

AARHUS SYMPOSIUM

ANNUAL REPORT 2023



AARHUS SYMPOSIUM

LEADERS OF TODAY CONNECTING WITH LEADERS OF TOMORROW

THE ORGANISING COMMITTEE

STEERING COMMITTEE

Ditte Dalgaard Skjelmose
Mathias Gislason
Kristian Storm



IT GROUP

Anders Kallesøe, *Head of Group*
William Winkler
Alex Hermann Jensen



UNIVERSITY ALLIANCES

Anne Agerskov Høffner, *Head of Group*
Cecilie Bak
Daniel Toft
Lasse Nielsen



FINANCE GROUP

Oliver Moos, *Head of Group*
Lasse Overgaard Buur
Jonas Broch



BUSINESS RELATIONS GROUP

Edin Becirovic, *Head of Group*
Maria Taulbjerg
Alexander Killeen
Simon Juul Jørgensen
Oline Stubkjær



ESSENTIALS GROUP

Andreas Laugesen, *Head of Group*
Cecilie Tønnesen
Magne Jul Pedersen
Magnus Kristensen
Amalie Wielandt Egemose
Kasper Torp Olesen



MARKETING GROUP

Maya Plesner Pagh, *Co-Head of Group*
Markus Taulbæk, *Co-Head of Group*
Marie Louise Hansen
Theis Lastein
Ditte Larsen
Andreas Feldt
Laura Bach
Nikoline Søgaard



PROGRAMME GROUP

Niels-Christian Sloth, *Head of Group*
Sofia Hartmann
Jens-Peder Thomsen
Agnes Bjerg Pedersen
Theis Buhl Schelde
Caroline Berg Weldingh



BUSINESS DEVELOPMENT

Cecilie Armose *Head of Group*



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Aarhus Symposium

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AUDITING PERIOD

January 1, 2023 – December 31, 2023

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THE VISION OF AARHUS SYMPOSIUM

As an organisation, we are defined by one purpose:

TO CONNECT LEADERS OF TODAY WITH LEADERS OF TOMORROW

The core of Aarhus Symposium is thus to facilitate engaging discussions between influential decision-makers and the most ambitious students. Hereby, we seek to bridge the gap between professional experience and academic curiosity as we delve into the most pressing challenges that face our society and the world.

To create a visionary platform for students and leaders to interact, we rely on three key principles:



PASSION

As a non-profit organisation, it is solely the passion of the organisers that drives Aarhus Symposium forward.



PERFECTION

We strive for perfection in everything we do: from formulating the overarching theme to the subtle details of the setting.



PROGRESS

Progress is at the very heart of our ambition to continuously enhance and expand our activities.

LETTER FROM THE CHAIRMAN OF THE BOARD

The 2023 theme was “The Way We Work” with the implicit meaning of change in the future caused by new demands from technologies like AI, job wellness, and leadership styles to expand competitiveness.

This year’s Organising Committee has truly embraced “The Way We Work”. This has not only been expressed by conducting a world-class event with an impressive speaker line-up and partner engagement, but also in the Organising Committee ability to demonstrate themselves as leader of tomorrow. On the organisational side, they re-organised and changed the leadership style through power sharing. In addition, energy and resources was invested into the wellness of the organisation. Consequently, organisational attractiveness increased with a resulting increased ease in recruitment. Something most leaders of today could be inspired to adapt. Furthermore, the Organising Committee ensured high implementation of new technologies on all Aarhus Symposium platforms and during all events.

The interaction on stage and between participants reached an amazing high level at Aarhus Symposium 2023 thereby continuing to set a higher bar for how knowledge and experience is shared.

“The Way We Work” and lead tomorrow has been demonstrated elegantly and competently by the steering committee of 2023. The entire organisation demonstrated the essence of the spirit driving Aarhus Symposium. Thank you all for the 2023 experience. It is with great optimism and confidence that we welcome the Organising Committee of 2024 and look forward to Aarhus Symposium 2024.

On behalf of the board of directors of Aarhus Symposium

Kristina Risom Jespersen,
Chairman of the Board



MANAGEMENT'S COMMENTARY

As another financial year comes to an end, it is time to reflect on the activities of Aarhus Symposium during the past year. It is with great pride that we, the Steering Committee of Aarhus Symposium 2023, can share some of the many great results and memories of 2023:

THE WAY WE WORK

The theme of this year's Aarhus Symposium revolves around the theme "The Way We Work," a deliberate play on words that prompts contemplation on our evolving work dynamics. The theme encourages exploration of how we can shape a future work culture characterised by innovation, collaboration, and inclusion, to meet the evolving demands and expectations in our constantly developing work environment. This year's international and national speakers delved into reflections on the future dynamics of work and the impact that new technology has on work processes.

At Aarhus Symposium Focus 2023, a completely new setup was integrated, inviting 250 students to an exclusive event. Speaker Jimmy Jahn Kragelund, Senior Vice President at Nykredit, delved into this year's Focus theme, "Envisioning The New Era," followed by an interactive session with this year's Focus Partner, PwC. During this session, students had the opportunity to engage in active networking, addressing issues within the theme for the year.

AARHUS SYMPOSIUM CHALLENGE 2023

This year's Aarhus Symposium Challenge had students address challenges put forth by Mette Kaagard, CEO at Microsoft Denmark & Iceland, Jacob Aarup-Andersen, CEO at Carlsberg Group, and Richard Moore, CEO & Partner at Mercuri Urval.

For the sixth consecutive year, all seats at Aarhus Symposium and Aarhus Symposium Focus were given to students who shared their thoughts on this year's challenges in a written response.



THE FUTURE WORKFORCE

With the rapid development of technology and its impact on the labor market, this year's theme, "The Way We Work," has provided an opportunity to challenge our current approach to workflows at Aarhus Symposium.

This year's Organising Committee has been determined to explore how we in the organisation best can collaborate and navigate the developments in the labor market. Therefore, this year, there has been a shift in the approach to the composition of our meta-groups, which have been formed based on interest. These meta-groups will contribute to strengthening the organisers competencies for the job market. In addition, the focus this year has also been on thinking creatively about speakers who stand out in the market and can best convey to participants their approach to work.

FINANCIAL RESULTS

Aarhus Symposium 2023 generated net profits of DKK 111,040. In a year marked by financial uncertainties stemming from inflation and last-minute investments, we find the outcome to be acceptable.

The realized profit from 2023 will be allocated to 40% investment for the current year, and the remaining 60% will be allocated to retained earnings for use in the relocation in 2026.

THANK YOU

On a final note, we would like to extend our sincerest gratitude to all leaders of today and tomorrow who shared their thoughts and insights on this year's theme "The Way We Work" at Aarhus Symposium 2023. We would also like to thank all our partners and foundations as well as Aarhus University and Aarhus BSS for their invaluable support towards making Aarhus Symposium 2023 possible.

Last but not least, we want to express a very special thank you to the volunteer organisers whose unrelenting drive and dedication resulted in another successful Aarhus Symposium. It is with excitement that we look forward to experiencing how next year's Organising Committee will raise the bar yet again at Aarhus Symposium 2023.

THE STEERING COMMITTEE OF AARHUS SYMPOSIUM 2023

K. Storm

Kristian Storm

M. Gislason

Mathias Gislason

Ditte Skjelmose

Ditte Skjelmose

THE CONCEPTS OF AARHUS SYMPOSIUM

AARHUS SYMPOSIUM

Aarhus Symposium is an event of extraordinary class with the aim of connecting students, the leaders of tomorrow, with today's leaders and key decision-makers.

To accomplish this, an annual symposium is held in the inspiring surroundings of Aarhus University on the first Friday of November every year. Here, speakers are invited to share their insights and experiences regarding a theme of relevance to leaders of both today and tomorrow. The participating students and speakers engage in dialogues and discussions, achieving the main purpose of the organisation: to connect leaders of today with leaders of tomorrow.

As such, Aarhus Symposium constitutes a visionary learning space for students and top leaders alike.



AARHUS SYMPOSIUM FOCUS

Aarhus Symposium Focus zooms in on a national perspective on the overall theme of Aarhus Symposium. At Aarhus Symposium Focus, leaders of today and leaders of tomorrow engage in a discussion about a topic reflecting some of Denmark's most important challenges.

Aarhus Symposium Focus is an inspiring event that takes place on Monday in the week of Aarhus Symposium. Speakers at Aarhus Symposium Focus allow students to gain key insights on a theme of national interest, offering the most curious students to delve deeper into the theme of Aarhus Symposium.



AARHUS SYMPOSIUM CHALLENGE

Aarhus Symposium Challenge is an essay competition with the purpose of ensuring that the seats for Aarhus Symposium and Aarhus Symposium Focus are given to the most ambitious students. Since 2017, all participants at Aarhus Symposium and Aarhus Symposium Focus have contributed with their thoughts by submitting an essay.

The students with the most innovative and extraordinary essays have the unique opportunity to engage in a dialogue in Leaders' Forum with the top leader who has proposed the challenge which the students have taken up. This is an exclusive chance to discuss global issues with true leaders of today. The student with the most outstanding essay will be rewarded with the Aarhus Symposium Award on stage at Aarhus Symposium.



THE WAY WE WORK

The modern workplace is akin to a complex ecosystem where diverse elements coexist, thrive, and evolve in response to an ever-changing environment. Navigating the constant innovation of these interconnected pillars is essential to sustaining a thriving, adaptable, and forward-looking workplace ecosystem.

At Aarhus Symposium 2023, leaders of today and leaders of tomorrow explored how the opportunities and challenges that lies ahead can enhance the way we work. This was done throughout the day, where the speakers dwelled into the future of our workplace ecosystem.

ENVISIONING THE NEW ERA

Throughout history, the interplay between the individual and society has been a constant dance of adaptation and evolution. In today's changing world, banks act as guides and educators, helping society and individuals navigate evolving challenges. Beyond being simply financial pillars, they empower individuals through changing tides. Banks are not

just transactional but catalysts, merging personal goals with societal progress.

The theme of Aarhus Symposium Focus 2023, explored the delicate balance of leadership's role in sculpting a financial ecosystem designed for future generations while ensuring collective and individual success.

PARTICIPATING SPEAKERS



METTE KAAGAARD

CEO,
MICROSOFT DENMARK & ICELAND

HOW DO WE ENSURE
THAT AI ARE CREATING
ETHICAL AND SUSTAINABLE
SOLUTIONS FOR MODERN
BUSINESS



JACOB AARUP-ANDERSEN

CEO,
CARLSBERG GROUP

HOW DO WE
BALANCE PRODUCTIVITY
AND WELL-BEING IN THE
WORKPLACE



RICHARD MOORE

CEO & PARTNER,
MERCURI URVAL

HOW CAN YOU DEVELOP THE
SKILLS AND
MINDSET NEEDED TO
BECOME A SUCCESSFUL
LEADER OF TOMORROW

THE PROGRAMME OF AARHUS SYMPOSIUM

THE WAY WE WORK

TRACK 1

TRACK 2

TRACK 3

TRACK 4

ARRIVAL WITH ARLA

SESSION 1

BREAK WITH LIDL

SESSION 2

BREAK WITH MFT ENERGY

SESSION 3

THE AARHUS SYMPOSIUM AWARD



NIELS DUEDAHL

CEO,
NORLYS



JACOB AARUP-ANDERSEN

CEO,
CARLSBERG GROUP



LARS SANDAHL SØRENSEN

CEO,
DANISH INDUSTRY



KRISTIAN JENSEN

CEO,
GREEN POWER DENMARK



LONE FØNSS SCHRØDER
VICE CHAIRMAN, VOLVO CARS

MORTEN ENNGAARD RASMUSSEN
EVP PEOPLE,
SUSTAINABILITY & BRAND,
NOVOZYMES



METTE KAAGAARD

CEO, MICROSOFT
DENMARK & ICELAND



RICHARD MOORE

CEO & PARTNER,
MERCURI URVAL



NIMA ASTANEHDOST

CEO,
RANDSTAD DENMARK



STINA GLAVIND

CEO,
FDM

MODERATORS OF AARHUS SYMPOSIUM 2023



MARIA KEHLET

EDITOR,
FINANS



SIGNE FERSLEV PEDERSEN

ESG EDITOR & PODCAST HOST,
FINANS



NINA MUNCH-PERRIN

NEWS ANCHOR,
DANMARKS RADIO



ULRIK HAAGERUP

FOUNDER & CEO,
CONSTRUCTIVE INSTITUTE



DAVID GULDAGER

MEDIA ADVISER,
SIGDAL & GULDAGER

THE PROGRAMME OF AARHUS SYMPOSIUM FOCUS

ENVISIONING THE NEW ERA

ARRIVAL



JIMMY JAHN KRAGELUND

SENIOR VICE PRESIDENT,
NYKREDIT

WELCOME TO
AARHUS SYMPOSIUM FOCUS 2023

SESSION WITH JIMMY JAHN
KRAGELUND

BREAK WITH PWC

NETWORKING WITH PWC

MODERATORS OF AARHUS SYMPOSIUM FOCUS 2023



ULRIK HAAGERUP

FOUNDER & CEO,
CONSTRUCTIVE INSTITUTE

TIMELINE 2023



MARCH 17-18

WORKSHOP WITH MERCURI URVAL & TEAMBUILDING

Our HR Partner, Mercuri Urval, facilitated a workshop for all organisers. Based on a test of the Big Five personality traits, we discussed what makes good teamwork. The following day, we engaged in team building activities as we explored teamwork and communication in exciting and challenging exercises.



MAY 8

THEME ANNOUNCEMENT

We announced this year's theme, "The Way We Work". Prior to the announcement, the students were encouraged to guess this year's theme and to quiz about Aarhus Symposium. Throughout the day students were served delicious snacks.



MARCH 31- APRIL 1

STRATEGY WEEKEND

We visited our Knowledge Partner, McKinsey & Company. Among other things, they facilitated enriching workshops on effective group communication and feedback. The following day, we met with our Alumni Network to examine future challenges and opportunities for Aarhus Symposium.



SEPTEMBER 11-24

AARHUS SYMPOSIUM CHALLENGE 2023

On September 11, Aarhus Symposium Challenge 2023 was kicked off with a big event at Campus Fuglesangs Allé. Here, students brainstormed on the three challenges and engaged with our Organising Committee to gather inspiration for hand ins. In the following Challenge Tour, we promoted our activities in, Copenhagen, Aalborg, and Odense.



OCTOBER 30

**AARHUS SYMPOSIUM
FOCUS 2023**

Under the theme “Envisioning The New Era”, Aarhus Symposium Focus 2023 explored the intricate balance of leadership in shaping a financial ecosystem for future generations, ensuring both collective and individual success.. Here, the students were invited to join a networking session together with our Focus Partner, PwC.



NOVEMBER 25

EVALUATION DAY

This day officially marked the end of Aarhus Symposium 2023. Here, all organisers met to discuss improvements for next year’s Aarhus Symposium. The collective experiences were handed on to the organisers of Aarhus Symposium 2024, who will take on the challenge to plan and execute next year’s events.



NOVEMBER 3

AARHUS SYMPOSIUM 2023

Aarhus Symposium was an exceptional day of inspiring talks on the theme “The Way We Work”. The students were not just invited to engage with the speakers but also with our partners throughout the day. All participants were supplied with delicious catering, and they were offered with a goodie-bag to use during and after Aarhus Symposium.

ORGANISERS LOOK BACK



SOFIA HARTMAN

PROGRAMME GROUP

As an organiser, what has made the greatest impact on your?

As an organiser of Aarhus Symposium, the greatest impact on me is, without any doubt, the incredible sense of community within our diverse team of ambitious students. Working together with individuals from various backgrounds and educations has not only broadened my perspectives but has also allowed us to achieve remarkable results collectively. It lies in the sense of belonging to a supportive and ambitious community and the continuous personal and academic growth fostered by the collective knowledge and skills of the team.

What was the most important skill you learned during your time in Aarhus Symposium?

Being a part of Aarhus Symposium has taught me the importance of effective communication, adaptability, and teamwork. Skills that extend far beyond the world of event organisation.



MARKUS TAULBÆK

MARKETING GROUP

As an organiser, what has made the greatest impact on your?

The sheer dedication and professionalism of the organisation. The amount of teamwork and coordination that is required, and that the organisers put in every single year, is truly remarkable. It has been fantastic witnessing how every single student has contributed to making Aarhus Symposium 2023 yet another successful year.

What was the most important skill you learned during your time in Aarhus Symposium?

As an organiser, you are forced to solve problems and collaborate both within and between groups, which creates an incredible working spirit in the organisation and, in addition, creates some fantastic friendships between you and your fellow students.



DANIEL TOFT

UNIVERSITY ALLIANCES

As an organiser, what has made the greatest impact on your?

Serving as an organiser at the Aarhus Symposium has been a journey of significant personal development. Being part of such an ambitious setting has boosted my confidence and sharpened my leadership skills. Taking charge and transforming concepts into reality has been both empowering and rewarding. Contributing to a platform that brings together future leaders has been a remarkable experience that has left a lasting impression on me.

What was the most important skill you learned during your time in Aarhus Symposium?

My involvement with the Aarhus Symposium has deepened my skills in teamwork and communication. Collaborating with a passionate team from varied disciplines has improved my ability to embrace and integrate different perspectives. These skills are crucial, transcending professional scenarios and enriching everyday interactions with a diverse array of individuals.



NIKOLINE SØGAARD

MARKETING GROUP

As an organiser, what has made the greatest impact on your?

Upon entering the Aarhus Symposium, I approached it with an open mindset, ready for new opportunities and challenges. Now, as the year comes to an end, I am acknowledging the deep impact Aarhus Symposium has had on my personal and professional growth. It has become an integral part of my life, and I cannot envision the past year without its influence. This year has resulted in 40 new friendships and new knowledge acquired, and the incredible experiences have enriched my overall learning experience.

What was the most important skill you learned during your time in Aarhus Symposium?

As an organiser, I acquired many new tools. However, project work and collaboration have proven to be invaluable tools in my development journey. Through engagement in various projects, I have refined my skills in planning, coordinating, and executing complex tasks.



CECILIE TØNNESEN

ESSENTIALS GROUP

As an organiser, what has made the greatest impact on your?

I have been highly impressed by the level of professionalism, dedication, and readiness across the entire organisation, which I am confident is one of the key factors for Aarhus Symposium, being such a unique organisation. United efforts indeed yield exceptional outcomes.

What was the most important skill you learned during your time in Aarhus Symposium?

The most crucial skill gained from being an organiser in Aarhus Symposium has been to handle situations proactively by being problem-solving oriented. Moreover, collaborating closely with other groups within the organisation emphasised the importance of teamwork and integration when delivering impactful and distinctive results.

THE ORGANISATION AND GOVERNANCE

Aarhus Symposium is an extensive organisation consisting of many ambitious and dedicated people. Within the organisation, three layers of governance exist: the Board of Directors, the Steering Committee, and the Organising Committee, with an extensive Alumni Network supporting the entire organisation.

BOARD OF DIRECTORS

The Board of Directors is the highest authority of Aarhus Symposium, and it is established to promote the long-run continuity and stability of Aarhus Symposium. The Board consists of highly visionary and dedicated executives who provide the organisation with strategic experience at the highest level. The members of the Board of Directors are elected for a three-year period.

ALUMNI NETWORK

Aarhus Symposium has an extensive Alumni Network consisting of former organisers. The Alumni Network serves as a source of support on strategic matters for the Organising Committee of Aarhus Symposium. Connecting the visions and experiences of current organisers and the Alumni Network is essential for shaping a direction that will ensure the future development of Aarhus Symposium.



STEERING COMMITTEE

The Steering Committee is appointed for a one-year period by the Board of Directors. They are responsible for the overall planning and execution of Aarhus Symposium. This includes a wide range of tasks such as recruiting the Organising Committee for each year, communicating with external supporting organisations and stakeholders, facilitating intergroup collaboration, developing a strong and sustainable culture within the organisation, and reporting monthly to the Board of Directors

ORGANISING COMMITTEE

Each year's Aarhus Symposium is made possible by the dedicated work of the Organising Committee. The Organising Committee is composed of 35-40 volunteer and highly motivated students from different study areas and semesters. The Organising Committee is divided into seven different functional groups with different areas of expertise and responsibilities. These groups are appointed and led by the Steering Committee for a one-year period.

Each group within the Organising Committee is also led by a Head of Group, whose main responsibilities are to plan and execute tasks on a group level and to ensure good communication both within and between groups.

Furthermore, several experienced organisers take on the role as Senior Organisers. The Senior Organisers' main responsibility is to develop the professional and personal competencies of their fellow organisers.

PROGRAMME GROUP

The Programme Group acts as the official link between organisers, speakers, and moderators. In addition, it is responsible for developing and designing the programmes of Aarhus Symposium Focus and Aarhus Symposium and for creating the most interesting topics for Aarhus Symposium Challenge.

BUSINESS DEVELOPMENT

Business Development is a new innovator role of Aarhus Symposium, with the purpose to shape and guide the organisation in new inspiring directions

BUSINESS RELATIONS

Business Relations is responsible for obtaining the funding of Aarhus Symposium through corporate partnerships and funds. Furthermore, they are responsible for organising partner events in cooperation with the partners of Aarhus Symposium to engage and inspire students.

MARKETING GROUP

The Marketing Group is responsible for building and promoting the Aarhus Symposium brand by developing marketing strategies and leveraging online communication channels as well as on-campus happenings.

FINANCE GROUP

The Finance Group manages the finances of the organisation. This includes drawing up the budget in close collaboration with each of the groups within the organisation as well as producing the annual report.

ESSENTIALS GROUP

The Essentials Group ties everything together and is in charge of the planning and execution of Aarhus Symposium Focus and Aarhus Symposium. This also includes ensuring great product partnerships and delicious catering for our participants.

UNIVERSITY ALLIANCES

University Alliances works in close collaboration with the Marketing Group to create awareness and interest in Aarhus Symposium by initiating and sustaining partnerships with other student organisations from Scandinavian universities.

IT GROUP

The IT Group is responsible for development and maintenance of the IT systems of Aarhus Symposium. This includes managing the official website, providing general know-how about IT, and offering technical support for the organisation.

PRESENTING THE

FINANCIAL STATEMENTS



AARHUS SYMPOSIUM

ACCOUNTING POLICIES

The annual report is presented in accordance with Danish generally accepted accounting principles. The financial statements have been presented applying the accounting policies consistently with last year.

RECOGNITION AND MEASUREMENT

Assets are recognised in the balance sheet when it is probable as a result of a prior event that future economic benefits will flow to the Organisation, and the value of the asset can be measured reliably.

Liabilities are recognised in the balance sheet when the Organisation has a legal or constructive obligation as a result of a prior event, and it is probable that future economic benefits will flow out of the Organisation, and the value of the liability can be measured reliably.

On initial recognition, assets and liabilities are measured at cost. Measurement subsequent to initial recognition is effected as described below for each financial statement item.

Anticipated risks and losses that arise before the time of presentation of the annual report and that confirm or invalidate affairs and conditions existing at the balance sheet date are considered at recognition and measurement.

Income is recognised in the income statement when earned, whereas costs are recognized by the amounts attributable to this financial year.

INCOME STATEMENT

Revenue

Revenue consists of partnerships sold. Revenue is recognised in the income statement when delivery is made and risk associated with the consideration selected has passed to the buyer.

Revenue is recognised net of VAT, duties, and sales discounts.

Other Income

Other income comprises Foundation grants. Gifts are recognised when granted.

Other External Expenses

Other external expenses comprise expenses for distribution, sale, marketing, administration, premises etc.

Financial Income and Expenses

Financial income and expenses comprise interest income and expenses. These are recognised when accrued.

BALANCE SHEET

Receivables

Receivables are measured at amortised cost usually equaling nominal value less provisions for bad debts.

Prepayments

Prepayments comprise incurred costs relating to subsequent financial years. Prepayments are measured at cost.

Payables

Payables are measured at amortised cost usually equaling nominal value.

Cash

Cash comprises cash in bank deposits.

INCOME STATEMENT

	Notes	2023 DKK	2022 DKK
Revenue		619,979	709,730
Other income		420,000	471,000
Other external expenses	1	<u>-923,430</u>	<u>-1,185,019</u>
Operating profit		113,549	-4,289
Other financial income		<u>-2,509</u>	<u>-3,908</u>
Profit for the year		<u>111,040</u>	<u>-8,197</u>
Proposed distribution of profit			
Retained earnings		111,040	-8,197
Profit available for distribution		<u>111,040</u>	<u>-8,197</u>

BALANCE SHEET

	2023 DKK	2022 DKK
Accounts receivable	241,974	140,125
Other receivables	79,927	200,988
Prepayments	7,786	1,588
Receivables	<u>329,687</u>	<u>342,701</u>
Cash	<u>151,629</u>	<u>22,575</u>
Current assets	<u>481,316</u>	<u>365,276</u>
Assets	<u><u>481,316</u></u>	<u><u>365,276</u></u>
Retained earnings	456,316	345,276
Equity	<u><u>456,316</u></u>	<u><u>345,276</u></u>
Trade payables	<u>25,000</u>	<u>20,000</u>
Short-term liabilities other than provisions	<u>25,000</u>	<u>20,000</u>
Liabilities other than provisions	<u>25,000</u>	<u>20,000</u>
Equity and liabilities	<u><u>481,316</u></u>	<u><u>365,276</u></u>

EQUITY AND NOTES

EQUITY

	<u>Retained earnings DKK</u>
Equity at January 1, 2023	345,276
Profit/loss for the year	<u>111,040</u>
Equity at December 31, 2023	<u><u>456,316</u></u>

ACCOUNTING NOTES

	<u>2023 DKK</u>	<u>2022 DKK</u>
1. Other external expenses		
Other expenses	806,571	985,489
Partner expenses*	48,659	28,980
Barter deals**	68,200	170,550
	<u><u>923,430</u></u>	<u><u>1,185,019</u></u>

*Partner expenses are disbursements for partners.

**Barter deals are goods/services delivered by partners in exchange for services provided by Aarhus Symposium.

BOARD OF DIRECTORS' STATEMENT

The Board of Directors have today considered and approved the annual report for the financial year January 1 through December 31, 2023.

The annual report is presented in accordance with Danish generally accepted accounting principles. In our opinion, the financial statements give a true and fair view of the financial position on December 31, 2023 and of the financial performance for the financial year January 1 to December 31, 2023.

In our opinion, the management review (on pages 6-7) contains a true and fair view of the affairs and conditions referred to herein.

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

Aarhus, April 6, 2024

KRISTINA RISOM JESPERSEN

KASPER VINTHER OLESEN

KARINA SCHMITT LUND

JENS RIIS ANDERSEN

TORBEN M. ANDERSEN

NICK MELGAARD

HENRIK LIND

MICHAEL JENSEN

INDEPENDENT AUDITORS' REPORT

TO THE SHAREHOLDERS OF AARHUS SYMPOSIUM

OPINION

We have audited the financial statements of Aarhus Symposium for the financial year 01.01.2023 - 31.12.2023, which comprise the income statement, balance sheet, statement of changes in equity and notes, including a summary of significant accounting policies. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the Entity's financial position at 31.12.2023 and of the results of its operations for the financial year 01.01.2023 - 31.12.2023 in accordance with the Danish Financial Statements Act.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs) and 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 this auditor's report. We are independent of the Entity in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

MANAGEMENT'S RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

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

In preparing the financial statements, Management is responsible for assessing the Entity's ability to continue

as a going concern, for disclosing, as applicable, matters related to going concern, and for using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements, and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity'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 Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures in the notes, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

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

Aarhus, April 6, 2024

Deloitte.

Statsautoriseret Revisionspartnerselskab
Business Registration No 33 96 35 56

STATEMENT ON THE MANAGEMENT COMMENTARY

Management is responsible for the management commentary.

Our opinion on the financial statements does not cover the management commentary, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the management commentary and, in doing so, consider whether the management commentary is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the management commentary provides the information required by relevant law and regulations.

Based on the work we have performed, we conclude that the management commentary is in accordance with the financial statements and has been prepared in accordance with the requirements in the relevant law and regulations. We did not identify any material misstatement of the management commentary.

Brian Charles Schmidt
State-Authorised
Public Accountant
mne45845

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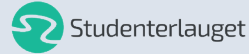
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