
Head Energy Denmark Consulting A/S

Kanalen 1,1., DK-6700 Esbjerg

Annual Report for 2024

CVR No. 37 69 48 78

The Annual Report was
presented and adopted
at the Annual General
Meeting of the
company
on 29/4 2025

Mads Vinter Hansen
Chairman of the
general meeting



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Management's statement

The Executive Board and Board of Directors have today considered and adopted the Annual Report of Head Energy Denmark Consulting A/S for the financial year 1 January - 31 December 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 at 31 December 2024 of the Company and of the results of the Company operations for 2024.

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

Esbjerg, 29 April 2025

Executive Board

Anders Frederiksen
CEO

Board of Directors

Nils Erik Haukeland
Chairman

Christian Sanddal Nielsen

Mads Vinter Hansen

Anne Line Sleveland Olsen

Independent Auditor's report

To the shareholders of Head Energy Denmark Consulting 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 2024 and of the results of the Company's operations for the financial year 1 January - 31 December 2024 in accordance with the Danish Financial Statements Act.

We have audited the Financial Statements of Head Energy Denmark Consulting A/S for the financial year 1 January - 31 December 2024, which comprise income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies ("the Financial Statements").

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's responsibilities for the Financial Statements

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

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

Auditor's responsibilities for the audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgement 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.

Independent Auditor's report

- 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.
- Plan and perform the audit to obtain sufficient appropriate audit evidence regarding the consolidated financial information of the entities or business units as a basis for forming an opinion on the Financial Statements. We are responsible for the direction, supervision and review of the audit work performed. We remain solely responsible for our audit opinion.

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.

Esbjerg, 29 April 2025

PricewaterhouseCoopers

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Jannick Kjersgaard

State Authorised Public Accountant

mne29440

Company information

The Company	Head Energy Denmark Consulting A/S Kanalen 1,1. DK-6700 Esbjerg CVR No: 37 69 48 78 Financial period: 1 January - 31 December Incorporated: 16 May 2016 Financial year: 8th financial year Municipality of reg. office: Esbjerg
Board of Directors	Nils Erik Haukeland, chairman Christian Sanddal Nielsen Mads Vinter Hansen Anne Line Sleveland Olsen
Executive Board	Anders Frederiksen
Auditors	PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab Esbjerg Brygge 28, 2. DK-6700 Esbjerg

Income statement 1 January - 31 December

	Note	2024	2023
		DKK	DKK
Gross profit		7,986,696	7,484,776
Staff expenses	2	-4,337,236	-4,193,747
Depreciation and impairment losses of property, plant and equipment		-48,366	-98,864
Profit/loss before financial income and expenses		3,601,094	3,192,165
Income from investments in subsidiaries		0	-1,175,000
Financial income	3	162,802	64,610
Financial expenses	4	-317,914	-211,668
Profit/loss before tax		3,445,982	1,870,107
Tax on profit/loss for the year	5	-768,977	-682,421
Net profit/loss for the year		2,677,005	1,187,686

Distribution of profit

	2024	2023
	DKK	DKK
Proposed distribution of profit		
Proposed dividend for the year	2,200,000	1,200,000
Retained earnings	477,005	-12,314
	2,677,005	1,187,686

Balance sheet 31 December

Assets

	Note	2024	2023
		DKK	DKK
Other fixtures and fittings, tools and equipment		0	11,378
Leasehold improvements		85,640	125,129
Property, plant and equipment	6	85,640	136,507
Investments in subsidiaries	7	0	0
Fixed asset investments		0	0
Fixed assets		85,640	136,507
Trade receivables		15,591,389	15,166,164
Receivables from group enterprises		3,112,547	775,185
Other receivables		112,934	44,104
Deferred tax asset		0	4,000
Prepayments		221,551	66,508
Receivables		19,038,421	16,055,961
Cash at bank and in hand		0	849,239
Current assets		19,038,421	16,905,200
Assets		19,124,061	17,041,707

Balance sheet 31 December

Liabilities and equity

	Note	2024	2023
		DKK	DKK
Share capital		500,000	500,000
Retained earnings		6,838,691	6,361,686
Proposed dividend for the year		2,200,000	1,200,000
Equity		9,538,691	8,061,686
Provision for deferred tax		44,029	0
Provisions relating to investments in group enterprises		1,175,000	1,175,000
Provisions		1,219,029	1,175,000
Trade payables		2,493,255	2,879,023
Payables to group enterprises		3,270,177	1,363,290
Payables to group enterprises relating to corporation tax		720,948	495,682
Other payables		1,881,961	3,067,026
Short-term debt		8,366,341	7,805,021
Debt		8,366,341	7,805,021
Liabilities and equity		19,124,061	17,041,707
Key activities	1		
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Statement of changes in equity

	Share capital	Retained earnings	Proposed dividend for the year	Total
	DKK	DKK	DKK	DKK
Equity at 1 January	500,000	6,361,686	1,200,000	8,061,686
Ordinary dividend paid	0	0	-1,200,000	-1,200,000
Net profit/loss for the year	0	477,005	2,200,000	2,677,005
Equity at 31 December	500,000	6,838,691	2,200,000	9,538,691

Notes to the Financial Statements

1. Key activities

The company's main activities consist of running a business in the sale of engineering services, project administrative services and other related business.

2. Staff expenses

	<u>2024</u>	<u>2023</u>
	DKK	DKK
Wages and salaries	3,917,735	3,699,056
Pensions	131,271	227,943
Other social security expenses	161,212	122,981
Other staff expenses	127,018	143,767
	<u>4,337,236</u>	<u>4,193,747</u>
Average number of employees	<u>19</u>	<u>18</u>

3. Financial income

	<u>2024</u>	<u>2023</u>
	DKK	DKK
Interest received from group enterprises	35,481	0
Other financial income	68,443	6,407
Exchange gains	58,878	58,203
	<u>162,802</u>	<u>64,610</u>

4. Financial expenses

	<u>2024</u>	<u>2023</u>
	DKK	DKK
Interest paid to group enterprises	0	88,681
Other financial expenses	275,970	59,518
Exchange adjustments, expenses	12	0
Exchange loss	41,932	63,469
	<u>317,914</u>	<u>211,668</u>

Notes to the Financial Statements

	2024	2023
	DKK	DKK
5. Income tax expense		
Current tax for the year	720,948	687,682
Deferred tax for the year	48,029	-3,001
Adjustment of tax concerning previous years	0	-2,260
	<u>768,977</u>	<u>682,421</u>
6. Property, plant and equipment		
	Other fixtures and fittings, tools and equipment	Leasehold improve- ments
	DKK	DKK
Cost at 1 January	165,248	338,011
Disposals for the year	-2,501	0
Cost at 31 December	<u>162,747</u>	<u>338,011</u>
Impairment losses and depreciation at 1 January	153,870	212,882
Depreciation for the year	8,877	39,489
Impairment losses and depreciation at 31 December	<u>162,747</u>	<u>252,371</u>
Carrying amount at 31 December	<u>0</u>	<u>85,640</u>
Amortised over	<u>3-10 years</u>	<u>5 years</u>

Notes to the Financial Statements

	2024	2023
	DKK	DKK
7. Investments in subsidiaries		
Cost at 1 January	116,272	116,272
Cost at 31 December	116,272	116,272
Value adjustments at 1 January	-116,272	-116,272
Value adjustments at 31 December	-116,272	-116,272
Carrying amount at 31 December	0	0

Investments in subsidiaries are specified as follows:

Name	Place of registered office	Share capital	Ownership
Head Energy Germany GmbH	Hamburg	EUR 25.000	100%

	2024	2023
	DKK	DKK
8. Contingent assets, liabilities and other financial obligations		
Charges and security		
The following assets have been placed as security with bankers:		
Debt pledge in simple claims arising from the sale of goods and services with an accounting value per 31 December 2024 of	15,591,389	15,166,164
Rental and lease obligations		
Lease obligations under operating leases. Total future lease payments:		
Within 1 year	90,972	156,246
Between 1 and 5 years	0	90,972
	90,972	247,218
Lease obligations, period of non-terminability 6 months	124,796	124,796

Notes to the Financial Statements

9. Accounting policies

The Annual Report of Head Energy Denmark Consulting A/S for 2024 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to enterprises of reporting class B as well as selected rules applying to reporting class C.

The accounting policies applied remain unchanged from last year.

The Financial Statements for 2024 are presented in DKK.

Consolidated financial statements

With reference to section 110 of the Danish Financial Statements Act, no consolidated financial statements are prepared.

Recognition and measurement

Revenues are recognised in the income statement as earned. Furthermore, value adjustments of financial assets and liabilities measured at fair value or amortised cost are recognised. 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 flow 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 will flow out of the Company, and the value of the liability can be measured reliably.

Assets and liabilities are initially measured at cost. Subsequently, assets and liabilities are measured as described for each item below.

Translation policies

Transactions in foreign currencies are translated at the exchange rates at the dates of transaction. Gains and losses arising due to differences between the transaction date rates and the rates at the dates of payment are recognised in financial income and expenses in the income statement.

Receivables, payables and other monetary items in foreign currencies that have not been settled at the balance sheet date are translated at the exchange rates at the balance sheet date. Any differences between the exchange rates at the balance sheet date and the rates at the time when the receivable or the debt arose are recognised in financial income and expenses in the income statement.

Fixed assets acquired in foreign currencies are measured at the transaction date rates.

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.

Revenue is measured at the consideration received and is recognised exclusive of VAT and net of discounts relating to sales.

Notes to the Financial Statements

Other external expenses

Other external expenses comprise indirect production costs and expenses for premises, sales as well as office expenses, etc.

Gross profit

With reference to section 32 of the Danish Financial Statements Act, gross profit/loss is calculated as a summary of revenue, other operating income, expenses for raw materials and consumables and other external expenses.

Staff expenses

Staff costs include wages and salaries including compensated absence and pensions as well as other social security contributions etc. made to the entity's employees.

Amortisation, depreciation and impairment losses

Amortisation, depreciation and impairment losses comprise depreciation and impairment of property, plant and equipment.

Other operating income and expenses

Other operating income and other operating expenses comprise items of a secondary nature to the main activities of the Company, including gains and losses on the sale of property, plant and equipment.

Income from investments in subsidiaries

The item "Income from investments in subsidiaries" in the income statement includes the proportionate share of the profit for the year.

Financial income and expenses

Financial income and expenses comprise interest, financial expenses in respect of finance leases, realised and unrealised exchange adjustments, price adjustment of securities, amortisation of mortgage loans as well as extra payments and repayment under the on-account taxation scheme.

Tax on profit/loss for the year

Tax for the year consists of current tax for the year and deferred tax for the year. The tax attributable to the profit for year is recognised in the income statement, whereas the tax attributable to equity transactions is recognised directly in equity.

Any changes in deferred tax due to changes to tax rates are recognised in the income statement.

The Company is jointly taxed with Head Energy Denmark A/S. The tax effect of the joint taxation with the subsidiaries is allocated to enterprises showing profits or losses in proportion to their taxable incomes (full allocation with credit for tax losses).

Balance sheet

Property, plant and equipment

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

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

Notes to the Financial Statements

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

Other fixtures and fittings, tools and equipment	3-10 years
Leasehold improvements	5 years

Depreciation period and residual value are reassessed annually.

Impairment of fixed assets

The carrying amounts of property, plant and equipment and investments are reviewed on an annual basis to determine whether there is any indication of impairment other than that expressed by depreciation.

If so, the asset is written down to its lower recoverable amount.

Investments in subsidiaries

Investments in subsidiaries are recognised and measured under the equity method.

The item “Investments in subsidiaries” in the balance sheet include the proportionate ownership share of the net asset value of the enterprises calculated on the basis of the fair values of identifiable net assets at the time of acquisition with deduction or addition of unrealised intercompany profits or losses and with addition of the remaining value of any increases in value and goodwill calculated at the time of acquisition of the enterprises.

The total net revaluation of investments in subsidiaries is transferred upon distribution of profit to “Reserve for net revaluation under the equity method“ under equity. The reserve is reduced by dividend distributed to the Parent Company and adjusted for other equity movements in the subsidiaries.

Subsidiaries with a negative net asset value are recognised at DKK 0. Any legal or constructive obligation of the Parent Company to cover the negative balance of the enterprise is recognised in provisions.

Receivables

Receivables are measured in the balance sheet at the lower of amortised cost and net realisable value, which corresponds to nominal value less provisions for bad debts.

Prepayments

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

Equity

Dividend

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

Deferred tax assets and liabilities

Deferred tax is recognised in respect of all temporary differences between the carrying amount and the tax base of assets and liabilities. However, deferred tax is not recognised in respect of temporary differences concerning goodwill not deductible for tax purposes and other items - apart from business acquisitions - where temporary differences have arisen at the time of acquisition without affecting the profit for the year or the taxable income.

Deferred tax is measured on the basis of the tax rules and tax rates that will be effective under the legislation at the balance sheet date when the deferred tax is expected to crystallise as current tax. In cases where the computation of the tax base may be made according to alternative tax rules, deferred tax is measured on the basis of the intended use of the asset and settlement of the liability, respectively.

Notes to the Financial Statements

Deferred tax assets, including the tax base of tax loss carry-forwards, are measured at the value at which the asset is expected to be realised, either by elimination in tax on future earnings or by set-off against deferred tax liabilities.

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

Current tax receivables and liabilities

Current tax receivables and liabilities are recognised in the balance sheet at the amount calculated on the basis of the expected taxable income for the year adjusted for tax on taxable incomes for prior years. Tax receivables and liabilities are offset if there is a legally enforceable right of set-off and an intention to settle on a net basis or simultaneously.

Financial liabilities

Debts are measured at amortised cost, substantially corresponding to nominal value.