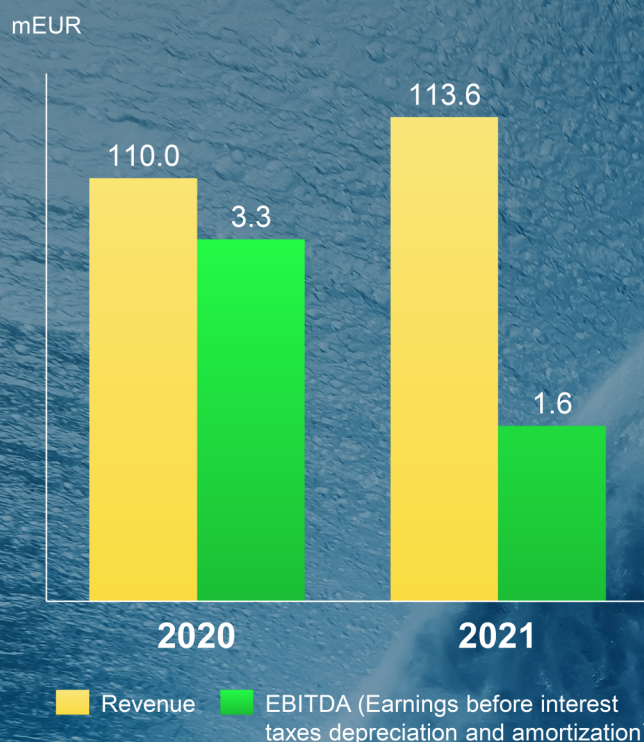


Annual Report 2021



Revenue increased by 3% in 2021, which is considered acceptable amidst COVID-19. Earnings were negatively impacted by non-recurring costs related to developing and implementing the new market-oriented strategy and organisation.

Equity and capital resources

The solvency ratio amounted to 51.6% as of 31 December 2021 and the financial position of the DHI Group remains strong.

Cash position including securities as of 31 December 2021 amounted to EUR 44.9 million compared with EUR 40.6 million as of 31 December 2020.

Employees

Average number of employees was 1,027 in 2021 compared with 1,014 in 2020.

Sustainability

DHI's policies, actions and results within sustainability are communicated in a separate report available through this [link](#).

Outlook

In 2022, the focus for DHI is to continue the implementation of the new strategy to ensure digitally enabled advisory and solutions for our customers. As a result, DHI will continue investing in innovation and services to support clients in all key market segments.