



Webinar: EU Taxonomy

Hvordan får du rapporteret, så det også skaber værdi?

November 2022

Agenda

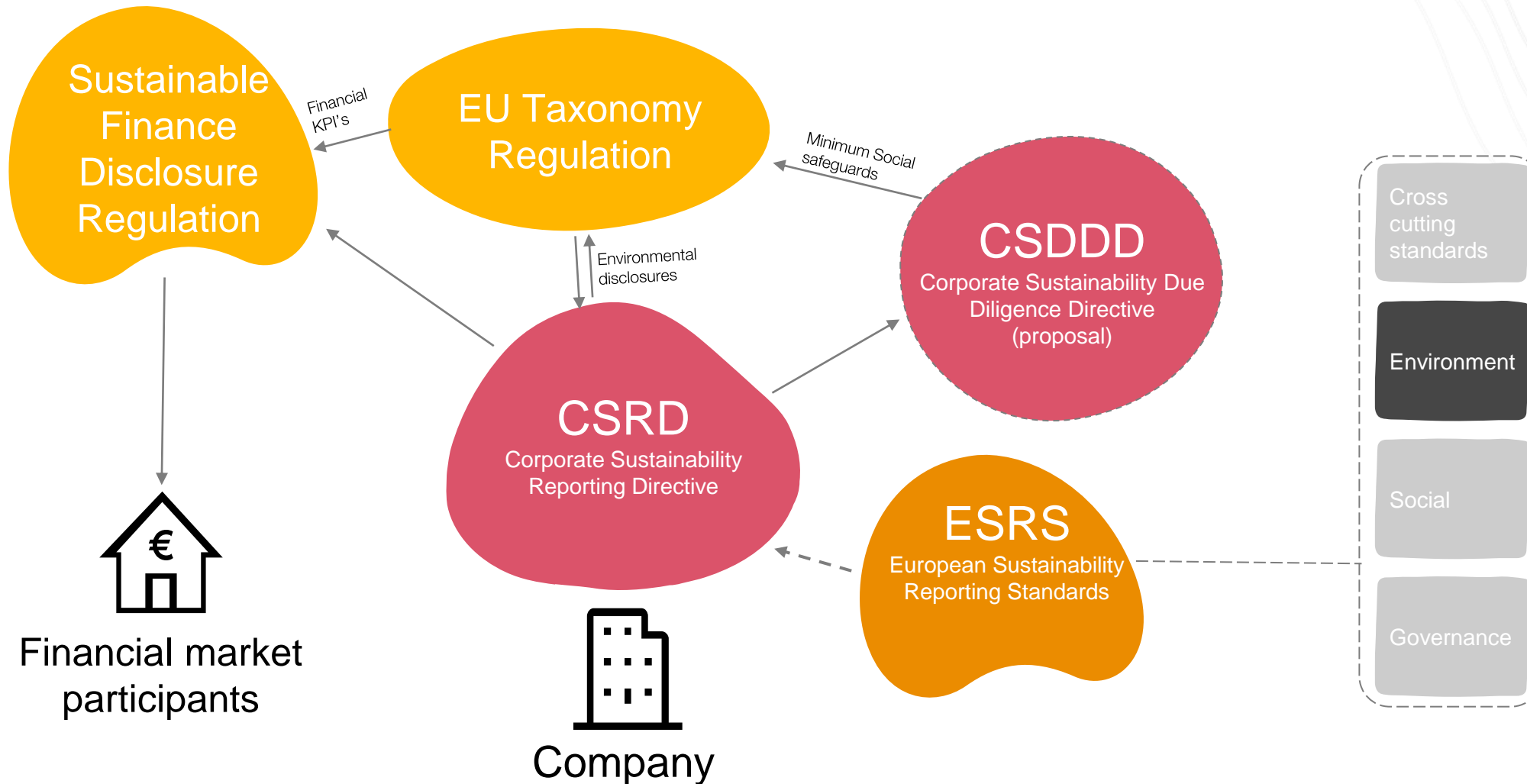
9:00 - 9:05	Velkomst / Susanne Stormer, PwC
9:05 - 9:20	Hvad skal du vide om EU's Taksonomi / Jens Pultz Pedersen, PwC
9:20 - 9:30	Nilfisks arbejde med taksonomien / Malene Thiele, Nilfisk
9:30 - 9:40	Ørsteds arbejde med taksonomien / Niels Strange Peulicke-Andersen, Ørsted
9:40 - 9:55	Q&A / Susanne Stormer, PwC
9:55 - 10:00	Afrunding / Susanne Stormer, PwC



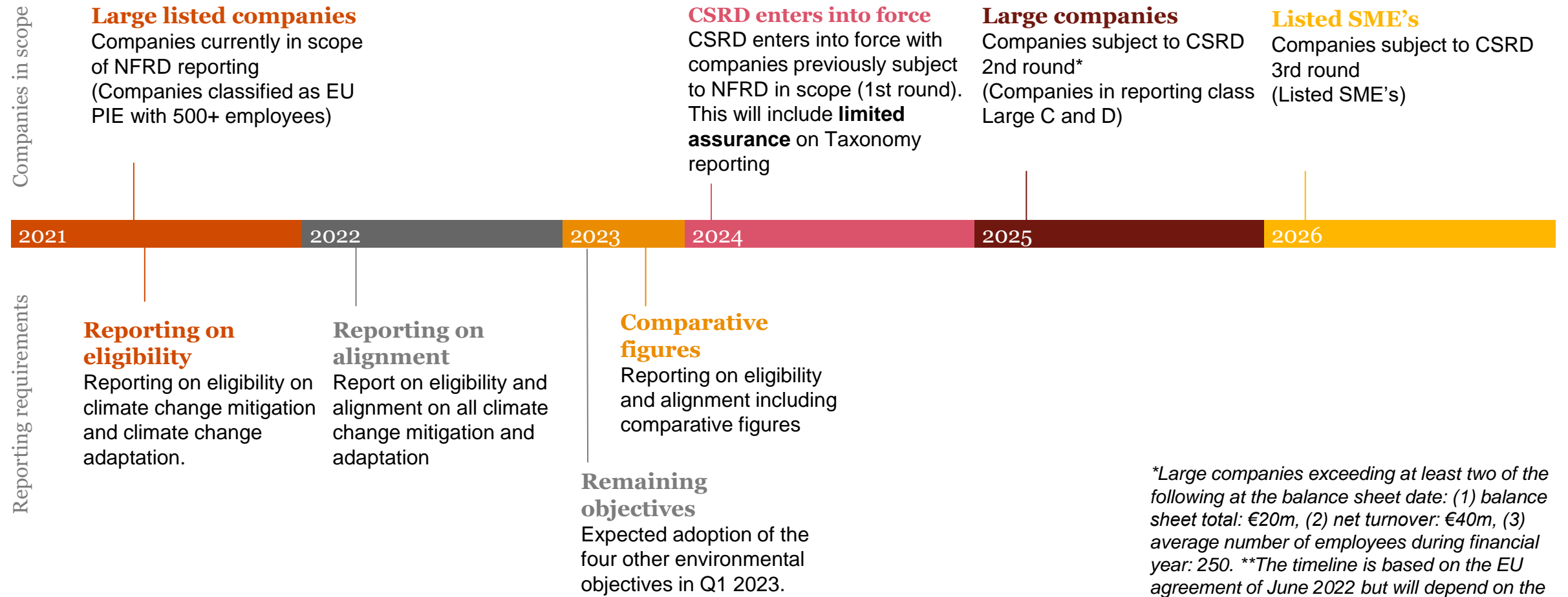
Hvad skal du vide om EU's Taksonomi / Jens Pultz Pedersen, PwC

Setting the scene

The Taxonomy is one of many regulatory frameworks to provide information on ESG



The Taxonomy timeline and reporting requirements



**Large companies exceeding at least two of the following at the balance sheet date: (1) balance sheet total: €20m, (2) net turnover: €40m, (3) average number of employees during financial year: 250. **The timeline is based on the EU agreement of June 2022 but will depend on the Danish implementation.*

The core components of the EU Taxonomy framework

Phase 1: Eligibility screening

Economic activities contributing to six environmental objectives



Climate change mitigation



Climate change adaptation



Sustainable use and protection of marine resources



Transition to a circular economy



Pollution prevention and control



Protection and restoration of biodiversity and ecosystems

Taxonomy eligible activity can be both what the company generate revenue on, but also investments and costs towards activities listed in the Taxonomy, e.g. company assets such as vehicles and buildings

Phase 2: Alignment screening

Criteria for classification of economic activities as environmentally sustainable

Substantially contribute to one or more of the environmental objectives

E.g. energy efficiency measures, CO2 emission, best practice methods and technology

Do no significant harm (DNSH) to any of the other environmental objectives

E.g. complying with regulatory requirements within climate risk assessment, environmental impact, waste management, etc.

Comply with minimum social safeguards related to governance

E.g. processes and due diligence within human rights, anti-corruption, fair competition and taxation

Phase 3: Reporting format

Showing transition to environmental sustainability

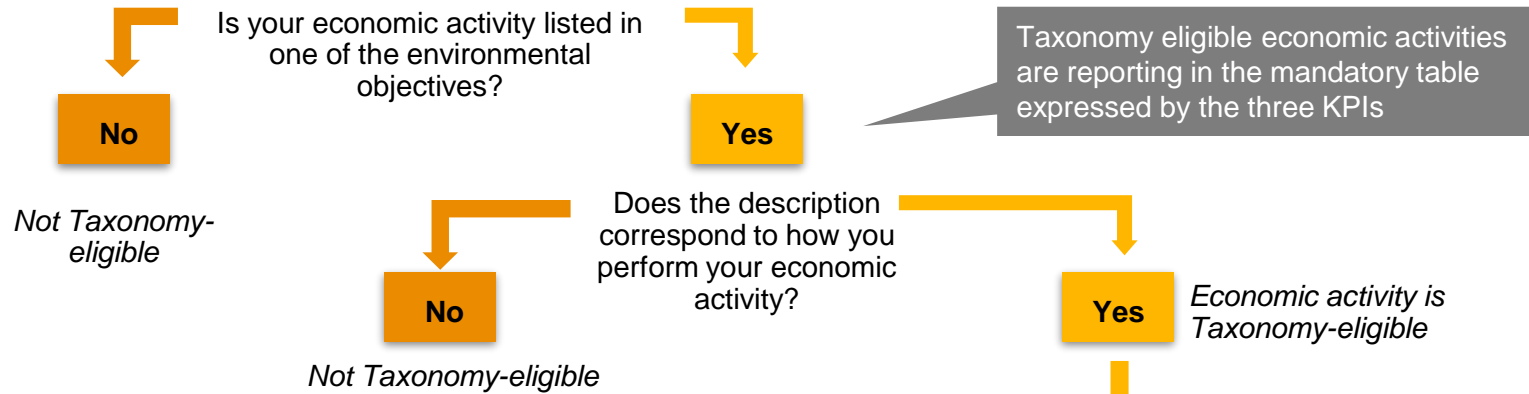
Alignment means that the economic activity lives up to the criteria for being classified as environmentally sustainable

	Turnover	CapEx	Opex
Total EUR	...EUR	...EUR	...EUR
Proportion of Taxonomy alignment economic activities <ul style="list-style-type: none">• Activity 1• Activity 2	..%	...%	...%
Proportion of Taxonomy eligible not but aligned economic activities <ul style="list-style-type: none">• Activity 1• Activity 2	..%	...%	...%
Proportion of Taxonomy non-eligible economic activities	...%	...%	...%

Eligibility means that the economic activity is covered by the Taxonomy and thus has the potential to be environmentally sustainable

Introduction to the EU Taxonomy

Taxonomy decision tree for testing eligibility and alignment

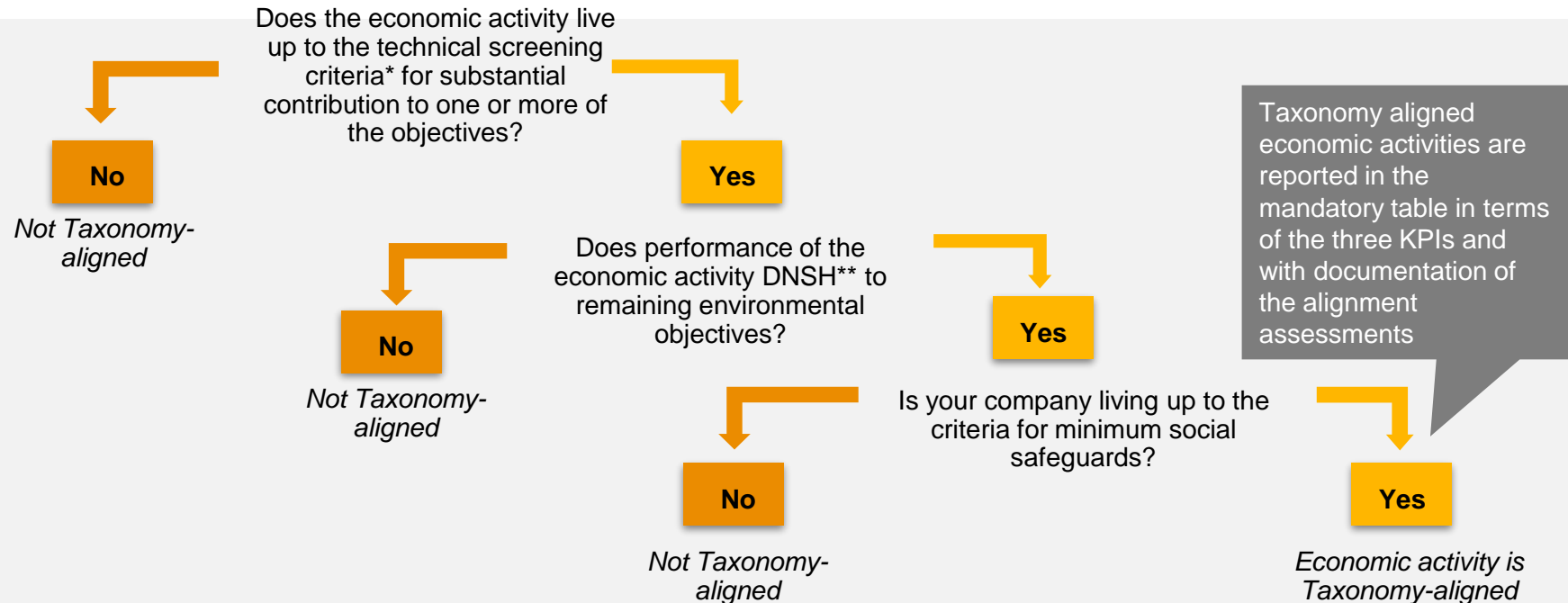


Taxonomy-eligibility

This decision-tree will be a help to assess whether the economic activities with regards to turnover CapEx and Opex are eligible.

Taxonomy-alignment

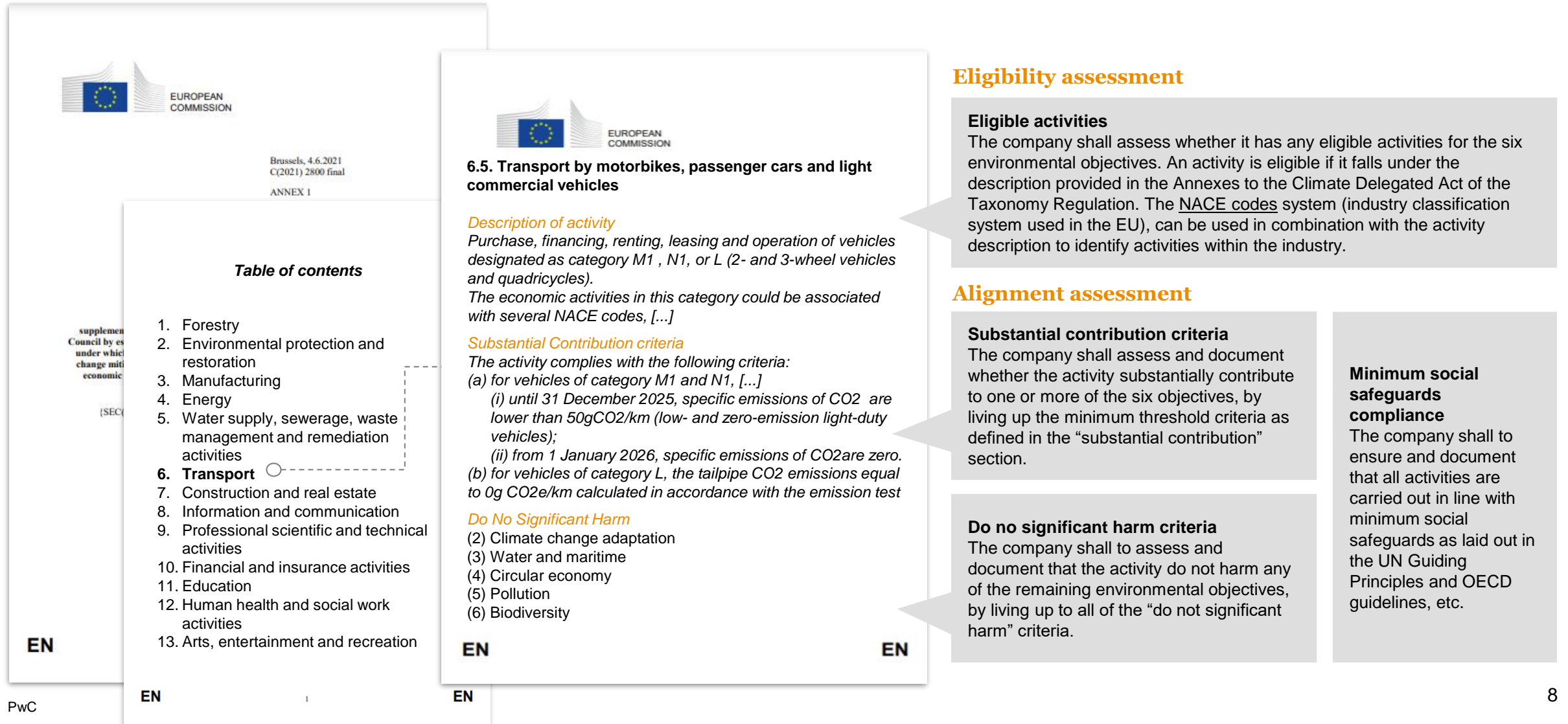
Follow these simple steps to assess whether the eligible economic activities are aligned with the Taxonomy technical screening criteria.



*The technical screening criteria can be found in the two technical annexes under the Climate Delegated Act - see slide 5

**Do no significant harm

Assessing eligibility and alignment using the technical annexes to the climate delegated act



Taxonomy eligibility and alignment is expressed through three KPIs

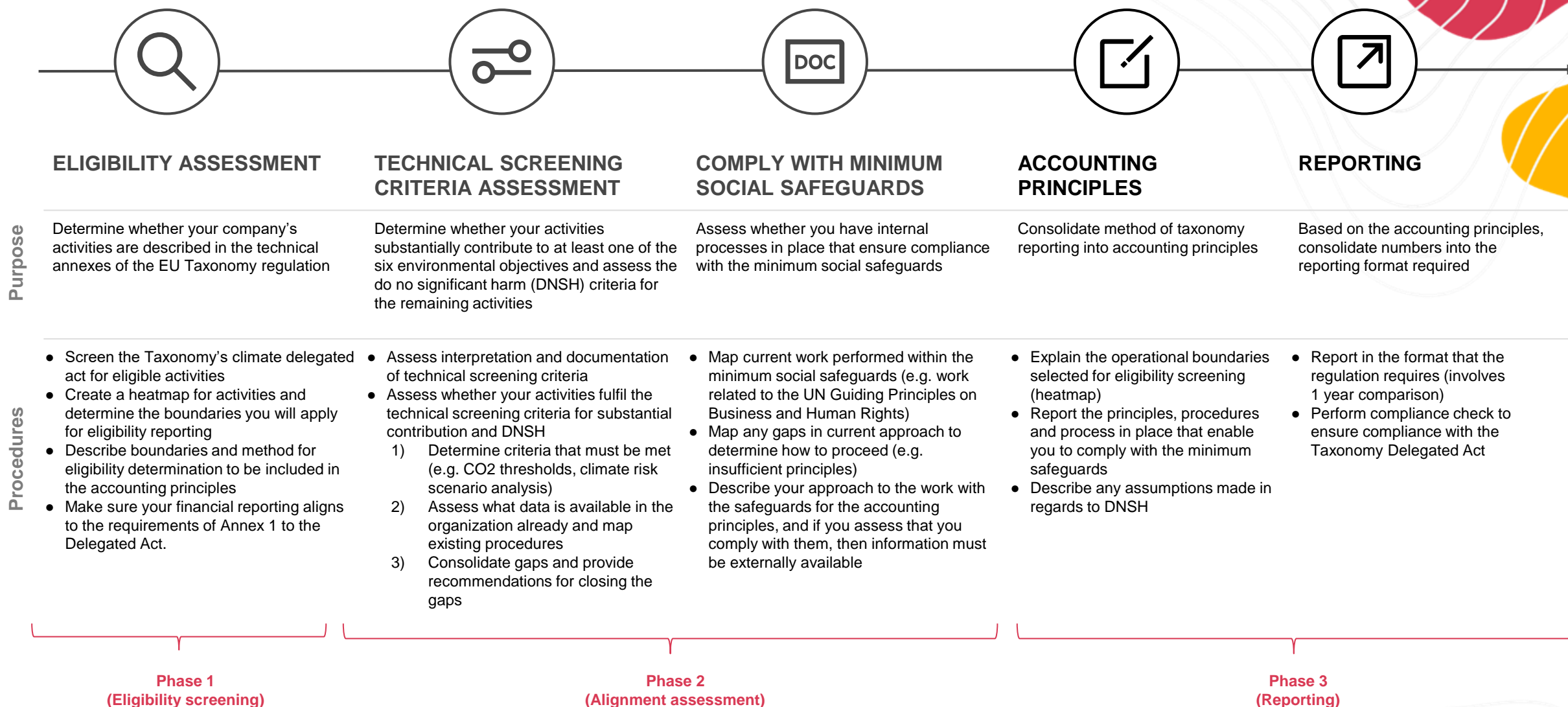
The share of sustainable activities is expressed as the proportion of turnover, total investments (CapEx) and operational expenditures (OpEx) related to assets or processes listed in the Taxonomy. It shows both the potential and achievement of classifying a company's activities as environmentally sustainable. The three Taxonomy KPI's shall be reported using a mandatory reporting template as depicted below.

Each KPI will have its own tables and will be accompanied by the reporting principles clarifying how these numbers have been calculated, which underlying assumptions exist and whether any exclusions or thresholds have been applied.

Economic activity	Absolute Turnover	Proportion of turnover	Substantial contributions (%)							Do no significant harm (Y/N)							Minimum social safeguards	Taxonomy aligned Turnover	Category (enabling /transitional)
			Objectives 1 - 6							Objectives 1 - 6									
Taxonomy aligned activities																			
• Activity 1	DKK	%	%	%	%	%	%	%	Y	Y	Y	Y	Y	Y	Y	%	E		
• Activity 2	DKK	%	%	%	%	%	%	%	Y	Y	Y	Y	Y	Y	Y	%	T		
• Activity 3	DKK	%	%	%	%	%	%	%	Y	Y	Y	Y	Y	Y	Y	%	E		
Taxonomy eligible but not aligned activities																			
• Activity 1	DKK	%	%	%	%	%	%	%	Y	Y	Y	N	Y	N	Y	%	E		
• Activity 3	DKK	%	%	%	%	%	%	%	N	Y	Y	Y	Y	N	Y	%	E		
Taxonomy non-eligible activities																			
Activity-level disclosures for non-aligned activities are voluntary																			
Total	DKK	%																	

Approach to the EU Taxonomy

High level process for determining taxonomy alignment



Approach to the EU Taxonomy Reporting

Accounting principles

Purpose: Determine format of internal accounting standards and discuss integration into current setup

Suggested stakeholders: Finance,

ESG/Sustainability and all data providers

Outcome: Draft internal descriptions on eligibility and alignment has been determined and what underlying process will be carried out annually going forward

Example of activities and questions to be uncovered:

- Draw out reporting manual
- Describe the decision tree applied on financial allocation and the connections between the numbers in the financial statements and the numbers applied for taxonomy
- Describe assumptions made for eligibility and alignment
- Describe documentation approach and data collection
- Discuss the processes and procedures for The company's Taxonomy reporting

Reporting format

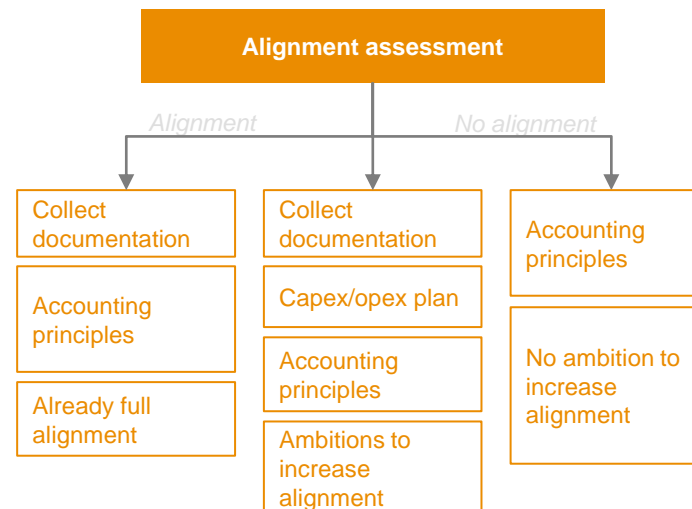
Purpose: Determine the narrative for external reporting and format of internal accounting standards

Suggested stakeholders: Finance,

ESG/Sustainability and reporting

Outcome: Definitions applicable for the external accounting principles

Depending on the gap assessment, there may be multiple ways to frame the Taxonomy reporting:

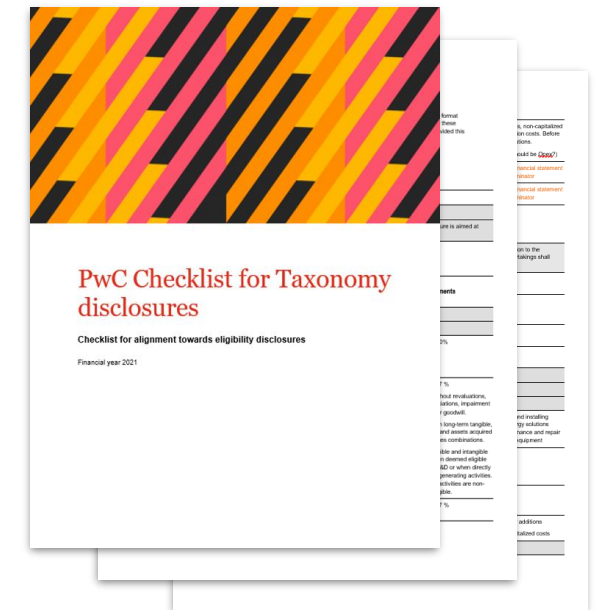


Compliance check

Purpose: Ensure compliance with the Taxonomy Regulations' Delegated Act

Suggested stakeholders: Finance

Outcome: Checklist on compliance with the mandatory reporting of KPIs and accounting principles



Taxonomy Reporting Value

Compliance - Commitment - Impact.

Malene Thiele
Director, Global Sustainability & ESG
Nilfisk

NILFISK

NILFISK

2018-2020
Compliance

2023-2026
Impact

2021-2023
Commitment

Sustainability - Compliance - Commitment - Impact.

1

The role of the professional
cleaning industry?

Nilfisk has widest breadth of product solutions in the industry

Unparallel capability to provide comprehensive product and service solutions to our customer base

Floorcare

Vacuum cleaners

High-pressure washers

Parts & Services

Commercial



Industrial



Proportion of sales
2021

34%

22%

14%

30%



CLEAN IS CHANGING

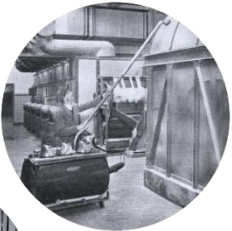
Clean is Changing



1906
Fisker & Nielsen
founded in Denmark



1910
**First vacuum
cleaner launched**



1940
**First industrial vacuum
cleaner launched**



1955
**First floorcare
cleaning product**



2016
**First prototype of
an autonomous
scrubber**

1989
Nilfisk is acquired
by NKT Group

2020
COVID-
pandemic
changes
perception
of clean

2017
Nilfisk listed
on Nasdaq

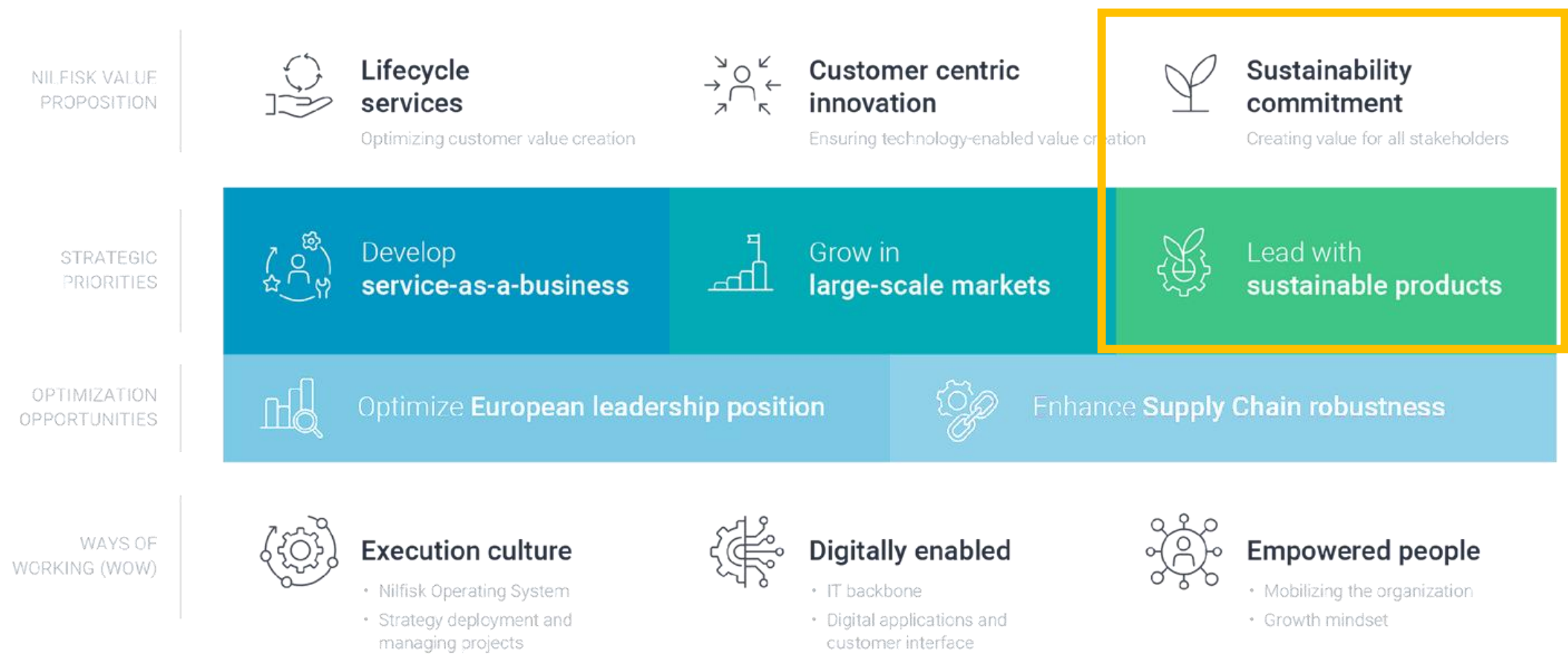


2022
IPPC report:
Urgent Climate
Action needed to
halve emissions
by 2030

- 1. A new scope of cleaning
- 2. Tech-enhanced cleaning
- 3. Transparent and visible cleaning
- 4. Sustainable cleaning

Business Plan 2026

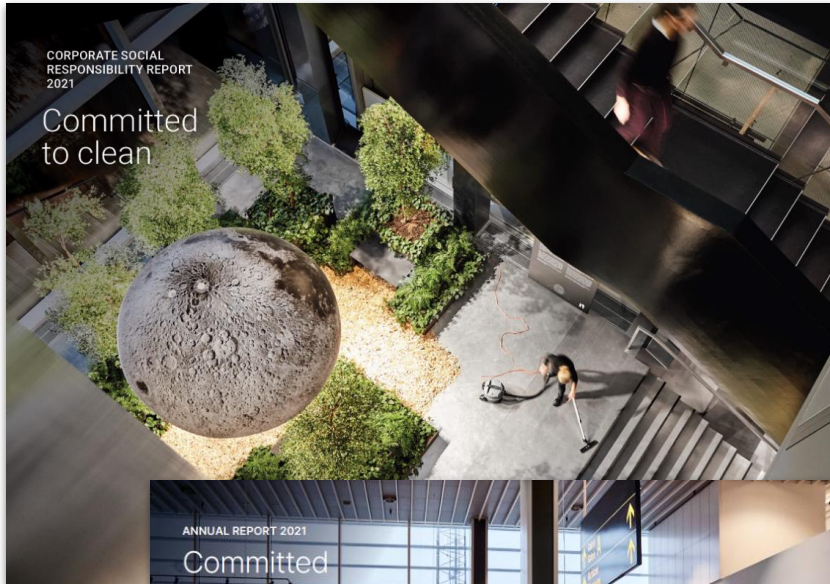
Focus on long-term sustainable growth



2

What does Nilfisk get out of
invest in our Taxonomy
reporting?

Taxonomy reporting value goes beyond compliance



What we expected...

1. A **bridge** between financial numbers and the sustainability agenda
1. Building **financial materiality** into the sustainability narrative
1. Narrative on our planned investments in sustainability



What we (also) got...

- 4) Continued work on definitions and boundaries
- 5) Input to supply chain demands going forward:
- 6) First mover advantage on suggesting solutions to dilemmas

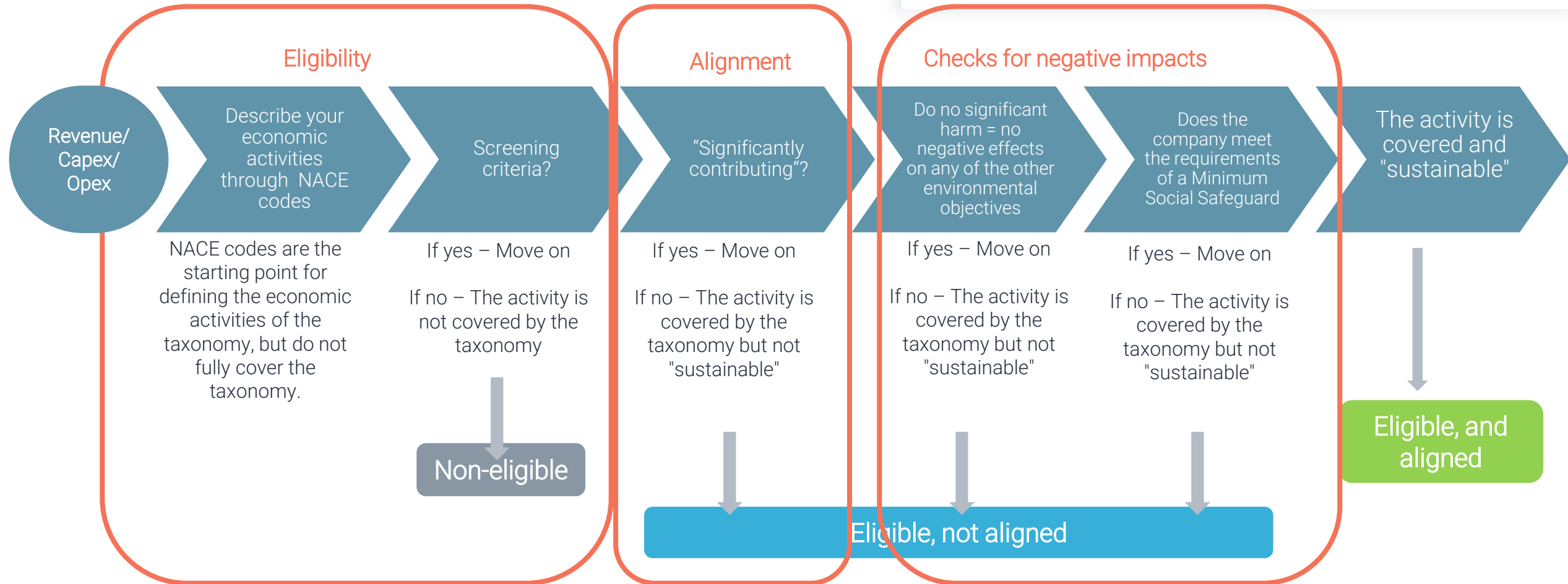
The logic of the Taxonomy

... There are many things to consider at each step

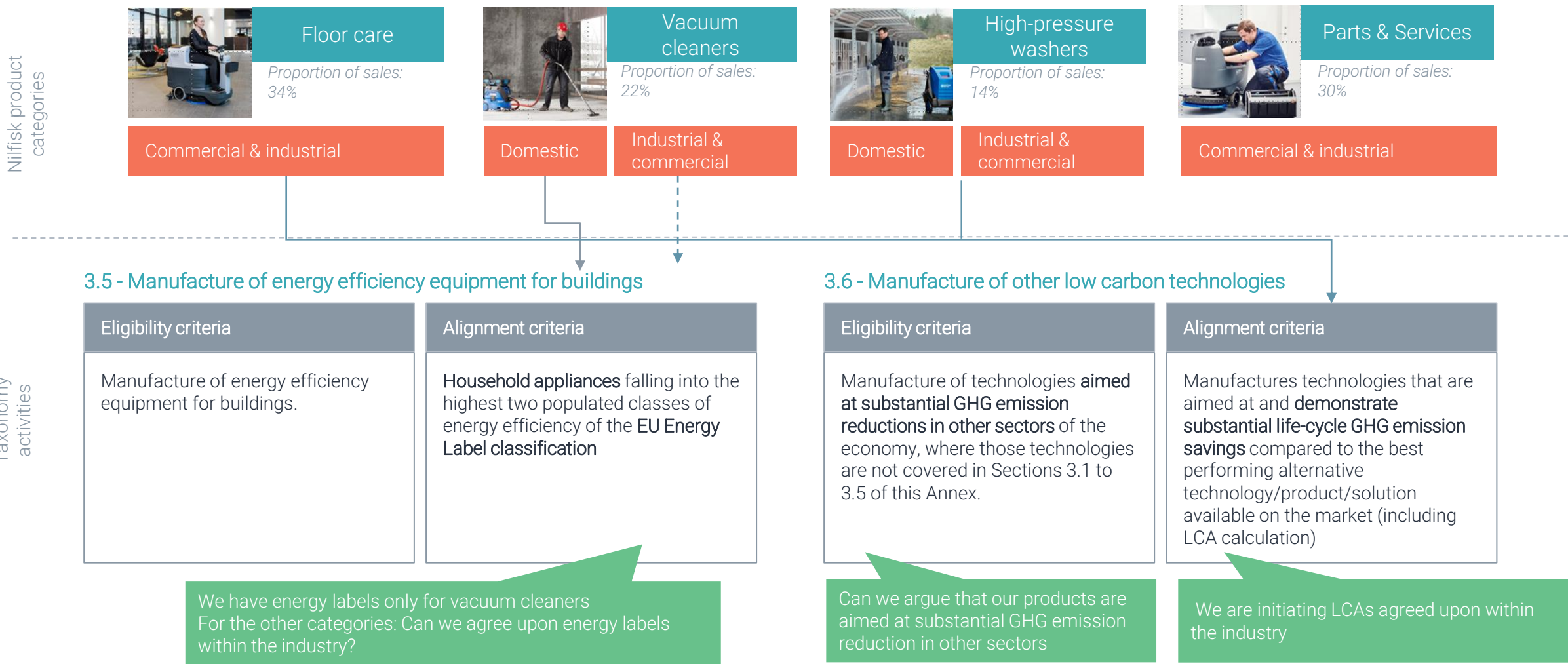
Where we started (together with the Finance department) ...

Activities categorized in heatmap of

- (a) **green**: activities that are material to Nilfisk
- (b) **yellow**: activities that may be material to Nilfisk depending on financial threshold and interpretation
- (c) **red**: activities that are not financially material or where the description does not correspond to Nilfisk's activities



Deciding on the correct categorization of Nilfisk's commercial and industrial products



Screening and alignment criteria for capex/opex

Category 6.5. Deciding on an approach for Transport related activities

In the Taxonomy, these activities are described as the “*purchase, financing, renting, leasing and operation of*” the means of transportation.

Option 1

Nilfisk will only report on the means of transportation that is operated (owned or leased) by Nilfisk.

Pros:

- Follows more strictly the wording of the Taxonomy
- Limit reporting to where Nilfisk has influence over investment decisions
- ≈ **direct** operational emissions (**scope 1 +2** GHG emissions)

Cons:

- Distribution of goods will not be captured

Option 2

Nilfisk will report on all means of transportation, regardless of whether this is operated by Nilfisk.

Pros:

- Taxonomy reporting will capture progress made through engagement with service providers
- ≈ supply chain emissions (scope 3 GHG emissions)

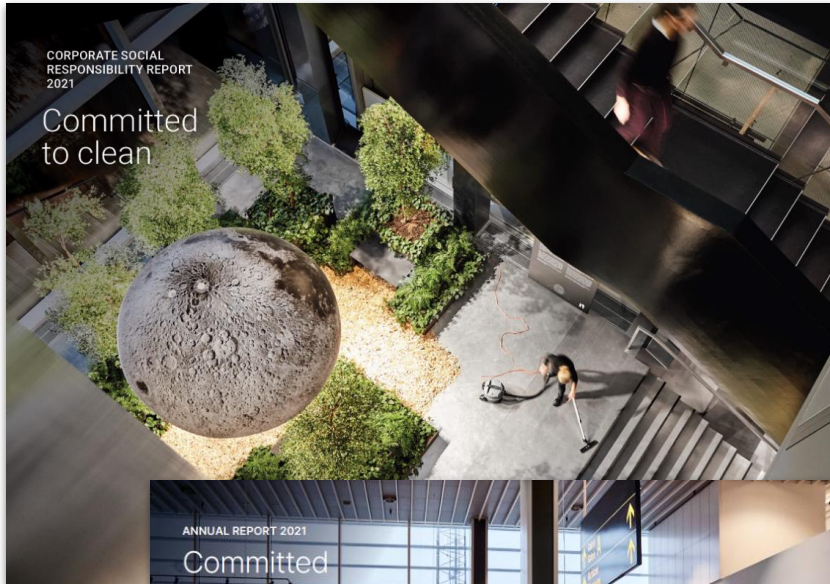
6.5

“ Until 31 December 2025, specific emissions of CO₂, are lower than 50 g CO₂/km (low- and zero-emission light-duty vehicles)

7.2

“ At least 70 % of non-hazardous construction and demolition waste generated on the construction site is prepared for reuse, recycling and other material recovery,

Taxonomy reporting value goes beyond compliance



What we expected...

1. A **bridge** between financial numbers and the sustainability agenda
1. Building **financial materiality** into the sustainability narrative
1. Narrative on our planned investments in sustainability



What we (also) got...

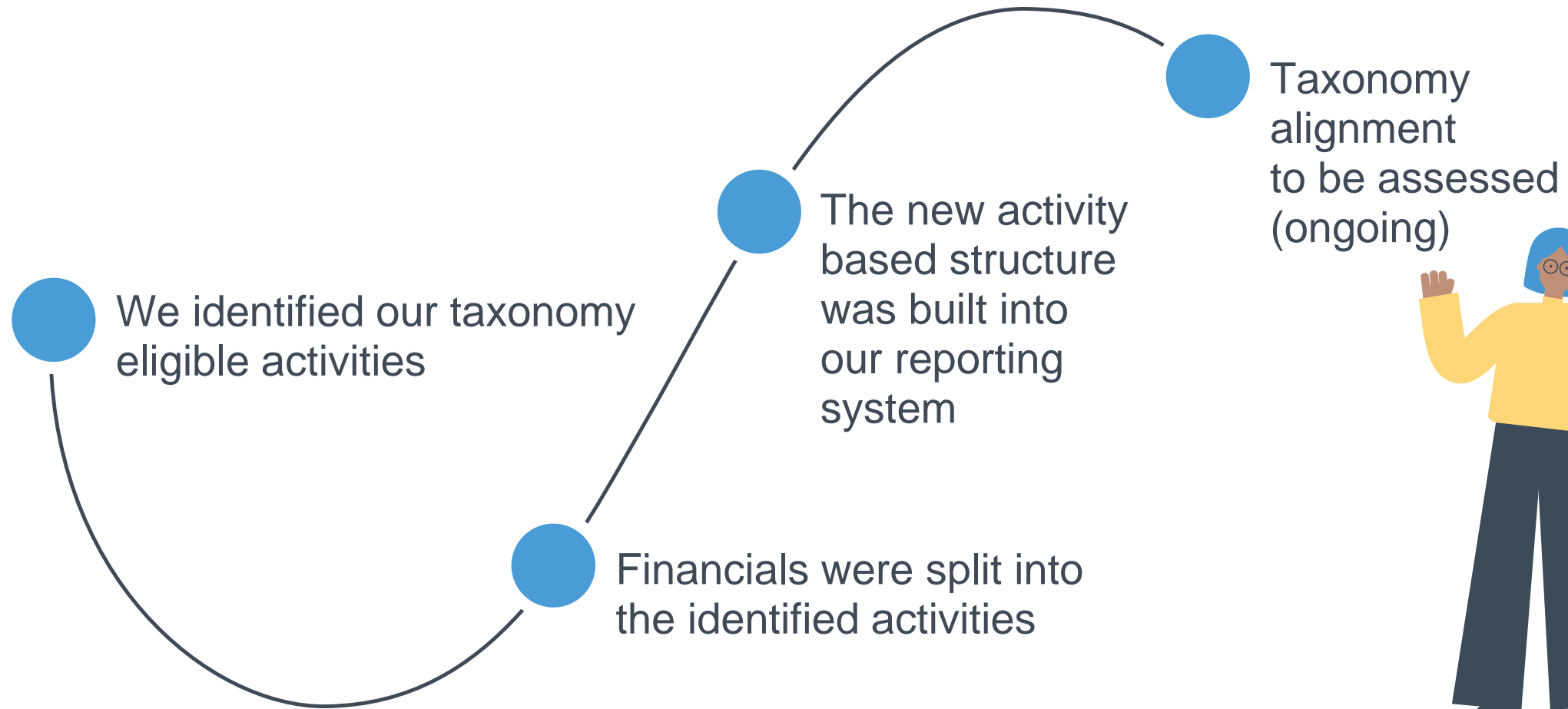
- 4) Continued work on definitions and boundaries
- 5) Input to supply chain demands going forward:
- 6) First mover on suggesting solutions to dilemmas

NILFISK

Let's create a world that runs entirely on green energy



How did we approach reporting on taxonomy?



Examples of our challenges



How detailed should we approach the mapping



Not all financial data could be divided into the activity types



How do we treat activities with very small financial impacts?



The original OPEX definition did not align with IFRS definitions



How do we present the taxonomy results in our reporting?



2.1 Taxonomy-eligible KPIs – continued

Accounting policies

Our accounting policies for these calculations are based on our best interpretation of the EU Taxonomy Regulation and delegated acts and the currently available guidelines from the European Commission.

Taxonomy-eligible and non-eligible activities

Three primary activities have been identified in the taxonomy that are currently relevant for Ørsted: electricity generation using solar PV technology (4.1) and from wind power (4.3) and cogeneration of heat/cool and power from bioenergy (4.20). Taxonomy-non-eligible activities are classified into gas sales, coal-based activities, and other activities.

Taxonomy-eligible KPIs

The revenue, OPEX, EBITDA, and CAPEX associated with these taxonomy activities are determined.

Taxonomy-eligible revenue

The share of Ørsted's taxonomy-eligible revenue is calculated as the revenue derived from products or services associated with taxonomy-eligible economic activities as a proportion of Ørsted's total net revenue (see annual report 2021, p. 90).

Revenue associated with electricity generation using solar PV technology (taxonomy activity 4.1) is derived from selling power (including hedging) generated at our own solar farms that we construct and operate as well as from balancing third-party solar farms.

Revenue associated with electricity generation from wind power (taxonomy activity 4.3) is derived from selling power (including hedging and trading) and associated renewable certificates from our own offshore and onshore wind farms, from balancing third-party wind farms, and from subsidies granted for offshore and onshore wind power generation. It is

also from constructing, operating, and maintaining offshore wind farms on behalf of partners.

Revenue associated with cogeneration of heat/cool and power from bioenergy (taxonomy activity 4.20) is derived from selling heat and power (including hedging) and residual products generated at our combined heat and power (CHP) plants when using sustainable biomass as an energy source and from subsidies granted for biomass-based generation at our CHP plants.

Taxonomy-eligible OPEX and CAPEX

The share of Ørsted's taxonomy-eligible OPEX is calculated as the OPEX related to assets or processes associated with taxonomy-eligible economic activities as a proportion of Ørsted's OPEX that is included in 'Other external expenses' (see annual report 2021, p. 73).

The share of Ørsted's taxonomy-eligible CAPEX is calculated as the CAPEX related to assets or processes associated with taxonomy-eligible economic activities as a proportion of Ørsted's CAPEX that is accounted for based on IAS 16 (73: (e) (i) and (iii)), IAS 38 (118: (e) (i)), and IFRS 16 (53: (h)) and thereby included in 'Additions' (see annual report 2021, p. 101).

Taxonomy-eligible EBITDA

This is a voluntary disclosure that builds on the same principles applied to taxonomy-eligible revenue.

The share of Ørsted's taxonomy-eligible EBITDA is calculated as the EBITDA derived from products or services associated with taxonomy-eligible economic activities as a proportion of Ørsted's total net EBITDA (see annual report 2021, p. 73). EBITDA is split into the three taxonomy activities based on the same activities as listed for revenue.

Key assumptions

In light of the current lack of guidance and industry alignment, we have had to define a set of key assumptions to practically implement the taxonomy. We believe these key assumptions are currently most correct to apply for our business, but we are aware that these assumptions may need to be adjusted in 2022 if they differ from new official guidance expected from the European Commission or from industry standard practices.

Linkage principle

In calculating each taxonomy-eligible proportion, a 'linkage principle' has been applied, stipulating that any revenue, EBITDA, OPEX, or CAPEX that can be justifiably linked to an identified taxonomy economic activity can be classified as taxonomy-eligible.

Using this principle, we believe we can justifiably link revenue and EBITDA from our balancing activities, hedging, and trading to our taxonomy-eligible activities when the activity is undertaken to directly support the eligible activities. Therefore, when we are responsible for balancing renewable assets that have activities in the taxonomy, and when we hedge power price exposures for power sales from wind and solar PV generation, it is assumed that any associated revenue or EBITDA is taxonomy-eligible.

Proxies

Where the financial numbers are not appropriately split into the correct activity in the financial account set-up, proxies have been used to split the numbers.

Two proxies have been used:

- 1) The ratio of purchased power volumes from renewable versus non-renewable assets – applied to revenue and EBITDA from balancing activities.
- 2) The green share of energy generation for Bioenergy & Other (see note 4.1 'Green share of energy generation', p. 19) – applied to revenue and EBITDA from heat and power generation and related activities at the CHP plants and to OPEX and CAPEX for the CHP plants.

Materiality

There are other taxonomy activities in Ørsted's portfolio, but their associated financial numbers are currently below certain materiality thresholds that we have defined, so these are not separated out in the split of activities. For example, our activities related to battery storage are included in taxonomy activity 4.1, and our balancing activities of third-party biogas plants are included in taxonomy activity 4.3. For the same reason, activities at our Renaissance facility that can be found in the taxonomy are not separated out, but instead categorised as non-eligible.

OPEX scope

As the defined scope of OPEX included in the Article 8 Disclosures Delegated Act is open to interpretation, and as specific industry guidance on what to include in the calculation is not yet available, we have chosen to use 'Other external expenses', as this is our best-aligned number to the OPEX definition in the Delegated Act.

Key assumptions

Linkage principle

Materiality

Proxies

OPEX scope

2.1 Taxonomy-eligible KPIs

Economic activities, 2021	Revenue		OPEX		EBITDA		CAPEX ¹		
	DKKkm	%	DKKkm	%	DKKkm	%	DKKkm	%	Review
Taxonomy-eligible activities	51,326	66	4,586	80	21,803	90	49,960	99	⊗
– Electricity generation using solar PV (4.1) and wind power (4.3)	43,700	56	4,080	71	19,314	80	49,165	97	⊗
– Cogeneration of heat/cool and power from bioenergy (4.20)	7,626	10	506	9	2,489	10	795	2	⊗
Taxonomy-non-eligible activities	26,347	34	1,174	20	2,493	10	455	1	⊗
– Gas sales	16,270	21	-	-	1,846	8	-	-	⊗
– Coal-based activities	1,790	2	-	-	560	2	-	-	⊗
– Other activities ²	8,287	11	-	-	87	0	-	-	⊗
Total	77,673	100	5,760	100	24,296	100	50,415	100	⊗

¹ The taxonomy-eligible ratio for CAPEX additions is also used to calculate taxonomy-eligible gross investments (39,307 DKKm) (see annual report 2021, p. 98).

² Other activities primarily consist of non-eligible power sales (incl. end customer sales), gas and oil-based generation at the CHPs, oil distribution, and trading.

Taxonomy-eligible revenue

Our share of revenue associated with taxonomy-eligible activities in 2021 was 66 %. This proportion mainly included revenue from our offshore wind, onshore wind, and solar farms (56 %) and from our sustainable biomass-based activities at our Danish combined heat and power (CHP) plants (10 %).

Our share of revenue from taxonomy-non-eligible activities was primarily associated with our long-term legacy activities related to the sourcing and sale of natural gas (21 %). Furthermore, our coal-based heat and power generation from the CHP plants accounts for 2 % of the non-eligible revenue. As planned, coal will be phased out completely in 2023.

Taxonomy-eligible OPEX

Our taxonomy-eligible share of OPEX in 2021

was 80 % and mainly related to the maintenance of our offshore wind, onshore wind, and solar farms.

Taxonomy-eligible EBITDA

Our taxonomy-eligible share of EBITDA in 2021 was 90 % and primarily included earnings from our offshore and onshore wind farms, including divestment gains, and our solar farms (80 %). Heat and power generation from our CHP plants using sustainable biomass also contributes to the share (10 %). The taxonomy-non-eligible share primarily concerned the gas sales business (7 %) and the coal-based part of our CHP activities (2 %).

The higher share of taxonomy-eligible EBITDA compared to the share of taxonomy-eligible revenue is primarily due to the nature of our gas business and the sale of power to end

customers, which have a significantly lower margin than our wind power generation and construction agreements. It is also due to farm-down gains at our wind farms.

Taxonomy-eligible CAPEX

Our taxonomy-eligible share of CAPEX in 2021 was 99 % and mainly related to the construction of our offshore wind, onshore wind, and solar farms.

Taxonomy-eligible indicators development

Our strategic targets, including our build-out of new renewable capacity (documented with a taxonomy-eligible CAPEX of 99 %) and continued phase-out of the fossil-based legacy part of the business (coal-based energy generation capacity in 2023 and natural gas sales towards 2040), will all drive an increase in our eligible revenue in the years to come.

Towards taxonomy alignment

The Taxonomy Regulation sets out a three-step approach towards taxonomy alignment of economic activities:

- 1) Substantially contribute to one or more of the six environmental objectives, of which we have selected 'climate change mitigation' as most relevant for Ørsted.
- 2) Do no significant harm to the other five environmental objectives.
- 3) Comply with the minimum safeguards covering social and governance standards.

We have begun our taxonomy alignment process by assessing and documenting compliance with steps 1-3 for all our eligible activities. To do so, we have based our work on the relevant company processes we

Economic activities, 2021

Taxonomy-eligible activities

- Electricity generation using solar PV (4.1) and wind power (4.3)
- Cogeneration of heat/cool and power from bioenergy (4.20)

Taxonomy-non-eligible activities

- Gas sales
- Coal-based activities
- Other activities²

Total

Revenue

	DKKkm	%
Taxonomy-eligible activities	51,326	66
– Electricity generation using solar PV (4.1) and wind power (4.3)	43,700	56
– Cogeneration of heat/cool and power from bioenergy (4.20)	7,626	10
Taxonomy-non-eligible activities	26,347	34
– Gas sales	16,270	21
– Coal-based activities	1,790	2
– Other activities ²	8,287	11
Total	77,673	100

2.1 Taxonomy-eligible KPIs

	Unit	9M 2022	9M 2021	Δ	2021
Revenue	DKKkm	96,598	47,007	105 %	77,673
Taxonomy-eligible revenue	%	73	67	6 %p	66
- Electricity generation from solar PV (4.1), wind power (4.3), and storage of electricity (4.10)	%	65	58	7 %p	56
- Cogeneration of heat and power from bioenergy (4.20)	%	8	9	(1 %p)	10
Taxonomy-non-eligible revenue	%	27	33	(6 %p)	34
- Gas sales	%	18	20	(2 %p)	21
- Coal-based activities	%	3	2	1 %p	2
- Other activities ¹	%	6	11	(5 %p)	11
OPEX	DKKkm	4,625	3,699	25 %	5,760
Taxonomy-eligible OPEX	%	80	76	4 %p	80
- Electricity generation from solar PV (4.1) and wind power (4.3)	%	71	66	5 %p	71
- Cogeneration of heat and power from bioenergy (4.20)	%	9	10	(1 %p)	9
Taxonomy-non-eligible OPEX	%	20	24	(4 %p)	20
EBITDA	DKKkm	25,361	16,043	58 %	24,296
Taxonomy-eligible EBITDA	%	92	91	1 %p	90
- Electricity generation from solar PV (4.1) and wind power (4.3)	%	81	84	(3 %p)	80
- Cogeneration of heat and power from bioenergy (4.20)	%	11	7	4 %p	10
Taxonomy-non-eligible EBITDA	%	8	9	(1 %p)	10
- Gas sales	%	4	6	(2 %p)	6
- Coal-based activities	%	4	2	2 %p	2
- Other activities ¹	%	0	1	(1 %p)	0
CAPEX	DKKkm	27,982	32,468	(14 %)	49,618
Taxonomy-eligible CAPEX²	%	99	99	0 %p	99
- Electricity generation from solar PV (4.1) and wind power (4.3)	%	99	99	0 %p	99
- Cogeneration of heat and power from bioenergy (4.20)	%	0	0	0 %p	0
Taxonomy-non-eligible CAPEX	%	1	1	0 %p	1

¹ Other activities primarily consist of non-eligible power sales (incl. end customer sales), gas- and oil-based generation at the CHPs, oil distribution, and trading.

² The taxonomy-eligible CAPEX includes investments in eligible assets, but excludes investments in eligible assets that are not yet started, investments in eligible assets that are not yet operational, and investments in eligible assets that are not yet operational and are not yet operational.

solar farms as a result of more assets in operation.

Taxonomy-eligible EBITDA

Our taxonomy-eligible share of EBITDA in 9M 2022 was 92 %, an increase of 1 percentage point compared to 9M 2021. This was due to increased EBITDA from our all our taxonomy-eligible activities, but primarily from Offshore where we recognised gains from the 50 % farm -downs of Hornsea 2 and Borkum Riffgrund 3.

Taxonomy-eligible CAPEX

Our taxonomy-eligible share of CAPEX in 9M 2022 remains at 99 %, similar to 9M 2021.

Taxonomy-eligible revenue

Our taxonomy-eligible share of revenue in 9M 2022 was 73 %, an increase of 6 percentage points compared to 9M 2021.

This was primarily due to increased

	Unit	9M 2022	9M 2021	Δ	2021
Revenue	DKKkm	96,598	47,007	105 %	77,673
Taxonomy-eligible revenue	%	73	67	6 %p	66
- Electricity generation from solar PV (4.1), wind power (4.3), and storage of electricity (4.10)	%	65	58	7 %p	56
- Cogeneration of heat and power from bioenergy (4.20)	%	8	9	(1 %p)	10
Taxonomy-non-eligible revenue	%	27	33	(6 %p)	34
- Gas sales	%	18	20	(2 %p)	21
- Coal-based activities	%	3	2	1 %p	2
- Other activities ¹	%	6	11	(5 %p)	11

Thank you!



A woman with curly hair, wearing a dark sweater, is sitting at a desk and gesturing with her hands while talking to a man. The man is seen from the side, wearing a grey sweater over a white shirt. They are in an office setting with large windows in the background. On the left side of the image, there is a red and yellow abstract graphic with white wavy lines. A white rectangular box is overlaid on the red area, containing the text 'Q&A'.

Q&A



Afrunding / Susanne Stormer



Webinarrække: Bæredygtighed i 2022

Kom på forkant med fremtidens krav og muligheder inden for bæredygtighed. Tilmeld dig et eller flere webinarer.

Corporate Sustainability Due Diligence Directive - klar, parat, start

Onsdag den 7. december 2022

Kl. 9.00-10.00

Webinarrække: Bæredygtighed i 2022

Kom på forkant med fremtidens krav og muligheder inden for bæredygtighed. Tilmeld dig et eller flere webinarer.

Se eller gense webcasts



01/03/22

Rapportering om bæredygtighed - nye standarder



24/03/22

CO2-afgift - bliv klædt godt på



Whistleblowerloven



30/09/22

Bæredygtighedspræferencer i investeringsrådgivningen



28/10/22

CSRD - Kom godt fra start

Thank you for your time.



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