

Styrelsen för

Baltic Beverages Holding AB

Org nr 556425-2327

får härmed avge

Årsredovisning

för räkenskapsåret 1 januari - 31 december 2021

<u>Innehåll:</u>	<u>sida</u>
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Jag intygar att denna kopia
överensstämmer med originalet.

Jennifer Boyaci

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Legal assistant, 0722 939 804

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Ovan intagna resultat- och balansräkningar har fastställts vid ordinarie bolagsstämma 30/6/22 varvid den beslutades, att resultatet enligt balansräkningarna skulle disponeras i enlighet med i förvaltningsberättelsen framlagt förslag.


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Styrelseledamot/Verkställande direktör

Förvaltningsberättelse

Allmänt om verksamheten

Baltic Beverages Holding AB bildades under 2008, med säte i Stockholm.
Har sedan 1991 via dotterbolag, bedrivit bryggerinäring i länderna f.d. Sovjetunionen.

Utveckling av företagets verksamhet, resultat och ställning

BBH's verksamhet har finansierats genom extern upplåning och genom upplåning från ägarbolagen samt genom utdelning från dotterbolagen. Inga nya externa lån är tagna under 2021

Ekonomisk översikt

KEUR	2021	2020	2019	2018
Nettomsättning	0	0	0	0
Årets resultat	78 861	83 512	184 110	41 872
Balansomslutning	2 127 128	2 151 241	2 148 179	3 593 804
Likvida medel	0	0	0	0

Väsentliga händelser under räkenskapsåret samt efter räkenskapsårets utgång

Kriget i Ukraina och den humanitära krisen påverkar Baltic Beverages Holding AB's dotterbolags verksamhet. Främst genom ökade råvaru- energi- och logistikkostnader, men även genom en mer osäker omvärld och ökad inflation som påverkar konsumentbeteende och köpkraft. Den 9 mars 2022, offentliggjorde Carlsberg Group en strategisk översyn av närvaron i Ryssland, och 28 mars togs det omedelbara beslutet att göra en fullständig avyttring av verksamheten i Ryssland som ägs av bolagets dotterbolag Carlsberg Sverige AB. Verksamheten i Ukraina, som ägs av Carlsberg Sverige ABs dotterbolag Baltic Beverages Invest AB (BBI), fortsätter men bedrivs i mindre omfattning. Dessa omständigheter förväntas inte medföra ett potentiellt nedskrivningsbehov av aktierna i Carlsberg Sverige AB. 2021 var ett utmanande år, betydligt påverkat av COVID-19. Under året var högsta prioritet i våra dotterbolag hälsa och välbefinnande för deras anställda, samtidigt som de vidtagit de åtgärder som krävs för att skydda företagets hälsa. Bolagets primära inkomst är utdelning från dotterbolagen. Eftersom den utdelning som erhöles 2021 baserades på intjäningen under tidigare år hade pandemin endast en begränsad påverkan för resultatet 2021

	Aktie- kapital	Överkurs- fond	Balanserat Vinst
Vid årets ingång	12 000	2 400	1 903 479
Årets resultat	-	-	78 860
Dividend paid			- 80 000
Vid årets slut	12 000	2 400	1 902 339

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Förslag till disposition beträffande bolagets vinst

Styrelsen föreslår att till förfogande stående vinstmedel om EUR 1 902 340 000 disponeras enligt följande:

Balanserad resultat	1823 479 000
Årets resultat	78 861 000
Summa	1902 340 000

Utdeling	-
I ny räkning överförs	1902 340 000
Summa	<u>1902 340 000</u>

Företagets resultat och ställning i övrigt framgår av efterföljande resultat- och balansräkning samt kassaflödesanalys med tilläggsupplysningar.

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Resultaträkning

<u>Belopp i KEUR</u>	<u>Not</u>	<u>2021 01 01</u> <u>-2021-12-31</u>	<u>2020 01 01</u> <u>- 2020-12-31</u>
Administrationskostnader		- 84	- 58
Rörelseresultat		- 84	- 58
Resultat från finansiella poster			
Rentelindtagter och likande resultatposter	5	885	1
Räntekostnader och liknande resultatposter	5	- 1 010	- 388
Resultat från Andelar i dotterföretag		79 658	66 339
Resultat efter finansiella poster		79 469	65 898
Bokslutsdispositioner			
Koncernbidrag, erhållna		360	23 663
	5		
Resultat före skatt		79 829	89 561
Skatt på årets resultat	1	- 969	- 6 049
Årets resultat		78 860	83 512

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Balansräkning

Belopp i KEUR	Not	2021 12 31	2020 12 31
TILLGÅNGAR			
Anläggningstillgångar			
<i>Finansiella anläggningstillgångar</i>			
Andelar i koncernföretag		2 126 768	2 126 559
		2 126 768	2 126 559
Summa anläggningstillgångar		2 126 768	2 126 559
Omsättningstillgångar			
<i>Kortfristiga fordringar</i>			
Fordringar hos koncernföretag	3	360	24 682
		360	24 682
Summa omsättningstillgångar		360	24 682
SUMMA TILLGÅNGAR		2 127 128	2 151 241

EGET KAPITAL OCH SKULDER

Eget kapital			
<i>Bundet eget kapital</i>			
Aktiekapital		12 000	12 000
Reservfond		2 400	2 400
		14 400	14 400
<i>Fritt eget kapital</i>			
Balancerat resultat		1 823 479	1 819 967
Årets resultat		78 860	83 512
		1 902 339	1 903 479
		1 916 739	1 917 879
Kortfristiga skulder			
Skulder till koncernföretag	4	210 370	233 574
Övriga skulder		18	- 213
		210 388	233 361
SUMMA EGETKAPITAL OCH SKULDER		2 127 127	2 151 241

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Noter med redovisningsprinciper och bokslutskommentarer

Belopp i KEUR om inget annat anges

Årsredovisningen har upprättats i enlighet med årsredovisningslagen och Bokföringsnämndens allmänna råd BFAR 2012:1 Årsredovisning och koncernredovisning (K3).

Finansiella tillgångar och skulder

Finansiella tillgångar och skulder redovisas i enlighet med kapitel 11 (Finansiella Instrument värderade utifrån anskaffningsvärdet) i BFAR 2012:1.

Finansiella tillgångar värderas vid första redovisningstillfället till anskaffningsvärde, inklusive eventuella transaktionsutgifter som är direkt hänförliga till förvärvet av tillgången.

Andelar i dotterföretag, intresseföretag och gemensamt styrda företag redovisas till anskaffningsvärde minskat med ackumulerade nedskrivningar med tillägg för uppskrivningar. I anskaffningsvärdet ingår förutom inköpspriset även utgifter som är direkt hänförliga till förvärvet.

Räntor och utdelning

Intäkt redovisas när de ekonomiska fördelarna som är förknippade med transaktionen sannolikt kommer att tillfalla företaget samt när inkomsten kan beräknas på ett tillförlitligt sätt.

Ränta redovisas som intäkt enligt effektivräntemetoden.

Utdelning redovisas när behörigt organ har fattat beslut om att utdelning ska lämnas.

Koncernbidrag och aktieägartillskott

Koncernbidrag som erhållits/lämnats redovisas som en bokslutsdisposition i resultaträkningen.

Skatt

Skatt på årets resultat i resultaträkningen består av aktuell skatt och uppskjuten skatt. Aktuell skatt är inkomstskatt för innevarande räkenskapsår som avser årets skattepliktiga resultat och den del av tidigare räkenskapsårs inkomstskatt som ännu inte har redovisats. Uppskjuten skatt är inkomstskatt för skattepliktigt resultat avseende framtida räkenskapsår till följd av tidigare transaktioner eller händelser.

Uppskjutna skattefordringar har värderats till högst det belopp som sannolikt kommer att återvinnas baserat på innevarande och framtida skattepliktiga resultat. Värderingen omprövas varje balansdag.

Funktionell valuta och rapporteringsvaluta

Företagets funktionella valuta är EUR och rapporteringsvaluta EUR. Det innebär att de finansiella rapporterna presenteras i EUR. Samtliga belopp är, om inte annat anges, avrundade till närmaste tusental.

Anställda och personalkostnader

Baltic Beverages Holding AB har inte haft någon personal anställd under räkenskapsåret och några ersättningar har ej utbetalats.

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Not 1 Skatt på årets resultat

	2021	2020
Aktuell skattekostnad	-969	- 333
Uppskjuten skatt	-	- 5 716
	-969	-6.049

Avstämning av effektiv skatt

	2021		2020	
	Procent	Belopp	Procent	Belopp
Resultat före skatt		79 829		89 561
Skatt enligt gällande skattesats för moderföretaget	20,8%	- 16 445	21,4%	- 18 187
Effekt av andra skattesatser för utländska dotterföretag	-20,8%	- 953	-21,4%	- 333
Ej skattepliktiga intäkter	0,0%	16 410	0,0%	14 187
Omvärdering av uppskjuten skatt		19		-748
Redovisad effektiv skatt	0,0%	-969	0,0%	- 6 049

Not 2 Andelar i koncernföretag

	2021 12 31	2020 12 31
Akkumulerade anskaffningsvärden		
Vid årets ingång	2 126 558	2 126 558
	2 126 558	2 126 558
Bokfört värde vid årets slut	2 126 558	2 126 558

Specifikation av moderbolagets innehav av aktier och andelar i koncernföretag

Dotterföretag / Org nr / Säte	Antal andelar	Andel i %	Bokfört värde
Carlsberg Sweden	2 400 000	100,0	1 921 618
Carlsberg Bulgarien	37 144 689	100,0	68 270
Carlsberg Croatia	239 932 000	100,0	12 522
Carlsberg Serbia	2 525 195	100,0	79 414
JSC Alivaria	133 614	78,0	44 734

Dotterföretag	Årets resultat 2021	Egna kapitalet 2021
Carlsberg Sweden	191.185	100 2.618.117
Carlsberg Bulgarien	20.193	100 48.260
Carlsberg Croatia	1.468	100 25.720
Carlsberg Serbia	4.862	100 33.028
JSC Alivaria	7.666	78 35.192

Not 3 Fordringar hos koncernföretag

	31 12 2021	31 12 2020
Vid årets början	24 682	15 088
Reglerade fordringar	- 24 322	9 614
	360	24 682

Not 4 Skuld hos koncernföretag

Vid årets början	233 574	63 771
Reglerade/Tillkommande skulder	- 23 204	169 803
	210 370	233 574

Not 5 Finansnetto

	31 12 2021	31 12 2020
Resultat från andelar i koncernföretag	79 658	66 339
Ränteläntäcker, koncernföretag	885	1
Räntekostnader, koncernföretag	-958	-386
Valutakursförluster	-52	69

Not 6 Händelser efter balansdagen

Den 9 mars 2022, offentliggjorde Carlsberg Group en strategisk översyn av närvaron i Ryssland, och 28 mars togs det omedelbara beslutet att göra en fullständig avyttring av verksamheten i Ryssland som ägs av bolagets dotterbolag Carlsberg Sverige AB. Verksamheten i Ukraina, som ägs av Carlsberg Sverige ABs dotterbolag Baltic Beverages Invest AB (BBI), fortsätter men bedrivs i mindre omfattning. Dessa omständigheter förväntas inte medföra ett potentiellt nedskrivningsbehov av aktierna i Carlsberg Sverige AB

COVID-19-pandemin fortsätter att påverka dotterbolagens affärsresultat, vilket innebär en utmanande start på 2022. Osäkerheten kring pandemins omfattning och längd, ytterligare statliga åtgärder, konsumentreaktioner och makroekonomisk utveckling och kan få kortsiktiga konsekvenser för affärsresultaten. Eftersom dryckesindustrin är motståndskraftig och volymerna i viss utsträckning till restauranger och hotell till dagligvaruhandel, förväntas intäkterna återgå till nivån före pandemin. Som ett resultat förväntas vi rörelseresultatet för 2022 öka något jämfört med 2021.

Not 7 Koncernuppgifter

Bolaget är helägt dotterbolag Carlsberg Breweries A/S, som i sin tur ägs till 100% av Carlsberg A/S. Med stöd av ÄRL 7 kap. 25 upprättar bolaget inte någon koncernredovisning. Koncernredovisningen upprättas av Carlsberg Breweries A/S, organisationsnr. 25508343, med säte i Köpenhamn. Årsredovisningen kan rekvideras från Carlsberg Breweries A/S, Ny Carlsberg Vej 100, DK-1799 Köpenhamn V, Danmark. Under året har inga inköp eller försäljningar gjorts till andra företag inom gruppen.

Stockholm 2022

2022-06-23


Andreas Bernhard Kwik
Ordförande

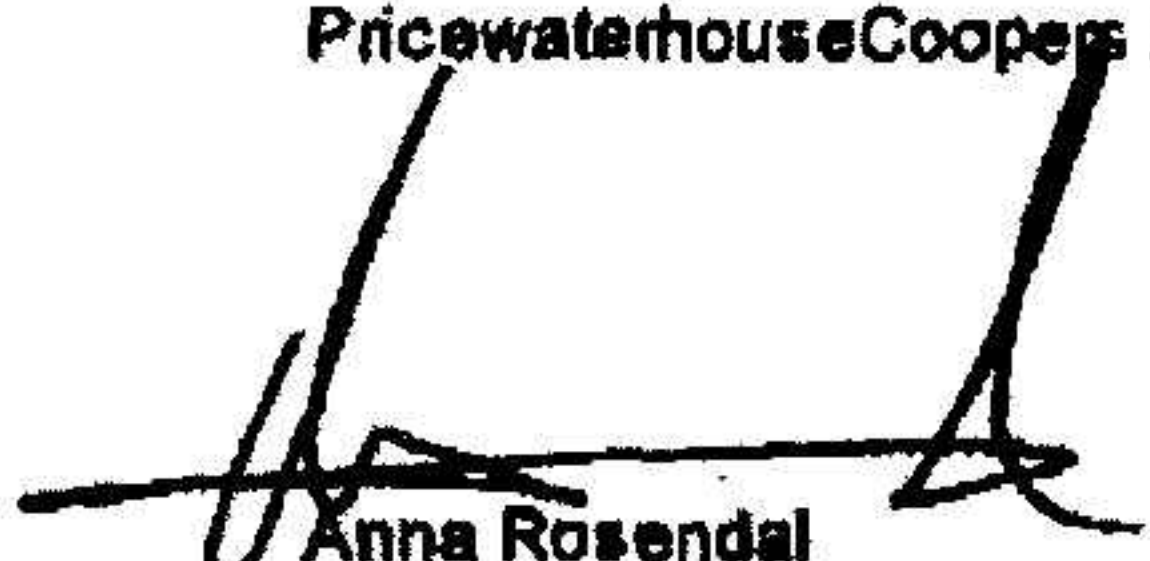
Peter Hammarstedt


Jonas Arvidsson

Henric Arne Byström

Vår revisionsberättelse har lämnats  2022

PricewaterhouseCoopers AB


Anna Rosendal
Auktoriserad revisor

Not 6 Finansnetto

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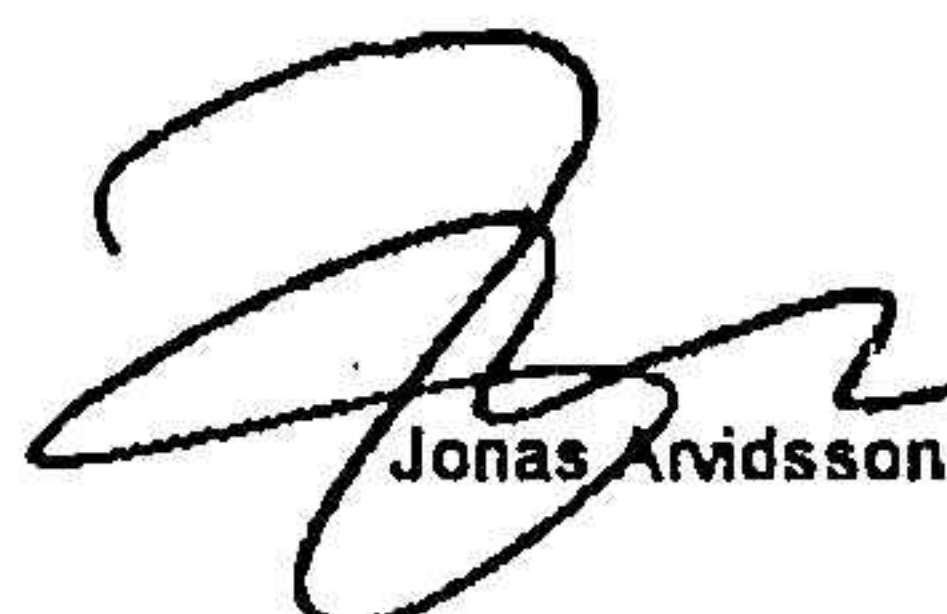
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Stockholm 2022

Andreas Bernhard Kirk
Ordförande

 Peter Hammarstedt


 Jonas Arvidsson


 Henric Ame Byström

Vår revisionsberättelse har lämnats

2022

PricewaterhouseCoopers AB

Anna Rosendal
Auktionserad revisor

Not 5 Finansnetto

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Stockholm 2022

Andreas Bernhard Kirk
Ordförande

Peter Hammarstedt



Jonas Arvidsson

Henric Arne Byström



Vår revisionsberättelse har lämnats

2022

PricewaterhouseCoopers AB

Anna Rosendal
Auktoriserad revisor



Revisionsberättelse

Till bolagsstämman i Baltic Beverages Holding AB, org.nr 556425-2327

Rapport om årsredovisningen

Uttalanden

Vi har utfört en revision av årsredovisningen för Baltic Beverages Holding AB för år 2021.

Enligt vår uppfattning har årsredovisningen upprättats i enlighet med årsredovisningslagen och ger en i alla väsentliga avseenden rättvisande bild av Baltic Beverages Holding ABs finansiella ställning per den 31 december 2021 och av dess finansiella resultat för året enligt årsredovisningslagen. Förvaltningsberättelsen är förenlig med årsredovisningens övriga delar.

Vi tillstyrker därför att bolagsstämman fastställer resultaträkningen och balansräkningen för Baltic Beverages Holding AB.

Grund för uttalanden

Vi har utfört revisionen enligt International Standards on Auditing (ISA) och god revisionssed i Sverige. Vårt ansvar enligt dessa standarder beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till Baltic Beverages Holding AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen och verkställande direktören som har ansvaret för att årsredovisningen upprättas och att den ger en rättvisande bild enligt årsredovisningslagen. Styrelsen och verkställande direktören ansvarar även för den interna kontroll som de bedömer är nödvändig för att upprätta en årsredovisning som inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag.

Vid upprättandet av årsredovisningen ansvarar styrelsen och verkställande direktören för bedömningen av bolagets förmåga att fortsätta verksamheten. De upplyser, när så är tillämpligt, om förhållanden som kan påverka förmågan att fortsätta verksamheten och att använda antagandet om fortsatt drift. Antagandet om fortsatt drift tillämpas dock inte om styrelsen och verkställande direktören avser att likvidera bolaget, upphöra med verksamheten eller inte har något realistiskt alternativ till att göra något av detta.

Revisorns ansvar

Våra mål är att uppnå en rimlig grad av säkerhet om huruvida årsredovisningen som helhet inte innehåller några väsentliga felaktigheter, vare sig dessa beror på oegentligheter eller misstag, och att lämna en revisionsberättelse som innehåller våra uttalanden. Rimlig säkerhet är en hög grad av säkerhet, men är ingen garanti för att en revision som utförs enligt ISA och god revisionssed i Sverige alltid kommer att upptäcka en väsentlig felaktighet om en sådan finns. Felaktigheter kan uppstå på grund av oegentligheter eller misstag och anses vara väsentliga om de enskilt eller tillsammans rimligen kan förväntas påverka de ekonomiska beslut som användare fattar med grund i årsredovisningen.

En ytterligare beskrivning av vårt ansvar för revisionen av årsredovisningen finns på Revisorsinspektionens webbplats: www.revisorsinspektionen.se/revisornsansvar. Denna beskrivning är en del av revisionsberättelsen.

Rapport om andra krav enligt lagar och andra författningar

Uttalanden

Utöver vår revision av årsredovisningen har vi även utfört en revision av styrelsens och verkställande direktörens förvaltning för Baltic Beverages Holding AB för år 2021 samt av förslaget till dispositioner beträffande bolagets vinst eller förlust.

Vi tillstyrker att bolagsstämman disponerar vinsten enligt förslaget i förvaltningsberättelsen och beviljar styrelsens ledamöter och verkställande direktören ansvarsfrihet för räkenskapsåret.

Grund för uttalanden

Vi har utfört revisionen enligt god revisionssed i Sverige. Vårt ansvar enligt denna beskrivs närmare i avsnittet Revisorns ansvar. Vi är oberoende i förhållande till Baltic Beverages Holding AB enligt god revisorssed i Sverige och har i övrigt fullgjort vårt yrkesetiska ansvar enligt dessa krav.

Vi anser att de revisionsbevis vi har inhämtat är tillräckliga och ändamålsenliga som grund för våra uttalanden.

Styrelsens och verkställande direktörens ansvar

Det är styrelsen som har ansvaret för förslaget till dispositioner beträffande bolagets vinst eller förlust. Vid förslag till utdelning innefattar detta bland annat en bedömning av om utdelningen är försvarlig med hänsyn till de krav som bolagets verksamhetsart, omfattning och risker ställer på storleken av bolagets egna kapital, konsolideringsbehov, likviditet och ställning i övrigt.

Styrelsen ansvarar för bolagets organisation och förvaltningen av bolagets angelägenheter. Detta innefattar bland annat att fortlöpande bedöma bolagets ekonomiska situation, och att tillse att bolagets organisation är utformad så att bokföringen, medelsförvaltningen och bolagets ekonomiska angelägenheter i övrigt kontrolleras på ett betryggande sätt. Den verkställande direktören ska sköta den löpande förvaltningen enligt styrelsens riktlinjer och anvisningar och bland annat vidta de åtgärder som är nödvändiga för att bolagets bokföring ska fullgöras i överensstämmelse med lag och för att medelsförvaltningen ska skötas på ett betryggande sätt.

Revisorns ansvar

Vårt mål beträffande revisionen av förvaltningen, och därmed vårt uttalande om ansvarsfrihet, är att inhämta revisionsbevis för att med en rimlig grad av säkerhet kunna bedöma om någon styrelseledamot eller verkställande direktören i något väsentligt avseende:

- företagit någon åtgärd eller gjort sig skyldig till någon försummelse som kan föranleda ersättningsskyldighet mot bolaget
- på något annat sätt handlat i strid med aktiebolagslagen, årsredovisningslagen eller bolagsordningen.

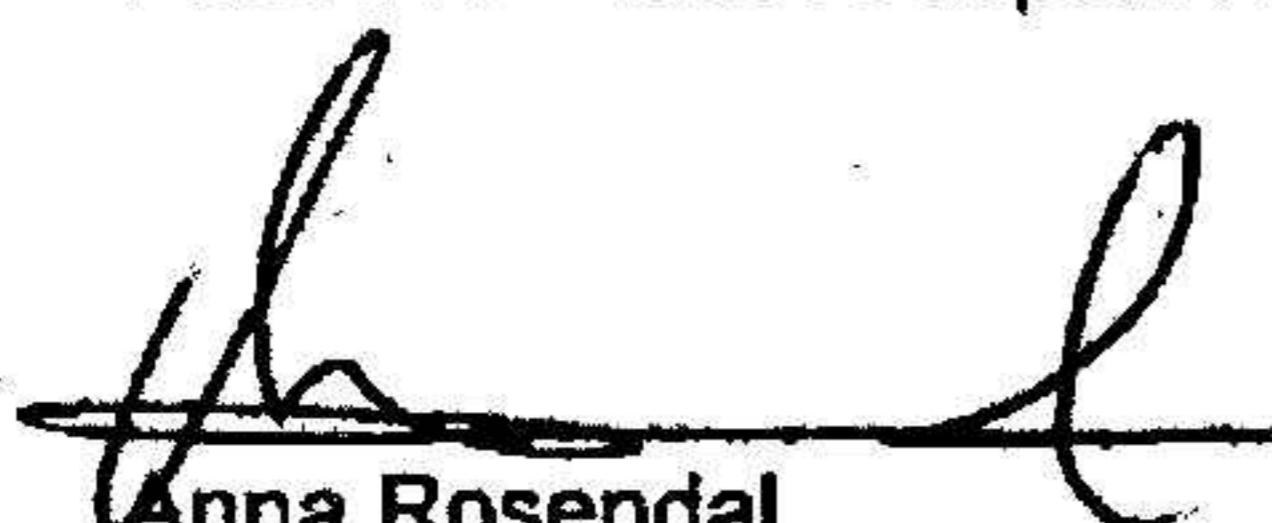
Vårt mål beträffande revisionen av förslaget till dispositioner av bolagets vinst eller förlust, och därmed vårt uttalande om detta, är att med rimlig grad av säkerhet bedöma om förslaget är förenligt med aktiebolagslagen.

Rimlig säkerhet är en hög grad av säkerhet, men ingen garanti för att en revision som utförs enligt god revisionssed i Sverige alltid kommer att upptäcka åtgärder eller försummelse som kan föranleda ersättningsskyldighet mot bolaget, eller att ett förslag till dispositioner av bolagets vinst eller förlust inte är förenligt med aktiebolagslagen.

En ytterligare beskrivning av vårt ansvar för revisionen av förvaltningen finns på Revisorsinspektionens webbplats: www.revisorsinspektionen.se/revisornsansvar. Denna beskrivning är en del av revisionsberättelsen.

Stockholm den 30 juni 2022

PricewaterhouseCoopers AB



Anna Rosendal
Auktoriserad revisor

ANNUAL REPORT

LETTER FROM THE CHAIR & THE CEO

A COMPANY IN GOOD HEALTH

The Carlsberg Group delivered a strong set of results despite the continued challenges posed by COVID-19.

Once again in 2021, our people, businesses, customers and societies at large were, to different degrees and at different times, affected by the pandemic. As was the case in 2020, our main focus remained the health and wellbeing of our people and at the same time ensuring the health of our business.

It was encouraging to see that many beer markets, particularly in Western Europe, recovered during the summer months, with consumers eager to socialise and return to the on-trade. This gives us confidence in the resilience of the beer markets. We do recognise, though, that many markets are still suffering and continue to face significant adversity.

Despite the ongoing challenges of the pandemic, we are pleased to report good financial, strategic and organisational health for the Carlsberg Group.

Our financial results saw strong progress in 2021, albeit supported by favourable comparables. Revenue grew organically by 10.0%, the result of 7.4% volume growth and 3% higher revenue/hi. Operating profit was DKK 10.9bn, with organic growth 12.5%. These results brought our 2021 figures well ahead of 2019. Free cash flow was DKK 8.9bn, and ROIC improved by 140pp to 10.3%. Read more about our Group results on pages 12-15.

These results were achieved thanks to the strength of our brand portfolio and geographic footprint, and the embedding of our Founding the Journey culture across the business. Combined, these factors safeguard

both the short- and long-term health of the Carlsberg Group.

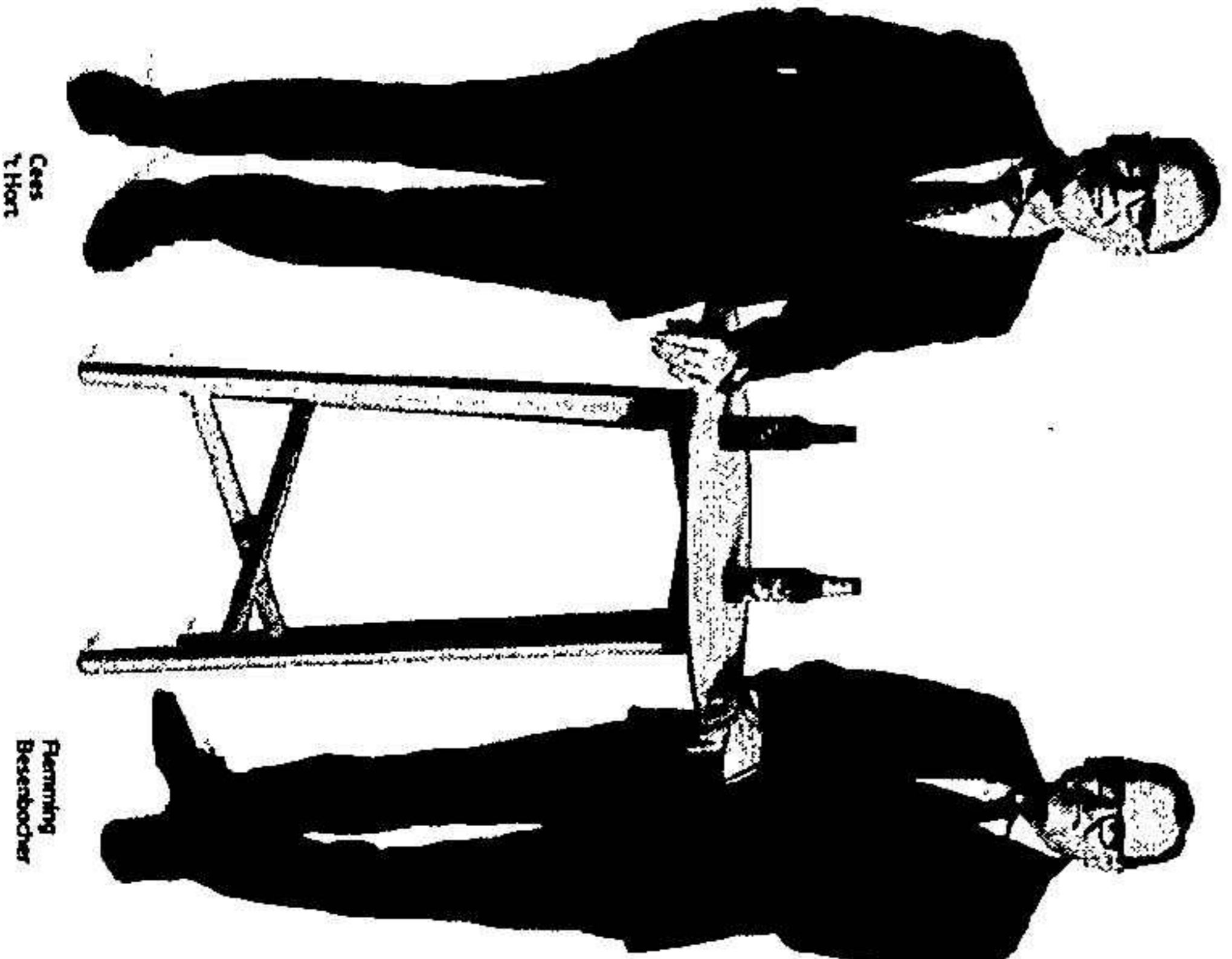
Uncertainty and volatility continued during 2021. However, thanks to better-than-expected results across the Group, we were able to upgrade our earnings expectations twice – in August and October.

During the year, we made significant cash returns to our shareholders. In March, we paid a dividend of DKK 3.2bn. In addition, we carried out quarterly share buy-back programmes amounting in total to DKK 3.6bn in fiscal 2021. On 4 February 2022, we indicated a new quarterly share buy-back programme of DKK 1bn. More information on the share buy-back programmes can be found on page 22.

The choices made in SAIL22 and the execution of our strategic initiatives have been key for our financial

» Flemming Besenbacher has been a highly committed and dedicated Chair. He has reinforced the unique legacy of Carlsberg, while supporting long-term value creation for all stakeholders.

Cees 't Hart
CEO



Cees 't Hart

Flemming Besenbacher

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OUR ANNUAL REPORTING

Our annual reporting suite comprises our Annual Report, our Environment, Social & Governance Report and our Remuneration Report. Each includes content tailored to its specific audience, and cross-references to the other reports where relevant. The Environment, Social & Governance Report serves as our annual Communication on Progress to the United Nations Global Compact and is, as such, our disclosure in accordance with sections 99a, 99b and 99d of the Danish Financial Statements Act. It can be downloaded at this link: <https://www.carlsberggroup.com/reports-downloads/carlsberg-group-2021-esg-report/>

Front page: The Draughtmaster system enables our on-trade customers to serve a wide selection of core and premium beers and alcohol-free brews.



ENVIRONMENT, SOCIAL & GOVERNANCE REPORT
Our Environment, Social & Governance Report provides detailed information and data on sustainability and our responsible business behaviour.



REMUNERATION REPORT
Our Remuneration Report includes full disclosure of Supervisory Board and Executive Management remuneration.

performance since 2016 – and for our ability to navigate through the rough seas of COVID-19.

Priorities such as craft & specialty and alcohol-free brews delivered strong progress during 2021. Our core beer business also saw good recovery from the severe headwind in 2020. And we are well on track to achieve our 2022 sustainability targets.

Read about the progress on our strategic priorities on pages 26-30. More specifically, our Environment, Social & Governance Report, available online on www.carlsberggroup.com, contains a wealth of information and data on our Together Towards ZERO sustainability programme and targets.

A NEW HORIZON
Since 2016, SAIL22 has guided us well on our journey to become a successful, professional and attractive company in our markets.

As its name suggests, SAIL22 is now coming to an end, and 2022 will be a year of transition. During the second half of 2021 and early 2022, we went through the process of defining our next strategy. In doing so, we engaged a large number of colleagues from various markets and functions across our regions, bringing

In diverse thinking and input to ensure relevance and stability.

As we are confident that there is still more on tap for many of the SAIL22 priorities, the new strategy is an evolution rather than a revolution. We have therefore named it SAIL27.

SAIL27 will define our business agenda and support continued value growth in the years to come. SAIL27 is presented on pages 31-32.

ORGANISATIONAL HEALTH
Considering the immense challenges for all employees – on a personal and professional level – in both 2020 and 2021, we were very pleased with the results of our 2021 employee survey.

The results were largely on a par with the latest survey conducted in 2019, indicating that our many initiatives during the challenging times of COVID-19 to support and take care of our employees, to empower them and to ensure good communication have resonated well.

We are proud of our strong purpose and raison d'être (see page 24). We are confident that this has been an important contributing factor for the motivation of our people and our ability to navigate the uncharted waters of COVID-19.

In 2021, we intensified our focus and commitment in relation to diversity and inclusion (DS&I). Our DS&I Council will play a pivotal role in driving our DS&I agenda across our business and shaping our future DS&I journey.

CHANGING REGIONAL STRUCTURE AND EXECOM
In 2021, we changed our regional structure to optimise the regional management and ensure a better balance between our European regions.

During the year, we welcomed three new members to the Executive Committee: Leo Evers took over the responsibility for Asia from Graham Fewkes, who went to Western Europe; Victor Shevsov became head of Supply Chain; and Joris Huijzen joined as CHRO. Meet the Execom on pages 46-47.

SUPERVISORY BOARD CHANGES AND NEW CHAIR
At the Annual General Meeting (AGM) on 14 March 2022, the Carlsberg Foundation will reduce its representation on the Supervisory Board from five to three members.

Lars Fruergaard Jørgensen and Lars Stemmerik have notified the Board that they are not standing for re-election. Both have been valued members of the Board and we would like to extend our gratitude to them.

The Board will propose Poulina Lot and Mikkel Aho as new members. See page 45.

THANK YOU
Once again this past year, we were impressed by the high level of engagement and commitment from Carlsberg's employees and would like to say thank you to each and every one.

We greatly appreciate the continued support and trust shown to us by our shareholders. We also extend our thanks to all suppliers and customers – not least our on-trade customers, many of whom have been through another very difficult year – for their cooperation during 2021.

We are well prepared for 2022 which will bring headwinds in the form of cost inflation and possibly further COVID-19 obstacles. We remain hopeful that the continued roll-out of vaccines across the world will be successful in curbing the pandemic.

Flemming Besenbacher, Chair
Cees 't Hart, CEO

PASSING ON THE BATON
The upcoming AGM will mark the end of my ten-year Chairship of the Supervisory Board. As the end of SAIL22 approaches, I have decided that the time is right to pass on the responsibility to Henrik Poulsen,

whom the Supervisory Board will propose as new Chair. The Board will propose the Chair of the Board of Directors of the Carlsberg Foundation, Metken Schulz, as new Deputy Chair.

I am proud to hand over a company that has seen some really impressive development since Cees 't Hart took the helm in 2015, and that today is stronger than ever. Since June 2015, Carlsberg's share price has increased by around 90%, dividend per share has increased two- and-a-half times and share buy-backs totalling DKK 10.6bn have been carried out.

The changing of the guards also involves an historic change with the reduced representation of the Carlsberg Foundation on the Board. In 2023, the Foundation will further reduce its representation on the Board to only two members. This change is in line with good corporate governance and to the benefit of Carlsberg. The Foundation will remain a committed, value-oriented shareholder, safeguarding the long-term health of the Carlsberg Group.

I would like to personally thank the employees and management team for the excellent cooperation during the past years, and the Carlsberg shareholders for trusting me with the Chairship of this great company. **Flemming Besenbacher, Chair**

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RESILIENCE AND DELIVERY



SAIL '22 POSITION FOR GROWTH

+15%

GROWTH IN CRAFT & SPECIALTY

Our craft & specialty portfolio had another year of strong volume growth, supported in particular by the global specialty brands 1664, Blanc and Smedley. Read more on page 28.



SAIL '22 POSITION FOR GROWTH

+17%

GROWTH IN ALCOHOL-FREE BEVS

Bevika O continued to lead the alcohol-free brew (AFB) category in Eastern Europe, including Russia and Ukraine. Local brands have been key for our AFB growth. Read more on page 28.

The resilience of our SAIL'22 strategy was confirmed again in 2021. We saw strong progress on our strategic priorities despite the continued challenges posed by COVID-19 in many of our markets.

SAIL '22 POSITION FOR GROWTH

+15% VOLUME GROWTH / +3% REVENUE/HL

Our Chinese business delivered strong volume and value growth, driven by our attractive portfolio of local and international premium brands. Read more on page 19.

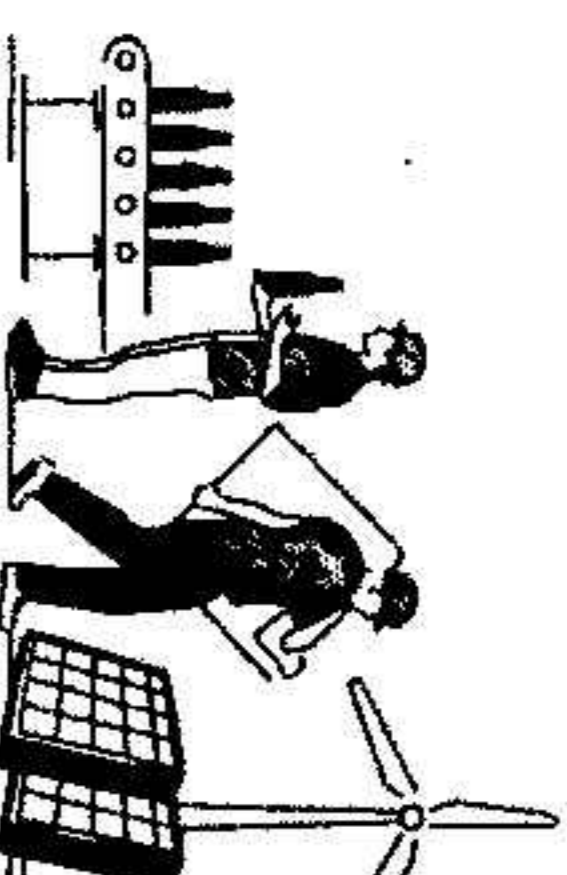


SAIL '22 STRENGTHEN THE CORE

FUNDING THE JOURNEY

Our Funding the Journey culture, with its continuous focus on efficiencies and costs, remained an important driver of our financial performance. Read more on pages 12-15.

TOGETHER TOWARDS ZERO



ZERO CARBON FOOTPRINT

-2%

In 2021, we reduced CO₂ emissions per hl of beer produced by 2% to 4.2 kg CO₂/hl. Since 2015, the reduction has been 40%. We were again included in the CDP A List, which recognises corporate leaders for transparency and action on climate risks and opportunities.

We believe sustainability and profitability can work together in harmony. Our aim is to create sustainable value growth by optimising the balance between our financial performance and sustainability progress.

ZERO WATER WASTE

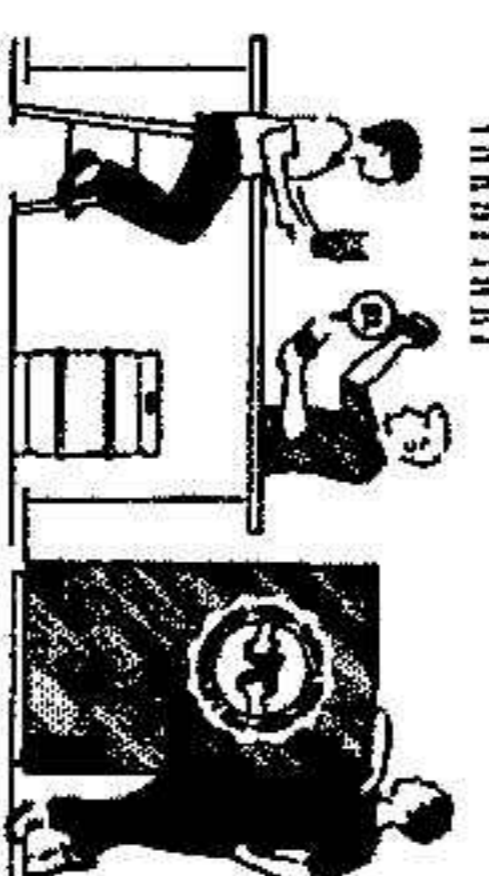
-4%

In 2021, we reduced our water use by 4%, averaging 2.7 hl of water to produce 1 hl of beer. In total, we have achieved a 21% improvement since 2015. We also achieved an A rating from CDP for transparency and action on water.

83

ZERO RESPONSIBLE DRINKING

We are proud of our great beer brands, which for many people are at the heart of social occasions, and we want everyone to enjoy our products responsibly. In 2021, we ran 83 responsible drinking campaigns, reaching more than 33 million people across our markets.



32

ZERO ACCIDENTS CULTURE

In 2021, 32 of our breweries achieved the safety milestone of 1,000 days without a lost-time accident. However, our overall employee accident rate rose by 4% to 4.3, mostly due to the breweries that recently joined our business. We are working hard to embed our ZERO accidents culture across every site.



Read more about our Together Towards ZERO achievements in the Environment, Social & Governance Report, available online on www.carlsberggroup.com

FINANCIAL RESULTS

BALANCING OUR GOLDEN TRIANGLE

Balancing our Golden Triangle has been and will remain an important performance management KPI at Group, regional and market level.

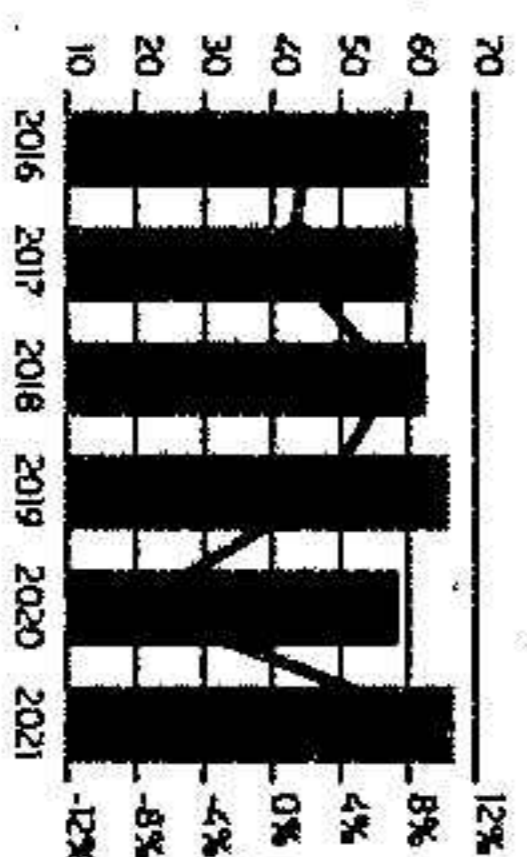
The Golden Triangle aims to optimise the balance between market share/volumes, gross profit, other logistics (GFOU) margin, operating profit and cash generation, thereby creating sustainable value growth.

The strong results in 2021 were supported by our Funding the Journey culture and achieved, despite continued impact from COVID-19 across many of our markets, albeit to different degrees and at different times. Read about Group and regional results on pages 12-22 and in the consolidated financial statements.

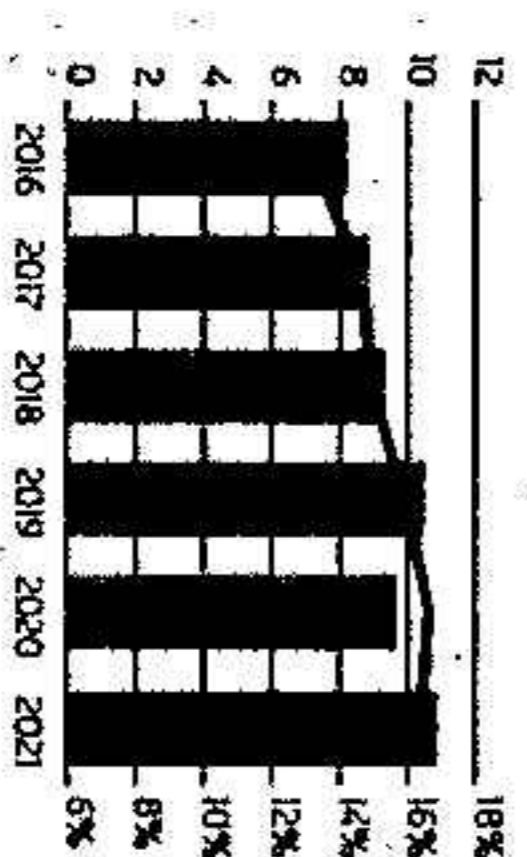
We significantly increased the cash returns to our shareholders while maintaining the leverage ratio well below our target of below 2x. For 2021, total cash returns in the form of dividends and share buy-backs amounted to DKK 6.5bn. Read more on page 22.

TOP- AND BOTTOM-LINE GROWTH, STRONG CASH FLOW AND INCREASING RETURNS

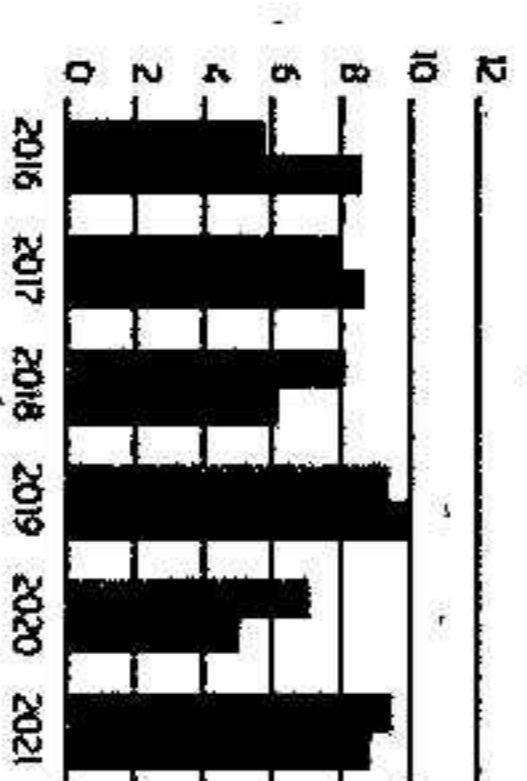
REVENUE AND ORGANIC GROWTH



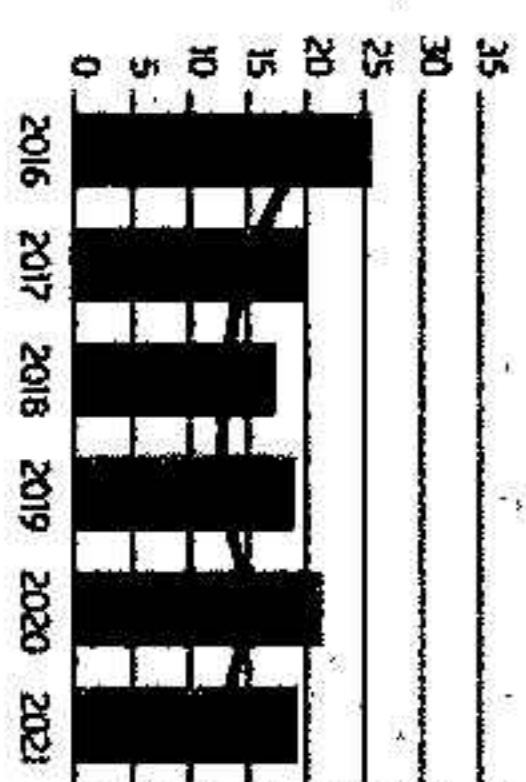
OPERATING PROFIT AND MARGIN



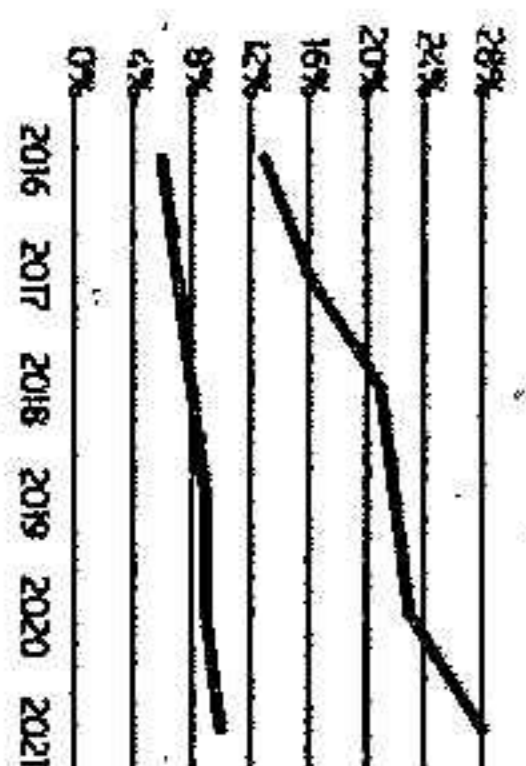
CASH FLOW



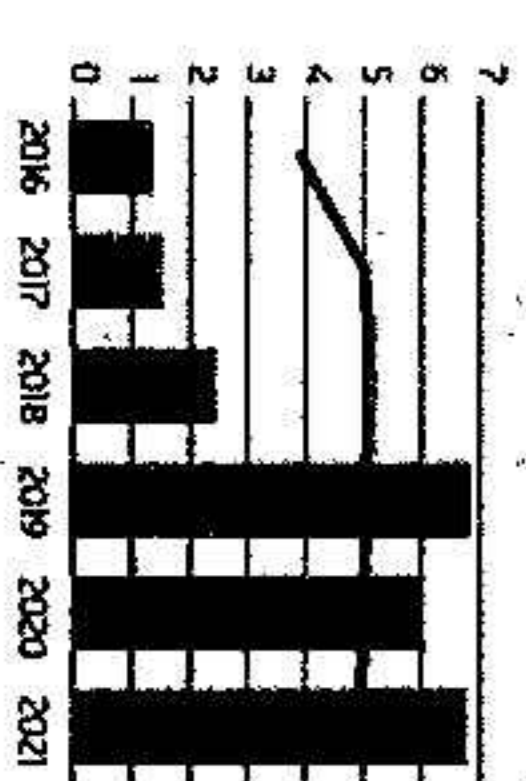
NET INTEREST-BEARING DEBT (NIBD) AND LEVERAGE



RETURN ON INVESTED CAPITAL (ROIC)



CASH RETURNS TO SHAREHOLDERS



Comparative figures for 2016-2018 and 2016 have not been restated to include IFRS 16 and IFRS 15 respectively.

5-year key figures

Volume (million hl)	2021	2020	2019	2018	2017
Beer	119.6	110.1	113.0	112.3	107.1
Other beverages	22.6	20.0	21.9	20.8	19.2

DKK million	2021	2020	2019	2018	2017
Revenue	66,634	58,541	65,902	62,503	60,655
Gross profit	31,327	28,361	32,638	31,220	30,206
EBITDA	15,474	14,095	15,007	13,620	13,343
Operating profit before special items	10,862	9,699	10,665	9,329	8,976
Special items, net	-253	-67	501	-88	-4,565
Financial items, net	-781	-411	-738	-722	-788
Profit before tax	10,228	9,041	10,228	8,519	3,523
Income tax	-2,219	-2,233	-2,751	-2,386	-1,458
Consolidated profit	8,009	6,808	7,477	6,133	2,065

Attributable to	2021	2020	2019	2018	2017
Non-controlling interests	1,163	778	906	824	806
Shareholders in Carlsberg A/S (net profit)	6,846	6,030	6,569	5,309	1,259
Shareholders in Carlsberg A/S, adjusted ¹	8,982	6,808	6,180	5,359	4,292

Statement of financial position	2021	2020	2019	2018	2017
Total assets	126,383	118,816	123,063	117,700	114,251
Invested capital end, goodwill	83,636	81,541	86,162	82,721	84,488
Net interest-bearing debt (NIBD)	21,152	21,049	23,032	21,792	23,291
Equity, shareholders in Carlsberg A/S	19,162	21,263	18,976	17,313	19,688
Equity, shareholders in Carlsberg A/S	43,961	30,308	43,649	45,302	46,930

¹ Comparative figures for 2017-2018 have not been restated to include IFRS 16. ² Adjusted for special items after tax. ³ Proposed dividend on number of shares at year-end and as a percentage of net profit, calculated by special items after tax.

Stock market ratios	2021	2020	2019	2018	2017
Earnings per share (EPS)	47.6	43.6	43.7	34.8	8.3
Free cash flow per share (FCFFPS)	48.3	43.6	41.0	35.2	23.3
Free cash flow per share (FCFFPS)	61.5	34.5	65.9	40.2	56.9
Dividend per share (DPPS)	6.0	6.0	6.0	6.0	6.0
Payout ratio	51	55	21.0	18.0	16.0
Return on capital employed (ROCE)	12.5	12.5	12.5	12.5	12.5
Return on invested capital (ROIC)	15.5	15.5	15.5	15.5	15.5
Equity ratio	34.8	33.1	35.3	38.5	41.1
NIBD/Equity ratio	0.29	0.49	0.41	0.36	0.40
NIBD/EBITDA	1.24	1.51	1.25	1.29	1.45
Interest cover	28.52	23.59	14.17	12.92	11.26

Please refer to section 3.2 General accounting policies in the consolidated financial statements for definitions and calculation of key figures and financial ratios.

OUR REGIONS

A WELL-BALANCED MARKET PORTFOLIO

Our regions provide an attractive exposure to mature and emerging markets. We have a number 1 or 2 position in 22 markets, and around 70% of our volumes are sold in these markets.



OUR BRANDS

AN ATTRACTIVE BEER PORTFOLIO...

Our beer portfolio spans our core beer brands, including local power brands and international premium brands, craft & specialty brands and alcohol-free brews. This combination of brands has been an important driver of results in recent years.



OUR BRANDS

...AND APPEALING OTHER BEVERAGES

Our other beverages encompass both alcoholic and non-alcoholic beverages and account for 16% of total Group volumes. These categories are expected to deliver attractive growth potential in the coming years. As part of SAIL22, we will therefore increase our focus on other beverages.



GROUP

A STRONG SET OF RESULTS

2021 performance was well ahead of pre-COVID 2019, delivering strong top-line growth and operating cash flow, and increasing returns to shareholders.

As a result of the continued high level of uncertainty in 2021, we issued a broad guidance for organic operating profit growth at the beginning of the year. Due to strong performance, we were able to upgrade our earnings expectations twice. See table to the right.

INCOME STATEMENT
Revenue was DKK 66.6bn. Organic revenue growth was 10.0%, while reported revenue growth was 13.8%, mainly impacted by the acquisition of Morston's brewing activities in the UK in October 2020. The small negative currency impact was due to adverse currency movements across Central & Eastern Europe and certain markets in Asia, partly offset by a strengthening of primarily the Chinese, Norwegian, British and Swedish currencies.

VOLUMES
Total Group volumes were 1,222 million hl, increasing organically by 7.4% and by 9.3% including acquisitions. Beer volumes grew organically by 6.4%, driven by solid growth in Asia and Central & Eastern Europe, and supported by easy comparables. Other beverage volumes grew organically by 12.3%, supported by double-digit growth in all three regions.

Gross profit increased organically by 8.7% and by 10.5% in reported terms, positively impacted by acquisitions and inorganic currency. The gross profit margin declined due to acquisitions that came in with a lower gross margin than the Group, the higher cost of goods sold

(COGS), particularly in Central & Eastern Europe, and a negative currency mix.

Operating expenses, including marketing investments, grew organically by 8%, mainly driven by higher marketing investments and higher administrative expenses. Marketing investments grew organically by 11%. The higher administrative expenses were the result of higher accruals related to variable pay due to the strong financial performance for the year, the impact of acquisitions, currencies and certain one-off provisions. Despite this, total SG&A (excluding marketing) to revenue declined by approximately 60bp to 14.0% (-40bp organically).

Earnings expectations 2021

Date	Expectation for operating profit
5 February 2021	Organic growth in operating profit within the range of 3-10%
28 April 2021	Organic growth in operating profit within the range of 5-11%
18 August 2021	Organic growth in operating profit within the range of 8-11%
27 October 2021	Organic growth in operating profit within the range of 10-12%
4 February 2022	Organic growth in operating profit of 12.5% (reported)

Valueme (million M)	2020		2021		Change Reported
	Organic	Acq. mix	FX	2021	
Beer	110.1	6.4%	2.2%	119.6	8.6%
Other beverages	20.0	12.9%	0.0%	22.6	12.9%
Total volume	130.1	7.4%	1.9%	142.2	9.3%
DKK million	58,541	10.0%	4.8%	66,634	13.8%
Operating profit	9,699	12.5%	0.3%	10,862	12.0%
Operating margin (%)	16.6			16.3	-30bp

Operating profit before depreciation, amortisation and impairment losses (EBITDA) grew organically and in reported terms by 9.9%. The EBITDA margin declined by 90bp to 23.2% due to acquisitions.

Group operating profit grew organically by 12.5%, supported by growth in all three regions. Reported operating profit grew by 12.0%. Excluding the impact from acquisitions, the operating profit margin increased by 30bp to 16.9%. The reported operating margin declined by 30bp to 16.3% due to the margin-dilutive impact of Marston's brewing activities.

Section 1 in the consolidated financial statements contains more details on operating activities.

Net special items (pre-tax) amounted to DKK -253m (2020: DKK -247m). Special items were positively impacted by reversal of provisions made in purchase price allocations in prior years in China and Cambodia of DKK 1,238m, mainly related to obsolescence and certain employee obligations that were either settled during the year or are no longer expected to be realised. This was partly offset by impairment and write-downs of the Balthus brand in Russia and our investment in Tiber Ultra Brewery.

Special items were also impacted by one-off costs related to COVID-19, including safety measures and donations. Read more about net special items in section 3.1 in the consolidated financial statements.

Financial items, net, amounted to DKK -381m (2020: DKK -411m). Excluding currency gains and losses, financial items, net, amounted to DKK -319m (2020: DKK -550m), positively impacted by the reversal of the previous write-down of the loan to our partner in Carlsberg South Asia Pte Ltd. This was partly offset by higher provisions related to interest on tax cases in certain markets. Net currency losses and fair value adjustments amounted to DKK -62m, mainly related to USD/EUR deposits and hedging of packaging materials in Eastern Europe and USD-related currency losses in Asia.

Read more about net financial items in section 4.1 in the consolidated financial statements.

Tax totalled DKK -2,219m (2020: DKK -2,233m). The effective reported tax rate declined by 300bp to 21.7%, impacted by non-taxable gains in special items and lower net tax provisions. Excluding special items, the effective tax rate was 23.5%.

The Carlsberg Group's share of consolidated profit (net profit) was DKK 6,846m (2020: DKK 6,030m).

The increase was primarily driven by the higher operating profit, lower net financials and the lower tax rate.

Adjusted net profit (adjusted for special items other tax) grew by 9% to DKK 6,943m, and adjusted earnings per share (excluding treasury shares) grew by 11% to DKK 48.3. In addition to the higher operating profit, lower net financials and lower tax rate, earnings per share were supported by the share buy-backs.

STONEWALL INN IPA

Brooklyn Brewery has been a proud partner of the StoneWall Inn since 2017. When the brewery was asked to create a beer to help raise awareness, generate funds and make real change for the LGBTIQ+ community and its non-profit, The StoneWall Inn Gives Back Initiative (SGBI), SGBI exists to support LGBTIQ+ communities in their fight by funding grassroots activists and their work. Read more in our Environment, Social & Governance Report. In 2021, Carlsberg launched the unapologetically rebranding StoneWall Inn IPA in markets in Western Europe and Asia. Our total Brooklyn brand portfolio grew volumes by 16%.

SALE '22 GROW CRAFT & SPECIALTY

CASH FLOW FROM INVESTING ACTIVITIES

Cash flow from investing activities was DKK -438m (2020: DKK -587m).

Operational investments totalled DKK -3,799m (2020: DKK -3,835m). Acquisition of property, plant and equipment and intangible assets (Copec) amounted to DKK -4,221m (2020: DKK 4,396m). Excluding the

purchase of the Brooklyn brand rights in 2020, operational investments increased by DKK 625m.

Total financial investments amounted to DKK -582m (2020: DKK -2,036m), impacted by deferred considerations related to the acquisition of Marston's brewing activities and the decommissioning of the business in Nepal.

RETURN ON INVESTED CAPITAL

Return on invested capital (12-month average) increased by 1,400bp to 10.3%, driven by higher profits and the lower tax rate. ROIC excluding goodwill improved by 430bp to 27.5%.

FINANCING

At 31 December 2021, gross financial debt amounted to DKK 28,922m and net interest-bearing debt to DKK 19,168m (2020: DKK 21,263m). The strong free cash flow more than offset the cash out-flow from the share buy-back programme (DKK 3,690m) and dividends to shareholders and non-controlling interests (DKK 3,79m). The difference of DKK 9,760m between gross financial debt and net interest-bearing debt mainly comprised cash and cash equivalents of DKK 8,344m.

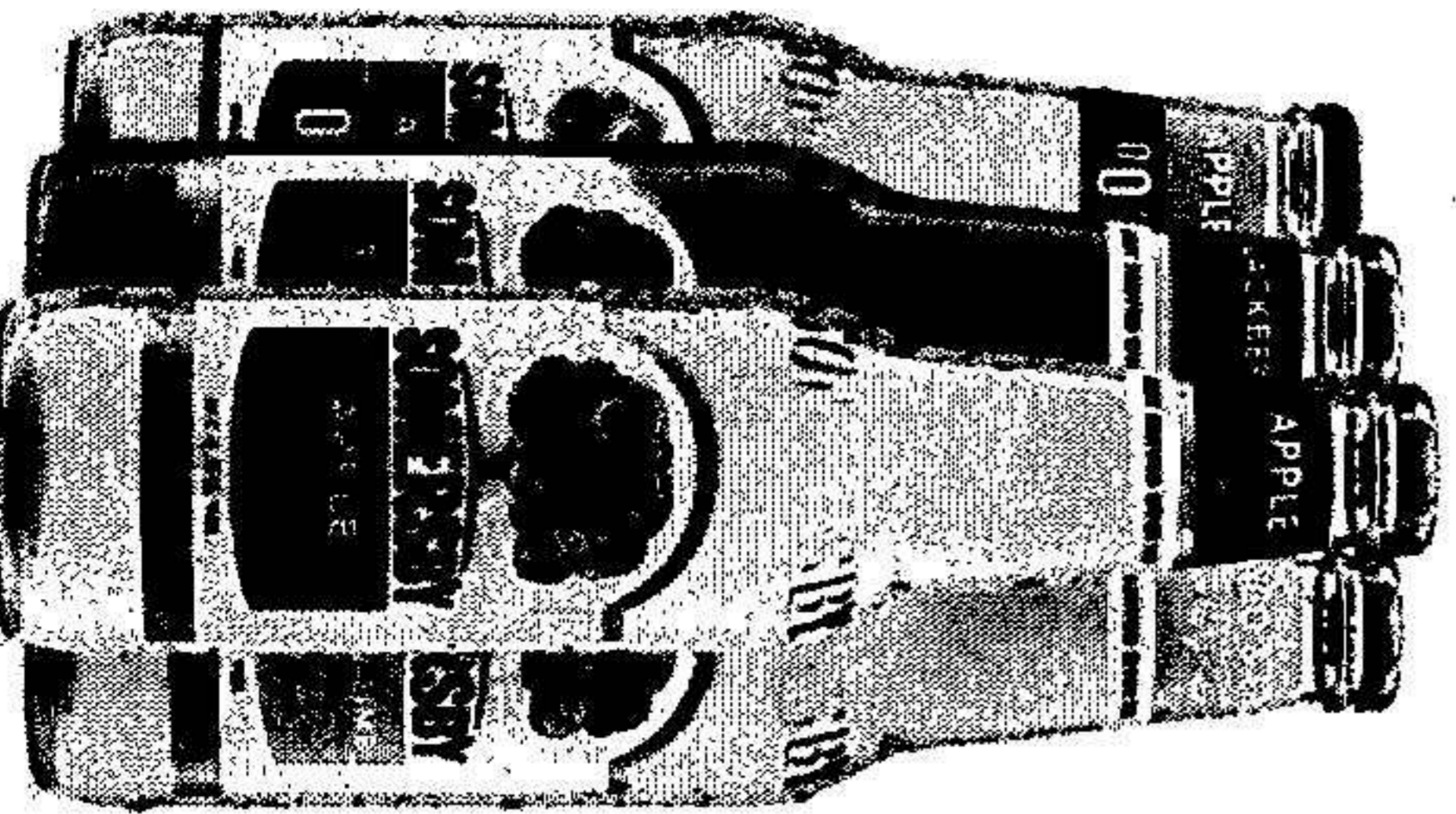
SHARE BUY-BACKS

In 2021, the buy-back was carried out in quarterly tranches due to the uncertainty related to the development of COVID-19 across our markets. The total buy-back programme was DKK 4m, with shares worth DKK 3.6bn brought back in 2021, and the remaining DKK 400m in January 2022. A total of 3.7m shares were bought at an average price of DKK 1,076.

2022 PROGRAMME

In 2022, the Group intends to execute the 2022 share buy-back as quarterly programmes. During the first programme, launched on 4 February, the Group intends to buy back Carlsberg B shares amounting to DKK 1bn.

ROD MORE ABOUT THE SHARE BUY-BACK PROGRAMME, INCLUDING THE 2021 PROGRAMME, ON PAGE 22.



+10% SOMERSBY VOLUME GROWTH

Developed in 2008, the Somersby brand was originally launched in Denmark. Today, Somersby is available in more than 70 markets worldwide. Somersby is associated with optimism and playfulness, and the brand portfolio, which includes several fruitly variants, was recently extended with alcohol-free variants. The Somersby portfolio and its repeatable model are powerful drivers for the brand's strong global growth, and in 2021 Somersby volumes grew by 10%. In SALE'22, we will further strengthen our focus on categories beyond beer, including Somersby.

SALE '22 GROW CRAFT & SPECIALTY AND WIN IN ALCOHOL-FREE BEERS

Non-controlling interests were DKK 1,63m (2020: DKK 778m), positively impacted by strong growth for Carlsberg Chongqing Breweries Group in China, the reversal of provisions made in purchase price allocations in China (DKK 189m) and the inclusion of Carlsberg Marston's Brewing Company in the UK. Excluding the impact from special items, non-controlling interests were DKK 1,082m.

STATEMENT OF FINANCIAL POSITION

Total assets amounted to DKK 126,383m at 31 December 2021 (31 December 2020: DKK 118,816m). The increase was mainly due to higher intangible assets, inventories, trade and other receivables.

Total non-current assets amounted to DKK 103,292m (31 December 2020: DKK 99,820m). Intangible assets totalled DKK 68,475m (31 December 2020: DKK 66,061m). The increase was mainly due to the acquisition of Marston's brewing activities and Wertheimlager Brewery as well as currency appreciation, primarily of the Russian and Chinese currencies, partly offset by impairment of brands and other intangible assets. Property, plant and equipment totalled DKK 26,628m (31 December 2020: DKK 26,299m).

Section 2 in the consolidated financial statements contains more details on assets.

EQUITY AND LIABILITIES

Equity amounted to DKK 48,756m (31 December 2021) (31 December 2020: DKK 43,625m), DKK 43,941m of which was attributed to shareholders in China and Cambodia.

Impacted by currency movements and capital expenditure offset by disposals and depreciation, financial assets totalled DKK 8,169m (31 December 2020: DKK 7,650m). The increase was due to recognition of the business in Nepal as an associate.

Total current assets amounted to DKK 22,900m (31 December 2020: DKK 18,996m). Inventories increased by DKK 778m to DKK 5,391m, impacted in Asia by stocking prior to the Chinese New Year and currency appreciation. Trade receivables increased by DKK 1,985m due to higher sales than in 2020. The increase in other receivables was mainly due to fair value adjustments linked to higher aluminium prices and the reversal of the write-down of the loan to our partner in Carlsberg South Asia Pte Ltd. Cash and cash equivalents amounted to DKK 8,344m (31 December 2020: DKK 8,093m).

Section 2 in the consolidated financial statements contains more details on liabilities.

Non-current tax liabilities, retirement benefit obligations etc. were DKK 11,590m (31 December 2020: DKK 17,214m). The decline was mainly due to the resolution and reclassification to current liabilities of the put option held by our partner in Carlsberg South Asia Pte Ltd and the reversal of provisions made in purchase price allocations in previous years in China and Cambodia.

Current liabilities excluding current borrowings increased to DKK 37,115m (31 December 2020: DKK 27,490m). Trade payables increased by DKK 4,044m, impacted by currencies and a higher activity level. Other current liabilities, excluding deposits on returnable packaging, increased by DKK 5,335m, impacted by the above-mentioned reclassification of the put option held by our partner in Carlsberg South Asia Pte Ltd and higher bonuses accrued. Read more about the put option held by our partner in Carlsberg South Asia Pte Ltd in section 5.4 in the consolidated financial statements.

CASH FLOW

Free operating cash flow was DKK 9,460m, an increase of DKK 2,367m. Free cash flow amounted to DKK 8,876m (2020: DKK 5,057m). The increase was mainly impacted by the higher EBITDA, a higher net contribution from the change in working capital and lower financial investments than in 2020.

Net cash flow amounted to DKK -72m (2020: DKK +3,247m), impacted by higher cash returns to shareholders in the form of dividends and share buy-backs. In total, amounting to DKK 6,787m, and net cash flow in 2020 being DKK -1,938m).

MIXED PERFORMANCE ACROSS MARKETS

WESTERN EUROPE

Western Europe saw mixed performance across markets, as COVID-19-related restrictions impacted markets differently due to different structural structures.

The Western Europe region encompasses mature beer markets and accounts for roughly one third of Group volumes, revenue and operating profit.

We have particularly strong market positions and business models that include both beer and other beverages in the Nordic markets and Switzerland.

In the Nordic markets, we are mainly competing against local or regional players. Elsewhere, we are predominantly in competition with global players.

REGIONAL RESULTS

The Western Europe region had a very volatile year. H1 especially was impacted by COVID-19-related on-trade restrictions in most markets. In

holders in Carlsberg A/S and DKK 4,815m to non-controlling interests.

The net change in equity of DKK +5,994m was explained by the consolidated profit of DKK 8,009m, non-controlling interests of DKK +941m and foreign exchange adjustment in other comprehensive income of DKK -3,307m, offset by the dividend payout of DKK -3,696m and the share buy-backs of DKK -3,600m.

Liabilities

Total liabilities were DKK 77,627m (31 December 2020: DKK 75,454m). At 31 December 2021, non-current and current borrowings amounted to DKK 28,922m. Non-current borrowings declined by DKK 6,535m, while current borrowings increased by DKK 5,208m due to the reclassification of a EUR 750m bond, which matures in November 2022.

Non-current tax liabilities, retirement benefit obligations etc. were DKK 11,590m (31 December 2020: DKK 17,214m). The decline was mainly due to the resolution and reclassification to current liabilities of the put option held by our partner in Carlsberg South Asia Pte Ltd and the reversal of provisions made in purchase price allocations in previous years in China and Cambodia.

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Our markets in Western Europe

Markets	Consumption characteristics			Our position		
	Per capita beer consumption (litres) (2021)	Share of market, approx. (%)	Market share (%)	Market share (%)	Breweries	
Denmark	63	14	1	53	1	
Sweden	50	14	1	26	1	
Norway	50	10	1	50	1	
Finland	77	12	1	30	1	
France	30	8	2	25	1	
Netherlands	55	33	1	37	1	
Poland	102	7	3	20	3	
UK	88	24	4	12	3	
Germany	90	18	3	10	4	
Portugal	46	44	1	47	3	

*9Kt, 2021 MAI. *Breweries with capacity above 100,000 hl. *Non-union Germany. Source: GlobalVantage, Carlsberg estimates.

Western Europe

Volume (million hl)	Change		Revenue (million)	Operating profit (million)
	2020	2021		
Beer	26.8	29.7	10.5%	12.9%
Other beverages	11.2	12.4	11.2%	12.1%
Total volume	38.0	42.1	10.7%	12.5%
Revenue	25,875	30,501	12.5%	12.1%
Operating profit	3,926	4,401	12.1%	12.5%
Operating margin (%)	15.2	14.4		

Organic revenue growth was 6.4%, with reported revenue growth of 17.9% due to positive acquisition and currency impacts.

Organic operating profit in Western Europe grew well ahead of revenue. Important drivers of the 8.9% growth were the positive channel mix and tight cost control and cost savings during 2020 and 2021. The reported operating margin declined by 80bp to 14.4% due to acquisitions, with Carlsberg's brewing activities contributing significantly lower operating margin than the rest of the region because of the impact on the business of its high on-trade exposure.

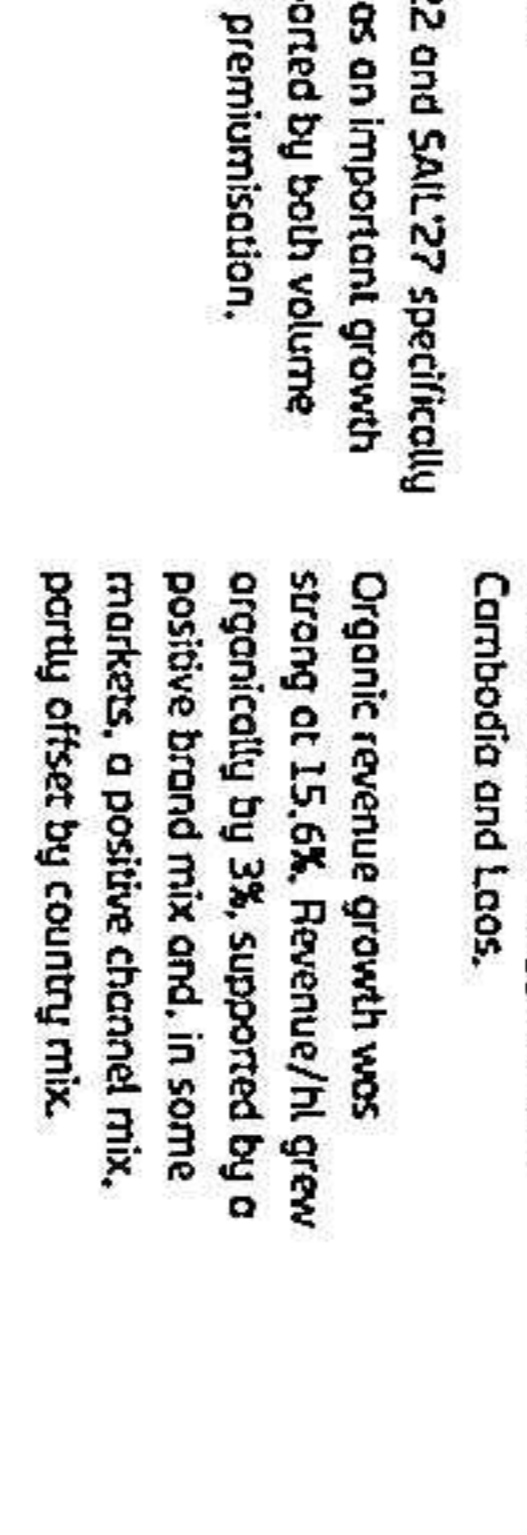
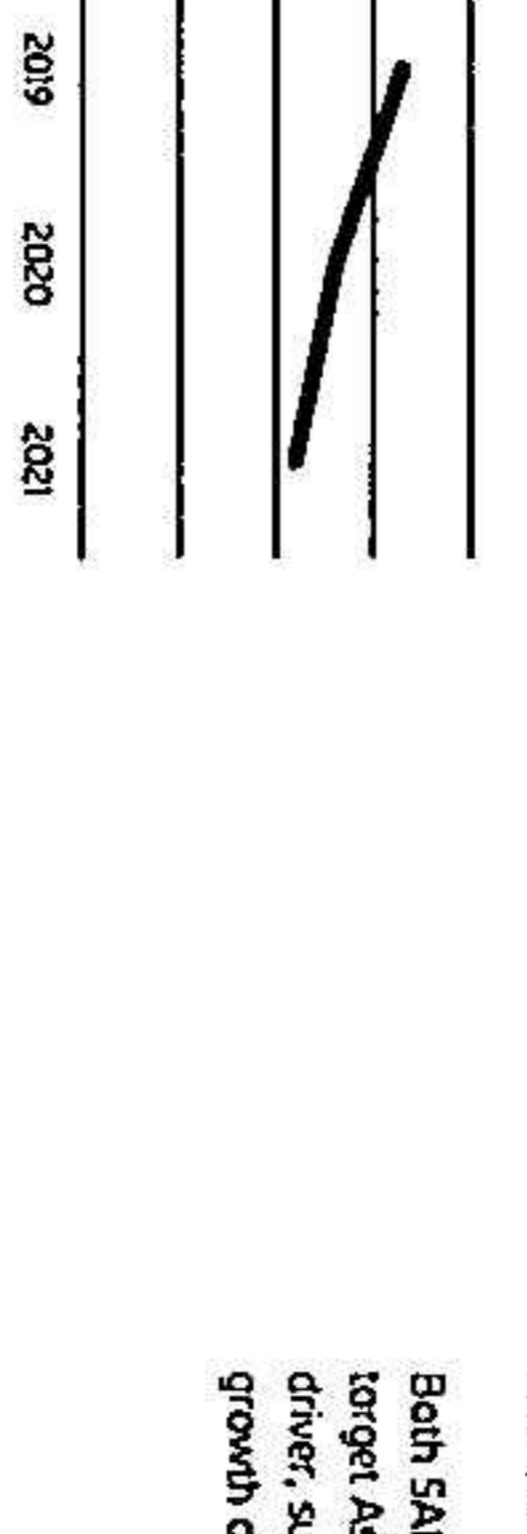
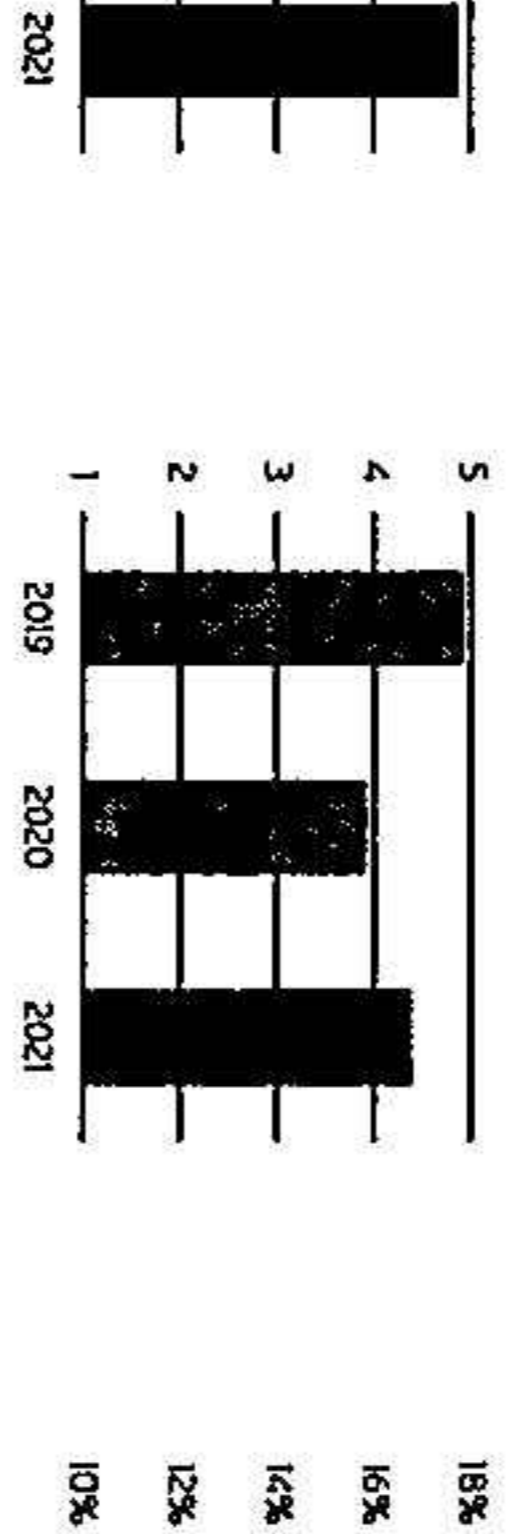
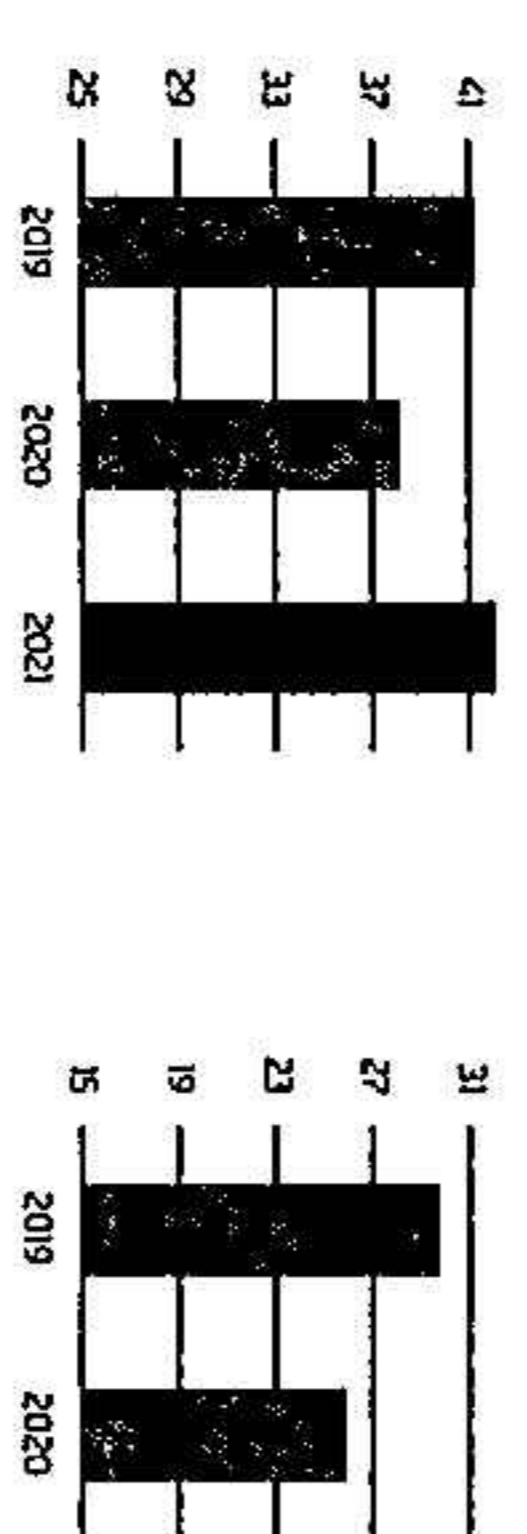
THE NORDICS
In the Nordics, volumes grew by high-single-digit percentages, with double-digit growth in Denmark and Norway.

In Denmark, our business benefited from the removal of restrictions in Q2, which very positively benefited all channels – on-trade, off-trade and border trade. We saw good progress for all beverage categories, including core beer, craft & speciality and soft drinks.

Our Norwegian business delivered another very good year. The double-digit volume growth was supported by COVID-19 border restrictions and successful innovations for key brands. Our local power brand Fydebrand, Tuborg and craft & speciality, including Somersby, performed particularly well.

Our Swedish business had a difficult H1 but rebounded in H2. We saw particularly strong results for our alcohol-free beers and soft drinks. During the year, the business was negatively impacted by the closed border with Norway.

In Finland, our volumes were slightly down. We saw a solid price/mix development due to fewer promotional beer volumes and improved category and channel mix.



Opening profit increased organically by 23.9%. The operating margin was up by 140bp to 24.9%, driven by higher revenue/hl and ongoing tight cost control.

CHINA
The Chinese beer market grew by an estimated 5% (-3% compared with 2019), and our volumes grew by 15% (-1.9% compared with 2019). Local COVID-19-related restrictions and lockdowns disrupted the beer market during the year.

We saw a modest volume decline in Q4 due to tough comparables, as volumes rebounded in Q4 2020, growing by 15%, following a lockdown in western China in Q3 2020.

The full-year growth was driven by our international and local premium brands, continued big-city growth and expansion in growing channels, such as the modern off-trade channel and e-commerce. As a result, revenue/hl grew by 3%.

INDIA
Our Indian business recovered strongly following the very difficult 2020, despite the second wave of COVID-19 impacting India in Q2 2021. Volumes grew by more than 30%.

Revenue/hl was up mid-single-digit, benefiting from strong growth of the premium Carlsberg brand, price increases and packaging mix. Tuborg also grew strongly. At the end of the year, new restrictions were again imposed in light of rising COVID-19 infection rates.

VIETNAM
In Vietnam, our volumes grew by high-single-digit percentages, with a strong acceleration of volumes of year-end due to sell-in to Tết celebrations.

LAOS
In Laos, our total volumes declined due to severe lockdowns and alcohol bans, especially in H2. Despite the prolonged on-trade closures, our premium portfolio achieved high-single-digit growth. We saw very strong growth for our local economy brand Lemsong, with demand surging in the wake of increasing unemployment and poverty caused by COVID-19.

CAMBODIA
Our business in Cambodia delivered very strong volume performance, driven by the energy brand Slings, as the beer market was heavily impacted by restrictions, including alcohol bans. When all restrictions were lifted towards the end of the year, we saw improved performance for our beer volumes.

MALAYSIA AND SINGAPORE
Our Malaysian business was heavily impacted by restrictions, including a complete suspension of brewery operations for 2.5 months in Q2 and Q3. Consequently, volumes declined significantly. Revenue/hl grew considerably due to strong premium growth and price increases.

Our business in Singapore performed well, due to strong growth in the off-trade, while the on-trade was severely impacted by prolonged restrictions.

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STRONG PERFORMANCE SUPPORTED BY CHINA AND INDIA

While China saw a strong development in 2021, most other beer markets in our Asia region remained severely impacted by COVID-19.

The importance of Asia for the Group has increased significantly over the past decade, during which we have expanded our presence in the region organically and through acquisitions.

Today, we have an attractive overall position, with no. 1 and 2 positions in six markets. China is the Group's largest market in terms of volume, revenue and operating profit.

The competitive landscape varies significantly between markets, with global players and local brewers both present.

Both SAJL22 and SAJL27 specifically target Asia as an important growth driver, supported by both volume growth and premiumisation.

Organic revenue growth was strong at 15.6%. Revenue/hl grew organically by 3%, supported by a positive brand mix and, in some markets, a positive channel mix, partly offset by currency mix.

Organic beer volumes grew by 12.3%, mainly driven by China and India. Volumes in most other markets also grew, albeit at a slower pace and helped by easy comparables. Our other beverage volumes grew by 10.6% due to good performance of soft drinks and energy drinks in Cambodia and Laos.

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Our markets in Asia

Markets	Consumption characteristics			Our position		
	Per capita beer consumption (liters)	On-trade share	Market position (no.)	Market share (%)	Brewer's share (%)	Change Reported
China	33	47	5/7 ¹	8/66	26	
Laos	42	33	1	94	2	
India	2	11	3/2 ²	15	7	
Vietnam	41	23	4	6	1	
Cambodia	53	10	4	6	1	
Malaysia	9	38	2	42	1	
Nepal	2	65	1	51	1	
Singapore	6	32	3	9	1	
Hong Kong SAR	21	46	2	23	1	
	24	36	2	29	-	

¹ S&P, 2021 MAT. ² Breweries with capacity above 100,000 hl. ³ Total Owned/Wholly Owned. ⁴ In stores with own brewery. Source: Omdia/Statista, Carlsberg estimates.

Asia	2020		Change		2021		Change	
	Volume (million hl)	Organic	Vol. inc.	FX	Volume (million hl)	Organic	Vol. inc.	FX
Beer	34.8	12.3%	0.0%	-	39.1	12.3%	0.0%	-
Other beverages	4.8	10.6%	0.0%	-	5.3	10.6%	0.0%	-
Total volume	39.6	12.1%	0.0%	-	44.4	12.1%	0.0%	-
DKK million								
Revenue	16,959	15.6%	0.0%	-0.9%	19,459	14.7%	0.0%	-
Operating profit	3,991	23.9%	-0.4%	-1.8%	4,855	21.7%	0.0%	-
Operating margin (%)	23.5		-0.4%	-1.8%	25.0		0.0%	-

A SOLID SET OF RESULTS

CENTRAL & EASTERN EUROPE

The impact of COVID-19 differed significantly between the markets in Central & Eastern Europe, albeit the situation across the region became increasingly challenging towards the end of the year.

Central & Eastern Europe consists of the large Russian and Ukrainian beer markets, a number of smaller markets across southern and eastern Europe, and our export & licence businesses.

The competitive environment is generally characterised by the presence of large global players, in certain markets, such as Russia, a large number of small, local players make up a significant part of the beer market.

Our export & licence business services markets where we do not have our own breweries. These markets include Turkey, Austria, South Korea and Canada.

REGIONAL RESULTS

The Central & Eastern Europe region delivered solid results. Beer volume growth was 4.5%, and other beverage volume growth was strong at 20.3%, mainly due to growth of energy drinks in the eastern part of the region. Total volumes were up by 6.1%, supported by a positive contribution from most markets.

Revenue grew organically by 10.1%. Revenue/hl improved during the year, supported by price increases in some Eastern European markets, a positive product mix and an improved channel mix in south-eastern Europe due to fewer on-trade restrictions.

The region delivered a modest 1% organic operating profit growth. The operating margin contracted by 140bp to 17.6%, as the improved revenue/hl and several cost-saving initiatives were offset by higher COGS and logistics costs, and a difficult competitive environment in Russia.

Our markets in Central & Eastern Europe

Markets	Consumption characteristics			Our position		
	Per capita beer consumption (liters)	On-trade share	Market position (no.)	Market share (%)	Brewer's share (%)	Change Reported
Russia	64	10	2	27	8	
Ukraine	43	16	2	31	3	
Belarus	49	8	1	31	1	
Kazakhstan	34	26	1	39	1	
Azerbaijan	7	24	1	77	1	
The Baltics	82-93	3-7	1-2	27-40	2	
Italy	34	29	4	4	1	
Greece	29	45	2	24	2	
Bulgaria	80	15	1	43	2	
Croatia	80	26	3	16	2	
Serbia	65	17	3	22	1	

¹ S&P, 2021 MAT. ² Breweries with capacity above 100,000 hl. Source: Omdia/Statista, Carlsberg estimates.

Central & Eastern Europe	2020		Change		2021		Change	
	Volume (million hl)	Organic	Vol. inc.	FX	Volume (million hl)	Organic	Vol. inc.	FX
Beer	48.5	4.5%	0.0%	-	50.8	4.5%	0.0%	-
Other beverages	4.0	20.3%	0.0%	-	4.9	20.3%	0.0%	-
Total volume	52.5	6.1%	0.0%	-	55.7	6.1%	0.0%	-
DKK million								
Revenue	15,682	10.1%	0.0%	-3.0%	16,655	6.3%	0.0%	-
Operating profit	2,984	1.0%	0.0%	-2.8%	2,932	-1.8%	0.0%	-
Operating margin (%)	19.0		0.0%	-2.8%	17.6		0.0%	-

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+21% FLASH UP VOLUME GROWTH IN 2021

The Flash Up energy drink originated in Russia and has been around for more than 20 years. In recent years, Flash Up has become increasingly popular among young adults across Russia. From 2018 to 2020, annual growth was more than 20% (CAGR), making Flash Up the market leader in the energy drink segment in Russia. Flash Up has also become popular in neighbouring markets.

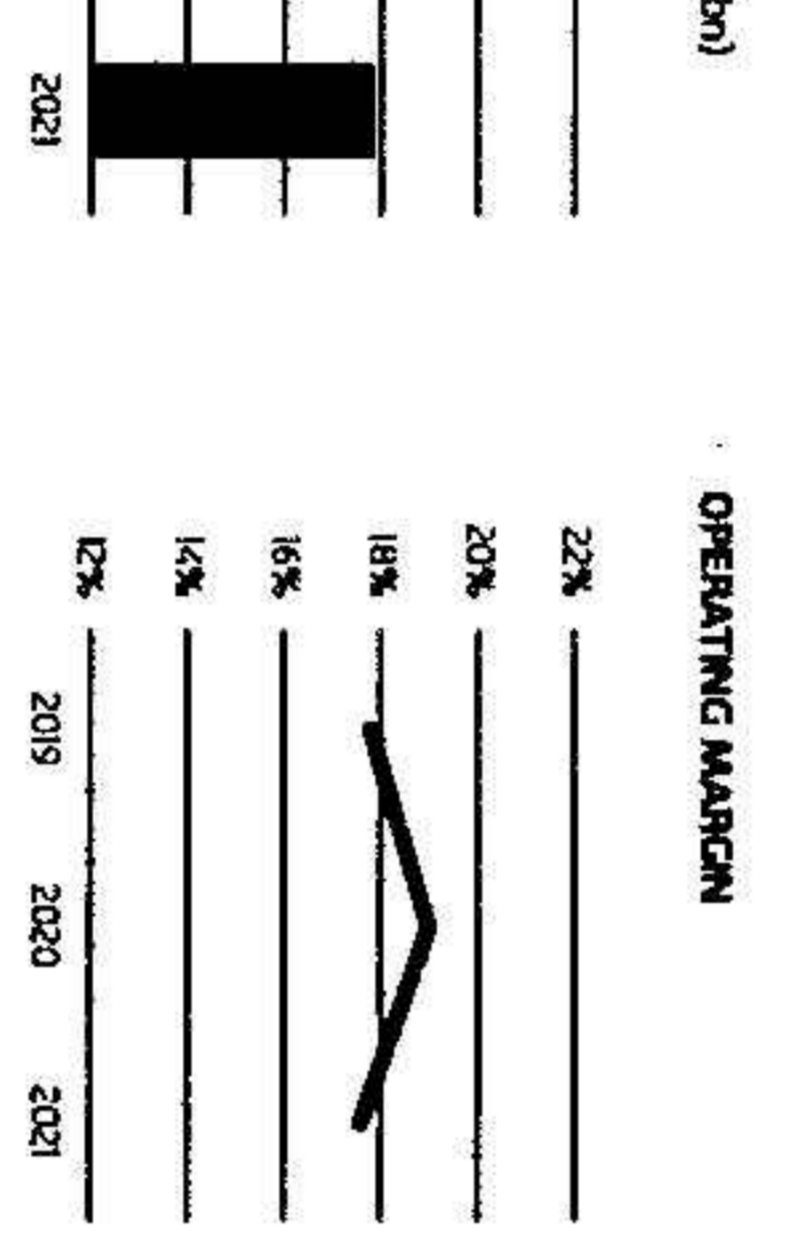
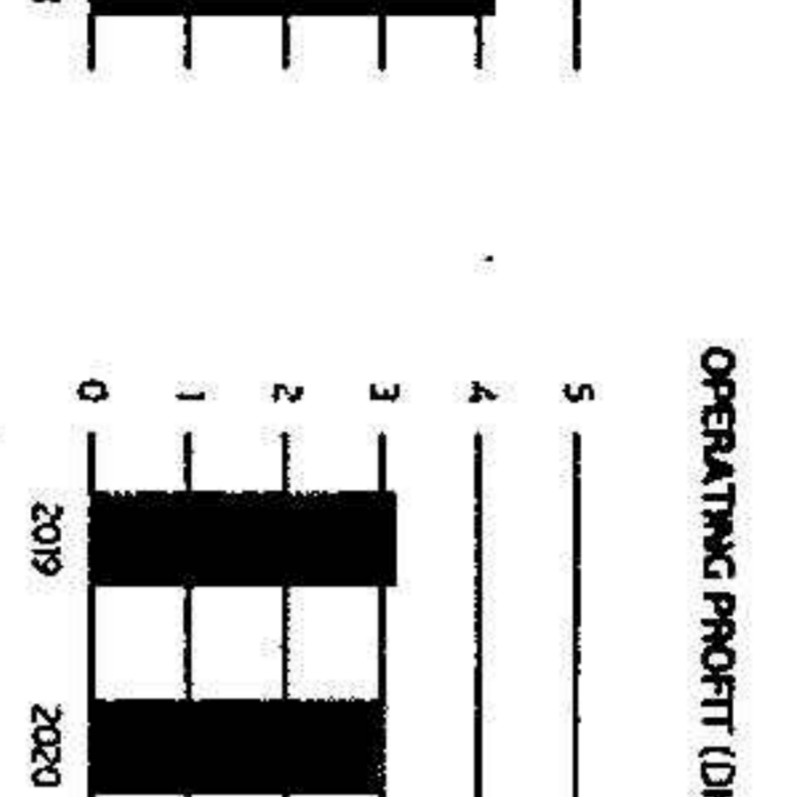
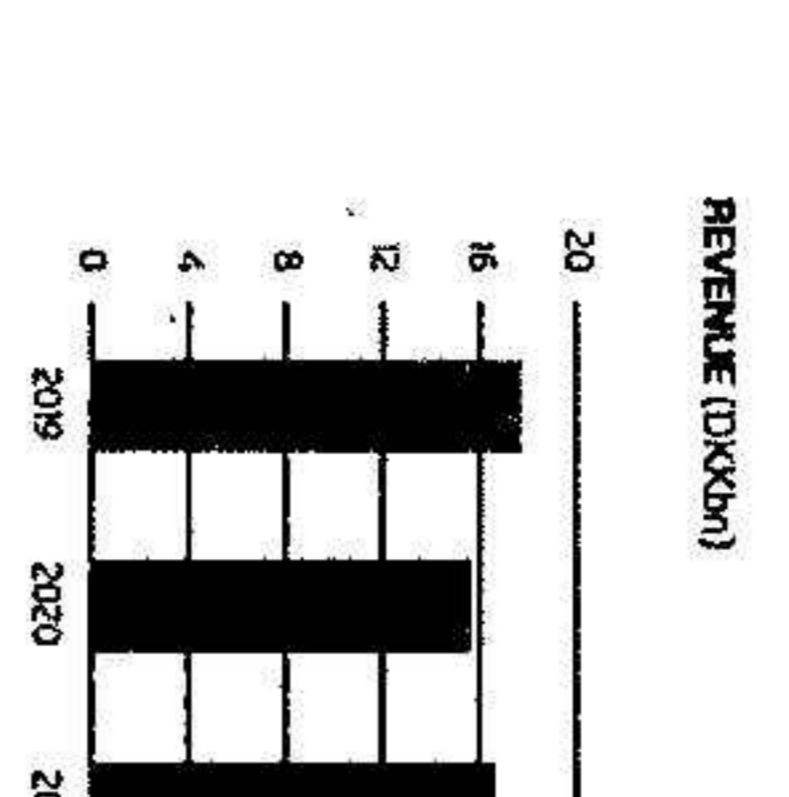
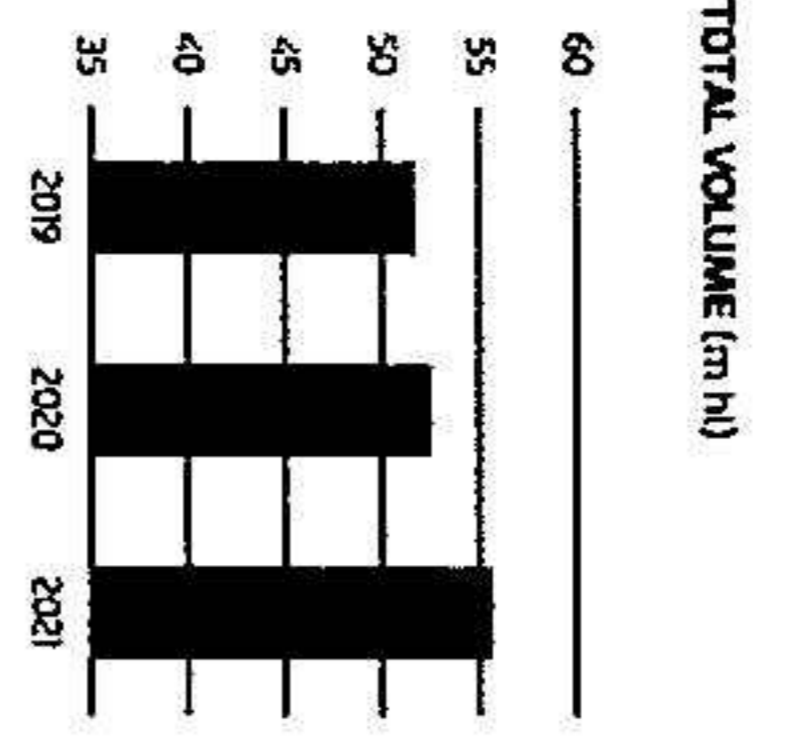


RUSSIA
In a slightly growing Russian market, we delivered 5% organic volume growth. Revenue/lt grew by mid-single-digit percentages, improving during the year because of price increases and a positive product mix. We saw strong growth of brands such as 1664 Blanc, Somersby, Tuborg, Baltika and the energy drink First Up. Craft & specialty and alcohol-free brews grew strongly.

UKRAINE
The Ukrainian beer market declined slightly due to adverse weather during the year and declining consumer confidence following a significant increase in inflation. Our volumes grew slightly. Revenue/lt increased because of price increases and on improved product mix. Craft & specialty, alcohol-free brews, Baltika, Carlsberg and Tuborg saw solid growth.

SOUTH-EASTERN EUROPE
Our markets in south-eastern Europe grew by double-digit percentages, mainly because there were fewer COVID-19 restrictions than in 2020. Markets such as Italy and Greece did particularly well, further supported by a recovering tourist industry. Revenue/lt improved in all markets due to the positive channel mix from an improved on-trade channel and positive brand mix.

EXPORT & LICENSE
Volumes in the Export & License business grew by double-digit percentages. Tuborg and Carlsberg grew well in the European markets, and 1664 continued its solid performance in the Asian markets. Somersby grew strongly in Asia Pacific and Canada, and our alcohol-free brands did particularly well in the Middle East.



CAPITAL ALLOCATION

DELIVERING ON CAPITAL ALLOCATION PRINCIPLES

SAIL 22 has clear priorities for delivering shareholder value: organic growth in operating profit, improved return on invested capital and optimal capital allocation.

- Our capital allocation principles are well defined:
- Investing in our business to drive long-term sustainable growth.
 - Targeting MIBD/EBITDA of below 2.0x.
 - Targeting an adjusted payout ratio of around 50% (adjusted for special items after tax).
 - Distributing excess cash to shareholders through share buy-backs and/or extraordinary dividends.
 - Deriving from the above if value-enhancing acquisition opportunities arise.

Our capital allocation principles will remain unchanged in SAIL22.

DRAWING LONG-TERM GROWTH
Notwithstanding the continued challenges posed by COVID-19 in

2021, we scaled up our marketing investments during the year. As in 2020, we adjusted the investment level during the year to the local market conditions, including the extent of lockdowns and various restrictions.

For the year, marketing investments grew organically by 11%. Reported marketing investments amounted to 7.5% of revenue. The strong progress on our growth priorities (see page 28) and the rebound of organic volumes to above 2019 levels serve as proof points for the quality and sufficiency of our investments.

Excluding the acquisition of the Brooklyn brand rights in 2020, Copex in 2021 increased by DKK 625m, bringing the Copex/revenue ratio to 6.3%.

LEVERAGE
Despite significant cash returns to shareholders, net interest-bearing debt to EBITDA at the end of the year was 1.24x, well below our target of below 2.0x.

SHARE BUY-BACK
In 2019, the Supervisory Board decided, for the time being, to return excess cash to shareholders by means of share buy-back.

Consequently, up to 28 January 2022 the Group had bought back 11,525,300 shares – equal to 7.6% of the number of shares at the end of 2018 – in total amounting to DKK 11.0bn.

DIVIDEND PAYOUT
In March, we paid out a dividend of DKK 22 per share, equal to an increase of 5% on the previous year. In line with our dividend policy, the dividend amounted to DKK 3.2bn, corresponding to an adjusted payout ratio of approximately 50%.

2022 share buy-back to quarterly programmes.

Consequently, up until 22 April, the Group intends to buy back Carlsberg B shares amounting to DKK 1bn. The size of subsequent share buy-backs will be determined on a quarterly basis, with information on the next quarterly share buy-back programme being announced in connection with the Q1 trading statement on 28 April.

In fiscal 2021, 3,355,625 B shares were repurchased at a total purchase price of DKK 3.65bn.

At the Annual General Meeting on 14 March 2022, the Supervisory Board will recommend that 3,400,000 treasury shares not used for hedging of incentive programmes be cancelled.

VALUE-ENHANCING M&A
The Group remains committed to value-enhancing M&A and will continue to explore relevant opportunities.

In 2021, we completed the acquisition of Wernsgruber Brewery in Germany and a few other minor acquisitions.

2022 Due to the continuing business uncertainty related to the COVID-19 pandemic in some of our markets, the Group intends to execute the

2022 EARNINGS EXPECTATIONS

EARNINGS EXPECTATIONS

2022 will be another challenging year, impacted by COVID-19 and substantial increases in input costs.

COVID-19 is expected to continue to impact our markets to various degrees. At the same time, our business will be impacted by substantial increases in input costs, which we aim to offset in absolute terms through higher revenue/lt and continued tight focus on costs. The higher revenue/lt may have a negative impact on beer consumption. As a result, 2022 guidance is:

- Organic operating profit growth of 0-7%.

Moreover, the earnings outlook is based on the following regional assumptions:

- In Western Europe, we assume that the on-trade channel will be less impacted by COVID-19 than in 2021, although we are expecting some on-trade disruption at the beginning of the year due to restrictions.
- In Asia, we expect another volatile year. While the vaccination rate is increasing in many markets in the region, COVID-19 outbreaks still pose a risk of national or regional lockdowns.
- In the southern part of the Central & Eastern Europe region we assume a lower impact on the on-trade from COVID-19 than in 2021. In the eastern part of the region, we expect consumer sentiment to be increasingly impacted by accelerating inflation.

which may impact beer market dynamics negatively. Based on the spot rates at 3 February, we assume a translation impact of around DKK +250m for 2022.

Other relevant assumptions are:

- Financial expenses, excluding currency losses or gains, are expected to be around DKK 550m.
- The reported effective tax rate is expected to be around 22-23%.
- Capital expenditure at constant currencies is expected to be around DKK 5.0bn.

Forward-looking statements
Forward-looking statements are subject to risks and uncertainties that could cause the Group's actual results to differ materially from those expressed in the forward-looking statements.

This is particularly relevant in 2022 due to the very high uncertainty related to the continuing development and impact of COVID-19 and the substantial increases in input costs. Accordingly, forward-looking statements should not be relied on as a prediction of actual results. Please see page 49 for the full forward-looking statements notice.

OUR PURPOSE

BREWING FOR A BETTER TODAY AND TOMORROW

We pursue perfection every day. We strive to brew better beers. Beers that stand at the heart of moments that bring people together. We do not settle for immediate gain when we can create a better tomorrow for all of us.

Our purpose is rooted in our heritage and in the mentality of our founders, who left a rich legacy that still greatly influences how we run our business today. Their pioneering spirit, passion for brewing and proactive contribution to society are what make us who we are.

We live our purpose every day by focusing on our brands and the art of brewing, exciting our consumers with quality brews that strengthen our identity and pride as brewers, and by continuously striving to do better.

The embedding of our purpose has been further strengthened during the past two years. Our people have tirelessly demonstrated a high level of engagement and an innovative

mindset at all levels of the organisation, helping local communities, supporting our customers and reinventing the impact of the pandemic on our business, while at the same time finding flexible and safe ways of working.

We will continue to live our purpose, as it is key for the successful execution of our strategy and achieving our ambition of being successful, professional and attractive in our markets.

Successful in achieving a sustainable balance of our Golden Triangle (see page 7).

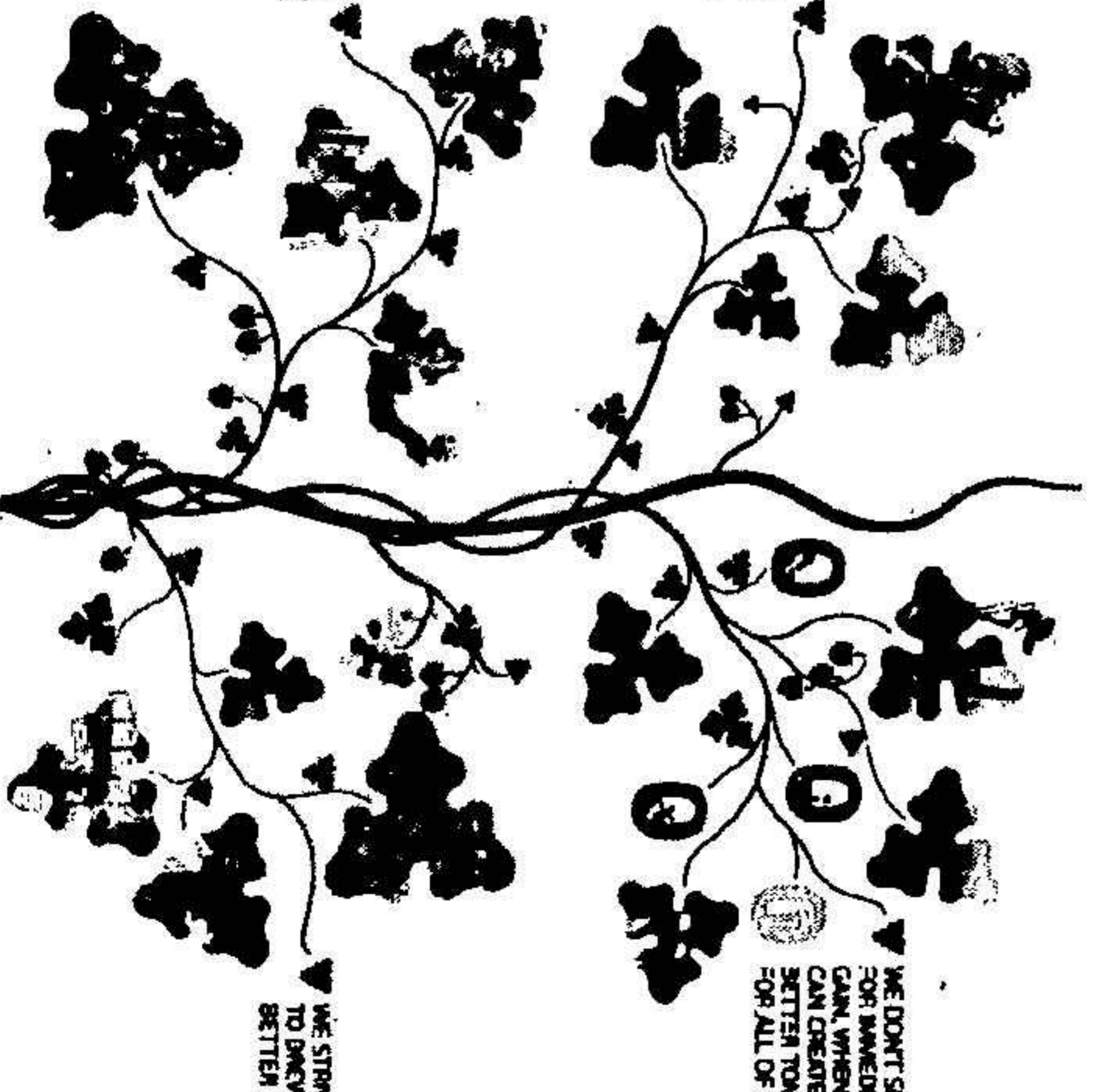
PROFESSIONAL in being the preferred supplier for our customers.

ATTRACTIVE in creating value for our shareholders, facilitating a great working environment and high-performance culture for our employees, and being a responsible and sustainable corporate citizen for society at large.

WE DON'T SETTLE FOR IMMEDIATE GAIN WHEN WE CAN CREATE A BETTER TOMORROW FOR ALL OF US

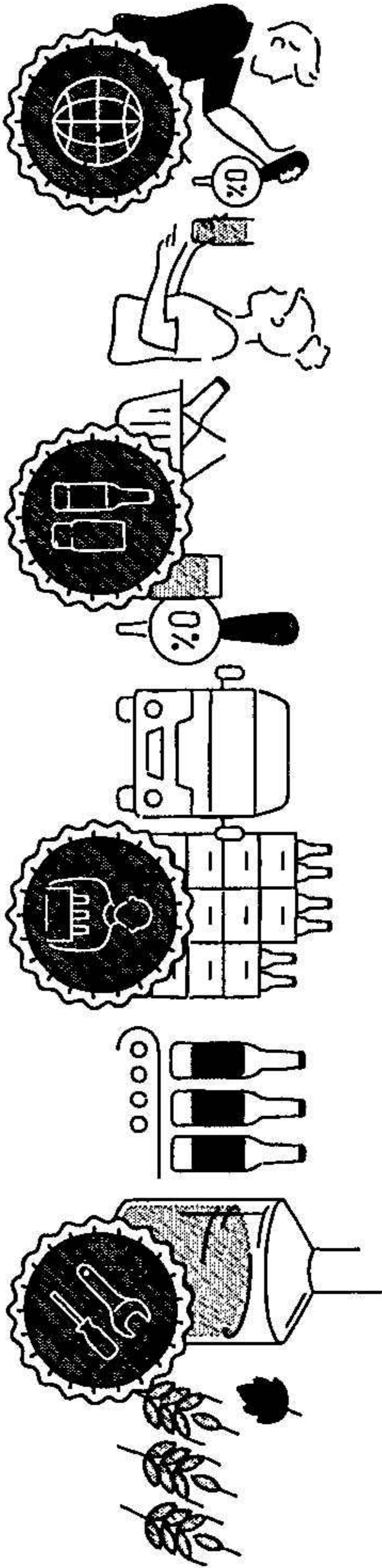
WE PURSUE PERFECTION EVERY DAY

WE STRIVE TO BREW BETTER BEERS



OUR BUSINESS MODEL ROOTED IN OUR PURPOSE

Our business model is rooted in our purpose and ambition. It takes its starting point in our focus on our brands and the art of brewing, how we excite our consumers with quality brews, and our continuous striving to do better.



WE FOCUS ON THE MARKETS WHERE WE HAVE A NO. 1 OR 2 POSITION.

Core beer is a volume business, and strong market positions are key drivers of profitability. We have particular focus on the 22 markets in Western Europe, Asia and Central & Eastern Europe where we are no. 1 or 2.

BREWING FOR A BETTER TODAY AND TOMORROW

In all our markets, we aim to lead in sustainability because it is central to our purpose and because we genuinely believe it is the right thing to do – delivering tangible benefits for our business and for society as a whole.

WHERE WE DELIVER AN ATTRACTIVE BEER PORTFOLIO FOR ALL CONSUMER OCCASIONS.

The strength of our beer portfolio lies in the strong local roots of our local power brands, combined with our excellent craft & specialty brands, alcohol-free brews and international beer brands.

BREWING FOR A BETTER TODAY AND TOMORROW

Our brands offer us powerful opportunities for communicating with consumers. We use these opportunities to encourage moderate, responsible consumption of our products. We also increase the availability of alcohol-free brews.

AND STRIVE TO EXCEL IN OUR SERVICE TO ON- AND OFF-TRADE CUSTOMERS.

Our customers range from on-trade to off-trade, from online to offline. We aim to become their preferred beer supplier, providing products and services that deliver value growth for them and us.

BREWING FOR A BETTER TODAY AND TOMORROW

We develop digital solutions and services to help our customers grow their business. We engage in developing sustainable packaging solutions and launching initiatives to increase collection and recycling rates.

BY OPTIMISING OUR SUPPLY CHAIN AND IMPROVING PROCESSES AND SYSTEMS.

Our Funding the Journey culture drives efficiencies and reduces costs. The focus of our integrated supply chain is optimising asset utilisation while brewing high-quality beer and enabling our commercial growth agenda.

BREWING FOR A BETTER TODAY AND TOMORROW

Recognising the need for strong actions in the face of complex sustainability challenges, Together Towards ZERO sets clear and ambitious targets for carbon emissions, water usage and health & safety.

CONTINUED EXECUTION

Our SAIL '22 choices and priorities have strengthened the Group and we're satisfied with the top- and bottom-line delivery.

Cees 't Hart
CEO

Our SAIL '22 strategy has served us well since its launch in 2016, resulting in a strong and resilient company.

SAIL '22 has focused on improving our business organically. Since 2016, it has guided our actions, setting clear priorities for how we brew for a better today and tomorrow.

While providing a clear overall direction for our business, SAIL '22 has been a "living" strategy.

Since its launch in March 2016, we have continuously adjusted the application of the strategy to reflect learnings and also the market environment, which has significantly changed, especially with COVID-19.

Coupled with a significantly strengthened performance management culture and a good organisational balance between

markets, regions and central functions, we have been able to leverage scale while remaining close to local consumers and customers.

EXECUTING SAIL '22

Our headline for 2016-2017 was Funding the Journey. Our main focus was on delivering the benefits of this efficiency and savings programme, thereby allowing us to invest in the SAIL '22 priorities for driving long-term value growth and to improve operating profit.

2018-2019
In 2018, we shifted focus to organic top-line growth by means of delivering on the SAIL '22 priorities.

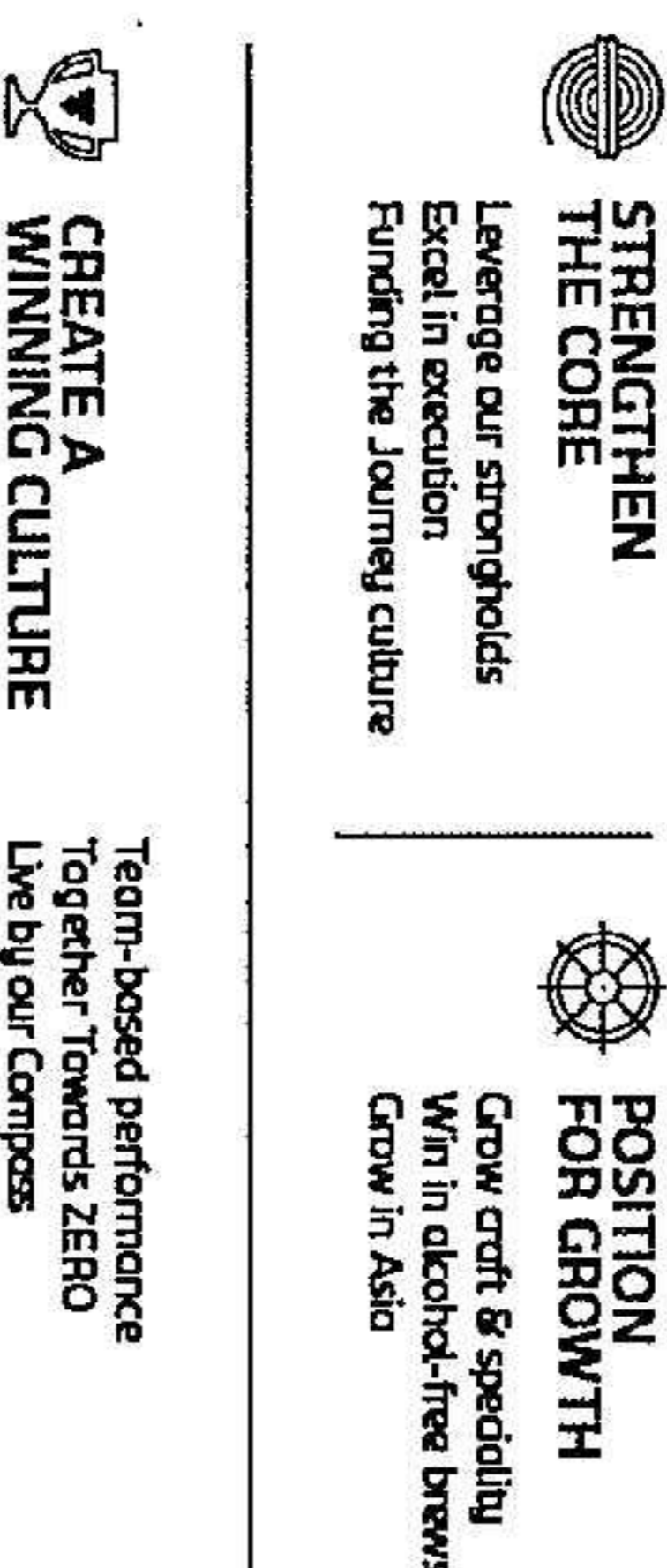
2020-2021
The resilience of our strategic priorities was stress-tested and proven during the significant challenges posed by COVID-19 across our markets. Despite the setback and volatility caused by the pandemic in 2020-2021, the resilience of the Carlsberg Group was strong, and our financial results in 2021 were well above the pre-

Our investments and execution paid off and the average annual organic growth from 2017 to 2019 was 3% for volumes and 4% for revenue.

2020-2021
The resilience of our strategic priorities was stress-tested and proven during the significant challenges posed by COVID-19 across our markets. Despite the setback and volatility caused by the pandemic in 2020-2021, the resilience of the Carlsberg Group was strong, and our financial results in 2021 were well above the pre-

On the following pages, we present the results for selected SAIL '22 initiatives and priorities achieved since 2016.

STRATEGIC PRIORITIES IN SAIL '22



STRENGTHEN THE CORE

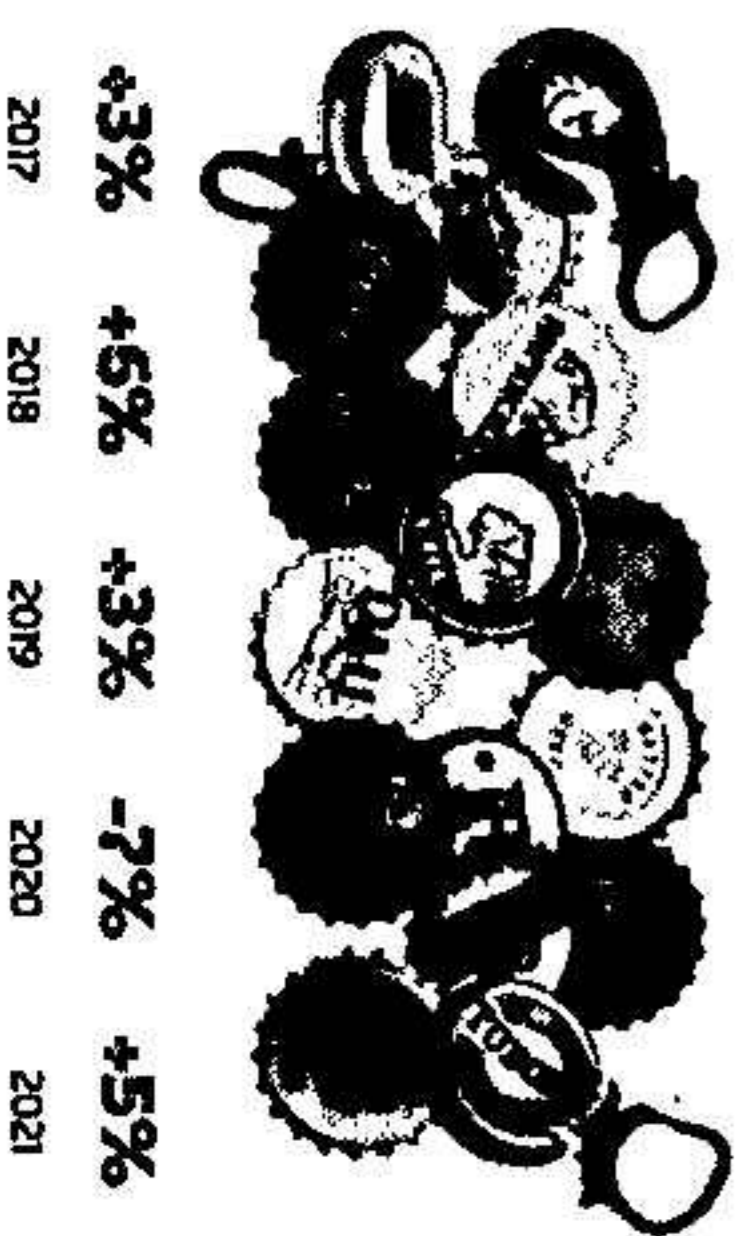
SAIL'22 sharpened our focus on our core beer business, our execution capabilities and efficiency, and our cost culture. The strategy has delivered well, and the strength of our core business has been evident in results during the past two challenging years of COVID-19.

SAIL '22 LEVERAGE OUR STRONGHOLDS

+5%
CORE BEER GBC

Core beer remains an important part of our business, and revitalising core beer has been an important part of SAIL'22. We have measured our success by our ability to grow the gross brand contribution (GBC) from core beer. In 2021, GBC was up by 5%. Excluding the years impacted by COVID-19, GBC grew organically by an average of 4% per year from 2017 to 2019.

CORE BEER GBC, ORGANIC GROWTH



SAIL '22 FUNDING THE JOURNEY CULTURE

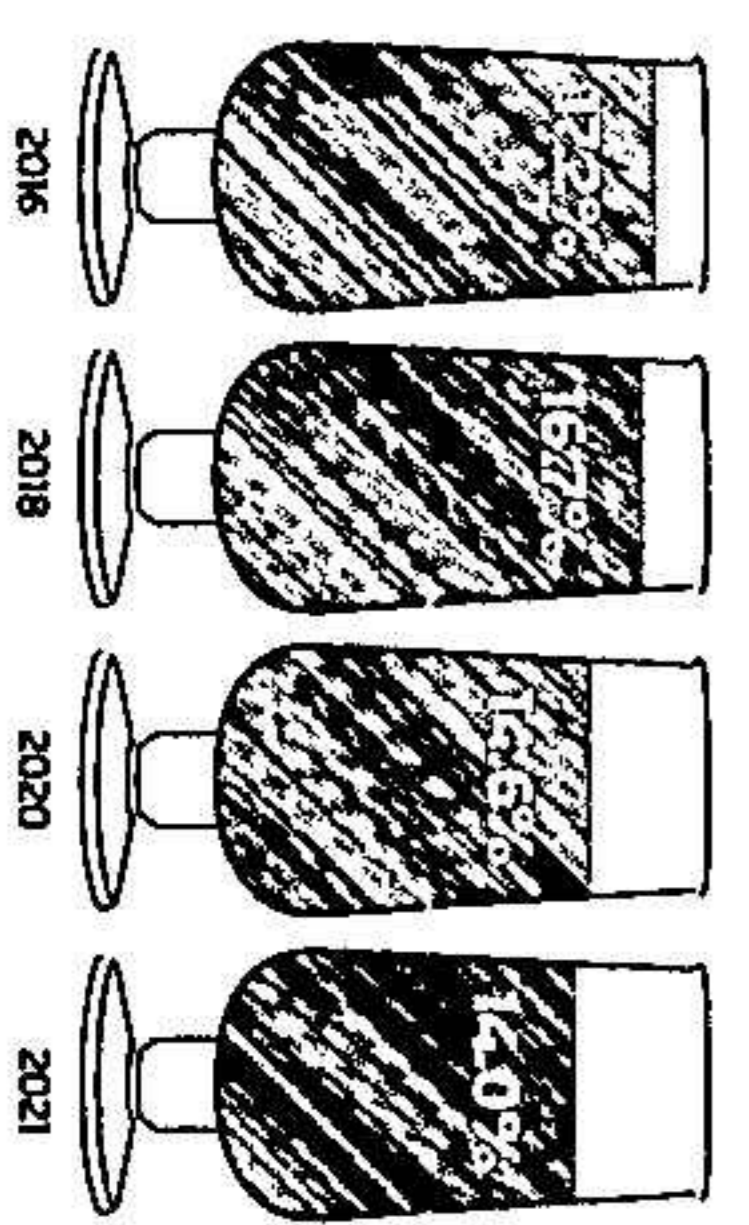
-320bp
SG&A/REVENUE 2016-2021

Funding the Journey, our three-year efficiency and cost reduction programme, was launched in late 2016. By the end of 2018, the programme had delivered savings of more than DKK 3bn, well ahead of initial expectations. More than DKK 1bn was reinvested in the company to support our SAIL'22 growth priorities. The mindset of Funding the Journey has become part of our corporate culture, resulting in a continual reduction in sales, general and administrative expenses (SG&A, excluding marketing).

SAIL '22 EXCEL IN EXECUTION

+4%
REVENUE/HL GROWTH ON CARLS SHOP

Carl's Shop – our online business-to-business platform serving our on-trade customers – was first launched in 2018 in Western Europe. The platform is now available in ten markets across our three regions, serving more than 40,000 customers. Supporting our premiumisation efforts, revenue/HL on Carl's Shop grew by 4% in 2021 and revenue was up by around 60%.



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POSITION FOR GROWTH

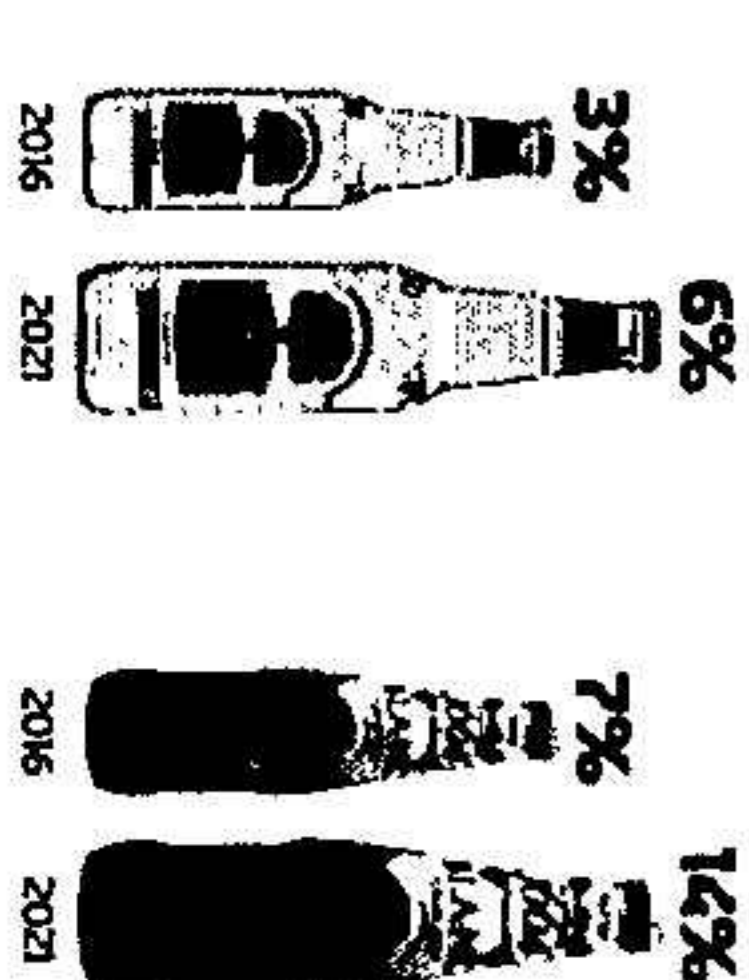
Our three SAIL'22 growth priorities have delivered strong results. COVID-19 proved them to be complementary, illustrated by the strength of alcohol-free brews during a time when on-trade closures led to challenging market conditions for the craft & specialty portfolio.

SAIL '22 GROW CRAFT & SPECIALTY

+11%
CRAFT & SPECIALTY VOLUME 2016-2021 (CAGR)

Supported by the global success of the iconic 1664 Blanc and the Somersby cider brand, our craft & specialty (CS&S) portfolio has delivered strong results since 2016. Volume growth from 2016 to 2021 (CAGR) was 11% despite the negative impact on the on-trade channel of COVID-19 in 2020 and 2021.

C&S SHARE OF GROUP BEER VOLUME AND REVENUE

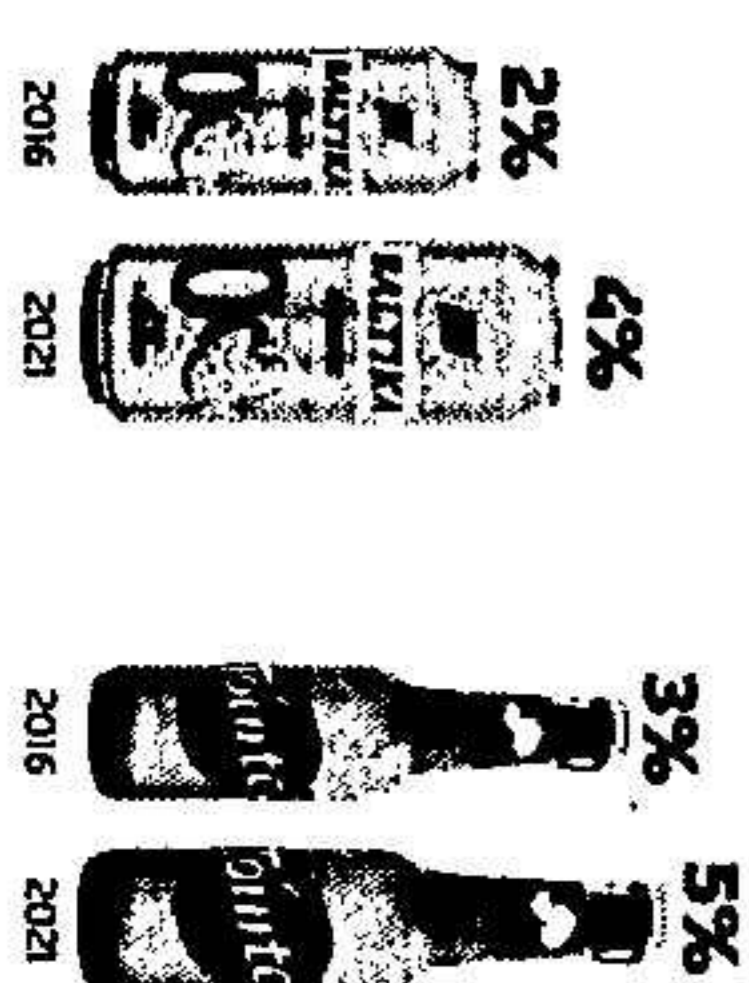


SAIL '22 WIN IN ALCOHOL-FREE BREWS

+14%
ALCOHOL-FREE BREWS VOLUME 2016-2021 (CAGR)

Helped by growing consumer awareness of health and wellbeing, pioneering brewing techniques and category outperformance, our alcohol-free brew (AFB) volumes have more than doubled since 2016. Our AFB portfolio includes beer and ready-to-drink extensions of both our strong local power brands and the international premium brands.

AFB SHARE OF GROUP BEER VOLUME AND REVENUE



SAIL '22 GROW IN ASIA

+12%
OPERATING PROFIT IN ASIA 2016-2021 (CAGR)

Our Asia region has been a key component in our growth alignment. During the past five years, the region has delivered volume growth, premiumisation and strong progress in operating profit. China has been a particularly strong contributor, more than tripling operating profit, and our businesses in markets such as India, Vietnam and Laos have also significantly strengthened their results.



CREATING A WINNING CULTURE

Our winning culture continues to define what we want to be: team-based and performance-driven, governed by high ethical standards, and committed to responsibility and sustainability. We have stepped up within all of these areas as part of SAIL'22, and we are on track to deliver on our Together Towards Zero targets.

SAIL '22 LIVE BY OUR COMPASS

UPDATED CODE OF ETHICS & CONDUCT

Our new Code of Ethics & Conduct is designed to help everyone across the Group to live by our Compass every day. It is available in 29 languages and accompanied by updated e-learning, which includes real-life scenarios and examples of non-compliance red flags and how to mitigate them. It also encourages people to speak up about any instances where the code may have been violated. Read more about how we live by our Compass, including our new Code of Ethics & Conduct, and find more details on our Speak Up system in the ESG Report.



SAIL '22 TOGETHER TOWARDS ZERO

40% REDUCTION IN RELATIVE CARBON EMISSIONS 2015-2021

Our ambitious carbon targets are approved by the Science-Based Targets Initiative and in line with the latest climate science to limit global warming to 1.5°C. In 2021, we reduced relative brewery carbon emissions by 2%. Since 2015, our relative brewery carbon emissions are down by 40%, while our relative value chain (beer-to-hand) emissions in were reduced by 7% from 2015-2019.

SAIL '22 TEAM-BASED PERFORMANCE

82% ENGAGEMENT SCORE

Our Group-wide employee survey - MyVoice - is carried out every other year. On the back of the very challenging working conditions in the past two years, we were pleased that 92% of our workforce participated in the 2021 survey and that results were stable compared with 2019. The overall engagement score was 82%, while 89% of employees are satisfied with our company as a place to work.

21% IMPROVEMENT IN WATER EFFICIENCY 2015-2021

Water is an essential ingredient in our products, and other key ingredients like grains and hops need it to grow. At 27 hl/hl in 2021, we have made a 21% improvement in water efficiency from our 2015 baseline. Our 2030 target is to halve the amount of water we use per hl of beer. The overall engagement score was 82%, while 89% of employees are satisfied with our company as a place to work.

Read more about our winning culture in the ESG Report, available online on www.carlsberggroup.com

OUR NEW STRATEGY - SAIL '27

CONTINUING THE SUCCESS OF SAIL '22

An evolution of SAIL '22, SAIL '27 is built around our purpose and our ambition of being the most successful, professional and attractive brewer in our markets.

SAIL '27 was developed as a collaborative, company-wide effort co-created by over 200 Carlsberg

employees from more than 30 different markets to ensure that we incorporated the learnings from SAIL '22 and that SAIL '27 will be strongly embedded in our local markets and central functions from the very beginning.

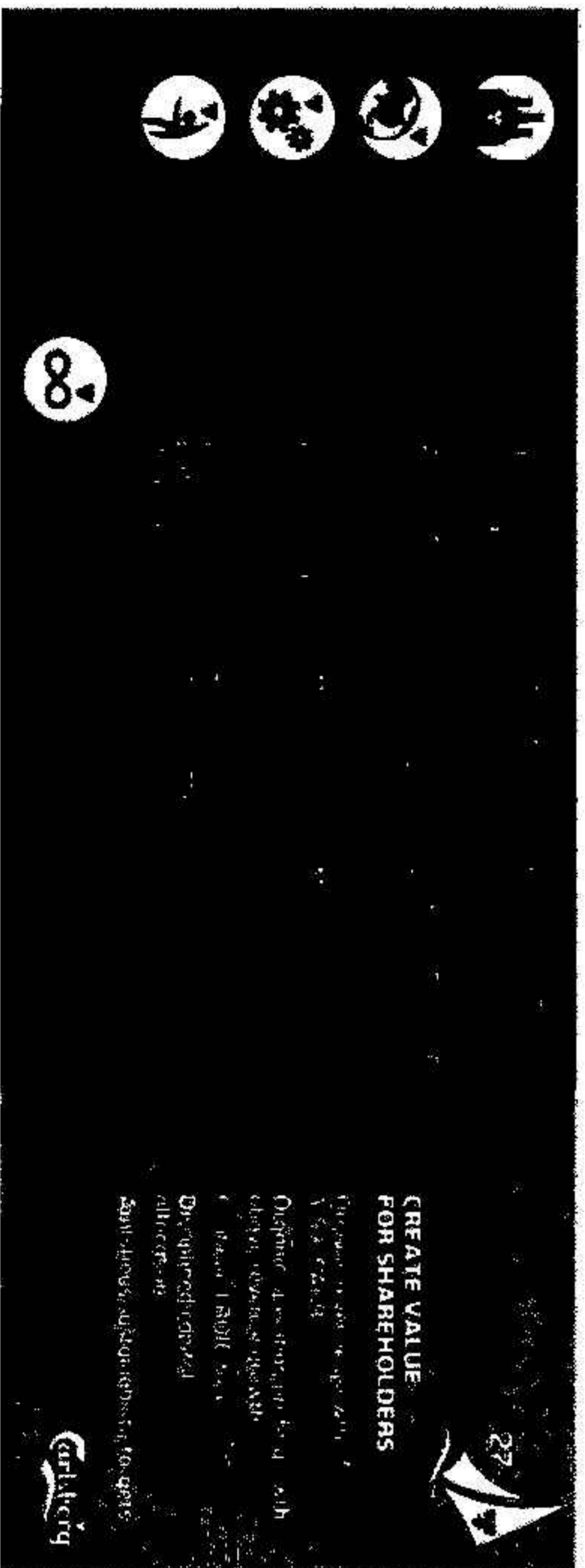
strategic, organisational and financial dynamics while ensuring that our direction-setting was refreshed and that our new strategy reflects expected consumer, customer, societal, regulatory, economic and geopolitical trends and their likely impact on the beer category in terms of both volume and value. As such, SAIL '27 reflects the learnings from

the post and assumptions for the future blended together. SAIL '27 focuses on five strategic levers - portfolio, geographies, execution, culture and funding the journey - for which we have made distinct strategic choices, defining the focus of our efforts and resource

allocation. Our strategic levers and choices should be viewed as an integrated set of activities that together will drive shareholder value. INCREASING OUR AMBITIONS With SAIL '27, we will continue our successful journey. We believe we can successfully capture long-term growth opportunities, and we are therefore increasing our financial and sustainability ambitions for the SAIL '27 period:

- Organic revenue growth of 3-5% CAGR
- Organic operating profit growth above revenue growth.
- Continued ROIC focus
- Disciplined capital allocation (unchanged from SAIL '22, see page 22)
- Ambitious sustainability targets.

SAIL '27 is presented in detail in the stock exchange announcement of 3 February, available on www.carlsberggroup.com.

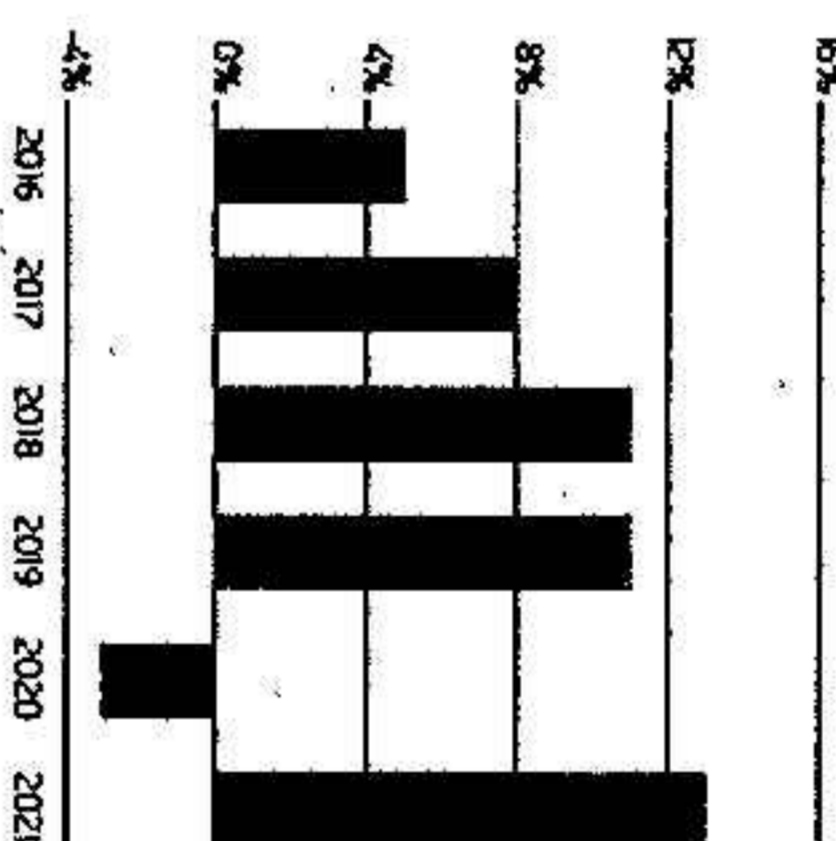


DELIVER VALUE FOR SHAREHOLDERS

Since the launch in 2016, SAIL'22 has significantly improved the strategic health of the Group. Successful achievements for our strategic priorities have led to consistent progress on our KPIs for delivering value for shareholders, albeit results in 2020 and 2021 were impacted by COVID-19.

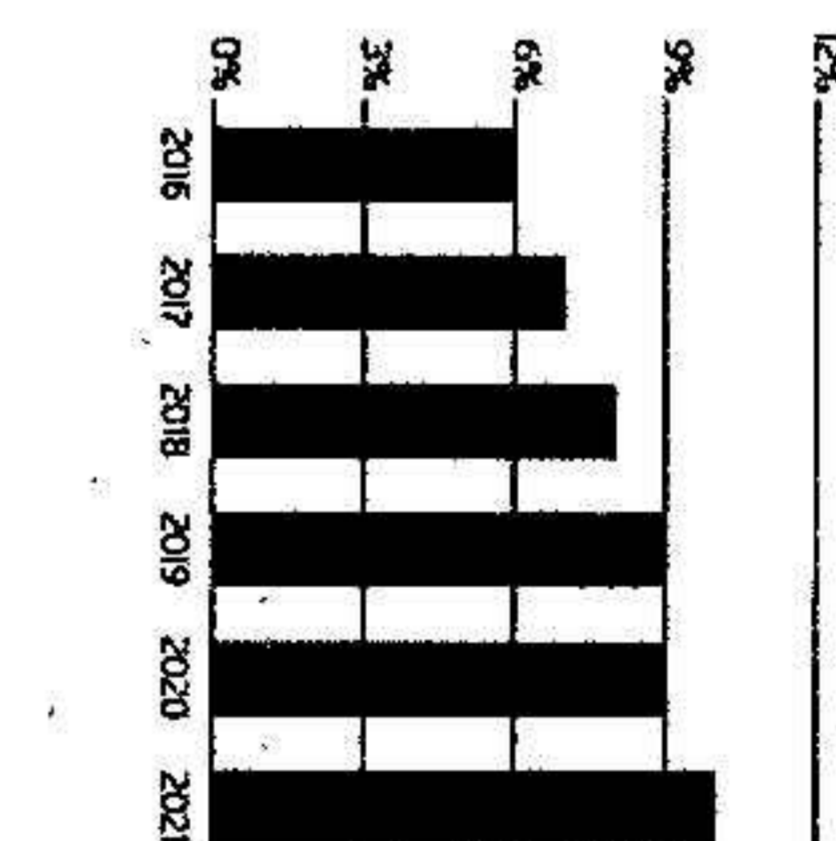
SAIL '22 ORGANIC GROWTH IN OPERATING PROFIT

+7% 2016-2021 (AVERAGE)



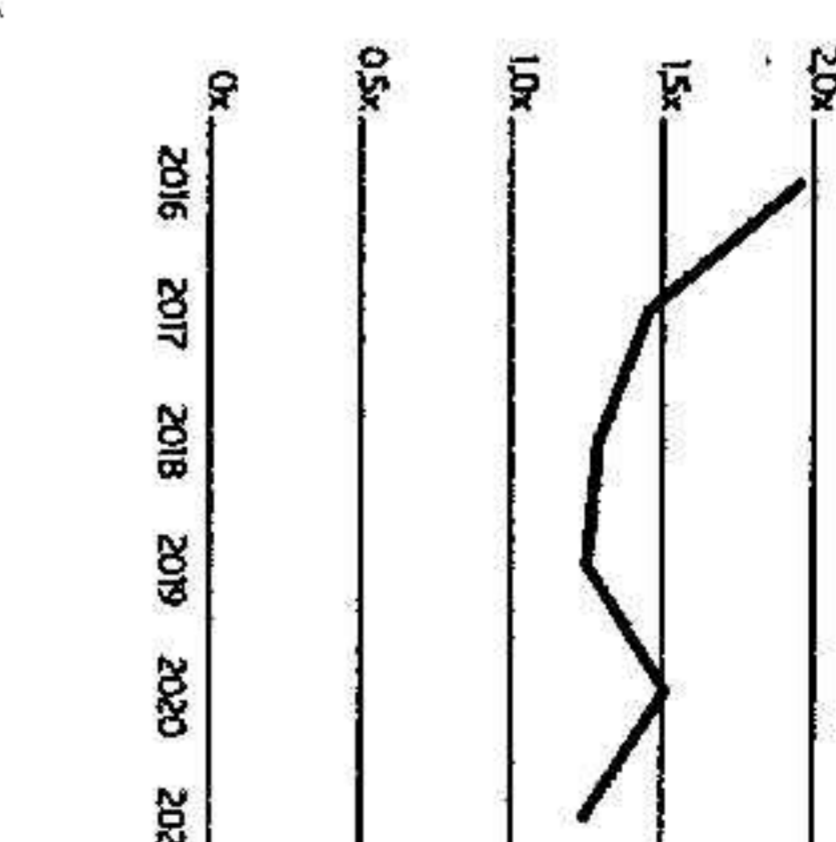
SAIL '22 ROIC IMPROVEMENT

+440bp 2016-2021



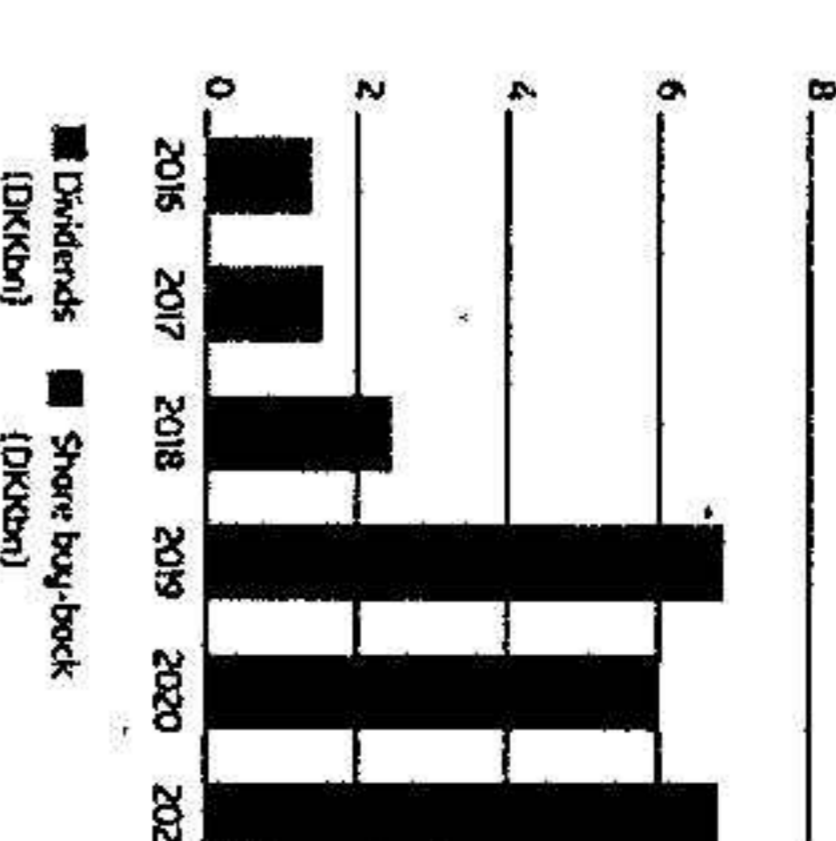
SAIL '22 OPTIMAL CAPITAL ALLOCATION

1.24x NIBD/EBITDA 2021



SAIL '22 CASH RETURNS (OKK) TO SHAREHOLDERS 2021

6.8bn



Except in 2020, the Group has consistently grown operating profit organically through top-line growth and continuous focus on efficiencies and costs as part of our Funding the Journey culture.

We have consistently improved return on invested capital (ROIC) by strengthening earnings and reducing invested capital.

Our capital allocation principles are well defined (see page 23). We have been successful in keeping our leverage below the target of net interest-bearing debt/ EBITDA below 2x and maintaining our dividend policy: a payout ratio of around 50% of adjusted net profit. We have engaged in value-creating acquisitions and returned excess cash to shareholders by means of share buy-backs.

» We worked with 138 co-strategists to build SAIL '27. They provided valuable insights and fantastic views, helping us frame and develop our strategic priorities and ensuring that they fit the needs of all our markets and functions.

Marcia Wiwe Director and leader of the co-strategist programme

138

SAIL '27 CO-CREATORS

SAIL '27 was co-created with talents from across the Carlsberg Group. In addition to our Extended Leadership Team, 138 co-strategists from our markets, regions and Group functions participated in reviews as well as the development of 34 different workshops with the ambition to capture even more diverse thinking in the considerations and choices for the next strategic period. Our co-strategists brought valuable experience, local market insights, learnings and ideas to the strategy process and were an important contributor to the strategic choices and priorities of SAIL '27.

OUR WINNING CULTURE



ADDRESSING CLIMATE RISKS

CLIMATE-RELATED RISKS

Climate change is already affecting our operations and markets. Across our regions, we see its impact through land degradation, more hot and dry weather, and intense rainfall.

We are working to understand the related risks and opportunities, and to mitigate impact on our business.

Our annual Environment, Social & Governance Report details our progress on our ambitious ZERO carbon targets, and the action we are taking to support the Paris Agreement on Climate Change to limit the increase in global average temperature to a maximum of 1.5°C. The report also addresses our exposure to climate change risk and the impact on our value chain.

In the table, we outline the relevant sections for TCFD reporting in this Annual Report and in our Sustainability and Remuneration Reports.

Further, supply chains may be impacted by raw material shortages and the ability to brew and distribute our products. Depending on geography and go-to-market models, our markets may therefore be impacted in terms of volume, mix, margin and cash flow performance.

We anticipate continuous impact from COVID-19 in 2022 in accordance with how the pandemic develops and with the distribution and efficacy of vaccines.

Mitigation
Our first priority will remain the health and safety of our employees.

Operationally, we will continue to apply the ways of working from 2020 and 2021. These include frequent planning cycles, utilising our sales and operation planning (S&OP) practices to enable fast adaptation and response to changing market demand and supply chain circumstances. In addition, we also leverage our Funding the Journey culture, including the Operating Cost Management (OCM) toolkit.

Our actions and activities will continue to be tailored to local markets to ensure an appropriate

Task Force on Climate-related Financial Disclosures (TCFD) reporting recommendations

Recommendation	Our disclosure in brief	Learn more
Governance Disclose the organisation's governance around climate-related risks and opportunities.	The Supervisory Board has ultimate responsibility for risk management, including climate-related risks. As part of the regular review of S&AL22, the Supervisory Board reviews Together Towards ZERO, including progress towards our targets on ZERO carbon and ZERO water waste. The Executive Committee (ExCom) is responsible for sustainability, including climate change, with the CEO ensuring ultimate responsibility. ExCom approves policies and targets for the entire organisation and monitors performance on a quarterly basis. Sustainability measures, including the reduction of carbon and water use, are included in the short-term incentive scheme for the CEO, CFO and other ExCom members.	<ul style="list-style-type: none"> Risk management framework, page 34. Overview of Supervisory Board and Audit Committee work and responsibilities, pages 39-41. Environment, Social & Governance Report, description of governance, pages 55-58. Remuneration Report, pages 6-7.
Strategy Disclose how the organisation identifies, assesses and manages climate-related risks.	Together Towards ZERO is an integrated part of our S&AL22 strategy. It was developed in partnership with global experts and includes science-based targets to reduce emissions in line with the goal of the Paris Agreement to limit global warming to a maximum of 1.5°C. Together Towards ZERO's focus areas and targets are based on a sustainability materiality assessment, updated in 2020, to ensure we focus on the sustainability risks and opportunities that are most relevant to our stakeholders, including those related to climate change and water. Our new strategy, S&AL27, incorporates an even more ambitious approach to sustainability issues, including carbon, water, more details on the expanded Together Towards ZERO and Beyond will be provided in April 2022.	<ul style="list-style-type: none"> S&AL22, Together Towards ZERO, pages 6 and 30. Environment, Social & Governance Report, carbon and water sections, pages 10-20 and 21-27. Environment, Social & Governance Report, materiality assessment, page 61.
Risks Disclose how the organisation identifies, assesses and manages climate-related risks.	Mid- and long-term risks, including climate-related risks and opportunities, are reviewed annually at Group level. We use a materiality assessment to identify the most important sustainability management topics, risks and opportunities. The latest assessment in 2020 confirmed that climate change was among the highest-ranking issues for materiality. We used WWF's Water Risk Filter to identify which of our breweries are in areas of high water risk. We used WWF's Water Risk Filter to identify which of our breweries are in areas of high water risk. We used the first multilateral tool to test WWF's ground-breaking scenario analysis tool to examine the potential impacts of climate and socioeconomic changes on water and subsequent implications for our breweries. In addition, we conducted a water risk assessment of two key commodities, rice and barley, partnerships. Our annual Environment, Social & Governance Report details our approach, progress versus our Together Towards ZERO targets for 2022 and 2030, key performance indicators and actions to support the UN Sustainable Development Goals and the UN Global Compact.	<ul style="list-style-type: none"> Environment, Social & Governance Report, data summary table, pages 72-76. Environment, Social & Governance Report, carbon and water sections, pages 10-20 and 21-27. Environment, Social & Governance Report, materiality assessment, page 61.
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	Our annual Environment, Social & Governance Report details our approach, progress versus our Together Towards ZERO targets for 2022 and 2030, key performance indicators and actions to support the UN Sustainable Development Goals and the UN Global Compact. We disclose a comprehensive set of seven-year comparable quantitative data for energy, carbon (including Scope 1, 2 and 3 emissions, with a full Scope 3 analysis every three years) and water. We have also disclosed detailed information to COP on our greenhouse gas emissions and approach to climate change management annually since 2007.	<ul style="list-style-type: none"> Environment, Social & Governance Report, data summary table, pages 72-76. Environment, Social & Governance Report, carbon and water sections, pages 10-20 and 21-27. Environment, Social & Governance Report, materiality assessment, page 61.

CARLSBERG GROUP ANNUAL REPORT 2021 OUR STRATEGY 35

response to country-specific challenges and situations.

INPUT COST INFLATION

Many of our input costs, including, but not limited to, barley and malt and various packaging materials, saw significant price increases during 2021. Further, in some markets adverse foreign exchange movements are exacerbating the inflationary pressure.

Competition in most markets is generally fierce, and in many markets across our regions this is leading to a challenging pricing environment. In addition, increasing inflation may negatively impact consumer sentiment and purchasing power.

Mitigation
Being well hedged for our major commodities, we face a high degree of transparency on the input cost hedging, which enabled us to begin preparing for the challenging situation from mid-2021 onwards at market, regional and Group level.

Per market, we are determining the right balance of mitigating actions, including value management, shared

and category mix, pricing and funding the Journey initiatives.

RISK MOVEMENT

Commodity risks and hedging of raw materials are described in more detail in section 1.2 and foreign exchange risk in section 1.3 in the notes to the consolidated financial statements.

ECONOMIC INSTABILITY
Risk movement
Increase versus last year.

Description
In continuation of the COVID-19 risk, the pandemic has led to high macroeconomic uncertainty. Growing inflation, interest rate increases in key economies, adverse currency movements and geopolitical tensions are further exacerbating the macroeconomic risk.

Exchange rate fluctuations can have a significant impact on the Group's financial results. The high economic uncertainty also poses a downside risk to disposable incomes, possibly impacting beer markets negatively.

Our strategic priorities are well founded in the business, enabling us to leverage our value management capabilities, continue our portfolio optimisation efforts, including premiumisation, focus on alcohol-free brews and increasingly also on other beverage categories, and leverage our Funding the Journey culture.

RISK MOVEMENT

Our exposure to exchange rate fluctuations and our related actions, including the impact on the income statement and borrowings and our hedging arrangements, are described in sections 1 and 4 in the consolidated financial statements.

PARTNERSHIPS
Risk movement
Undertimed versus last year.

Description
We cooperate with partners in some markets in Western Europe and Asia, and we also have local joint venture partners in some Asian and European markets. Disagreements with partners on the operational management and strategic direction of partnerships may limit our ability to manage the growth and risk profile of our business.

Cooperation with most of our partners is positive. However, over a period of

MANAGING RISKS

MANAGING BUSINESS RISKS

In conducting our business and executing our strategy, we seek to manage risks in such a way as to minimise their threats while making the best use of their opportunities.

Our business is subject to a number of risks and uncertainties that could have both short-term and long-term implications for the Group.

The purpose of our risk management approach is to address these risks and uncertainties in due time.

GOVERNANCE STRUCTURE

The Supervisory Board is ultimately responsible for risk management and has appointed the Audit Committee to act on its behalf in monitoring the effectiveness of the Group's risk management.

The Audit Committee monitors developments and ensures that plans are in place for managing individual risks, including strategic, operational, financial and compliance risks.

The Executive Committee (ExCom) is responsible for reviewing the overall risk exposure associated with the Group's activities and ensuring that appropriate actions are taken.

SHORT-TERM RISK ASSESSMENT

Risks are assessed according to a two-dimensional heat map that estimates the impact of the risk on operating profit or brand/margin and the likelihood of the risk materialising.

Based on this assessment, ExCom identifies the high-risk issues for the coming year. ExCom assigns risk owners, who are responsible for mitigating the risks through a programme of risk management activities.

Local and functional risk assessment follows the same principles and methodology as Group-level risk assessment.

Risk reporting is incorporated in regular business reviews, and Group Risk Management is responsible for the framework and Group Finance for facilitating and following up on

risk action plans for the most significant risks in connection with regular business reviews.

MID- AND LONG-TERM RISK ASSESSMENT

A review of mid- and long-term risks is conducted annually at Group level.

Based on input from various central functions, including finance, legal, sustainability, human resources and investor relations, and regional teams, the Group strategy team identifies risks within the areas of commercial, competition, governance, consumer, macro-economic and geopolitical environment, reputation, supply chain and climate.

For climate-related risks, see our TCFD reporting on page 33.

Based on this risk identification, ExCom will evaluate and assess the Group's risk exposure, applying our two-dimensional heat map methodology, and determine appropriate actions.

The identified risks for 2022 are shown in the box on the right. Based on the heat map assessment, the six highest-ranked risks are elaborated on in the following, including in each case a description of the risk and associated mitigation efforts.

RISKS IDENTIFIED FOR 2022

OTHER IDENTIFIED RISKS
The risk movement paragraph indicates whether the likelihood of risk has increased, decreased or remained unchanged versus last year.

IMPACT FROM COVID-19
Risk movement
Decrease versus last year.

Description
COVID-19 continues to affect our people and business across our regions. While government interventions vary by geography, lockdowns and other restrictive

option were to be exercised but not exercised, the Group would resume consideration when the option lapses. Conversely, if the award is in favour of the Group, it could result in the acquisition of the 33% stakeholding in CSAPL held by the partner. A party being awarded a call option that is subsequently exercised could lead to that party holding possession of 100% of the shares in CSAPL, resulting in the other party no longer being involved in the business of CSAPL. See sections 3.4 and 5.4 in the consolidated financial statements for further details of the partnership.

Mitigation

The Group continuously seeks to promote a fair and mutually beneficial development of its partnerships in order to safeguard their success.

LEGAL AND REGULATORY COMPLIANCE
Risk movement
Unchanged versus last year.

Description
Legal and regulatory compliance risks include competition law and data protection compliance (GDPR), as well as non-compliance with anti-bribery & corruption regulations and trade sanctions. Failure to comply with regulations and Group policies may lead to fines, claims, and brand and reputation damage.

In recent years, the Group has experienced competition-law downfalls in a few jurisdictions. Non-compliance with competition law is a real and growing risk, and the Group is party to certain lawsuits and disputes. These and their significance are described in section 3.4 of the consolidated financial statements.

We actively set a strong tone from the top and have developed toolkits to help managers in all markets better understand their role in shaping ethical behaviour every day.

Mitigation

We have enhanced our compliance training programme and updated our e-learning modules, including in 2021, updated training on the Code of Ethics & Conduct. Relevant new and existing employees are required to complete compliance e-learning modules on an ongoing basis in order to maintain awareness of relevant risks and how to mitigate them.

CYBER AND IT SECURITY
Risk movement
Decrease versus last year.

Description
Like all other businesses, the Carlsberg Group relies heavily on technology and IT infrastructure for its day-to-day business. A cyber attack or non-availability of IT systems could have severe financial, regulatory and reputational consequences for our business.

The decrease of the risk versus 2021 is due to the introduction of new incident monitoring and response capabilities as well as advanced defensive technologies.

IDENTIFIED RISKS FOR 2022

RISKS WITH HIGHEST POTENTIAL IMPACT AND LIKELIHOOD

OTHER IDENTIFIED RISKS
The risk movement paragraph indicates whether the likelihood of risk has increased, decreased or remained unchanged versus last year.

IMPACT FROM COVID-19
Risk movement
Decrease versus last year.

Description
Our IT security organisation has regular dialogue with ExCom and the Supervisory Board to agree an risk mitigation plans and activities. Our Chief Information Security Officer leads on independent cyber security function within our IT organisation.

Furthermore, we deploy a wide array of advanced defensive technologies, as well as contributing to embed our risk management framework at all layers of the organisation. We undertake regular testing of our security controls via an ongoing series of technological audits and breach simulations.

Read more about our compliance efforts in the Responsible business section of the Environment, Social & Governance Report.

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FOCUS ON CORPORATE GOVERNANCE

Our governance framework aims to ensure value creation, safeguard active and transparent stewardship across the Group and reduce risk.

The governing bodies of the Carlsberg Group are the Supervisory Board and the Executive Board. None of the members of the Supervisory Board are or have been involved in the executive management of the Group.

The Supervisory Board hires and supervises the Executive Board, which consists of the CEO and the CFO, who are not members of the Supervisory Board. The division of responsibilities is described in the Rules of Procedure.

The Group also has an Executive Committee (ExCom), which, in addition to the CEO and the CFO, consists of a wider group of Executive Vice Presidents, portrayed on pages 46-47. While the Executive Board members are formally registered as executive directors of

the Company, the Executive Committee collectively prepares and implements the Company's strategic plans.

RECOMMENDATIONS ON CORPORATE GOVERNANCE

The Supervisory Board is responsible for the Company's corporate governance framework and compliance with the corporate governance recommendations and statutory requirements.

The Supervisory Board applies the Recommendations on Corporate Governance issued by the Danish Committee on Corporate Governance.

The Company complies with all but four of the current recommendations:

- With respect to the recommendation to publish quarterly reports, the Group has chosen to only publish full- and half-year reports.
- With respect to the recommendation that a majority of the members of a board committee should be independent, in 2021 two of the four members of the Nomination

Committee and of the Remuneration Committee were independent. With respect to the recommendation that at least half of the members of the Supervisory Board elected by the general meeting should be independent, four out of ten members were considered independent in 2021. After the Annual General Meeting in March 2022, the Company expects to be compliant with the recommendation.

With respect to the recommendation to include external assistance in the board evaluation at least every third year, the Supervisory Board evaluation in 2021 was not facilitated by an external advisor.

The Company's statutory report on corporate governance includes the full list of recommendations, with

Download our statutory report on corporate governance

www.carlsberggroup.com/karbo-ve-til-corporate-governance/pdf/statutoryreports

comments on the Group's position on each recommendation. The report also includes the reporting on internal controls and risk management systems applied as a basis for the financial reporting process.

OUR COMPASS

The Supervisory Board is responsible for overseeing that the Executive Committee has an adequate system and resources in place to ensure compliance with the Company's codes and policies in relation to its business activities.

The Group's core values are integrity, responsibility, honesty and ethical business conduct. Living by these values – our Compass – supports our strategy, mitigates risks and protects our reputation as a responsible brewer.

Our Compass consists of a Code of Ethics and Conduct and our Group policies, which guide everyone in the Group on how to act every day, setting out the ethical standards for our behaviour both within the

company and towards external business partners such as customers and suppliers.

Group policies include, but are not limited to, anti-bribery & corruption, labour & human rights, diversity & inclusion, competition law, trade sanctions, data protection, risk management, finance, marketing, corporate communication, responsible drinking and public & government affairs. In 2021, we drew up a policy on data ethics.

The Environment, Social & Governance Report includes a thorough description of how we implement and live by our Compass in our day-to-day actions, including areas such as anti-bribery & corruption, compliance and our Speak Up system, as well as how we work with and seek to ensure high standards for data ethics as described in our Data Ethics Policy.

Download our policies

www.carlsberggroup.com/transparency/download/download-our-policies

THE ANNUAL GENERAL MEETING

The 2021 Annual General Meeting (AGM) took place on 15 March. The minutes of the meeting are available on www.carlsberggroup.com. Rules and deadlines applying to the AGM and other general meetings are stipulated in the Company's Articles of Association, available on www.carlsberggroup.com along with other AGM-related information.

COMPOSITION OF THE SUPERVISORY BOARD

The members of the Supervisory Board and their board meeting attendance are shown in the table below.

The Supervisory Board currently has ten members elected by the General Meeting and, in accordance with the Danish Companies Act, five members elected by the employees. Five of the ten members elected by the General Meeting have on

international business background in addition to competencies related to FMCG, digital, finance, ESG, supply chain, procurement and emerging markets.

The other five members are affiliated to the Carlsberg Foundation, the Company's largest shareholder, and have an academic background. These members are bearers of the Carlsberg Group culture and the heritage and values stemming from founder J.C. Jacobsen, and the

Supervisory Board meetings

Board member	Chairship meetings attended	Board meetings attended
Flemming Bischoecker (Chair) ¹	10/10	10/10
Henrik Paulsen (Deputy Chair) ²	10/10	10/10
Hans Andersen ³	10/10	10/10
Carl Bockel ⁴	10/10	10/10
Mogel Brandt ⁵	10/10	10/10
Lionel Forsman Bjerre ⁶	10/10	10/10
Richard Burrows ⁷	10/10	10/10
Don Vitarou Decker ⁸	10/10	10/10
Domitille Dani-Le Bigot ⁹	10/10	10/10
Lars Fruergaard Jørgensen ¹⁰	10/10	10/10
Finn Lars ¹¹	10/10	10/10
Edik Lund ¹²	10/10	10/10
Søren-Peter Fuchs Olsen ¹³	10/10	10/10
Peter Petersen ¹⁴	10/10	10/10
Mads Schikitz ¹⁵	10/10	10/10
Lars Stenmark ¹⁶	10/10	10/10

¹ Elected by the General Meeting. ² Independent. ³ Employee-elected. ⁴ Attended meeting. ⁵ Did not attend meeting. ⁶ Not a Board/Chairship member at the time.

Supervisory Board sees these members as partners of the same.

The employee representatives are elected for a term of four years. They hold the same rights and obligations as the members elected by the General Meeting. The current employee representatives were elected in 2018 and the next election will take place in 2022.

Information on the Supervisory Board members is available on pages 43-45. Detailed CVs can be found on www.carlsberggroup.com.

DIVERSITY AND COMPETENCIES

The Supervisory Board recognises the benefits of diversity in respect of experience, culture, international experience and gender.

Diversity is of high priority for the Supervisory Board, and it has laid down the following specific objectives in relation to international experience and gender:

- With regard to international experience, the objective is that 50% or more of the Supervisory Board members elected by the General Meeting should have substantial international experience from managing large corporations or institutions.
- The proportion of the under-represented gender (currently women) on the Supervisory Board

should reach at least 40% of the members elected by the General Meeting no later than 2021. The gender target applies to the boards of all Danish Carlsberg Group companies that are required to set such objectives.

The Supervisory Board fulfils the objective regarding international experience.

In 2021, the Supervisory Board did not meet the objective with regard to gender diversity, as only two Supervisory Board members elected by the General Meeting were women, i.e. 20%.

At the Annual General Meeting in March 2022, the Supervisory Board will propose three female candidates, bringing the ratio of women on the Supervisory Board to 33%. The objective with regard to gender diversity is therefore not expected to be met in 2022. However, the Company expects to meet the gender diversity target at the Annual General Meeting in 2023.

At Carlsberg Breweries A/S, the four Supervisory Board members elected by the General Meeting are men, being the members of the Chairship and of the Executive Board of Carlsberg A/S. After the Annual General Meeting in 2022, it is expected that one of four members

will be a woman, being the Deputy Chair of Carlsberg A/S. At Carlsberg Danmark A/S and Carlsberg Supply Company Danmark A/S, one of three Supervisory Board members is a woman. At Carlsberg Integrated Information Technology A/S, one of four Supervisory Board members is a woman.

The 2021 Environment, Social & Governance Report contains information on our work with diversity and inclusion in the Carlsberg Group.

The Supervisory Board continuously assesses, including as part of its annual board evaluation, whether the board members possess the required skills and competencies to best support the Carlsberg Group and its strategy, and whether the composition can be further optimised for this purpose.

The skills and competencies that should be represented on the Supervisory Board are described in the Specification of Competencies, available on www.carlsberggroup.com. On the basis of a recommendation from the Nomination Committee, the Supervisory Board reviews the Specification of Competencies annually.

During the evaluation process in 2021, the Supervisory Board members generally expressed that meeting material is of a high quality, that agendas cover relevant topics, that meetings are well planned, and that the time and discussions are well prioritised.

The members also appreciated the discussions with the Executive Board and other management members, and the mutual trust and

The Supervisory Board believes that the current composition of the Board ensures an appropriate level of skills, breadth and diversity in the members' approach to their duties, thereby helping to ensure that decisions are well considered and that both short- and long-term perspectives are taken into account.

SUPERVISORY BOARD EVALUATION PROCESS

Each year, the Chair of the Supervisory Board heads a structured evaluation of the Board's work, accomplishments and competencies.

In 2021, the evaluation process was headed by the Chair and Deputy Chair and led to a short catalogue of ideas for the Supervisory Board work. Together with management, the ideas will be considered and, where relevant, implemented.

The evaluation process in 2021, the Supervisory Board members generally expressed that meeting material is of a high quality, that agendas cover relevant topics, that meetings are well planned, and that the time and discussions are well prioritised.

cooperation with the Executive Board.

THE WORK OF THE SUPERVISORY BOARD

The main topics of discussion at the Supervisory Board meetings in 2021 are presented in the box on page 40.

The Executive Board always attends the Supervisory Board meetings and, in order to improve transparency, the members of ExCom are also invited and attend when relevant. This gives the Supervisory Board better insight into the business.


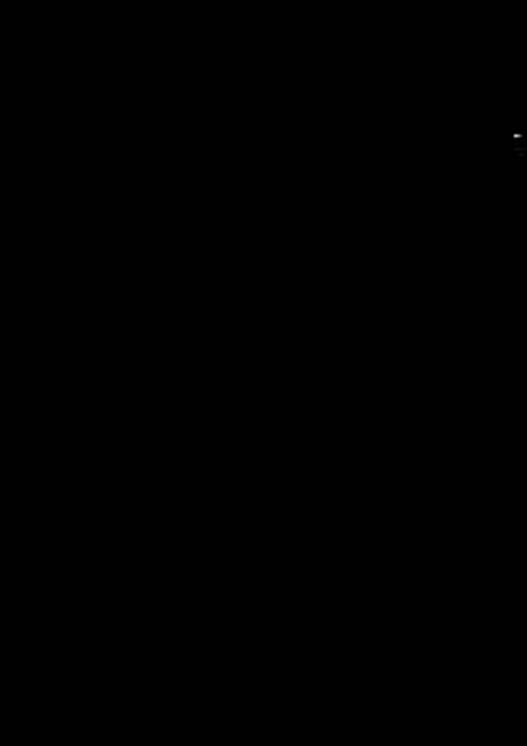
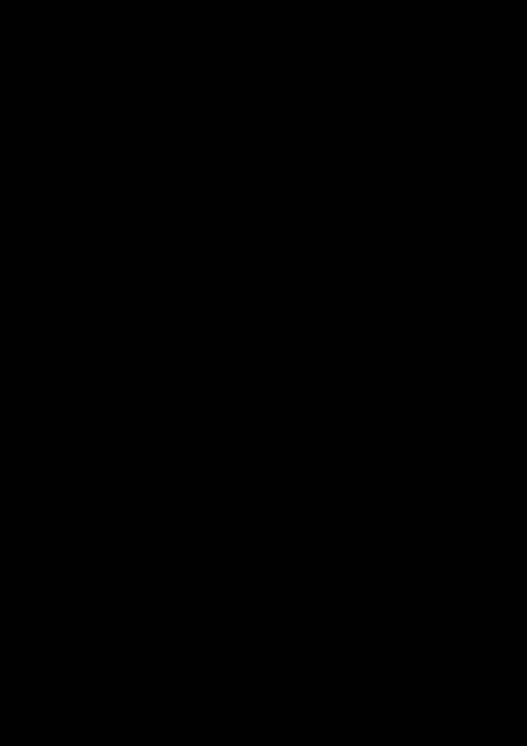




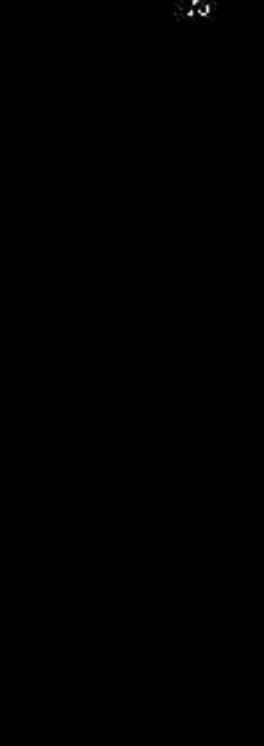
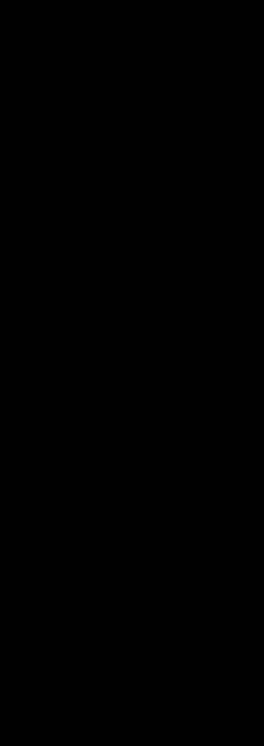

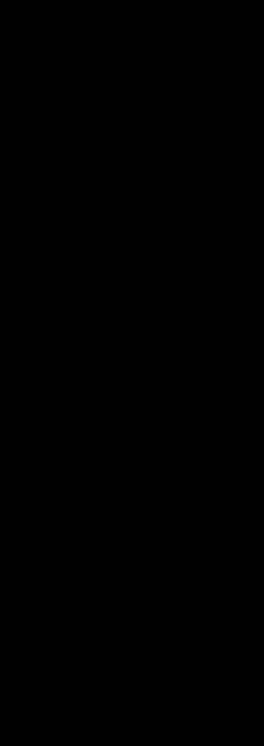
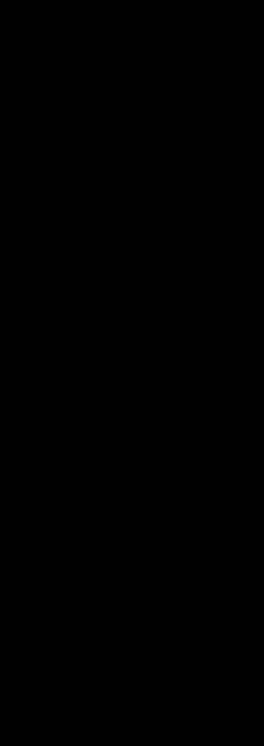
In connection with most Supervisory Board meetings, key people from the Group present a market, a function or other relevant topics. In 2021, these covered updates on Carlsberg's COVID-19 plans, including the impact on employees and the business, internal audit, research, IT security, quality, the people agenda, including diversity & inclusion, the businesses in Germany and France, commercial priorities and three-year plans.

BOARD COMMITTEES

The Supervisory Board has established three board committees: the Audit, Nomination and Remuneration Committees. Each year, the Supervisory Board considers whether the number and

SUPERVISORY BOARD 2021

CHAIR: FLEMMING BISCHOECKER

THE CARLSBERG FOUNDATION



scope of the committees are appropriate.

Committee members are appointed for one year at a time. The members of the respective committees and their meeting attendance are shown in the tables on page 40.

THE NOMINATION COMMITTEE

The Terms of Reference for the Nomination Committee are available on www.carlsberggroup.com.

- In 2021, the Committee had particular focus on:
 - Planning the Board's evolution process.
 - Reviewing the Specification of Competencies for Board members to ensure that they reflect the skills and experiences needed to best support the execution of SAIL 22.
 - Succession planning at Board level, including nomination of a new Deputy Chair.
 - Evaluating the composition of ExCom and the composition, structure and size of the Supervisory Board.

THE REMUNERATION COMMITTEE

The Terms of Reference for the Remuneration Committee are available on www.carlsberggroup.com.

In 2021, the main activities of the Remuneration Committee were:

- Preparing the 2020 Remuneration Report in line with new reporting standards under the EU Shareholder Rights Directive.
- Increasing the weighting of ESG in the short-term incentive plan from 2021 onwards as well as considering inclusion in the long-term incentive.
- Amending the peer group for total shareholder return to better align with our most direct industry peers.
- Reviewing the approach to target-setting for, and ongoing performance against, STI and LTI plans in light of the uncertain business environment.
- Considering the incentive arrangements in light of the developing future business strategy.

The work of the Committee is described in more detail in the Remuneration Report, available on www.carlsberggroup.com.

THE AUDIT COMMITTEE

The Terms of Reference for the Audit Committee are available on www.carlsberggroup.com.

The Committee members have the relevant financial expertise and necessary experience of the Company's sector.

The Audit Committee works according to the Terms of Reference and a detailed annual meeting plan.

In 2021, the Audit Committee had particular focus on a number of areas, including:

- Monitoring the effectiveness of the control environment and overseeing the progress on improving and further developing the effectiveness of the controls over financial reporting.
- Monitoring the external financial reporting and the work of the external auditors.
- Reviewing the progress of the work of the Group Internal Audit function, including the annual reporting.
- Reviewing the work regarding Speak Up matters.
- Managing financial risk.
- Reviewing the risk management process.
- Reviewing Global Shared Services.
- Receiving updates on Group tax.
- Reviewing succession planning for financial, personnel.
- Reviewing the Company's preparation for compliance with the EU Green Taxonomy.

INTERNAL CONTROL AND RISK MANAGEMENT RELATED TO THE FINANCIAL REPORTING PROCESS

OVERALL CONTROL ENVIRONMENT

The Supervisory Board and ExCom have overall responsibility for the Carlsberg Group's internal control environment.

The Audit Committee is responsible for monitoring the effectiveness of the overall internal control environment and risk management systems, in particular related to the financial reporting process.

The Group has a number of policies and procedures in key areas of financial reporting, including the Finance Policy, the Accounting Manual, the Controller Manual, the Use of Auditors Policy, the Risk Management Policy, the Financial Risk Management Policy, the Corporate Governance Policy, the Information Security & Acceptable Use Policy, the Records Management & Personal Data Protection Policy, the Stock Exchange Compliance Policy, the Tax Policy, and the Code of Ethics & Conduct.

The policies and procedures apply to all subsidiaries, and similar requirements are set out in

collaboration with the partners in joint ventures.

The Group's internal control framework for financial reporting is designed to reduce and mitigate financial risks identified and ensure reliable internal and external financial reporting. It defines who is responsible and provides assurance that key risks are covered by internal control activities.

As a consequence of the Group's growth due to acquisitions, systems and processes are not standardised across entities.

The Group will continue to strengthen the internal control environment through further standardisation, increased automation, strong analytics and transparent governance.

The financial reporting control framework is monitored through entities' self-assessment of the effectiveness of the implemented controls and continuous testing of performance by the Group's Risk & Internal Control function. The monitoring of the performance of the controls focuses on the adequacy of the controls, their effectiveness and the efficiency of the overall controlling processes.

RISK ASSESSMENT

With the implementation of the internal control framework for financial reporting, the Group has identified the risks that could have a direct or indirect material impact on the financial statements. Group entities are required to document and report transaction processes and the controls in place to cover the key risks identified.

Group entities are required to assess their controls biannually and must update changes to the control framework for financial reporting, including new risks and controls.

CONTROL ACTIVITIES

The Group has implemented a formalised financial reporting process, budget process, estimates and monthly reporting on actual performance. The accounting information reported by all Group companies is reviewed by controllers with regional or functional in-depth knowledge of the individual companies/functions and by technical accounting specialists.

Controllers are continuously updated on best practice relating to internal financial controls, and trained in new accounting and reporting requirements.

Each entity assesses any need for compensating controls, or for design and implementation of new controls. Furthermore, Group entities are required to maintain mapping of

risks related to the segregation of duties and implement necessary compensating controls, thereby continuously strengthening the internal control environment and enforcing optimal segregation of duties in the ERP systems.

MONITORING

The Audit Committee's monitoring covers both the internal control environment and business risk. Monitoring of the internal control environment is covered by the Group's control framework for financial reporting.

In 2021, the Group completed a project on standardising finance and accounting processes in Western Europe. The Group has established a global process function in order to continue the work with standardisation and simplification throughout the Group for all areas.

The quality of processes and associated internal controls are subject to continuous monitoring and testing by the Group's Risk & Internal Control function as well as to regular internal audits.

INFORMATION AND COMMUNICATION

The Group has established information and communication systems to ensure accounting and internal control compliance. During the risk assessment process, Group entities are required to report on missing or inadequate controls.

Each entity assesses any need for compensating controls, or for design and implementation of new controls. Furthermore, Group entities are required to maintain mapping of

risks related to the segregation of duties and implement necessary compensating controls, thereby continuously strengthening the internal control environment and enforcing optimal segregation of duties in the ERP systems.

MONITORING

The Audit Committee's monitoring covers both the internal control environment and business risk. Monitoring of the internal control environment is covered by the Group's control framework for financial reporting.

The financial risks are assessed and reviewed at multiple levels in the Group, including monthly performance review meetings at ExCom level, periodic review of control documentation, and audits performed by Group Internal Audit.

GROUP INTERNAL AUDIT

Group Internal Audit provides objective and independent assessment of the adequacy, effectiveness and quality of the Group's internal controls. Group Internal Audit works in accordance with a charter, which is reviewed periodically and approved by the Audit Committee.

Taking into account the annual review of business risks (see pages 34-36), an internal audit plan is

drawn up for the year. The plan is reviewed and approved by the Audit Committee. In 2021, Group Internal Audit conducted audits mainly in the areas of financial reporting controls, compliance (internal and external regulatory), information technology and third-party risk management.

In addition, Group Internal Audit continuously assesses the adequacy of actions implemented by management to address previously raised risks and control issues.

SPEAK UP

The Carlsberg Group has a Speak Up system that enables employees to report misconduct. Reports typically relate to suspected violations of the Carlsberg Code of Ethics & Conduct.

The Speak Up system is operated by an external provider and allows concerns to be brought to the attention of the Group Speak Up Review team anonymously, confidentially and via multiple channels.

The Speak Up Review team is responsible for reviewing and overseeing all reported Speak Up matters. Furthermore, an Integrity Committee, chaired by the CEO, oversees the follow-up of major Speak Up investigations and provides a report to ExCom and the Audit Committee at least quarterly.

More information regarding the Speak Up system, including reported concerns and disciplinary actions, can be found in the Environmental, Social & Governance Report.

The Speak Up Summary report contains an overview of all open and closed investigations during the quarter and the time taken to resolve cases.

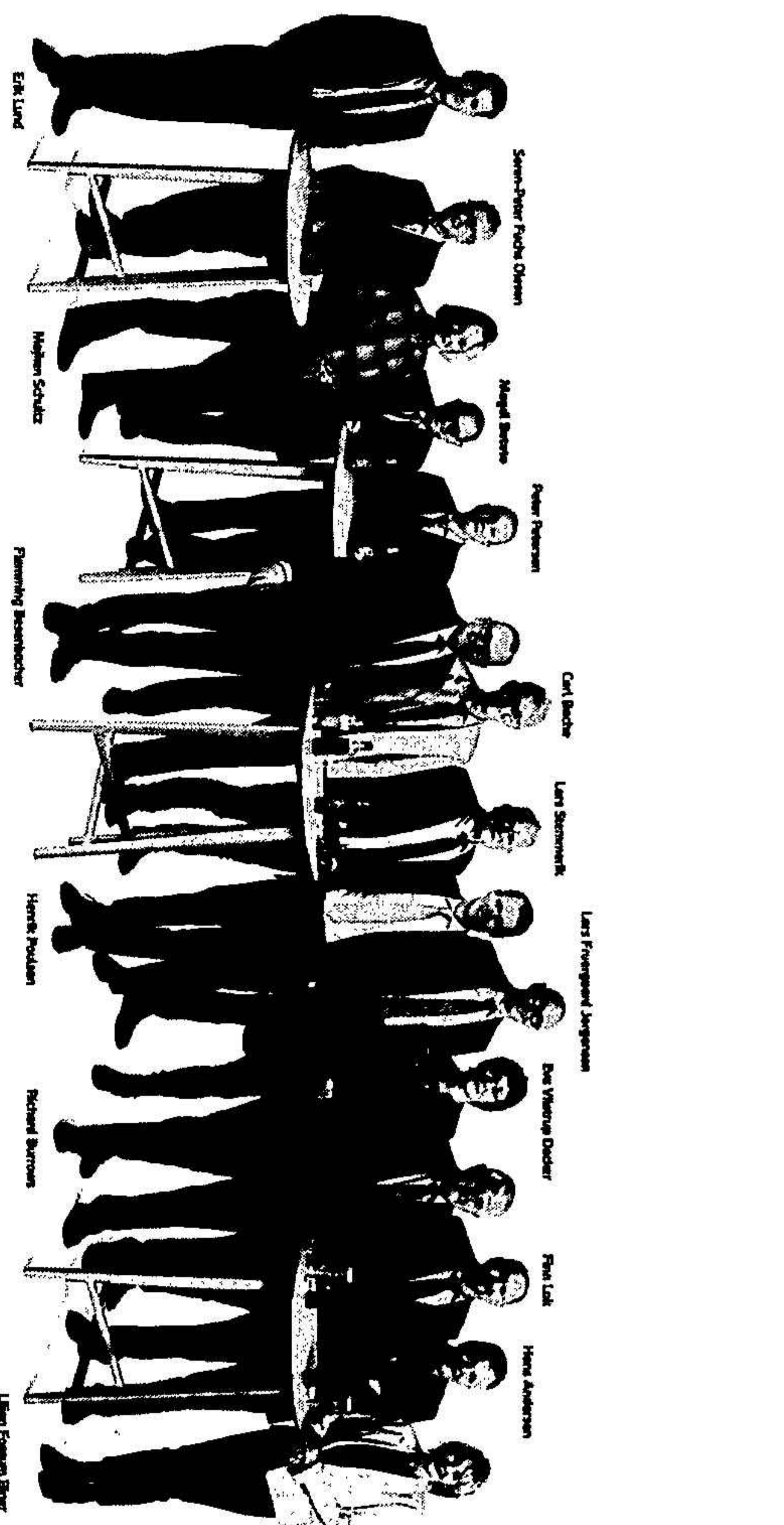
The Misconduct Investigation Handbook was updated in 2020 to clarify how investigators should be undertaken. In 2021, there was a relaunch of a communication campaign to raise awareness of the various Speak Up channels available and the importance of speaking up. These communication efforts will continue in 2022.

Since the establishment of the Speak Up system, some reports and their subsequent investigation have led to disciplinary sanctions, including dismissal on the basis of violation of the Code of Ethics & Conduct (enw/ or Group policies).

The incidents have not had any material impact on the financial results of the Group except for those items recognised in the statement of financial position.

SUPERVISORY BOARD

SUPERVISORY BOARD



SUPERVISORY BOARD MEMBERS

FLEMMING BESENBACHER

CHAIR SINCE 2012
Nationality: Danish
Year of birth: 1952
Appointed (until): 2005 (2022)

BOARD FUNCTION

Non-executive, non-independent director.
BOARD COMMITTEES
Nomination Committee (Chair), PROFESSOR, D.Sc., h.c. mult., FRSC.
OTHER BOARD POSITIONS
Board Chair Aarhus Vond, UNLEASH, ONEETHRO, DANVUS, Board Member Unilever, Sufitlogget.

HENRIK POLTSEN

DEPUTY CHAIR SINCE 2021
Nationality: Danish
Year of birth: 1967
Appointed (until): 2021 (2022)

BOARD FUNCTION

Non-executive, independent director.
BOARD COMMITTEES
Audit Committee, Nomination Committee, Remuneration Committee.
PROFESSION
Non-executive board director.
OTHER BOARD POSITIONS
Board Chair French Group, Board Deputy Chair ISS, Board Member Østergaard, Novo Nordisk, Novo Holdings, Berlekromm SE & Co.

HANS ANDERSEN

Nationality: Danish
Year of birth: 1955
Appointed (until): 1998 (2022)

BOARD FUNCTION

Employee representative.
BOARD COMMITTEES
None.
PROFESSION
Brewery worker, Carlsberg Supply Company Denmark.
OTHER BOARD POSITIONS
None.

CARL BACHÉ

Nationality: Danish
Year of birth: 1953
Appointed (until): 2014 (2022)

BOARD FUNCTION

Non-executive, non-independent director.
BOARD COMMITTEES
Nomination Committee.
PROFESSION
Professor, Ph.D., Dr. Phil, Head of the Doctoral School of the Humanities at the University of Southern Denmark, Member of the Board of Directors of the Carlsberg Foundation.
OTHER BOARD POSITIONS
None.

MACDI BATATO

Nationality: Swiss
Year of birth: 1959
Appointed (until): 2018 (2022)

BOARD FUNCTION

Non-executive, independent director.
BOARD COMMITTEES
Audit Committee, Remuneration Committee.
PROFESSION
Executive Vice President and Head of Operations, Nestlé.
OTHER BOARD POSITIONS
None.

RICHARD BURROWS

Nationality: Irish
Year of birth: 1966
Appointed (until): 2009 (2022)

BOARD FUNCTION

Non-executive, independent director.
BOARD COMMITTEES
Remuneration Committee (Chair), Audit Committee, Nomination Committee.
PROFESSION
Non-executive board director.
OTHER BOARD POSITIONS
Board Chair Pepsi Group.

EVA VILSTRUP DECKER

Nationality: Danish
Year of birth: 1964
Appointed (until): 2014 (2022)

BOARD FUNCTION

Employee representative.
BOARD COMMITTEES
None.
PROFESSION
Senior Director, Carlsberg Breweries.
OTHER BOARD POSITIONS
None.

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LARS FRILJERGAARD JØRGENSEN
 Nationality: Danish
 Year of birth: 1966
 Appointed (until): 2019 (2022)

BOARD FUNCTION
 Non-executive, independent director;
BOARD COMMITTEES
 Nomination Committee;
PROFESSION
 President & CEO, Novo Nordisk;
OTHER BOARD POSITIONS
 None.

ERIK LIND
 Nationality: Danish
 Year of birth: 1964
 Appointed (until): 2015 (2022)

BOARD FUNCTION
 Employee representative;
BOARD COMMITTEES
 None;
PROFESSION
 Head Brewer, Carlsberg;
OTHER BOARD POSITIONS
 None.

SØREN-J. PETER FLICHS OLESEN
 Nationality: Danish
 Year of birth: 1955
 Appointed (until): 2012 (2022)

BOARD FUNCTION
 Non-executive, non-independent director;
BOARD COMMITTEES
 Remuneration Committee;
PROFESSION
 Professor, D.M.Sc., CEO of the Danish National Research Foundation, Member of the Board of Directors of the Carlsberg Foundation;
OTHER BOARD POSITIONS
 None.

PETER PETERSEN
 Nationality: Danish
 Year of birth: 1969
 Appointed (until): 2010 (2022)

BOARD FUNCTION
 Employee representative;
BOARD COMMITTEES
 None;
PROFESSION
 President of the Staff Association, Process Land, Carlsberg Supply Company Denmark
OTHER BOARD POSITIONS
 None.

MAAJKEN SCHULTZ
 Nationality: Danish
 Year of birth: 1959
 Appointed (until): 2019 (2022)

BOARD FUNCTION
 Non-executive, non-independent director;
BOARD COMMITTEES
 None;
PROFESSION
 Chair of the Board of Directors of the Carlsberg Foundation, Professor, Ph.D., Copenhagen Business School, International Research Fellow, Södä Business School, Oxford University;
OTHER BOARD POSITIONS
 Board Member, Redditch.

LARS STEMMERIK
 Nationality: Danish
 Year of birth: 1956
 Appointed (until): 2010 (2022)

BOARD FUNCTION
 Non-executive, non-independent director;
BOARD COMMITTEES
 None;
PROFESSION
 Professor, D.Sc., University of Copenhagen, Member of the Board of Directors of the Carlsberg Foundation;
OTHER BOARD POSITIONS
 None.

MIKAEL ARO
 Nationality: Finnish
 Year of birth: 1965

BOARD FUNCTION
 Non-executive, independent director;
PROFESSION
 Senior Industry Advisor, Titon;
OTHER BOARD POSITIONS
 Board Chair, Kojomo, Glenrock, Celo Funds, Fläsk;
 Board Member, Avon security.

PUNJITA LAL
 Nationality: Indian
 Year of birth: 1962

BOARD FUNCTION
 Non-executive, independent director;
PROFESSION
 Non-executive board director;
OTHER BOARD POSITIONS
 Board Member, DBS Group Bank, Citib.

3 The Supervisory Board members' full CVs, including their skills and competencies, are available online at www.carlsberggroup.com/web-site/our-board-the-carlsberg-group-supervisory-board/

EXECUTIVE COMMITTEE MEMBERS

CEES T. HART
 Nationality: Dutch
 Year of birth: 1958
 Appointed: 2015

Prior to joining the Carlsberg Group, Cees was CEO of the Dutch dairy company Royal FrieslandCampina, a position he had held since 2008. Prior to FrieslandCampina, Cees spent 25 years with Unilever, holding management positions across Eastern Europe, Western Europe and Asia and with the last position being member of the Europe Executive Board. Cees is Chair of the Supervisory Board of KLM and a member of the Board of AFKLM.

JOÃO ABECASSIS
CHIEF COMMERCIAL OFFICER
 Nationality: Portuguese
 Year of birth: 1972
 Appointed: 2019

João joined the Carlsberg Group in 2011 as CEO and later Managing Director of Super Bock, our associate in Portugal. In 2016, he became Vice President for smaller markets in the Western Europe region. He also served as interim Managing Director of Carlsberg Danmark. In 2017, he became Managing Director of our French business, Kronenbourg. Earlier in his career, João held a range of sales and marketing roles at Unilever.

SØREN BRINCK
EXECUTIVE VICE PRESIDENT STRATEGY AND DIGITAL
 Nationality: Danish
 Year of birth: 1974
 Appointed: 2021

Søren joined Carlsberg's commercial team in 2005. During his career at Carlsberg, he has held various

HEINE DALSGAARD
 Nationality: Danish
 Year of birth: 1971
 Appointed: 2016

Heine joined the Carlsberg Group from ISS, one of the world's largest facility services companies. He went to ISS in 2013, prior to the company's IPO in 2014. Before ISS, he was Group CFO at Carrefour. Heine's previous experience includes various senior management and

LEO EVERS
EXECUTIVE VICE PRESIDENT ASIA
 Nationality: Dutch
 Year of birth: 1964
 Appointed: 2021

Leo Evers joined Carlsberg from Heineken, where since 1990 he had held several managerial positions, most recently Managing Director of Heineken Vietnam and Regional Managing Director APAC. As the latter, he was responsible for Singapore, Malaysia, Papua New Guinea, Australia, New Zealand, Laos, Sri Lanka, Philippines, New Caledonia and Solomon Islands.

GRAHAM FEWES
EXECUTIVE VICE PRESIDENT WESTERN EUROPE
 Nationality: British
 Year of birth: 1968
 Appointed: 2014

Graham joined the Carlsberg Group in 2003 as Commercial Development Director. Since then, he has held several management positions, including VP, Commercial, for Eastern Europe & BBH and head of current role, he served as EVP, Asia,

JOBIS HILJSMANS
CHIEF HUMAN RESOURCES OFFICER
 Nationality: Dutch
 Year of birth: 1975
 Appointed: 1 January 2022

Jobis joined Carlsberg in 2016. Prior to becoming CHRO in 2021, he headed up Carlsberg Export & License. Before that, he was VP, Urban Development and New Business, and VP, Group Strategy. Jobis joined Carlsberg with over 20 years of FMCG industry and emerging markets experience, including various roles at Heineken.

LARS LEHMANN
EXECUTIVE VICE PRESIDENT CENTRAL & EASTERN EUROPE
 Nationality: Danish
 Year of birth: 1966
 Appointed: 2019

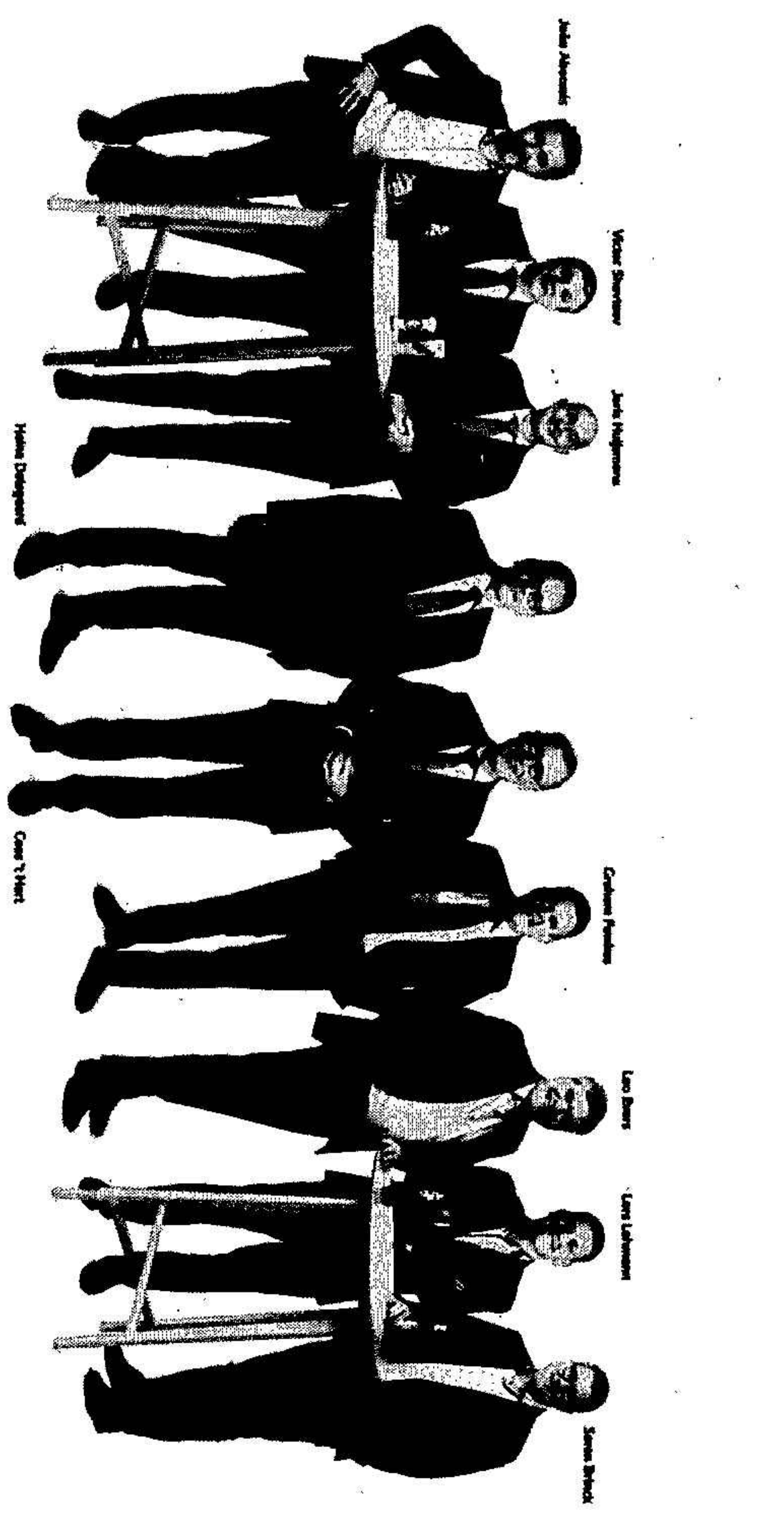
Lars joined the Carlsberg Group in 2003 as Commercial Development Director. Since then, he has held several management positions, including VP, Commercial, for Eastern Europe & BBH and head of Export, License & Duty Free, in

VICTOR SHEVTSOV
EXECUTIVE VICE PRESIDENT SOUTHWEST ASIA
 Nationality: Russian
 Year of birth: 1970
 Appointed: 2021

Victor joined Carlsberg from PepsiCo in 2015 as Vice President for our supply chain in Asia. Victor has solid end-to-end supply chain expertise accrued through a variety of roles during his career.

2016, he became Managing Director of Carlsberg Malaysia. Prior to joining Carlsberg, Lars was with a range of international sales and marketing roles for Grand Metropolitan plc, Foster's Brewing Group and S&N plc.

OUR SENIOR MANAGEMENT TEAM



SHARE INFORMATION

INFORMATION FOR SHAREHOLDERS

Carlsberg A/S is listed on Nasdaq Copenhagen. The Company has around 56,000 registered shareholders.

The Company has two share classes: Carlsberg A and Carlsberg B. An A share carries 20 votes, while a B share carries two votes, and is entitled to a preferential dividend.

The B share is included in the Nasdaq OMX Nordic Large Cap and OMXC20 blue-chip indices.

MAJOR SHAREHOLDERS
 At 31 December 2021, the Company's largest shareholder was SHAEKHOLDER GEORGIANIC SPULT (including the Carlsberg Foundation and treasury shares)

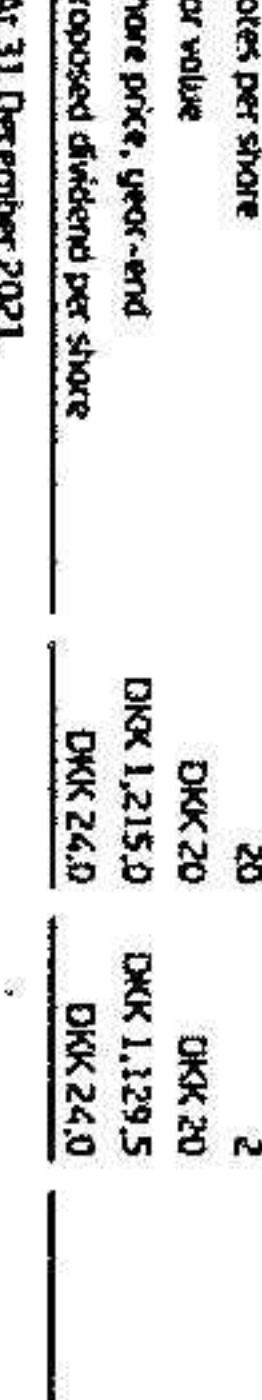
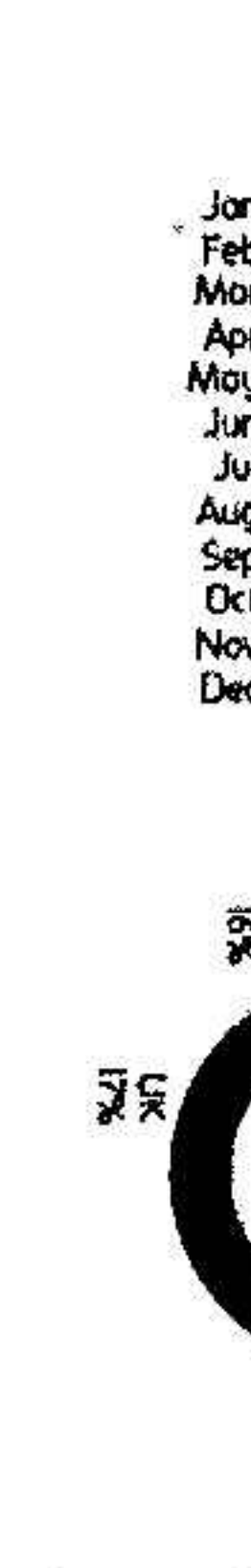
SHAREHOLDER RETURN
 The Carlsberg Group's dividend policy stipulates an adjusted payout ratio of around 50%. In addition, the Company conducted four share buy-back programmes in 2021. For more information, see page 22.

INVESTOR RELATIONS
 The Carlsberg Group aims to give shareholders and the market the best possible insight into factors considered relevant for ensuring market-efficient and fair pricing of the Company's shares. This is achieved through the quality, consistency and continuity of the information provided to the market, which is handled by the Group's Investor Relations department.

We observe a four-week silent period prior to the publication of the annual and half-year reports, and a two-week silent period prior to the Q1 and Q3 trading statements.

GROUP WEBSITE
 www.carlsberggroup.com provides comprehensive information about the Group and its shares and bonds, including Company announcements, annual and quarterly reports, share prices and financial data, investor presentations, webcasts and transcripts, and a financial and event calendar.

At the end of 2021, a total of 30 brokers had coverage of the Company. The analysts' names and consensus estimates can be found on the website.



Share class	A	B	Total
Number of issued shares	33,699,252	111,557,554	145,256,806
Number of issued shares, excluding treasury shares	33,699,252	108,193,036	141,892,288
Carlsberg Foundation	33,045,995	9,811,629	42,857,625
Votes per share	20	2	
Share price, year-end	DKK 20	DKK 1,129.5	
Proposed dividend per share	DKK 24.0	DKK 24.0	

Financial calendar 2022	Date
Annual General Meeting	14 March
Q1 trading statement	28 April
H1 interim financial statement	17 August
General Meeting Day	28 September
Q3 trading statement	27 October

FORWARD-LOOKING STATEMENTS AND ESEF

This Annual Report contains forward-looking statements, including statements about the Group's sales, revenues, earnings, spending, margins, cash flow, inventory, products, actions, plans, strategies, objectives and guidance with respect to the Group's future operating results.

Forward-looking statements include, without limitation, any statement that may predict, forecast, indicate or imply future results, performance or achievements, and may contain the words "believe, anticipate, expect, estimate, intend, plan, project, will be, will continue, will result, could, may, might" or any variations of such words or other words with similar meanings.

Any such statements are subject to risks and uncertainties that could cause the Group's actual results to differ materially from the results discussed in such forward-looking statements.

Prospective information is based on management's then current expectations or forecasts. Such information is subject to the risk that such expectations or forecasts, or the assumptions underlying such expectations or forecasts, may change.

The Group assumes no obligation to update any such forward-looking statements to reflect actual results, changes in assumptions or changes in other factors affecting such forward-looking statements.

Some important risk factors that could cause the Group's actual results to differ materially from those expressed in its forward-looking statements include, but are not limited to: economic and geopolitical uncertainty (including interest rates and exchange rates), financial and regulatory developments, demand for the Group's products, increasing industry consolidation, competition from other brewers, the availability and pricing of raw materials and packaging materials, cost of energy,

production- and distribution-related issues, information technology failures, breach or unexpected termination of contracts, market-driven price reductions, market acceptance of new products, changes in consumer preferences, launches of rival products, speculation of fair value in the opening balance sheet of acquired entities, litigation, environmental issues and other unforeseen factors.

New risk factors can arise, and it may not be possible for management to predict all such risk factors, nor to assess the impact of all such risk factors on the Group's business or the extent to which any individual risk factor, or combination of factors, may cause results to differ materially from those contained in any forward-looking statement.

Accordingly, forward-looking statements should not be relied on as a prediction of actual results.

INCOME STATEMENT

DKK million	Section	2021	2020
Revenue	1.1	66,634	58,541
Cost of sales	1.2.1	-35,307	-30,180
Gross profit		31,327	28,361
Sales and distribution expenses	1.2.3	-16,729	-15,373
Administrative expenses		-4,165	-3,653
Other operating activities, net		1,24	93
Share of profit, after tax of associates and joint ventures	5.5	336	315
Operating profit before special items		10,862	9,899
Special items, net	3.1	-253	-347
Financial income	4.1	582	373
Financial expenses	4.1	-963	-794
Profit before tax		10,228	9,041
Income tax	6.1	-2,219	-2,233
Comprehensive profit		8,009	6,808
Attributable to Non-controlling interests	1.1	1,163	778
Shareholders in Carlsberg A/S (net profit)		6,846	6,030
DKK			
Earnings per share	8.1	47.6	41.3
Earnings per share of DKK 20		47.4	41.1
Diluted earnings per share of DKK 20			

STATEMENT OF COMPREHENSIVE INCOME

DKK million	Section	2021	2020
Comprehensive profit		8,009	6,808
Other comprehensive income		7.4	5.78
Retirement benefit obligations		5.5	10
Share of other comprehensive income in associates and joint ventures		6.1	-4.2
Income tax		6.1	-4.2
Items that will not be reclassified to the income statement		6.08	-4.5
Foreign exchange adjustments of foreign entities	4.1	3,307	-7,640
Fair value adjustments of hedging instruments	4.1	-323	198
Income tax	6.1	89	-22
Items that will be reclassified to the income statement		3,067	-7,464
Other comprehensive income		3,075	-7,509
Total comprehensive income		11,084	-701
Attributable to Non-controlling interests		1,246	456
Shareholders in Carlsberg A/S		10,238	-1,157

CONSOLIDATED FINANCIAL STATEMENTS

CONSOLIDATED FINANCIAL STATEMENTS

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STATEMENT OF FINANCIAL POSITION

DKK million	Section	31 Dec. 2021	31 Dec. 2020
ASSETS			
Non-current assets			
Intangible assets	2.2.2.3	68,475	66,061
Property, plant and equipment	2.2.2.3	26,648	26,299
Investments in associates and joint ventures	5.5	5,172	4,188
Receivables	1.5	1,075	1,505
Other assets	6.2	1,922	1,267
Total non-current assets		103,292	99,260
Current assets			
Inventories	1.2.1	5,391	4,613
Trade receivables	1.5	5,710	3,725
Prepaid expenses and other receivables	1.5	171	211
Other receivables	1.5	2,355	1,585
Prepayments		929	789
Cash and cash equivalents	4.4.2	8,324	8,093
Total current assets		22,900	18,996
Assets held for sale		191	-
Total assets		126,383	118,816
EQUITY AND LIABILITIES			
Equity			
Share capital	4.3.2	2,905	2,943
Reserves		-37,817	-40,844
Retained earnings		78,653	77,169
Equity attributable to Carlsberg A/S		43,941	39,308
Non-controlling interests		4,815	4,052
Total equity		48,756	43,360
Non-current liabilities			
Borrowings	4.2.4.4.1	22,755	29,291
Retirement benefit obligations	7.4	2,345	2,934
Tax liabilities	6.2	6,350	6,265
Provisions	3.2	2,446	3,319
Other liabilities	3.3	469	5,198
Total non-current liabilities		34,345	47,005
Current liabilities			
Borrowings	4.2.4.4.1	6,167	959
Trade payables	1.2.2	20,642	16,598
Deposits on refundable packaging materials	3.2	1,504	1,276
Provisions	3.2	942	1,277
Tax payables		1,350	925
Other liabilities	3.3	12,677	7,212
Total current liabilities		43,282	28,449
Total liabilities		77,627	75,454
Total equity and liabilities		126,383	118,816

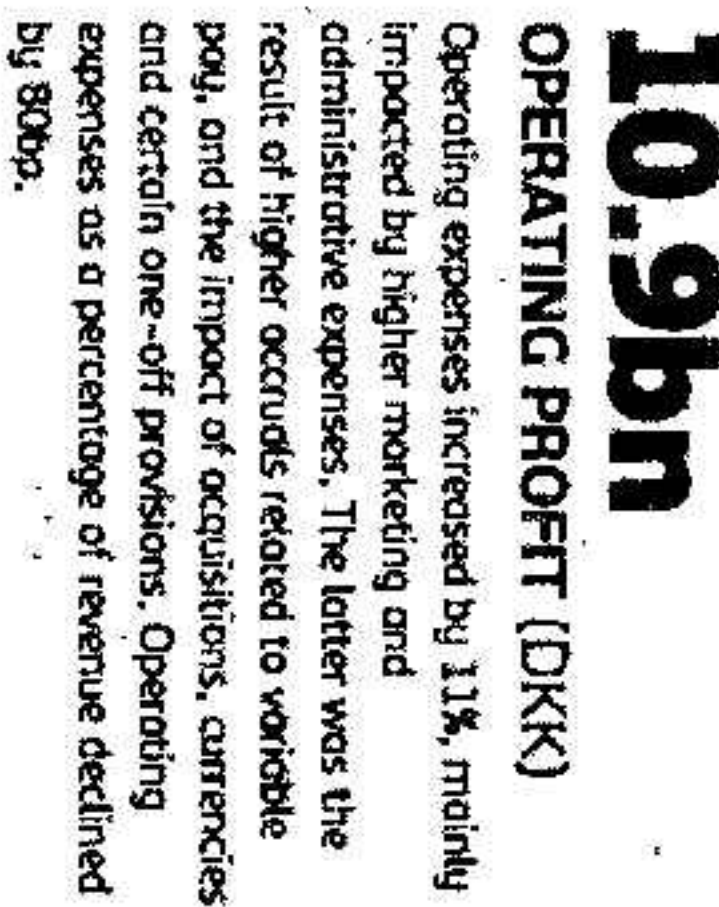
STATEMENT OF CHANGES IN EQUITY

DKK million	Section	Shareholders in Carlsberg A/S					
		Share premium capital	Reserves	Retained earnings	Non-controlling interests	Total equity	Total assets
2021							
Equity at 1 January		2,963	4,094	77,189	6,054	88,300	88,300
Consolidated profit		-	6,846	6,846	1,163	15,661	15,661
Other comprehensive income		-	3,007	3,007	83	6,107	6,107
Total comprehensive income for the year		-	9,853	9,853	1,246	21,768	21,768
Share-based payments		-	-	-	-	-	-
Share buy-back		-	-	-	-	-	-
Dividends paid to shareholders		-	-	-	-	-	-
Share-based payments		-	-	-	-	-	-
Share buy-back		-	-	-	-	-	-
Non-controlling interests		-	-	-	-	-	-
Acquisition of entities		-	-	-	-	-	-
Decommissioning of entities		-	-	-	-	-	-
Total changes in equity		2,963	9,853	9,853	1,246	23,915	23,915
Equity at 31 December		2,963	13,947	87,042	7,300	111,252	111,252
2020							
Equity at 1 January		3,051	4,094	74,049	6,054	87,248	87,248
Consolidated profit		-	6,846	6,846	1,163	15,661	15,661
Other comprehensive income		-	3,007	3,007	83	6,107	6,107
Total comprehensive income for the year		-	9,853	9,853	1,246	21,768	21,768
Share-based payments		-	-	-	-	-	-
Share buy-back		-	-	-	-	-	-
Dividends paid to shareholders		-	-	-	-	-	-
Share-based payments		-	-	-	-	-	-
Share buy-back		-	-	-	-	-	-
Non-controlling interests		-	-	-	-	-	-
Acquisition of entities		-	-	-	-	-	-
Decommissioning of entities		-	-	-	-	-	-
Total changes in equity		2,963	9,853	9,853	1,246	23,915	23,915
Equity at 31 December		2,963	13,947	87,042	7,300	111,252	111,252

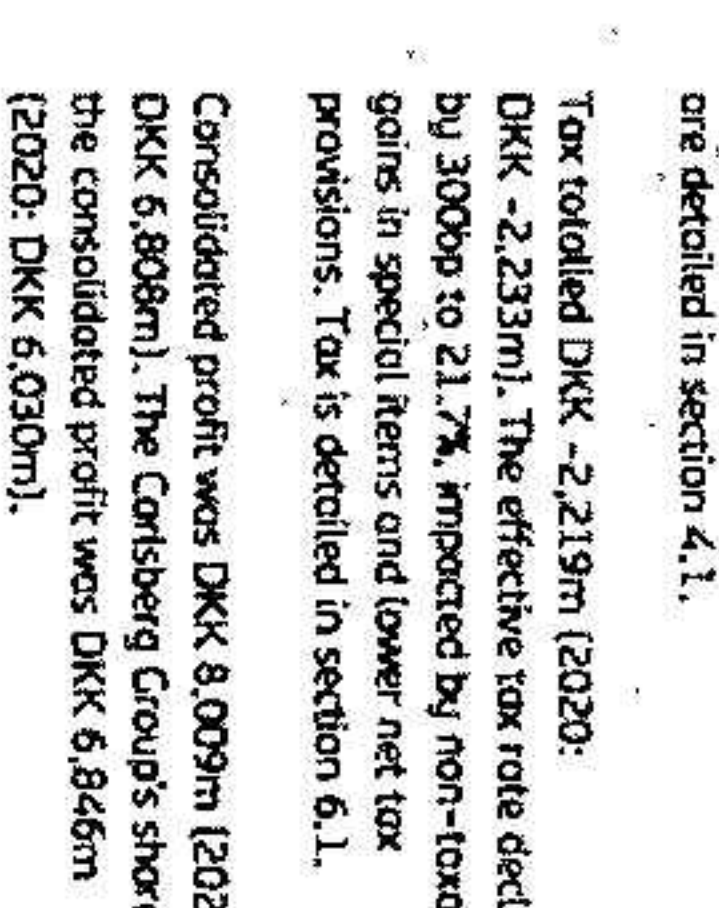
SECTION 1

OPERATING ACTIVITIES

66.6bn
REVENUE (DKK)
 Revenue increased by 13.8% to DKK 66.634bn (2020: DKK 58.541bn). Revenue was positively impacted by the recovery of the on-trade in some markets due to fewer restrictions in 2021 than in 2020 and solid growth of premium products. The acquisition impact related mainly to the acquisition of Morston's brewing activities in the UK in October 2020. The small negative currency impact was due to adverse



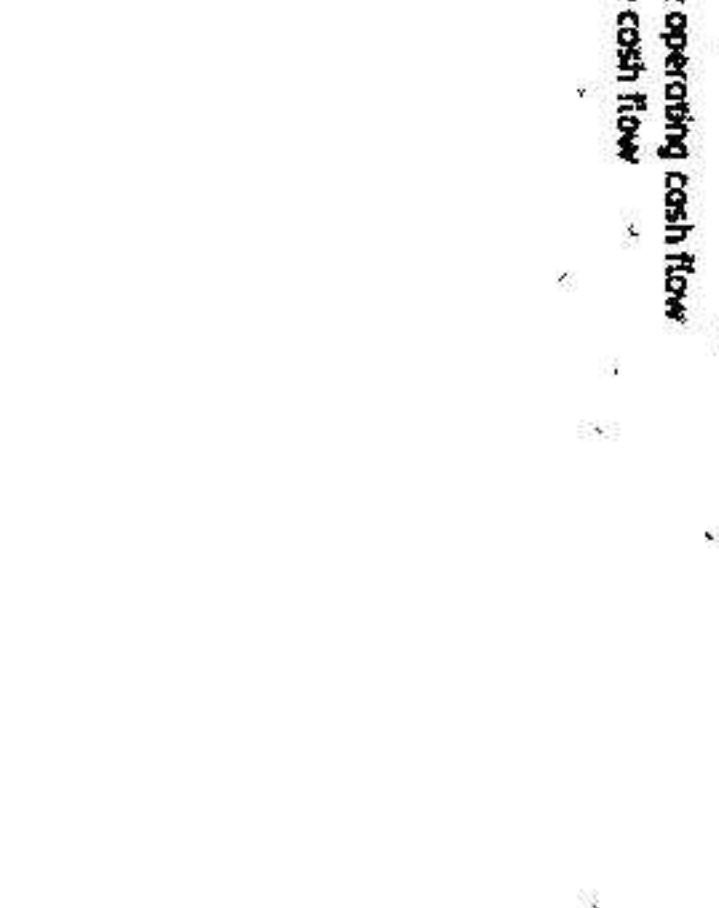
47.0%
OPERATING PROFIT (DKK)
 Operating profit increased by 11%, mainly impacted by higher marketing and administrative expenses. The latter was the result of higher accruals related to variable pay, and the impact of acquisitions, currencies and certain one-off provisions. Operating expenses as a percentage of revenue declined by 80bp.



47.0%
GROSS MARGIN
 The gross margin declined by 140bp to 47.0% due to acquisitions, higher cost of goods sold, particularly in Central & Eastern Europe, and a negative currency mix.



6.8bn
NET PROFIT (DKK)
 Special items, net, amounted to DKK -253m (2020: DKK -267m). Impacted by reversal of provisions made in purchase price allocations in prior years, offset by impairment and write-downs. Special items are detailed in section 3.1.



6.8bn
OPERATING PROFIT DEVELOPMENT (DKKbn)
 Operating profit before depreciation, amortisation and impairment losses (EBITDA) increased by 9.9% to DKK 15.474m. The EBITDA margin declined by 90bp to 23.2% due to acquisitions.



STATEMENT OF CASH FLOWS

DKK million	Section	2021		2020	
		2021	2020	2021	2020
Operating profit before special items	2.3	10,862	9,699	10,862	9,699
Depreciation, amortisation and impairment losses		4,612	4,386	4,612	4,386
Operating profit before acquisition, divestiture and impairment losses		15,474	14,085	15,474	14,085
Other non-cash items		-365	-532	-365	-532
Change in trade working capital		802	1,321	802	1,321
Change in other working capital		617	-1,033	617	-1,033
Revolving credit facility		-372	-531	-372	-531
Interest received		117	97	117	97
Interest paid		-1,037	-521	-1,037	-521
Income tax paid		-1,977	-1,958	-1,977	-1,958
Change in operating cash flow	1.6	13,259	10,928	13,259	10,928
Change in property, plant and equipment and intangible assets		-4,221	-4,336	-4,221	-4,336
Change in on-trade loans		274	222	274	222
Change in off-trade loans	1.6	148	339	148	339
Total operational cash flow		9,440	7,153	9,440	7,153
Free cash flow		8,799	6,485	8,799	6,485
Acquisition and disposal of subsidiaries, net	5.2	-635	-2,409	-635	-2,409
Acquisition and disposal of associates and joint ventures, net	5.2	-82	8	-82	8
Acquisition and disposal of financial investments, net		1	6	1	6
Change in financial receivables		-187	-42	-187	-42
Dividends received		291	317	291	317
Total financial investments		-582	-2,036	-582	-2,036
Other investments in tool estate		-2	-	-2	-
Total other activities		-2	-	-2	-
Cash flow from investing activities		-4,383	-5,071	-4,383	-5,071
Free cash flow		8,876	5,057	8,876	5,057
Shareholders in Carlsberg A/S		4.3	-3,898	4.3	-3,898
Share buy-back		4.3	-2,900	4.3	-2,900
Non-controlling interests		-87	-87	-87	-87
External financing		4.4	1,611	4.4	1,611
Cash flow from financing activities		-834	-1,810	-834	-1,810
Net cash flow		-72	-3,267	-72	-3,267
Cash and cash equivalents at 1 January		7,958	5,149	7,958	5,149
Cash and cash equivalents at 31 December	4.4	7,886	1,882	7,886	1,882

13.3bn
OPERATING CASH FLOW (DKK)
 Cash flow from operating activities amounted to DKK 13.259m (2020: DKK 10.928m).

47.6
EARNINGS PER SHARE (DKK)
 Earnings per share increased by 15% to DKK 47.6 (2020: DKK 41.3). Adjusted for special items after tax, earnings per share increased by 11% to DKK 48.3 (2020: DKK 43.6).

8.9bn
FREE CASH FLOW (DKK)
 Free cash flow amounted to DKK 8.876m (2020: DKK 5.057m), while free operating cash flow amounted to DKK 9.460m (2020: DKK 7.093m).

8.9bn
FREE CASH FLOW (DKKbn)
 Operational investments totalled DKK -3.799m (2020: DKK -3.835m). Acquisition of property,



Total financial investments amounted to DKK -582m (2020: DKK -2,036m), impacted by deferred considerations related to the acquisition of Morston's brewing activities and the decommissioning of the business in Nepal. (See section 5.2).

**SECTION 1.1
SEGMENTATION OF
OPERATIONS**

CHANGES TO SEGMENTATION

The Group's regional structure was changed effective 1 January 2021, in order to optimise regional management and ensure a better balance between the European regions.

Entities in the Baltic and Balkan countries, Greece and Italy as well as Carlsberg Export & License moved from the Western Europe region to Eastern Europe, now renamed Central & Eastern Europe. The disclosure in the Annual Report follows the new regional segmentation as was used in the internal reporting to the Executive Committee throughout 2021.

REVENUE
The Group's revenue arises primarily from the sale of beverages to its customers.

In 2021, total revenue was positively impacted by volume growth, revenue/kl growth and the acquisitions of Marston's brewing activities in the UK and Wernsgrüner Brewery in Germany.

Other revenue by category is sales of products other than beverages that do not drive any volume, such as merchandise, services, by-products etc. In aggregate, other revenue accounts for around 1% of Group total revenue and is therefore not considered material.

Segmentation of income statement

2021	Western Europe		Central & Eastern Europe		Net allocated	Beverages, total	Non-beverage	Carlsberg Group, total
	Revenue	DKK million	Revenue	DKK million				
2021	30,201	19,459	16,665	15,662	9	66,634	-	66,634
Total cost	-26,295	-14,653	-13,767	-12,713	-1,328	-56,023	-45	-56,108
Share of profit after tax of associates and joint ventures	195	49	14	14	1	259	77	336
Operating profit before special items	4,001	4,855	2,932	2,964	-1,318	10,809	-8	10,882
Special items, net	-	-	-	-	-333	80	-253	-
Financial items, net	-	-	-	-	-379	10,158	-2	9,787
Profit before tax	-	-	-	-	-717	20,837	-10	20,717
Income tax	-	-	-	-	-2,182	7,976	-33	6,009
Operating margin	14.4%	24.9%	17.6%	17.6%	16.3%	16.3%	-	16.3%
Consolidated profit	-	-	-	-	-	25	58,541	58,541
Revenue	25,875	16,959	15,662	15,662	-1,208	-49,121	-12	-49,157
Total cost	-22,143	-13,057	-12,713	-12,713	288	9,718	-19	9,699
Share of profit after tax of associates and joint ventures	194	80	15	15	-1,183	-242	-3	-241
Operating profit before special items	3,926	3,991	2,964	2,964	-	9,071	-30	8,981
Special items, net	-	-	-	-	-	-2,240	-	-2,240
Financial items, net	-	-	-	-	-	6,831	-23	6,808
Profit before tax	-	-	-	-	-	16,636	-	16,636
Income tax	-	-	-	-	-	15.2%	23.5%	19.0%
Consolidated profit	-	-	-	-	-	-	-	-
Operating margin	15.2%	23.5%	19.0%	19.0%	-	16.3%	-	16.3%

* 2020 figures have been restated to reflect the new regional segmentation.

Revenue by category

DKK million	2021	2020
Brewery	52,240	46,230
Beer beverages	13,554	11,694
Other beverages	840	917
Total revenue	66,634	58,841

Revenue and excise duties

DKK million	2021	2020
Revenue, including	93,235	83,182
Excise duties	-26,601	-24,641
Revenue	66,634	58,541

**SECTION 1.1 (CONTINUED)
SEGMENTATION OF
OPERATIONS**

ACCOUNTING POLICIES

Revenue
Recognition and measurement. Revenue from contracts with customers comprises sales of goods, royalty income, rental income from non-stationary equipment, service fees and sales of by-products.

Revenue from the sale of own-produced finished goods, goods for resale (third-party products) and by-products is recognised at the point in time when the control of goods and products is transferred to the customer, which is generally upon delivery. For contracts involving the customer with a right of return within a specified period, the Group considers the timing of recognition.

Revenue from sales- or usage-based royalties is recognised when (a) the customer subsequently sells or uses the goods, or (b) the performance obligation to which some or all of the sales- or usage-based royalty has been allocated is satisfied (or partially satisfied), whichever is later.

Revenue from contracts with customers is measured at an amount that reflects the expected consideration for those goods. Amounts disclosed as revenue exclude discounts, VAT and excise duties collected on behalf of authorities.

The Group considers whether contracts include separate performance obligations to which a portion of the transaction price needs to be allocated. In determining the transaction price, the Group considers the effects of variable consideration. No element of the price is deemed present, as payment is generally made on the basis of cash on delivery or up to 30 days of credit.

Variable consideration
The Group offers various discounts depending on the nature of the customer and business.

Discounts comprise off-invoice discounts, volume- and action-related discounts, including specific promotion prices offered, and other discounts. Furthermore, discounts include the difference between the present value and the nominal amount of on-stock loans to customers, cf. section 1.5.

Off-invoice discounts arise from sales transactions where the customer immediately receives a reduction in the sales price. This also includes cash discounts and incentives for early payments.

Volume- and activity-related discounts is a broad term covering incentives for customers to sustain business with the Group over a longer time and may be related to a current campaign or a sales target measured in volumes or total value. Examples include discounts paid as a lump sum, discounts for meeting certain sales targets or progressive discounts offered in step with increasing sales to a customer.

Other discounts include listing fees, i.e. fees for certain listings on shelves, in coolers or in favourable store locations, as specific promotions of this nature are closely related to the volumes sold.

Segment information
The Group's beverage activities are segmented according to the three geographical regions where sales take place. These regions make up the Group's reportable segments.

The segmentation reflects the geographical and strategic management, decision of reporting nature carried by the Executive and financial targets. Segmenting is performed based on business performance measured as operating profit before special items.

Not allocated comprises income and expenses incurred for ongoing support of the Group's overall operations and strategic development. The expenses include costs of running central functions and marketing, such as global sponsorships.

The non-beverage segment, comprising research and real estate activities, is managed separately and therefore shown separately instead of geographically segmented.

The geographical allocation of revenue and non-current assets is based on the selling entities' domicile and comprises countries individually accounting for more than 10% of the Group's consolidated revenue as well as the domicile country.

Decisions on restructuring, acquisition and divestment of entities included in special items as well as on financing (financial income and expenses) and tax planning (income tax) are made based on information for the Group as a whole and therefore not segmented.

The segmentation of the Group's assets and returns is disclosed in section 2.1.

**SECTION 1.1 (CONTINUED)
SEGMENTATION OF
OPERATIONS**

Geographical allocation of revenue

DKK million	Western Europe		Central & Eastern Europe		Net allocated	Beverages, total	Non-beverage	Carlsberg Group, total
	Revenue	DKK million	Revenue	DKK million				
2021	30,201	19,459	16,665	15,662	9	66,634	-	66,634
2020	25,875	16,959	15,662	15,662	-	58,541	-	58,541

OPERATING PROFIT BEFORE SPECIAL ITEMS

Group operating profit grew by 12.0%, supported by growth in all three regions. Reported organically operating profit grew by 12.5%.

VOLUMES
The organic growth in total volumes was a result of growth in all three regions. Reported volume growth was positively impacted by Western Europe, with the acquisitions of Marston's brewery activities in the UK and Wernsgrüner Brewery in Germany having a full-year impact in 2021.

NON-CONTROLLING INTERESTS
The Group's non-controlling interests consist of Lao Brewery, Carlsberg Changping Breweries Group, Carlsberg Malaysia Group and Carlsberg Marston's Brewing Group. Furthermore it consists of other minor interests, primarily in the Asia region. Non-controlling interests are not individually material to the Group's total profit.

OPERATING MARGIN
The operating margin declined to 16.3% compared to 16.6% in 2020. The decline was due to the margin-dilutive impact of Marston's DKK 62m).

Group financial performance

Volumes (million hl)	2020	2021	Change
Beer	110.1	119.6	8.6%
Other beverages	20.0	22.6	12.9%
Total volume	130.1	142.2	9.3%

DKK million	2020	2021	Change
Revenue	58,541	66,634	13.8%
Operating profit before special items	9,699	10,862	12.0%
Operating margin (%)	16.6%	16.3%	-30bp

**SECTION 1.2
OPERATING EXPENSES, INVENTORIES AND DEPOSIT LIABILITIES**

1.2.1 COST OF SALES AND INVENTORIES

Cost of sales increased by 17% compared with 2020 and was affected by the organic increase in volumes across all regions and higher input costs. Cost of sales per hl increased by approximately 7% compared with 2020.

Cost of sales

DKK million	2021	2020
Cost of materials	20,328	17,840
Direct staff costs	1,386	1,297
Amortisation and depreciation	2,948	2,704
Indirect production overheads	4,288	4,062
Purchased finished goods	6,357	4,287
Cost of other costs	35,307	30,180
Total	66,634	58,541

As the underlying markets for the specified categories vary, so does the way in which they are hedged against price increases.

Hedging of raw material price risk

2020	Change	Sensitivity assuming 100% efficiency		Time of maturity
		Effect on OCI	Average price (DKK)	
Aluminium	-10%	65,323	11,137	2021
Zinc	-10%	65,323	11,137	2021

brewing activities, which were severely impacted by extensive on-trade restrictions. Excluding the acquisition impact, the operating margin increased to 16.9%.

ACCOUNTING ESTIMATES AND ADJUSTMENTS

The Group considers all terms and activities in contracts with customers in order to determine the performance obligation, the transaction price and the allocation of the transaction price.

If the consideration in a contract includes a variable amount, the Group estimates the consideration to which it will be entitled in exchange for transferring goods to the customer. The variable consideration is estimated at contract inception based on expected sales volumes using historical and year-to-date sales data and other information about trading with the individual customer or with a group of customers.

The Group estimates discounts using either the expected value method or the most likely amount method depending on which method best represents the amount of consideration to which it will be entitled.

The most likely amount method is used for contracts with a single contract sum, while the expected value method is used for contracts with more than one period due to the complexity and the outcomes expected with the individual customer.

Cardin contracts related to specific major events that are held within such a short time period that it is not possible to sell all the goods during the event (e.g. football matches) give the customer the right to return the goods within a specified period.

The Group uses the expected value method to estimate the goods that will not be returned, as this method best predicts the amount of variable consideration to which the Group will be entitled. For goods that are expected to be returned, the Group recognises a refund liability instead of revenue.

Excise duties, taxes and fees

The classification of duties, taxes and fees paid to local authorities or brewery organizations etc. requires judgement on the classification to be made by management.

Locally imposed duties, taxes and fees are typically based on product type, alcohol content, consumption of certain raw materials such as glass, plastic or metal cans, and energy consumption. These are classified as sales- or production-related.

Excise duties are generally imposed by the tax authorities on taxes on consumption and are collected by the Group on behalf of the authorities when the goods are transferred to the customers and thereby ready for consumption.

Taxes and fees related to the import/use of goods in production, distribution etc. are recognised as part of the cost of the goods or services purchased. The type of authority or organisation imposing the duty, tax or fee and the objective of these are key factors when determining the classification.

Other main commodities, such as PET (plastic) and paper, are not hedged financially nor via suppliers fixing prices.

For electricity and natural gas, used in production of the Group's own products, most markets in Central & Eastern Europe and Asia are regulated with no possibility to hedge prices. In Western Europe, where most markets allow forward hedging, the majority of the Group's exposure is hedged on a rolling basis.

ACCOUNTING ESTIMATES AND ADJUSTMENTS

At least once a year, management assesses whether the standard cost of inventories approximates the actual cost. During the year, the standard cost is revised if it deviates by more than 5% from the actual cost. Inventories are valued on the basis of recent assumptions as to commodity prices, production time and other factors.

The calculation of the net realisable value of inventories is relevant to packaging materials, point-of-sale materials and some parts. The net realisable value is normally not calculated for beer and soft drinks due to their limited shelf-life, which means that slow-moving goods must be scrapped instead.

ACCOUNTING POLICIES

Cost of sales comprises cost of materials used in own-produced finished goods, including malt (barley), hops, glass, cans, other packaging materials, direct labour, indirect production overheads and standard cost variations. Further, it comprises purchased finished goods that include cost of point-of-sale materials and third-party products sold to customers.

Indirect production overheads comprise indirect expenses, wages and salaries, amortisation of brands and software, as well as maintenance and depreciation of machinery, plant and equipment used for production.

**SECTION 1.2 (CONTINUED)
OPERATING
EXPENSES,
INVENTORIES AND
DEPOSIT LIABILITIES**

The cost of purchased finished goods, raw and packaging materials and point-of-sale materials includes the purchase cost and costs directly related to bringing inventories to the relevant place of sale and getting them ready for sale, for example freight and duties.

Inventories are measured at the lower of standard cost (own-produced finished goods) and weighted average cost (other inventories), or net realisable value. The net realisable value is the estimated selling price less costs of completion and costs necessary to make the sale, also taking into account marketability, obsolescence and developments in expected selling prices.

The cost of scrapped/impaired goods is expensed in the function (the item) responsible for the loss, i.e. losses during distribution are included in distribution expenses, while scrapping of products due to sales not meeting forecasts is included in sales expenses.

1.2.2 DEPOSITS ON RETURNABLE PACKAGING MATERIALS

Deposits on returnable packaging materials amounted to DKK 1,504m (2020: DKK 1,276m). The capitalised value of returnable packaging materials was DKK 1,867m (2020: DKK 1,791m).

The capitalised value of returnable packaging materials exceeds the deposits because each of the returnable packaging items circulates a number of times in the market and some markets have regulations that require the

deposit value to be set lower than the cost of the returnable packaging materials.

ACCOUNTING ESTIMATES AND JUDGEMENTS

Management assesses the local business model to determine whether the Group has a legal or constructive obligation to accept returns of packaging materials from the market and the level of control. This enables the Group to determine, among other things, the return rate and the current circulation in the individual markets. These factors are assessed annually. Returnable packaging materials controlled by the Group are capitalised as property, plant and equipment and depreciated over the expected useful life.

The deposit on returnable packaging materials is estimated based on movements during the year in recognised liabilities, loss of returnable packaging materials in the market, planned changes in packaging types and historical information about return rates.

ACCOUNTING POLICIES

Returnable packaging materials that the Group controls through a legal or constructive obligation are capitalised as property, plant and equipment.

Returnable packaging materials are depreciated over 3-10 years. The accounting policies for property, plant and equipment are further described in section 2.3.

The obligation to refund deposits on returnable packaging materials is measured on the basis of deposit price, an estimate of the number of bottles, kegs, cans and crates in circulation, and expected return rates.

1.2.3 SALES AND DISTRIBUTION EXPENSES

Marketing expenses increased as a result of higher marketing investments. Distribution expenses per M were flat but increased overall due to acquisitions. Total marketing, sales and distribution expenses increased by 9%.

Sales and distribution expenses

DKK million	2021	2020
Marketing expenses	4,580	4,350
Sales expenses	5,162	5,101
Distribution expenses	6,587	5,882
Total	16,729	15,333

ACCOUNTING POLICIES

Marketing expenses consist of expenses for brand marketing and trade marketing.

Brand marketing is an investment in the Group's brands and consists of brand-specific investments in the development of communication vehicles, the use of these to drive the sale of branded products, sales campaigns and sponsorships.

Trade marketing is promotional activities directed towards customers, such as the supply of point-of-sale materials, promotional materials and trade offers.

Sales expenses comprise costs relating to general sales activities, write-downs for bad debt losses, wages and salaries as well as depreciation and impairment of goods equipment. Distribution expenses consist of the cost of transporting goods, wages and salaries, and depreciation and impairment of distribution equipment.

1.2.4 OTHER OPERATING ACTIVITIES, NET

Other operating activities are secondary to the principal activities of the Group and include expenses per M were flat but increased overall due to acquisitions. Total marketing, sales and distribution expenses increased by 9%.

Other operating activities, net

DKK million	2021	2020
Gain and losses on disposal of property, plant and equipment	33	53
On-trade loans, net	9	-204
Real estate, net	9	38
Research centres, net	-95	-123
Other, net	28	85
Total	53	-151

ACCOUNTING POLICIES

Gain and losses on disposal of intangible assets and property, plant and equipment are determined on the sales price less selling costs and the carrying amount at the disposal date.

On-trade loans, net, comprise the effective interest on the loans measured at amortised cost less impairment.

Expenses relating to research activities comprise research in Denmark and France less funding received from the Carlsberg Research Laboratory and grants received to fund research. The funding and grants are recognised in the income statement in the same period as the activities to which they relate. Product development costs are included in cost of sales.

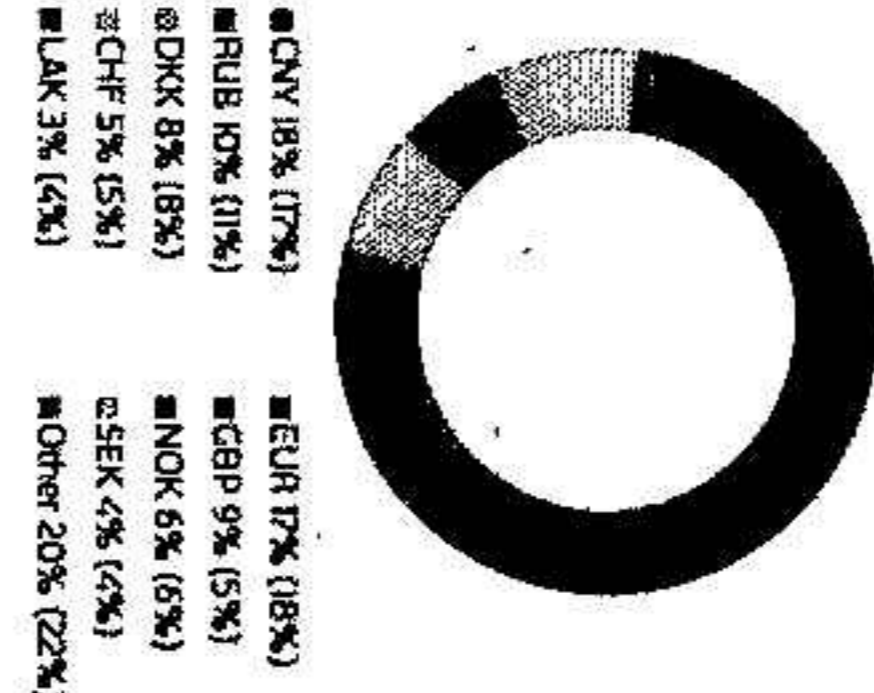
**SECTION 1.3
FOREIGN EXCHANGE
RISK RELATED TO
EARNINGS**

The majority of the Group's activities take place outside Denmark and in currencies other than DKK. Foreign exchange risk is therefore a principal financial risk for the Group, and exchange rate fluctuations can have a significant impact on the income statement.

The risk from exposure to fluctuations in EUR/DKK is considered to be limited due to Denmark's fixed exchange rate policy towards EUR and is consequently not hedged.

REVENUE BY CURRENCY (%)

2021 (2020)



TRANSACTION RISKS ON PURCHASES AND SALES

The Group is exposed to transaction risks on purchases and sales in currencies other than the local functional currencies. The Group aims to hedge 70-90% of future cash flows in currencies other than the local functional currency on a four-quarter rolling basis.

For the entities in Western Europe, a major part of the purchases in foreign currencies is in EUR. This also applies for markets with a functional currency other than EUR.

Hedging of EUR against the local currencies will effectively eliminate a significant part of the currency risk in the entities' operating profit in local currency. At Group level, these hedges are effectively a hedge of (losses of) the revenue in the relevant currency and are accounted for as cash flow hedges, cf. section 4.8. The hedged amounts and the sensitivity analysis regarding these hedges are shown in section 4.6.4.

Asia

The transaction risk is considered to be less significant due to lower sales and purchases in currencies other than the local functional currencies as well as the high correlation between USD and most of the Asian currencies. Furthermore, the currencies are expensive to hedge and, in some cases, not possible to hedge at all. As a consequence, the risk is not hedged.

Central & Eastern Europe
Baltic Breweries and some of the other markets in the region have expenses in both USD and EUR, and appreciation of RUB and other currencies vis-à-vis EUR and USD has a positive impact on operating profit, while depreciation has a negative effect. The Group has chosen not to systematically hedge the transaction risk in the region due to the significant cost of hedging these currencies over a longer period of time. For 2021 and 2022, the Group has chosen to hedge a portion of Baltic Breweries' and Carlsberg Ukraine's expenses in USD and EUR. The volatility of the currencies will continue to affect operating profit measured in both DKK and local currencies. Furthermore, some of the entities in Central & Eastern Europe hold intercompany deposits in EUR and USD. The revaluation of these is recognised in financial items and not designated as cash flow hedges.

TRANSLATION RISK

The Group is exposed to risk from translation of foreign entities into the Group's presentation currency, DKK.

The single largest translation impact in respect of operating profit in 2021 was DKK due to the 10.0% depreciation of the currency compared with 2020. Looking into 2022, the largest exposure in terms of operating profit and currency volatility is CNY, while RUB remains the single largest exposure on translation of net investments in foreign entities.

The Group has chosen not to hedge the exposure arising from translation of revenue or earnings in foreign currencies. To reduce the risk, the Group has raised debt denominated in the currencies in which the Group generates

significant earnings and cash flow as further described in section 4.6.

Impact on operating profit
Developments in exchange rates between DKK and the functional currencies had a negative impact of 0.75% on operating profit measured in DKK.

Entity in currency	Functional currency	Change in average FX rate 2020 to 2021
Denmark	EUR	-0.23%
The eurozone	EUR	-0.23%
China	CNY	2.69%
Russia	RUB	-6.50%
Norway	NOK	5.30%
London	GBP	3.60%
Kyrgyzstan	KYD	-1.50%
Switzerland	SEK	2.90%
Sweden	SEK	2.90%
Loss	LAK	-10.60%

**SECTION 1.4
CASH FLOW FROM
OPERATING
ACTIVITIES**

The change in trade working capital amounted to DKK 802m (2020: DKK 1,321m), mainly due to strong cash management discipline and higher trade payables.

Average trade working capital to revenue for the year was -18.4% (2020: -18.6%).

DKK million	Section	2021	2020
Other non-cash items		5.5	-31.6
Share of profit after tax of associates and joint ventures		2.3	-9.3
Gain on disposal of property, plant and equipment and intangible assets, net		8.2	-4.2
Share-based payments		-	-1.99
Transfer of long-term medical insurance obligation		-1.8	-
Other items		-3.5	-3.2
Total		-8.5	-33.2
Trade working capital		-648	-1
Inventories		-1,866	1,484
Trade payables, duties payable and deposits on returnable packaging materials		3,316	-162
Total		802	1,321
Other working capital		-282	111
Other receivables		1,107	-403
Other payables		-204	-601
Restatement benefit obligations and other liabilities related to operating profit before special items		-	-160
Unsettled foreign exchange gain/losses		4	-10.3
Total		-464	-664
On-trade loans		340	353
Loans provided		164	450
Amortisation of on-trade loans		146	339
Total		650	742

from the change in other working capital increased by DKK 617m (2020: decrease of DKK -1,033m), impacted by VAT, accruals for vehicle pay and provisions.

The change in on-trade loans amounted to DKK 148m (2020: DKK 339m).

Restructuring costs paid amounted to DKK -372m (2020: DKK -577m), a large part of which relates to termination benefits to employees made redundant due to optimisations and reorganisations across the Group.

Net interest etc. paid amounted to DKK -920m (2020: DKK -424m). The increase was largely due to settlement of derivative financial instruments.

Income tax paid amounted to DKK -1,977m (2020: DKK -1,959m).

Cash flow from disposal of property, plant and equipment and intangible assets was DKK 274m (2020: DKK 222m).

Supplier finance arrangements A number of the Group's suppliers participate in supplier finance arrangements, with a supply chain finance provider and related financial institutions acting as a funding partner. When suppliers participate in these programmes, they have the option of receiving early payment from the funding partner of invoices sent to Carlsberg.

**SECTION 1.5
TRADE RECEIVABLES
AND ON-TRADE
LOANS**

The Group's non-current receivables consist mainly of on-trade loans that fall due more than one year from the reporting date. Of the total non-current receivables, DKK 1,60m (2020: DKK 258m) falls due more than five years from the reporting date.

The carrying amount of receivables approximates their fair value. For on-trade loans, the fair value is calculated as discounted cash flows using the interest rate of the reporting date.

Receivables included in the statement of financial position

DKK million	Non-current		Current		Total
	2021	2020	2021	2020	
Receivables from sales of goods and services	5,628	5,458	1,028	1,028	6,656
On-trade loans	776	232	2,355	2,554	3,330
Other receivables	299	299	2,355	2,554	2,854
Total receivables	6,703	6,089	5,738	6,136	12,441
2020					
Receivables from sales of goods and services	426	313	1,585	1,743	2,169
On-trade loans	178	119	1,585	1,743	2,472
Other receivables	1,004	1,004	1,585	1,743	2,589
Provision for doubtful receivables	501	501	1,585	1,743	2,086
Total receivables	1,909	1,937	4,758	5,213	7,152

ON-TRADE LOANS

Under certain circumstances, the Group grants loans to on-trade customers in France, the UK, Switzerland, Germany and Sweden. On-trade loans are spread across a large number of customers/debtors and consist of several types of loan, including loans repaid in cash or through reduced discounts and guarantees for loans provided by third parties, cf. section 3.4. The operating entities monitor and control these loans in accordance with Group guidelines.

The average effective interest rate on loans to the on-trade was 3.2% (2020: 3.2%). The interest income is recognised in other operating activities.

On-trade loans recognised in other operating activities, net

DKK million	2021	2020
Interest and amortisation of on-trade loans	49	50
Losses and write-downs on on-trade loans	9	-24
On-trade loans, net	58	26

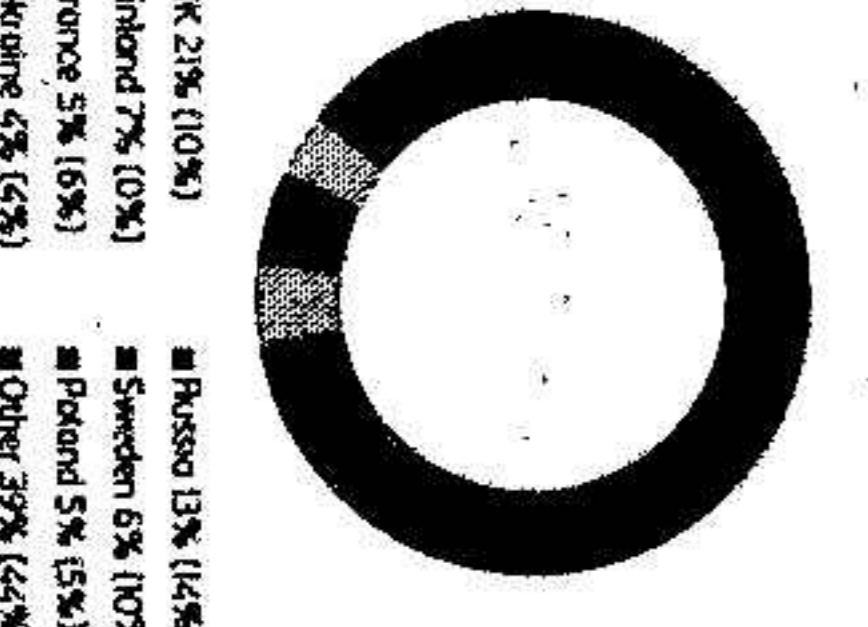
OTHER RECEIVABLES
Other receivables primarily comprise VAT and similar government receivables, interest receivables and other financial receivables, which are associated with low risk.

The distribution of receivables broken down by country is affected by market-specific changes in payment patterns. For receivables from sale of goods and services, the distribution is furthermore impacted by the amounts of receivables sold. The overall level of receivables sold in non-recourse factoring schemes was similar to the level in 2020.

The relative share of receivables in the UK has increased following the acquisition of Morston's brewing activities.

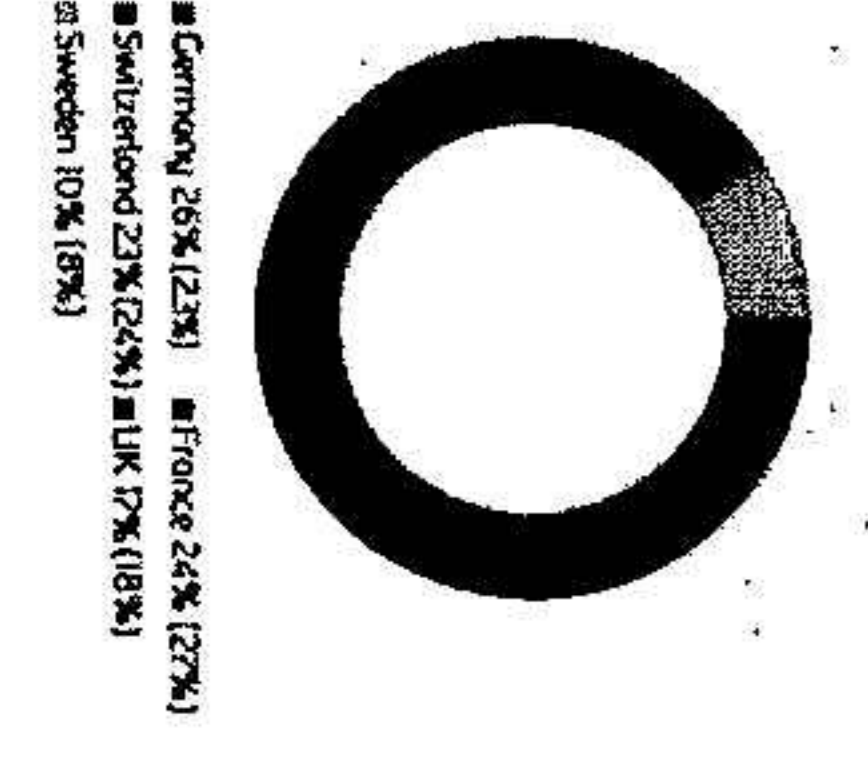
RECEIVABLES FROM SALES OF GOODS AND SERVICES (BROKEN DOWN BY COUNTRY)

2021 (2020)



ON-TRADE LOANS (BROKEN DOWN BY COUNTRY)

2021 (2020)



**SECTION 1.5 (CONTINUED)
TRADE RECEIVABLES
AND ON-TRADE
LOANS**

1.5.1 CREDIT RISK
In 2021, receivables not post due amounted to 81% (2020: 74%) of total gross receivables. The post-due share of gross loans to on-trade customers was 31% (2020: 51%).

Total accumulated allowances for impairment losses on trade loans were DKK 464m (2020: DKK 499m).
The share of trade receivables that is post-due decreased from 23% to 15%.

The credit risk is being closely managed in the markets and assessed in light of the changing restrictions. The COVID-19 impact on the global risk pattern is evaluated at both local and Group level.

Credit risk on receivables

DKK million

	2021		2020	
	Gross receivables	Loss allowance	Gross receivables	Loss allowance
Receivables from sales of goods and services				
Not post due	5,155	-143	5,012	-
Overdue 1-30 days	479	-88	391	-
Overdue 31-90 days	70	-49	21	-
Overdue > 90 days	371	-337	34	-
Receivables from sales of goods and services	6,075	-617	5,458	-
On-trade loans				
Not post due	1,035	-139	896	-
Overdue 1-30 days	13	-	13	-
Overdue 31-90 days	55	-22	33	-
Overdue > 90 days	389	-303	86	-
On-trade loans	1,492	-464	1,028	-
Other receivables				
Not post due	2,073	-3	2,070	-
Overdue 1-30 days	110	-	110	-
Overdue 31-90 days	98	-5	93	-
Overdue > 90 days	389	-17	381	-
Other receivables	2,670	-25	2,654	-
Total	10,246	-1,100	9,140	-
				Weighted average loan rate
Receivables from sales of goods and services				3%
Not post due				18%
Overdue 1-30 days				70%
Overdue 31-90 days				91%
Overdue > 90 days				91%
Receivables from sales of goods and services				13%
Not post due				40%
Overdue 1-30 days				75%
Overdue 31-90 days				75%
Overdue > 90 days				75%
Other receivables				0%
Not post due				-
Overdue 1-30 days				-
Overdue 31-90 days				-
Overdue > 90 days				-
Other receivables				-75%
Total	2,073	-25	2,070	-

Throughout the year and continuing into 2022, the COVID-19 pandemic continued to impact many of our markets, and market volatility and uncertainty remained high. In many markets our customers were impacted by lockdowns, full or partial closure of on-trade businesses, restrictions on cultural and sporting activities, social distancing and other government restrictions in response to the COVID-19 pandemic.

The increased credit risk on both trade receivables and on-trade loans seen across markets is expected to continue into 2022.

DKK million

	2021		2020	
	Gross receivables	Loss allowance	Gross receivables	Loss allowance
Receivables from sales of goods and services				
Not post due	3,178	-182	2,996	-
Overdue 1-30 days	349	-87	262	-
Overdue 31-90 days	178	-75	103	-
Overdue > 90 days	406	-355	51	-
Receivables from sales of goods and services	4,111	-699	3,412	-
On-trade loans				
Not post due	797	-101	696	-
Overdue 1-30 days	14	-	14	-
Overdue 31-90 days	31	-3	28	-
Overdue > 90 days	795	-395	401	-
On-trade loans	1,638	-499	1,139	-
Other receivables				
Not post due	1,595	-3	1,592	-
Overdue 1-30 days	12	-	12	-
Overdue 31-90 days	53	-5	53	-
Overdue > 90 days	419	-315	106	-
Other receivables	2,079	-315	1,763	-
Total	7,828	-1,514	6,314	-

**ASSET BASE
AND RETURNS**

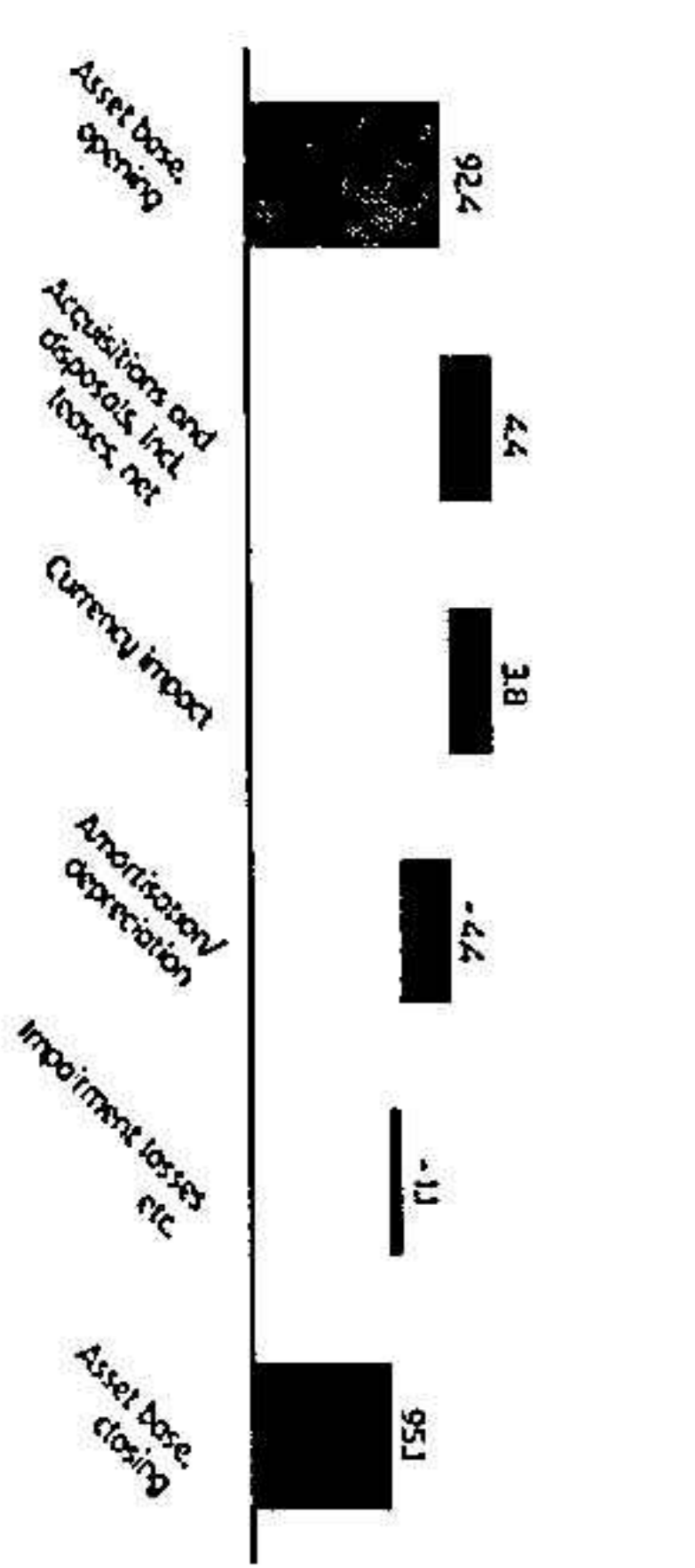
126.4bn

TOTAL ASSETS (DKK)

Total assets increased by DKK 7.6bn due to higher intangible assets, inventories, and trade and other receivables.

Property, plant and equipment totalled DKK 26.6bn (2020: DKK 26.3bn), impacted by currency movements and capital expenditure offset by disposals and depreciation.

ASSET BASE (DKKbn)

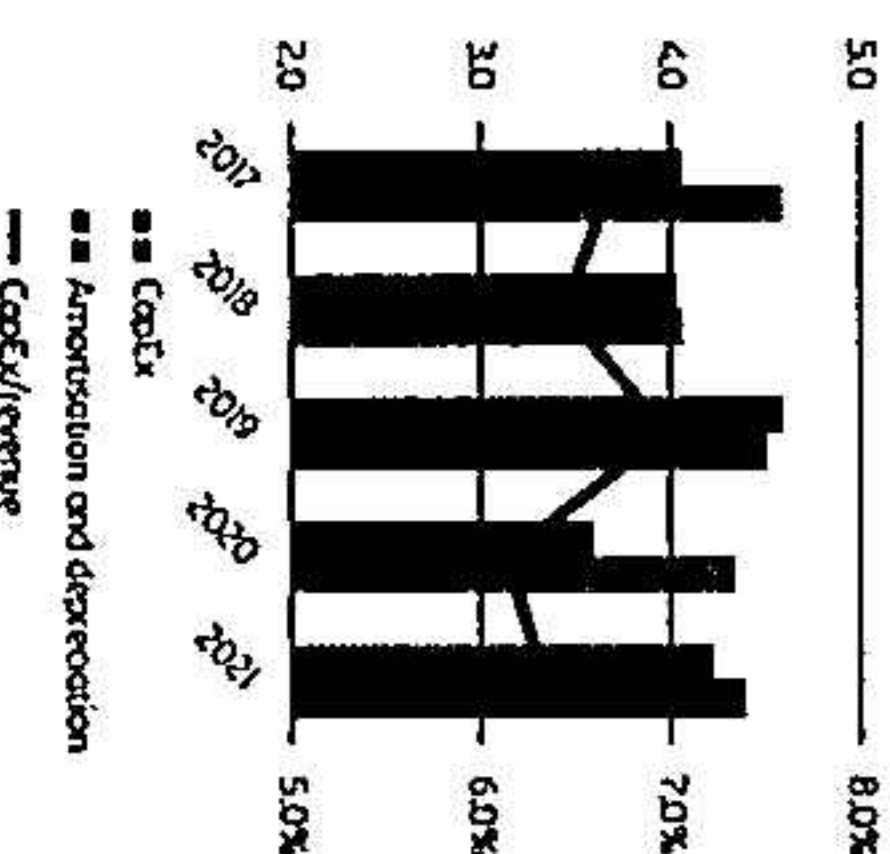


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4.2bn

CAPEX (DKK)

CAPEX increased by DKK 653m (excluding the Brooklyn brand rights in 2020). Also our Central & Eastern Europe were the main contributors, with higher investments in sales Capex, renewable glass and cap production capacity, excluding right-of-use assets, increased to 100% (2020: 90%).



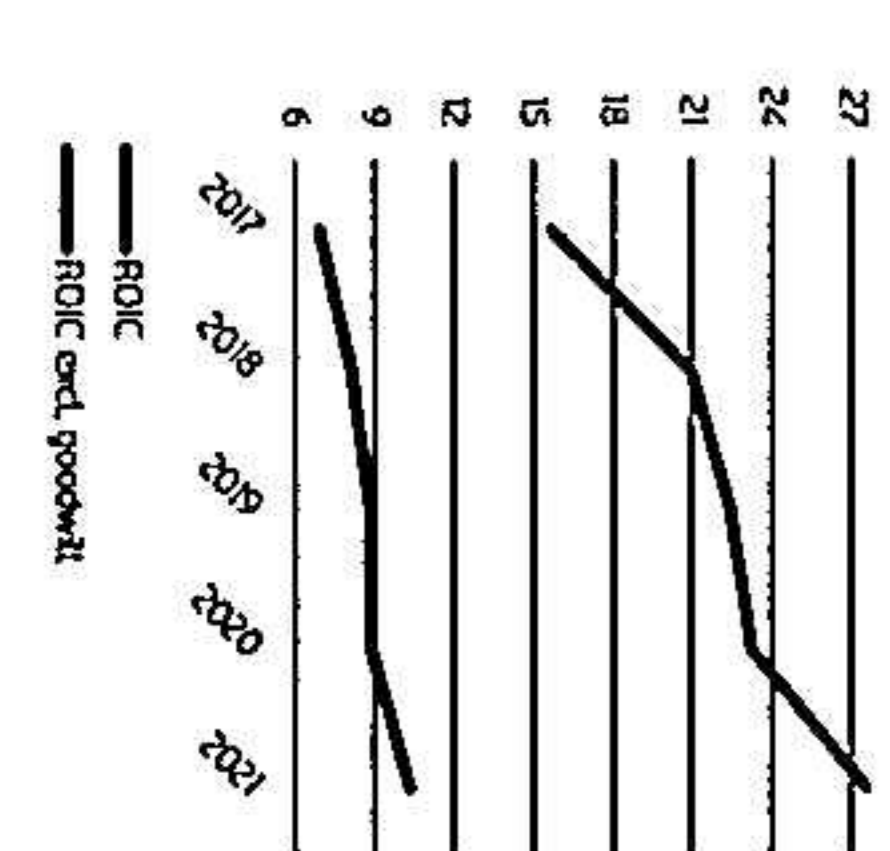
* Excluding the purchase of the Brooklyn brand rights in 2020.

10.3%

ROIC

Return on invested capital (ROIC) increased by 140bp to 10.3%, positively impacted by higher profits and a lower effective tax rate. ROIC, excluding goodwill, improved by 430bp to 27.5%.

**RETURN ON INVESTED CAPITAL
[% 12-MONTH AVERAGE]**



**SECTION 1.5 (CONTINUED)
TRADE RECEIVABLES
AND ON-TRADE
LOANS**

**ACCOUNTING ESTIMATES
AND JUDGEMENTS**

On-trade loan agreements are complex, cover several aspects of the customer relationship and may vary from agreement to agreement. Management assesses the recognition and classification of income and expense for each agreement, including the allocation of payments from the customer between revenue, customer interest (the operating earnings) and repayment of the loan.

Management also assesses both individually and on a portfolio basis whether developments in local conditions for on-trade customers could impact the expected credit losses.

Exposure to credit risk on receivables is managed locally, and credit limits are set as considered appropriate for the customer, taking into account the current local market conditions.

Development in impairment losses on receivables

DKK million

	2021		2020	
	Receivables from sales of goods and services	On-trade loans	Other	Total
Impairment of 1 January	-699	-499	-316	-1,514
Impairment losses recognised	145	-127	-24	-63
Reversed impairment losses	63	29	1	93
Reversed impairment losses	176	136	328	640
Acquisition of entities, net	7	6	13	26
Foreign exchange adjustments	-17	-9	-14	-40
Impairment of 31 December	-617	-464	-25	-1,106

The local entities assess the credit risk and adhere to Group guidelines, which include setting credit limits, ensuring timely payment, purchasing credit insurance and holding collateral.

In assessing credit risk, management analyses the need for impairment of trade receivables and on-trade loans due to customer insolvency. Many customers are currently dependent on government subsidies in the form of reduced or waived payment terms. The increased credit risk is expected to continue into 2022.

ACCOUNTING POLICIES

Receivables are recognised initially at fair value and subsequently measured at amortised cost less loss allowance or impairment losses. Trade receivables comprise sale of goods and services as well as short-term on-trade loans to customers. Other receivables comprise VAT receivables, loans to partners, associates and joint ventures, interest receivables and other financial receivables.

For on-trade loans, any difference between the present value and the nominal amount at inception is treated as a prepaid discount to the customer, and the discount is recognised in the income statement in accordance with the terms of the agreement.

The market interest rate is used as the discount rate, corresponding to the money market rate based on the maturity of the loan with the addition of risk premium. The effective interest on these loans is recognised as the difference between the discount rate and the effective interest rate (included in a discount in revenue).

The Group applies the simplified approach to measure expected credit losses. This results in recognising a lifetime expected loss allowance for all trade receivables. Loss rates are determined based on grouping of trade receivables sharing the same credit risk characteristics and post-due days.

Regarding on-trade loans and loans to associates, a loss allowance is recognised based on 12-month or lifetime expected credit losses, depending on whether a significant increase in credit risk has arisen since initial recognition.

In certain markets, the Group enters into factoring agreements on a non-recourse basis, which involves selling trade receivables to a factor. Trade receivables are derecognised from the balance sheet once the criteria for derecognition have been met and all substantial risk and rewards transferred. The Group does not have any continuing involvement once the receivables have been derecognised.

**SECTION 2.1
SEGMENTATION OF
ASSETS AND
RETURNS**

At year-end, invested capital was up by DKK 2.1bn, primarily due to the depreciation of the Russian rouble and the Chinese renminbi.

The acquisitions of Morston's brewing activities and the Brooklyn brand rights had a full-year impact on average invested capital, whereas in 2020 they had only been included for two months and six months respectively. The acquisition of Wernesgrüner, completed at

Invested capital

DKK million

	2021	2020	Western Europe	Central & Eastern Europe	Net allocated	Shareholders' total	Non-allocated	Carlsberg total
Total assets	126,383	118,816	35,746	26,964	-602	80,761	780	81,541
Less:	-1,932	-1,767	15,317	2,682	-602	29,984	1,168	31,152
Less: Financial receivables, investments and receivables sold	1,247	1,994	2,271	2,683	5	4,671	501	5,172
Good and bad receivables	-8,342	-8,093	1,340	1,800	191	4,215	8	4,223
Assets acquired	117,384	110,960	1,796	1,488	102	4,379	17	4,396
Trade payables	-20,642	-16,598	17	460	-	1,424	-86	1,338
Deposits on renewable packaging materials	-1,504	-1,276	9,23	8,65	-	10,43	-	10,43
Prepayments, ext.	-3,210	-4,322	20,15	153,48	-	28,13	-	27,53
Other intangibles, excl. intangible assets	-8,372	-7,123	35,746	18,045	6	80,761	780	81,541
Intangible assets	-33,728	-29,318	16,142	2,682	6	30,269	780	31,049
Liabilities offset	81,636	81,541	2,273	1,482	3	3,764	424	4,188
Goodwill	-52,402	-50,029	1,258	1,395	78	4,386	10	4,396
Invested capital excl.	31,152	31,249	44	1,037	5	357	-	357
Invested capital	82,885	82,227	8,7%	15,0%	-	24,4%	-	23,7%

* 2020 figures have been restated to reflect the new regional segmentation.

SECTION 2

SECTION 2.2 IMPAIRMENT

2.2.1 RECOGNISED IMPAIRMENTS

In 2021 and 2020, the impairment tests of goodwill and brands with indefinite useful life were reported at the reporting date.

In 2021, recognised impairment losses related to the Balikka brand and other brands in Russia of DKK 950m, land use rights in China of DKK 107m, renumeration packaging in certain markets in Asia of DKK 130m, other items of property, plant and equipment of DKK 21m and investments in associates in China of DKK 244m.

In 2021, the Group recognised reversal of impairment losses of DKK 114m (2020: DKK 2m) in Denmark, China and Russia relating to

Impairment of brands and other non-current assets

	2021	2020
DKK million		
Intangible assets		
Brands	950	231
Other intangible assets	107	4
Total	1,057	235
Property, plant and equipment	151	124
Plant, machinery and equipment	-114	-2
Reversal of impairment losses	37	122
Total	77	122
Investments in associates	244	-
Impairment of investment in associates	1,338	337
Total impairment losses, net	1,122	307
Of which recognised in special items, cf. section 3.1		

assets that had been brought back into production or reclassified as held for sale.

In 2020, impairment losses of DKK 231m relating to brands and DKK 124m relating to property, plant and equipment were recognised. The impairment loss on brands was mainly related to the Argonaut brand and was due to a significant decline in volumes caused by COVID-19 restrictions in the market.

Impairment of brands in Russia
Russia experienced a significant increase in interest rates in the second half of 2021, as well as inflation, which negatively impacted the costs of raw and packaging materials. These increases are expected to continue in 2022. Russia is a highly price-competitive market, which has a negative impact on profit margins. The effect of these trends has been incorporated into the impairment test, resulting

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Impairment of brands and other non-current assets

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In the recoverable amount of the Balikka brand and other Russian brands being lower than their carrying amount. The brands were therefore written down by a total of DKK 950m, DKK 900m of which was allocated to the Balikka brand.

The Balikka brand has been written down on two previous occasions. In total by DKK 8,800m. The previous write-downs followed detailed reviews of expected future growth after prolonged challenging macroeconomic conditions, changes in the market environment such as PET downscaling and various changes in consumer trends. These factors were also incorporated into the recent impairment test.

Other impairments
In certain markets in Asia, the return systems are not legally required but have been developed as a result of market practice in the beverage industry. The collection rates for returnable packaging declined significantly in 2021 compared with previous years as a result of COVID-19 restrictions, leading to the recognition of impairment losses of DKK 130m for lost, returnable packaging.

In China, disputes relating to the management of that group's brands resulted in significant losses of DKK 244m. The disputes further meant that the Group lost its significant influence in the company, and the residual investment was therefore reclassified to financial investments.

Impact of COVID-19

The COVID-19 pandemic and its impact on volumes, earnings and cash flows indicate possible impairment of non-current assets.

The Group has carefully assessed the expected recovery from the pandemic in terms of both volumes and earnings. The beverage industry has proven resilient to the pandemic. To some extent, volumes initially shifted from the on-trade to the off-trade, then back to the on-trade again in 2021, when restrictions were eased, and earnings returned to approximately the same level as before the pandemic.

At the end of the second year of the pandemic, we again experienced an increase in restrictions as the weather got colder and infection levels rose. This will have a negative impact on, in particular, the on-trade channel, which has been included in the forecasts used for impairment testing. We expect volumes and earnings to recover to pre-pandemic levels again. The expected timing and speed of the recovery differ from market to market depending on the extent of government restrictions and on consumer behaviour.

In the assessment of impairment of non-current assets, no additional indications of impairment as a result of the COVID-19 pandemic, have been identified.

Goodwill and brands with indefinite useful life
Goodwill and brands with indefinite useful life relating to the acquisitions of Balikka Breweries, Kronenbourg, Chongqing Brewery

The competitive environment is generally characterised by the presence of large global players. In certain markets, such as Russia, a large number of small, local players take up a significant part of the beer market.

Due to the larger on-trade exposure, the southern part of the region was more exposed to COVID-19 in 2020 and 2021 than the eastern part of the region, including Russia, where the on-trade exposure is limited.

The competitive environment has been challenging in recent years, particularly in Russia, which has seen an increased focus on promotional activities to drive volumes, leading to a downward pressure on margins.

In 2020 and 2021, all markets in the region were impacted by COVID-19 at different times and to different extents. The impact from COVID-19 in China was most profound in the first quarter of 2020, since which the market has seen only temporary and limited restrictions, enabling our business to deliver strong performance.

The focus in the region remains profitable revenue growth, driven by premiumisation and volume growth. Activities include continued investment in and expansion of our international premium brands, in particular Tuborg, 1664, Blauk, Carlsberg and Somersby, and the strengthening and premiumisation of our local power brands.

CENTRAL & EASTERN EUROPE
Central & Eastern Europe consists of the large Russian and Ukrainian beer markets, a number of smaller markets across southern and eastern Europe and our export of licence businesses.

ASIA
The importance of Asia for the Group has increased significantly over the past decade, during which the Group has strengthened its

NEW SEGMENTATION FOR 2021
The Group's segmentation and regional split of entities changed as of 1 January 2021, and the allocation of CGLs changed accordingly, with goodwill amounting to DKK 3,039m reallocated from Western Europe to Central &

Key assumptions
2021 Forecast: 1% cash flow growth, 0.2% terminal period growth, 1.7% pre-tax discount rate
2020 Actual: -10% cash flow growth, 1.0% terminal period growth, 4.5% pre-tax discount rate
2021 Forecast: -2.6% cash flow growth, 3.5% terminal period growth, 6.3% pre-tax discount rate

The average cash flow growth in the forecast period reflects the significant risk adjustments included in the forecast specifically for the impairment test. The risk adjustments consider alternative scenarios to account for the particular uncertainty related to the continued impact on earnings and cash flow from the COVID-19 pandemic, the time and speed of the recovery, and the volatile macroeconomic and competitive situation in Central & Eastern Europe.

Potential upside are not identified and adjusted in the cash flows used for impairment testing. Growth is projected in nominal terms and therefore does not translate into cash flow or the same growth rate in the Group's presentation currency, DKK.

SECTION 2.2 (CONTINUED) IMPAIRMENT

ACCOUNTING ESTIMATES AND JUDGEMENTS

The Group's management structure reflects the geographical segments, cf. section 1.1, and decisions are made by the regional managements responsible for performance, operating investments and growth initiatives in their respective regions.

There is significant vertical integration of the production, logistics and sales functions, supporting and promoting efficiencies across the Group or within regions.

Assets, other than goodwill and brands with regional and global presence, are allocated to individual cash-generating units (CGUs), being the level at which the assets generate largely independent cash inflows. As the Group operates with local sales and production organisations, the cash inflows are generated mostly locally, and the CGUs are therefore usually identified at country level.

Key considerations in impairment tests

Within 12 months from the date of acquisition, the determination of CGU allocation is made, and cash inflows are assessed in connection with the purchase price allocation.

The Group has identified controlled software relating to the Group's ERP systems as corporate assets, and as such these are peripheral to the generation of cash inflows. The Group's ERP landscape is closely linked to the internal management structure, and the identified assets are therefore tested for impairment at the CGU level to which goodwill is allocated.

Corporate assets
The Group has identified controlled software relating to the Group's ERP systems as corporate assets, and as such these are peripheral to the generation of cash inflows. The Group's ERP landscape is closely linked to the internal management structure, and the identified assets are therefore tested for impairment at the CGU level to which goodwill is allocated.

Goodwill and brands with indefinite useful life are subject to an annual impairment test, performed initially before the end of the year of acquisition. The test is performed at the level where cash flows are considered to be generated, either at CGU level or at the level of a group of CGUs. All assets are tested if on event or circumstance indicates that the carrying amount may not be recoverable. If an asset's carrying amount exceeds its recoverable amount, an impairment loss is recognised. The recoverable amount is the higher of the assets' fair value less costs of disposal and its value in use.

For all assets, the value in use is assessed based on future cash flows with reference to the expected future net cash flows. The assessment is based on the lowest CGU affected by the change; that is, the impairment. The cash flow is discounted by a rate applied for any risk specific to the asset, if relevant to the applied calculation method.

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Goodwill does not generate largely independent cash inflows on its own and is therefore allocated to the Group's geographical segments, which is the level at which it is monitored for impairment management.

At the time of acquisition of entities, goodwill is allocated to CGUs, cf. section 5.2. The structure and gross of CGUs are reassessed every year. The Group's control of Henninger Brewery in 2021 and of Heineken's brewing business in 2020, the goodwill recognised on these acquisitions was allocated to the Western Europe CGU.

The international brands acquired with the 40% non-controlling interest in Carlsberg Breweries A/S and the Balikka brand are individually material and specified in section 2.2.3.

Cost flows for brands are separately identifiable and brands are therefore tested individually for impairment. This test is performed in addition to the test for impairment of goodwill.

ACCOUNTING ESTIMATES AND JUDGEMENTS

The following brands are considered significant when comprising their carrying amount with the total carrying amount of brands with indefinite useful life:

- Balikka brand
- International brands

International brands is a group of brands recognised in connection with the acquisition of the 40% non-controlling interest in Carlsberg Breweries A/S and allocated to Western Europe. The amount is not allocated to individual brands.

Corporate assets
The Group has identified controlled software relating to the Group's ERP systems as corporate assets, and as such these are peripheral to the generation of cash inflows. The Group's ERP landscape is closely linked to the internal management structure, and the identified assets are therefore tested for impairment at the CGU level to which goodwill is allocated.

Goodwill and brands with indefinite useful life are subject to an annual impairment test, performed initially before the end of the year of acquisition. The test is performed at the level where cash flows are considered to be generated, either at CGU level or at the level of a group of CGUs. All assets are tested if on event or circumstance indicates that the carrying amount may not be recoverable. If an asset's carrying amount exceeds its recoverable amount, an impairment loss is recognised. The recoverable amount is the higher of the assets' fair value less costs of disposal and its value in use.

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Other non-current assets
Other non-current assets are tested for impairment when indicators of impairment exist.

For property, plant and equipment, management performs an annual assessment of the assets' future application, for example in relation to changes in production structure, restructurings or brewing closures. Since 2020, the assessment has also included the impact of the COVID-19 pandemic.

For investments in associates and joint ventures, examples of indicators of impairment are loss-making outcomes or significant changes in the business environment.

Impairment losses on goodwill and brands, significant losses on property, plant and equipment, investments in associates and joint ventures, and losses arising on significant restructurings of processes and structural adjustments are recognised as special items. Minor losses are recognised in the income statement in the relevant line item.

2.2.2 IMPAIRMENT TEST OF GOODWILL

Impairment of goodwill is not reversed. Impairment of other assets is reversed only to the extent of changes in the assumptions and estimates underlying the impairment calculation. Impairment is only reversed to the extent that the asset's new carrying amount does not exceed the carrying amount of the asset, other than impairment of goodwill.

The carrying amount of goodwill allocated to groups of CGUs

DKK million	2021	2020
Western Europe	20,285	19,602
Asia	15,963	15,363
Central & Eastern Europe	18,256	15,525
Total	54,504	50,492

Estimating expected cash flow, weighted developing multiple probability-weighted scenarios to reflect different outcomes in terms of timing and amount. Measurement of the forecast period growth rates reflects 15% adjustments made to calculate the expected cash flows.

2.2.3 IMPAIRMENT TEST OF BRANDS
Brands with indefinite useful life

DKK million	2021	2020
Balikka brand	4,410	4,878
International brands	3,000	3,000
Significant brands	7,410	7,878

In 2021, significant brands represented 50% (2020: 55%) of the total carrying amount of brands with indefinite useful life. The decrease in the carrying amount of the Balikka brand compared with 2020 is mainly due to the impairment loss recognised in 2021, partly offset by the appreciation of RUB.

Other brands comprise a total of 21 brands (2020: 19 brands) that individually are not material compared with the total carrying amount.

Input costs
Input costs in the budget and target plans are based on past experience and on:

- Contracted raw and packaging materials
- Contracted services within sales, marketing, production and logistics
- Cost optimisations not related to restructurings
- Expected inflation

Depreciating investments
Projections are based on past experience of the level of depreciation of existing property, plant and equipment. Including scheduled production line write-offs and improvements to existing equipment. Non-current asset capacity increases and new equipment are not included.

Terminal period growth
Terminal period growth is projected to be equal to or below the expected future cash flows generated from the ongoing programs decided for the individual brand for the next 20 years and projected for subsequent years.

The risk-free cash flows are discounted using a rate reflecting the risk-free interest rate with the addition

ACCOUNTING ESTIMATES AND JUDGEMENTS

The best for impairment of brands is performed using the relief from royalty method and is based on the expected future cash flows generated from the ongoing programs decided for the individual brand for the next 20 years and projected for subsequent years.

The risk-free cash flows are discounted using a rate reflecting the risk-free interest rate with the addition

Average	Terminal period growth	Pre-tax discount rate	Post-tax discount rate
2021	4.5%	12.5%	10.9%
Balikka brand	1.5%	1.7%	4.9%
International brands			4.8%

**SECTION 2.2 (CONTINUED)
IMPAIRMENT**

of the risk premium associated with the individual brand.

Key assumptions
The key assumptions on which management bases its cash flow projection include the expected useful life, revenue growth, the terminal rate, the expected inflation benefit, the royalty rate and the discount rate.

Management useful life
Management has assessed that the value of brands with indefinite useful life can be maintained for an indefinite period, as these are well-established brands in their markets, having existed for decades or even centuries. The beer industry is characterised as being very stable with consistent consumer demand and a predictable competitive environment, and is expected to be profitable for the foreseeable future. Central of the brands is legally established and enforceable indefinitely.

Revenue growth
At the time of acquisition of any individual brand, a revenue growth curve is forecast based on a long-term strategic view of the risk and opportunities relevant to the brand. The curve is forecast for a 20-year horizon. This horizon reliably reflects the lengthy process of implementing brand strategies to support a brand occupying its intended place in the Group's portfolio. The forecast period applied is comparable with the common term of the majority of licence agreements to which the Group is party.

In the local markets, the product portfolio usually consists of local brewer brands and international premium brands. When projecting revenue growth for local brands, in addition to their commercial strength – such as market share and segment position – the forecast takes into consideration the demographics of

the primary markets, including expected developments in population, consumption levels, generation-split patterns, rate of urbanisation, beer market maturity, level of premiumisation, and circumstances generally limiting the growth opportunities for alcoholic beverages etc.

For brands with global or regional presence, enhanced investments in product development and marketing are expected. The expected growth rate for these brands is generally higher than for more localised brands and is usually highest early in the 20-year period.

Depending on the nominal growth expectations for the individual brand, the revenue growth in individual years may be above, equal to or below the forecast inflation level in the markets where the brand is present.

When preparing budgets, consideration is given to events or circumstances that are relevant to reliably project the short-term performance of each brand. Examples include significant campaign activities, changes in excise duties etc., which may have a short-term impact but are non-recurring and quickly absorbed by the business. Since the impact is not material to the long-term projections, it is not taken into consideration when estimating the long-term and terminal period growth rates. Please refer to the description of the impact of increases in excise duties in the description of sales prices in section 2.2.2.

In 2021, the drop in revenue experienced in 2020 due to the COVID-19 pandemic was, as expected, largely regained in most markets, following the introduction of vaccines and the lifting of governmental restrictions.

The risk of future revenue decline from inflation levels potentially increasing again has been carefully considered. The beverage industry has generally proved to be resilient, and the decline in revenue experienced in 2020 is not expected to have a long-term impact.

Revenue is expected to recover to pre-pandemic levels in the medium and long term. The lifting of the recovery has been carefully considered, particularly

for brands with lower headroom to the carrying amount.

For brands with lower headroom to the carrying amount, the theoretical tax benefit applied in the test uses tax rates and amortisation periods based on current legislation. The impairment test applies tax rates in the range of 15-31% and amortisation periods of 5-15 years.

Royalty rate
Royalties generated by a brand are based on the Group's total income from the brand and are earned globally, i.e. the income is also earned outside the CBU that owns the brand. If external licence agreements for the brand already exist, the market terms of such agreements are taken into consideration when assessing the royalty rate that the brand is expected to generate in a transaction with independent parties. The royalty rate is based on the actual market position of the individual brand in the global, regional and local markets, and assumes a 20-year horizon. This term is common to the beverage industry when licensing brands.

For some brands, the share of the total beer market profit exceeds the volume share to an extent that creates significant market entry barriers for competing brands and justifies a higher royalty rate.

In 2021, the royalty rate for one of the brands was adjusted downwards from 13% to 11% due to increased competition in the market and declining margins.

Royalty rates	International, premium and specialty beers	3.5-11.0%
Strong regional and national brands		3.0-5.0%
Local and medium brands		2.0-3.5%

Discount rates
The discount rate is a weighted average cost of capital (WACC) that reflects the risk-free interest rate with the addition of a risk premium relevant to each brand.

The risk-free interest rates used in the impairment tests are based on observed market data. For countries where long-term risk-free interest rates are not observable, or valid due to specific national or macroeconomic conditions, the interest rate is estimated based on observations from other markets and/or long-term expectations expressed by international financial institutions considered reliable by the Group.

The added credit risk premium (spread) for the risk-free interest rate is fixed at market price or slightly higher, reflecting the expected long-term market price. The aggregate interest rate, including spread, thereby reflects the long-term interest rate applicable to the Group's investment in the individual markets, terms of such agreements are taken into consideration when assessing the royalty rate that the brand is expected to generate in a transaction with independent parties. The royalty rate is based on the actual market position of the individual brand in the global, regional and local markets, and assumes a 20-year horizon. This term is common to the beverage industry when licensing brands.

Interest rates applied in Central & Eastern Europe in recent years, the macroeconomic situation has deteriorated significantly in Eastern Europe, resulting in interest rates and inflation increasing to a level significantly higher than the Group's long-term expectations.

The Group continues to monitor market developments and compare these with the expectations of key international financial institutions to determine if the observable data can be applied. The use of expected future interest rates in previous periods may have overestimated the interest rate that should have been used in the impairment test because the relationship between discount rates and growth rates (the real interest rate) was expected to be constant. Expectations for the long-term real interest rate remain a key assumption for the impairment testing in general, and for CCUs with exposure to the Russian market in particular.

The impairment test of the Baltika brand is sensitive to changes in the real interest rate. Since no expected future long-term real interest rate can be directly observed, the estimate of a real interest rate is subjective and associated with risk.

In 2021, the observable interest rate and inflation in Russia increased to levels significantly higher than the long-term expectations of key international financial institutions. This high risk-free interest rate has been

**SECTION 2.2 (CONTINUED)
IMPAIRMENT**

applied in the impairment test for 2021 to discount the forecast period cash flows.

To avoid applying negative real interest rates in perpetuity, the discount rate used to calculate the net present value of the cash flows in the terminal period has been adjusted to incorporate an interest rate that is equal to the expected rate of inflation with the addition of an expected long-term real interest rate of 2.8%. The expected real interest rate was estimated based on market observations from the preceding five years.

Interest rates applied in Western Europe
Western Europe is experiencing very low interest rates. In several countries even lower than inflation, resulting in negative real interest rates. The Group generally applies a growth rate in the terminal period that is equal to or slightly lower than expected inflation. Management does not expect assets and CCUs subject to impairment testing to have a negative real interest rate in perpetuity.

To avoid applying negative real interest rates in perpetuity, the discount rate used to calculate net present value of the cash flows in the terminal period has been adjusted to incorporate an interest rate that is equal to the expected rate of inflation, with the addition of the expected long-term real interest rate.

2.2.4 SENSITIVITY TESTS
Sensitivity tests have been performed to determine the lowest forecast and terminal period growth rates and/or higher discount rates that can occur in the groups of CCUs and brands with indefinite useful life without leading to any impairment loss.

The risk-free interest rates observable for Western Europe increased but remained low at the end of 2021. The sensitivity tests calculate

the impact of higher interest rates and allow for a double-digit percentage-point increase in risk-free interest rates.

Due to a challenging macroeconomic situation in some CCUs and groups of CCUs, the Group performed additional sensitivity tests to ensure that no potential impairment had been overlooked. These additional sensitivity tests did not identify any potential impairment.

GOODWILL
The test for impairment of goodwill did not identify any CCUs or groups of CCUs to which goodwill is allocated where a reasonably possible negative change in a key assumption would cause the carrying amount to exceed the recoverable amount.

The goodwill allocated to Central & Eastern Europe was primarily recognised when the Group completed the step acquisition of the remaining 50% of the Baltic Beverage Holding Group from Scottish & Newcastle in 2009. However, the impairment test includes 100% of the cash flow generated by Central & Eastern Europe, resulting in the recoverable amount significantly exceeding the carrying amount.

BRANDS
Following the impairment losses recognised in 2021 and 2020, a reasonably possible negative change in a key assumption would cause the carrying amount of the brands that were written down to exceed the recoverable amount. The sensitivity to changes in the assumptions is shown in the table below.

Sensitivity test	Average		Terminal period		Risk-free interest rate	
	1% point	-1% point	1% point	-1% point	+1% point	-1% point
DKKbn						
Baltika brand						

Key assumptions
The key assumptions relevant to the assessment of the recoverable amount are:

- Volume
- Price
- Discount rate

The test for volume and pricing are closely linked, which, together with the presence of multiple sub-brands in various geographical markets, makes individual sensitivity testing on the basis of these two assumptions highly impractical. Instead, sensitivity testing is performed for the overall revenue growth rate, in both the forecast period and the terminal period.

The sensitivity test for the maximum decline in growth rate in the forecast period assumes a year-on-year decline in the nominal growth rate, thereby estimating the accumulated effect of a negative change for the full forecast period.

The sensitivity tests were completed with all other assumptions unchanged, as it is relevant to assess the sensitivity to, for example, a decline in the growth rate independently of changes in the discount rate. This is because the growth rate in itself might be impacted by

changes in brand strategy and other market factors.

The sensitivity calculated also assumes a straight-line impact despite the fact that changes in market dynamics and adjustments to these will in practice have different impacts in the individual years and might not apply in the long term.

Interest rates in Western Europe have been low for several years and are currently lower than inflation. An increase in the interest rates without a corresponding change in inflation would result in a lower recoverable amount for brands and could potentially lead to impairment. However, management considers the risk of a significant write-down to be very low.

Baltika brand
The Baltika brand was written down to its recoverable amount at the end of 2021. As a result, even a small negative change in the key assumptions could lead to further impairment.

At 31 December 2021, the carrying amount of the Baltika brand was DKK 4,410m (2020: DKK 4,878m).

**SECTION 2.2 (CONTINUED)
IMPAIRMENT**

Changes in the market dynamics and the challenging competitive environment in Russia could have a significant, negative impact on the recoverable amount. Macroeconomic recovery could lead to further premiumisation or localisation, which could drive consumers towards international brands or local/regional brands.

An increase in the real interest rate from the current level (2.8%), either because of a higher interest rate or lower inflation, could significantly reduce the recoverable amount.

A 1 percentage point increase in the risk-free interest rate would result in a reduction in the recoverable amount of DKK 0,65m, and a 1 percentage point decrease in the terminal growth rate would result in a reduction in the recoverable amount of DKK 0,29m.

The combined effect of a 1 percentage point negative change in the interest rate, the terminal growth rate and the average growth rate in the forecast period (year on year) would result in a reduction in the recoverable amount of DKK 1,19m.

Other brands in Russia
Other brands in Russia were written down to their recoverable amount at the end of 2021. As a result, even a small negative change in the key assumptions could lead to further impairment.

Following the impairment, the carrying amount of the brands amounts to DKK 646m (2020: DKK 639m). Any increase in the risk-free interest rate or decrease in the terminal growth rate would therefore result in a minor additional impairment.

Anchor brand
As the Anchor brand was written down to the recoverable amount in 2020, a reasonably possible negative change in the key assumptions could lead to further impairment.

Following the impairment, the carrying amount of the brand amounts to DKK 93m (2020: DKK 89m). Any increase in the risk-free interest rate or decrease in the terminal growth rate would therefore result in a minor additional impairment.

**SECTION 2.3
INTANGIBLE ASSETS
AND PROPERTY, PLANT AND EQUIPMENT**

DKK million

2021	Goodwill	Brands	Intangible assets			Property, plant and equipment			Total
			Other intangible assets	Total	Land and buildings	Plant and machinery	Other equipment, fixtures and fittings		
Car									
Cost at 1 January	52,064	24,056	4,957	81,087	19,228	28,479	15,614	63,321	144,409
Acquisition of entities	214	654	9	877	42	-51	-182	-191	686
Additions, including right-of-use assets	-	-	341	341	328	1,970	2,021	4,319	4,660
Disposal and deconsolidation of entities	-301	-	-20	-321	-102	-209	-379	-690	-1,011
Deposits	-	-2	-386	-388	65	-674	-1,975	-2,922	-3,310
Transfers	-	-	-	-	65	-483	96	-322	-322
Foreign exchange adjustments etc.	2,250	1,473	143	3,866	551	1,260	534	2,325	6,191
Car at 31 December	54,227	26,181	5,094	85,502	19,835	30,272	15,729	63,840	151,902
Amortisation, depreciation and impairment losses									
Amortisation, depreciation and impairment losses at 1 January	1,572	9,427	4,027	15,026	8,165	18,155	10,702	37,022	52,048
Disposals	-	-	-7	-7	-40	-147	-329	-516	-823
Amortisation and depreciation	-	-2	-369	-371	-186	-642	-1,846	-2,674	-3,045
Impairment losses	-	950	206	1,157	673	1,450	2,048	4,171	4,386
Reversal of impairment losses	-	-	-	-	5	22	124	151	1,208
Transfers	-	-	-	-	-86	-4	-24	-114	-114
Foreign exchange adjustments etc.	171	837	49	1,057	123	648	355	1,326	2,383
Amortisation, depreciation and impairment losses at 31 December	1,743	11,231	4,013	16,987	8,509	19,653	11,030	39,132	54,179
Carrying amount at 31 December	52,484	14,950	1,081	68,515	11,330	10,619	4,699	26,648	95,123
Right-of-use assets included at 31 December	-	-	-	-	174	887	205	385	385
Carrying amount at 31 December	-	-	-	-	887	11	205	385	1,318

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**SECTION 2.3 (CONTINUED)
INTANGIBLE ASSETS
AND PROPERTY,
PLANT AND
EQUIPMENT**

2020	Goodwill	Brands	Intangible assets			Property, plant and equipment			Total
			Other intangible assets	Land and buildings	Plant and machinery	Other equipment and fixtures			
Cost									
Cost of 1 January	54,728	27,518	4,907	87,263	18,978	30,595	15,760	65,333	152,596
Acquisition of entities	1,812	-	-	1,812	624	258	372	1,265	3,077
Additions, including right-of-use assets	-	804	-	1,049	224	1,781	1,818	3,823	4,872
Disposals	-	-	-66	-66	-1,049	-846	-1,392	-2,841	-2,907
Transfers	-	-	-8	-8	1,049	-1,222	195	22	16
Foreign exchange adjustments etc.	-4,496	-4,296	-173	-8,965	-1,054	-2,087	-1,140	-4,281	-13,246
Cost at 31 December	52,044	24,056	4,597	81,007	19,228	28,679	15,614	63,221	144,408
Amortisation, depreciation and impairment losses									
Amortisation, depreciation and impairment losses of 1 January	1,618	11,593	4,025	17,236	8,258	18,827	10,641	37,726	54,962
Disposals	-	-	-42	-42	-464	-815	-1,253	-2,532	-2,574
Amortisation and depreciation	-	20	167	187	653	1,448	2,048	4,149	4,336
Impairment losses	-	231	4	235	8	84	30	122	357
Transfers	-	-	-	-	9	10	1	20	20
Foreign exchange adjustments etc.	-46	-2,417	-127	-2,590	-299	-1,199	-705	-2,453	-5,053
Amortisation, depreciation and impairment losses at 31 December	1,572	9,427	4,027	15,026	8,105	18,155	10,702	37,022	52,048
Carrying amount at 31 December	50,492	14,629	940	66,001	11,003	10,524	4,912	26,299	92,360
Right-of-use assets included at 31 December	-	-	-	-	178	11	207	415	396
Amortisation and depreciation	-	-	-	-	942	25	1,382	1,382	1,382
Carrying amount at 31 December	-	-	-	-	-	-	-	-	-

**SECTION 2.3 (CONTINUED)
INTANGIBLE ASSETS
AND PROPERTY,
PLANT AND
EQUIPMENT**

**ACCOUNTING
POLICIES**

Intangible assets and property, plant and equipment are initially recognised at cost and subsequently measured at cost less accumulated amortisation or depreciation and impairment losses.

Cost comprises the purchase price and costs directly attributable to the acquisition until the date when the asset is available for use. The cost of acquired brand rights is accounted for using the accelerated cost approach. The total consideration includes an amount dependent on the brands' future performance.

The cost of self-constructed assets comprises direct and indirect costs of materials, supplies, sub-suppliers, wages and overheads, and capitalised borrowing costs. Specific period borrowing attributable to the acquisition of the asset, and is included in plant and machinery.

Research and development costs are recognised in the income statement as incurred. Development costs of intangible assets, for example software, are recognised as other intangible assets if the costs are expected to generate future economic benefits.

For assets acquired in business combinations, including brands and property, plant and equipment, cost of initial recognition is determined by estimating the fair value of the individual assets in the purchase price allocation.

Goodwill is not amortised but is subject to an annual impairment test, cf. section 2.2.

Where individual components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items.

Subsequent costs, for example in connection with replacement of components of property, plant and equipment, are recognised in the carrying amount of the asset if it is probable that the costs will result in future economic benefits for the Group. The repair of normal wear and tear is charged to the income statement. Costs incurred for an ordinary repair and maintenance are recognised in the income statement as incurred.

Useful life, amortisation, depreciation and impairment losses

Useful life and residual value are determined at the acquisition date and reassessed annually. If the residual value exceeds the carrying amount, depreciation is discontinued.

Amortisation and depreciation are recognised on a straight-line basis over the expected useful life of the assets, taking into account any residual value. The expected useful life and residual value are determined based on past experience and expectations of the future use of assets.

Depreciation is calculated on the basis of the cost less the residual value and impairment losses.

Amortisation and depreciation are recognised as cost of sales, sales and distribution expenses, and administrative expenses depending on the use of the asset.

The expected useful life is as follows:

Assets with finite useful life	Normally 20 years
Software	Normally 3-5 years. Group-wide systems developed for an integrated part of a major business development programme: 5-7 years
Delivery rights	Depending on contract, if no contract term has been agreed, normally not exceeding 5 years
Customer agreements/relationships	Depending on contract with the customer, if no contract exists, normally not exceeding 20 years

Impairment

Impairment losses of a non-recurring nature are recognised under special items.

Leases

At the commencement date, the Group recognises a lease liability and a corresponding right-of-use asset of the same amount, except for short-term leases of 12 months or less and leases of low-value assets.

A right-of-use asset is initially measured at cost, which is the fair value of the leased asset plus direct costs incurred by the Group. The Group has applied the practical expedient option for the recognition of lease contracts related to assets of the same nature and with similar lease terms, i.e. cars and trucks.

Subsequently, the right-of-use asset is measured at cost less depreciation and impairment losses and adjusted for remeasurement of the lease liability. The right-of-use asset is depreciated over the earlier of the lease term or the useful life of the asset. The impairment testing of right-of-use assets follows the same principles as those applied for property, plant and equipment, cf. section 2.2.

Right-of-use assets are recognised as property, plant and equipment.

The Group has elected not to recognise right-of-use assets and liabilities for leases with a term of 12 months or less and leases of low-value assets. Lease payments related to such leases are recognised in the income statement as an expense on a straight-line basis over the lease term.

Government grants and other funding

Grants and funding received for the acquisition of assets and development projects are recognised in the statement of financial position by deducting the grant from the carrying amount of the asset. The grant is recognised in the income statement over the life of the asset as a reduced depreciation charge.

**SECTION 2.3 (CONTINUED)
INTANGIBLE ASSETS
AND PROPERTY,
PLANT AND
EQUIPMENT**

Property, plant and equipment under construction amounted to DKK 1,193m (2020: DKK 1,121m). Property, plant and equipment under construction are recognised in plant and machinery until completion.

Other equipment, fixtures and fittings include transport, office and draught beer equipment, coolers and returnable packaging materials.

Other intangible assets include software, land use rights and beer delivery rights.

RIGHT-OF-USE ASSETS

The Group leases various properties and warehouses, production equipment, cars and trucks. Leases are negotiated on an individual basis and contain a wide range of different terms and conditions.

At 31 December 2021, the carrying amount of right-of-use assets was DKK 1,311m. During the year, additions amounted to DKK 427m and depreciation to DKK 395m.

Lease expenses recognised in the income statement, relating to short-term leases and leases of low-value assets, amounted to DKK 33m (2020: DKK 44m). Such contracts comprise the lease of copy and printing machines, coffee machines, small IT devices and similar equipment.

For disclosures of the interest expenses, cash flow and lease liabilities, please refer to sections 4.1, 4.4.1 and 4.7.

Amortisation, depreciation and impairment losses

Intangible assets	Property, plant and equipment	
2021	2020	
Cost of sales	158	2,290
Sales and distribution expenses	64	1,242
Administrative expenses	110	248
Special items	950	215
Total	1,282	4,208

Gain/loss on disposal of assets

DKK million	2021	2020
Gain on disposal of property, plant and equipment and intangible assets	119	76
Loss on disposal of property, plant and equipment and intangible assets	-26	-23
Total	93	53

SECTION 3

**SPECIAL ITEMS, PROVISIONS
AND OTHER LIABILITIES**

**1,429m
SPECIAL ITEMS, INCOME
(DKK)**

Impacted by reversal of provisions made in purchase price allocations in previous years.

**-1,682m
SPECIAL ITEMS, EXPENSES
(DKK)**

Impacted by write-downs of the Balduka brand and other brands in Russia, and restructuring costs across the Group.

CAPITAL COMMITMENTS

The Group has entered into various capital commitments that will not take effect until after the reporting date and have therefore not been recognised in the consolidated financial statements. Capital commitments amounted to DKK 132m (2020: DKK 41m).

**ACCOUNTING ESTIMATES
AND ADJUSTMENTS**

Useful life and residual value of intangible assets with finite useful life and property, plant and equipment

Useful life and residual value are initially assessed both in acquisitions and in business combinations. Management assesses brands and property, plant and equipment for changes in useful life. If an indication of a reduction in the value or useful life exists, such as changes in production structure, restructuring and/or changes in the way the asset is used, it is necessary to reassess the useful life and residual value of the asset. If necessary, the asset is written down to its fair value. If the useful life and residual value of the asset is reassessed and, if necessary, reduced in line with the asset's changed useful life, when changing the amortisation or depreciation period due to a change in the useful life, the effect on amortisation/depreciation is recognised prospectively as a change in accounting estimates.

The lease payment for cars and trucks often includes costs of service and insurance. If these costs are not objectively assessable, the Group estimates the costs when separating the service component from the lease.

**SECTION 3.1
SPECIAL ITEMS**

SPECIAL ITEMS, INCOME

In 2021, the Group recognised reversal of provisions made in purchase price allocations in prior years in Asia (DKK 1,238m), reversal of a restructuring provision in the UK (DKK 52m), reversal of impairment losses in Denmark (DKK 86m) and a reduction gain on retained investment in Carlsberg Brewery (DKK 38m).

The provisions recognised in purchase price allocations mainly related to indirect taxes and certain employee obligations, and were either settled during the year or are no longer expected to be realised.

In 2020, the Group recognised reversal of provisions made in purchase price allocations in prior years (DKK 596m) and a gain on disposal of the last part of the former brewery site in Heimbürg, Germany (DKK 62m).

SPECIAL ITEMS, EXPENSES

In 2021, write-downs were recognised of the Balduka brand and other brands in Russia, including DKK 950m, as a result of reduced profit margins and increased interest rates.

Special items, income

DKK million	2021	2020
Reversal of provisions made in purchase price allocations in prior years	1,238	586
Reversal of impairment losses	52	-
Gain on disposal of intangible assets	86	-
Reduction gain on deconsolidation of Carlsberg Brewery, cf. section 2.2	15	62
Disposal of property, plant and equipment previously impaired, including adjustments to gains and reversal of provisions made in prior years	38	52
Income	1,429	700

Special items, expenses

DKK million	2021	2020
Impairment of brands, cf. section 2.2	-950	-231
Impairment of investment of associates	-344	-
Impairment of property, plant and equipment	-270	-74
Risks, other restructuring and provisions	-139	-29
Adjustment of contingent consideration	-41	-89
COVID-19, special protective equipment and donations	-48	-125
Costs related to acquisition of entities, etc.	-253	-247
Special items, net	-1,682	-506

In China, TDK Lings Brewery was negatively impacted by disturbances in the operation and management of the company, resulting in the recognition of an impairment loss of DKK 244m. The consideration was settled in cash in December 2021.

**SECTION 3.1 (CONTINUED)
SPECIAL ITEMS**

During 2021 and 2020, the Group continued to carry out various restructuring projects as part of the ongoing focus on cost and efficiency initiatives. The COVID-19 pandemic did not have as severe a negative impact in 2021 as in 2020 due to reduced government impositions in the form of lockdowns, travel restrictions, limited social gathering and social distancing. Restructuring costs and costs of personal protective equipment, donations etc. incurred as a result of the response to the COVID-19 impact on the entire business therefore declined in 2021.

In 2020 The Group was also impacted by write-downs of a brand and brewing equipment mainly in Cambodia, as a consequence of COVID-19 restrictions in the market.

Impact of special items on operating profit

DKK million	2021	2020
<i>If special items had been recognised in operating profit before special items, they would have been included in the following line items:</i>		
Cost of sales	-1,016	-1,111
Sales and distribution expenses	-46	-305
Administrative expenses	-229	-307
Other operating income	1,397	668
Other operating expenses	-359	-192
Special items, net	-253	-247

**SECTION 3.4
CONTINGENT
LIABILITIES**

The Group operates in very competitive markets where consolidation is taking place within the industry and among its customers and suppliers, all of which in different ways influences its business.

In the ordinary course of business, the Group is party to certain lawsuits, disputes etc. of varying content and scope, some of which are referred to below. The resolution of these lawsuits, disputes etc. is associated with uncertainty, as they depend on relevant applicable proceedings, such as negotiations between the parties affected, government actions and court rulings.

In 2020, the German Supreme Court overruled the Higher Regional Court of Düsseldorf, which in 2013 had ruled in favour of Carlsberg Deutschland in relation to the competition case from 2014, in which the Federal Cartel Office in Germany issued a decision and imposed a fine of EUR 62m for alleged infringement of the competition rules in 2007. The German Supreme Court referred the competition case back to a new Senate for full new proceedings, which are currently ongoing.

In October 2021, the French competition authority issued a Statement of Objection against a large number of FMCG companies, including three entities in the Group – Kronenbourg SAS, Carlsberg Breweries A/S and Carlsberg A/S – for alleged participation in an anti-competitive agreement not to advertise the non-use of Bisphenol A (BPA). Carlsberg

ACCOUNTING ESTIMATES AND JUDGEMENTS

The use of special items entails management judgment in the separation from ordinary items. Management carefully considers individual items and projects (including restructuring) in order to ensure the correct distinction and split between operating activities and significant income and expenses of a special nature.

Management initially assesses the entire restructuring project and recognises all present costs of the project. The projects are assessed on an ongoing basis, with additional costs possibly being incurred during the lifetime of the project.

The estimate includes expenses related to termination of employees, onerous contracts, break fees and other obligations arising in connection with restructurings. Management reassesses the useful life and residual value of non-current assets used in an entity undergoing restructuring.

ACCOUNTING POLICIES

Special items include significant income and expenses of a special nature in terms of the Group's revenue-generating activities that cannot be attributed directly to the Group's ordinary operating activities.

Special items also include significant non-recurring items, including termination benefits related to retirement of members of the Executive Committee, impairment of goodwill and brands, significant provisions in relation to certain disputes and lawsuits, gains and losses on the disposal of activities and associates, revaluation of the shareholding in an entity held immediately before a step acquisition or cease of a business combination.

Significant restructuring of processes and structural adjustments are included in special items.

Special items are shown separately from the Group's ordinary operations to facilitate a better understanding of the Group's financial performance.

**SECTION 3.2
PROVISIONS**

Restructuring provisions relate to termination benefits to employees made redundant, primarily as a result of a restructuring project accounted for as special items.

The restructuring provision in 2021 of DKK 1,27m primarily relates to Rebet for the future, which was initiated in 2020. Other restructurings mainly related to Kronenbourg, Carlsberg Deutschland, Carlsberg Sverige and certain local supply companies.

Onerous contracts primarily related to contract brewing in Asia and are expected to be utilised by 2028.

Other provisions of DKK 2,754m related to ongoing disputes and lawsuits, profit sharing in France, provisions made in connection with purchase price allocations (PPA provisions) and employee obligations other than retirement benefits.

Timing of settlement of ongoing disputes, lawsuits and PPA provisions cannot be determined, whereas the remaining liabilities are expected to be settled in one to two years.

Total provisions have been impacted by reversal of provisions made in purchase price allocations in previous years in Asia, as described in section 3.1, and reversal of legal provisions, real estate and other contractual obligations that did not materialise, in total DKK 1,912m.

ACCOUNTING ESTIMATES AND JUDGEMENTS

In connection with restructurings, management assesses the timing of the costs to be incurred, which influences the classification as current or non-current liabilities.

Provision for onerous contracts is based on agreed terms with the other party and expected fulfilment of the contract, based on the current estimate of volumes, use of raw materials etc.

Management assesses provisions, contingent assets and liabilities, and the likely outcome of pending or probable lawsuits etc. on an ongoing basis. The outcome depends on future events, which are by nature uncertain. In assessing the likely outcome of lawsuits and tax disputes etc., management relies on external legal advice and established precedents.

ACCOUNTING POLICIES

Provisions, including profit-sharing provisions, are recognised when, as a result of events arising before or at the reporting date, the Group has a legal or a constructive obligation and it is probable that there may be an outflow of economic benefits to settle the obligation.

Provisions are discounted if the effect is material to the measurement of the liability. The risk-free interest rate is used as the discount rate.

Restructuring costs are recognised when a detailed, formal restructuring plan has been announced to those affected no later than at the reporting date. On acquisition of entities, restructuring provisions in the acquiree are only included in the opening balance when the acquiree has a restructuring liability at the acquisition date.

A provision for onerous contracts is recognised when the benefits expected to be derived by the Group from a contract are lower than the unavoidable costs of meeting its obligations under the contract.

ACCOUNTING POLICIES

Other liabilities include excise duties (specific taxes imposed on sales of beer and soft drinks), VAT, withholding tax, accrued interest, payroll, e.g. salaries, overtime, vacation and bonus.

Other liabilities (current) are initially recognised at fair value and subsequently at amortised cost.

DKK million	2021	2020
Classified as		
Non-current liabilities	449	5,196
Current liabilities	12,677	7,414
Total	13,126	12,610

DKK million	2021	2020
Other liabilities by origin		
Self costs payable	3,118	1,938
Excise duties and VAT payable	2,933	2,641
Other payables	2,200	2,061
Deferred income	621	700
Contingent consideration	4,254	5,290
Total	13,126	12,610

For further description of contingent consideration cf. section 5.4.

DKK million	Restructuring contracts	Onerous contracts	Other	Total
Provisions at 1 January 2021	274	476	3,846	4,596
Additional provisions recognised	-	22	22	22
Additional provisions recognised during the year	151	1	793	945
Reversal of unused provisions	-188	-35	-371	-594
Transfers	-67	-	-1,749	-1,816
Discounting	-	-24	-8	-32
Foreign exchange adjustments etc	8	4	16	20
Provisions at 31 December 2021	178	456	2,754	3,388

Classified as	2021	2020
Non-current provisions	28	428
Current provisions	150	28
Total	178	456

**SECTION 4
FINANCING COSTS, CAPITAL
STRUCTURE AND EQUITY**

South Asia Pte Ltd ("CSAPL"), the parent company holding 100% and 90% of the shares in the businesses in India and Nepal respectively. Several of the disagreements pertaining to the Shareholders' Agreement between Carlsberg and its partner, including the partner's right to exercise the put option, have been referred to arbitration in Singapore. The arbitration award is expected in H1 2022.

Disputes always carry some inherent risk. The arbitration could have various outcomes, including either party being awarded a call option to buy out the other shareholder. If the tribunal were to find that Carlsberg has materially breached the Shareholders' Agreement, although this is not expected, the partner could become entitled to a call option to acquire the Group's 67% shareholding in CSAPL. From the time that such a call option were to become exercisable, the Group would, for accounting purposes, be required to cease consolidation of CSAPL, including Carlsberg India, and derecognise the investment in Carlsberg Brewery Nepal. If such a call option were to be exercised but not exercised, the Group would resume consolidation when the option lapsed.

Conversely, if the award is in favour of the Group, it could result in the acquisition of the 33% shareholding in CSAPL held by the partner. A party being awarded a call option that is subsequently exercised could lead to that party taking possession of 100% of the shares in CSAPL, resulting in the other party no longer being involved in the business of CSAPL.

In addition to the ongoing disputes with our partner in CSAPL regarding India and Nepal, there is also a dispute with the local 10% shareholder in Gorcha Brewery, a related party

to the Group's 33% partner in CSAPL. Please refer to section 5.2.

Although no final rulings have been made in the ongoing cases, there is still significant risk associated with these cases due to the inherent uncertainty.

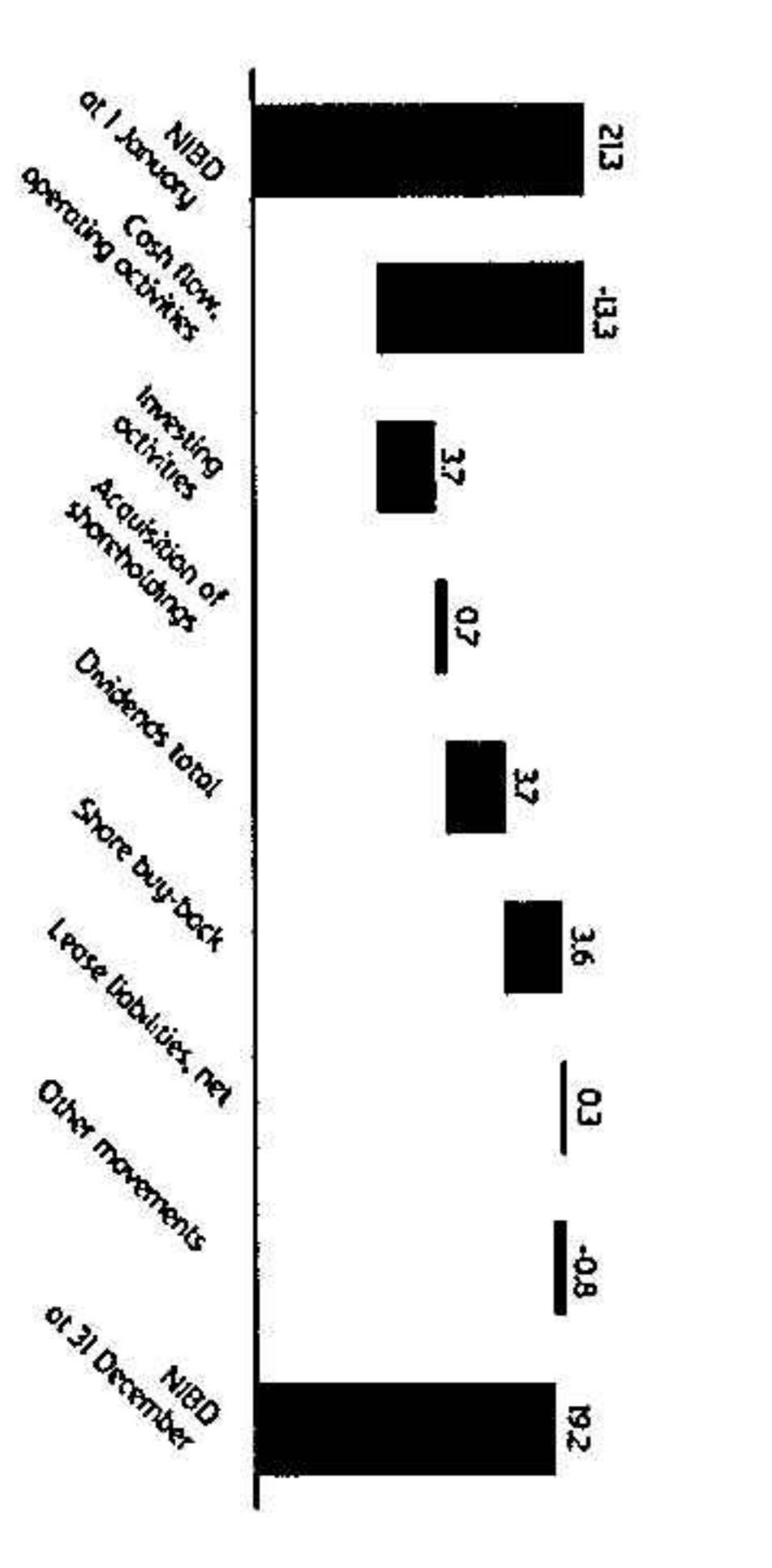
Management and the general counsel continuously assess these risks and their likely outcome. It is the opinion of management and the general counsel that, apart from items recognised in the statement of financial position, the outcome of these lawsuits, disputes etc. cannot be reliably estimated in terms of amount or timing. The Group does not expect the ongoing lawsuits and disputes to have a material impact on the Group's financial position, net profit or cash flow, in excess of items recognised in the statement of financial position.

GUARANTEES AND COMMITMENTS

The Group has issued guarantees for loans etc. raised by third parties from consolidated entities of DKK 224m (2020: DKK 304m). No guarantees have been issued for loans raised by associates and joint ventures. Certain guarantees etc. are issued in connection with disposal of entities and activities, and in connection with on-trade loans. Apart from items recognised in the statement of financial position or disclosed in the consolidated financial statements, these guarantees etc. will not have a material effect on the Group's financial position. Capital commitments, lease liabilities and service agreements are described in section 2.3.

**19.2bn
NET INTEREST-BEARING DEBT (DKK)**

At 31 December 2021, gross financial debt amounted to DKK 28.9bn (2020: DKK 30.3bn). Net interest-bearing debt was DKK 19.2bn, a decrease of DKK 2.1bn versus year-end 2020.



CHANGES IN NET INTEREST-BEARING DEBT (DKKbn)

**3.6bn
SHARE BUY-BACK (DKK)**

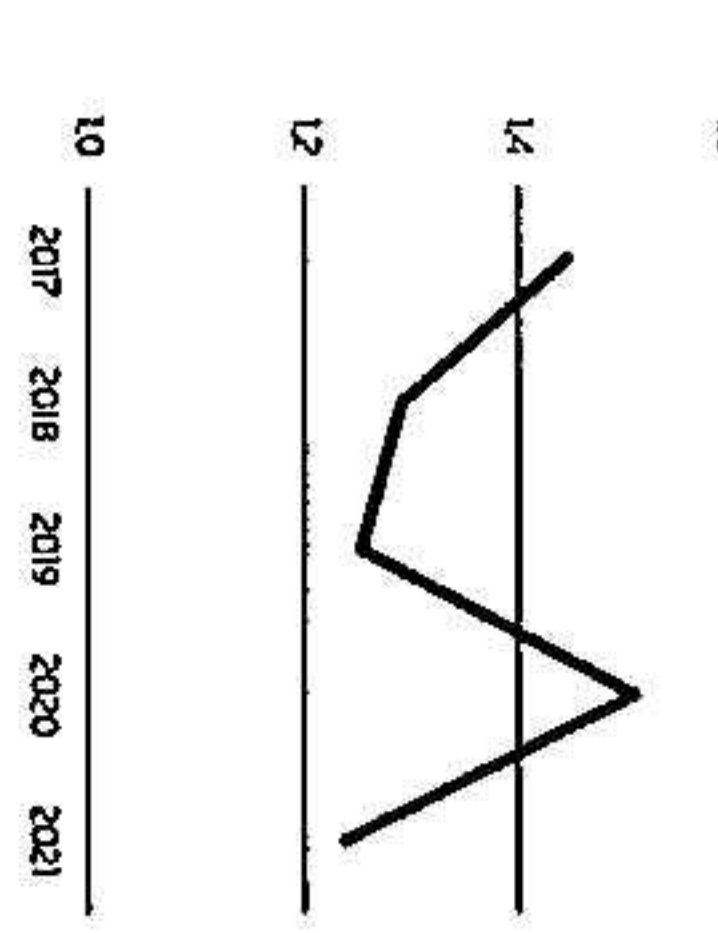
During 2021, the Company repurchased shares worth DKK 3.6bn under the quarterly share buy-back programmes initiated in 2021.

**48.8bn
EQUITY (DKK)**

Equity amounted to DKK 48.8bn at 31 December 2021 (2020: DKK 43.4bn), DKK 43.9bn of which was attributable to shareholders in Carlsberg A/S and DKK 4.8bn to non-controlling interests.

The change in equity of DKK 5.4bn was mainly the result of consolidated profit of DKK 8.0bn, foreign exchange gains on translation of DKK 3.3bn, the dividend payout of DKK 3.7bn and the share buy-back of DKK 3.6bn.

The non-controlling interests were impacted by the acquisition of 60% of Merston's brewing activities in the UK, the simultaneous disposal of 40% of the Group's subsidiaries in the UK and the deconsolidation of the Group's Nepalese business cf. section 5.3.



**-381m
NET FINANCIAL ITEMS (DKK)**

Financial items, net, amounted to DKK -381m against DKK -411m in 2020. Excluding currency gains and fair value adjustments, financial items, net, amounted to DKK -319m (2020: DKK -550m), positively impacted by reversal of impairments of financial assets in previous years, partly offset by interests on tax cases in certain markets.

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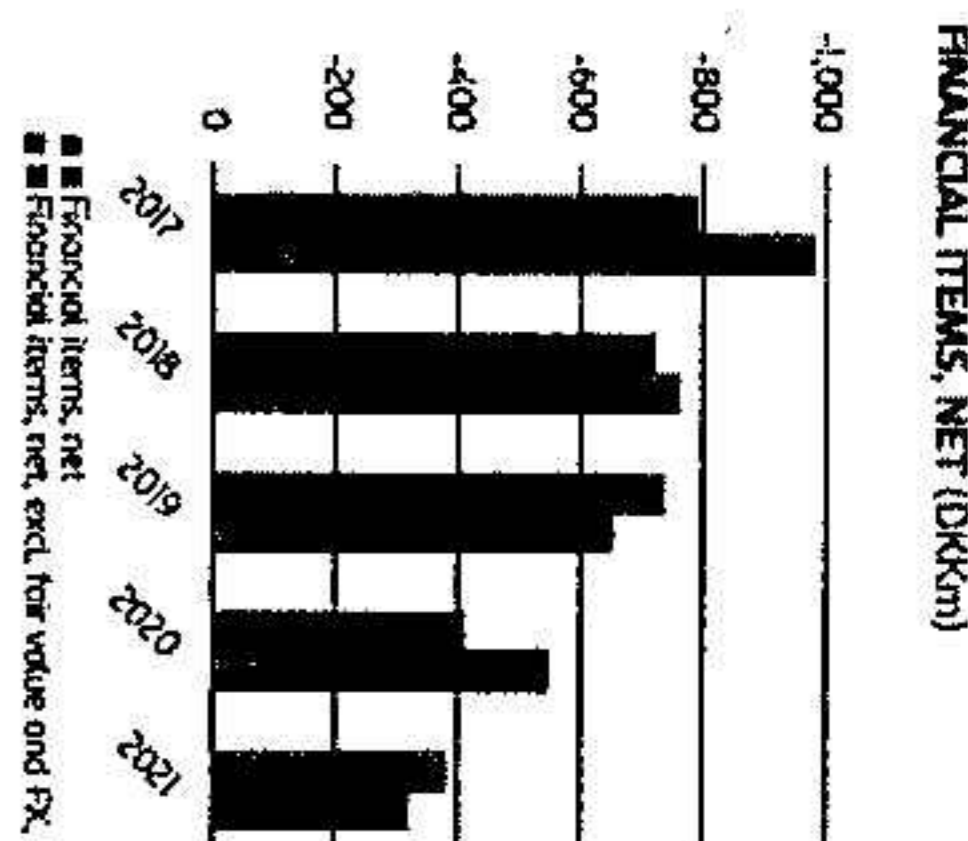
**SECTION 4.1
FINANCIAL INCOME
AND EXPENSES**

Foreign exchange losses amounted to DKK -39m (2020: DKK 198m). Of the net change in fair value of cash flow hedges transferred to the income statement, DKK 216m (2020: DKK -30m) has been included in revenue and cost of sales and DKK 4m (2020: DKK -2m) in other financial items.

Reversal of impairment of financial assets includes DKK 328m relating to a loan made to the partner in CSAPL. Please refer to section 5.4 for a more detailed description.

Financial items recognised in the income statement

	2021	2020
DKK million		
Financial income	101	81
Foreign exchange gains, net	99	139
Interest on plan assets, defined benefit plans	9	114
Reversal of impairments of financial assets	343	5
Other	19	34
Total	582	373
Financial expenses		
Interest expenses	-500	-484
Capitalised financial expenses	4	1
Foreign exchange losses, net	-62	-160
Interest cost on obligations, defined benefit plans	-138	-12
Other	-254	-129
Total	-950	-786
Financial items, net, recognised in the income statement	-368	-413
Financial items excluding foreign exchange, net	-319	-550



Financial items recognised in other comprehensive income

	2021	2020
DKK million		
Foreign exchange adjustments of foreign entities	3,124	-7,640
Foreign currency translation of foreign entities	189	-
Reversal of cumulative translation differences of entities	3,307	-7,640
Adjustment of discontinued or discontinued from use of equity-method	-	-
Total	6,620	-15,280
Fair value adjustments of hedging instruments		
Change in fair value of effective portion of cash flow hedges	361	103
Change in fair value of cash flow hedges transferred to the income statement	-220	32
Change in fair value of net investment hedges	-464	63
Total	-323	198
Financial items, net, recognised in other comprehensive income	6,297	-15,082

**SECTION 4.2
NET INTEREST-
BEARING DEBT**

Of the gross financial debt at year-end, 79% (2020: 97%) was non-current, i.e. with maturity of more than one year.

Gross financial debt amounted to DKK 28.9bn at 31 December 2021 (2020: DKK 30.3bn). Non-current borrowings totalled DKK 22.7bn (2020: DKK 29.3bn) and current borrowings totalled DKK 6.2bn (2020: DKK 1.0bn). The decrease in non-current borrowings is mainly due to a EUR 750m EMTN bond, which matures in November 2022 and is thus classified as current borrowings. The Group continuously assesses the maturity of its debt.

The difference of DKK 9.8bn between gross financial debt and net interest-bearing debt mainly comprised cash and cash equivalents and on-trade loans.

Net interest-bearing debt

	2021	2020
DKK million		
Non-current borrowings	22,755	29,291
Current borrowings	6,167	959
Other financial debt	28,822	30,250
Cash and cash equivalents	-8,344	-8,093
Net financial debt	50,390	52,407
Loans to associates	-238	-209
Loans to other entities	-578	-618
On-trade loans, net	-600	-67
Other receivables, net	-67	-
Net interest-bearing debt	48,907	51,513

**SECTION 4.3
CAPITAL
STRUCTURE**

Carlsberg A/S' share capital is divided into two classes (A shares and B shares). Combined with the Carlsberg Foundation's position as majority shareholder (in terms of control), management considers that this structure will remain advantageous for all of the shareholders, enabling and supporting the long-term development of the Group.

The Group targets a leverage ratio below 2.0x. At the end of 2021, the leverage ratio was 1.24x (2020: 1.51x). The Group currently uses share buy-back programmes to return excess cash to shareholders.

The share buy-back programmes are initiated based on a cautious evaluation of the Group's funding flexibility and credit resources available. The size and duration of each programme depend on the expected organic and inorganic investments needed to grow the business and the Group's intention to maintain a leverage ratio below 2.0x.

Share capital

	Class A shares	Class B shares	Total share capital
	Number of shares	Number of shares	Number of shares
31 December 2021	33,699,252	673,985	34,373,237
31 December 2020	33,699,252	673,985	34,373,237
1 January 2020	33,699,252	673,985	34,373,237
DKK million			
Share of DKK 20	1,347,970,168	2,703,940,000	4,051,910,168
Share of DKK 100	1,347,970,168	2,703,940,000	4,051,910,168
Total	2,695,940,336	5,407,880,000	8,103,820,336

**SECTION 4.3 (CONTINUED)
CAPITAL STRUCTURE**

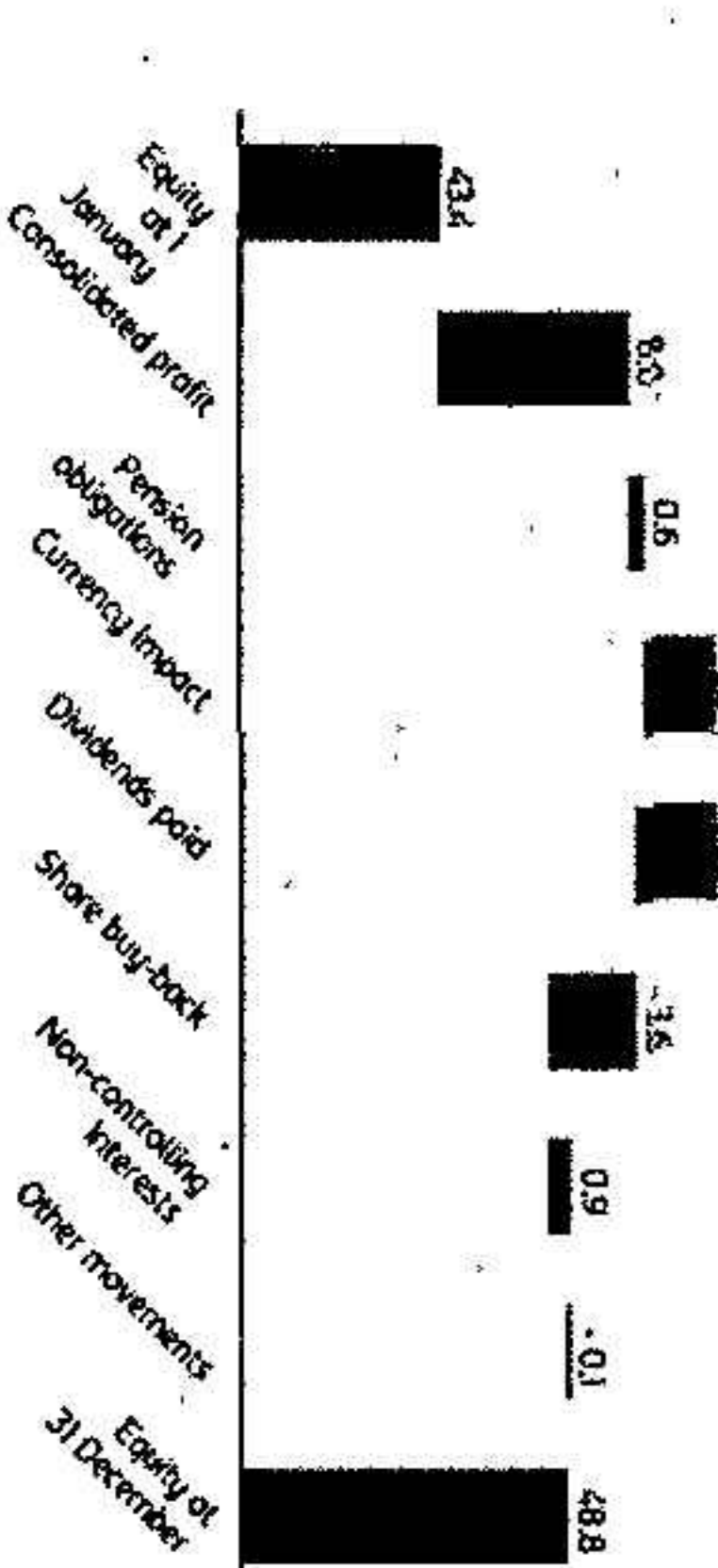
4.3.1 EQUITY

The Group proposes a dividend of DKK 24.00 per share (2020: DKK 22.00 per share), amounting to DKK 3,486m (2020: DKK 3,259m). The proposed dividend has been included in retained earnings at 31 December 2021.

Dividends to be paid out in 2022 for 2021, net of dividends on treasury shares held at 31 December 2021, will amount to DKK 3,405m (paid out in 2021: DKK 3,192m).

Dividends to non-controlling interests of DKK 51m were declared and reported as payable at 31 December 2020 and paid, in addition to dividends of DKK 499m declared in 2021.

EQUITY (DKK million)



SHARE BUY-BACK AND TREASURY SHARES

On 5 February 2021, the Company announced its intention to continue the share buy-back programme. The 2021 programme has been executed as quarterly programmes, and 3,535,625 B shares worth DKK 3,60m have been repurchased in 2021. Ending with the fourth quarterly programme, which was finalised on 28 January 2022, the Company has repurchased a total of 3,715,779 B shares at a total purchase price of DKK 4,00m over a 12-month period.

According to the authorisation of the Annual General Meeting, the Supervisory Board may, in the period until 13 March 2023, allow the Company to acquire treasury shares up to a total holding of 10% of the nominal share

ACCOUNTING POLICIES

Proposed dividends are recognised as a liability at the date when it is adopted at the Annual General Meeting (declaration date).

Treasury shares

Cost of acquisition, consideration received and treasury share dividends received are recognised directly in equity as retained earnings. Capital reductions from the cancellation of treasury shares are deducted from the nominal value of an amount corresponding to the nominal value of the shares and added to retained earnings.

Proceeds from the sale of treasury shares in connection with the settlement of share-based payments are recognised directly in equity.

Transactions with non-controlling interests

	2021	2020
DKK million		
Dividends paid to NCI	-550	-796
Consideration paid for acquisition of NCI	-	-81
Total	-550	-877

Treasury shares

	2021	2020
DKK million		
1 January 2020	4,532	4,532
Acquisition of treasury shares	3,290,322	658
Cancellation of treasury shares	-4,020,000	-880
Used to settle share-based payments	-395,242	-212
31 December 2020	2,979	3,095,179
Acquisition of treasury shares	3,135,625	671
Cancellation of treasury shares	-2,900,000	-580
Used to settle share-based payments	-146,382	-29
31 December 2021	3,060	3,364,518

**SECTION 4.3 (CONTINUED)
CAPITAL STRUCTURE**

4.3.2 OTHER COMPREHENSIVE INCOME

Other comprehensive income has mainly been impacted by a positive foreign exchange adjustment from the appreciation of RUB and CNV.

4.3.5 FINANCIAL RISK MANAGEMENT

The Group's activities mean it is exposed to a variety of financial risks, including market risk (foreign exchange risk, interest rate risk and commodity risk), credit risk and liquidity risk. These risks are described in the following sections:

- Foreign exchange risk: sections 1.3 and 4.6
- Interest rate risk: section 4.5
- Commodity risk: section 1.2.1
- Credit risk: sections 1.5.1 and 4.4.2
- Funding and liquidity risk: section 4.7

The Group's financial risks are managed by Group Treasury in accordance with the

The Group generally intends to cancel treasury shares that are not used for hedging or incentive programmes.

The Group is rated by Moody's Investors Service and Fitch Ratings. Management assesses the risk of changes in the Group's investment-grade rating as an element in strategic decisions on capital structure. Identification and monitoring of risks that could change the rating were carried out on an ongoing basis throughout the year.

4.3.2 SHARE CAPITAL

At the Annual General Meeting on 15 March 2021, it was decided to reduce the share capital of Carlsberg A/S by a nominal amount of DKK 58,000,000 to a nominal amount of DKK 2,905,136,120 by cancelling 2,900,000 of the B shares held by the Company, each with a nominal value of DKK 20. The cancellation was completed on 13 April 2021. These shares had been repurchased as part of the Company's share buy-back programme.

At the Annual General Meeting on 14 March 2022, the Supervisory Board will recommend that 3.4m treasury shares not used for the hedging of the incentive programme be cancelled.

statement, unless they are designated as cash flow hedges.

**SECTION 4.4
BORROWINGS
AND CASH**

4.4.1 BORROWINGS

Non-current funding decreased by DKK 6.5bn, primarily due to a EUR 750m EMTN bond, which matures in November 2022 and is thus classified as current (2020: non-current) and repurchase of non-current bank borrowing.

Gross financial debt

	2021	2020
DKK million		
Non-current	21,452	27,002
Current	78	922
Lease liabilities	1,012	1,080
Other borrowings	213	287
Total	22,755	29,291

	2021	2020
Current	5,573	-
Issued bonds	116	472
Bank borrowings	375	398
Lease liabilities	103	89
Other liabilities	6,167	959
Total	28,922	30,250
For value	29,575	31,732

An overview of issued bonds is provided in section 4.5.

Changes in gross financial debt

DKK million	2021	2020
Gross financial debt at 1 January	30,250	24,991
Proceeds from issue of bonds	-	7,422
Proceeds from issue of bank borrowings, non-current	-1,001	1,155
Proceeds from issue of bank borrowings, current	-216	-3,284
Proceeds from issue of lease liabilities	-405	-414
Other	11	181
Change in bank overdrafts	-1,811	5,069
Change in lease liabilities, net	-135	62
Change in other financial debt	225	190
Other, including foreign exchange adjustments and amortisation	142	-53
Gross financial debt at 31 December	28,922	30,250

ACCOUNTING POLICIES

Borrowings are initially recognised at fair value less transaction costs and subsequently measured at amortised cost using the effective interest method. Accordingly, the difference between the fair value less transaction costs and the nominal value is recognised under financial expenses over the term of the loan.

Lease liability

The lease liability is measured at the present value of the remaining lease payments at the reporting date, discounted using the incremental borrowing rate for similar assets, taking into account the terms of the lease. A rerevaluation of the lease liability, for example a change in the assessment of an option to purchase, results in a corresponding adjustment of the related right-of-use assets, cf. section 2.3.

Extensions or termination options are included in the lease term if the lessee is reasonably certain to be extended or not terminated. Consequently, all cash outflows that are reasonably certain to impact the future cash balances are recognised as lease liabilities at initial recognition of lease contracts. The Group recognises the circumstances leading to it, including recognition or termination options on an ongoing basis.

4.4.2 CASH

Cash and cash equivalents include short-term marketable securities with a term of three months or less at the acquisition date that are subject to an insignificant risk of changes in value. Short-term bank deposits amounted to DKK 735m at 31 December 2021 (2020: DKK 353m). The overnight interest rate on these deposits was 3.3% (2020: 2.7%).

Cash and cash equivalents

DKK million	2021	2020
Cash and cash equivalents	8,344	8,093
Bank overdrafts	-	-135
Cash and cash equivalents, net	8,344	7,958

EXPOSURE TO CREDIT RISK

The carrying amount of DKK 8,344m (2020: DKK 8,093m) represents the maximum credit exposure related to cash and cash equivalents. The credit risk on receivables is described in section 1.5.1.

ASSESSMENT OF CREDIT RISK

The Group is exposed to credit risk on cash and cash equivalents (including fixed deposits), investments and derivative financial instruments with a positive fair value due to uncertainty as to whether the counterparty will be able to meet its contractual obligations as they fall due.

The Group has established a credit policy under which financial transactions may be entered into only with financial institutions with a solid credit rating, defined as BBB. Carlsberg only enters into derivatives with relationship banks, and the associated credit risk is mitigated to some extent by entering into ISDA agreements, portfolio, because it is the same group of banks extending loans to the Group.

Group Treasury manages and monitors the Group's gross credit exposures to banks and operates with individual limits on banks, based on rating and access to netting of assets and liabilities. For some of the markets in which the Group operates and holds cash, the financial institutions do not have a BBB rating, in which case an exemption is approved by Group Treasury.

**SECTION 4.5
INTEREST RATE RISK**

4.5.1 INTEREST RATE RISK

The Group's exposure to interest rate risk is considered limited. At the reporting date, 106% of the net financial debt consisted of fixed-rate borrowings with interest rates fixed for more than one year (2020: 127%), and on a gross basis 75% was at fixed interest rates (2020: 93%). As 123% of the Group's net debt is in EUR, and EUR accounts for the predominant part of the fixed-rate borrowing, the interest rate exposure primarily relates to the development in the interest rates for EUR.

Net financial debt by currency

DKK million	2021	2020
EUR	27,598	27,094
CNY	35	826
USD	413	495
Other	-1,914	119
Total	26,922	28,922

Net financial debt by currency

DKK million	2021	2020
EUR	27,598	27,094
CNY	35	826
USD	413	495
Other	-1,914	119
Total	26,922	28,922

The percentage of net debt at fixed interest rates above 100% in some currencies, on the total cash exceeds the current debt. In some currencies the percentage of net debt at fixed interest rates is negative, as the total cash exceeds the total debt.

4.5.2 INTEREST RATE RISK

4.5.2.1 INTEREST RATE RISK

to have a duration between three and eight years. At 31 December 2021, the duration was 4.8 years (2020: 5.5 years). Interest rate risk is mainly managed using fixed-rate bonds.

SENSITIVITY ANALYSIS

It is estimated that a 1 percentage-point increase in interest rates would lead to a decrease in interest expense of DKK 11m (2020: DKK 60m). The impact relates to a relatively high percentage of the gross debt being at fixed interest rates and the high portion of cash. The analysis assumes a parallel shift in the relevant yield curves.

Interest rate risk

If the market interest rate had been 1 percentage point higher at the reporting date, it would have led to a financial gain of DKK

DKK million	2021	2020
Issued bonds	2,7%	+1 year
EUR 750m maturing 15 November 2022	0.7%	1-2 years
EUR 500m maturing 5 September 2023	2.6%	2-3 years
EUR 1,000m maturing 28 May 2024	0.5%	+ 5 years
EUR 500m maturing 30 June 2027	1.0%	+ 5 years
EUR 400m maturing 1 July 2029	0.7%	+ 5 years
EUR 500m maturing 11 March 2030	1.6%	+ 5 years
Total issued bonds	1.6%	27,025
Total bank borrowings and other borrowings	1.6%	27,002

**SECTION 4.6
FOREIGN EXCHANGE RISK RELATED TO NET INVESTMENTS AND FINANCING ACTIVITIES**

4.6.1 CURRENCY PROFILE OF BORROWINGS

The Group is exposed to foreign exchange risk on borrowings denominated in a currency other than the functional currency of the local entities reporting the debt, as well as the risk that arises when net cash inflow is generated in one currency and loans are denominated in a different currency.

Currency profile of borrowings

DKK million	Original principal	Effect of swap	After swap
2021	116	1,347	1,463
CNY	181	589	770
NOK	27,598	-6,285	21,313
EUR	413	1,541	1,954
USD	35	1,921	1,956
Other	579	487	1,066
Total	28,922	28,922	30,250

4.6.2 HEDGING OF NET INVESTMENTS IN FOREIGN SUBSIDIARIES

The Group holds a number of investments in foreign subsidiaries where the translation of net assets to DKK is exposed to foreign exchange risk. The Group hedges part of this foreign exchange exposure by entering into forward exchange contracts (FX forwards and NDF) and designates these as net investment hedges. This mainly applies to net investments in CHF, CNY, MYR and NOK. The basis for hedging is reviewed at least once a year, and the two parameters, risk reduction and cost, are balanced. In economic terms, having debt in foreign currency or creating synthetic debt via forward exchange contracts constitutes hedging of the DKK value of future cash flows arising from operating activities or specific transactions.

The most significant net risk relates to foreign exchange adjustment of net investments in RUB. This is because of the size of the net investments in RUB combined with the currency's high volatility.

Net investment hedges

DKK million	Hedging of investments, amount to local currency	Net group loans, amount to local currency	Other comprehensive income (DKK)
2021	-2,407	-	-29
CNY	-2,407	-	0,911
MYR	-282	-	24
HKD	-	-1,079	53
CHF	-263	-305	6
NOK	-1,300	-1,300	62
SEK	-	2,217	-42
Other	-175	-135	28
Total	-4,664	63	-28

4.6.3 EXCHANGE RATE RISK ON CASH AND BORROWINGS

Where the fair value adjustments of forward exchange contracts do not exceed the fair value adjustments of the investment, the adjustments of the financial instruments are recognised in other comprehensive income. All forward exchange contracts mature during 2022. At 31 December 2021, all adjustments of financial instruments have been recognised in other comprehensive income. Fair value adjustments of loans designated as strategic inter-group loans have also been recognised in other comprehensive income.

The fair value of derivatives used as net investment hedges recognised at 31 December 2021 amounted to DKK -232m (2020: DKK 84m). The closing balance in the equity reserve for currency translation of hedges of net investments amounted to DKK -1,889m (2020: DKK -1,611m). Positive fair values of derivatives are recognised as other receivables and negative values as other liabilities.

DKK million	2021	2020
EUR	-109	8
USD	-15	56
Other	-218	-44
Total	-342	70

4.6.4 EXCHANGE RATE RISK ON CASH AND BORROWINGS

The main principle for funding of subsidiaries is that cash and borrowings should be denominated in local currency or hedged to local currency to avoid foreign exchange risk. However, in some Group entities, net debt is denominated in a currency other than the functional currency of the local entity without the foreign exchange risk being hedged. This applies primarily to a few entities in Central & Eastern Europe that hold cash and loans in EUR and USD and in this way obtain proxy hedging of the foreign exchange risk associated with the purchase of goods in foreign currencies in these markets.

DKK million	2021	2020
EUR	-109	8
USD	-15	56
Other	-218	-44
Total	-342	70

4.6.5 EXCHANGE RATE RISK ON CASH AND BORROWINGS

4.6.5.1 EXCHANGE RATE RISK

performed on the same basis as for 2020. The Group did not enter into any new interest rate swaps in 2021 or 2020.

Exchange rate sensitivity - other comprehensive income

DKK million	2021	2020
EUR	-870	-870
USD	-278	-278
Other	-222	-150
Total	-1,370	-1,298

Exchange rate sensitivity - income statement

DKK million	2021	2020
EUR	-485	-934
USD	-769	-318
Other	-106	-68
Total	-1,360	-1,320

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**SECTION 4.6 (CONTINUED)
FOREIGN EXCHANGE
RISK RELATED TO
NET INVESTMENTS
AND FINANCING
ACTIVITIES**

The average exchange rate was calculated using the monthly exchange rates weighted according to the phasing of the revenue per currency throughout the year.

**SECTION 4.7
FUNDED AND
LIQUIDITY RISK**

Liquidity risk results from the Group's potential inability to meet the obligations associated with its financial liabilities, for example settlement of financial debt and paying suppliers.

The Group's overall objective is to ensure continuous access, at the right price, to the financial resources needed for operations and growth.

The aim is to ensure effective liquidity management, which involves obtaining sufficient committed credit facilities to ensure adequate financial resources and, to some extent, tapping a range of funding sources.

DIVERSIFIED FUNDING SOURCES

The Group is diversifying its access to funding to avoid relying on one single source of funding.

The Group still has access to a committed EUR 2bn revolving credit facility (RCF) maturing in 2026 that is currently not being utilised. In addition, the Group has committed cash pool bank overdraft facilities to cover the day-to-day liquidity needs and uncommitted access to the Euro Commercial Paper (ECP) market, which provides short-term funding.

At 31 December 2021, bonds accounted for 93% of the gross funding.

Committed credit facilities and credit resources available

DKK million	2021		2020	
	Current	- 1 year	Current	- 1 year
Total committed loans and credit facilities	7,316	6,167	1,149	1,186
Non-current	4,198	4,198	-	-
1-2 years	2,599	2,599	-	-
2-3 years	82	82	-	-
3-4 years	14,936	62	14,874	14,879
4-5 years	10,814	10,814	-	-
> 5 years	37,629	32,755	14,874	14,879
Total non-current committed loans and credit facilities	10,814	10,814	14,874	14,879
Cost of non-current committed loans and credit facilities	-	-	6,167	593
Current portion of utilised credit facilities	-	-	-	-
Current portion of unutilised credit facilities	-	-	6,167	593
Credit resources available (total non-current committed loans and credit facilities less net debt)	17,981	22,013	-	-

The credit resources available include cash and unutilised credit facilities with more than 12 months to maturity, less utilised credit facilities with less than 12 months to maturity and a special effort has been made to improve cash flow forecasting, including introducing frequent short-term cash flow updates.

CREDIT RESOURCES AVAILABLE

The Group uses the term "credit resources available" to determine the adequacy of access to credit facilities.

**SECTION 4.7 (CONTINUED)
FUNDED AND
LIQUIDITY RISK**

Net financial debt is used internally to monitor the Group's credit resources available. Net financial debt is the Group's net interest-bearing debt, excluding interest-bearing assets other than cash, as these assets are not actively managed in relation to liquidity risk. Net financial debt is shown in section 4.2.

At 31 December 2021, the Group had total credit resources available of DKK 17,051m, consisting of cash and cash equivalents of DKK 8,344m plus committed unutilised non-current credit facilities of DKK 14,879m less utilisation of current facilities of DKK 6,167m, including current credit facilities of DKK 1,169m, total committed unutilised credit facilities amounted to DKK 16,023m.

Time to maturity for non-current borrowings

DKK million	2021					Total
	1-2 years	2-3 years	3-4 years	4-5 years	> 5 years	
Issued bonds	3,728	7,417	10,333	21,452	21,452	78
Bank borrowings	88	4	5	1	1	78
Lease liabilities	322	87	60	467	1,012	1,012
Other non-current borrowings	4,198	7,959	82	10,814	22,735	213
Total	8,736	15,467	10,814	33,724	58,741	29,291
Financial liabilities 2020	6,730	13,959	7,701	10,826	29,216	29,216

The table lists the contractual maturities of financial liabilities, including estimated interest

payments and excluding the impact of netting agreements, and thus summarises the gross liability risk.

The risk implied by the values reflects the one-sided scenario of cash outflows only. Trade payables and other financial liabilities originate from the financing of assets in ongoing operations, such as property, plant and equipment, and investments in working capital, for example inventories and trade receivables.

The nominal amount/contractual cash flow of gross financial debt totalled DKK 29,099m (2020: DKK 30,426m), whereas the total carrying amount was DKK 28,922m (2020: DKK 30,250m). The difference between these amounts arises from initial recognition and is treated as a cost that is capitalised and amortised over the duration of the borrowings.

Maturity of financial liabilities

DKK million	2021				Carrying amount
	Contractual cash flows	Monthly +1 year	Monthly +5 years	Monthly +5 years	
Derivative financial instruments	428	428	-	-	315
Derivative financial instruments	29,098	6,182	12,013	10,903	28,922
Non-derivative financial instruments	1,134	424	562	148	N/A
Interest expenses	22,146	22,146	-	-	22,146
Trade payables and other liabilities	224	224	-	-	224
Contingent liabilities	224	224	-	-	224
Contingent considerations	424	424	-	-	424
Non-derivative financial instruments	54,805	32,794	13,011	11,051	-
Financial liabilities 2020	57,294	33,222	13,011	11,051	-
Financial liabilities 2020	55,890	19,841	24,682	11,127	-

**SECTION 4.8
DERIVATIVE
FINANCIAL
INSTRUMENTS**

The Group enters into various derivative financial instruments to hedge foreign exchange and commodity risks. Sections 1.2 and 1.3, and seeks to apply hedge accounting when this is possible. Hedging of future, highly probable forecast transactions is designated as cash flow hedges.

The Group monitors the cash flow hedge relationships twice a year to assess whether the hedge is still effective.

Positive fair values of derivatives are recognised as other receivables and negative values as other payables.

The impact on other comprehensive income and the fair value of derivatives classified as cash flow hedges is presented in the cash flow hedge table.

The impact on other comprehensive income from other instruments relates to hedges of Group entities' exposure to changes in aluminium prices.

The impact on other comprehensive income from exchange rate instruments relates to hedges of Group entities' purchases and sales in currencies other than their functional currencies.

Cash flow hedges

DKK million	2021		2022	
	Other comprehensive income	Fair value	Other comprehensive income	Fair value
Exchange rate instruments	-20	13	-14	240
Other instruments	161	240	-47	240
Total	141	253	-47	240

DKK million	2021		2022	
	Income	Fair value	Income	Fair value
Exchange rate instruments	-27	86	-32	54
Other instruments	4	28	-	54
Total	-23	114	-32	108

Financial derivatives not designated as hedging instruments (economic hedges)

DKK million	2021		2022	
	Income	Fair value	Income	Fair value
Exchange rate instruments	-47	-	-78	-78
Other instruments	-2	-	-	-78
Total	-49	-	-78	-78

ACCOUNTING ESTIMATES AND JUDGEMENTS

As of 31 December 2021, the hedging reserve within equity included DKK 843m in relation to cash flow hedges for which hedge accounting is no longer applied.

Fair value adjustments of derivative financial instruments that are not designated either as net investment hedges or as cash flow hedges are recognised in financial income and expenses.

1) ACCOUNTING ESTIMATES AND JUDGEMENTS

When entering into financial instruments, management assesses whether the instrument is an effective hedge of recognised assets and liabilities, expected future cash flows or financial investments. The effectiveness of recognised hedging instruments is assessed at least twice a year.

Fair values of derivative financial instruments are calculated on the basis of Level 2 input consisting of current market data and generally accepted valuation methods, internally calculated values are used, and these are compared with external market quotes on a quarterly basis. For currency and aluminium derivatives, the calculation is as follows:

- a) The forward market rate is compared with the agreed rate on the derivatives, and the difference in cash flow at the future point in time is calculated.
 - b) The amount is discounted to present value.
- When entering into a contract, management assesses whether the contract contains embedded derivatives and whether they meet the criteria for separate classification and recognition. The Group currently does not have any embedded derivatives that meet the criteria for separate classification and recognition.

**SECTION 4.8 (CONTINUED)
DERIVATIVE
FINANCIAL
INSTRUMENTS**

ACCOUNTING POLICIES

Derivative financial instruments are initially recognised at fair value on the trade date and subsequently remeasured at their fair value at the reporting date.

The accounting for subsequent changes in fair value depends on whether the derivative is designated as one of:

- Fair value hedges of the fair value of recognised assets or liabilities
- Cash flow hedges of particular risks associated with the cash flow from forecast transactions
- Net investment hedges of currency fluctuations in subsidiaries, associates or joint ventures.

The fair values of derivative financial instruments are presented in other receivables or payables, and positive and negative values are offset only when the Group has the right and the intention to settle several financial instruments net.

Changes in the fair value of a fair value hedge and of derivative financial instruments not designated as a hedge relationship are recognised in financial income or expenses in the income statement.

Changes in the effective portion of the fair value of derivative financial instruments that are designated and qualify as a cash flow hedge are recognised in the hedging reserve with equity. When the hedged transaction materialises, amounts previously recognised in other comprehensive income are transferred to the same item as the hedged item.

The interest expense is the contractual cash flows expected on the gross financial debt existing at 31 December 2021.

The cash flow is estimated based on the notional amount of the above-mentioned borrowings and expected interest rates at year-end 2021 and 2020. Interest on debt recognised at year-end 2021 and 2020 for which no contractual obligation exists (current borrowing and cash pools) has been included for a two-year period. The synthetic interest on lease liabilities has also been included for a two-year period. The interest applied to the part of the debt where no contractual obligation exists is 1.5% (2020: 2.5%). The decrease is due to the lower CNY-denominated borrowings at the end of the year and the interest on these borrowings being higher than the borrowings at the end of 2021.

ACQUISITIONS, DISPOSALS, ASSOCIATES AND JOINT VENTURES

Wernesgrüner

Acquired the German brewer Wernesgrüner and expanded the production network needed for the German business.

Marston's brewing activities

Successfully integrated Carlsberg UK and Marston's brewing activities.

Gorkha Brewery

Ceased consolidation in connection with dispute with local partner, which is currently unlawfully blocking the Group's exercise of its rights in Nepal.

SECTION 5.1 INVESTMENT MODEL AND RISKS

MARKET ACCESS
In the beer industry, access to local markets is highly dependent on establishing good relationships with customers in the on- and off-trade channels, national distributors, local suppliers and relevant authorities governing the beverage industry. Often, the most efficient way of establishing such relations is by acquiring a local brewer or engaging with a local partner that already has the relevant relationships.

When the Group expands its business to new geographies, it often therefore does so in collaboration with a local partner. Such a partnership can take different legal forms and impacts the consolidated financial statements accordingly.

In addition to its activities in the beer industry, the Group operates in the soft drinks industry, an industry dominated by large global brand owners. The Group is engaged in long-term contractual partnerships to produce, distribute and sell third-party soft drink brands. In addition to granting the right to produce, the

brand owners usually provide recipes and/or raw materials, while the Group has the necessary production capabilities and distribution platform.

INVESTMENT MODEL
Entering into a partnership can reduce the financial exposure and mitigate the business risks associated with entering new markets or expanding the activities in an existing market. The financial exposure, however, varies depending on the structure of the partnership. Business and financial success, and the related risks, depend on the ability of the Group and the local partner to forge a strong and aligned cooperation.

In some markets, the Group enters as a non-controlling shareholder, providing a degree of financing and contributing knowledge of the beer industry. The Group thus leaves control with the partner and recognises the investment as an associate.

Other investments are structured as joint ventures, where the Group and the local partner jointly make the operational decisions and share strategic and tactical responsibility. More commonly, the Group structures its partnerships such that it exercises management

control, usually by way of majority of the voting rights. These investments are fully consolidated subsidiaries, which are just as important as other types of partnership for success in the local markets, but mean that the Group has increased financial exposure.

IMPACT ON FINANCIAL STATEMENTS
Investments in associates and joint ventures are consolidated in the financial statements using the equity method. The accounting risks associated with these entities are limited to the investment made, the proportionate share of the net profit and any specific additional commitments to bonds or other parties, as well as specific guarantees or loans the Group provides to the partnership.

In businesses where the Group exercises management control, the consolidated financials are impacted by full exposure to the earnings and other financial risks. From an accounting point of view, the Group treats only put options held by partners in such entities as if they had already been exercised by the partner, i.e. already being exercised by the partner. The accounting impact is that the non-controlling interests are not recognised, and no

SECTION 5.1 (CONTINUED) INVESTMENT MODEL AND RISKS

port of net profits or equity is attributed to them. Instead, the dividends received by the partner from the business are classified as financial expenses for the purpose of accounting.

Common to all partnerships is the risk of disagreement and, ultimately, dissolution. Disagreement with partners on the operational management and strategic directions of partnerships may limit our ability to manage the growth and risk profile of our business. The Group continuously seeks to promote a fair and mutually beneficial development of the partnerships, which is crucial to be successful. However, in certain partnerships the partners' pursuit of goals and priorities that are different from those of the Group might result in disagreements, affecting operational and financial performance. Different goals and priorities of this kind can become more pronounced in the period when a partner has the right to exit the partnership.

A dissolution will initially impact the accounting treatment of an investment. The accounting treatment will depend on whether the Group or its partner is exiting the business. In the long term, however, the impact can be significant to the operation of the local entity and the collaboration with customers, distributors, authorities etc. If the partner was instrumental in managing these relationships, the risk of a partnership dissolution may therefore have a

SECTION 5.1 (CONTINUED) INVESTMENT MODEL AND RISKS

negative impact on the underlying business and the financial performance recognised in the consolidated financial statements.

The Group is involved in many partnerships, one being the 67% shareholding in Carlsberg South Asia Pte Ltd. ("CSAPL"), Singapore, which is the parent company of the Group's activities in India (100%) and Nepal (92%). The company is jointly owned with a partner (33%). According to the Shareholder Agreement, the partner has a put option to sell its shares to Carlsberg, in the put option window, which is open until late 2023, although the Group disputes the partner's right to exercise the put option. For the purpose of the consolidated financial statements, the put option is accounted for as if it had already been exercised. CSAPL, and its investments in India and Nepal, are therefore included in the consolidated financial statements, with no profits or equity attributed to the non-controlling shareholder. Please refer to section 5.4 for a further description of the dispute with the partner in CSAPL.

Partnerships in the soft drinks industry are based on long-term contractual agreements, and they come to an end when the contract terminates. The termination of a significant partnership with a global soft drink brand owner would have a negative impact on the Group's financial performance.

SECTION 5.2 ACQUISITIONS AND DISPOSALS

ACQUISITION OF ENTITIES

Wernesgrüner Brewery
In January 2021, Carlsberg acquired 100% of the German Wernesgrüner Brewery for a cash consideration of DKK 511m.

The purpose of the acquisition was to strengthen the Group's presence in the beer market in eastern Germany and to provide

additional brewing capacity for the existing Carlsberg business in northern Germany. The calculated goodwill represents staff competences and synergies from expected optimisations of supply chain and procurement, the increase in market share and access to new customers.

The purchase price allocation of the fair value of identified assets, liabilities and contingent liabilities was completed in 2021, resulting in recognition of goodwill of DKK 267m.

	Wernesgrüner Brewery	Marston's brewing activities
DKK million		
Consideration paid	511	1,869
Fair value of contingent consideration	-	61
Fair value of non-controlling shareholding in Carlsberg UK transferred to the seller	-	588
Foreign exchange translation difference	-	12
Total cost of acquisition	511	2,530
Acquired assets and liabilities		
Goodwill	267	1,769
Brands and other intangible assets	123	514
Property, plant and equipment	193	881
Interventions	21	228
Trade and other receivables	16	478
Assets held for sale	-	96
Cash and cash equivalents	14	-
Borrowings and lease liabilities	-1	-212
Provisions and retirement benefit obligations	-17	-17
Deferred tax liabilities	-15	-302
Trade payables	-	-
Other payables	-29	-272
Acquired assets and liabilities	511	3,042
Non-controlling interests	-	-513
Acquired assets and liabilities attributable to shareholders in Carlsberg A/S	511	2,529

SECTION 5.2 (CONTINUED) ACQUISITIONS AND DISPOSALS

Marston's brewing activities
In October 2020, Carlsberg UK and Marston's PLC injected their respective brewing activities into a jointly owned company, Carlsberg Marston's Brewing Company Limited, with Carlsberg as the controlling shareholder with a 60% shareholding.

The jointly owned company was formed to strengthen the Group's presence in the important UK market through a stronger beer portfolio. The calculated goodwill represents staff competences and synergies from expected optimisations of sales and distribution, supply chain and procurement, possible product innovations, the increase in market share and access to new customers.

The total cost of the acquisition comprised the cash consideration paid, a contingent consideration and the fair value of the 40% of Carlsberg UK businesses that were effectively transferred to Marston's PLC when the Carlsberg entities were injected into the jointly owned company. In 2021, net payments of contingent consideration and settlement of purchase price adjustments amounted to DKK 204m.

The purchase price allocation of the fair value of identified assets, liabilities and contingent liabilities was completed in 2021, resulting in recognition of goodwill of DKK 1,769m. The comparative figures have not been restated.

OTHER ACQUISITION OF BRAND RIGHTS

In 2020, the Group acquired the Brooklyn brand rights in its markets for a purchase price of DKK 904m. The brand rights are recognised as an intangible asset.

DECONSOLIDATION OF ENTITIES

The local shareholder owning 10% of the shares in Gorkha Brewery, Nepal, is a related party to the Group's 33% partner in CSAPL. In addition to the ongoing disputes with our partner in CSAPL, regarding India and Nepal, there is also a dispute with the local 10% shareholder in Gorkha Brewery. Contrary to the Group's legal and contractual rights, the Group's influence on the business operations in Nepal is currently being restricted through actions that hamper its right of decision-making and insight into the business. We are contesting these actions in Nepal through the local courts and anticipate that the operations and management of the Nepalese business will eventually be normalised in line with the Group's legal and contractual rights, cf. Section 3.4.

However, until its rights as majority shareholder are re-established, the Group has decided to cease full consolidation of the Nepalese business. The assets, liabilities and non-controlling interests of the company were derecognised with effect from the end of 2021. The investment was reclassified at fair value and recognised as the cost of an investment in an associate. The reclassification to fair value less cumulative foreign exchange differences

reclassified from equity to the income statement amounted to DKK 38m and was recognised in special items. The derecognition did not have a material impact on the consolidated statement of financial position.

CASH FLOW

Cash flow to acquire or dispose of shareholdings in associates and when gaining control of subsidiaries is included in financial investments, while the cash flow on acquisition of an additional shareholding in a subsidiary, i.e. acquiring non-controlling interests, is presented in financing activities.

Elements of cash consideration paid and received

DKK million	2021	2020
Consideration paid for acquisition of entities	-229	-1,998
Prepayment for acquisition of entities acquired at the reporting date	-	-501
Consideration received for disposal of entities	21	-
Cash and cash equivalents received/disposed of	-428	-
Acquisition and disposal of entities, net	-635	-2,499
Consideration paid for acquisition of associates	-52	-
Consideration received for disposal of associates	-	8
Acquisition and disposal of associates, net	-52	8
Consideration paid for acquisition of non-controlling interests	-	-81
Cash flow from acquisition of shareholdings, total	-687	-2,482

ACCOUNTING ESTIMATES AND ADJUSTMENTS

The classification of entities where Carlsberg controls less than 100% of the voting rights is based on an assessment of the contractual and operational relationship between the parties. This includes assessing the conditions in shareholder agreements, contracts etc. Consideration is also given to the extent to which each party can govern the financial and operating policies of the entity, how the operation of the entity is designed, and which party possesses the relevant knowledge and competence to operate the entity.

Another factor relevant to this assessment is the extent to which each of the parties can direct the means of rights, reserved matters or voting votes.

Purchase price allocation procedures
For acquisitions of entities, the assets, liabilities and goodwill are recognised using the fair value method, while the acquisition method. The most significant assets acquired generally comprise goodwill, brands, property, plant and equipment, receivables and inventories.

No active market exists for the majority of the acquired assets and liabilities, in particular in respect of acquired intangible assets. Accordingly, management makes estimates of the fair value of acquired assets, liabilities and contingent liabilities. Depending on the nature of the item, the determined fair value of an item may be associated with uncertainty and possibly adjusted subsequently.

The unallocated purchase price (positive amount) is recognised in the statement of financial position as goodwill and allocated to the Group's cash-generating units.

Brands

SECTION 5.2 (CONTINUED) ACQUISITIONS AND DISPOSALS

The estimated value includes all future cash flows associated with the brand, including the related value of customer relations etc.

Management determines the useful life based on the brand's relative local, regional and global market strength, market share, and the current and planned investment in the brand, and the value of a well-established brand is expected to be maintained for an indefinite period in the relevant markets, and these markets are expected to be profitable for a long period. The useful life of the brand is determined to be indefinite.

Brands are measured using the relief from royalty method, under which the expected future cash flows are based on key assumptions about expected useful life, royalty rate, growth rate and the theoretical tax effect. A post-tax discount rate is used that reflects the risk-free interest rate with the addition of a risk premium associated with the particular brand. The model and assumptions applied are consistent with those used in impairment testing, and are described in further detail in section 2.2.3.

Customer agreements and portfolios
The value of acquired customer agreements and customer portfolios is assessed based on the local market and trading conditions. For most entities, there is a close relationship between brands and sales. Companies deemed to have a customer base that is not expected to be sold in the future are deemed to be sold at a consumer demand, while there is no separate value attributed to customers (spoons, bars etc.) as their choice of products is driven by consumer demand. The relationship between brands and customers is carefully considered so that recognised and customer agreements are not both recognised on the basis of the same underlying cash flows.

SECTION 5.2 (CONTINUED) ACQUISITIONS AND DISPOSALS

ACQUISITION OF ENTITIES

Wernesgrüner Brewery
In January 2021, Carlsberg acquired 100% of the German Wernesgrüner Brewery for a cash consideration of DKK 511m.

The purpose of the acquisition was to strengthen the Group's presence in the beer market in eastern Germany and to provide

additional brewing capacity for the existing Carlsberg business in northern Germany. The calculated goodwill represents staff competences and synergies from expected optimisations of supply chain and procurement, the increase in market share and access to new customers.

The purchase price allocation of the fair value of identified assets, liabilities and contingent liabilities was completed in 2021, resulting in recognition of goodwill of DKK 267m.

	Wernesgrüner Brewery	Marston's brewing activities
DKK million		
Consideration paid	511	1,869
Fair value of contingent consideration	-	61
Fair value of non-controlling shareholding in Carlsberg UK transferred to the seller	-	588
Foreign exchange translation difference	-	12
Total cost of acquisition	511	2,530
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Provisions and retirement benefit obligations	-17	-17
Deferred tax liabilities	-15	-302
Trade payables	-	-
Other payables	-29	-272
Acquired assets and liabilities	511	3,042
Non-controlling interests	-	-513
Acquired assets and liabilities attributable to shareholders in Carlsberg A/S	511	2,529

consideration losses in the on-trade segment due to the restrictions and lockdowns during the pandemic. Financial impact of acquisition
The impact on revenue and the profit for 2020 from the acquisition in late October 2020 was not material. The impact on the revenues had it been consolidated on 1 January 2020 is imperceptible to within the reporting figures were not previously a separate reporting entity.

ACCOUNTING POLICIES

Acquisitions
The acquisition date is the date when the Group effectively obtains control of an acquiree subsidiary or significant influence over an associate or a joint venture.

The cost of a business combination comprises the fair value of the consideration transferred, including the fair value of any consideration contingent on future events.
Goodwill and fair value adjustments in connection with the acquisition of an entity are treated as assets and liabilities belonging to the foreign entity and translated into the foreign entity's functional currency at the exchange rate at the transaction date.
The acquired entities' identifiable assets, liabilities and contingent liabilities are measured at fair value at the acquisition date.

Identifiable intangible assets are recognised if they are separable or arise from a contractual right. Deferred tax on reversals is recognised.
The identifiable assets, liabilities and contingent liabilities are initially recognised at the acquisition date or subsequent dates up until 12 months after the acquisition. The effect of the adjustments is recognised in the opening balance of equity, and the comparative figures are restated accordingly if the amount is material.

**SECTION 5.2 (CONTINUED)
ACQUISITIONS
AND DISPOSALS**

Changes in estimates of contingent purchase considerations are recognised in the income statement under special items, unless they qualify for recognition directly in equity.

Disposals and loss of control
Gains or losses on the disposal or liquidation of subsidiaries, associates and joint ventures are recognised as the difference between any sales price and the carrying amount of net assets (including goodwill) at the date of disposal or liquidation, foreign exchange adjustments recognised in other comprehensive income, and costs to sell or liquidation expenses.

The shareholding returned after the loss of control of subsidiaries is recognised at fair value and accounted for as the fair value on initial recognition of a financial asset or the cost of an investment in an associate or joint venture. Gains or losses on the loss of control of subsidiaries are recognised as the difference between the fair value of the returned shareholding and the carrying amount of goodwill at the date of loss of control and foreign exchange adjustments recognised in other comprehensive income.

**SECTION 5.3
NON-CONTROLLING
INTERESTS**

DECONSOLIDATION OF GONKHA BREWERY

In 2021, the Group decided to cease full consolidation of Gonkha Brewery, Nepal. The assets, liabilities and non-controlling interests of the company were deconsolidated with effect from the end of 2021. The non-controlling interests' share of the net assets amounted to DKK -101m.

MATERIAL ASSET RESTRUCTION IN CHINA

In December 2020, Carlsberg and Chongqing Brewery Co. completed an asset restructuring and contributed their respective controlled Chinese assets to Carlsberg Chongqing Breweries Company.

Carlsberg Chongqing Breweries Company is jointly owned by Chongqing Brewery Co. (51.5%) and the Carlsberg Group (48.5%). The ownership remains unchanged following the completion of the restructuring, and the Group's ownership of the listed company Chongqing Brewery Co. is also unchanged at 60%. The Group thereby holds 79% of Carlsberg Chongqing Breweries Company.

At completion, the Group's ownership of the assets it injected (previously 70-100% owned) thereby declined to 56-79%, while the Group's ownership of the assets injected by Chongqing Brewery Co. increased from 60% to 79%. Effectively, the transactions thereby exchange shareholdings of the injected entities between the Group and the non-controlling shareholders

In Chongqing Brewery Co. The transaction was accounted for as a provision with non-controlling interests and resulted in a net increase in equity for non-controlling interests and a corresponding decrease for shareholders in Carlsberg A/S of DKK 553m.

MASTONS BREWING ACTIVITIES

In October 2020, Carlsberg UK and Mastro's PLC injected their respective brewing activities into a jointly owned company named Carlsberg Mastro's Brewing Company Limited. The transaction is further described in section 5.2.

Transactions with non-controlling interests

DKK million	Changes in equity		
	Shareholders in Carlsberg A/S	Non-controlling interests	Total equity
2021	16	-16	941
Change in ownership of non-controlling interests	941	-	941
Fair value adjustments of contingent consideration	927	-16	941
Recognised in equity	-	-	-
2020	-	-	-
Disposal of 40% of Carlsberg UK to Mastro's Ltd.	-57	97	40
Disposal of 40% of Carlsberg UK to Mastro's Ltd. (continued)	-	-101	-101
Disposal of 40% of Carlsberg UK to Mastro's Ltd. (continued)	-	34	34
Disposal of 40% of Carlsberg UK to Mastro's Ltd. (continued)	-57	30	-27
Acquisition and deconsolidation of entities	-	-	-
2020	-553	553	-
Change in ownership from asset restructuring in China	-51	-26	-77
Transaction cost related to asset restructuring in China	3,248	87	3,335
Fair value adjustments of contingent consideration and other	3,124	614	3,738
Recognised in equity	-182	730	548
Disposal of 40% of Carlsberg UK to Mastro's Ltd.	-	479	479
Non-controlling interests in Mastro's's brewing activities, retained by Mastro's's	-182	1,209	1,027
Acquisition of entities	-	-	-

Carlsberg is the controlling shareholder in the joint venture with a shareholding of 60%, holding transferred 40% of its businesses in the UK.

The fair value of the transferred shareholding is part of the total consideration paid for the brewing activities injected by Mastro's PLC. At completion, the transferred shareholding impacted the allocation of equity between shareholders in Carlsberg A/S and non-controlling interests by DKK 827m.

**SECTION 5.4
CONTINGENT
CONSIDERATIONS**

Contingent considerations relate to options held by non-controlling interests in subsidiaries to sell their shares to the Group and to deferred payments in the acquisition of entities contingent on market conditions.

At the end of the reporting period, the contingent considerations primarily related to 33% shareholding in CSAPL, a discount cash flow model with a 10-year forecast period is applied with cash flows beyond the 10-year period extrapolated using a terminal period growth rate. The terminal growth rate is equal to the future inflation forecasted by IMF with the addition of a spread allowing for future growth in excess of inflation. The cash flows are estimated as the cash flows available to the shareholders in the parent company after deduction of withholding taxes, on dividends and royalties. The forecasted cash flows consider current market conditions and expectations of the future development of the beer markets in India and Nepal. Investment requirements etc. The cash flows are discounted by a weighted average cost of

10. In accordance with the Group's accounting policy, shares subject to put options are consolidated as if the shares had already been acquired. The ownership percentage at which these subsidiaries are consolidated therefore differs from the legal ownership interest retained by the Group. Both the legal and the consolidated ownership are stated in section 10.

Contingent considerations

DKK million	2021	2020
Contingent considerations at 1 January	5,290	9,023
Additions	16	61
Payments	-242	-1
Fair value adjustments	-905	-3,793
Contingent considerations at 31 December	4,264	5,290

The carrying amount of contingent considerations is determined in accordance with the terms and conditions agreed with the holders of the options.

Of the contingent considerations, DKK 0.40m (2020: DKK 5.20m) is expected to fall due after more than 12 months.

PUT OPTION FOR SHARES IN CARLSBERG SOUTH ASIA PTE LTD (CSAPL)
To prepare the Group's best estimate of the fair value of the put option on the parent-owned 33% shareholding in CSAPL, a discount cash flow model with a 10-year forecast period is applied with cash flows beyond the 10-year period extrapolated using a terminal period growth rate. The terminal growth rate is equal to the future inflation forecasted by IMF with the addition of a spread allowing for future growth in excess of inflation. The cash flows are estimated as the cash flows available to the shareholders in the parent company after deduction of withholding taxes, on dividends and royalties. The forecasted cash flows consider current market conditions and expectations of the future development of the beer markets in India and Nepal. Investment requirements etc. The cash flows are discounted by a weighted average cost of

capital obtained from an external provider specialising in business valuations. The recognised liability is measured as the average of two valuations.

Assumptions
Discount rate: India 11.2%, Nepal 16.0%
Terminal period growth rate: 5.0%, 6.4%
Corporate tax rate (growth rate in earnings after tax): 15.2%, 12.2%

The fair value of the put option decreased by DKK 1.0bn in 2021 due to the impact of COVID-19 on the Indian and Nepalese businesses, such as declining sales due to lockdowns and other restrictions, the increasing cost of raw and packaging materials, and increasing interest rates. The magnitude of the decline is dependent on the extent of government actions and support, and the expected time to return to pre-pandemic market conditions and earnings.

Although the Group disputes the partner's right to exercise the put option, it is accounted for in accordance with the Shareholders' Agreement until an arbitration award potentially results in a change in accounting treatment. The put option is therefore recorded for as if it were exercisable at 31 December 2021 at the discretion of the partner and has been reclassified from non-current to current liabilities. The put option's open until late 2023. Please refer to section 3.4 for a further description of the dispute with the partner.

The Group previously rolled in a loan made to the partner in CSAPL, the loan having become due and payable in full in January 2022, the Singapore court of appeal finally confirmed that the loan with interest is repayable by the partner to Carlsberg in full, totalling DKK 329m.

PAYMENT OF CONTINGENT CONSIDERATIONS

In 2021, the deferred contingent consideration for the acquisition of Mastro's Brewing activities was settled in cash with Mastro's PLC at DKK 247m. The fair value adjustments since initial recognition were recognised in special items, DKK 129m (2020: DKK 50m).

ACCOUNTING ESTIMATES AND ADJUSTMENTS

The fair value of contingent considerations linked to put options is calculated on the basis of level 3 input consisting of non-observable data, such as entity-specific discount rates and industry-specific expectations of price developments, and generally accepted valuation methods, including discounted cash flows and multiples.

Estimates are based on updated information since initial recognition of the contingent consideration, including new budgets and sales forecasts, discount rates etc. The assumptions applied are in line with those used in the impairment tests as described in section 2.2 but reflecting the different models and valuation techniques required. The fair values of other contingent considerations are measured at the expected future price of selected shares.

**SECTION 5.4 (CONTINUED)
CONTINGENT
CONSIDERATIONS**

ACCOUNTING POLICIES

On acquisition of non-controlling interests, i.e. subsequent to the Group's acquisition, the calculated net cost is not at fair value. The difference between the cost and the non-controlling interests' share of the total carrying amount, including goodwill, is transferred from the non-controlling interests' share of equity to equity attributable to shareholders in Carlsberg A/S. The amount deducted cannot exceed the non-controlling interests' share of equity immediately before the transaction.

On disposal of shareholdings to non-controlling interests, the difference between the sales price and the share of the total carrying amount, including goodwill acquired by the non-controlling interests, is transferred from equity attributable to shareholders in Carlsberg A/S to the non-controlling interests' share of equity.

Other contingent considerations (earn-out), which are not linked to a future transfer of additional shareholdings, are measured at occurrence with the terms of the contract with the seller. The recognition of such contingent considerations is recognised in special items.

**SECTION 5.5
ASSOCIATES AND
JOINT VENTURES**

Investments in associates and joint ventures include the businesses in Portugal (60%) and Mygannor (58%), Carlsberg Brewery (90%), Carlsberg Bjerg in Denmark (25%) and four associates in China (50%). The total investment in these associates amounted to DKK 3,407m at 31 December 2021 (2020: DKK 2,585m).

The Group's ownership of Super Beck, Portugal, is 60%. Nevertheless, Super Beck remains an associate of the Group due to the ownership structure. Please refer to section 10 for further details.

In 2021, disputes with the local non-controlling shareholder prevented the Group from exercising its rights as a controlling shareholder in Carlsberg Brewery, Nepal. The Group decided to cease full consolidation of the company from 31 December 2021 and it was therefore reclassified as an associate and recognised at fair value, DKK 1,189m, cf. section 5.2.

Despite the local 58% ownership share in Mygannor Carlsberg, the entity is classified as an associate due to the structure of the agreement with the partner and the environment in the country.

In 2021, disputes with the partner regarding the management of The Lhoso Brewery meant that the Group lost its significant influence in the company. The investment was therefore reclassified from associates to other

financial investments. The disputes resulted in significant disturbances to the operation of the company, which negatively impacted the financial performance. The investment was therefore written down to its recoverable amount, cf. section 2.2.

For associates in which the Group holds an ownership interest of less than 20%, the Group participates in the management of the company and is therefore exercising significant influence.

None of the associates and joint ventures are material to the Group.

Fair value of investment in listed associates

DKK million	2021	2020
The Lion Brewery	355	382
Ceylon, Sri Lanka	-	-

Key figures for associates and joint ventures

DKK million	Carlsberg Group share			
	Prok. comprehensive income	Other comprehensive income	Total comprehensive income	Investments in associates and joint ventures
2021	316	10	346	5,172
Associates	316	10	346	5,172
Joint ventures	-	-	-	-1
Total	316	10	346	5,172
2020	315	-4	311	4,191
Associates	315	-4	311	4,191
Joint ventures	-	-	-	-3
Total	315	-4	311	4,188

**SECTION 6
TAX**

**21.7%
TAX RATE**

Tax rate is down from 24.7% in 2020, mainly as a result of special items.

**SECTION 6.1
INCOME TAX**

The nominal weighted tax rate for the Group is calculated as domestic tax rates applicable to profits in the entities as a proportion of each entity's share of the Group's profit before tax.

The Group's total tax cost was DKK 51M (2020: DKK 354m) higher than the Group's nominal weighted tax expense. The nominal weighted tax expense was negatively impacted by withholding taxes (particularly on dividends), non-deductible expenses (particularly marketing expenses and intercompany charges), and positively impacted by the non-taxable and non-deductible transactions in special items, resulting in an effective tax rate of 21.7% (2020: 24.7%).

The possible impact from special items comprised primarily non-taxable reversal of provisions made in prior years. Excluding special items and tax hereon the effective tax rate would be 23.5% (2020: 25.7%).

It is not possible to deduct all interest and fair value adjustments arising in Denmark due to thin capitalisation rules. Therefore, tax on such adjustments fluctuates from year to year.

ACCOUNTING POLICIES

Income tax comprises current tax and changes in deferred tax for the year, including changes as a result of a change in the tax rate. The tax expense relating to the profit/loss for the year is recognised in the income statement, while the tax expense relating to items recognised in other comprehensive income is recognised in the statement of comprehensive income.

Reconciliation of the effective tax rate for the year

	2021	2020
Normal weighted tax rate	21.2	20.6
Change in tax rate	-0.1	0.4
Adjustments to tax for prior years	-0.3	0.2
Non-optimised tax costs and liabilities	0.5	1.3
Non-deductible income	-0.7	-0.7
Non-deductible expenses	3.4	3.4
Tax revenues etc.	-0.1	-0.5
Special items	-2.4	-2.9
Withholding taxes	1.3	1.9
Other, including tax in associates and joint ventures	-1.1	-0.4
Effective tax rate for the year	21.7	24.7
Effect of non-observable and non-deductible transactions in special items	-2.15	2.21
	23.5	25.7

If the Group obtains a tax deduction or compensation of the taxable income in Denmark or in foreign jurisdictions as a result of share-based payment programmes, the tax effect of the programme is recognised in tax on profit/loss for the year. However, if the total tax deduction exceeds the total expense, the tax benefit of the excess deduction is recognised directly in equity.

**SECTION 6.1 (CONTINUED)
INCOME TAX**

Income tax expenses

DKK million	2021		2020	
	Income statement	Other comprehensive income	Income statement	Other comprehensive income
Total	2,418	-83	2,335	2,046
Current tax	2,418	-83	2,335	2,046
Change in deferred tax and non-current tax payables during the year	-151	-20	-171	202
Change in deferred tax as a result of change in tax rate	-14	-	9	-
Adjustments to tax for prior years	-34	-	-40	-40
Total	2,219	-103	2,233	2,297

Tax for the year can be specified as follows

DKK million	2021		2020	
	Recognised item before tax	Tax incurred/expense	Recognised item before tax	Tax incurred/expense
Foreign exchange adjustments	-3,307	-	-3,307	-
Hedging instruments	323	-83	1,898	22
Retirement benefit obligations	-578	-20	-598	-176
Share of other comprehensive income in associates and joint ventures	-10	-	4	4
Share of other comprehensive income in subsidiaries	-103	-	-3,675	-
Total	-3,572	-103	7,445	64

Of the total deferred tax assets recognised, DKK 43m (2020: DKK 201m) related to tax loss carryforwards, the utilisation of which depends on future positive taxable income exceeding the realised deferred tax liabilities. It is management's opinion that these tax loss carryforwards can be utilised.

Tax assets not recognised of DKK 1,373m (2020: DKK 936m) primarily relates to tax losses that are not expected to be utilised in the foreseeable future. Of these, tax losses that will not expire amounted to DKK 1,042m (2020: DKK 581m). The remaining tax losses of DKK 331m (2020: DKK 355m) will expire within five years.

**SECTION 6.2
TAX ASSETS AND LIABILITIES**

Deferred tax of DKK 39m (2020: DKK 41m) was recognised in respect of the tax of 5% payable on planned dividends from certain entities in Central & Eastern Europe.

Planned distribution of reserves for other subsidiaries will not trigger a significant tax liability based on current tax legislation.

**SECTION 6.2 (CONTINUED)
TAX ASSETS AND LIABILITIES**

Changes in deferred tax and non-current tax payables for the year amounted to DKK 151m (2020: DKK 150m).

DKK million	2021		2020	
	Deferred tax liabilities	Non-current tax payables	Deferred tax liabilities	Non-current tax payables
Total	6,350	1,488	4,779	6,365

ACCOUNTING ESTIMATES AND JUDGEMENTS

The Group recognises deferred tax assets, including the reported tax value of tax loss carryforwards, if management assesses they can be offset against positive taxable income in the foreseeable future. This judgment is made annually and based on budgets and business plans for the coming years, including planned commercial initiatives.

Carlsberg operates in a large number of tax jurisdictions where tax legislation is highly complex and subject to interpretation. Management makes judgments on uncertain tax positions to ensure recognition and measurement of tax assets and liabilities.

ACCOUNTING POLICIES

Current tax payable and receivable are recognised in the statement of financial position as tax computed on the taxable income for the year, adjusted for tax on the taxable income of prior years and for tax paid on account respectively.

Deferred tax on all temporary differences between the carrying amount and the tax base of assets and liabilities is measured using the balance sheet liability method. However, deferred tax is not recognised on temporary differences relating to goodwill that is not deductible for tax purposes or on office premises and other items where temporary differences, apart from business combinations, arise at the acquisition date without affecting other profit/loss for the year or taxable income.

When alternative tax rules can be applied to determine the tax base, deferred tax is measured based on the planned use of the asset or settlement of the liability. Deferred tax is recognised on expected dividend payments from subsidiaries, associates and joint ventures in countries involving withholding tax on distributions.

Deferred tax assets related to tax loss carryforwards are recognised under other non-current assets at the expected value of their utilisation, either as a set-off against tax on future income or as a set-off against tax on current tax.

Deferred tax liabilities: In the same legal tax entity and jurisdiction, deferred tax assets and tax liabilities are offset if the entity has a legally enforceable right to offset current tax liabilities and tax assets or to reduce the current tax assets and tax liabilities simultaneously. Deferred tax assets are recognised only to the extent that it is probable that the assets will be utilised.

Deferred tax is measured according to the tax rules of the reporting date and of the tax rates applicable when the deferred tax is expected to materialise as current tax.

The change in deferred tax as a result of changes in tax rates is recognised in the income statement. Changes to deferred tax on items recognised in other comprehensive income are, however, recognised in other comprehensive income.

Changes to non-current tax assets and liabilities

DKK million	2021		2020	
	Recognised at 31 December, net	Recognised at 1 January, net	Recognised at 31 December, net	Recognised at 1 January, net
Tax assets	6,350	4,599	6,265	4,599
Tax liabilities	-1,922	-1,767	-1,767	-1,767
Total assets and liabilities at 31 December, net	4,428	2,832	4,498	2,832

Specification of deferred tax

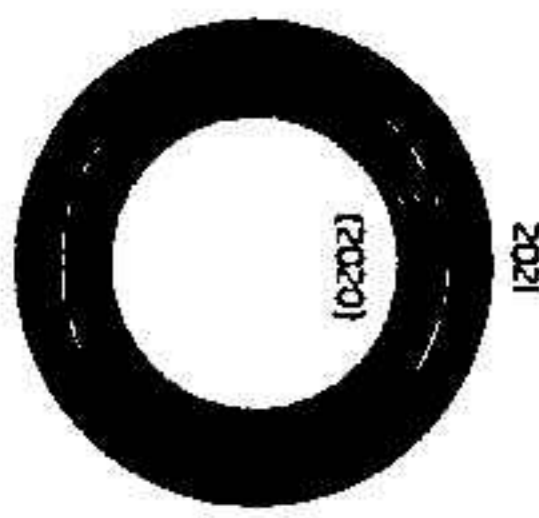
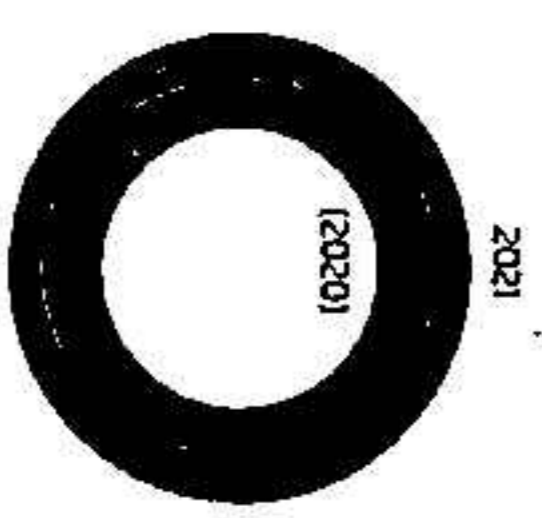
DKK million	2021		2020	
	Expected to be used as follows	Within one year	After more than one year	Total
Income tax assets	519	388	3,451	3,260
Income tax liabilities	220	281	1,635	1,589
Current assets	453	286	19	25
Provisions and retirement benefit obligations	2,395	1,992	2,942	1,337
Fair value adjustments	34	35	45	10
Tax losses	43	201	-	-
Total before offset	3,064	3,223	8,092	6,235
Offset:	-1,742	-1,456	-1,742	-1,456
Deferred tax assets and liabilities at 31 December	1,322	1,767	6,350	4,779

SECTION 7

STAFF COSTS AND REMUNERATION

Pensions

Defined benefit obligations were affected by the asset ceiling in Switzerland and higher discount rates across all markets as a result of the pandemic.



**SECTION 7.1
STAFF COSTS**

Staff costs increased in 2021, mainly due to higher performance-related payouts because of the good financial performance in 2021 and partly offset by the inclusion of Merston's and Wernisgrüner personnel.

Severance payments were lower due to fewer redundancies than in 2020.

DKK million	2021		2020	
	Staff costs	Severance and other remuneration	Staff costs	Severance and other remuneration
Total	10,597	9,631	10,597	9,631
Average number of employees	39,375	40,010	39,375	40,010

Staff costs are included in the following line items in the income statement

	2021	2020
Cost of sales	2,856	2,672
Sale and distribution expenses	5,500	5,087
Administrative expenses	2,020	1,902
Other operating activities, net	118	68
Financial expense (income)	42	-189
Special items (restructuring)	21	91
Total	10,597	9,631

**SECTION 7.2
REMUNERATION**

The remuneration of the Supervisory Board, the executive directors and key management personnel is described in detail in the Remuneration Report.

The remuneration of key management personnel increased in 2021, primarily because of the impact of better performance on the KPIs measured by both short- and long-term incentive programs and changes to the composition of ExCom.

In 2021, the Supervisory Board received total remuneration of DKK 10.05m (2020: DKK 9.86m), comprising fixed salary only.

All elements except for share-based payments are classified as short-term employee benefits. Share-based payments are classified as long-term employee benefits.

Remuneration

DKK million	Executive directors		Key management personnel	
	2021	2020	2021	2020
Fixed salary	20.7	20.7	29.1	29.2
Cost bonus	20.7	9.3	20.1	12.4
Other benefits	1.1	1.1	6.0	8.5
Severance payments	-	-	3.4	8.3
Remuneration awarded in cash	42.5	31.1	68.6	58.9
Non-monetary benefits	0.4	0.4	3.1	1.1
Share-based payments	31.1	26.0	3.5	10.5
Provisioned, non-current and share-based	31.5	26.4	6.6	11.6
Total (cash and non-cash)	74.0	57.5	75.2	70.5

**SECTION 7.3
SHARE-BASED PAYMENTS**

The Group has set up share-based incentive programmes to attract, retain and motivate the Group's executive directors and other levels of management personnel, and to align their interests with those of the shareholders. There is no share-based remuneration of the Supervisory Board.

The Group has two types of share-based payment: share options and performance shares. Share options entitle the holder to purchase class B shares in Carlsberg A/S at a predetermined price after completing three years of service. Share options are exercisable for five years.

Entitlement to performance shares also requires fulfillment of service in the vesting period (3 years) but does not have any exercise price. Instead, the shares are transferred to the recipients based on achievement of the KPIs attached to the shares.

PERFORMANCE SHARES

The number of performance shares granted is the maximum number of performance shares that can vest. The number of shares outstanding at the end of the period is the number expected to vest, based on the extent to which the vesting conditions are expected to be met. The number of shares expected to vest is revised on a regular basis.

In 2021, 178 employees (2020: 190 employees) across the Group were awarded performance shares.

Vesting is subject to achievement of four KPIs: total shareholder return, adjusted EPS growth, organic revenue growth and growth in ROIC. The average share price at vesting was DKK 976 (2020: DKK 770). The average contractual life at the end of 2021 was 1.2 years (2020: 1.2 years).

**SECTION 7.3 (CONTINUED)
SHARE-BASED
PAYMENTS**

Share options
No share options have been granted since 2016. The outstanding options are all exercisable at the end of the reporting period. The average contractual life was 1.7 years (2020: 2.8 years).

Share option disclosures

DKK million	2021	2020
For value at 31 December	70	52

Performance shares

DKK million	Key management personnel		Other management personnel		Total
	2021	2020	2021	2020	
31 December 2019	189,405	22,550	616,987	904,640	
Granted	48,991	-	130,515	202,056	
Forfeited/adjusted	-28,919	-16,970	-180,896	-206,585	
31 December 2020	142,612	54,551	279,241	476,504	
Granted	50,805	15,800	126,068	192,673	
Forfeited/adjusted/monitored	-13,027	-8,575	-84,575	-110,804	
Expected/waived	-4,212	-	-85,048	-146,282	
31 December 2021	136,178	40,127	235,786	412,091	

Performance share disclosures

DKK million	Regular		Fund & Crow	
	2021	2020	2020	2020
Four value at grant date	110	91	-	-
Cost of shares granted in the year	34	30	-	-
Total cost of performance shares	82	56	-	-
Cost not yet recognised	147	132	-	-
Fair value at 31 December	454	458	-	-

ACCOUNTING ESTIMATES AND ADJUSTMENTS

The volatility of performance shares is based on the historical volatility of the price of Carlsberg A/S class B shares over the previous three years. For share options, the volatility is based on similar data over the previous eight years.

The share price and the exercise price of share options are calculated as the average price of Carlsberg A/S class B shares on Nasdaq Copenhagen during the first five trading days after publication of Carlsberg A/S financial statements.

Key information

Assumptions	Performance shares	
	2021	2020
Expected volatility	23.3%/23.7%	16.0%/21.0%
Risk-free interest rate	0.5%	0.5%
Expected dividend yield	0.0/2.3%	0.0/3.0%
Expected life in years	3.0	3.0
For value of measurement date	DKK 512,-961	DKK 567,-894

Share options

DKK million	Exercise price		Number	
	2021	2020	2021	2020
31 December 2019	518	518	114,994	114,994
31 December 2020	518	518	114,994	114,994
31 December 2021	518	518	114,994	114,994

**SECTION 7.4 (CONTINUED)
RETIREMENT
BENEFIT
OBLIGATIONS
AND SIMILAR
OBLIGATIONS**

The Group has a triennial valuation process to agree on any future funding arrangements. The most recent one was completed in 2020. The Group expects to contribute DKK 80m (2020: DKK 74m) to the plan assets in 2022, which is in line with the agreed funding arrangement, under which the Group will contribute DKK 496m up to 2026. Plan assets do not include shares in the Group or properties used by Group companies.

Accounts recognised in other comprehensive income for 2021 totalled DKK -421m (2020: DKK -429m), comprising a foreign exchange adjustment of DKK -182m and a net actuarial loss of DKK 603m.

The accumulated actuarial loss and foreign exchange adjustment recognised at 31 December 2021 was DKK 2,855m (2020: DKK 3,287m), with actuarial net losses of DKK 3,152m (2020: DKK 3,733m).

ACCOUNTING POLICIES

The fair value of granted performance shares is estimated using a stochastic (Monte Carlo) valuation model of market conditions and a Black-Scholes call option pricing model of other conditions, taking into account the terms and conditions upon which the performance shares were granted.

On initial recognition of performance shares, an estimate is made of the number of awards expected to vest and subsequently revised for only changes. Accordingly, recognition is based on the number of awards that ultimately vest.

Key information

Assumptions	Performance shares	
	2021	2020
Expected volatility	23.3%/23.7%	16.0%/21.0%
Risk-free interest rate	0.5%	0.5%
Expected dividend yield	0.0/2.3%	0.0/3.0%
Expected life in years	3.0	3.0
For value of measurement date	DKK 512,-961	DKK 567,-894

Share options

DKK million	Exercise price		Number	
	2021	2020	2021	2020
31 December 2019	518	518	114,994	114,994
31 December 2020	518	518	114,994	114,994
31 December 2021	518	518	114,994	114,994

**SECTION 7.4
RETIREMENT
BENEFIT
OBLIGATIONS
AND SIMILAR
OBLIGATIONS**

A number of employees are covered by retirement benefit plans. The nature of the plans varies depending on labour market conditions in the individual countries. Benefits are generally based on wages and salaries and length of employment.

Retirement benefit obligations cover both present and future retirees' entitlement to retirement benefits.

DEFINED CONTRIBUTION PLANS

A defined contribution plan is a post-employment benefit plan under which the Group pays contributions to a separate independent company. The Group's legal or constructive obligation is limited to the contributions.

60% (2020: 61%) of the Group's retirement benefit costs related to defined contribution plans. In 2021, the expense recognised in relation to these contributions was DKK 335m (2020: DKK 303m).

DEFINED BENEFIT PLANS

A defined benefit plan guarantees employees a certain level of pension benefits for life. The pension is based on seniority and salary at the time of retirement. The Group assumes the risk

associated with future developments in interest rates, inflation, mortality and disability etc.

The most significant plans are in the UK and Switzerland, representing 50% and 38% respectively (2020: 50% and 38%), while the eurozone countries represented 5% (2020: 5%) of the gross obligation at 31 December 2021.

The majority of the obligations are funded, with assets placed in independent pension funds, mainly in Switzerland and the UK. The largest part of the plan assets are based on a quoted market price. In some countries, primarily Germany, Sweden and China, the obligation is unfunded. The retirement benefit obligations for these unfunded plans amounted to DKK 1,562m (2020: DKK 1,589m) or 11% (2020: 12%) of the gross obligation.

In 2021, the Group's obligation, net of defined benefit plans decreased by DKK 589m compared with 2020. The change was primarily driven by the effect of the asset ceiling in Switzerland, DKK 129m, and changes in the actuarial discount rates due to increased discount rates across all markets, which decreased the gross obligation.

DKK million	2021		2020	
	Present value of obligation at 31 January	Present value of plan assets	Present value of obligation, net	Present value of plan assets
Recognised in the income statement	183	183	223	223
Current service cost	5	5	-242	-242
Net interest on the net defined benefit obligation (asset)	138	99	141	114
Total	326	287	141	27

DKK million	2021		2020	
	Present value of obligation at 31 January	Present value of plan assets	Present value of obligation, net	Present value of plan assets
Recognised in the income statement	183	183	223	223
Current service cost	5	5	-242	-242
Net interest on the net defined benefit obligation (asset)	138	99	141	114
Total	326	287	141	27

**SECTION 7.4 (CONTINUED)
RETIREMENT
BENEFIT
OBLIGATIONS
AND SIMILAR
OBLIGATIONS**

The value of the Group's defined benefit plans is based on valuations from external actuaries. The valuation is based on a number of actuarial assumptions, including discount rates, expected growth in wages and salaries, mortality and retirement benefits.

The present value of the net obligation is calculated by using the projected unit credit method and discounting the defined benefit plan by a discount rate for each country. The discount rate is determined by reference to market yields on high-quality corporate bonds. Where high-quality corporate bonds are not available, the market yields on government bonds are used instead.

Actuarial assumptions are based on the Group entity's best estimates of the mortality of plan members during and after employment and include expected changes in mortality. Due to the broad range of entities comprising the retirement benefit obligation, several different mortality tables are used to calculate the future retirement benefit obligation.

ACCOUNTING POLICIES

Contributions paid to a defined contribution plan are recognised in the income statement in the period during which services are rendered by employees. Any contributions outstanding are recognised in the statement of financial position as other liabilities.

The Group's net obligation recognised in the statement of financial position in respect of defined benefit obligations at the reporting date less the fair value of plan assets calculated by a qualified actuary.

The present value is determined separately for each plan by discounting the estimated future benefits that employees have earned in return for their service in the current and prior years.

The costs of a defined benefit plan are recognised in the income statement and include service costs, net interest based on actuarial estimates and financial expectations.

Service costs comprise current service cost and past service cost. Current service cost is the increase in the present value of the defined benefit obligation resulting from employee services in the current period. Past service cost is the change in the present value of the obligation resulting from employee services in prior years that arises from a plan amendment or a curtailment. Past service costs are recognised immediately, provided employees have already earned the changed benefits.

Realised gains and losses on curtailment or settlement are recognised under staff costs. Interest on retirement benefit obligations and the interest on return on plan assets are recognised as financial income or financial expense.

Differences between the development in retirement benefit assets and liabilities and related amounts at year-end are designated as actuarial gains or losses and recognised in other comprehensive income. As they will never be reclassified to the income statement, they are included in retained earnings.

If a retirement benefit plan constitutes a net asset, the asset is recognised only if it offers future refunds from the plan or will lead to reduced future payments to the plan.

Realised gains and losses on the adjustment of retirement benefit obligations as a result of termination of a significant number of positions in connection with restructurings are recognised under special items.

Realised gains and losses on the adjustment of retirement benefit obligations as a result of termination of a significant number of positions in connection with restructurings are recognised under special items.

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Breakdown of plan assets

DKK million	2021		2020	
	DKK	%	DKK	%
Shares	1,345	12	992	9
Bonds and other securities	7,485	65	7,578	71
Real estate	2,088	18	1,914	18
Cash and cash equivalents	588	5	170	2
Total	11,506	100	10,654	100

Assumptions applied

In 2021, the discount rate used for the defined benefit plans in Western Europe was determined by reference to market yields on corporate bonds. In the Asian countries, where no deep market in high-quality corporate bonds exists, the discount rate was determined by reference to market yields on government bonds.

The mortality tables used in Carlsberg UK are SPPMA/SPPFA tables for post-retirement, while the Swiss entities use BVC 2020 for valuation of their retirement benefit obligations.

The sensitivity analysis is based on a change in one of the assumptions, while all other assumptions remain constant. This is highly unlikely, however, as a change in one assumption would probably affect other assumptions as well. When calculating the obligation on the basis of a changed assumption, the same method has been applied as when calculating the defined benefit obligation.

Expected maturity and duration
Defined benefit obligations are primarily expected to mature over five years. The expected duration of the obligations at year-end 2021 was 17 years. The duration is calculated using a weighted average of the duration divided by the obligation.

Sensitivity analysis

DKK million	2021		2020	
	-0.2%	+0.2%	-0.2%	+0.2%
Discount rate	-1,097	1,251	-1,514	1,715
Growth in wages and salaries	81	-73	74	-67
Mortality	522	-520	452	-378

Actuarial of retirement benefit obligations

DKK million	2021		2020	
	1 year	5 years	1 year	5 years
2021	731	2,921	10,199	13,851
2020	611	2,313	10,664	13,588

OTHER DISCLOSURE REQUIREMENTS

SECTION 8

6,943m

Profit attributable to shareholders in Carlsberg A/S, adjusted for special items after tax (DKK).

48.3

Earnings per share, adjusted for special items after tax (DKK).

SECTION 8.1 EARNINGS PER SHARE

During 2021, the Group repurchased a total of 3.4m B shares under the share buy-back programme. The share buy-back programme decreased the average number of shares by 2.3m. This increased adjusted earnings per share by DKK 0.7. The adjustment for special items after tax increased adjusted earnings per share by DKK 0.7.

For all share-based incentive instruments, the average market price of Carlsberg B shares exceeded the exercise price and the fair value at the grant date. As a result, diluted earnings per share included all share-based incentive instruments that could potentially dilute earnings in the future.

	2021	2020
Earnings per share		
DKK		
Earnings per share of DKK 20 (EPS)	47.6	41.3
Diluted earnings per share of DKK 20 (EPS-D)	47.6	41.1
Earnings per share, adjusted (EPS-A)	48.3	43.6
Average number of shares		
1,000 shares		
Average number of issued shares	146,067	149,407
Average number of treasury shares	-2,219	-3,203
Average number of shares	143,848	146,204
Average dilutive effect of share-based incentives	431	646
Diluted average number of shares	144,279	146,750
Profit attributable to shareholders		
DKK million		
Consolidated profit	8,009	6,888
Non-controlling interests	-1,183	-778
Profit attributable to shareholders in Carlsberg A/S (net profit)	6,826	6,110
Special items after tax	97	333
Profit attributable to shareholders in Carlsberg A/S, adjusted	6,923	6,443

SECTION 9

BASIS FOR PREPARATION

SECTION 9.1 SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS

In preparing the consolidated financial statements, management makes various accounting estimates and judgements that form the basis of presentation, recognition and measurement of the Group's assets, liabilities, income and expenses. The estimates and judgements made are based on historical experience and other factors that management assesses to be reliable, but that, by nature, are associated with uncertainty and unpredictability and may therefore prove incomplete or incorrect.

Areas involving significant estimates and judgements:

Revenues	Section 1
Impairment testing, useful life and residual value	Section 2
Restructuring, provisions and contingencies	Section 3
Acquisitions and disposal, including currency considerations	Section 5
Tax assets and liabilities	Section 6
Defined benefit obligations	Section 7

SECTION 9.2 GENERAL ACCOUNTING POLICIES

The Group's 2021 consolidated financial statements have been prepared in accordance with IFRS as adopted by the EU and further requirements in the Danish Financial Statements Act.

The consolidated financial statements are presented in Danish kroner (DKK), which is the Parent Company's functional currency, and all values are rounded to the nearest DKK million, except when otherwise stated.

The accounting policies set out below have been used consistently in respect of the financial year and the comparative figures.

DEFINING MATERIALITY

Significant items are presented individually in the financial statements as required by IAS 1. Other items that are considered relevant to stakeholders and necessary for an understanding of the Group's business model, including research, real estate and geographical

diversity, are also presented individually in the financial statements.

The consolidated financial statements are prepared as a consolidation of the financial statements of the Parent Company, Carlsberg A/S, and its subsidiaries according to the Group's accounting policies.

Subsidiaries are all entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to direct the activities of the entity.

Entities over which the Group exercises significant influence, but which it does not control, are considered associates. Significant influence is generally obtained by direct or indirect ownership or control of less than 50% of the voting rights or participation in the management of the company. The assessment of whether Carlsberg A/S exercises control or significant influence includes potential voting rights exercisable at the reporting date. Entities that by agreement are managed jointly with one or more other parties are considered joint ventures.

On consolidation, intra-group income and expenses, shareholdings, balances and dividends, and realised and unrealised gains are eliminated. Unrealised gains on transactions with associates and joint ventures are eliminated in proportion to the Group's ownership share of the entity.

Unrealised losses are eliminated in the same way as unrealised gains to the extent that impairment has not taken place.

The accounting items of subsidiaries are included in full in the consolidated financial statements. Non-controlling interests' share of subsidiaries' profit/loss for the year and of equity are included in the Group's profit/loss and equity but are disclosed separately. Entities acquired or established in the year are recognised in the consolidated financial statements from the date of acquisition or formation. Entities disposed of or discontinued are recognised in the consolidated income statement until the date of disposal or discontinuation. The comparative figures are not restated.

On recognition of entities with a functional currency other than the presentation currency,

SECTION 8.2 FEES TO AUDITORS

Fees to auditors appointed by the Annual General Meeting

DKK million	2021	2020
PwC, including network firms		
Statutory audit	23	21
Assurance engagements	1	1
Tax advisory	2	2
Other services	2	2
Total	28	26

Fees for services other than the statutory audit of the financial statements provided by PricewaterhouseCoopers Statautoriseret Revisionsselskab, Denmark, amounted to DKK 1m (2020: DKK 2m), including VAT compliance, other assurance opinions and agreed-upon procedures as well as accounting advice.

SECTION 8.3 RELATED PARTIES

RELATED PARTIES EXERCISING CONTROL. The Carlsberg Foundation, H.C. Andersen Boulevard 35, 1553 Copenhagen V, Denmark, exercises control over Carlsberg A/S. The Foundation holds 29.5% of the shares and 75.9% of the voting power in Carlsberg A/S, excluding treasury shares.

SECTION 9.2 (CONTINUED) GENERAL ACCOUNTING POLICIES

FOREIGN CURRENCY TRANSLATION

A functional currency is determined for each of the reporting entities in the Group. The functional currency is the primary currency used for the reporting entity's operations. Transactions denominated in currencies other than the functional currency are considered transactions denominated in foreign currencies.

On initial recognition, transactions denominated in foreign currencies are translated to the functional currency at the exchange rates at the transaction date. Foreign exchange rates at the transaction date and at the date of payment are recognised as financial income or expenses.

Receivables, payables and other monetary items denominated in foreign currencies are translated at the exchange rates at the reporting date. The difference between the exchange rates at the reporting date and at the date at which the receivable or payable arose or the exchange rate in the latest consolidated financial statements is recognised as financial income or expenses.

On recognition of entities with a functional currency other than the presentation currency,

The following transactions took place between the Carlsberg Foundation and the Group in 2021:

The Carlsberg Foundation received a dividend of DKK 22.00 per share from Carlsberg A/S, the same as every other shareholder. The dividend received amounted to DKK 964m.

Through its pro-rata participation in the share buy-back programme, the Carlsberg Foundation sold B shares to Carlsberg A/S at a fair value of DKK 1,092m. The Foundation thereby reduced its shareholding to 29.5% at 31 December 2021 (2020: 29.6%). The shares were sold at the average weekly share buy-back market prices.

FUNDING AND GRANTS Carlsberg A/S received statutory grants and further funding from the Carlsberg Foundation, DKK 56m, for the basic research and development activities of the Carlsberg Research Laboratory (2020: DKK 53m). Of the total grants, DKK 18m (2020: DKK 29m) was deferred to be used for research projects in the future.

In 2020, the Carlsberg Foundation contributed a total amount of DKK 53m to support the rebuilding of the Carlsberg Visitor Centre during 2021 and 2022. The purpose of the rebuild is to better showcase Carlsberg's rich history and value creation.

OTHER ACTIVITIES

Visit Carlsberg A/S, 100% owned by Carlsberg A/S, hosted and administered events at the Carlsberg Academy, which is owned by the

Carlsberg Foundation, at a value of DKK 1m. Furthermore, Visit Carlsberg A/S was paid DKK 0.4m for work to restore the Carlsberg Academy before its reopening in 2021.

The Group's delivery of beer and soft drinks to the Carlsberg Foundation is charged at ordinary listing price minus a discount. In 2021, the deliveries amounted to DKK 0.2m (total sales of goods) (2020: DKK 0.1m).

Carlsberg A/S leases parking spaces from the Carlsberg Foundation to provide parking for employees at the Research Laboratory and Visit Carlsberg. Furthermore, Carlsberg Breweries A/S leases storage facilities in the researcher apartments. These lease agreements are with subsidiaries of the Foundation. The two annual lease payments amount to DKK 0.2m and the leases are on market terms.

It is estimated that the benefit for the Carlsberg Group corresponds to the value of the other activities provided to the Carlsberg Foundation, which in turn corresponds to what each party would have had to pay to have the same deliverables provided by external parties.

OTHER RELATED PARTIES

Related parties also comprise Carlsberg A/S' Supervisory Board and Executive Board, their close family members and companies in which these persons have significant influence. During the year, there were no transactions between these parties and the Group, except for remuneration as disclosed in section 7 of the consolidated financial statements.

INCOME STATEMENT

The presentation of the Group's income statement is based on the internal reporting structure, as IFRS does not provide a specific disclosure requirement.

Special items are not directly attributable to ordinary operating activities and are shown separately in order to facilitate a better understanding of the Group's financial performance.

CASH FLOW

Cash flow is calculated using the indirect method and is based on operating profit before special items adjusted for depreciation, amortisation and impairment losses. Cash flow cannot be derived directly from the statement of financial position and income statement.

FINANCIAL RATIOS AND NON-IFRS FINANCIAL MEASURES

The Group uses certain additional financial measures to provide management, investors and investment analysts with additional measures to evaluate and analyse the Company's results. These non-IFRS financial measures are defined and calculated by the Group and therefore may not be comparable with other companies' measures.

The non-IFRS financial measures disclosed in the Annual Report are:

- Earnings per share, adjusted, and payout ratio, adjusted
- Organic development

The income statement and the statement of financial position include the following transactions

DKK million	2021	2020
Associates and joint ventures		
Revenue	76	78
Cost of sales	-817	-756
Sales expenses	-11	-14
Interest income	14	15
Loans	242	216
Participations	226	106
Treasury shares and other liabilities	-36	-10

SECTION 8.4 EVENTS AFTER THE REPORTING PERIOD

Apart from the events recognised or disclosed in the consolidated financial statements, no events have occurred after the reporting period of importance to the consolidated financial statements.

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**SECTION 9.2 (CONTINUED)
GENERAL ACCOUNTING POLICIES**

9.2.1 REPORTING UNDER THE ESIF REGULATION

The Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESEF Regulation) has introduced a single electronic reporting format for the annual financial reports of issuers with securities listed on the EU-regulated markets.

The combination of XHTML format and XBRL tags enables the annual financial reports to be read by both humans and machines, thus enhancing accessibility, analysis and comparability of the information included in the annual financial reports.

The Group's XBRL tags have been prepared in accordance with the ESIF taxonomy, which is included in the ESIF Regulation and has been developed based on the IFRS taxonomy published by the IFRS Foundation.

The line items in the consolidated financial statements are tagged to elements in the ESIF taxonomy. For financial line items that are not directly defined in the ESIF taxonomy, an extension to the taxonomy has been created. Extensions are anchored to elements in the ESIF taxonomy, except for extensions that are subtotals.

The annual report submitted to the Danish Financial Supervisory Authority (the Officially Appointed Mechanism) consists of the XHTML document together with the technical files, all of which are included in the ZIP file Carlsberg-2021-12-31.zip.

Key definitions

XHTML (eXtensible HyperText Markup Language) is a text-based language used to structure and mark up content such as text, images and hyperlinks in documents that are displayed in a web browser.

XBRL tags (or inline XBRL tags) are hidden meta-information embedded in the source code of an XHTML document that enables the conversion of XHTML-formatted information into a machine-readable XBRL data record using appropriate software.

A financial reporting taxonomy is an electronic dictionary of business reporting elements used to report business data. A taxonomy element is an element defined in a taxonomy that is used for the machine-readable labelling of information in an XBRL data record.

**SECTION 9.3
CHANGES IN ACCOUNTING POLICIES**

CHANGED ACCOUNTING POLICIES AND CLASSIFICATION IN THE ANNUAL REPORT 2021

The Annual Report 2021 has been prepared using the same accounting policies for recognition and measurement as those applied to the consolidated financial statements for 2020, except for the following Amendments that were adopted as of 1 January 2021:

- Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16 interest rate benchmark reform – Phase 2
- Amendments to IFRS 4 "Insurance Contracts – deferral of IFRS 9"
- Amendments to IFRS 16 "Leases", COVID-19-Related Rent Concessions beyond 30 June 2021

These Amendments had no impact on the Group's accounting policies, as they cover areas that are not material and/or relevant for the Group or do not change the accounting policies applied in 2021.

**SECTION 9.4
NEW LEGISLATION**

NEW AND AMENDED IFRS STANDARDS

The following Amendments to IFRS became effective as of 1 January 2022:

- Amendment to IAS 16 Property, Plant and Equipment
- Amendment to IAS 37 Provisions, Contingent Liabilities and Contingent Assets
- Amendments to IFRS 3 Business Combinations
- Annual Improvements to IFRS Standards 2018-2020 (IFRS 1, IFRS 9 and IFRS 16)

The implemented Amendments are not expected to have any significant impact on the financials or the Group's accounting policies, as they cover areas that are not material and/or relevant for the Group or do not change the accounting policies applied in 2021.

**SECTION 9.4
NEW AND AMENDED IFRS STANDARDS AND INTERPRETATIONS NOT YET ADOPTED BY THE EU**

The following Amendments, which will become effective in future years, have been issued but not yet adopted by the EU:

- Amendment to IAS 1 Presentation of Financial Statements: Classification of Liabilities as Current or Non-current and Classification of Current or Non-current – Deferral of Effective Date
- Amendment to IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2: Disclosure of Accounting Policies
- Amendments to IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates
- Amendments to IAS 12 Income Taxes: Deferred Tax related to Assets and Liabilities arising from a Single Transaction
- IFRS 17 "Insurance Contracts" and amendments to IFRS 17 – "Initial Applications of IFRS 17" and IFRS 9 – "Comparative Information"

The new Standard is not mandatory for the financial reporting for 2021. The Group expects to adopt the new Standard when it becomes mandatory.

**SECTION 9.2 (CONTINUED)
GENERAL ACCOUNTING POLICIES**

9.2.2 STOCK MARKET RATIOS

FINANCIAL RATIOS	Calculation
Cost margin	Gross profit as a percentage of revenue.
EBITDA margin ¹	Operating profit before depreciation, amortisation and impairment losses as a percentage of revenue.
Operating margin	Operating profit before special items ² as a percentage of revenue.
Return on invested capital (ROIC)	Operating profit before special items ² adjusted for tax as a percentage of average invested capital ³ calculated as a 12-month rolling average (IMAT).
Return on invested capital excluding goodwill (ROIC excl. goodwill)	Operating profit before special items ² adjusted for tax as a percentage of average invested capital ³ excluding goodwill calculated as a 12-month rolling average (IMAT).
Earnings per share ⁴	Income tax as a percentage of profit before tax.
Equity ratio	Equity attributable to shareholders in Carlsberg A/S as year-end as a percentage of total assets at year-end.
NIIB/Equity ratio ¹	Net interest-bearing debt ⁵ at year-end divided by total equity at year-end.
NIIB/EBITDA ¹	Net interest-bearing debt ⁵ divided by operating profit before depreciation, amortisation and impairment losses.
Interest cover ¹	Operating profit before special items divided by interest expenses, net.

STOCK MARKET RATIOS

Earnings per share (EPS)	Consolidated profit for the year, excluding non-controlling interests, divided by the average number of shares.
Earnings per share, diluted (EPS-D)	Consolidated profit for the year, excluding non-controlling interests, divided by the average number of shares, fully diluted for share options and performance shares in the money.
Earnings per share, adjusted (EPS-A)	Consolidated profit for the year adjusted for special items after tax ² , excluding non-controlling interests, divided by the average number of shares.
Free cash flow per share (FCFFPS)	Free cash flow ⁶ divided by the average number of shares, fully diluted for share options and performance shares in the money.

STOCK MARKET RATIOS (CONTINUED)

Dividend yield	Proposed dividend for the year as a percentage of consolidated profit, excluding non-controlling interests.
Dividend ratio, adjusted	Proposed dividend for the year on a number of shares at year-end as a percentage of consolidated profit, adjusted for special items after tax ² , excluding non-controlling interests.
Market capitalisation	Number of shares at year-end multiplied by the share price.
Average number of shares	Number of issued shares on an average for the year.
Number of shares at year-end	Total number of issued shares, excluding treasury shares, at year-end.

GLOSSARY

EBITDA ¹	Expression used for operating profit before depreciation, amortisation and impairment losses.
Leverage ratio ¹	Expression used for NIIB/EBITDA.
NCI	Abbreviation for non-controlling interests.
OCI	Abbreviation for other comprehensive income.
Off-trade	Expression used for sale of beverages for consumption off the premises (e.g. retailers).
On-trade	Expression used for sale of beverages for consumption on the premises (e.g. restaurants, hotels and bars).
Operating profit	Expression used for operating profit before special items ¹ .
Organic development ¹	Measure of growth excluding the impact of acquisitions, divestments and foreign exchange from year-on-year comparisons.
Volume ¹	The Group's sale of beverages in consolidated entities and sale of the Group's products under licence operations.

¹ This key figure, ratio or element thereof are not defined or derived from the definitions of the Danish Finance Society.

² The calculation of invested capital is specified in section 2.1.

³ The calculation of net interest-bearing debt is specified in section 4.2.

⁴ The calculation of free cash flow is specified in the statement of cash flows.

**SECTION 10
GROUP COMPANIES**

This section lists the subsidiaries, associates and joint ventures in the Group. Parent direct ownership shows the legal ownership held by the immediate holding company in the Group. Cross-holdings held by fully owned companies in the Group are aggregated. Consolidated ownership shows the share of the entity that is attributed to the shareholders of Carlsberg A/S in the consolidated financial statements.

Company	Place of incorporation	Note	Number of subsidiaries	Parent direct ownership	Consolidated ownership	Company	Place of incorporation	Note	Number of subsidiaries	Parent direct ownership	Consolidated ownership
Western Europe			3	100%	100%				6	100%	100%
Carlsberg Danmark A/S	Denmark			100%	100%	Carlsberg Deutschland GmbH	Germany			100%	100%
Carlsberg Supply Company Danmark A/S	Denmark			100%	100%	Daxden GmbH	Germany			100%	100%
Carlsberg Sweden Holding 2 AB	Sweden			100%	100%	Holsten-Bräuerei AG	Germany			100%	100%
Carlsberg Sverige AB	Sweden			100%	100%	Carlsberg Supply Company Deutschland GmbH	Germany			100%	100%
Carlsberg Supply Company Sverige AB	Sweden			100%	100%	Wemesspieler Bräuerei GmbH	Germany			100%	100%
Ringsaker AS	Norway		1	100%	100%	Carlsberg Supply Company Polska SA	Poland			100%	100%
Ringsaker Norge AS	Norway			100%	100%	Carlsberg Polska Sp. z o.o.	Poland			100%	100%
Ringsaker Danmark AS	Norway			100%	100%	Carlsberg UK Holdings Limited	UK		3	100%	100%
Ringsaker Sverige AS	Norway			100%	100%	Carlsberg Malaysia's Brewing Company Limited	UK		1	100%	60%
Ringsaker Østlandet Danmark AS	Norway			100%	100%	Mission's Beer Company Limited	UK		2	100%	60%
Ringsaker Sjælland Danmark AS	Norway			100%	100%	Carlsberg UK Limited	UK		1	100%	60%
Ringsaker Sjælland Company AS	Norway			100%	100%	Carlsberg Supply Company UK Limited	UK		1	100%	60%
Ringsaker Bornholm Danmark AS	Norway			100%	100%	LF Brewery Holdings Limited	UK		1	100%	60%
Ringsaker Fyn Danmark AS	Norway			100%	100%	Emmevale S.A.S.	France		7	100%	100%
Ringsaker Sjælland Company AS	Norway			100%	100%	Kornelburg S.A.S.	France		1	100%	100%
Ringsaker Bornholm Company AS	Norway			100%	100%	Carlsberg Supply Company S.A.S.	France		1	100%	100%
Ringsaker Fyn Company AS	Norway			100%	100%	Kornelburg Supply Company S.A.S.	France		1	100%	100%
Ringsaker Sjælland Holding AS	Norway			100%	100%	Rondobard Breweries Canada Inc.	Canada		1	100%	100%
Ringsaker Bornholm Holding AS	Norway			100%	100%	Rondobard Breweries	France		1	100%	100%
Ringsaker Fyn Holding AS	Norway			100%	100%	Fédération Française de la Bière	France		1	100%	100%
Ringsaker Sjælland Supply Company AS	Norway			100%	100%	5 A.S. Ouyg	France		1	100%	100%
Ringsaker Bornholm Supply Company AS	Norway			100%	100%	Fédération Française de la Bière Holding AG	Switzerland		2	100%	100%
Ringsaker Fyn Supply Company AS	Norway			100%	100%	Fédération Française de la Bière AG	Switzerland		1	100%	100%
Ringsaker Sjælland Supply Company AS	Norway			100%	100%	Schlossgarten Corporation AG	Switzerland		1	100%	100%

STATEMENT OF FINANCIAL POSITION

DKK million	Section		2021	2020
	31 Dec. 2021	31 Dec. 2020		
ASSETS				
Non-current assets	43	2	3	3
Intangible assets	43	163	218	218
Property, plant and equipment	45	34,428	38,733	38,733
Investments in subsidiaries	11	304	324	324
Receivables	47	34,915	39,371	39,371
Total non-current assets	107	35,794	40,026	40,026
Current assets	12	55	275	9
Receivables	12	25	371	9
Tax receivables	12	610	635	9
Total current assets	24	710	635	9
Assets held for sale	45	129	-	-
Total assets	176	36,633	40,670	40,035

SUBSIDIARIES AND RELATED PARTIES

SECTION 1.1

INVESTMENTS IN SUBSIDIARIES

The carrying amount includes goodwill of DKK 11,206m (2020: DKK 11,206m) on acquisition of subsidiaries.

Share-based payments to employees in subsidiaries comprise exercised as well as outstanding share-based incentive instruments.

DKK million	2021	2020
Cost at 1 January	38,733	40,353
Deposits	-4,000	-2,500
Capital reduction	-307	880
Share-based payments to employees, net	34,428	38,733
Cost at 31 December	34,428	38,733
Carrying amount at 31 December	34,428	38,733

Please see section 10 in the consolidated financial statements for a list of companies in the Carlsberg Group.

ACCOUNTING ESTIMATES AND ADJUSTMENTS

Indicators of impairment of investments in subsidiaries are assessed in the management for goodwill in the Group. If, in the consolidated financial statements, it is management's assessment that no indicators of impairment existed at year-end 2021, impairment tests have therefore not been carried out for subsidiaries.

ACCOUNTING POLICIES

Dividends on investments in subsidiaries are recognized in the income statement of the Parent Company in the financial year in which the dividend is declared.

Investments in subsidiaries are measured at the lower of cost and recoverable amount.

Share-based payments granted to employees of the Company's subsidiaries and the exchange of losses to exercise of share-based awards are recognized as contributions to and reductions of the investment in the subsidiaries respectively.

SECTION 1.2 RELATED PARTIES

The Carlsberg Foundation, H.C. Andersen Boulevard 35, 1353 Copenhagen V, Denmark, exercises control over Carlsberg A/S. The Foundation holds 29.5% of the shares and 75.9% of the voting power in Carlsberg A/S, excluding treasury shares.

The following transactions took place between the Carlsberg Foundation and the Carlsberg Group in 2021:

- The Carlsberg Foundation received a dividend from Carlsberg A/S and participated pro rata in the Carlsberg A/S share buy-back.
- Carlsberg A/S received statutory funding and grants for research and development.
- Visit Carlsberg A/S, 100% owned by Carlsberg A/S, hosted and administered events at the Carlsberg Academy, which is owned by the Carlsberg Foundation.
- Carlsberg A/S leased parking spaces from the Carlsberg Foundation.
- Carlsberg A/S leased storage facilities in the Carlsberg Foundation.
- Carlsberg Breweries leased storage facilities in the reserptor apartments.

STATEMENT OF CHANGES IN EQUITY

DKK million	Section		2021	2020
	Shareholders in Carlsberg A/S	Shareholders in Carlsberg A/S		
2021				
Equity at 1 January	2,963	35,589	38,552	38,552
Profit for the year	3,223	3,223	3,223	3,223
Other comprehensive income	1	1	1	1
Total comprehensive income for the year	3,224	3,224	3,224	3,224
Cancellation of treasury shares	-58	58	-	-
Share-based payments to employees in subsidiaries	3,111	14	14	14
Share buy-back	-	91	-	-
Dividends paid to shareholders	2,3	-3,600	-3,600	-3,600
Dividends paid to shareholders	2,3	-3,187	-3,187	-3,187
Total changes in equity	-58	-3,400	-3,458	-3,458
Equity at 31 December	2,905	32,189	35,094	35,094
2020				
Equity at 1 January	3,051	37,974	41,025	41,025
Profit for the year	3,160	3,160	3,160	3,160
Other comprehensive income	-1	-1	-1	-1
Total comprehensive income for the year	3,159	3,159	3,159	3,159
Cancellation of treasury shares	-88	88	-	-
Share-based payments to employees in subsidiaries	3,1	8	8	8
Share buy-back	-	353	-	-
Dividends paid to shareholders	2,3	-2,900	-2,900	-2,900
Dividends paid to shareholders	2,3	-3,093	-3,093	-3,093
Total changes in equity	-88	-2,386	-2,474	-2,474
Equity at 31 December	2,963	35,589	38,552	38,552

CAPITAL STRUCTURE

SECTION 2

SECTION 2.1 FINANCIAL ITEMS

Interest income relates to interest from loans to subsidiaries, whereas interest expenses relate to interest on borrowings.

Transactions with subsidiaries

DKK million	2021	2020
Other operating income, net	47	40
Interest income	1	2
Interest expenses	-1	-11
Dividends received	3,260	3,204
Capital reduction	-4,000	-2,500
Loans	321	321
Receivables	55	275
Borrowings	-407	-1,263
Tax payables	-7	-17
Other payables	-6	1

The fair value of receivables and borrowings in subsidiaries corresponds to the carrying amount in all material respects.

SECTION 2.2 NET INTEREST-BEARING DEBT

Net interest-bearing debt

DKK million	2021	2020
Current borrowings	407	1,263
Current interest-bearing debt	407	1,263
Receivables	-321	-2
Loans to subsidiaries	86	840
Net interest-bearing debt	172	1,041
Change in net interest-bearing debt	940	711
Net interest-bearing debt at 1 January	-386	-67
Cash flow from operating activities, excluding interest-bearing debt	-7,255	-5,700
Cash flow from investing activities	3,600	2,900
Share buy-back	3,187	3,053
Dividends to shareholders	-	3
Other	284	229
Total change	286	283
Net interest-bearing debt at 31 December	468	1,324

No financial items were recognized in other comprehensive income. The average effective interest rate on loans to subsidiaries was 0.01% (2020: 0.0%) and on loans from subsidiaries 0.03% (2020: 0.4%).

STATEMENT OF CASH FLOWS

DKK million	Section		2021	2020
	4.4	4.4		
Operating profit before special items	18	18	18	18
Depreciation and amortisation	-85	-85	-85	-85
Operating profit before depreciation and amortisation	-67	-67	-67	-67
Other non-cash items	15	15	15	15
Change in working capital	376	376	376	376
Restructuring costs paid	-2	-2	-2	-2
Interest etc. received	1	1	1	1
Interest etc. paid	-6	-6	-6	-6
Income tax paid	67	67	67	67
Cash flow from operating activities	386	386	386	386
Acquisition of property, plant and equipment and intangible assets	-6	-6	-6	-6
Disposal of property, plant and equipment and intangible assets	3	3	3	3
Total operational investments	-3	-3	-3	-3
Disposal of securities	-	-	-	-
Dividends from subsidiaries and joint ventures	1,2	3,260	3,260	3,260
Capital reductions to subsidiaries	1,2	4,000	2,500	2,500
Total financial investments	2,4	7,260	5,760	5,760
Other investments in real estate	-2	-2	-2	-2
Total other activities	-2	-2	-2	-2
Cash flow from investing activities	2,2	7,258	5,758	5,758
Free cash flow	2,2	7,041	5,767	5,767
Shareholders in Carlsberg A/S	2,3	-6,787	-5,993	-5,993
External financing	2,2	-854	226	226
Cash flow from financing activities	2,2	-7,441	-5,767	-5,767
Net cash flow	-	-	-	-
Cash and cash equivalents at 1 January	-	-	-	-
Cash and cash equivalents at 31 December	-	-	-	-

**SECTION 2.3
SHARE CAPITAL**

At the Annual General Meeting on 15 March 2021, it was decided to reduce the share capital of Carlsberg A/S by a nominal amount of DKK 58,000,000 to a nominal amount of DKK 2,905,136,120 by cancelling 2,900,000 of the B shares held by the Company, each with a nominal value of DKK 20. The cancellation was completed on 13 April 2021. These shares had been repurchased as part of the Company's share buy-back programme.

At the Annual General Meeting on 14 March 2022, the Supervisory Board will recommend that 3.4m treasury shares not used for the hedging of the incentive programme will be cancelled.

	Class A shares		Class B shares		Total share capital
	Nominal value, DKK '000	Shares of DKK 20	Nominal value, DKK '000	Shares of DKK 20	
1 January 2020	33,699,252	673,985	118,657,554	2,377,151	152,356,806
Cancellation of treasury shares	-	-	-4,400,000	-88,000	-4,488,000
31 December 2020	33,699,252	673,985	114,257,554	2,289,151	148,156,806
31 December 2021	33,699,252	673,985	111,557,554	2,231,151	145,556,806
A shares carry 20 votes per DKK 20 share. B shares carry two votes per DKK 20 share. A preferential right to an 8% non-cumulative dividend is attached to B shares. Apart from votes and dividends, all shares rank equally.					

OTHER DISCLOSURE REQUIREMENTS

**SECTION 4.1
OTHER OPERATING ACTIVITIES, NET**

Other operating activities are secondary to the principal activities of the Group and include income and expenses relating to rental properties and research activities.

	2021	2020
DKK million		
Real estate, net	-9	9
Research activities, including the Carlsberg Research Laboratory, net	11	-13
Other, net	-1	-4
Total	1	-4

Research expenses are partially financed through funding received from the Carlsberg Foundation for the operation of the Carlsberg Research Laboratory and other grants.

ACCOUNTING POLICIES

The funding and grants are recognised in the income statement in the same period as the activities to which they relate.

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**SECTION 3
STAFF COSTS AND REMUNERATION**

Transactions with shareholders in Carlsberg A/S

	2021	2020
Dividends to shareholders	-3,187	-3,093
Acquisition of treasury shares	-2,600	-2,990
Total	-5,787	-5,993

On 5 February 2021, the Company announced its intention to continue the share buy-back programme. The 2021 programme has been executed as quarterly programmes, and 3,355,625 B shares worth DKK 3,66m have been repurchased in 2021. Ending with the fourth quarterly programme, which was finalised on 28 January 2022, the Company has repurchased a total of 3,715,779 B shares at a total purchase price of DKK 4,03m over a 12-month period.

According to the authorisation of the Annual General Meeting, the Supervisory Board may, in the period until 13 March 2023, allow the Company to acquire treasury shares up to a total holding of 10% of the nominal share capital at a price quoted on Nasdaq Copenhagen at the time of acquisition with a deviation of up to 10%. The permitted holding of treasury shares covers those acquired in share buy-back programmes. The Company holds no class A shares.

At 31 December 2021, the fair value of treasury shares amounted to DKK 3,800m (2020: DKK 2,979m). The holdings of treasury shares are specified in section 4.3 in the consolidated financial statements.

**SECTION 3.1
STAFF COSTS AND REMUNERATION**

Please refer to section 7.3 in the consolidated financial statements for the executive directors' programmes for the executive directors.

PERFORMANCE SHARES

Besides the executive directors, one employee in the Parent Company participates in the Group's performance share programmes as described in section 7.3 in the consolidated financial statements. Payments etc. between Carlsberg A/S and its subsidiaries are recognised directly in equity.

ACCOUNTING POLICIES

Staff costs are recognised in the financial year in which the employee renders the related service. The

	2021	2020
DKK million		
Salaries and other remuneration	110	99
Retirement benefit costs - defined contribution plans	5	5
Share-based payments	42	26
Total	157	130

The Company had an average of 97 (2020: 95) full-time employees during the year.

**SECTION 3.2
RETIREMENT BENEFIT OBLIGATIONS**

Retirement benefit obligations and similar obligations comprise payments to retired directors that are not covered by an insurance company. The plan is unfunded.

Total obligations amounted to DKK 26m (2020: DKK 30m) and include actuarial losses of DKK -1m (2020: DKK 1m) and benefits paid in the year of DKK 3m (2020: DKK 4m).

Of the expected payment obligation, DKK 3m is due within one year, DKK 13m between 1 and 5 years and DKK 10m after more than five years from the reporting date.

The underlying actuarial assumptions are based on local economic and labour market conditions. The discount rate was 0.5% (2020: 0.5%). The rate of increase in future retirement benefit obligations was 0% (2020: 0%).

During the year, DKK 0m (2020: DKK 0m) was recognised in the income statement and DKK 1m (2020: DKK -1m) in other comprehensive income.

SECTION 4

OTHER DISCLOSURE REQUIREMENTS

**SECTION 4.2
CASH FLOW**

Change in working capital consists of receivables of DKK 0m (2020: DKK 20m), trade payables and other liabilities of DKK 379m (2020: DKK 102m) and retirement benefit obligations and other provisions of DKK -3m (2020: DKK -34m).

Other activities cover real estate activities.

**SECTION 4.3
PROVISIONS**

Provisions primarily comprise warranty provisions regarding real estate disposed of and provisions for ongoing disputes.

At 31 December 2021, provisions amounted to DKK 52m (2020: DKK 52m). Provisions amounting to DKK 3m (2020: DKK 10m) were utilised during the year. In 2021, unutilised provisions of DKK 1m (2020: DKK 20m) were reversed.

Of total provisions, DKK 47m (2020: DKK 39m) falls due within one year, DKK 4m (2020: DKK 13m) between one and five years

and DKK 1m (2020: DKK 0m) falls due after more than five years from the end of the reporting period.

**SECTION 4.4
SPECIAL ITEMS**

Special items of DKK 80m (2020: DKK -2m) mainly comprise reversal of impairment of land and buildings reclassified as assets held for sale at the end of the reporting period, d. section 4.5 below.

**SECTION 4.5
ASSET BASE AND LEASES**

The carrying amount of intangible assets was DKK 2m (2020: DKK 3m), and the carrying amount of property, plant and equipment was DKK 163m (2020: DKK 218m). Property, plant and equipment comprised land and buildings of DKK 127m (2020: DKK 180m) and plant and machinery of DKK 36m (2020: DKK 38m).

After the end of the reporting period (1 February 2022), the company completed the disposal of land and buildings with a carrying

amount of DKK 129m classified as held for sale.

Depreciation and amortisation of DKK 19m (2020: DKK 10m) were included in administrative expenses.

All lease contracts in Carlsberg A/S were related to short-term leases and leases of low-value assets. The lease expenses recognised in the income statement amounted to DKK 1m (2020: DKK 1m). Such contracts comprise the lease of copy and printing machines, coffee machines, small IT devices and similar equipment.

**SECTION 4.6
FEES TO AUDITORS**

Fees to auditors appointed by the Annual General Meeting

	2021	2020
DKK million		
Statutory audit	0.3	0.3
Assurance engagements	-	-
Tax advisory	-	-
Other services	-	-
Total	0.3	0.3

**SECTION 4.7
TAX**

Deferred tax assets amounted to DKK 13m (2020: DKK 103m) and comprised provisions and retirement benefit obligations of DKK 13m (2020: DKK 13m), and tax losses etc. of DKK 0m (2020: DKK 59m).

The utilisation of tax loss carryforwards depends on future positive taxable income exceeding the reduced deferred tax liabilities. Unrecognised, non-expiring tax losses amounted to DKK 210m (2020: DKK 0m).

Deferred tax liabilities amounted to DKK 34m (2020: DKK 10m) and comprised tax on property, plant and equipment of DKK 34m (2020: DKK -31m), and tax provisions of DKK 0m (2020: DKK 10m).

Deferred tax, net amounted to a liability of DKK 21m (2020: asset of DKK 93m).

for value of share-based incentives, which is expensed over the vesting period of the programme according to the service conditions. Is recognised in staff costs and offset directly against equity.

The fair value of share-based incentives granted to employees in subsidiaries is recognised or determined in subsidiaries and offset directly against equity.

The difference between the purchase price and the selling price for the exercise of share-based incentives is settled between Carlsberg A/S and the individual subsidiary and offset directly against investments in subsidiaries.

The difference between the fair value of the Parent Company's equity instruments and the exercise price of outstanding share-based incentives is recognised as a receivable and offset directly against investments in subsidiaries.

Share-based incentives granted to the Parent Company's own employees are recognised and measured in accordance with the accounting policies used by the Group.

	2021	2020
DKK million		
Calculated tax on profit	716	693
Adjustments to tax for prior years	5	-1
Non-deductible expenses	27	3
Tax-exempt dividend and tax-exempt items	-718	-705
Tax for the year	20	-11

RECONCILIATION OF TAX FOR THE YEAR

The net change in deferred tax assets of DKK 114m comprised tax recognised in total comprehensive income of DKK 217m (2020: DKK 11m), change in tax provision of DKK -10m (2020: DKK 0m) and a joint taxation contribution of DKK -93m (2020: DKK -29m).

The total tax for the year recognised in the income statement comprised an expense of DKK 30m (2020: income of DKK -11m). Of the deferred tax assets, DKK 13m (2020: DKK 5m) is expected to be used within one year.

The administration company, Carlsberg A/S, has unlimited and joint legal responsibility with the other Danish companies under the joint taxation scheme for withholding taxes on dividends, interest and royalties.

ACCOUNTING ESTIMATES AND ADJUSTMENTS

Carlsberg A/S recognises deferred tax assets, including the tax base of tax loss carryforwards, if management assesses that these tax assets can be offset against positive taxable income in the foreseeable future. This judgement is made annually and based on budgets and business plans for the coming years.

Tax on profit/loss for the year comprises profit/loss from real estate partnerships (joint ventures), as these are not individually taxed but included in the taxable income of the partners. In addition, tax on profit/loss and deferred tax are calculated and recognised as described in section 6 in the consolidated financial statements.

ACCOUNTING POLICIES

Carlsberg A/S is the administration company and subject to the Danish rules on mandatory joint taxation of the Carlsberg Group's Danish companies. Carlsberg A/S accordingly pays all income taxes to the tax authorities under the joint taxation scheme.

Danish subsidiaries are included in the joint taxation from the date when they are included in the consolidated financial statements and up to the date when they are excluded from the consolidation. The jointly taxed Danish companies are taxed under the on-account tax scheme.

On payment of joint taxation contributions, the current Danish income tax is allocated between the Danish jointly taxed companies in proportion to their taxable income. Companies with tax losses receive joint taxation contributions from other companies that have used the tax losses to reduce their own taxable profit (full absorption).

Tax on profit/loss for the year comprises profit/loss from real estate partnerships (joint ventures), as these are not individually taxed but included in the taxable income of the partners. In addition, tax on profit/loss and deferred tax are calculated and recognised as described in section 6 in the consolidated financial statements.

GENERAL ACCOUNTING POLICIES

MANAGEMENT STATEMENT

SECTION 4.8 CONTINGENT LIABILITIES AND OTHER COMMITMENTS

Carlsberg A/S has issued guarantees to subsidiaries for pension obligations of DKK 3,42m (2020: DKK 350m).

Carlsberg A/S is jointly registered for Danish VAT and excise duties with Carlsberg Breweries, Carlsberg Danmark, Carlsberg Supply Company Denmark and various other Danish subsidiaries, and is jointly and severally liable for payment of VAT and excise duties.

Carlsberg A/S is party to certain lawsuits, disputes etc. of various scopes. In management's opinion, apart from items recognised in the statement of financial position or disclosed in the financial statements, the outcome of these lawsuits, disputes etc. will not have a material negative effect on the Company's financial position.

SECTION 4.9 EVENTS AFTER THE REPORTING PERIOD

Apart from the events recognised or disclosed in the financial statements, no events have occurred after the reporting date of importance to the financial statements.

The 2021 financial statements of Carlsberg A/S have been prepared in accordance with International Financial Reporting Standards (IFRS) as adapted by the EU and further requirements in the Danish Financial Statements Act.

The financial statements are presented in Danish kroner (DKK), which is the presentation currency.

The accounting policies for the Parent Company are the same as for the Group, cf. section 9 in the consolidated financial statements and the individual sections.

SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS

In preparing Carlsberg A/S' financial statements, management makes various accounting estimates and judgements that form the basis of presentation, recognition and measurement of the Company's assets and liabilities.

The estimates and judgements made are based on historical experience and other factors that management assesses to be reliable, but that by their very nature are associated with uncertainty and unpredictability. These estimates and judgements may therefore prove incomplete or incorrect, and unexpected events or circumstances may arise.

The significant accounting estimates and judgements made and accounting policies specific to the Parent Company are presented in the explanatory notes.

GENERAL ACCOUNTING POLICIES

MANAGEMENT STATEMENT

The Supervisory Board and the Executive Board have today discussed and approved the Annual Report of the Carlsberg Group and the Parent Company for 2021.

The Annual Report has been prepared in accordance with International Financial Reporting Standards as adopted by the EU and further requirements in the Danish Financial Statements Act.

In our opinion, the consolidated financial statements and the Parent Company's financial statements give a true and fair view of the Carlsberg Group's and the Parent Company's assets, liabilities and financial position at 31 December 2021 and of the results of the Carlsberg Group's and the Parent Company's operations and cash flows for the financial year 2021.

Further, in our opinion the Management review includes a fair review of the development in the Carlsberg Group and the Parent Company's operations and financial matters, of the result for the year, and of the Carlsberg Group's and the Parent Company's financial position, as well as describing the significant risks and uncertainties affecting the Carlsberg Group and the Parent Company.

In our opinion, the Annual Report of the Carlsberg Group and the Parent Company for the financial year 1 January to 31 December 2021, identified as Carlsberg-2021-12-31.zfp, has been prepared, in all material respects, in compliance with the ESF Regulation.

We recommend that the Annual General Meeting approve the Annual Report.
Copenhagen, 4 February 2022

Executive Board of Carlsberg A/S
Cees 't Hart
President & CEO

Hanne Dalsgaard
CFO

Supervisory Board of Carlsberg A/S

Flemming Besenbocher
Chair

Henrik Poulsen
Deputy Chair

Hans Andersen

Curt Berche

Magdi Barot

Lars Fruergaard Jørgensen

Lilian Fossum Biner

Richard Burrows

Evo Vistrup Decker

Finn Lok

Erik Lund

Søren-Peter Fuchs Olesen

Peter Petersen

Majken Schultz

Lars Sternemik

INDEPENDENT AUDITOR'S REPORTS

TO THE SHAREHOLDERS OF CARLSBERG A/S

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

OUR OPINION

In our opinion, the Consolidated Financial Statements and the Parent Company Financial Statements (p. 51 - 134) give a true and fair view of the Group's and the Parent Company's financial position at 31 December 2021, and of the results of the Group's and the Parent Company's operations and cash flows for the financial year 1 January to 31 December 2021 in accordance with International Financial Reporting Standards as adopted by the EU and further requirements in the Danish Financial Statements Act.

Our opinion is consistent with our Auditor's Long-Form Report to the Audit Committee and the Board of Directors.

What we have audited

The Consolidated Financial Statements and Parent Company Financial Statements of Carlsberg A/S for the financial year 1 January to 31 December 2021 comprise income statement, and statement of comprehensive income, statement of financial position, statement of changes in equity, statement of cash flows and notes, including summary of significant accounting policies for the Group as well as for the Parent Company. Collectively referred to as the "Financial Statements".

BASES 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 Group 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. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the ESBA Code.

To the best of our knowledge and belief, prohibited non-audit services referred in Article 5(1) of Regulation (EU) No 537/2014 were not provided.

Key audit matter

Revenue recognition

Recognition of revenue is complex due to the variety of different revenue streams, ranging from sales of goods, royalty income and sales of by-products recognised when all significant risks and rewards have been transferred to the customer, in terms of the licence agreement. Furthermore, the various discount and loyalty focused sales and fees in regard to revenue recognition are complex and introduce an inherent risk to the revenue recognition process.

We focused on this area, as there is a risk of non-compliance with accounting standards due to considering originating from different customer behaviours, structures, market conditions and terms in the various countries.

Revenue recognition and accounting processes were assessed in section 11. Supervision of operations - "Supervision of operations - independence" in the Consolidated Financial Statements.

How our audit addressed the key audit matter

Our audit procedures included considering the appropriateness of the revenue recognition accounting policies and assessing compliance with the accounting standards.

We tested the relevant controls, including applicable information systems and Management's monitoring of controls used to ensure the completeness, accuracy and timing of revenue recognised.

We discussed the judgements related to the recognition, and classification of revenue with Management. Further, we performed substantive procedures including sampling, significant controls, significant transaction streams (including discounts), loyalty imposed terms, fees and cut-off at year-end in order to assess the accounting treatment and whether applied.

We applied data analytics in our testing of revenue transactions in order to identify transactions outside the ordinary transaction flow, including journal entry testing.

Finally, we assessed the adequacy of disclosures relating to the revenue recognition.

Key audit matter

Recoverability of the carrying amount of goodwill and brands

The principal risks are in relation to Management's assessment of the future timing and amount of cash flows that are used to project the recoverability of the carrying amount of goodwill and brands. There are specific risks related to macroeconomic conditions and the inherent uncertainty of the discounting decision. Inherent uncertainty and changed realisation in key markets - conditions that could also result in Management deciding to change brand strategy to drive business performance.

Being in mind the generally long-lived nature of the assets, the significant assumptions are Management's view of prices, volumes, discount rates, growth rates, royalty rates, expected useful life, costs, and future free cash flows as well as the judgements in relation to cash-generating units (CGUs).

We performed detailed testing for the assets where an impairment review was required. Indicators of impairment were identified. For those assets, we tested the reasonableness of the significant assumptions in relation to the ongoing operation of the assets.

We corroborated estimates of future cash flows and challenged whether they were reasonable and supported by the most recent approved Management budgets, including expected future performance of the CGUs, and challenged whether these are appropriate in light of future macroeconomic expectations in the markets.

We evaluated the assumptions used by Management, including assessment of price and volume forecasts, discount rates and long-term growth rates, and tested the mathematical accuracy of the relevant value-in-use models prepared by Management. We made use of our internal valuation specialists in the audit. Further, we assessed the appropriateness of disclosures, including sensitivity analysis prepared for the significant assumptions.

The key assumptions and accounting treatment are described in section 2.2 "Impairment" in the Consolidated Financial Statements.

STATEMENT ON THE MANAGEMENT REVIEW

Management is responsible for Management's Review, pages 3-49.

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 in the audit, or otherwise appears to be materially misstated.

Moreover, we considered whether Management's Review includes the disclosures required by the Danish Financial Statements Act.

Based on the work we have performed, in our view, Management's Review is in accordance with the Consolidated Financial Statements and the Parent Company Financial Statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act. We did not identify any material misstatement in Management's Review.

MANAGEMENT'S RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation of consolidated financial statements and parent company financial statements that give a true and fair view in accordance with International Financial Reporting Standards as adopted by the EU and further requirements in 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 Group's and the Parent 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 unless Management either intends to liquidate the Group or the Parent Company or to cease operations, or has no realistic alternative but to do so.

AUDITORS' 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 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 Group's and the Parent 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 and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Parent 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 Group or the Parent Company to cease to continue as a going concern.

Evaluate the overall presentation, structure and content 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.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the Consolidated Financial Statements. We are responsible for the direction, supervision and performance of the group audit. 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the Financial Statements of the current period and are therefore the key audit matters. We describe those matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

REPORT ON COMPLIANCE WITH THE ESSEF REGULATION

As part of our audit of the Financial Statements we performed procedures to express an opinion on whether the annual report of Carlsberg A/S for the financial year 1 January to 31 December 2021 with the filename Carlsberg-2021-12-31.zip is prepared, in all material respects, in compliance with the Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESSEF Regulation) which includes requirements related to the preparation of the annual report in XHTML format and XBRL tagging of the Consolidated Financial Statements.

Management is responsible for preparing an annual report that complies with the ESSEF Regulation. This responsibility includes:

- The preparation of the annual report in XHTML format.
- The selection and application of appropriate XBRL tags, including extensions to the ESSEF taxonomy and the anchoring thereof to elements in the taxonomy, for all financial information required to be tagged using judgement where necessary.

Our responsibility is to obtain reasonable assurance on whether the annual report is prepared, in all material respects, in compliance with the ESSEF Regulation based on the evidence we have obtained, and to issue a report that includes our opinion. The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of material departures from the requirements set out in the ESSEF Regulation, whether due to fraud or error. The procedures include:

- Testing whether the annual report is prepared in XHTML format.

In our opinion, the annual report of Carlsberg A/S for the financial year 1 January to 31 December 2021 with the file name Carlsberg-2021-12-31.zip is prepared, in all material respects, in compliance with the ESSEF Regulation.

Ensuring consistency between XBRL-tagged data and the Consolidated Financial Statements presented in human-readable format and

For such internal control as Management determines necessary to enable the preparation of an annual report that is compliant with the ESSEF Regulation.

Our responsibility is to obtain reasonable assurance on whether the annual report is prepared, in all material respects, in compliance with the ESSEF Regulation based on the evidence we have obtained, and to issue a report that includes our opinion. The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of material departures from the requirements set out in the ESSEF Regulation, whether due to fraud or error. The procedures include:

- Testing whether the annual report is prepared in XHTML format.

In our opinion, the annual report of Carlsberg A/S for the financial year 1 January to 31 December 2021 with the file name Carlsberg-2021-12-31.zip is prepared, in all material respects, in compliance with the ESSEF Regulation.

Obtaining an understanding of the company's XBRL tagging process and of internal control over the tagging process;

Evaluating the completeness of the XBRL tagging of the Consolidated Financial Statements;

Evaluating the appropriateness of the company's use of XBRL elements selected from the ESSEF taxonomy and the creation of extension elements where no suitable element in the ESSEF taxonomy has been identified;

Evaluating the use of anchoring of extension elements to elements in the ESSEF taxonomy; and

Reconciling the XBRL-tagged data with the audited Consolidated Financial Statements.

Hellerup, 4 February 2022

PricewaterhouseCoopers
Statsskureauet Revisionspartnerselskab
CVR No 3377 1231

Michael Craith Hansen
State Authorised Public Accountant
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