

## **Sweco Danmark A/S**

Ørestads Boulevard 41

2300 Copenhagen S

CVR No. 48233511

## **Annual Report 2022**

53. financial year

The Annual Report was presented and  
adopted at the Annual General Meeting of  
the Company on 3 May 2023

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Åsa Bergman  
Chairman

## Contents

Management's Statement	3
Independent Auditors' Report	4
Company Information	6
Management's Review	7
Key Figures and Financial Ratios	11
Accounting Policies	12
Income Statement	18
Balance Sheet	19
Statement of changes in Equity	21
Notes	22

## Management's Statement

Today, Management has considered and adopted the Annual Report of Sweco Danmark A/S for the financial year 1 January 2022 - 31 December 2022.

The Annual Report is presented 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 2022 and of the results of the Company's operations for the financial year 1 January 2022 - 31 December 2022.

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

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

Copenhagen, 25 April 2023

### Board of Executives

Dariusz Rezai  
CEO

Jeppe Allert Madsen  
Finance Director

### Board of Directors

Åsa Bergman  
Chairman

Johan Olof Stålnacke  
Vice Chairman

Lisa Lagerwall  
Member

Dariusz Rezai  
Member

Bent Raben  
Employee Representative

Thomas Byskov Grove  
Employee Representative

## Independent Auditors' Report

### To the shareholders of Sweco Danmark A/S

#### Opinion

In our opinion, the Financial Statements give a true and fair view of the financial position of the Company at 31 December 2022, and of the results of the Company's operations for the financial year 1 January 2022 - 31 December 2022 in accordance with the Danish Financial Statements Act.

We have audited the Financial Statements of Sweco Danmark A/S for the financial year 1 January 2022 - 31 December 2022, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies ("financial statements").

#### Basis of 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' 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 responsibility 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 Auditors' Report

### The auditor's responsibility 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 scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Hellerup, 25 April 2023

### PricewaterhouseCoopers

#### Statsautoriseret Revisionspartnerselskab

CVR-no. 33771231

Ulrik Ræbild  
State Authorised Public Accountant  
mne33262

Kasper Theodor Sørensen  
State Authorised Public Accountant  
mne47825

## Company Information

### Company

Sweco Danmark A/S  
Ørestads Boulevard 41  
2300 Copenhagen S  
48233511  
5 October 1970  
Copenhagen  
1 January 2022 - 31 December 2022

CVR No.

Date of formation

Registered office

Financial year

### Board of Directors

Åsa Bergman  
Johan Olof Stålnacke  
Lisa Lagerwall  
Dariush Rezai, CEO  
Bent Raben  
Thomas Byskov Grove

### Board of Executives

Dariush Rezai, CEO  
Jeppe Allert Madsen, Finance Director

### Administration Company

Sweco Danmark Holding ApS  
Ørestads Boulevard 41  
2300 Copenhagen S

### Auditors

PricewaterhouseCoopers  
Statsautoriseret Revisionspartnerselskab  
Strandvejen 44  
2900 Hellerup  
CVR-No.: 33771231

## Management's Review

### The Company's principal activities

Sweco Danmark A/S (the Company) is among the largest engineering and architecture consultancy companies in Denmark. We provide consultancy, design & engineering, and management services in a broad range of market sectors related to the built and natural environment.

Founded in Sweden in 1958, Sweco AB is listed on the Large Cap list of Nasdaq OMX Stockholm since 1998. Sweco plans and designs the sustainable communities and cities of the future. Together with our clients and the collective knowledge of our 20,000 architects, engineers and other specialists, we co-create solutions to address urbanisation, capture the power of digitalisation and make our societies more sustainable. Sweco operates on 8 core markets, Sweden, Norway, Finland, Denmark, Belgium, Germany, The Netherlands and the UK. Sweco is Europe's leading engineering and architecture consultancy, with sales of approximately SEK 24 billion (EUR 2.2 billion).

Our consultancy and services are diverse - ranging from architecture, infrastructure, structural engineering, building service systems, energy, water and environment, industry, project management and IT for urban development. A detailed profile of the Sweco Group is available in the Annual Report of Sweco AB.

### Sweco model

The key to our success is the way we work and do business. It is our operating model, the Sweco Model. The Sweco Model has been our guiding star ever since the company was founded. The Sweco Model consists of four cornerstones. Each cornerstone describes the way we work and do business. They have evolved over time based on what makes us successful and stand out in competition. The Sweco Model is a way of working based on a culture of simplicity, with empowered teams focusing on our clients and our employees. Our four cornerstones:

- Client Focus
- Best People
- Internal Efficiency
- Decentralised Organisation

### Development in activities and financial matters

The Company's Income Statement of the financial year 1 January 2022 - 31 December 2022 shows a result of TDKK 132,128 and the Balance Sheet at 31 December 2022 a balance sheet total of TDKK 829,980 and an equity of TDKK 411,556.

The outlook for 2022 given in the Annual Report for 2021 was to be viewed in the light of the continued outbreak of Covid-19. Management was forecasting revenue and profit in 2022 in line with 2021. Revenue and profit have exceeded the outlook for 2022 given in the Annual Report for 2021.

The Danish market was stable during 2022, however there was increasing uncertainty and fewer tenders within several areas. Activity within the public sector has increased moderately driven by increased demand within infrastructure, environment, and energy, while residential building in the private sector has decreased significantly. The remaining part of the private sector has been more stable during the period.

We have also in 2022 worked with projects within sustainability in relation to the UN's 17 global goals for sustainable development and a report of the work of Sweco was published in 2020. This is a key component of our work and a demand from our customers.

## Management's Review

Staff costs increased to TDKK 931,425 in 2022 from TDKK 849,804 in 2021. The average number of full-time employees increased to 1,385 in 2022 from 1,273 in 2021.

### *Balance sheet and cash resources*

The Company's equity and total assets at 31 December 2022 were TDKK 411,556 and TDKK 829,980 respectively, equivalent to a solvency ratio of 49.6%. It is proposed that the Annual General Meeting adopt a resolution to declare and pay dividends of TDKK 112,000 relating to the financial year 2022.

During the financial year, the Company cash decreased to TDKK 112,974 compared to TDKK 134,471 last year.

The Company's cash resources, consisting of cash and cash equivalents amounts to TDKK 112,974 at year-end are considered fully adequate to ensure continued operations.

### **Knowledge resources**

The ability to offer development, opportunities and an engaging corporate culture to all employees is crucial to our continued success and customer satisfaction. Focus is on development, performance, expertise, knowledge sharing and leadership. Among other things, we offer new staff/employees training courses from day one through Sweco Academy and with the support of experienced colleagues and managers.

Skills development and knowledge sharing are also vital for Sweco's success. Employees' expertise and ability to translate their knowledge into optimal solutions for customers is the core of the Company's business and distinguishes Sweco from its competitors. Shortcomings in knowledge sharing may result in risks such as low quality in customer deliveries. Knowledge and processes for knowledge sharing and cooperation are therefore a strategic priority for Sweco. The learning and experience exchange take place primarily through work on the projects. All employee development is focused on performance, knowledge and knowledge sharing. Sweco has a large number of processes and tools for knowledge sharing.

### **Environment**

The company is part of Sweco Group. Reporting of environmental data is published in Annual Report of Sweco AB.

### **Research and development activities**

The Company has during the financial year, maintained programs and software which is used to help customers to measure loads on surface areas like roads, tracks etc. Another focus area is to develop IT solutions to our customers which can help customers managing waste solutions.

### **Financial risks and finance policy**

#### **Financial risk**

To control and minimise the financial risks to which the Company is exposed, the Board of Directors has drawn up a finance policy that is revised and adopted at least once a year. The policy regulates the division of responsibilities between local companies and the corporate finance department and specifies the financial risks that the Company is permitted to take and how these risks are to be managed. Surplus cash is invested primarily in fixed income instruments in the money market, with low credit risk and high liquidity as required criteria. Transaction exposure for customer projects is hedged primarily through forward exchange contracts.

#### **Market risk**

Market risk is the risk for fluctuations in the value of financial investments due to changes in market prices. Sweco's policy minimises this risk by limiting the average fixed-interest term of financial investments to 120 days.



## Management's Review

### Currency risk

The Company's exposure to currency risk is primarily related to potential exchange rate fluctuations in contracted and anticipated payment flows in foreign currencies. The objective of managing currency risk is to minimise the effects of exchange rate movements on the Company's profit and financial position. The Company normally has a natural risk coverage in that both sales and expenses are denominated in local currency. In cases where contracts are entered into in a non-local currency, the contracted and anticipated payment flows are hedged through forward exchange contracts after matching incoming and outgoing payments in the same currency.

### Statement on Corporate Social Responsibility

Sustainability is important for us. In 2020 Sweco Danmark participated in a joint partnership, that has created a Danish baseline for how to measure and develop on UN's 17 SDG's as a nation. The project has raised the awareness about the SDG's in the Danish population. As the Company is a subsidiary of Sweco AB, we follow the Group implemented CSR policies. For further information please see Annual Report for Sweco AB.

### Corporate Governance

As the Company is a subsidiary of Sweco AB, we follow the Group implemented Corporate Governance policies. For further information please see Annual Report for Sweco AB.

### Statement on the underrepresented gender in accordance with section 99b of the Danish Financial Statements Act

The current state of 31/12 2022 is that 2 (two) of the four (4) members (who are elected at the General Meeting) of the Board of Directors are female. The current state can be defined as equal gender representation. The Company defines other management levels as all employees with direct people management responsibility.

Our goal is to achieve and sustain a management composition which reflects the diversity in the company and our markets. We believe diversity is a prerequisite to be competitive in our markets. The general efforts in 2021 have continued into 2022 and they are:

- Annual salary review process includes approving the overall distribution of increase between genders, to eliminate wage-gaps
- Compensation policy directly addressing equality, including but not limited to gender
- Survey addressing how employees experience equal opportunities, including but not limited to gender
- Career development program for selected high potential and performing employees, to support development and advancement
- Further improvement of non-discriminative hiring process aimed at recruiting qualified female candidates ensuring an increased gender composition in favour of the underrepresented gender

Further efforts in 2022 have been:

- Updated policy on parental leave creating equal rights between male and female employees
- Leadership development program ensuring equal opportunities in managerial positions.
- Project academy qualifying participants to take on more complex and demanding projects
- Screening job adds before posting for unbiased wording regarding gender

Since 2018, the share of females in total staff has increased from 28% to 32%, and specifically for management level from 21% to 32%.

### Mandatory report for Data Ethics in accordance with section 99d of the Danish Financial Statements Act

Sweco Danmark A/S is the only Danish company in the Sweco Group which is covered by the mandatory report. All data is considered business critical and will never be shared or be made available to third parties outside Sweco Group, unless it is data which Sweco Danmark A/S has a statutory and/or contractual obligation to submit.

## Management's Review

Management will adopt a policy on Data Ethics when Sweco Group adopts a policy for Data Ethics. Management sees no immediate need for adopting a stand-alone policy on Data Ethics for one Danish company. This needs to be coordinated by Sweco Group. Sweco Danmark A/S will adopt a policy on Data Ethics according to Sweco Group policy and guidelines. Management will continue to monitor the topic closely for the purpose of adopting a policy on Data Ethics in the future.

### Expectations for the future

Management is forecasting revenue and profit in 2023 in line with 2022.

### Material changes in the Company's operations and financial matters

Sweco Danmark A/S has in 2022 acquired Via Trafik Rådgivning A/S with 60 employees. Afterwards it was decided to merge Via Trafik Rådgivning A/S with Sweco Danmark A/S, and with Sweco Danmark A/S as the continuing company.

### Exceptional circumstances

There are no exceptional circumstances in 2022.

### Consolidated accounts

External financial reporting for The Company only comprises this Company, and therefore does not involve the preparation of consolidated financial statements. This is due to the fact, that The Company and its subsidiaries are part of the Sweco Group, which undertakes the same core business as The Company, i.e., engineering consultancy services. For further information about the financial performance and position of the overall Sweco Group please refer to the Annual Report of Sweco AB.

### Subsequent events

After the end of the financial year, no events have occurred which may have changed the financial position of the Company substantially.

### Insecurity regarding recognition or measurement

There is no material insecurity regarding recognition or measurement other than described under accounting policies.

## Key Figures and Financial Ratios

The development in the Company's key figures and financial ratios can be described as follows (DKK m):

	2022	2021	2020	2019	2018
Revenue	1,558	1,387	1,299	1,244	1,228
EBITA	186	138	103	107	75
Operating profit/loss (EBIT)	172	125	91	99	69
Financial income	0	-3	-3	-1	3
Profit/loss for the year	132	97	67	78	62
Total assets	830	786	829	749	856
Total equity	412	349	283	265	312
Net interest-bearing receivable(+)/debt (-)	113	134	166	172	178
Avg. number of full-time employees	1,385	1,273	1,201	1,135	1,140
EBITA margin (%)	11.94	9.95	7.93	8.60	6.11
Operating (profit) margin (%)	11.04	9.01	7.01	7.96	5.62
Return on equity (ROE) (%)	34.69	30.70	24.45	27.04	28.38
Solvency ratio (%)	49.64	44.40	34.14	35.38	36.45
Liquidity ratio	1.30	1.37	1.17	1.38	1.39
Equity value per share of nominal DKK 1	6.56	5.56	4.51	4.22	4.97

Key figures and financial ratios have been calculated in accordance with the "Recommendations & Financial Ratios 2015" of the Danish Finance society.

In 2018 the Company merged with Årstiderne Arkitekter and Sweco Architects A/S. Comparative figures have not been adapted.

In 2020 the Company merged with KANT Arkitekter A/S. Comparative figures have not been adapted.

In 2022 the Company merged with Via Trafik Rådgivning A/S. Comparative figures have not been adapted.

Definitions:

EBITA margin: Earnings before interest, tax and amortisation (EBITA) divided by revenue.

Operating margin: Operating profit divided by revenue.

Return on equity: Profit after tax divided by average equity.

Solvency (or equity) ratio: Equity divided by total assets.

Liquidity ratio (or current ratio): Current assets divided by short-term liabilities other than provisions.

Equity value per share: Year-end equity per share of nominal DKK 1.

## Accounting Policies

### Reporting Class

The Annual Report of Sweco Danmark A/S for 2022 has been presented in accordance with the provisions of the Danish Financial Statements Act applying to large enterprises of reporting class C.

The Company has also decided not to include a cash flow statement due to Danish Financial Statements Act §86, 4.

The Company has also decided not to include the note for Fees for auditors elected of the general meeting due to Danish Financial Statements Act §96, 3.

For the above information the Company point to the Annual Report for Sweco AB.

### Changed accounting policies, estimates and errors

Accounting policies remain unchanged from last year.

### Business Combinations

Newly acquired or newly established businesses are included in the financial statements from the acquisition date or formation. The acquisition date is the date when control of the business is transferred to the Group. Upon acquisition of the business of which we obtain control, the acquisition method is applied, according to which the identified assets, liabilities and contingent liabilities are measured at their fair values.

The acquisition cost/income of an enterprise consists of the fair value of the consideration payable/receivable. This includes the fair value of the consideration already paid/received, the deferred consideration and the contingent consideration.

Any subsequent adjustment of contingent consideration is recognised directly in the income statement, unless the adjustment is the result of new information about conditions prevailing at the acquisition date, and this information becomes available up to 12 months after the acquisition date.

Transaction costs are recognised directly in the income statement when incurred as administrative costs.

When acquisition costs differ from the fair values of the assets, liabilities and contingent liabilities identified on acquisition, any positive differences (goodwill) are recognised in the balance sheet under intangible assets and any negative differences (negative goodwill) are recognised in the income statement as a special non-recurring item.

If, on the acquisition date, there are any uncertainties with respect to identifying or measuring acquired assets, liabilities or contingent liabilities or uncertainty with respect to determining their cost, initial recognition will be made on the basis of estimated values. Such estimated values may be adjusted, or additional assets or liabilities may be recognised up to 12 months after the acquisition date, if new information becomes available about conditions prevailing on the acquisition date, which would have affected the calculation of values on that day, had such information been known.

### Consolidated Financial Statements

With reference to § 112 of the Danish Financial Statements Act, no Consolidated Financial Statement have been prepared because the Group enterprises are subsidiaries of a higher-ranking group.

### Reporting currency

The Annual Report is presented in Danish kroner.

## Accounting Policies

### Translation policies

Transactions in foreign currencies are translated into DKK at the exchange rate prevailing at the date of transaction. Monetary assets and liabilities in foreign currencies are translated into DKK based on the exchange rates prevailing at the balance sheet day. Realised and unrealised foreign exchange gains and losses are included in the Income Statement under Financial Income and Expenses.

## General Information

### Basis of 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.

### Lease agreements

The company has signed leases on buildings, cars and other equipment. These have been concluded under normal market conditions. Based on individual agreements, management has assessed whether these leases should be accounted for as financial or operational lease.

## Income Statement

### Revenue

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

## Accounting Policies

Income from the sale of goods is recognised in the Income Statement from the date of delivery and when the risk has passed to the buyer if it is possible to calculate the income reliably. Other sales revenues are recognised as revenue according to the invoicing principle. Revenue is measured and recognised exclusive VAT.

### Other operating income

Other operating income comprise items of a secondary nature to the principal activity of the Company.

### Other external expenses

Other external expenses comprise expenses regarding sale and administration.

### Staff cost

Staff costs comprise wages and salaries, pensions and social security costs.

### Amortisation and impairment of tangible and intangible assets

Amortisation and impairment of intangible and tangible assets has been performed based on a continuing assessment of the useful life of the assets in the Company.

The amortisation period for goodwill has been set to 20 years because of strategically acquired enterprise which hold a strong market positions and a long-term earnings profile.

Non-current assets are amortised on a straight-line basis, based on cost, on the basis of the following assessment of useful life and residual values:

	Useful life	Residual Value
Concessions, patents, licenses, trademarks and other similar rights	3-10 years	0%
Goodwill	20 years	0%
Other fixtures and fittings, tools and equipment	3-10 years	0%
Leasehold improvements	5-10 years	0%

Profit or loss resulting from the sale of intangible or tangible assets is determined as the difference between the selling price less selling costs and the carrying amount at the date of sale, and is recognised in the Income Statement under other operating income or expenses.

### Income from investments in group enterprises

Income from investments in group enterprises includes the proportionate share of the profit for the year.

### Income from investments in associates

Income from investments in associates includes a proportionate share of the profit for the year.

### Financial income and expenses

Finance income and expenses are recognised in the Income Statement with the amounts that concern the financial year. Finance income and expenses include interest income and expenses, realised and unrealised capital gains and losses regarding securities, debt and foreign currency transactions, dividends received from other equity investments, amortisation of financial assets and liabilities as well as surcharges and allowances under the tax repayment scheme.

## Accounting Policies

### Tax on net profit for the year

Tax on net profit/loss for the year comprises current tax on expected taxable income of the year and the year's adjustment of deferred tax less the part of the tax of the year that relates to changes in equity. Current and deferred tax regarding changes in equity is recognised directly in equity.

The Company and the Danish subsidiaries are taxed jointly. The Danish income tax is distributed between profit- and loss-making Danish enterprises in relation to their taxable income (full distribution).

## Balance Sheet

### Intangible assets

Goodwill are measured at cost less accumulated amortisation and impairment losses.

Other intangible assets, including licences and acquired rights etc., are measured at cost less accumulated amortisation and impairment losses.

An impairment test of acquired intangible assets is performed in the event of indications of a decrease in value. Furthermore, annual impairment tests are performed for ongoing and activated development projects, if any. The impairment test is performed for each individual asset and group of assets, respectively. The assets are written down to the higher of the asset's or asset group's value in use and the net selling price (recoverable amount) in the event, that this one is lower than the carrying amount.

### Tangible assets

Tangible assets are measured at cost plus revaluations, if any, and less accumulated amortisation and impairment losses. Cost comprises the purchase price and costs directly attributable to the purchase until the date when the asset is available for use.

An impairment test of tangible assets is performed in the event of indications of a decrease in value. The impairment test is performed for each individual asset and group of assets, respectively. The assets are written down to the higher of the asset's or asset group's value in use and the net selling price (recoverable amount) in the event, that this one is lower than the carrying amount.

### Investments in group enterprises

Equity investments in group enterprises are measured by the equity method at the proportionately owned share of the equity of the enterprises plus any consolidated goodwill, less intercompany profit and negative goodwill. Enterprises with negative equity are measured at 0 as the negative value corresponding to the proportionate share is offset against receivables, if any. Amounts beyond this are recognised in the provisions item, if there is a legal or actual obligation to cover the negative balance.

### Investments in associates

Investment in associates are measured by the equity method at the proportionately owned share of the equity of the enterprises plus any consolidated goodwill, less intercompany profit and negative goodwill. Enterprises with negative equity are measured at 0 as the negative value corresponding to the proportionate share is offset against receivables, if any. Amounts beyond this are recognised in the provisions item, if there is a legal or actual obligation to cover the negative balance.

### Other investments

Other investments are measured at the market value at the balance sheet date if they are listed, or at an estimated fair value if they are not. Deposits are measured at cost.

## Accounting Policies

### Inventories

Inventories are measured at cost on the basis of the FIFO principle or at the net realisable value if the latter is lower.

### Supply of services in progress

Supply of services in progress is measured at the selling price of the work performed. The stage of completion is determined on the basis of direct and indirect costs incurred in relation to expected total costs.

The value of the individual supplies in progress less invoicing on account are classified as receivables if the amounts are positive and as payables if the amounts are negative.

Deduction for loss is determined as the total expected contract loss, irrespective of the share actually performed.

### Receivables

Receivables are measured at amortised cost which usually corresponds to the nominal value. The value is reduced by write-downs for expected bad debts.

Impairment of accounts receivables past due is established on individual assessment of receivables.

### Prepayments

Prepayments comprise prepaid expenses concerning rent, insurance premiums, subscriptions and interest.

Accrued income recognised in assets comprises prepaid costs regarding subsequent financial years.

### Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand as well as short-term securities with a term of less than three months which can be converted directly into cash at bank and in hand and involve only an insignificant risk of value changes.

### Equity

Proposed dividend for the year is recognised as a separate item in equity.

### Provisions

#### Deferred tax

Deferred tax and the associated adjustments for the year are determined according to the balance-sheet liability method as the tax base of all temporary differences between carrying amounts and the tax bases of assets and liabilities.

Deferred tax assets, including the tax base of tax losses allowed for carry forward, are recognised at the value at which they are expected to be used, either by elimination in tax on future earnings or by set-off against deferred tax liabilities in enterprises within the same legal entity and jurisdiction.

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



## Accounting Policies

### Other provisions

Provisions comprise expected costs of warranty commitments, loss on work in progress, restructuring, etc. Provisions are recognised when the Company has a legal or actual obligation as a result of a past event, and it is likely that settlement will result in the company spending financial resources.

Provisions that are expected to be settled later than a year from the balance sheet date are measured at the present value and the expected payments. Other provisions are measured at net realisable value.

### Current tax liabilities

Current tax liabilities and current tax receivables are recognised in the Balance Sheet as calculated tax on the expected taxable income for the year, adjusted for tax on taxable income for previous years as well as for tax prepaid.

### Financial liabilities

Fixed-rate loans such as mortgage loans and loans from credit institutions are recognised initially at the proceeds received less transaction expenses incurred. In subsequent periods, loans are measured at amortised cost so that the difference between the proceeds and the nominal value is recognised in the Income Statement as an interest expense over the term of the loan.

Other liabilities are measured at amortised cost which usually corresponds to the nominal value.

### Accruals and deferred income entered as liabilities

Accruals and deferred income entered as liabilities consist of payments received regarding income in the subsequent financial years.

### Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the Balance Sheet but appear only in the notes.

## Sweco Danmark A/S

### Income Statement

	Note	2022 TDKK	2021 TDKK
Revenue	1	1,557,943	1,386,922
Other operating income	2	0	26
Other external expenses	3	<u>-425,885</u>	<u>-385,209</u>
<b>Gross result</b>		<b><u>1,132,058</u></b>	<b><u>1,001,739</u></b>
Employee benefits expense	4	-931,425	-849,804
Depreciation, amortisation expense and impairment losses of property, plant and equipment, and intangible assets recognised in profit or loss	5	<u>-28,501</u>	<u>-27,294</u>
<b>Profit from ordinary operating activities</b>		<b><u>172,132</u></b>	<b><u>124,641</u></b>
Income from investments in group enterprises and associates		2,263	-159
Other finance income		1,288	3,747
Finance expenses		<u>-3,328</u>	<u>-6,114</u>
<b>Profit from ordinary activities before tax</b>		<b><u>172,355</u></b>	<b><u>122,115</u></b>
Tax expense	6	<u>-40,227</u>	<u>-25,298</u>
<b>Profit</b>		<b><u>132,128</u></b>	<b><u>96,817</u></b>

## Sweco Danmark A/S

### Balance Sheet as of 31 December

	Note	2022 TDKK	2021 TDKK
<b>Assets</b>			
Acquired intangible assets	7	9,075	2,200
Goodwill	8	241,576	205,749
<b>Intangible assets</b>		<b>250,651</b>	<b>207,949</b>
Fixtures, fittings, tools and equipment	9	27,657	31,911
Leasehold improvements	10	6,638	3,885
<b>Property, plant and equipment</b>		<b>34,295</b>	<b>35,796</b>
Long-term investments in group enterprises	11.12	18,403	21,229
Long-term investments in associates	12.13	1,747	1,425
Other long-term investments	14	701	533
Deposits, investments		4,955	5,109
<b>Investments</b>		<b>25,806</b>	<b>28,296</b>
<b>Fixed assets</b>		<b>310,752</b>	<b>272,041</b>
Raw materials and consumables		2,491	457
<b>Inventories</b>		<b>2,491</b>	<b>457</b>
Short-term trade receivables		274,420	249,840
Contract work in progress	15	109,975	107,458
Short-term receivables from group enterprises		3,159	6,906
Other short-term receivables		4,443	3,787
Prepayments	16	11,766	11,477
<b>Receivables</b>		<b>403,763</b>	<b>379,468</b>
<b>Cash and cash equivalents</b>		<b>112,974</b>	<b>134,471</b>
<b>Current assets</b>		<b>519,228</b>	<b>514,396</b>
<b>Assets</b>		<b>829,980</b>	<b>786,437</b>

## Sweco Danmark A/S

### Balance Sheet as of 31 December

	Note	2022 TDKK	2021 TDKK
<b>Liabilities and equity</b>			
Contributed capital		62,801	62,801
Reserve for net revaluation according to the equity method		1,659	1,337
Retained earnings		235,096	215,290
Proposed dividend recognised in equity		<u>112,000</u>	<u>70,000</u>
<b>Equity</b>		<b><u>411,556</u></b>	<b><u>349,428</u></b>
Provisions for deferred tax	17	18,161	60,670
Other provisions	18	<u>1,559</u>	<u>1,414</u>
<b>Provisions</b>		<b><u>19,720</u></b>	<b><u>62,084</u></b>
Debt to other credit institutions		42	49
Prepayments received for work in progress	15	90,448	118,095
Trade payables		48,407	41,438
Payables to group enterprises		6,558	2,645
Tax payables		80,126	44,172
Other payables		<u>173,123</u>	<u>168,526</u>
<b>Short-term liabilities other than provisions</b>		<b><u>398,704</u></b>	<b><u>374,925</u></b>
<b>Liabilities other than provisions within the business</b>		<b><u>398,704</u></b>	<b><u>374,925</u></b>
<b>Liabilities and equity</b>		<b><u>829,980</u></b>	<b><u>786,437</u></b>
Proposed distribution of results	19		
Events after the balance sheet date	20		
Contingent liabilities	21		
Collaterals and assets pledged as security	22		
Liabilities under off-balance sheet leases	23		
Related parties	24		

## Sweco Danmark A/S

### Statement of changes in Equity

	Contributed Capital TDKK	Reserve for net revaluation according to the equity method TDKK	Retained earnings TDKK	Proposed dividend recognised in Equity TDKK	Total TDKK
Equity 1 January 2022	62,801	1,337	215,290	70,000	349,428
Dividend paid				-70,000	-70,000
Profit		322	131,806		132,128
Dividend proposed			-112,000	112,000	0
<b>Equity 31 December 2022</b>	<b>62,801</b>	<b>1,659</b>	<b>235,096</b>	<b>112,000</b>	<b>411,556</b>

The share capital has remained unchanged for the last 5 years.

The share capital consists of 62,800,896 shares of a nominal value of DKK 1. No shares carry any special rights.

Notes

	2022 TDKK	2021 TDKK
<b>1. Revenue</b>		
Architects division	315,735	336,128
Engineering divisions	1,219,189	1,034,714
Other income	23,019	16,080
	<u>1,557,943</u>	<u>1,386,922</u>

The majority of activities are in Denmark. As a result no market segmentation on the revenue has been prepared.

**2. Other operating income**

Profit on sale of assets	0	26
	<u>0</u>	<u>26</u>

**3. Other external expenses**

Project costs	187,834	187,757
External expenses	238,051	197,452
	<u>425,885</u>	<u>385,209</u>

**4. Employee benefits expense**

Wages and salaries	853,936	777,853
Post-employment benefit expense	65,796	60,319
Social security contributions	11,693	11,632
	<u>931,425</u>	<u>849,804</u>

*Hereof remuneration to management*

Salaries	5,459	4,929
Pension	461	449
Bonus	1,625	819
Share savings scheme (Sweco AB)	373	458
Fee to Board of directors	50	50
	<u>7,968</u>	<u>6,705</u>

Average number of employees	<u>1,385</u>	<u>1,273</u>
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The Management participate in Sweco AB long term Share Savings Schemes directed at senior executives in the Sweco Group. Under the schemes participants can use their own funds to acquire Class B shares (saving share) in Sweco AB up to 5-10 % of the participants annual base salary for the year. If conditions of the share schemes are met, then the participant will receive 1 Class B (Matching) share per saving share.

Management can receive further Class B shares (Performance) if certain performance criterias are met.

This can be between 1-3 performance shares per saving share depending on position.

Board members employed by Sweco AB are not included in numbers below.

For further infomation about the share savings schemes, please see annual report of Sweco AB.

Granting of shares takes place at the end of retention period on the fourth business day after announcement of year-end report.

<b>Share savings scheme - Danish management</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Maximum no. of Matching Shares	2,967	2,162	1,778	2,292
Maximum no. of Performance Shares	8,901	6,055	5,334	6,876
Estimated total cost TDKK	295	303	242	216
Retention period	Dec 22 - Feb 26	Dec 21 - Feb 25	Dec 20 - Feb 24	Dec 19 - Feb 23

Notes

	<b>2022</b>	<b>2021</b>
	<b>TDKK</b>	<b>TDKK</b>
<b>5. Depreciation, amortisation expenses and impairment</b>		
Software	1,762	810
Fixture, fittings, tools and equipment	13,186	13,753
Leasehold improvements	920	608
Finance leased equipment	202	94
Goodwill	12,431	12,029
	<b><u>28,501</u></b>	<b><u>27,294</u></b>
<b>6. Tax expense</b>		
Tax on net profit	82,664	46,248
Adjustments of deferred tax	-42,443	-19,076
Adjustments of tax prior years	105	-1,874
Adjustments of deferred tax prior years	-99	0
	<b><u>40,227</u></b>	<b><u>25,298</u></b>
<b>7. Acquired intangible assets</b>		
Cost at the beginning of the year	52,835	59,119
Addition during the year, incl. improvements	8,637	1,654
Disposal during the year	-47,426	-7,938
<b>Cost at the end of the year</b>	<b><u>14,046</u></b>	<b><u>52,835</u></b>
Depreciation and amortisation at the beginning of the year	-50,635	-57,716
Amortisation for the year	-1,762	-811
Reversal of impairment losses and amortisation of disposed assets	47,426	7,892
<b>Impairment losses and amortisation at the end of the year</b>	<b><u>-4,971</u></b>	<b><u>-50,635</u></b>
<b>Carrying amount at the end of the year</b>	<b><u>9,075</u></b>	<b><u>2,200</u></b>
<b>8. Goodwill</b>		
Cost at the beginning of the year	240,583	240,583
Addition in connection with merger and purchase of enterprise	48,258	0
<b>Cost at the end of the year</b>	<b><u>288,841</u></b>	<b><u>240,583</u></b>
Depreciation and amortisation at the beginning of the year	-34,834	-22,805
Amortisation for the year	-12,431	-12,029
<b>Impairment losses and amortisation at the end of the year</b>	<b><u>-47,265</u></b>	<b><u>-34,834</u></b>
<b>Carrying amount at the end of the year</b>	<b><u>241,576</u></b>	<b><u>205,749</u></b>

Notes

	2022 TDKK	2021 TDKK
<b>9. Fixtures, fittings, tools and equipment</b>		
Cost at the beginning of the year	99,797	111,605
Addition in connection with merger and purchase of enterprise	640	0
Addition during the year, incl. improvements	9,213	16,358
Disposal during the year	-1,118	-28,166
<b>Cost at the end of the year</b>	<b>108,532</b>	<b>99,797</b>
Depreciation and amortisation at the beginning of the year	-67,886	-82,082
Addition in connection with merger and purchase of enterprise	-525	0
Amortisation for the year	-13,387	-13,879
Reversal of impairment losses and amortisation of disposed assets	923	28,075
<b>Impairment losses and amortisation at the end of the year</b>	<b>-80,875</b>	<b>-67,886</b>
<b>Carrying amount at the end of the year</b>	<b>27,657</b>	<b>31,911</b>
Of the booked value end of 2022, TDKK 138 is Finance leased assets.		
<b>10. Leasehold improvements</b>		
Cost at the beginning of the year	6,091	6,211
Addition during the year, incl. improvements	3,673	207
Disposal during the year	-32	-327
<b>Cost at the end of the year</b>	<b>9,732</b>	<b>6,091</b>
Depreciation and amortisation at the beginning of the year	-2,206	-1,719
Amortisation for the year	-920	-608
Reversal of impairment losses and amortisation of disposed assets	32	121
<b>Impairment losses and amortisation at the end of the year</b>	<b>-3,094</b>	<b>-2,206</b>
<b>Carrying amount at the end of the year</b>	<b>6,638</b>	<b>3,885</b>
<b>11. Long-term investments in group enterprises</b>		
Cost at the beginning of the year	27,802	29,610
Addition during the year, incl. improvements	0	0
Disposal during the year	-5,365	-1,808
<b>Cost at the end of the year</b>	<b>22,437</b>	<b>27,802</b>
Revaluations at the beginning of the year	0	0
Net profit for the year	0	0
<b>Revaluations at the end of the year</b>	<b>0</b>	<b>0</b>
Depreciation and amortisation at the beginning of the year	-6,573	-4,336
Net profit for the year	1,726	-836
Other adjustments	813	-1,401
<b>Depreciation and amortisation at the end of the year</b>	<b>-4,034</b>	<b>-6,573</b>
<b>Carrying amount at the end of the year</b>	<b>18,403</b>	<b>21,229</b>



Notes

**12. Disclosure in long-term investments in group enterprises and associates**

*Group enterprises*

Name	Registered office	Share held in %	Equity TDKK	Profit TDKK
Sweco Asset Management Technologies AS	Norway	100.00	4,723	1,793
Sweco Asset Management Technologies AB	Sweden	100.00	6,397	718
GSA Gesellschaft für Strassenanalyse GmbH	Germany	100.00	7,283	-785
			<b>18,403</b>	<b>1,726</b>

*Associates*

Name	Registered office	Share held in %	Equity TDKK	Profit TDKK
PavEx Consulting s.r.o.	Czech Republic	50.00	1,067	579
Odeon A/S	Denmark	21.75	5,516	991
Projektgruppen Akutcenter Viborg ApS	Denmark	25.63	54	0
			<b>6,637</b>	<b>1,570</b>

Share of ownership states the Parent Company's part of the share capital and the voting rights.

	2022 TDKK	2021 TDKK
<b>13. Long-term investments in associates</b>		
Cost at the beginning of the year	88	88
Addition during the year, incl. improvements	0	0
<b>Cost at the end of the year</b>	<b>88</b>	<b>88</b>
Revaluations at the beginning of the year	1,337	1,109
Revaluations for the year	322	228
<b>Revaluations at the end of the year</b>	<b>1,659</b>	<b>1,337</b>
Depreciation and amortisation at the beginning of the year	0	0
Reversal of prior years' impairment losses and amortisation	0	0
<b>Impairment losses and amortisation at the end of the year</b>	<b>0</b>	<b>0</b>
Carrying amount at the end of the year	<b>1,747</b>	<b>1,425</b>
<b>14. Other long-term investments</b>		
Cost at the beginning of the year	368	368
Cost at the end of the year	<b>368</b>	<b>368</b>
Fair value adjustments at the beginning of the year	165	153
Adjustments for the year	168	12
<b>Fair value adjustments at the end of the year</b>	<b>333</b>	<b>165</b>
Carrying amount at the end of the year	<b>701</b>	<b>533</b>

Notes

	2022	2021
	TDKK	TDKK
<b>15. Contract work in progress</b>		
Sales value of work	3,280,352	3,190,148
Progress billings on contracts in progress	-3,260,825	-3,200,785
<b>Net value of contract work</b>	<b><u>19,527</u></b>	<b><u>-10,637</u></b>
Recognised as follows in the balance sheet:		
Net receivables	109,975	107,458
Net liabilities	-90,448	-118,095
	<b><u>19,527</u></b>	<b><u>-10,637</u></b>
<b>16. Prepayments</b>		
Prepaid other	4,052	1,183
Prepaid insurance	251	1,579
Prepaid IT services	70	765
Prepaid facility management	7,393	7,950
<b>Balance at the end of the year</b>	<b><u>11,766</u></b>	<b><u>11,477</u></b>
<b>17. Provisions for deferred tax</b>		
Cost at the beginning of the year	60,670	79,746
Additions during the year	33	0
Deferred tax during the year	-42,443	-19,076
Adjustments prior years	-99	0
<b>Balance at the end of the year</b>	<b><u>18,161</u></b>	<b><u>60,670</u></b>
<b>18. Other provisions</b>		
Provision at the beginning of the year	1,414	1,762
Addition	195	152
Used	-50	-500
<b>Balance at the end of the year</b>	<b><u>1,559</u></b>	<b><u>1,414</u></b>
Other provisions consist of cost of warranty commitments, loss on work in progress, restructuring and anniversary bonuses.		
<b>19. Proposed distribution of results</b>		
Proposed dividend recognised in equity	112,000	70,000
Reserve for net revaluation according to the equity method	322	228
Retained earnings	19,806	26,589
<b>Distribution of profit</b>	<b><u>132,128</u></b>	<b><u>96,817</u></b>

**Notes**

**20. Events after the balance sheet date**

No major events have taken place after the end of the financial year.

**21. Contingent liabilities**

Suretyship for sister company's future operating lease payments DKKm 18 (2021 DKKm 25).

Debt of joint ventures with joint and several liability DKKm 27 (2021 DKKm 32)

Liability for bank guarantees as security for received prepayments related to projects etc. DKKm 32 (2021 DKKm 29).

The Company is jointly taxed with the other enterprises in the group and are jointly and severally liable for the taxes that concern the joint taxation.

The total amount appears from the annual report of Sweco Danmark Holding ApS which is the administration company in the joint taxation.

**22. Collaterals and assets pledges as security**

No securities or mortgages exist at the balance sheet data.

**23. Liabilities under off-balance sheet leases**

The company has entered into operating leases relating to leases of premises, some of which with non-terminability expiring in the years 2022 - 2034. The minimum lease payments are fixed, however subject to price indexation DKKm 255 (2021 DKKm 279).

The company has operating leases of vehicles with future payments end of 2021 of DKKm 6 (2021 DKKm 8).

**24. Related parties**

The trading transactions with related parties are made at market conditions.

Applying the exemption only to state transactions not on market conditions with related parties due to Danish Financial Statements Act § 98, 7.

Control: Sweco Danmark Holding ApS, Denmark, holds 100% of the share capital and the voting rights.

Sweco AB (publ), Sweden, is the ultimate parent company. The consolidated financial statements are published on [www.sweco.se](http://www.sweco.se).

Other related parties:

No member of the Board of Directors or the Executive Board holds shares in the Company.