

# Dansk IngeniørService A/S

Ørstedsvvej 10, 8660 Skanderborg

CVR no. 21 16 75 84

## Annual report 2023/24

Approved at the Company's annual general meeting on 10 October 2024

Chair of the meeting:

.....  
Eske Mathias Ulsted Sørensen

## Contents

Statement by the Board of Directors and the Executive Board	2
Independent auditor's report	3
Management's review	5
Financial statements 1 July 2023 - 30 June 2024	15
Income statement	15
Balance sheet	16
Statement of changes in equity	18
Notes to the financial statements	19

## Statement by the Board of Directors and the Executive Board

Today, the Board of Directors and the Executive Board have discussed and approved the annual report of Dansk IngeniørService A/S for the financial year 1 July 2023 - 30 June 2024.

The annual report is prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 30 June 2024 and of the results of the Company's operations for the financial year 1 July 2023 - 30 June 2024.

Further, in our opinion, the Management's review gives a fair review of the matters discussed in the Management's review.

We recommend that the annual report be approved at the annual general meeting.

Skanderborg, 10 October 2024  
Executive Board:

.....  
Kenneth Schmidt Jensen  
CEO

.....  
Michael Carsten Christian  
Gadeberg

Board of Directors:

.....  
Mads-Ole Astrupgaard  
Chairman

.....  
Michael Carsten Christian  
Gadeberg

.....  
Søren Bunk Jensen

.....  
Anders Grønlund

## Independent auditor's report

To the shareholders of Dansk IngeniørService A/S

### Opinion

We have audited the financial statements of Dansk IngeniørService A/S for the financial year 1 July 2023 - 30 June 2024, which comprise income statement, balance sheet, statement of changes in equity and notes, including accounting policies. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 30 June 2024 and of the results of the Company's operations for the financial year 1 July 2023 - 30 June 2024 in accordance with the Danish Financial Statements Act.

### 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Independence

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.

### Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance as to 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 the financial statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

## Independent auditor's report

- ▶ 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 note 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.

### Statement on the Management's review

Management is responsible for the Management's review.

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

Based on the work we have performed, we conclude that the Management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statement Act. We did not identify any material misstatement of the Management's review.

Aarhus, 10 October 2024  
EY Godkendt Revisionspartnerselskab  
CVR no. 30 70 02 28

Peter U. Faurischou  
State Authorised Public Accountant  
mne34502

Tobias Oppermann  
State Authorised Public Accountant  
mne46362

## Management's review

### Company details

Name	Dansk IngeniørService A/S
Address, Postal code, City	Ørstedesvej 10, 8660 Skanderborg
CVR no.	21 16 75 84
Established	1 July 1998
Registered office	Skanderborg
Financial year	1 July 2023 - 30 June 2024
Website	<a href="http://www.d-i-s.dk">www.d-i-s.dk</a>
Board of Directors	Mads-Ole Astrupgaard, Chairman Michael Carsten Christian Gadeberg Søren Bunk Jensen Anders Grønlund
Executive Board	Kenneth Schmidt Jensen, CEO Michael Carsten Christian Gadeberg
Auditors	EY Godkendt Revisionspartnerselskab Værkmestergade 25, P.O. Box 330, 8100 Aarhus C, Denmark

## Management's review

### Financial highlights

DKK'000	2023/24	2022/23	2021/22	2020/21	2019/20
<b>Key figures</b>					
Revenue	508,018	527,270	538,899	381,225	392,488
Gross profit	260,677	274,432	266,867	235,445	241,414
Operating profit/loss	15,676	27,243	31,261	36,483	31,822
Net financials	2,954	7,469	96	-5,531	376
Profit for the year	16,334	28,059	24,529	23,140	25,259
<b>Balance sheet</b>					
Total assets	218,460	273,030	261,845	185,610	166,652
Investments in property, plant and equipment	1,219	4,532	6,012	1,318	347
Equity	81,416	83,083	73,024	58,495	60,355
<b>Financial ratios</b>					
Return on assets	6.4%	10.2%	14.0%	20.7%	18.9%
Equity ratio	37.3%	30.4%	27.9%	31.5%	36.2%
Return on equity	19.9%	35.9%	37.3%	38.9%	44.3%

## Management's review

### Financial highlights (continued)

The financial ratios stated under "Financial highlights" have been calculated as follows:

Operating profit/loss	$\frac{\text{Profit/loss before net financials +/- Other operating income and other operating expenses}}{\text{Average assets}}$
Return on assets	$\frac{\text{Profit/loss from operating activities} \times 100}{\text{Average assets}}$
Equity ratio	$\frac{\text{Equity, year-end} \times 100}{\text{Total equity and liabilities, year-end}}$
Return on equity	$\frac{\text{Profit/loss after tax} \times 100}{\text{Average equity}}$

## Management commentary

### Business review

The Company is rooted in a strong commitment to engineering and consulting services. We prioritize our customers' needs and work diligently to offer solutions that are both cost-effective and sustainable.

#### Service Portfolio:

Our service offerings are characterized by a blend of innovation, expertise, and comprehensive problem-solving. Engineering consulting remains our cornerstone, and this expertise has facilitated robust collaborations with industry leaders. Using our deep industry insights, we methodically address the varied challenges in the renewable energy, manufacturing, and life science sector.

#### Pioneering Product Development and Optimization:

Product development and optimization remain at the forefront of our efforts. Our teams collaborate, drawing from a vast pool of collective intelligence, to transform innovative ideas into market-ready products. This process, right from conceptualization to market introduction, emphasizes refining each design aspect, ensuring resource efficiency, and aligning with sustainability standards.

#### Turnkey Solutions:

In the area of turnkey solutions, we focus on simplifying test and production equipment processes. We pride ourselves on offering end-to-end solutions that go beyond just machinery. This includes planning, procurement, assembly, and commissioning of advanced equipment that surpasses industry standards, leading our customers to heightened operational efficiency.

#### Sustainability Commitment:

We recognize that the well-being of our planet is no longer an optional consideration but an urgent necessity. It's central to our mission to not only drive our customers' profitability but also contribute positively to the environment. For us, sustainability isn't just a term; it's an actionable commitment. Our engineering solutions aim to not only benefit our customers' businesses but also reduce their environmental impact. We collaborate with our customers to apply environmentally friendly strategies that have a genuine impact. Our belief is simple: through continuous, small but impactful steps, we can jointly pave the way for a greener, more sustainable future.

In summary, our Company is dedicated to delivering excellence in engineering and consulting. We are committed to promoting sustainable industrial methods and providing a wide array of services that push technological limits. Partnering with forward-thinking industrial firms, we are on a mission of innovation, transformation, and sustainability, solution by solution.

### Recognition and measurement uncertainties

The carrying amount of certain assets and liabilities requires estimates of how future events affect the value of these assets and liabilities on the balance sheet date. The uncertainties are primarily regarding goodwill and construction contracts.

The estimates used are based on assumptions that the management considers to be justifiable, but which in the can be uncertain and unpredictable.

## Management's review

### Financial review

The income statement for 2023/24 shows a profit of DKK 16,333,828 against a profit of DKK 28,058,583 last year, and the balance sheet at 30 June 2024 shows equity of DKK 81,416,397.

Our primary objective was to achieve a greater performance compared to FY 2022/23. However, rising uncertainties stemming from factors such as inflation, escalating interest rates, and the potential for a global economic downturn have made the ambitions difficult to reach. Our expectation for FY 2023/24 was a revenue of 575.000-650.000 TDKK as stated in the financial statements of 2022/23. The realised revenue is 508.018 TDKK. Our expectation for FY 2023/24 was an EBITDA of 35.000-45.000 TDKK as stated in the financial statements of 2022/23. The realised EBITDA is 23.523 TDKK

The foundation of our growth ambitions for the fiscal year 2024/25 lies in our ability to create significant customer value within the industries in which we operate. We are dedicated to maintaining our profitability while also boosting our revenue, emphasizing the value we provide to our customers.

### Products and services

Our commitment to meeting evolving market demands is reflected in the continuous enhancement of our services and offerings. In the current year, our strategic focus areas cover:

- ▶ **Digitization, Automation, and Robotics Capabilities:**  
We've successfully completed several complex projects, merging various technologies and areas of expertise, for top global industry players that serves to accelerate our customers digitalization and industry 4.0 journey.
- ▶ **Wind Industry Expertise:**  
We are dedicated to further structuring our knowledge and offerings in the wind industry, with a keen emphasis on increasing value creation for our customers. This includes the incorporation of specialized skills and advisory services within certain key areas of the wind value chain, ensuring we're positioned to deliver at outcome-based, solutions level rather than solely component level.
- ▶ **Renewable Energy Competencies:**  
Our focus extends to developing and reinforcing our competencies in the renewable energy sector. This involves exploring hybrid solutions, storage technologies, power-to-X solutions, and services aimed at enhancing sustainability in production processes.
- ▶ **Green fuel & Energy Services:**  
To meet the future demands of power plants, production facilities, and green energy production, we are actively developing our Plant Engineering services, consisting of a holistic Engineering, Procurement, and Construction Management (EPCm) approach, tailored to each customers' specific project needs.
- ▶ **Machine Safety Solutions:**  
We are strengthening our capabilities in Machine Safety through comprehensive training services and a systematic approach to risk evaluation and mitigation offered to the market.
- ▶ **Project Execution Enhancement:**  
To accommodate larger and more complex projects spanning different geographic locations, we are actively developing our internal project management capabilities.

*These strategic initiatives underscore our commitment to staying at the forefront of industry advancements and delivering innovative solutions to our customers across various sectors.*

### Investments

The Company has increased its investment in Upteko, a drone company.

### Capital resources

Our Company maintains its capital resources and in a close partnership with our primary banking institution, which provides accessible credit facilities to support our expanding business activities and accommodate periodic fluctuations in activity.

## Management's review

### Knowledge resources

Our pursuit of excellence is evident not only in our talented workforce but also in our dedication to knowledge cultivation. This commitment is showcased through our active "Community of Practices" (COPs). Our team is a melting pot of engineers, boasting a wide range of academic credentials from bachelor's to PhDs. They specialize in fields like mechanical-, electrical-, power, and safety engineering, as well as hardware and software development and design, and project management.

Our COPs act as knowledge hubs for these professionals to engage in lively discussions, share insights, and pool their expertise. With a solid mix of theoretical understanding and hands-on experience, our team members stand out as seasoned experts in their areas. They're not just tech enthusiasts; they are innovators and adaptable problem-solvers, consistently performing at the top of their fields. Through this collaboration, our collective intelligence grows, and we're better positioned to offer state-of-the-art solutions to our customers.

### Financial risks and use of financial instruments

The Company's exposure to risks is in line with industry norms and does not entail any exceptional vulnerabilities. One notable global risk is associated with our suppliers' ability to deliver products and materials on time and within budget. However, we have meticulously crafted work procedures in place to effectively manage and mitigate these supply chain-related challenges.

#### *Financial risks*

Our principal financial risks revolve around currency and credit. In the current market environment, there is a notable trend towards lengthening payment terms, which presents a challenge. To address this trend, we remain actively engaged in ongoing efforts to mitigate its impact.

#### *Currency risks*

The entities within our Company primarily invoice customers in DKK, EUR, USD and PLN currencies. The company has an operation hedge on the currency we operate in and, thereby effectively mitigating currency risk. The company has a structured policy to mitigate risks for currency.

#### *Credit risks*

The Company operates a worldwide credit insurance program covering major credit risks.

### Research and development activities

While the Company's suite of services is continuously evolving and improving, there are no ongoing formal research and development activities at this time. Our focus remains on steady development and innovation to enhance our service offerings.

### Statutory CSR report

#### *Business model*

Our core business model centers around offering engineering and consulting services to our customer. Within this framework, the Company is dedicated to conceiving and delivering technical solutions aimed at enhancing the cost-effectiveness and sustainability of our customers' products and production processes. It's essential to underline that the most vital asset for the success of our business model is our highly qualified and dedicated workforce. Our team of skilled professionals forms the cornerstone of our ability to deliver innovative solutions and create value for our customers.

#### *Human rights*

The Company has identified that lack of diversity poses a risk to the infringement of human rights within the organization.

As a modern workplace, we respond daily to our role in society and our social responsibility as a workplace and an employer. This applies both when we recruit the best qualified employees without differentiating by gender, ethnicity, or sexuality and when we are conscious of how we contribute to the world around us, as well as the way we work toward a better environment and working environment. Our suppliers sign a supplier Code of Conduct based on UN Global Compact and its Ten Principles as well as the core labor convention of the International Labor Organization as reflected in the Declaration on the Fundamental Principles of Right at Work (1998).

## Management's review

### *Diversity and Equality*

At the Company, we acknowledge that people have different personalities, backgrounds, and demographic conditions. We believe that our diversity helps make us stronger and that our differences improve our creativity and innovation. When employees with differences work together, new perspectives are gained, and there is a greater chance of finding the best solutions and the most creative ideas, which is often what our customers are looking for.

As a company, we have a broad appeal, which is particularly evident when we recruit. The pool of applicants is often very diverse, and we regularly see applications from candidates from all over the world. In the screening process, we do not differentiate between demographic or geographic conditions, but always look for the best match for the job and for The Company based on our recruitment requirements.

All employees are treated on equal terms and met with the same openness, trust and 'freedom with responsibility' regardless of job and seniority.

### *Corporate Social Responsibility*

At The Company, we are very conscious of our social responsibility and showing consideration for the people we meet and the world we interact in. Our CSR policy describes our attitudes and practices in several areas, to ensure that both our employees and partners understand our position in this point.

Our CSR policy is divided into four general focus areas: people, environment, Innovation and Charity. The CSR policy is available at our homepage: <https://creadis.com/about/csr/>

### *CODE OF CONDUCT*

To emphasize our policies, we have published a code of conduct to be followed by all employees and suppliers working for the Company. Our code of conduct is based on our five core values that reflect our way of seeing the world we act in. As we grow our business, we expand The Company with more and new members, and this code of conduct is intended to help remember how to act when representing The Company and leading our organization towards future success. The central aspects of the code of conduct are:

- ▶ Quality and high standards
- ▶ Intellectual property
- ▶ Fair competition
- ▶ Conflicts of interest
- ▶ Corruption and bribery
- ▶ Health and safety
- ▶ Respect and non-discrimination
- ▶ Protecting our organization and its assets

The code of conduct is signed by all functional managers, country managers and office managers working for The Company. In 2023/24, we have continued our policy and encouraged all employees to report on any violations of human rights. There are no reported incidents of human rights violations in 2023/24.

In the financial year 2024/25, we will continue to ensure that all employees, including new employees, are aware of our policies and expectations on human rights and continue to encourage all employees to report on any violations of or concerns they might have with regards to human rights.

## Management's review

### *Social and Employee Conditions*

The Company's most material risk related to social and employee conditions is to ensure well-being amongst employees. We believe in an open dialogue between managers and employees with open meetings on a regular basis.

In the financial year 2023/24 we ensured that all employees, including new employees, are aware of our policies and expectations of social and employee conditions, because we want to maintain our employees' well-being.

In 2024/ 25, we will continuously carry out employee engagement measurements as we see this to be a good development tool that helps ensure that we constantly focus on developing our company as a workplace, so that we can continue to retain and attract the very best employees.

We want to contribute to society, both locally and globally and therefore we are involved in several charity initiatives. Common to the initiatives and organizations we support is that our support must make a difference. Some of these are regularly occurring events and initiatives that, through the years, have become part of our identity, while others are individual events or donations that inspire us at the time.

In the financial year 2024/25, we will continue to ensure that all employees, including new employees, are aware of our policies and expectations of social and employee conditions, because we want to maintain our employees' well-being.

### *Climate and Environmental aspects*

As a Company, we believe we have a responsibility to improve the climate impact from our operations and the choices we make, in the way we make business. For that reason, we have in 2023 joined the CDP (Carbon Disclosure Project), who runs a global environmental disclosure system. The Company has identified energy consumption and the resulting emissions of CO<sub>2</sub> to be the most significant risk of negatively affecting the climate. This reporting will continue in the next coming years.

Our strongest contribution comes from the services and solutions, we deliver to the renewable energy market, where we contribute to development and operation of constantly more efficient technology to produce green energy. In FY 2023/24, more than 50% of all activities in the Company were related to renewable energy. In FY 2023/24, we furthered our commitment to reduce our emissions by using more renewable energy sources for our business activities.

We offer services to industrial companies, to map and reduce energy consumption in production facilities and buildings, by introducing more efficient and sustainable solutions and thereby contribute with a scaled impact to the environment through our customers.

We have no own production facilities, but we set requirements to our sub-suppliers to set and follow environmental policies with the aim of continuously improving their impact on the climate. It is our policy to always make the greener choice, when possible. In the future, we will continue to reduce our environmental footprint by using more renewable energy.

### *Anti corruption*

The main risk faced by The Company regarding anticorruption is when interacting with suppliers. To prevent any form of corruption and bribery, all employees are obliged to act according to our anti-corruption policy. Consequently, we do not accept or tolerate any corrupt behavior.

In the FY 2023/24 we introduced all new employees to our anticorruption policy.

In FY 2023/24, there have been no incidence of corruption within our business activities. We will continue to inform our suppliers and employees about our anti-corruption policy, while monitoring incidents of corruption in our business.

### **Data ethics**

The fundamental rights of individuals and confidentiality in handling information from customers, suppliers and other stakeholders are of great importance for The Company.

Thus, not only a legal perspective, but also an ethical perspective shall be applied.

The Company adheres to the guiding principles of EU Art. 5. GDPR not limited to processing of personal data, but also data towards customers and suppliers.

## Management's review

Data shall be

- ▶ Processed lawfully, fairly and in a transparent manner
- ▶ Collected for specified, explicit and legitimate purposes
- ▶ Relevant and limited to what is necessary (data minimization)
- ▶ Accurate and, where necessary, kept up to date
- ▶ Kept for no longer than it is necessary for the purposes
- ▶ Appropriately secured

The statement is implemented through existing processes and announced in policies and procedures through our certified Management System. The documentation includes, but is not limited to The Group's Confidentiality policy, Employee Handbook - Processing of personal data in compliance with EU Art. 6 GDPR, Non-Disclosure Agreements towards Customers and Suppliers and Procedure for IT and data security.

We prioritize a high degree of knowledge to these policies, ensured through process audits and continuous training and education. Our work with data ethics is anchored in our Finance department. Decisions on the use of data and new technology are anchored in the Executive Management, which continuously evaluates data ethics with the involvement of relevant employees.

## Management's review

### Report on the gender composition of Management

It is The Company's policy and goal that positions must be filled by the best suitable candidates.

The Management continuously works to ensure equal opportunities for men and women at all levels of The Group. The distribution of men and women is highly influenced by our profession and industry. In most of the countries in which we operate, we experience a low ratio of female candidates among graduates within the engineering disciplines from where we mainly identify our candidates. This means that there are proportionally more male than female employees in The Company.

Even though we would like to see more gender equality, we are challenged by reality, where only few women choose the engineering career path. Naturally, we always hire the most qualified for the job - man or woman. The Company has, with reference to Danish Act no. 1883 of December 23rd of 2012, a goal of electing at least one female member of the Board of Directors within the next coming years. This is a target for the Company but is not to be considered as a fixed quota. The most important condition when electing members of the board is the competences and relevant experience of the individual board member and the composition of the board in total.

The Board of Directors consists of 4 men and 0 women as of June 30, 2024. As of July 1, 2023 Mads-Ole Astrupgaard stepped into the position as Chairman of the Board, thereby replacing Søren Bunk. Søren Bunk continues his work as regular member of the Board.

The Board of Directors of The Company has also adopted a policy to increase the proportion of women at management levels in general, as the Board of Directors is aware that the proportion of women at management level is lower than the employee composition in general. The Company must therefore make a targeted effort to ensure the best possible representation of women among the candidates when hiring at management positions. It is a goal that at least one of every gender is among the last three candidates in the recruitment process. The proportion of women at Company level for FY 2023/24 was 24%.

Management levels are the CEO and CFO and people reporting to the CEO or CFO. The current number of women on management levels are all located in DIS in Denmark.

### Overview

	2023/24
<i>Supreme governing body</i>	
Total number of members	4
Underrepresented gender in %	0
Target figure in %	50
Year in which the target figure is expected to be met	2028
<i>Other levels of management</i>	
Total number of members	13
Underrepresented gender in %	14
Target figure in %	21
Year in which the target figure is expected to be met	2025

#### *Supreme governing body*

Dansk IngeniørService A/S's goal is to get 50% of the underrepresented gender in the top management body, which the company's goal is to achieve in 2027/28. The top management body consists of 0 women and 4 men, whereas the underrepresented gender is 0% and the goal is that the top management will consist of 2 women and 2 men within the fiscal year 2027/28.

#### *Other levels of management*

The company's other levels of management consist of the company's registered executive board, as well as the heads of the organization's individual functions, who report directly to the registered executive board. The other management levels consist of the following 13 members, whereas the underrepresented gender is 14%. The target figure is 21% in 2025.

## Management's review

### Events after the balance sheet date

No events have occurred after the balance sheet date which materially affect The Company's financial position.

### Outlook

The initial quarter of FY 2024/25 has continued to witness robust demand for our engineering services within the market, in some industries we are experiencing a lower market growth. We are expecting growth in demand for our service offerings in FY 24/25. Our revenue guidance is 500.000 - 525.000 TDKK and EBITDA guidance is 30.000 - 40.000 TDKK. It's the aim to meet the guidance set for the new financial year, but we must acknowledge rising uncertainties stemming from factors such as inflation, escalating interest rates, and the potential for a global economic downturn. Nonetheless, our primary objective remains achieving a greater performance compared to the previous financial year (2023-2024).

#### Emphasis on Quality and Performance:

We firmly believe that high-quality service delivery and exceptional performance are pivotal drivers for our future success, benefiting both our organization and our valued customers. Given the intensely competitive market conditions and the prevailing challenges posed by inflation, our Company anticipates that margin pressures will persist, especially as we operate on a global scale. However, we are optimistic that our scale and market presence will provide us with a competitive advantage, allowing us to effectively navigate these margin pressures in the year ahead.

## Financial statements 1 July 2023 - 30 June 2024

### Income statement

Note	DKK	2023/24	2022/23
2	<b>Revenue</b>	508,018,047	527,270,138
	Cost of sales	-183,438,017	-196,991,770
	Other operating income	2,325,168	0
3	Other external expenses	-66,227,920	-55,846,106
	<b>Gross profit</b>	260,677,278	274,432,262
4	Staff costs	-237,154,371	-243,142,009
	Amortisation/depreciation and impairment of intangible assets and property, plant and equipment	-5,521,802	-4,047,732
	<b>Profit before net financials</b>	18,001,105	27,242,521
5	Financial income	5,092,277	10,747,791
6	Financial expenses	-2,138,524	-3,278,719
	<b>Profit before tax</b>	20,954,858	34,711,593
7	Tax for the year	-4,621,030	-6,653,010
	<b>Profit for the year</b>	16,333,828	28,058,583

## Financial statements 1 July 2023 - 30 June 2024

### Balance sheet

Note	DKK	<u>2023/24</u>	<u>2022/23</u>
	<b>ASSETS</b>		
	<b>Fixed assets</b>		
9	<b>Intangible assets</b>		
	Acquired intangible assets	4,764,122	3,540,045
	Development projects in progress and prepayments for intangible assets	<u>0</u>	<u>728,005</u>
		<u>4,764,122</u>	<u>4,268,050</u>
10	<b>Property, plant and equipment</b>		
	Fixtures and fittings, other plant and equipment	5,322,505	7,221,921
	Property, plant and equipment under construction	<u>0</u>	<u>980,000</u>
		<u>5,322,505</u>	<u>8,201,921</u>
11	<b>Investments</b>		
	Deposits	<u>6,858,565</u>	<u>6,410,052</u>
		<u>6,858,565</u>	<u>6,410,052</u>
	<b>Total fixed assets</b>	<u>16,945,192</u>	<u>18,880,023</u>
	<b>Non-fixed assets</b>		
	<b>Inventories</b>		
	Finished goods and goods for resale	<u>493,625</u>	<u>110,465</u>
		<u>493,625</u>	<u>110,465</u>
	<b>Receivables</b>		
	Trade receivables	100,515,651	118,914,239
12	Construction contracts	6,232,183	7,976,681
	Receivables from group enterprises	77,406,656	117,119,001
	Other receivables	26,189	106,187
13	Prepayments	<u>13,019,695</u>	<u>8,628,041</u>
		<u>197,200,374</u>	<u>252,744,149</u>
	<b>Cash</b>	<u>3,821,149</u>	<u>1,294,969</u>
	<b>Total non-fixed assets</b>	<u>201,515,148</u>	<u>254,149,583</u>
	<b>TOTAL ASSETS</b>	<u>218,460,340</u>	<u>273,029,606</u>

## Financial statements 1 July 2023 - 30 June 2024

### Balance sheet

Note	DKK	<u>2023/24</u>	<u>2022/23</u>
	<b>EQUITY AND LIABILITIES</b>		
	<b>Equity</b>		
14	Share capital	500,000	500,000
	Retained earnings	61,916,397	64,582,569
	Dividend proposed	19,000,000	18,000,000
	<b>Total equity</b>	<u>81,416,397</u>	<u>83,082,569</u>
	<b>Provisions</b>		
15	Deferred tax	8,875,900	9,118,300
	Other provisions	424,059	1,746,820
17	<b>Total provisions</b>	<u>9,299,959</u>	<u>10,865,120</u>
	<b>Liabilities other than provisions</b>		
16	<b>Non-current liabilities other than provisions</b>		
	Payables to group enterprises	0	1,888,914
	Joint taxation contribution payable	4,863,430	3,508,010
	Other payables	18,057,361	17,752,563
		<u>22,920,791</u>	<u>23,149,487</u>
	<b>Current liabilities other than provisions</b>		
	Bank debt	17,419,027	36,262,929
12	Prepayments on work in progress	7,360,486	20,324,470
	Trade payables	27,529,632	30,043,833
	Payables to group enterprises	12,310,615	23,672,630
	Joint taxation contribution payable	3,508,010	5,976,301
	Payables to shareholders and management	9,212,901	8,719,389
	Other payables	27,228,725	30,932,878
	Deferred income	253,797	0
		<u>104,823,193</u>	<u>155,932,430</u>
	<b>Total liabilities other than provisions</b>	<u>127,743,984</u>	<u>179,081,917</u>
	<b>TOTAL EQUITY AND LIABILITIES</b>	<u>218,460,340</u>	<u>273,029,606</u>

- 1 Accounting policies
- 8 Appropriation of profit
- 18 Contractual obligations and contingencies, etc.
- 19 Security and collateral
- 20 Related parties

## Financial statements 1 July 2023 - 30 June 2024

### Statement of changes in equity

Note	DKK	Share capital	Retained earnings	Dividend proposed	Total
	Equity at 1 July 2022	500,000	54,523,986	18,000,000	73,023,986
8	Transfer, see				
	"Appropriation of profit"	0	10,058,583	18,000,000	28,058,583
	Dividend distributed	0	0	-18,000,000	-18,000,000
	<b>Equity at 1 July 2023</b>	<b>500,000</b>	<b>64,582,569</b>	<b>18,000,000</b>	<b>83,082,569</b>
8	Transfer, see				
	"Appropriation of profit"	0	-2,666,172	19,000,000	16,333,828
	Dividend distributed	0	0	-18,000,000	-18,000,000
	<b>Equity at 30 June 2024</b>	<b>500,000</b>	<b>61,916,397</b>	<b>19,000,000</b>	<b>81,416,397</b>

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 1 Accounting policies

The annual report of Dansk IngeniørService A/S for 2023/24 has been prepared in accordance with the provisions in the Danish Financial Statements Act applying to large reporting class C entities.

The accounting policies used in the preparation of the financial statements are consistent with those of last year.

#### Omission of a cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act, no cash flow statement has been prepared. The entity's cash flows are part of the consolidated cash flow statement for the parent company, DIS Group II A/S.

#### Reporting currency

The financial statements are presented in Danish kroner (DKK).

#### Foreign currency translation

On initial recognition, transactions denominated in foreign currencies are translated at the exchange rate at the transaction date. Foreign exchange differences arising between the exchange rates at the transaction date and the date of payment are recognised in the income statement as financial income or financial expenses.

Receivables and payables and other monetary items denominated in foreign currencies are translated at the exchange rate at the balance sheet date. The difference between the exchange rates at the balance sheet date and the date at which the receivable or payable arose or was recognised in the most recent financial statements is recognised in the income statement as financial income or financial expenses.

#### Income statement

##### Revenue

The Company has chosen IAS 11 as interpretation for revenue recognition.

Income from the rendering of services is recognised as revenue as the services are rendered. Accordingly, revenue corresponds to the market value of the services rendered during the year (percentage-of-completion method).

Income from construction contracts involving a high degree of customisation is recognised as revenue by reference to the stage of completion. Accordingly, revenue corresponds to the market value of the contract work performed during the year (percentage-of-completion method). This method is used where the total income and expenses and the degree of completion of the contract can be measured reliably.

Where income from a construction contract cannot be estimated reliably, contract revenue corresponding to the expenses incurred is recognised only in so far as it is probable that such expenses will be recoverable from the counterparty.

Revenue is measured at the fair value of the agreed consideration excluding VAT and taxes charged on behalf of third parties. All discounts and rebates granted are recognised in revenue.

##### Other operating income

Other operating income comprise items of a secondary nature relative to the Company's core activities, including gains on the sale of fixed assets and rental income from project hotels.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 1 Accounting policies (continued)

##### Cost of sales

Cost of sales includes the cost of goods used in generating the year's revenue.

##### Other external expenses

Other external expenses include the year's expenses relating to the Company's core activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, etc.

##### Staff costs

Staff costs include wages and salaries, including compensated absence and pension to the Company's employees, as well as other social security contributions, etc. The item is net of refunds from public authorities.

##### Amortisation/depreciation and impairment

The item comprises amortisation/depreciation and impairment of intangible assets and property, plant and equipment.

The cost net of the expected residual value for acquired IP rights is amortised over the expected useful life. Acquired IP rights include upgrade of ERP-system, rights and licences.

The basis of amortisation/depreciation, which is calculated as cost less any residual value, is amortised/depreciated on a straight line basis over the expected useful life. The expected useful lives of the assets are as follows:

Acquired intangible assets	3 years
Fixtures and fittings, other plant and equipment	3-4 years

Depreciation is based on the residual value of the asset and is reduced by impairment losses, if any. The depreciation period and the residual value are determined at the acquisition date and are reassessed annually. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised.

In the case of changes in the depreciation period or the residual value, the effect on the depreciation charges is recognised prospectively as a change in accounting estimates.

##### Financial income and expenses

Financial income and expenses are recognised in the income statements at the amounts that concern the financial year. Net financials include interest income and expenses as well as allowances and surcharges under the advance-payment-of-tax scheme, etc.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 1 Accounting policies (continued)

##### Tax

Tax for the year includes current tax on the year's expected taxable income and the year's deferred tax adjustments. The portion of the tax for the year that relates to the profit/loss for the year is recognised in the income statement, whereas the portion that relates to transactions taken to equity is recognised in equity.

The entity is jointly taxed with other group entities. The total Danish income tax charge is allocated between profit/loss-making Danish entities in proportion to their taxable income (full absorption).

Jointly taxed entities entitled to a tax refund are reimbursed by the management company based on the rates applicable to interest allowances, and jointly taxed entities which have paid too little tax pay a surcharge according to the rates applicable to interest surcharges to the management company.

##### Balance sheet

##### Intangible assets

Other intangible assets include development projects and other acquired intangible rights, including upgrade of ERP-system, software licences and distribution rights.

Other intangible assets are measured at cost less accumulated amortisation and impairment losses.

##### Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes the acquisition price and costs directly related to the acquisition until the time at which the asset is ready for use.

Gains or losses are calculated as the difference between the selling price less selling costs and the carrying amount at the date of disposal. Gains and losses from the disposal of property, plant and equipment are recognised in the income statement as other operating income or other operating expenses.

##### Leases

The Company has chosen IAS 17 as interpretation for classification and recognition of leases.

Leases that do not transfer substantially all the risks and rewards incident to the ownership to the Company are classified as operating leases. Payments relating to operating leases and any other rent agreements are recognised in the income statement over the term of the lease. The Company's aggregate liabilities relating to operating leases and other rent agreements are disclosed under "Contingent liabilities".

##### Deposits

Rent deposit is recognized in the balance sheet at nominal value, as premises are continuously maintained, so that no significant losses associated with possible eviction are estimated.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 1 Accounting policies (continued)

##### Impairment of fixed assets

Intangible assets and property, plant and equipment are subject to an annual test for indications of impairment other than the decrease in value reflected by depreciation or amortisation. Impairment tests are conducted in respect of individual assets or groups of assets generating separate cash flows when there is indication of impairment. The assets are written down to the higher of the value in use and net realisable value (recoverable amount) of the asset or group of assets if this is lower than the carrying amount. As for group of assets, impairment losses are first recognised in respect of goodwill and thereafter proportionately in respect of the other assets.

##### Inventories

Inventories are measured at cost in accordance with the FIFO method. Where the net realisable value is lower than cost, inventories are written down to this lower value. The net realisable value of inventories is calculated as the sales amount less costs of completion and expenses required to effect the sale and is determined taking into account marketability, obsolescence and development in the expected selling price.

##### Receivables

The Company has chosen IAS 39 as interpretation for impairment write-down of financial receivables.

Receivables are measured at amortised cost.

An impairment loss is recognised if there is objective evidence that a receivable or a group of receivables is impaired. If there is objective evidence that an individual receivable has been impaired, an impairment loss is recognised on an individual basis.

Receivables with no objective indication of individual impairment are tested for objective indication of impairment on a portfolio basis. The portfolios are primarily composed on the basis of debtors' domicile and credit ratings in accordance with the Company's risk management policy. The objective indicators used for portfolios are determined based on historical loss experience.

Write-downs are calculated as the difference between the carrying amount of the receivables and the present value of the expected cash flows, including the realisable value of any collateral received. The effective interest rate for the individual receivable or portfolio is used as discount rate.

##### Construction contracts

Service supplies and contract work in progress for third parties are measured at the market value of the work performed less progress billings. The market value is calculated based on the stage of completion at the balance sheet date and the total expected income from the relevant contract. The stage of completion is calculated based on the expenses incurred relative to the expected total expenses relating to the relevant contract.

Where the outcome of contract work in progress cannot be estimated reliably, the market value is measured at the expenses incurred in so far as they are expected to be paid by the purchaser.

Where the total expenses relating to the work in progress are expected to exceed the total market value, the expected loss is recognised as a loss-making agreement under "Provisions" and is expensed in the income statement.

The value of work in progress less progress billings is classified as assets when the selling price exceeds progress billings and as liabilities when progress billings exceed the market value.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 1 Accounting policies (continued)

##### Prepayments

Prepayments recognised under "Assets" comprise prepaid expenses regarding subsequent financial reporting years.

##### Cash

Cash comprise cash and short term securities which are readily convertible into cash and subject only to minor risks of changes in value.

##### Equity

###### *Proposed dividends*

Dividend proposed for the year is recognised as a liability once adopted at the annual general meeting (declaration date). Dividends expected to be distributed for the financial year are presented as a separate item under "Equity".

##### Provisions

Provisions comprise anticipated expenses relating to warranty commitments, onerous contracts, restructurings, etc. Provisions are recognised when the Company has a legal or constructive obligation at the balance sheet date as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

Provisions are measured at net realisable value or at fair value if the obligation is expected to be settled far into the future.

Warranties comprise obligations to make good any defects within the warranty period of 1-5 years. Provisions for warranties are measured at net realisable value and recognised based on past experience. Provisions that are estimated to mature more than one year after the balance sheet date are discounted at the average bond yields.

##### Liabilities

The Company has chosen IAS 39 as interpretation for liabilities.

Financial liabilities are recognised at the date of borrowing at the net proceeds received less transaction costs paid. On subsequent recognition, financial liabilities are measured at amortised cost, corresponding to the capitalised value, using the effective interest rate. Accordingly, the difference between the proceeds and the nominal value is recognised in the income statement over the term of the loan. Financial liabilities also include the capitalised residual lease liability in respect of finance leases.

Other liabilities are measured at net realisable value.

##### Deferred income

Deferred income recognised as a liability comprises payments received concerning income in subsequent financial reporting years.

##### Segment information

The allocation of revenue to activities and geographical markets is disclosed where these activities and markets differ significantly in the organisation of sales of goods and services.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

DKK	<u>2023/24</u>	<u>2022/23</u>
<b>2 Segment information</b>		
<b>Breakdown of revenue by business segment:</b>		
Consultancy	317,763,567	355,207,370
Solutions	<u>190,254,480</u>	<u>172,062,768</u>
	<u>508,018,047</u>	<u>527,270,138</u>
<b>Breakdown of revenue by geographical segment:</b>		
Denmark	451,646,962	481,733,441
Europe	34,782,325	20,366,268
Other	<u>21,588,760</u>	<u>25,170,429</u>
	<u>508,018,047</u>	<u>527,270,138</u>
<p>The foundation of the breakdown of revenue by geographical segment has changed in 2023/24 compared to 2022/23. Therefore, the numbers for 2022/23 have been changed so the foundation for both years is the same.</p>		
<b>3 Fee to the auditors appointed in general meeting</b>		
<p>Audit fees are not disclosed with reference to section 96(3) of the Danish Financial Statements Act. The fee is specified in the consolidated financial statements for DIS Group II A/S.</p>		
DKK	<u>2023/24</u>	<u>2022/23</u>
<b>4 Staff costs</b>		
Wages/salaries	213,020,976	221,068,021
Pensions	17,418,744	16,933,005
Other social security costs	3,693,921	4,426,239
Other staff costs	<u>3,020,730</u>	<u>714,744</u>
	<u>237,154,371</u>	<u>243,142,009</u>
Average number of full-time employees	<u>333</u>	<u>359</u>
<b>Remuneration to members of Management:</b>		
Executive Board	2,810,490	2,691,307
Board of Directors	<u>168,750</u>	<u>150,000</u>
	<u>2,979,240</u>	<u>2,841,307</u>
<b>5 Financial income</b>		
Interest receivable, group entities	4,852,370	6,015,322
Other financial income	<u>239,907</u>	<u>4,732,469</u>
	<u>5,092,277</u>	<u>10,747,791</u>
<b>6 Financial expenses</b>		
Interest expenses, group entities	715,753	656,047
Other financial expenses	<u>1,422,771</u>	<u>2,622,672</u>
	<u>2,138,524</u>	<u>3,278,719</u>

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

<b>7 Tax for the year</b>			
Estimated tax charge for the year		4,863,430	3,508,010
Deferred tax adjustments in the year		-242,400	3,145,000
		<u>4,621,030</u>	<u>6,653,010</u>
<b>8 Appropriation of profit</b>			
<b>Recommended appropriation of profit</b>			
Proposed dividend recognised under equity		19,000,000	18,000,000
Retained earnings/accumulated loss		-2,666,172	10,058,583
		<u>16,333,828</u>	<u>28,058,583</u>
<b>9 Intangible assets</b>			
		<b>Development projects in progress and prepayments for intangible assets</b>	
<b>DKK</b>	<b>Acquired intangible assets</b>		<b>Total</b>
Cost at 1 July 2023	3,817,626	728,005	4,545,631
Additions	1,919,126	0	1,919,126
Transferred	728,005	-728,005	0
Cost at 30 June 2024	<u>6,464,757</u>	<u>0</u>	<u>6,464,757</u>
Impairment losses and amortisation at 1 July 2023	277,581	0	277,581
Amortisation for the year	1,423,054	0	1,423,054
Impairment losses and amortisation at 30 June 2024	<u>1,700,635</u>	<u>0</u>	<u>1,700,635</u>
<b>Carrying amount at 30 June 2024</b>	<u>4,764,122</u>	<u>0</u>	<u>4,764,122</u>
Amortised over	<u>3 years</u>		

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 10 Property, plant and equipment

DKK	Fixtures and fittings, other plant and equipment	Property, plant and equipment under construction	Total
Cost at 1 July 2023	14,484,637	980,000	15,464,637
Additions	1,219,332	0	1,219,332
Transferred	980,000	-980,000	0
Cost at 30 June 2024	16,683,969	0	16,683,969
Impairment losses and depreciation at 1 July 2023	7,262,716	0	7,262,716
Impairment losses	53,000	0	53,000
Depreciation	4,045,748	0	4,045,748
Impairment losses and depreciation at 30 June 2024	11,361,464	0	11,361,464
<b>Carrying amount at 30 June 2024</b>	<b>5,322,505</b>	<b>0</b>	<b>5,322,505</b>
Depreciated over	3-4 years		

#### 11 Investments

DKK	Deposits
Cost at 1 July 2023	6,410,052
Additions	448,513
Cost at 30 June 2024	6,858,565
<b>Carrying amount at 30 June 2024</b>	<b>6,858,565</b>

DKK	2023/24	2022/23
<b>12 Construction contracts</b>		
Selling price of work performed	119,818,545	125,753,579
Progress billings	-120,946,848	-138,101,368
	-1,128,303	-12,347,789
recognised as follows:		
Construction contracts (assets)	6,232,183	7,976,681
Construction contracts (liabilities)	-7,360,486	-20,324,470
	-1,128,303	-12,347,789

#### 13 Prepayments

Prepayments include accrual of expenses relating to subsequent financial years, including rent, insurance policies and licenses.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

DKK	<u>2023/24</u>	<u>2022/23</u>
<b>14 Share capital</b>		
Analysis of the share capital:		
500 A shares of DKK 1,000.00 nominal value each	500,000	500,000
	<u>500,000</u>	<u>500,000</u>

The Company's share capital has remained DKK 500,000 over the past 5 years.

DKK	<u>2023/24</u>	<u>2022/23</u>
<b>15 Deferred tax</b>		
Deferred tax at 1 July	9,118,300	5,973,300
Regulation of deferred tax in the income statement	-242,400	3,145,000
<b>Deferred tax at 30 June</b>	<u>8,875,900</u>	<u>9,118,300</u>
Analysis of the deferred tax		
Deferred tax liabilities	8,875,900	9,118,300
	<u>8,875,900</u>	<u>9,118,300</u>

The provision for deferred tax primarily relates to timing differences in respect of property, plant and equipment, construction contracts and prepayments.

### 16 Non-current liabilities other than provisions

DKK	<u>Total debt at 30/6 2024</u>	<u>Short-term portion</u>	<u>Long-term portion</u>	<u>Outstanding debt after 5 years</u>
Joint taxation contribution payable	4,863,430	0	4,863,430	0
Other payables	18,057,361	0	18,057,361	18,057,361
	<u>22,920,791</u>	<u>0</u>	<u>22,920,791</u>	<u>18,057,361</u>

### 17 Provisions

Other provisions comprise provisions for construction contracts which has been identified as loss-making, totalling DKK 424 thousand.

The provision is calculated by The Company for each project based on expected gross margin and total contract value. The uncertainty in the calculation regards the expected gross margin for the projects. The provision is expected to be utilised in the coming financial year.

## Financial statements 1 July 2023 - 30 June 2024

### Notes to the financial statements

#### 18 Contractual obligations and contingencies, etc.

##### Other contingent liabilities

The Company is jointly taxed with its ultimate parent, DPX A/S, which acts as management company, and is jointly and severally liable with other jointly taxed group entities for payment of income taxes for the income year 2023 onwards as well as withholding taxes on interest, royalties and dividends.

##### Other financial obligations

Other rent and lease liabilities:

DKK	2023/24	2022/23
Rent and lease liabilities	9,746,000	8,823,000

Rent and lease liabilities include a rent obligation totalling DKK 9.746 thousand in interminable rent agreements with remaining contract terms of 2 months - 52 months.

#### 19 Security and collateral

The Company has provided a guarantee in respect of DIS House ApS, DIS Group II A/S and DPX A/S' balances with banking institutions. The bank debt totalled DKK 73.161 thousand at 30 June 2024.

The Company's banking institution has provided a payment guarantee totalling DKK 447 thousand as collateral for the fulfilment of the Company's obligations.

#### 20 Related parties

Dansk IngeniørService A/S' related parties comprise the following:

##### Parties exercising control

Related party	Domicile	Basis for control
DIS Group II A/S	Ørstedvej 10, 8660 Skanderborg	Shareholders' agreement

##### Information about consolidated financial statements

Parent	Domicile	Requisitioning of the parent company's consolidated financial statements
DIS Group II A/S	Ørstedvej 10, 8660 Skanderborg	Erhvervsstyrelsen

##### Related party transactions

The Company solely discloses related party transactions that have not been carried out on an arm's length basis, cf. section 98c(7) of the Danish Financial Statements Act.

All transactions have been carried out on an arm's length basis.

# PENNEO

Underskrifterne i dette dokument er juridisk bindende. Dokumentet er underskrevet via Penneo™ sikker digital underskrift. Underskrivernes identiteter er blevet registreret, og informationerne er listet herunder.

“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

## Michael Carsten Christian Gadeberg

### Direktion

På vegne af: Dansk IngeniørService AS

Serienummer: 772103c0-854d-4174-bf0d-35809ef7b38e

IP: 212.98.xxx.xxx

2024-10-11 08:23:08 UTC



## Kenneth Schmidt Jensen

### Direktion

På vegne af: Dansk IngeniørService AS

Serienummer: 33bde0c6-fac3-44fe-9cf0-86f5ac6853fd

IP: 212.98.xxx.xxx

2024-10-11 09:23:54 UTC



## Mads-Ole Astrupgaard

### Bestyrelse

På vegne af: Dansk IngeniørService AS

Serienummer: 70cd7910-c408-4d7c-acab-0edf586028d8

IP: 87.49.xxx.xxx

2024-10-11 10:00:24 UTC



## Michael Carsten Christian Gadeberg

### Bestyrelse

På vegne af: Dansk IngeniørService AS

Serienummer: 772103c0-854d-4174-bf0d-35809ef7b38e

IP: 212.98.xxx.xxx

2024-10-11 10:31:03 UTC



## ANDERS GRØNLUND

### Bestyrelse

På vegne af: Dansk IngeniørService AS

Serienummer: 894be26e38f179[...]e95db15db2439

IP: 31.208.xxx.xxx

2024-10-13 13:33:34 UTC



## Søren Bunk Jensen

### Bestyrelse

På vegne af: Dansk IngeniørService AS

Serienummer: 5bfe07d9-e5d0-4a4e-bc9b-c2ca9fddfa44

IP: 217.165.xxx.xxx

2024-10-15 13:48:11 UTC



Dette dokument er underskrevet digitalt via **Penneo.com**. Signeringsbeviserne i dokumentet er sikret og valideret ved anvendelse af den matematiske hashværdi af det originale dokument. Dokumentet er låst for ændringer og tidsstempelt med et certifikat fra en betroet tredjepart. Alle kryptografiske signeringsbeviser er indlejret i denne PDF, i tilfælde af de skal anvendes til validering i fremtiden.

#### Sådan kan du sikre, at dokumentet er originalt

Dette dokument er beskyttet med et Adobe CDS certifikat. Når du åbner dokumentet

i Adobe Reader, kan du se, at dokumentet er certificeret af **Penneo e-signature service <penneo@penneo.com>**. Dette er din garanti for, at indholdet af dokumentet er uændret.

Du har mulighed for at efterprøve de kryptografiske signeringsbeviser indlejret i dokumentet ved at anvende Penneos validator på følgende websted: **https://penneo.com/validator**

# PENNEO

Underskrifterne i dette dokument er juridisk bindende. Dokumentet er underskrevet via Penneo™ sikker digital underskrift. Underskrivernes identiteter er blevet registreret, og informationerne er listet herunder.

“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

## Tobias Oppermann Kristensen

EY Godkendt Revisionspartnerselskab CVR: 30700228

Statsautoriseret revisor

På vegne af: EY Godkendt Revisionspartnerselskab

Serienummer: 7340cd43-c7be-4291-9021-9c0f8f85d07a

IP: 165.225.xxx.xxx

2024-10-16 07:58:15 UTC



## Peter Ulrik Faurschou

EY Godkendt Revisionspartnerselskab CVR: 30700228

Statsautoriseret revisor

På vegne af: EY Godkendt Revisionspartnerselskab

Serienummer: 4a896e38-9731-42bd-abad-34eec4d34b82

IP: 37.96.xxx.xxx

2024-10-16 10:08:29 UTC



## Eske Mathias Ulsted Sørensen

Dirigent

På vegne af: Dansk IngeniørService AS

Serienummer: 914d7877-78b9-4e87-9b1e-1f456e78c51a

IP: 87.56.xxx.xxx

2024-10-21 07:40:47 UTC



Penneo dokumentnøgle: KXXFK-H558S-QN8FU-1JMG5-3DSXF-4YW44

Dette dokument er underskrevet digitalt via **Penneo.com**. Signeringsbeviserne i dokumentet er sikret og valideret ved anvendelse af den matematiske hashværdi af det originale dokument. Dokumentet er låst for ændringer og tidsstempelt med et certifikat fra en betroet tredjepart. Alle kryptografiske signeringsbeviser er indlejret i denne PDF, i tilfælde af de skal anvendes til validering i fremtiden.

### Sådan kan du sikre, at dokumentet er originalt

Dette dokument er beskyttet med et Adobe CDS certifikat. Når du åbner dokumentet

i Adobe Reader, kan du se, at dokumentet er certificeret af **Penneo e-signature service <penneo@penneo.com>**. Dette er din garanti for, at indholdet af dokumentet er uændret.

Du har mulighed for at efterprøve de kryptografiske signeringsbeviser indlejret i dokumentet ved at anvende Penneos validator på følgende websted: **https://penneo.com/validator**