

2019

NORDIC



Jeg udleder

**4,6 kg CO<sub>2</sub>-ækv**

for hvert kilo kød

GREENPEACE

GREENPEACE

Nordic

## Message from the Board Chair and the Executive Director

We have experienced a year with major steps forward in climate policies in Nordic countries. Both the Danish government and the new government in Finland have set climate targets in line with climate science and the Paris Agreement, and they are also pushing other European countries to increase the EU climate ambitions. In 2019 the climate movement grew to become such a force of power only few could have imagined a year earlier. A Swedish teenager sitting alone in front of the Swedish Parliament in the autumn of 2018 soon became a guest speaker at the world's most respected fora and was leading a youth movement on the streets in both the global north and south.

While the year 2018 was clearly a year of sounding climate alarm, the year 2019 was when people power took to the streets, protesting in numbers never seen before, creating cracks in the old systems dominated by the old-fashioned industrial infrastructures, such as the fossil fuel industry and large scale industrial agriculture. In Greenpeace we are proud of being part of this people-powered movement. An example of this is how we in recent years have opened up our organisation, with our staff and volunteers sharing skills and equipment with the wider climate movement. We have also opened up our civil disobedience training to wider audiences in Finland, we have supported local communities in Denmark protesting against huge and polluting pig factories, and in Norway, the court case that we together with the Norwegian youth organisation, Natur og Ungdom, raised against the Norwegian government licensing oil production, will be brought to the Supreme Court.

All these cracks in the old power structures offer us

an opportunity and responsibility to lead our societies through a just and green transition towards a world with a safe climate and rich biodiversity. As we are writing this we find ourselves in the midst of the Covid-19 pandemic, a health crisis at a scale few had anticipated just months ago. We are witnessing a disruption that we haven't seen since the Second World War and it is evident that the fight for profound system change will be at the core of Greenpeace work in the coming years. We have known for a long time that without deep system change we will not be able to keep humankind within the planetary boundaries.

In the Nordic countries we are working from a stronger position than our colleagues in some other areas. The traditional Nordic model with the ethos of equality and democracy now needs to be updated to face the present challenge. If we can't achieve fundamental change in the Nordic countries, with their wealth, public awareness and optimal conditions for sustainable energy and food production, we probably can't make it happen anywhere else on the planet. This gives us a special responsibility in Greenpeace Nordic. The political momentum is in place and our campaigning skills are needed to take advantage of the possibilities that are now opening up.

We are confident that thanks to our skilled volunteers and employees, and thanks to our supporters and donors, and the strong alliances around us, we are up to the task ahead. Finally, our positive financial result for 2019 of 7.1 million SEK gives us an opportunity to be well prepared for uncertainties of the coming years and to push further to make the profound changes we need to save the planet.



Agneta Rythén Martin  
Board Chair



Mads Flarup Christensen  
Executive Director

# Our work

## Climate

In 2019 we could see a substantial shift forward in the climate debate in Nordic. In Sweden, Denmark and Finland we have new Climate Acts with high ambition levels agreed. Greenpeace played a key role in securing these through lobbying and mobilisation around climate elections. Targeted efforts now move toward making these ambitions transform into real climate action.

## Oil, gas and coal

People vs. Arctic Oil court case against the Norwegian state received a judgment by the Court of Appeals. While it did not render further oil drilling illegal just yet, we did win a new partial victory, when the Court confirmed future generations' constitutional right to a healthy environment, not just as a guiding principle but as a material right. And we won another really important point that the greenhouse gas emissions from the oil that Norway exports are indeed the responsibility of the Norwegian government and included in this right.

Greenpeace and the Norwegian co-plaintiffs responded immediately to the judgment, pledging to appeal to the Supreme Court, which is expected to be taken to court in 2020.

## Nuclear

At the end of 2019 we could see the old Swedish nuclear reactor Ringhals 2 being shut down, with Ringhals 1 following in 2020. In an attempt to stop decommissioning the right wing parties sent in a motion, that led to a vote in Parliament. Greenpeace responded by pushing a petition and lobbied politicians. The right wing lost the vote, which means that the decommissioning is now going forward as planned.

## Sustainable Finance

In our Nordic sustainable finance work we are demanding pension funds in Sweden, Denmark and Norway to divest from fossil fuels.

In February 34.000 signatures were delivered to the Minister for Financial Markets in Sweden with the demand that the public pension funds shall phase out its fossil fuel investments. In November we scrutinized the investments of the funds, and could conclude that they still continue to invest in around 90 large fossil fuel companies.

The Norwegian Ministry of Finance made some significant announcements that the Oil Fund shall divest from companies solely dedicated to oil and gas exploration and production. Norwegian Storebrand also made a public decision to divest from fossil fuels by the end of the year.

## Meat

In Denmark, the battle to tackle the massive meat industry has intensified. In a Greenpeace documentary an impacted community is depicted and in collaboration with national news media, we've highlighted the need for legislative changes. The minister has reacted by commissioning new research into health risks.

Greenpeace together with local communities has demanded an end to industrial pig farming with non-violent direct action against some of the biggest and most polluting farms. We have launched calculations on the needed reduction of the Danish industrial meat and dairy production to be aligned with the Paris Agreement 1,5 degree target - enabling us to put forward a demand of cutting down to half the number of pigs and cows by 2030.

Our lobbying has led Copenhagen passing a new food strategy to cut emissions by 25% by 2025 via meat reduction and an increase of plant based food in public meals.

## Forests

We continued to work with forestry companies SCA and Essity to ensure they move closer to a commitment to protect old-growth forest.

In February we launched the Our Forests campaign in Sweden, which was a joint environmental movement demand for increased forest protection and sustainable forestry in state-owned forests in Sweden. We also launched a report regarding how the state-owned forest company Sveaskog de-registers woodland key habitats.

In Finland we have been communicating on forests as a natural climate solution, making the carbon store and the carbon sink of the forests one of the main political topics in Finnish media in 2019. We have also pointed out several loggings in High Conservation Value Forests to highlight the loss of biodiversity.

Greenpeace responded to the Amazon fire crises in August by engaging with people to create pressure on president Jair Bolsonaro and the big agricultural sector. We also worked on a political level, to demand a stop to the Norwegian-Brasilian trade deal and the EU Mercosur trade deals.

Greenpeace has called out illegality and impunity in the logging sector in the Democratic Republic of Congo and pushing donor countries - notably Norway and France - to demand that Congo Basin governments demonstrate commitment to climate and forest protection. In April we published a briefer analyzing the legality of 24 logging concessions.

We have supported scientific and media expeditions in the Congo Basin and called out greenlighting of oil exploration by Central African Forest Initiative. We have developed a position paper with wide support from civil society demanding that peatlands are deemed a no-go zone for industrial development.

## Oceans

In 2019 Greenpeace Nordic has led the global Oceans Sanctuaries campaign, including one of the most ambitious ship tours ever for Greenpeace, going through the Atlantic, from the Arctic to the Antarctic.

Onboard we have hosted multiple teams of scientists, international media and key influencers. The campaign has researched, investigated, documented and exposed the many urgent threats that our oceans are facing and pushed the solution of a strong Global Ocean Treaty under UN, that seeks to protect 30% of the global oceans until 2030, and are set to be agreed and signed in 2020.

The third negotiation round for the UN Oceans Treaty took place in August in New York, where we had a full team of lobbyists on the inside while our ocean ambassador Javier Bardem took over Times Square on the outside.

We have confronted the Swedish and the Norwegian governments in very public ways, getting a public statement in support of the core demand for the UN Oceans Treaty from Swedish foreign minister Ann Linde and exposing Norway's hypocrisy in conjunction with the international oceans conference they held in October.

2019 also saw a big campaign win in Norway, where we together with a broad coalition have called for the protection of Lofoten. In January the political majority shifted and there's now a de facto a ban on oil drilling in the area.

### People Power

Our staff Nordic Away Days was held in Finland in March and broke new ground on several levels. It centered around the execution of a mass non-violent direct action in Helsinki with the aim of escalating the need for

action on climate in the run up to the Finnish Parliamentary elections in April. 112 staff members and 36 volunteers attended the full day of action. To empower our supporters and other members of the public to join our action, six open civil disobedience trainings were held in early 2019 in four cities across Finland with an attendance of 220 people in total.

In March, the world saw the biggest public gatherings in the streets since the end of the second world war as the school strikers #FridaysForFuture hit the streets. Many Nordic capitals had more people in the streets than ever before; in Stockholm the record was set with 60,000 people joining the climate strike. Greenpeace Nordic were in all countries mobilising, walking the streets and supporting organisers in every way possible.

Greenpeace Nordic has been supporting Fridays for Future and other climate movements all through 2019.

In 2019, a total of 960 volunteers engaged with Greenpeace Nordic. Volunteers arranged or contributed to 268 activities.

### European Changemakers

Greenpeace Nordic and the human rights organisation Civil Rights Defenders received a grant from the Swedish Postcode Lottery to build up our work on training groups to defend their civil and environmental rights. The Empowered Citizens project launched an online platform and toolkit [www.europeanangemakers.org](http://www.europeanangemakers.org) and continued with online courses and trainings for the movements in Europe in 2019.



## Sustainability of our work

Greenpeace Nordic is committed to ensuring that the environmental footprint of the organisation is always as low as possible and we have policies for green offices, travel, food and IT procurement.

Most of our emissions are related to travels between Greenpeace offices or to places where we do campaign work. The increase in emissions in 2019 is a result of increased activity levels, especially associated with the Greenpeace Nordic-led Oceans campaign, 'Pole to Pole'.

Greenpeace Nordic's travel policy stipulates that we travel by train whenever it is possible and reasonable in terms of travel time. When travelling between Sweden and Finland ferries are used, preferably the LNG powered ones. In order to decrease travel Greenpeace uses a global video conferencing system that replaces many face-to-face meetings. Greenpeace Nordic has 11 meeting rooms fitted with the video conferencing system and large screens. All employees have the possibility to use the video conference software from their laptops.

The servers in Greenpeace Nordic are run in the Stockholm office where we use 100% renewable energy. We are also using cloud based solutions with suppliers that in turn use renewable electricity.

For environmental reasons Greenpeace Nordic only serves vegan or vegetarian food to participants in trainings and meetings. The food should be organic and locally grown whenever possible.

### Greenpeace Nordic emissions

Metric tonnes CO2 equivalent, direct and indirect emissions

	2019	2018	2017
Office electricity	12.34	28.03	37.04
Server electricity	0.00	0.00	0.00
Paper consumption	15.47	26.83	31.01
Vehicles	35.10	22.33	20.38
Boats, ships marine transportation	13.65	11.21	2.92
Air travel	144.51	142.45	187.67
Other travel	<u>52.70</u>	<u>31.76</u>	<u>39.25</u>
	<b>273.76</b>	<b>262.21</b>	<b>318.27</b>



## Our donors

In the Nordic region 150 497 persons support Greenpeace financially. We are endlessly grateful for all donations which are working to save our planet for future generations.

Donors	31 December 2019	31 December 2018	Change 2018-2019
Denmark	21 996	23 243	-5,4%
Finland	19 707	18 521	+6.4%
Norway	17 390	16 400	+6.0%
Sweden	<u>91 404</u>	<u>93 455</u>	<u>-2.2 %</u>
Total	150 497	151 619	-0.7%

A Donor is any person who has given at least one donation to Greenpeace Nordic in the last 12-month period, or any person who has notified Greenpeace Nordic that they have remembered Greenpeace Nordic in their will.

## Governance 2019

The Board of Directors of Greenpeace Nordic consisted of six members during 2019, Agneta Rythén Martin (Sweden), Andrea Cederquist (Germany), Dan Hindsgaul (Denmark), Kathleen McCaughey (Sweden), Per Rosander (Sweden), Simo Kyllönen (Finland). Agneta Rythén Martin is Board Chair. Kathleen McCaughey is the trustee, representing Greenpeace Nordic at the International Annual General Meeting. In 2019 there were five board meetings.

Our Executive Director since 2008 is Mads Flarup Christensen. He has more than 25 years of experience from various positions in Greenpeace.

### The Swedish Postcode Lottery

The Swedish Postcode Lottery (Svenska Postkodlotteriet - PKL) has a vision that the world must have strong civil societies. Through special project money the lottery supports many projects around the world in order to strengthen democratic movements. Since the start 2005 in Sweden the Postcode Lottery has generated more than 11 billion SEK to non-profit organisations. Greenpeace Nordic became a beneficiary of the Swedish Postcode Lottery in 2008. Until and including 2019 Greenpeace has received 201 million SEK, excluding earmarked funding for special projects.

In December 2017 Greenpeace Nordic received 19 million SEK which are earmarked for two special projects. The establishment of marine reserves received 8 million SEK. In co-operation with Civil Right Defenders Greenpeace received 11 million SEK to train environmental and democratic movements in campaigning and civil disobedience in central and eastern Europe. Both projects were funded to last until the end of 2019. The special project protecting boreal forests in the Nordic, Russia and Canada that started in 2016 was continued until early 2019.

## Income

Income increased by 2.6% to 228.2 million SEK compared to SEK 222.5 million SEK in 2018. Greenpeace International contributed 7.4 million SEK and other Greenpeace offices contributed 4.2 million SEK to Nordic-led work.

Income that came through the Swedish 90-accounts was 137.2 million SEK. All income in Sweden comes through the 90-accounts.

Contributions from Nordic to Greenpeace in Russia through the so called Russia Support program was 1.6 million SEK.

### This Year's Result

This year's result is 7.1 million SEK.

### Fund Balance

	Fund Balance	Total Fund Balance
Opening Fund Balance	21 250	21 250
This year's result		7 088
Closing Fund Balance		28 338

### Disposition of the Result

The Board of Directors of Greenpeace Nordic proposes that the 2019 result is allocated as follows:

Opening Fund Balance	21 249 812 SEK
This year's result	7 088 465 SEK
Profit Brought Forward	28 338 277 SEK

	2019	Variance	2018	Variance	2017
<b>Income</b>	<b>228 232</b>	<b>2,6%</b>	<b>222 482</b>	<b>5,5%</b>	<b>210 940</b>
<b>Gifts</b>	<b>205 331</b>	<b>2,7%</b>	<b>200 021</b>	<b>1,3%</b>	<b>197 436</b>
Out of which:					
Legacies	2 218	5,3%	2106	-40,4%	3536
Gift from the Postcode Lottery	17 000	-15,0%	20 000	0,0%	20 000
<b>Contribution</b>	<b>22 901</b>	<b>2.0%</b>	<b>22461</b>	<b>66.3%</b>	<b>13 504</b>
Out of which:					
Postcode Lottery					
Special Projects	9 605	12,5%	8 536	140,3%	3 552
<b>Operational Expenditure</b>	<b>-221 129</b>	<b>1,1%</b>	<b>-218 787</b>	<b>11,7%</b>	<b>-195 956</b>
<b>Result</b>	<b>7 088</b>	<b>103,4%</b>	<b>3 485</b>	<b>-263,2%</b>	<b>-2 136</b>
<b>Cash Balance</b>	<b>45 457</b>	<b>6,8%</b>	<b>48 751</b>	<b>-32,5%</b>	<b>72 214</b>
<b>Total Assets</b>	<b>64 002</b>	<b>-2,2%</b>	<b>65 414</b>	<b>-22,9%</b>	<b>84 825</b>

## Income Statement

Thousands of SEK

	2019	
Gifts	205 331	
Earmarked Contributions	22 901	
<b>Income (1)</b>	<b>228 232</b>	
Campaign Expenditure	-165 963	
Fundraising Expenditure	-51 374	
Administration Expenditure	-3 792	
<b>Total Operational Expenditure (2,3,4,5)</b>	<b>-221 129</b>	
<b>Result from Operations</b>	<b>7103</b>	
Interest Income and Similar Items (7)	189	
Interest Costs and Similar Items (8)	-196	
<b>Result after Financial Items</b>	<b>7 096</b>	
Taxes (9)	-8	
<b>Result</b>	<b>7 088</b>	

## Balance Sheet

Thousands of SEK

	31 Dec. 2019	31 Dec. 2018
<b>Assets</b>		
<b>Fixed Assets</b>		
Intangible Assets (10)		
Capitalized costs		
Supporter database	<u>8 710</u>	<u>8 018</u>
	8 710	8 018
Tangible Assets (11)		
Furniture & Office Machines	1 792	1 345
Action Equipment	1 110	1 165
Improvement of rented Premises	<u>272</u>	<u>382</u>
	3 175	2 892
Financial Assets (12)		
Shares	49	49
Rent Deposits	<u>1 893</u>	<u>1 863</u>
	1 942	1 912
<b>Total Fixed Assets</b>	13 827	12 822
<b>Current Assets</b>		
Short Term Receivables		
Receivables Greenpeace (13)	0	165
Other Receivables	137	245
Tax Receivables	499	507
Prepaid Expenses & Accrued Income (14)	<u>4 082</u>	<u>2 924</u>
	4 718	3 841
Cash & Bank	45 457	48 751
<b>Total Current Assets</b>	50 175	52 592
<b>TOTAL ASSETS</b>	<b>64 002</b>	<b>65 414</b>

## Fund balance and liabilities

Fund Balance	21 249	17 764
This Year's Result	7 088	3 485
<b>Total Fund Balance</b>	<b>28 338</b>	<b>21 249</b>
Provisions		
Provisions for Legal Disputes (15)	0	690
Current Liabilities		
Accounts Payables	3 004	2 053
Payables Greenpeace (16)	9 051	12 152
Other Short Term Liabilities (17)	5 372	12 789
Accrued Expenses (18)	18 237	16 480
<b>Total Current Liabilities</b>	<b>35 664</b>	<b>43 474</b>
<b>FUND BALANCE &amp; LIABILITIES</b>	<b>64 002</b>	<b>65 414</b>

## Cash Flow statement

Thousands of SEK

	31 Dec. 2019	31 Dec. 2018
<b>Operational activities</b>		
<b>Result after financial items</b>	7 096	3 485
Adjustment for non-cash items		
Depreciation	1 503	1 058
Income tax	-8	0
<b>Cash Flow from operating activities before working capital changes</b>	<b>8 591</b>	<b>4 543</b>
<b>Cash flow from working capital changes</b>		
Increase/decrease of accounts receivables	-877	1 265
Increase/decrease of accounts payables	-7 810	-22 132
Increase/decrease of allocations	<u>-690</u>	<u>-765</u>
<b>Cash flow from operating activities</b>	<b>-786</b>	<b>-17 08</b>
<b>Investing activities</b>		
Increase of intangible fixed assets	-902	-4 220
Increase of fixed assets	-1 576	-2 008
Increase of financial items	<u>-30</u>	<u>-146</u>
<b>Cash Flow from investing activities</b>	<b>-2 508</b>	<b>-6 374</b>
<b>Cash Flow for the year</b>	<b>-3 294</b>	<b>-23 463</b>
Cash and cash equivalents at the beginning of the year	48 751	72 214
Cash and cash equivalents at the end of the year	45 457	48 751

Cash equivalents is defined as bank balances and investments that can readily be converted into cash.

## Accounting practices and policies

The Annual Report has been prepared in accordance with the Annual Accounts Act, the guidelines issued by the Swedish Accounting Standards Board 2012:1 (K3) and the Swedish Fundraising Council's binding guidelines.

## Income Statement

### Income

The Association follows the Swedish Fundraising Council's (Giva Sverige) standard for classification of income, gifts and earmarked contribution. Income is shown as the real value of what has been received or will be received. Income in the form of gifts is booked as income during the period the gift was handed over in a legally binding way.

### Expenditure

Expenditure is recognised in the period in which it incurred. Costs for Campaigns include salaries for campaigners, operations and maintenance of action equipment. Campaign costs also include contributions to Greenpeace Russia and to Greenpeace International.

Fundraising expenditure includes salaries to staff, costs for recruiting new supporters and other costs to maintain and upgrade our supporter income.

Administration costs include staff and system costs for supporting the organisation. Indirect costs, such as office rent and other costs for running the offices is together with administration and depreciation distributed over campaigns, fundraising and administration on a head count basis.

### Leasing

All leasing agreements are reported as operational, i.e. the leasing fee (including the first increased rent) is calculated linear over the leasing period.

### Tax

Total tax consists of current tax and deferred tax. Current tax is tax which should be paid or received in the current fiscal year. Included in current taxes are also adjustments of current tax from previous periods. Deferred tax is calculated according to the balance sheet method considering temporary differences between accounting and tax regulations on assets and liabilities.

## Balance sheet

### Intangible Assets

The costs for developing a supporter database is capitalized as an immaterial right and is expected to be up and running at the end of 2020. The new database is developed internally with the help of consultants. Depreciation will be linear over ten years, the estimated lifetime, and start when the system is in use. The current donor database is running since 2007 and hence fully depreciated.

There are since October 2019 three other internally developed systems in use. The organisation's web platform has a separate part that handles donations, and an email system for keeping supporters informed about important things. All three systems are depreciated linear over five years until September 2024.

### Tangible Assets

Tangible Assets are valued at purchase price and depreciated evenly over the expected lifetime, a period of three

years for computers and office equipment, and three to five years for furniture, cars, boats and other action equipment.

### Financial Assets

Greenpeace does not invest in shares or other financial instruments. For campaign reasons Greenpeace Nordic holds the smallest number of shares possible in some corporations in order to get information and be part of shareholder meetings.

Shares in public corporations are valued at market value, whereas shares in private companies or cooperatives are valued at purchase value.

### Receivables

Receivables are valued individually and booked to the amount with which they are estimated to be received. Project grants which are subject to repayment obligations are recorded as a liability. Revenue of such a project is recognised when the costs are incurred and recorded.

### Receivables and Payables in Foreign Currencies

Receivables and payables in foreign currencies are recalculated to the exchange rate at closing day. Exchange rate differences on receivables and liabilities relating to operations are included in the operational result, whereas exchange rate differences relating to financial items are included in the financial items.

Prepaid expenditure in foreign currencies is valued at the exchange rate at the time of payment.

### Provisions for legal disputes

Liabilities, including legal disputes, are provided for in full when the amount can be assessed with reasonable certainty.

### Provisions for other risk

There are no provisions made for other risks than legal disputes. Risks in the value of intangible or fixed assets, downturn in income or loss of receivables from other Greenpeace offices will be handled when it appears.

### Accounting Estimate

There are no other estimations other than our provision for legal disputes.

## Notes

### 1 Income

Thousands of SEK

Donations	2019	2018
Donations from the public	186 113	177 915
Legacies	2 218	2 106
Donation Swedish Postcode Lottery	<u>17 000</u>	<u>20 000</u>
	<b>205 331</b>	<b>200 021</b>

Earmarked Contributions	2019	2018
Earmarked for Greenpeace Russia	1 635	1 723
Postcode Lottery Special project	9 605	8 536
Earmarked non-Nordic Foundations	12	1 163
Earmarked contribution other		
Greenpeace entities	<u>11 649</u>	<u>11 040</u>
	<b>22 901</b>	<b>22 461</b>



Income per country	2019	2018
Sweden	137 161	140 575
Denmark	29 631	28 995
Norway	24 389	21 344
Finland	11 649	11 040
Nordic	<b>228 232</b>	<b>222 482</b>

## 2 Operations in Norway

Thousands of SEK

	2019	2018
Donations, Legacies	24 389	21 344
Earmarked income other		
Greenpeace entities	1 060	1 184
Interest Income & similar items	6	4
Fundraising Expenditure	-8 937	-6 999
Campaign Expenditure	-27 667	-23 435
Administrative Expenditure	0	0
Financial costs	0	0
<b>Total Operational Expenditure</b>	<b>-36 605</b>	<b>-30 434</b>
Result	-11 150	-7 902

In Norway, as in the rest of the Nordic region, we are mainly working on climate and energy issues with focus on fossil fuel exploration and the protection of the Arctic from exploitation in various forms.

Greenpeace Nordic is running campaigns on a regional level including staff from all countries. Therefore, our campaign costs are registered and monitored on project level and not on country level.

The bookkeeping for Norway only includes costs invoiced to us in Norway and staff costs for our Norwegian staff. There is no administrative staff in Norway. As we key our administrative costs on a head count basis, our costs for the office in Oslo are keyed out on campaigns and fundraising.

## 3 Fees and Charges Audit Firms

Thousands of SEK

	2019	2018
Audit	234	224
Case specific Audit Assignments*	143	29
	<b>377</b>	<b>253</b>

\*Audit of special projects and other consulting assignments

## 4 Staff

Average Number of Employees	2019	2018
	Men/Women	Men/Women
Sweden	17/29	20/25
Denmark	18/11	20/10
Norway	9/7	10/4
Finland	10/10	11/9
	<b>54/58</b>	<b>60/48</b>

The number is calculated as full-time and full-year employments for fixed positions.

Greenpeace is dependent on the many devoted volunteers that support the organisation with their time and passion. Calculated as full-time full-year employees we had 23 devoted and active volunteers in 2019.

## Salary and Remunerations

Thousands of SEK

Fixed positions	2019	2018
<b>Salary and Remuneration</b>		
Executive Director	1 329	1 122
Employees	<u>55 268</u>	<u>51 081</u>
Total	<b>56 598</b>	<b>52 203</b>

## Pension Costs

Executive Director	132	126
Employees	<u>5 264</u>	<u>4 871</u>
Total	<b>5 396</b>	<b>4 997</b>

## Other Social Charges

Executive Director	11	10
Employees	<u>8 255</u>	<u>7 427</u>
Total	<b>8 267</b>	<b>7 437</b>

**Total Staff Costs Fixed Positions** 70 260 64 638

Greenpeace does not only have many volunteers, we also have many short-term employees and freelancers, often on hourly remuneration.

It is impossible to recalculate these hourly paid people to full-time full-year employees. For the purpose of comparison, the total cost for short-term employees is shown below, as well as the total cost for fixed positions.

Staff Costs per Country	2019	2018
Sweden permanent positions	27 577	25 687
Sweden temporary positions	5 803	6 062
Denmark permanent positions	21 600	20 846
Denmark temporary positions	2 291	2 646
Norway permanent positions	10 347	8 166
Norway temporary positions	7 857	7 219
Finland permanent positions	10 735	9 939
Finland temporary positions	<u>5 268</u>	<u>4 811</u>
<b>Total permanent staff</b>	<b>70 260</b>	<b>64 638</b>
<b>Total staff costs</b>	<b>91 479</b>	<b>85 375</b>

Neither members of the board, nor voting members receive remuneration for their normal ongoing work.

The ED has twelve months of notification, no special severance pay. Greenpeace has no items on the balance sheet referring to pension commitments.

## Greenpeace Board and SMT

### Share of Men and Women

	2019	2018
	Men/Women	Men/Women
Senior Management Team	2/3	3/3
Board	3/3	3/3

## 5 Depreciation

Thousands of SEK

	2019	2018
Depreciation according to plan on:		
Capitalized Expenditure		
Supporter Database	-210	0
Furniture & Office Machines	-729	-723
Action Equipment	-454	-239
Improvements of rented premises	<u>-110</u>	<u>-96</u>
	<b>-1 503</b>	<b>-1 058</b>



## 6 Leasing

Thousands of SEK

	2019	2018
Future minimum leasing charges from Non-cancellable contracts		
Payments due within one year	6 859	4 556
Payments due within one to five years	20 394	9 310
Payments due after five years	0	0
Rents and leasing charges for the period	6 097	6 741

Operational leasing mainly consists of charges for office rents and office machinery.

Rental contract for the Stockholm premises is for 5 years. Rental contract for the premises in Helsinki is for a period of 1 year, Oslo for a period of 4 years, and Copenhagen for a period of 3 years. The value of future payments is reported in nominal value. Office machinery is leased for 3 to 5 years.

## 7 Interest Income and Similar Items

Thousands of SEK

	2019	2018
Interest Income	1	2
Exchange Rate Gains on Financial Assets	137	81
Return on Current Investments	<u>51</u>	<u>0</u>
	<b>189</b>	<b>83</b>

## 8 Interest Costs and Similar Items

Thousands of SEK

	2019	2018
Exchange rate losses on Financial Assets	<u>-196</u>	<u>-294</u>
	<b>-196</b>	<b>-294</b>

## 9 Taxes

Thousands of SEK

	2019	2018
This Year's Taxes	<u>-8</u>	<u>0</u>
	<b>-8</b>	<b>0</b>

## 10 Intangible Assets

Thousands of SEK

	2019	2018
Capitalized Costs for Development of Supporter Database		
Opening Balance Purchase Value	13 411	9 190
Purchase during the Year	902	4 221
Closing Balance Purchase Value	<b>14 313</b>	<b>13 411</b>
Opening Balance Amortization	-5 393	-5 393
Amortization	-210	0
Closing Balance Amortization	<b>-5 603</b>	<b>-5 393</b>
<b>Net Book Value</b>	<b>8 710</b>	<b>8 018</b>

## 11 Tangible Assets

Thousands of SEK

	2019	2018
<b>Furniture &amp; Office Machines</b>		
Opening Balance Purchase Value	10 908	9 942
Purchases during the Year	<u>1 177</u>	<u>966</u>
Closing Balance Purchase Value	<b>12 085</b>	<b>10 908</b>
Opening Balance Depreciation	-9 563	-8 840
Depreciation during the Year	<u>-729</u>	<u>-723</u>
Closing Balance Depreciation	<b>-10 292</b>	<b>-9 563</b>
<b>Net Book Value</b>	<b>1 793</b>	<b>1 345</b>

### Action Equipment

Opening Balance Purchase Value	5 849	5 137
Purchases during the Year	<u>399</u>	<u>712</u>
Disposals	-475	0

Closing Balance Purchase Value	<b>5 773</b>	<b>5 849</b>
Opening Balance Depreciation	-4 684	-4 445
Depreciation during the Year	-454	-239
Disposals	<u>475</u>	<u>0</u>
Closing Balance Depreciation	<b>-4 663</b>	<b>-4 684</b>

<b>Net Book Value</b>	<b>1 110</b>	<b>1 165</b>
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<b>Improvements of rented Premises</b>	<b>2019</b>	<b>2018</b>
Opening Balance Purchase Value	1 611	1 280
Purchases during the Year	<u>0</u>	<u>330</u>
Closing Balance Purchase Value	1 611	1 611

Opening Balance Depreciation	-1 229	-1 133
Depreciation during the Year	-110	-96
Closing Balance Depreciation	<u>-1 338</u>	<u>-1 229</u>

<b>Net Book Value</b>	<b>272</b>	<b>382</b>
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## 12 Current Investments

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Shares Wind power Denmark	48	48
Other Shares	<u>1</u>	<u>1</u>
	<b>49</b>	<b>49</b>

For campaign reasons Greenpeace Nordic holds a small number of shares in forest and chemical companies thus enabling access to information and participation in shareholder meetings. Greenpeace Nordic also holds a few shares in a Danish wind power cooperative.

## 13 Receivable Greenpeace Offices

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Foundation Greenpeace	<u>0</u>	<u>165</u>
	0	165

## 14 Prepaid Expenditure & Accrued Income

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Prepaid Rent Premises	1 577	983
Other Prepaid Expenditure	1 098	1 391
Accrued Legacy Income	<u>1 407</u>	<u>550</u>
	<b>4 082</b>	<b>2 924</b>

## 15 Provision for Legal Disputes

In the closing balance there are no provisions made for legal disputes.

After a sentence in the Court of Appeal in Norway, Greenpeace Nordic was relieved of paying court costs for the Norwegian government.

## 16 Payables Greenpeace Offices

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Greenpeace Germany	50	222
Greenpeace International	<u>9 001</u>	<u>11 930</u>
	<b>9 051</b>	<b>12 152</b>

## 17 Other Short Term Liabilities

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Staff liabilities	72	240
Withholding taxes, social charges	2 420	1 992
Earmarked Carolina Nyberg Steiser	340	631
Repayable part Swedish Postcode Lottery Special Project	2 541	9 913
Repayable other projects	<u>0</u>	<u>12</u>
	<b>5 372</b>	<b>12 789</b>

## 18 Accrued Expenses

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Holiday Pay	13 982	13 296
Social Charges	415	388
Accrued Pension	449	736
Other Accrued Expenses	<u>3 391</u>	<u>2 059</u>
	<b>18 237</b>	<b>16 480</b>

## 19 Pledged Assets

Thousands of SEK

	<b>2019</b>	<b>2018</b>
Blocked Bank Accounts	<u>282</u>	<u>278</u>
	<b>282</b>	<b>278</b>

## 20 Significant Events after the closing of the fiscal year

There are no significant events after the closing of the fiscal year.

Nonetheless, it is worth mentioning that management is and will continue to closely monitor the development of the COVID-19 pandemic. We will ensure that adequate contingency plans are in place aiming to mitigate any potential impacts in our financial position in fiscal year 2020 and beyond.



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