Sustainability Report 2022

Including UN Global Compact
Communication on Progress Report

NNIT A/S, Oestmarken 3A, DK-2860 Soeborg • CVR no. 21 09 31 06

∩∩IT
We make a mark

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Annual Report

This Sustainability Report is part of our annual reporting of 2022, Annual Report 2022, and thus constitutes NNIT's compliance with sections 99 a, 99 b, and 107 d of the Danish Financial Statements Act, as well as section 139 c of the Danish Companies Act for the financial year 2022. The future divestment of part of our business has not been taken into account when collecting data for this Sustainability Report 2022.

Setting the Scene

WORDS FROM OUR CEO

Our contribution to a sustainable future

Making a mark through technology to the benefit of business and society, is what NNIT stands for. In 2022, many marks were made. Among the biggest milestones was the decision to build two new companies, and we are very excited about the journey ahead, including the cooperation between NNIT and the new company. We have had our hands full running our business, but we have maintained a clear focus on sustainability and, as a conscience-driven company, we strive to make our mark on this agenda as well.

As a global IT company, we see it as our responsibility to contribute to paving the way, take care of the environment, and minimize our impact on the climate. In August 2022, we committed to the Science Based Targets initiative (SBTi), joining over 3,000 other businesses and institutions in reducing our CO_2 emissions in line with climate science.

In 2023, we will continue to work on short- and long-term goals as part of our commitment to SBTi and strive to reach our objectives, once set. Although setting targets is necessary, we still believe that when it comes to sustainability in general, targets are always moving, and to be contributing, we need to push boundaries.

We can always do better, but we cannot do it as an individual business; it is a collaboration with customers, authorities, and even competitors. Understanding our business from the perspective of how we impact the planet is a complex and important task for us, and I respect any company that has taken this crucial task upon themselves and is working towards understanding and minimizing their footprints.

You will notice that even though we have expanded our Scope 3 reporting significantly, we still have a ways to go. We believe that it's better to disclose and communicate what we have discovered, rather than hold back on sharing data until we have a full picture of our emissions. By being transparent, we hope to inspire.

This report is published as a supplement to our Annual Report 2022 and supports our reporting to the UN Global Compact. It also includes our Statutory Corporate Social Responsibility Statement, pursuant to sections 99 a, 99 b, and 107 d of the Danish Financial Statements Act, as well as section 139 c of the Danish Companies Act for the financial year 2022.

Pär Fors,
CEO

The NNIT Group at a Glance

NNIT provides a wide range of IT and consulting services internationally. We advise, build, operate and support, enabling digital transformation and customers to reap the full potential of their organizations. The NNIT Group consists of group company NNIT A/S and subsidiaries SCALES, Excellis Health Solutions and SL Controls. Together, these companies employ over 3,100 people in Europe, Asia and USA.

OUR BUSINESS UNITS

Life Science Solutions

Highly specialized services within regulated IT solutions for the entire Life Sciences value chain globally

Cloud & Digital Solutions

Enabling customers to leverage business-critical applications in the cloud and taking full advantage of the growing Microsoft ecosystem

Discontinuing

Hybrid Cloud Solutions

Supporting customers' digital transformation through development and delivery of infrastructure and hybrid cloud solutions

* Financial and non-financial numbers and highlights in the Sustainability Report, cover all 3 business units.
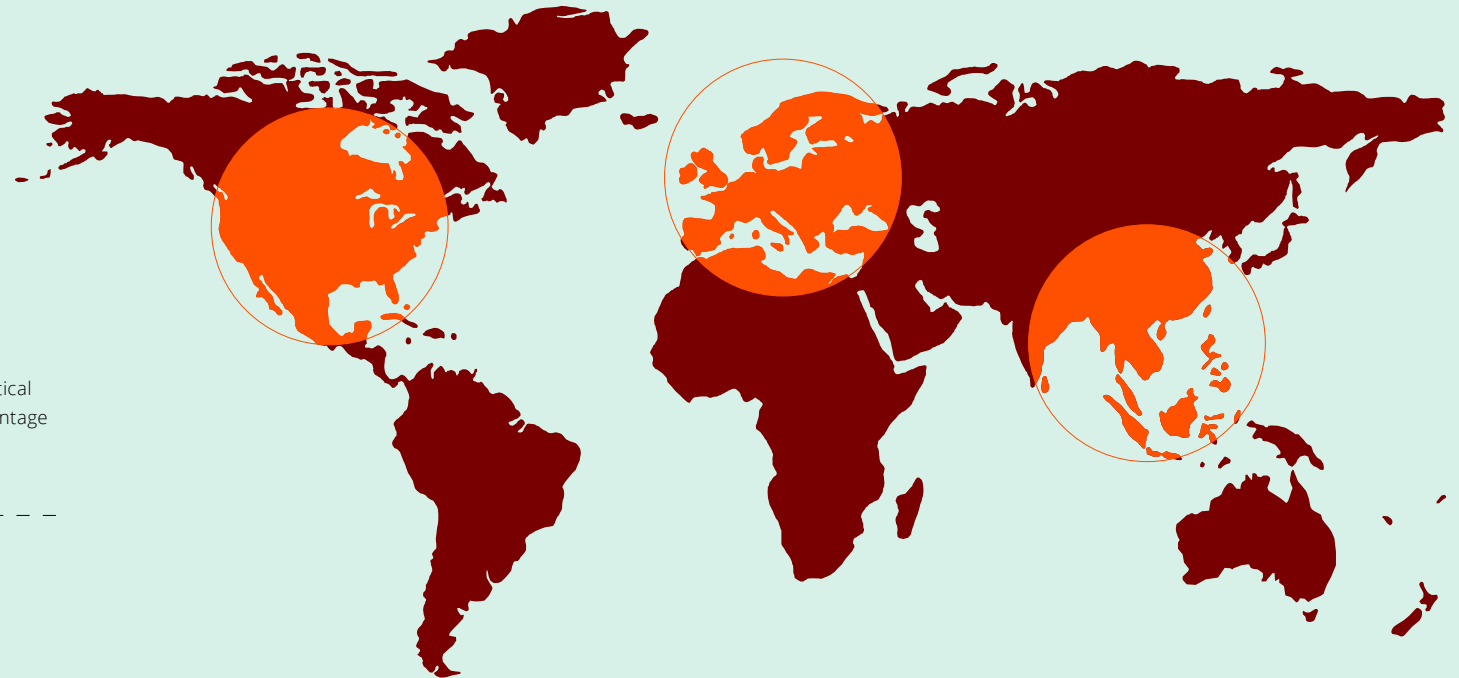
Employees	Certifications	Nationalities	Customer satisfaction
3,175	3,215	66	4.0
			(from 1-5, 5 being the best)

Our Strategy

We conducted a strategic review in 2022, leading to the decision to divest our infrastructure operations to enable a sharper focus on our core strengths in the Life Sciences Solutions and Cloud & Digital Solutions business units.

The Life Sciences area will continue to pursue strong international growth in focused solutions areas within the life sciences value chain, while the Cloud & Digital Solutions business will center its focus on the Danish market, specifically within the public and enterprise sectors.

The exclusive focus on our two core business areas will establish NNIT as a specialized IT services provider, enabling higher growth and profitability in 2023 and the years ahead.

Strategy

Following the expected completion of the Group's infrastructure operations in Q1 2023, NNIT will become an increasingly international, people-centric consultancy company with an asset-light business model.

NNIT's strategy builds upon a strong suit of technical and domain specific capabilities, new and existing customer engagements and innovative partnerships. Addressing our targeted markets requires a combination of this deep IT solutions expertise and strong process and domain knowledge.

We will deliver digital solutions internationally with a regional approach as we focus on leveraging specific market strongholds in highly regulated industries where NNIT has a clear competitive edge. Our business units will therefore sharpen their focus on the life sciences and public sectors while also providing technology-based solutions to a variety of larger enterprises that have strong digital ambitions, face great complexity, or operate in a highly regulated space.

Life Sciences

The Life Sciences Solutions business unit will maintain its focus on developing and delivering the best digital solutions to support selected parts of the life sciences value chain and address a fast-growing global market. This focus area includes assignments within Regulatory Affairs, Clinical Development, Quality Management, Drug Safety, Med Tech, Production and Laboratory. This approach is supported by dedicated partnerships with leading solution providers such as Veeva Systems.

Public sector

The Cloud & Digital Solutions business unit draws on NNIT's comprehensive experience from highly regulated industries to deliver tailored solutions for public sector clients, focusing specifically on central and regional government opportunities. Key service areas include custom application development, cloud services, dedicated business consulting and security services building on a strong portfolio of reference cases for public companies and agencies.

Enterprises

NNIT will cater to larger enterprises with complex IT demands – in segments such as manufacturing, utilities, transport and finance, focusing on Microsoft-related services strongly led by Scales' unique position within Microsoft Dynamics 365 Finance and Operations. Additional Microsoft capabilities related to Dynamics Customer Experience, Microsoft Power BI and Power Platform will be leveraged and supplemented with SAP consultancy services.

Our Work with Sustainability

The role of IT in a sustainable transition of society and the sustainability of our own operations are responsibilities that matured in our organization during 2022. Besides continuing our existing initiatives, 2022 included important extensions of our efforts.

As an IT company, we are presented with both challenges and opportunities in relation to contributing to a sustainable future. What role should digitalization play, how do we ensure that our environmental and social footprint is a positive one, and how do we handle the increasing electricity consumption with our ambition to further digitalize society? We do not hold absolute answers to these questions alone, and we employ a collaborative approach to partners, peers, and suppliers. To us, collaboration is key to almost every aspect of operating our business, but it is especially true when it comes to the matter of sustainability, where new ways of conducting ourselves as a business and part of society need to be developed.

As a term, sustainability has a great variety of interpretations. We work with the concept based on a set of internationally recognized frameworks and methodologies.

The Environmental, Social and Governance (ESG) principles
One key pillar of our sustainability framework is based on the ESG principles. This report is structured around this concept. Since 2020, our ESG efforts have been externally audited with the objective of continuously improving the way we operate. For 2022, we received a score of 16.2 on a scale of 0-100, 0 being the best score. We are hence categorized as a low-risk company and are placed at the top of our industry.

"We've warmly welcomed the new CoP reporting setup. We see the work with sustainability across the 10 Principles framework as a joint effort among the UNGC members, and we expect that, based on this new setup, we'll be able to compare efforts and define new ambitious targets."

Sara Stendevad, Senior Communications & Sustainability Consultant

WE SUPPORT

UN GLOBAL COMPACT

NNIT is committed to the UN Global Compact, the Universal Declaration of Human Rights, the UN Convention against Corruption, the International Labor Organization's conventions and recommendations, including the Rio Declaration on Environment and Development, convention no. 155, and the Declaration on Fundamental Principles and Rights at Work.

UN Global Compact
Another key pillar in our sustainability framework is the UN Global Compact (UNGC). We have been a participant since 2016 and submitted a Communication on Progress (COP) report annually. In 2022, we have participated as an early adopter of UNGC's new communication on progress format which we hope will increase both the transparency and comparability of our commitments to both the UNGC 10 principles and the Sustainable Development Goals, while also easing the reporting process for all members.

UN Sustainable Development Goals
As part of our environmental and social sustainability efforts we have committed ourselves to four of the 17 Sustainable Development Goals (SDGs):

Our work with these goals has continued unabated in 2022.

EU Taxonomy
With the EU Taxonomy's disclosure requirements for FY 2022, we assessed our taxonomy alignment as required, and welcomed the taxonomy's criteria to sustainability into our framework. We implemented the taxonomy specifications in our new

Responsible Sourcing Standards and now require suppliers to actively engage in transforming their operations and activities to the extent possible to comply with the criteria laid out in the taxonomy.

SDG 4
Guiding children through digital problem-solving
We are a founding partner of the Coding Class initiative.

SDG 5
Diversity & Inclusion
Once a year, all colleagues assess whether they experience equal opportunities.

SDG 5
Gender Equality in Management
Our Discover Your Leadership Potential program aims to reflect our general gender split.

SDG 12
Measuring our own footprint
We measure our CO_2 emissions using the GHG Protocol and report on all scopes.

SDG 9
Customer Sustainability
We offer our customers our IT knowledge and tech skills to enable their sustainability journey.

SDG 9
Sustainability Networks
We actively participate in sustainability networks, share knowledge and contribute to a sustainable development in our industry.
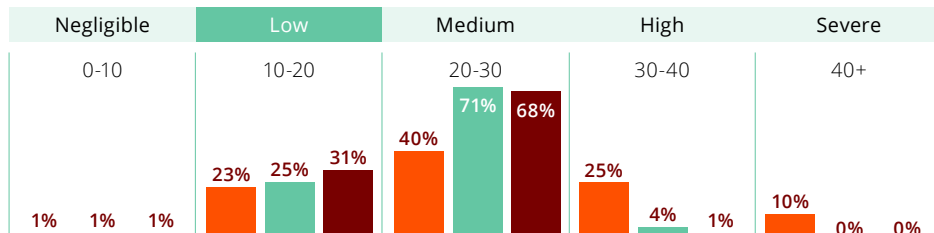
ESG Overview

In 2022, we enhanced our reporting and transparency of our ESG activities. Morningstar company Sustainalytics again rated us a **low-risk company** with a score of **16.2**. We are thereby proud to be placed among the top-rated companies in our industry. On top of continuing our annual ESG risk rating by Sustainalytics, we disclosed ESG related data to Nasdaq and were awarded the title Nasdaq ESG Transparency Partner.

NNIT ESG Risk Rating Distribution
Updated January 2023

16.2

Negligible	Low	Medium	High	Severe
0-10	10-20	20-30	30-40	40+

1% 1% 1% | 23% 25% 31% | 40% 71% 68% | 25% 4% 1% | 10% 0% 0%

ESG Risk Rating Ranking

		Rank (1st = lowest risk)	Percentile (1st = Top Score)
	Global Universe	1957 / 15617	13th
	Software & Services	98 / 1071	10th
	IT Consulting	30 / 234	13th

	Unit	**2022**	2021	2020
Environment data[1]				
Global electricity consumption	kWh	19,657,000	19,264,000	18,733,200
Renewable energy share	%	97%	96%	95%
Scope 1 emissions	tCO_2e	118.7	88.7	127.6
Scope 2 emissions	tCO_2e	3,122.5	2,933.7	3,400.3
Scope 3 emissions[2]	tCO_2e	20,372.6	463.0[10]	169.9[10]
Social data[3]				
Full-time workforce (end of year)	Number	3,175	3,130	3,171
Gender diversity (male/female)	%	70%/30%	68%/32%	68%/32%
Gender split in top management (male/female)	%	67%/33%	67%/33%	69%/31%
Gender split among all leaders	%	71%/29%	-	-
Employee turnover rate	%	34%	24.1%	18.7%
Unmanaged employee turnover rate[4]	%	19%	18.1%	11.4%
Sickness absence[5]	%	3.5%	2.3%	1.7%
Employee satisfaction score[6]	1 to 5	--	4.3	4.3
Governance data[7]				
Gender split, Board (male/female)[8]	%	67%/33%	67%/33%	67%/33%
Board meeting attendance rate[9]	%	100%	100%	98.8%

1 Data collected from locations with >100 employees (China, Czech Republic, Denmark (incl. two data centers), the Philippines). Data in Scope 1-3 is collected internally in NNIT and based on information from third parties/suppliers. Data is processed in CEMAsys.
2 See method description pp. 13-14 in NNIT Sustainability Report 2022. In 2022, we expanded our Scope 3 reporting, now covering five categories. Previous reporting only included one (business travel).
3 Data collected for all employees.
4 All employees excl. students as they are employed on contracts with fixed end date.
5 Denmark only.
6 Survey not conducted in 2022 due to divestment of IO business.
7 Data collected internally in NNIT from HR and Legal departments.
8 Gender diversity on the Board in 2022 incl. the three employee elected members (male/female) 67/33.
9 Excl. employee elected members. 97.8 % incl. employee elected members.
10 Business travel only.

Environment

Environmental Protection Principles and Progress (CoP)

In correlation with principles 7, 8, and 9 in the UN Global Compact, NNIT supports and undertakes initiatives to promote greater environmental responsibility and encourages the development of more sustainable technologies.

UN Global Compact

Principle 7:

Businesses should support a precautionary approach to environmental challenges

Principle 8:

Undertake initiatives to promote greater environmental responsibility

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies

NNIT is committed to the International Labor Organization's (ILO) Rio Declaration on Environment and Development, convention no. 1554. We fully accept the responsibility to prioritize and develop all initiatives to make our business and surroundings more sustainable.

In 2022, we continued developing our way of monitoring and measuring our greenhouse gas CO_2 emissions following the prescriptions of the international standard the Greenhouse Gas Protocol (GHG Protocol). The GHG Protocol categorizes companies' direct (Scope 1), indirect (Scope 2) and value chain (Scope 3) emissions. In 2022, we expanded our Scope 3 reporting significantly.

Our Footprint

We use 2019 as our baseline year and include all country locations with more than 100 employees.

Our emissions

For 2019-22 we have collected relevant data to disclose our Scope 1 and 2 satisfactorily. In 2021, we began the analysis of our Scope 3 emissions by publishing our emissions from business travel, and in 2022, we expanded this analysis to include emissions from four additional Scope 3 categories.

Our Scope 2 emissions are extensive due to our two data centers, which require a significant amount of energy. However, we attempt to compensate for this consumption through:
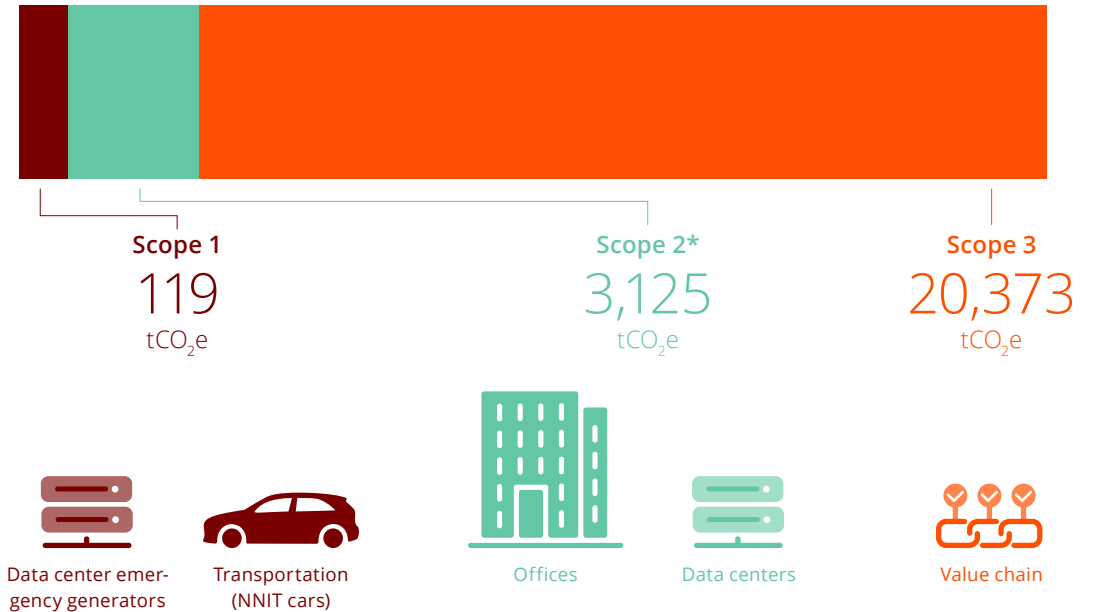
1) continuously working with increasing our Power Energy Efficiency (PUE), and

2) purchasing renewable energy through Guarantees of Origin (GoOs) and Renewable Energy Certificates (RECs)

We've purchased these certificates since 2015, covering our energy consumption from the two data centers as well as our three offices in Denmark. RECs and GoOs ensure that NNIT's yearly energy consumption has been accessible within the energy grid as renewable energy produced by either wind- or hydropower. Our procurement of RECs and GoOs does not, however, ensure any additionality of renewable energy to the energy grid as is the practice of RECs and GoOs.

Following the GHG Protocol, we disclose this type of energy consumption by disclosing our emissions from electricity consumption using both the location-based and market-based methods for calculation.

As illustrated and described below, our emissions increased significantly from 2021 to 2022, primarily due to our expanded Scope 3 reporting. This increase was expected and was highlighted in our 2021 emissions report.

Our emissions in the three scopes, 2022

Scope 1
119
tCO$_2$e

Scope 2*
3,125
tCO$_2$e

Scope 3
20,373
tCO$_2$e

Data center emergency generators

Transportation (NNIT cars)

Offices

Data centers

Value chain

* Location-based

In 2022, we integrated NNIT Group companies prime4services and Valiance into our business. This is reflected in the reported increase in our emissions.

Our 2022 Scope 3 emissions

In 2022, our Scope 3 reporting included five categories:

1. Purchased Goods and Services
5. Waste Generated in Operations
6. Business Travel
8. Upstream Leased Assets
13. Downstream Leased Assets

We have screened all 15 Scope 3 categories and chosen to focus on the above five this year as we assess these to entail the most significant indirect emissions.

For the remaining categories in Scope 3, we have made the following assessment for future GHG reporting:

2. Capital goods
   Not relevant
3. Fuel-and-energy-related activities
   To be included

4. Upstream transportation and distribution
   To be included
7. Employee commuting
   Emissions assessed to be minor in NNIT's current operations
9. Downstream transportation and distribution
   To be included
10. Processing of sold products
    Not relevant as we don't have traditional production operation
11. Use of Sold Products
    To be included
12. End-of-life treatment of sold products
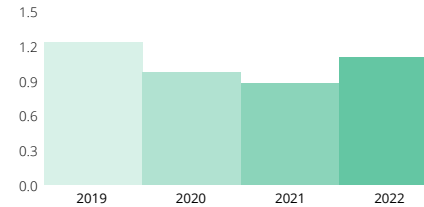   To be included
14. Franchises
    Not relevant
15. Investments
    Not relevant

As an IT company, the emissions deriving from the categories End-of-life Treatment of Sold Products, Use of Sold Products, and Processing of Sold Products are assessed to be limited due to the character of our IT products and services, whose major emission sources are its electricity consumption

Location-based tCO$_2$e emissions (Scope 1 and 2) per FTE


accounted for in our Scope 2 emissions reporting.

We do, however, purchase electronic equipment, hardware and software on behalf of our customers as part of our deliveries. In 2022, we limited these data to only be included in the category Procured Goods and Services.

It is no secret that identifying and collecting the relevant for data for Scope 3 emissions reporting is a struggle, and we will continue working to improve the accuracy and scale of our data and reporting. Our Scope

Carbon Intensity (Scope 1+2, tCO$_2$e per DKKm in revenue)
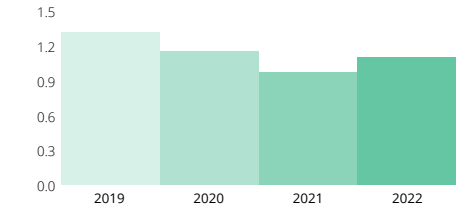
3 emissions categories cover different geographical locations as we have varying access to, and ownership of, emissions data from our offices.

Data for our GHG Protocol reporting covers our offices and data centers in Denmark, Czech Republic, China, and the Philippines. Collectively, these account for 89% of our total workforce.

Emissions from the category **Purchased Goods and Services** only cover procurement by our offices and data centers in Denmark, China, and the Czech Republic.

NNIT offices with less than 20 employees are excluded from the reporting. Worldwide, this amounts to approx. 50 employees.

Waste generated from operations cover our headquarters in Søborg, Denmark and office in Prague, the Czech Republic exclusively. These are assessed to be our locations with the most significant waste production, however limited, compared to the number of employees - followed by our offices in China and the Philippines.

Upstream and Downstream Leased Assets cover our rental of our office spaces, car leasing arrangements and external data center hosting outside our own two data centers.

Besides working to understand, monitor, and disclose our Scope 3 emissions, 2022 also brought efforts to improve the footprint of our value chain. We updated our Responsible Sourcing Standards (our procurement policy) to weigh environmental and social concerns to a higher degree when choosing suppliers. Most significantly, this demands suppliers to actively engage with NNIT on how to improve our collective footprint on the planet or social conse-

quences for the people affected by our businesses. NNIT does not claim to hold the answers to how we should conduct a green transition of our value chain, and we have therefore chosen a collaborative approach in an attempt to push ourselves and our suppliers to find the answers together. Our updated Responsible Sourcing Standards are available on our website.

Compensation through climate credits

In 2022, we purchased climate credits to compensate for our Scope 1 emissions and emissions following our market-based electricity consumption in 2021. We have therefore purchased climate credits equivalent to our emissions of 181,5 tCO_2e. As in 2021, we've purchased climate credits with the Thor Heyerdahl Climate Park, which conducts reforestation and restoration of degraded mangrove lands in Myanmar. Our climate credits will result in the planting of 2,500 mangrove trees across an area of 1 ha equal to planting 13.8 trees per tCO_2e emitted.

We recognize that the purchase of climate credits is a suboptimal solution to reducing our net carbon emissions, and we wish to disclose information on our climate credits through the Thor Heyerdahl Climate Park in a transparent way. Project details can be found in the VERRA Registry[1]. As we are still in the process of identifying and understanding the remainder of our footprint, we intend to be part of this compensation program in 2023 as well, while continuing to explore possibilities for reducing our emissions directly.

Going forward

In 2023, we will work to finalize our Scope 3 GHG reporting to cover at least 60% of the Scope 3 categories and be ready for setting science-based emissions reduction targets in 2024.

ISO 14001

In January 2023, our headquarters and office in Tianjin, China achieved an ISO 14001 Environmental Management System certification. By April, we expect our

data centers to achieve the certification as well. This will enhance our environmental commitment through formalized and audited processes. The processes to achieve this certification are implemented globally. We believe in a structural approach to managing our impact and risk exposures to the environment, and we expect our environmental management system will help us make environmental concerns an integrated part of our ways of working across NNIT[2].

Science Based Targets initiative

The SBTi is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

In August 2022, NNIT committed to the SBTi. This is the first important step to set emission reduction targets that are in line with what climate science defines as neces-

[1] Verra Registry project details: https://registry.verra.org/app/projectDetail/VCS/2088
[2] Environmental Management System covers NNIT excluding group companies Scales, LLC, Excellis Health Solutions and SL Controls.

sary if we are to align with the most ambitious aim of the Paris Agreement and limit global warming to 1.5°C.

NNIT committed to setting both short-term and long-term science-based targets and submitting these to the SBTi within 24 months from our commitment date on August 11, 2022.

In NNIT, we aspire to making a mark both in business and society and be conscience-driven in everything we do. Therefore, ensuring that we are part of the solution and not the problem in terms of climate changes is a part of who we are.

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Environmental Objectives

- Reduce greenhouse gas emissions from our headquarters by 5% compared to 2021 (501 tCO$_2$e location-based and 232 tCO$_2$e market-based).

- Reduce greenhouse gas emissions related to business travel by flight (from DK) by 5% compared to 2021 (35 tCO$_2$e).

- Increase the non-fossil fueled proportion of our company car fleet by YE 2023 compared to the start of 2023.

- Extend our reporting by YE 2023 to include reporting on all relevant categories of Scope 3 (approx. 50% of the 15 categories).

- By YE 2023 complete a full e-waste handling process to prolong the life cycles of equipment by making agreements covering our missing category of smaller electronic devices (keyboards, mouses, etc.).

Operational Milestones

Environmental Management System
In 2022, NNIT began the extensive task of implementing a Global Environmental Management System. During this year, the required processes and procedures were created and implemented into our quality management system, ensuring and documenting the necessary training of employees in these new processes and procedures across NNIT.

Our headquarters and data centers in Denmark and our office in Tianjin, China are now ISO 14001 certified.

Tier III Gold certification for Operations of data center
For the second time running, NNIT's data center 1P achieved a TIER III Gold Certification for Operations. This recertification covers a period of three years and lasts until 2025.

The Tier III Gold for Operations certifies the high performance on efficiency and effectiveness of our data center operations. The certification is an extremely important quality stamp for NNIT.

EU Taxonomy

During 2022, we continued working with the EU Taxonomy to further increase the transparency of our disclosures as well as examine the sustainability of our operations based on the taxonomy's definitions.

Besides disclosing our taxonomy alignment as required by the EU Taxonomy, we welcome the criteria and seek to include it in our framework as well as that of our suppliers.

We expect our suppliers to proactively develop, plan, and supply their deliveries to NNIT whilst minimizing adverse impact on the environment, which NNIT defines in line with the EU Taxonomy as impact on the climate, biodiversity, and eco-systems, water, and marine resources, circular resource use, and pollution.

While we welcome the concept of the EU Taxonomy, we do see a need for making the framework more tangible for companies and institutions who are required to report within these outlines. We are in dialogue with peers and partners, and support the work being done to create more transparency in this area.

NNIT's taxonomy eligible and aligned activities
As reported in our 2021 Corporate Responsibility Report, we identified activity 8.1: Data processing, hosting and related activi-

ties in the Technical Annex I as issued by the European Commission eligible for our data center activities. In accordance with the EU Taxonomy, we have to present the degree to which our eligible activities are also aligned with the screening criteria of the taxonomy.

Due to the split of our organization into two new companies and the fact that the identified activity 8.1: Data processing, hosting and related activities is handled as discontinued operations in the Annual Report 2022, we have chosen not to investigate/examine whether the identified activity

8.1: Data processing, hosting and related activities is considered aligned with the screening criteria of the taxonomy. Consequently we report 0% eligibility on revenue, capital expenditure (CAPEX) and operational Expenditure (OPEX). .

Social

Human Rights Principles and Progress (CoP)

UN Global Compact

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2:

Business should make sure that they are not complicit in human rights abuses

NNIT adheres to principles 1 and 2 in the UN Global Compact. We also support and respect the protection of internationally proclaimed human rights and ensure that no entity of NNIT is complicit in any human rights abuses.

NNIT acknowledges and complies with the requirements of the Universal Declaration of Human Rights. We respect the human rights of all workers and treat employees with dignity and respect. We ask all employees in NNIT to work actively to ensure continued compliance with these principles in all aspects of their work.

In all aspects, we respect and acknowledge cultural differences and disassociate NNIT from all discrimination based on race, religion, age, nationality, sexual orientation, or other personal characteristics. NNIT requires that suppliers do not engage in any way in the violation of human rights. This is stated in our Responsible Sourcing Standards Policy, with which we require all suppliers to comply.

Going forward, NNIT will maintain focus on human rights and ensure that all suppliers are conducting business in accordance with the UNGC principles 1 and 2 or similar.

NNIT was not subject to any investigations, legal cases, or incidents involving human rights violations in 2022.

UN Global Compact

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4:

Businesses should work towards the elimination the elimination of all forms of forced and compulsory labor

Principle 5:

Businesses should work towards the effective the effective abolition of child labor

Principle 6:

Businesses should work towards the elimination of discrimination in respect of employment and occupation

Labor Rights Principles and Progress (CoP)

NNIT adheres to principles 3, 4 and 5 in the UN Global Compact and thereby upholds the freedom of association and the right to collective bargaining and works to eliminate all forms of forced labor, as well as child labor. We also adhere to principle 6 by eliminating discrimination in respect to both employment and occupation.

NNIT employs over 2,800 people working from +10 office locations across the globe. We recognize the importance of complying with international law and adhering to the requirements protecting our employees. We acknowledge the requirements of the International Labor Organization's conventions and declarations, including the Rio Declaration on Environment and Development, convention no. 155, as well as the Declaration of Fundamental Principles and Rights at Work.

We work in line with these frameworks and live up to their requirements in terms of wages and benefits, working hours, child labor, freely chosen employment, freedom of association and collective bargaining, non-discrimination, treatment of employees, and working environment.

We constantly strive to always keep employees safe from the risk of accidents at work. Following Danish legislation, NNIT carries out a mandatory workplace assess-

ment survey (APV) every three years for all Danish locations (last survey conducted in 2020).

NNIT offices outside Denmark must adhere to the legislation of the country in which they are based.

NNIT was not subject to any investigations, legal cases, or incidents involving labor rights violations in 2021.

Reported workplace accidents

5

Five workplace accidents were reported in 2022 (four in 2021). All accidents were categorized as minor.

The NNIT People Make a Mark

Together, our aspiration, our values, and our strategy outline the way we work in NNIT. Working in NNIT means being part of an international team with talented colleagues who all work The NNIT Way doing their best to make a mark on business and society; bringing digital transformation to life.

Making a mark on our surroundings is essential for NNIT, both as people and as a company. We work with passion to deliver results, and continuously explore new ways of adding value. We are more than digital experts. We are enablers, committed to helping each other and our customers reach our full potential.

We focus on a good working environment where personal development for all individuals is equally as important as developing our business. Twice a year, every employee meets with their leader to discuss their Individual Development Plan (IDP). This ensures that we stay motivated, engaged, and passionate about our work.

We also set personal targets for our development. This is done in our Annual Performance Improvement System (APIS), which is aligned with our overall business goals and strategy.

It is no secret that talent retention is a challenge in our industry. With numerous opportunities in the market, we compete to attract and retain our talents. Announcing the split of NNIT into two companies has naturally had an impact on our attrition

rates. We were aware of this from the beginning and therefore chose to communicate openly and honestly about the transition process. We value transparency and believe that this influences how our employees tackle changes in their organization.

Because of the transition process, we decided to postpone our annual employee satisfaction survey until after the two companies are established in their new form. Instead, we put a lot of effort into urging all employees to ask questions – directly or anonymously via our intranet – and keep and open dialogue with their leaders. Leaders are also encouraged to stay available, transparent, and continuously live our leadership principles: Inspire, Involve, Lead.

NNIT Rejoiners

We are very proud that many new as well as former colleagues have decided to join and rejoin NNIT during the past year.
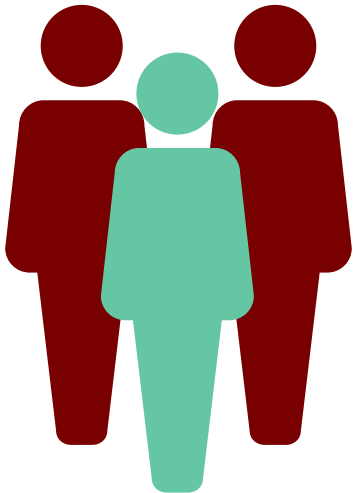
"I had been in NNIT for many years and thought it was time to pursue my career outside NNIT. After a very short period, however, I missed my vast NNIT network, but also the maturity of our business processes, the transparency of the organization, and of course my colleagues. So, when offered an attractive position and the possibility to rejoin NNIT, the choice was easy. NNIT has technically proficient people who understand our deliveries in depth, and I appreciate their competences daily in my collaboration with colleagues."

Hanne Halvleg,
Advanced Delivery Manager

"I rejoined NNIT after nine months out of the company because my former leader offered me a job and a team I could not turn down. I have always had a great relationship with my leader, and he understood what kind of challenges I wanted and where my competencies lie. I came back because of the kind of leadership I have experienced in NNIT during my 11 years here, and the complexity and variation in my tasks."

Christopher Lycoops,
Advanced Operations Consultant

"I returned to NNIT after five months outside the company. I was offered a position with a wide degree of freedom and at the same time I would have the support from a mature consultancy organization. I missed the opportunity to work closely together with the many diverse specialists that are housed in NNIT. That enables me to be part of bigger and more complex projects for some of the largest organizations in Denmark for which cybersecurity is of vital importance."

Mads Bak Odgaard,
Principal Cybersecurity Consultant

Making a Mark across the Globe

"In NNIT Philippines, we experienced huge changes and growth during 2022. My new role gave me a new sense of purpose and a way to see things differently. I find it motivating to be trusted with new tasks that give me the possibility to develop, and I'm proud that we're able to adapt and innovate in such scale that I've experienced this year."

John Rommel Cabawatan Buenaventura,
Advanced Operational Specialist
The Philippines

"First and foremost, I put a great amount of effort understanding the business, regulatory, data scope, and requirements. It enables me to formulate the best-possible approach, plans, and solutions, considering available and trending technology within the enterprise. I want to see things in a bigger picture – E2E. When data flows or moves from A to B, data is usually consumed further either on mainstream or downstream systems. More so, the processed data must be reported back to external partners and/ or submitted to health authorities, timely and precisely. Analysis, innovation, and perseverance are the keys."

Maria Victoria Cabuntas,
Solutions Architect
Denmark

"This past year I have had the pleasure of designing a new AI digital solution for one of our largest Life Sciences customers. Based on its success, together with a dedicated team, we were able to transform the solution we built for one customer to a fully operational product that we are now offering to multiple customers. It hit the perfect balance between close customer collaboration, cutting-edge technology, and a passionate team."

Sam Laermans,
Principal Advisory Consultant
Germany

Diversity & Inclusion

Embracing differences and striving to create a diverse workplace is important to us. We believe it contributes to creating a healthy work environment and our people the best prerequisites to make a mark through their work. Plus, it improves our business results.

In 2021, we published an updated Diversity & Inclusion Policy, and this year, we've introduced several initiatives to support the implementation of this policy as a supplement to the obligatory annual training. All NNIT employees, incl. all leaders, are trained in the policy annually.

In the IT industry, women are the under-represented gender, and we want to attract more women, and support women as they explore their leadership potential within NNIT - always with the objective to create diverse teams that contribute equally to decisions and our business development.

We make sure that women are nominated to our leadership program Discover Your Leadership Potential, and we seek to promote female as well as male role models whenever possible.

In 2022, we also launched a Diversity & Inclusion site on our intranet, where colleagues from all over NNIT can educate themselves on unconscious bias, learn more about how to increase awareness on the topic, and reach out if they've experienced any form of discrimination.

We also established Meet & Greet site on our intranet where colleagues who may not know each other can set up informal coffee dates and expand their NNIT network and perspectives.

"Creating and nourishing a work environment where people thrive is crucial. Both from a human and a business perspective. 2022 was a year of transformation and abruption for many NNIT colleagues, but people are always our first priority – without good people who thrive, grow, and contribute, there is no NNIT."

Camilla Møhl,
Senior Vice President of People, Sustainability, Communications & Marketing

Diversity & Inclusion Targets

With our updated Diversity & Inclusion Policy, we also introduced new diversity and gender balance targets.

By 2025, NNIT should

Employ at least

30%

men and women on all management levels

Maintain a score of

4.6

out 5 regarding equal treatment experienced by all NNIT employees

Obtain a broad representation of characteristics in terms of gender, age, education, and professional background among our pool of candidates for managing positions

Current gender splits (women/men)

In Board*

33%	67%

All management levels

29%	71%

● Women   ● Men

* Understood as equal gender representation as described by auditor.

Discover Your Leadership Potential gender split – in 2022 and in total

Completed programs 2022
(48)

35%	65%

Completed programs total
(419)

28%	72%

Young Professionals[1] in NNIT in 2022
(635)

37%	63%

● Women   ● Men

[1] Employees aged 35 or under

Our People Highlights

Nationalities

+60

Number of employees at year-end

2,844

Gender distribution in NNIT
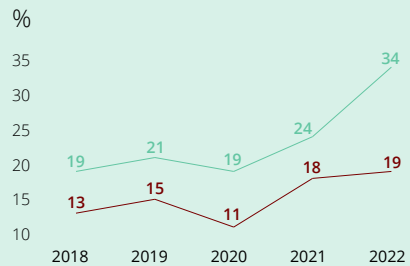
30%

70%

● Women   ● Men
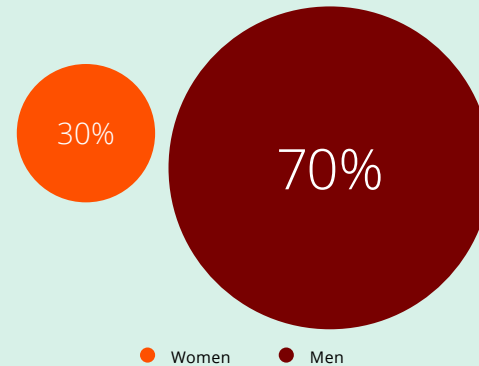
Number of certificates held by employees

3,215

Promotions

12%

Employee turnover

%

● Employee turnover   ● Unmanaged employee turnover

Overview of employees' education[1]

%

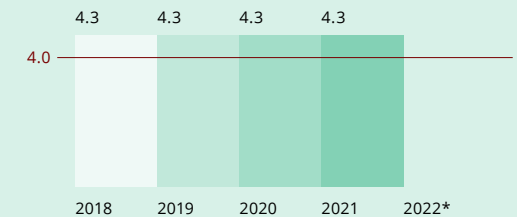|				
2022	31	36	20	13
2021	30.6	42.6	16.6	10.2
2020	26	44	16	14
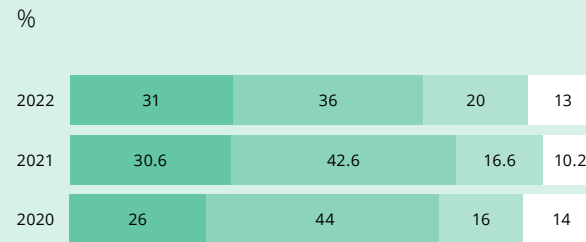
● Master or PhD   ● Bachelor   ● Professional degrees   ○ Other

[1] Data collected internally from HR IT-systems

Employee satisfaction score

Target: 4.0 (Scale 1-5)

4.3	4.3	4.3	4.3	
2018	2019	2020	2021	2022*

*Not applicable

Governance

Anti-Corruption Principles and Progress (CoP) ↗

Risks Related to Corporate Responsibility (CoP) ↗

Anti-Corruption Principles and Progress (CoP)

UN Global Compact

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery

NNIT adheres to principle 10 in the UN Global Compact and works against corruption in all forms. We require all employees to work actively to ensure continued compliance in all aspects of their work.

NNIT complies with the UN Convention against Corruption and all regulations on corruption and prohibited business practices applicable in all countries in which we operate. NNIT rejects all forms of bribery, facilitation payments, corruption, extortion, or embezzlement.

Our Business Ethics Code of Conduct forms the basis of business throughout our entire operations. It provides guidance and outlines the responsibilities of employees and management to protect NNIT from any malpractice that may undermine the company's business integrity and impact its long-term business success.

In 2022, we updated our Code of Conduct Business Ethics Policy to clearly state that we prohibit any kind of political involvement. The policy is part of the obligatory annual training for all employees.

All employees undergo obligatory annual training in our:

- Business Ethics Code of Conduct
- Corporate Responsibility Policy
- Data Privacy Policy
- Diversity & Inclusion Policy
- IT Code of Conduct
- Whistleblower Policy

Training progress is continuously tracked.

Policies can be downloaded her: https://www.nnit.com/about-us/corporate-responsibility/policies/

NNIT expects all employees, management, the Board of Directors and any other person or entity doing business with NNIT to comply with applicable laws, regulations, and internal procedures. Our suppliers are required to comply with these, too, as stated in our Responsible Sourcing Standards Policy.

NNIT is committed to detecting and preventing illegal activities, financial fraud, business ethics misconduct, security breaches or similar. Therefore, all employees, management, and the Board of Directors of NNIT, as well as all other persons doing business with and/or advising NNIT such as suppliers, customers, business partners, lawyers or auditors, are encouraged to report concerns regarding acts or omissions that could harm our business.

We have standard internal communication channels in place that enable concerns to be reported directly to managers, HR/Legal or senior management. At the same time, we understand and recognize that in some situations, people may be reluctant to report concerns due to a sense of loyalty towards NNIT or colleagues or, in the worst case, fear of retaliation.

Our whistleblower function enables employees, the management, the Board of Directors of NNIT, business partners, advisors, and people further specified in the updated Whistleblower Policy to report incidents in a secure and confidential way. Incidents can include internal breaches of EU legislation listed in the Whistleblower Directive, severe breaches of other parts of EU law or national law, including financial fraud, bribery and forgery, or other severe matters. The whistleblower function also

fulfils the Whistleblower Directive and national implementation legislation.

In 2022, **two reports were submitted in the whistleblower system**. One of them was assessed to be out of scope and the other was closed as unfounded allegations.

All employees are trained annually in our Whistleblower Policy as well as our Data Privacy Policy.

Going forward, NNIT will maintain focus on anti-corruption and bribery and ensure that all suppliers are conducting business in accordance with the UNGC principle 10 or similar.

NNIT was not subject to any investigations, legal cases, or incidents involving anti-corruption violations in 2022.

Risks Related to Corporate Responsibility (CoP)

As an IT company delivering critical IT infrastructure and with an international presence, NNIT considers risk management to be a fundamental necessity and has adopted a structured approach to address this area. In relation to sustainability, NNIT analyzes risks within the ESG framework.

In NNIT, risk management contains four elements: risk identification, risk assessment, identifying and implementing of mitigating actions, and risk reporting. We identify risks applying a combined bottom-up/ top-down approach. Key risks are initially identified within each divisional area and reported to Group Management together with information on actions taken and any further action intended. Read more about our risk management in our Annual Reports.

ESG Risk Assessment
Environment

NNIT considers the risk related to negative climate and environmental impact to be limited, as our direct impact is limited to our electricity consumption, especially at our data centers. We do, however, seek to lower our surroundings indirectly via our supply chain as we are increasingly becoming aware of the extent to which we are responsible for CO_2 emissions via Scope 3 of the GHG Protocol. In 2022, we updated our Responsible Sourcing Standards requiring all suppliers to act in alignment with the 10 principles of the UN Global Compact.

During the past year, citizens as well as business across Europe experienced the consequences of an instable energy supply and increased electricity prices, which, given our high electricity consumption, exposes NNIT to increased costs. Regardless of the current energy crisis, we continuously work to reduce our energy consumption and our data centers rank well below the average European performance on power usage effectiveness (PUE).

The current electricity prices and limited renewable production capacity may also pose a risk to NNIT's business aspiration of increasing the digitalization of society in so far as this increases the demand for renewable electricity. Actions to mitigate this risk are being investigated, a potential solution being acquiring a Power Purchase Agreement to cover our electricity consumption at our data centers.

Our business requires high-performing electric equipment, consequently exposing NNIT to the risks related to sustainable sourcing of metals used for the production and maintenance of our equipment. To minimize NNIT's consumption of equipment and prolong its lifecycle, we circulate and repair equipment internally and have contracted companies to resell, reuse, and recycle our equipment when it is no longer fit for purpose to NNIT.

This arrangement currently runs for our locations in Denmark and Czech Republic, and we plan to expand to other offices.

Social

Social risks concern the employees of NNIT as well as our partners and suppliers. The risks are forced labor, discrimination, harassment and the misuse or loss of personal data. Risk of failure to comply with Human and Labor Rights Principles is considered low, but we are continuously paying attention to improve in this area and have policies and processes in place ensuring compliance.

In relation to the handling of personal data, all NNIT employees are trained in GDPR annually and our Data Protection Office ensures that our organization's and personal data processing and controlling are conducted in compliance with all applicable data protection rules.

Relevant policies

Business ethics and codes of conduct
Tax Policy
Responsible Sourcing Standards
Whistleblower program

Governance

NNIT considers the risks related to anti-corruption to be limited as we operate with strict business ethics and codes of conduct, which are reviewed on an ongoing basis. All employees are trained annually as well. NNIT's Tax Policy minimizes risks concerning compliance with local tax legislation. Our Responsible Sourcing Standards ensure a uniform process and operation concerning our supply chain, demanding our suppliers to operate responsibly and collaborate towards sustainability. NNIT's whistleblower program ensures that any person with a work-related connection to NNIT may report any concerns or breaches related to the 11 areas outlined in the EU Whistleblower Directive.

In 2022, following new court rulings by the EU and its updated country risk assessments, we reorganized our global delivery set-up and moved our global deliveries center out of China. Our China office will now serve local life sciences customers only.

Our new global delivery center in APAC is now located in Manila, the Philippines.

We Bring Digital Transformation to Life

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nnit
We make a mark