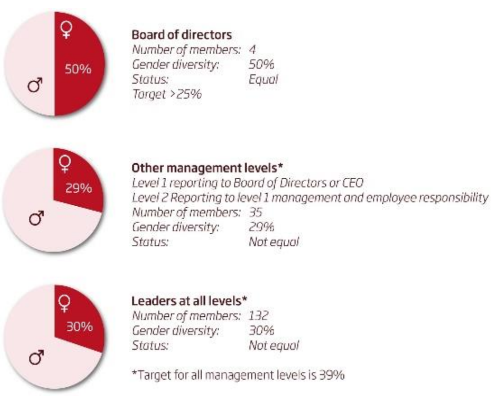
NIRAS is committed to providing equal opportunities regardless of gender, as reflected in the engagement with SDG 5 on gender equality. We are dedicated to achieving gender balance across our talent programme, our academies, and educational activities. We aim to ensure that representation of women in management levels matches the overall workforce composition at NIRAS.

In 2016, the Board of Directors decided that a 25% target for the representation of the underrepresented gender on the Board.

In 2023, a female board member assumed the role of Chair on the Board of Directors. Our commitment to fostering equality is evident through the board, where gender is equally represented with 50% of its composition.

# Management's review (continued)

While our goals for gender representation in level 1 and level 2 management have not been fully realised, we anticipate achieving these targets by 2030.




The existing diversity within our business, coupled with the challenges posed by the competitive employee market, presents complexities in achieving this transformation. Still, we remain committed as we work to speed up progress towards our diversity and inclusion goals.

The continuous focus in 2023 was to maintain our steering committee, our cross-country reference group, in our People department and on management levels. We are also increasingly addressing gender equality in our communications to create greater awareness and commitment throughout the organisation and make it a visible part of our brand identity.

NIRAS has signed the Gender Diversity Pledge from the Confederation of Danish Industry (DI) with 16 principles on how to work for increased gender diversity.

Besides from the initiatives ensuring gender balance internally in NIRAS, we also work to contribute to gender balance in society. During the year, NIRAS carried out several projects under the 17 SDGs. We mainstream rights issues into the design and implementation of our programmes, using a human rights-based approach and tools, such as gender mainstreaming, and identifying risks for discrimination to improve the situation for disadvantaged groups, thus contributing to SDGs 5, 10 and 16. For more information go to our website https://www.niras.com/sectors/development-consulting/

With a longstanding tradition of working with Scandinavian donors such as Sida, DANIDA and MFA Finland, NIRAS has been at the forefront of promoting gender equality around the world. We facilitate and support several projects worldwide which have gender equality as their main objective.

**Outlook**

In 2024, we will begin implementing a new strategy period. We expect to continue our growth in both revenue and own production. The organic growth in own production is expected to reach a level of 8.0% compared to 2023 and is spread across all sectors.

EBITA margin 2024 is expected at the same level as 2023.

We will continue to invest in sustainability, digitalisation, and business development, with an expected increase in investments in 2024. In particular, we will increase our commitment and investments in our green energy transition initiative GREENsition.
We will also continue to focus on being an attractive workplace, investing in the development, well-being, and motivation of our employees.

# Accounting policies

### Basis of preparation

The Annual Report of NIRAS A/S for 2023 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.

### Correction of misstatement

Management has identified that internal revenue by a mistake has been presented net and not gross in the financial statements 2022. The misstatement has been corrected in the 2023 financial statements, where the comparative figures for 2022 have been corrected. The correction results in an increase in revenue and project costs of DKK 29.859k. The correction has no effect on the result for the year or equity in 2022.

### 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.

# 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

### 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.

# 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.

# 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.

# 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.

# 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.

# 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

# 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)).

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

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

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

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

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

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

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

# Income statement

| | Note | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|---|
| Revenue | | 2.345.898 | 2.029.179 |
| Project costs | | (611.288) | (456.010) |
| **Value of own production** | 1 | 1.734.610 | 1.573.169 |
| Other external expenses | | (230.908) | (205.070) |
| Staff expenses | 2 | (1.387.430) | (1.251.042) |
| Depreciation and amortisation | 3 | (12.976) | (17.859) |
| **Operating profit** | | 103.296 | 99.198 |
| Financial income | 4 | 21.251 | 3.541 |
| Financial expenses | 5 | (1.963) | (1.167) |
| **Profit before tax** | | 122.584 | 101.572 |
| Tax on net profit/(loss) for the year | 6 | (27.994) | (26.435) |
| **NET PROFIT FOR THE YEAR** | 7 | 94.590 | 75.137 |

# Balance sheet – Assets

| | Note | 2023 DKK '000 | 2022 DKK '000 |
|---|---|---|---|
| Goodwill | 8 | 7.361 | 8.590 |
| Software | 8 | 9.185 | 9.409 |
| **Intangible assets** | | 16.546 | 17.999 |
| | | | |
| Property | 9 | 105 | 111 |
| Leasehold improvements | 9 | 7.541 | 9.023 |
| Operating equipment, fixtures and fixtures | 9 | 10.251 | 11.219 |
| **Property, plant and equipment, total** | | 17.897 | 20.353 |
| | | | |
| Other securities | 10 | 2.587 | 2.296 |
| Deposits | 10 | 12.254 | 11.422 |
| **Total financial assets** | | 14.841 | 13.718 |
| | | | |
| **TOTAL FIXED ASSETS** | | 49.284 | 52.070 |
| | | | |
| Trade receivables | | 389.707 | 372.007 |
| Contract work in progress | 11 | 198.398 | 175.674 |
| Receivables from group enterprises | | 545.769 | 379.160 |
| Other receivables | | 15.433 | 17.690 |
| Prepayments and accrued income | | 49.282 | 37.425 |
| **Total receivables** | | 1.198.589 | 981.956 |
| | | | |
| **Cash and cash equivalents** | | 4.864 | 2.676 |
| | | | |
| **TOTAL CURRENT ASSETS** | | 1.203.453 | 984.632 |
| | | | |
| **TOTAL ASSETS** | | 1.252.737 | 1.036.702 |

## Balance sheet – Liabilities

| | Note | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|---|
| Share capital | 12 | 20.000 | 20.000 |
| Retained earnings | | 335.147 | 290.557 |
| Proposed dividend for the year | 7 | 50.000 | 28.000 |
| **TOTAL EQUITY** | | 405.147 | 338.557 |
| | | | |
| Deferred tax | 13 | 162.094 | 135.315 |
| Other provisions | 14 | 16.521 | 15.590 |
| **TOTAL PROVISIONS** | | 178.615 | 150.905 |
| | | | |
| Prepayments received from customers | 11 | 325.403 | 280.340 |
| Trade payables | | 98.578 | 89.447 |
| Payables to group enterprises | | 22.913 | 17.828 |
| Other payables | 15 | 222.081 | 159.625 |
| **Current liabilities** | | 668.975 | 547.240 |
| | | | |
| **TOTAL LIABILITIES** | | 668.975 | 547.240 |
| | | | |
| **TOTAL EQUITY AND LIABILITIES** | | 1.252.737 | 1.036.702 |

Mortgages, contractual obligations, lease commitments, recourse guarantee commitments and contingent liabilities are presented in Notes 16-18.

Remuneration for auditors elected by the annual general meeting is presented in Note 19.

Information about related parties and shareholder information is provided in Notes 20-21.

Subsequent events are disclosed in Note 22.

# Statement of changes in equity

| | Share capital | Retained earnings | Proposed dividend | Total |
|---|---|---|---|---|
| | DKK '000 | DKK '000 | DKK '000 | DKK '000 |
| Equity at 1 January 2023 | 20.000 | 290.557 | 28.000 | 338.557 |
| Dividends distributed | - | - | (28.000) | (28.000) |
| Net profit for the year | - | 44.590 | 50.000 | 94.590 |
| **Equity at 31 December 2023** | 20.000 | 335.147 | 50.000 | 405.147 |

# Notes

| | 2023 DKK '000 | 2022 DKK '000 |
|---|---|---|
| **1. Segment information** | | |
| Activities – primary segment, Own production: | | |
| Building | 611.529 | 552.644 |
| Infrastructure | 229.458 | 207.972 |
| Utilities | 310.984 | 288.575 |
| Environment, Water & Energy | 184.367 | 155.733 |
| Process Industry | 277.120 | 247.321 |
| Development Consulting | 51.549 | 52.358 |
| Informatics | 69.603 | 68.566 |
| | 1.734.610 | 1.573.169 |
| Geographical – secondary segment, Own production: | | |
| Denmark | 1.734.610 | 1.573.169 |

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

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **2. Staff expenses** | | |
| Wages and salaries | 1.220.208 | 1.101.697 |
| Pension contributions | 147.693 | 133.094 |
| Other social security costs | 19.529 | 16.251 |
| | 1.387.430 | 1.251.042 |
| Remuneration for registered members of the Executive Board and the Board of Directors | 7.125 | 6.392 |
| Average number of employees | 1.887 | 1.774 |

**Incentive schemes**

The members of the Company's Executive Board and other executive officers are paid bonuses based on the Group's operating profit.

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **3. Depreciation and amortisation** | | |
| Goodwill | 3.829 | 5.405 |
| Software | 4.480 | 6.730 |
| Property | 6 | 6 |
| Leasehold improvements | 1.484 | 1.585 |
| Fixtures, fittings, tools and equipment | 3.834 | 4.358 |
| Gain/(loss) on sale of operating equipment | - | 244 |
| Depreciation transferred to project costs | (657) | (469) |
| | 12.976 | 17.859 |
| **4. Financial income** | | |
| Interest on bank deposits and market value adjustment of bonds | 90 | 293 |
| Dividends on securities | 92 | 557 |
| Interest from group enterprises | 21.069 | 2.691 |
| | 21.251 | 3.541 |
| **5. Financial expenses** | | |
| Interest on bank loans, etc. | 1.956 | 841 |
| Non-deductible interest | 7 | 185 |
| Foreign currency adjustments | - | 141 |
| | 1.963 | 1.167 |

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **6. Tax** | | |
| Current tax | 1.472 | 15.489 |
| Change in deferred tax | 26.780 | 7.408 |
| Tax on net profit/(loss) for the year | 28.252 | 22.897 |
| Adjustment relating to previous years | (258) | 3.538 |
| | 27.994 | 26.435 |

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

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **7. Proposal for the distribution of net profit** | | |
| Dividend for the financial year | 50.000 | 28.000 |
| Carried forward to next year | 44.590 | 47.137 |
| | 94.590 | 75.137 |

# Notes

| | Goodwill DKK '000 | Software DKK '000 |
|---|---|---|
| **8. Intangible assets** | | |
| Cost at 1 January 2023 | 22.881 | 47.113 |
| Additions | 2.600 | 4.256 |
| **Cost at 31 December 2023** | 25.481 | 51.369 |
| | | |
| Depreciation and amortisation at 1 January 2023 | 14.291 | 37.704 |
| Depreciation and amortisation | 3.829 | 4.480 |
| **Depreciation and amortisation at 31 December 2023** | 18.120 | 42.184 |
| | | |
| **Carrying amount at 31 December 2023** | 7.361 | 9.185 |
| | | |
| Carrying amount at 1 January 2023 | 8.590 | 9.409 |
| | | |
| Depreciated/amortised over | 5-20 years | 3-5 years |

# 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 2023 | 565 | 24.054 | 37.218 |
| Additions | - | - | 2.866 |
| Disposals | - | - | (4.457) |
| **Cost at 31 December 2023** | 565 | 24.054 | 35.627 |
| Depreciation and amortisation at 1 January 2023 | 454 | 15.029 | 25.999 |
| Depreciation and amortisation | 6 | 1.484 | 3.834 |
| Depreciation and amortisation relating to disposals during the year | - | - | (4.457) |
| **Depreciation and amortisation at 31 December 2023** | 460 | 16.513 | 25.376 |
| **Carrying amount at 31 December 2023** | 105 | 7.541 | 10.251 |
| Carrying amount at 1 January 2023 | 111 | 9.025 | 11.219 |
| Depreciated/amortised over | 100 years | 5-10 years | 3-5 years |

# Notes

| | Other securities DKK '000 | Deposits DKK '000 |
|---|---|---|
| **10. Financial assets** | | |
| Cost at 1 January 2023 | 2.932 | 11.422 |
| Additions | 300 | - |
| Disposals | (9) | 832 |
| **Cost at 31 December 2023** | 3.223 | 12.254 |
| | | |
| Value adjustments at 1 January 2023 | (636) | - |
| Value adjustments at 31 December 2023 | (636) | - |
| | | |
| **Carrying amount at 31 December 2023** | 2.587 | 12.254 |
| | | |
| Carrying amount at 1 January 2023 | 2.296 | 11.422 |

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **11. Contract work in progress** | | |
| Selling price of work performed | 5.814.863 | 5.510.936 |
| Invoiced on account | (5.941.868) | (5.615.602) |
| | (127.005) | (104.666) |
| Net value is recognised in the balance sheet as follows: | | |
| Contract work in progress | 198.398 | 175.674 |
| Prepayments received from customers | (325.403) | (280.340) |
| | (127.005) | (104.666) |

| | 2023<br>DKK '000 | 2022<br>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.

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **13. Deferred tax** | | |
| Provision for deferred tax at 1 January | 135.314 | 128.030 |
| Additions relating to merger | - | 124 |
| Deferred tax recognised in the income statement | 26.780 | 7.160 |
| Provision for deferred tax at 31 December | 162.094 | 135.314 |
| | | |
| Deferred tax relates to the following items: | | |
| Intangible assets | 3.407 | 2.070 |
| Property, plant and equipment | (3.234) | (1.195) |
| Contract work in progress | 212.914 | 197.330 |
| Goodwill | (9.082) | (11.950) |
| Receivables, etc. | (5.314) | (2.781) |
| Other provisions for liabilities | (1.331) | (6.365) |
| Tax loss | (35.266) | (41.794) |
| | 162.094 | 135.315 |
| | | |
| Net value is recognised in the balance sheet as follows: | | |
| Udskudte skatteaktiver | | |
| Deferred tax liabilities | 162.094 | 135.315 |
| | 162.094 | 135.315 |

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

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **14. Other provisions** | | |
| Other provisions at 1 January | 15.590 | 17.535 |
| Provisions made during the year | 4.125 | 2.937 |
| Provisions used during the year | (3.194) | (4.882) |
| | 16.521 | 15.590 |

The Company has recognised costs for warranty commitments involving warranty claims at 31 December 2023. 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.

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **15. Other payables** | | |
| Payroll liabilities, PAYE tax, social security contributions, etc. | 130.243 | 74.631 |
| Holiday pay obligations | 47.027 | 41.145 |
| VAT and duties | 44.268 | 43.380 |
| Other payables | 543 | 469 |
| | 222.081 | 159.625 |

# Notes

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| **16. Payment guarantees and deposits** | | |
| Payment guarantees issued to third parties | 48.277 | 52.392 |

**17. Rental and lease commitments**

Operating leases for rent of office premises, vehicles and photocopying machines have been entered into for the period 2022-2028.

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| Less than 1 year, external | 23.108 | 24.344 |
| Less than 1 year, Intercompany | 2.488 | 2.488 |
| Between 1 and 5 years, external | 28.026 | 46.885 |
| Between 1 and 5 years, Intercompany | 4.977 | 4.977 |
| Rent commitments, total | 58.599 | 78.694 |
| | | |
| Less than 1 year | 4.399 | 3.236 |
| Between 1 and 5 years | 6.261 | 3.652 |
| Lease commitments, total | 10.660 | 6.888 |

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.

| | 2023<br>DKK '000 | 2022<br>DKK '000 |
|---|---|---|
| The VAT liability of the Group amounts to | 44.350 | 43.395 |

# Notes

**18. 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 138,523,075. NIRAS A/S owns different shares in the joint ventures.

**19. 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.

**20. 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 |
| Lisbeth Knudsen, Østerbrogade 222, 5.th, 2100 København Ø, Denmark | Board of Directors (Chairman) |
| Tina Hørbye Løj Christensen, Ved Fortunen 14B, 2800 Kongens Lyngby, Denmark | Board of Directors |
| Mads Søndergaard, Stubbevang 50, 3400 Hillerød, Denmark | Board of Directors |
| Camilla Kronborg Damgaard, Kalavej 10, 3450 Allerød, Denmark | Board of Directors |
| Rikke Holm, Adslev Hedevej 4, Adslev, 8362 Hørning, Denmark | Board of Directors |

Transactions with related parties have been made on market terms.

# Notes

### 21. 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.

### 22. Subsequent events

No subsequent events affecting the assessment of the Annual Report have occurred after 31 December 2023.

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**Adm. direktør**
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**Bestyrelsesmedlem**
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**Rikke Holm**
**Bestyrelsesmedlem**
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**Tina Hørbye Løj Christensen**
**Bestyrelsesmedlem**
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## Camilla Kronborg Damgaard

**Bestyrelsesmedlem**

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## Jesper Møller Langvad

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**Jesper Stuhr**
**Dirigent**
*Serienummer: bb6058b4-9de0-4ce6-a99f-2cbfe4974090*
*IP: 217.74.xxx.xxx*
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