

SUSTAINABILITY AND ESG POLICY

COMMUNICATION

nnit.com



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1. INTRODUCTION

NNIT's Sustainability & ESG Policy applies to NNIT's management and employees across all NNIT locations globally.

1.1 PURPOSE & SCOPE

The purpose of this policy is to set the direction for how NNIT integrates sustainability and ESG considerations into its business strategy, everyday operations and customer delivery. This policy guides all NNIT employees and management globally in making responsible, value-adding and conscience-driven decisions in line with NNIT's aspiration to make a positive mark on business and society by bringing digital transformation to life. Wherever NNIT's expertise is relevant, NNIT wishes to contribute to the sustainability journey of others.

The policy applies to NNIT's management and employees across all NNIT locations. Hence, NNIT employees are responsible for contributing to continuous improvement and avoiding actions that conflict with NNIT's commitments under the UN Global Compact principles.

2. POLICY

Together, we make a mark on business and society; bringing digital transformation to life. This is NNIT's aspiration and the core of everything we do, including our work with Sustainability & ESG.

Digital transformation plays a crucial role in the green transition of global society, yet the IT industry also carries a significant environmental footprint. As a conscience-driven player in the IT industry, NNIT wants to act responsibly by reducing the environmental impact of our own operations and upstream and downstream value chain, fostering a healthy, safe and inclusive workplace, and engaging with customers, and other stakeholders on how digital transformation can create sustainable value. Because we are a people-driven company, we strongly believe that motivated, engaged and passionate people are crucial drivers of NNIT's pursuit of excellence and of our ability to make progress within Sustainability & ESG.

In addition to a general approach to proper and fair business conduct, NNIT supports the 10 principles of responsible business in the [UN Global Compact](#) with respect to human rights, labor rights, environment, and anti-corruption. We actively apply these principles throughout our operations. We also expect our suppliers to uphold the same standards through NNIT's [Responsible Sourcing Standards](#). Furthermore, NNIT's work with Sustainability & ESG is closely linked to the [UN Sustainable Development Goals](#) (SDGs) and focuses on the four SDGs where NNIT sees its work and expertise adding most value. We believe that collaboration across society is necessary to achieve meaningful progress, and we take a collective approach to contributing to selected SDGs.

- **SDG 4: Quality Education & SDG 5: Gender Equality:** We drive progress through our global diversity and inclusion initiatives, alongside continuous internal education, development, and training opportunities that empower our employees. Through long-standing participation in Coding Class, a Danish IT industry initiative that introduces primary school students to coding, AI and digital problem-solving, NNIT take shared responsibility for young people's digital education. We hope to inspire more young people, including girls, to explore opportunities in IT.
- **SDG 9: Industry, Innovation, and Infrastructure & SDG 12: Responsible Consumption and Production:** We fulfil these goals by spearheading digital innovation, managing resource use responsibly, and embedding environmental awareness across our lifecycle.

In line with our values of being open and honest, NNIT engages in external ESG assessments and reports transparently on our sustainability efforts and progress in the Annual Report, which is publicly available on NNIT's website. This enables us to identify areas for improvement, strengthen our strategic approach to ESG, and provide stakeholders with relevant information when deciding whether to do business with NNIT.

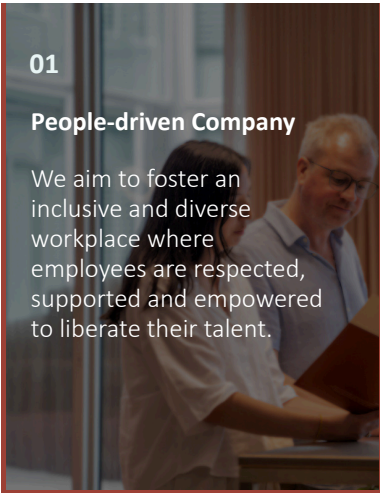
We are committed to developing NNIT as a profitable company while acting responsibly. Aligned with the ten principles of the UN Global Compact, our sustainability and ESG work is focused on three core commitments:

**NNIT
COMMITMENTS**

01

People-driven Company

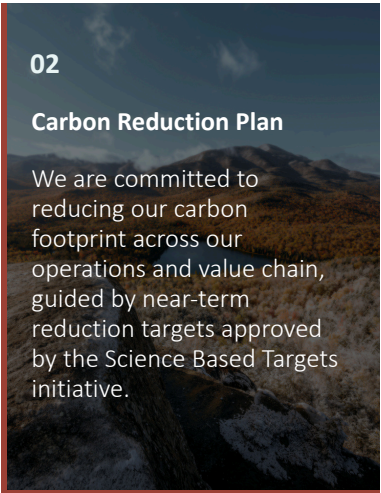
We aim to foster an inclusive and diverse workplace where employees are respected, supported and empowered to liberate their talent.



02

Carbon Reduction Plan

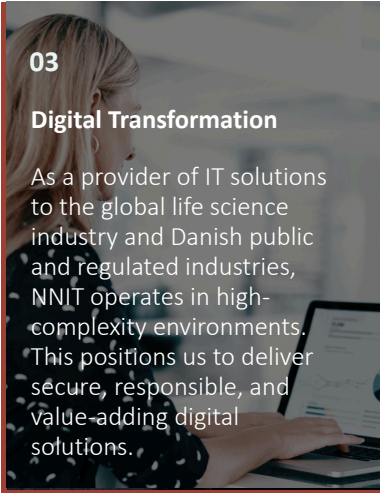
We are committed to reducing our carbon footprint across our operations and value chain, guided by near-term reduction targets approved by the Science Based Targets initiative.



03

Digital Transformation

As a provider of IT solutions to the global life science industry and Danish public and regulated industries, NNIT operates in high-complexity environments. This positions us to deliver secure, responsible, and value-adding digital solutions.



3. SOCIAL

3.1 HUMAN RIGHTS

NNIT adheres to principles 1 and 2 in the UN Global Compact and supports and respects the protection of internationally proclaimed human rights as well as ensuring that no entity of NNIT is complicit in any human rights violations.

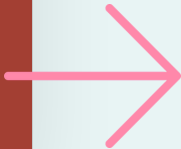
NNIT acknowledges and complies with the requirements of [The Universal Declaration of Human Rights](#). We respect the human rights of all workers and treat employees with dignity and respect.

We ask all NNIT employees to work actively to ensure continued compliance in all aspects of their work. NNIT respects and acknowledges cultural differences and disassociates itself from all discrimination based on race, religion, age, nationality, or sexual orientation.

**The Principles of the
UN Global Compact**

Principle 1
Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2
Make sure that they are not complicit in any human rights abuses



NNIT requires that suppliers do not engage in any way in violation of human rights. Read more:

- [Responsible Sourcing Standards](#)
- [Diversity & Inclusion Policy](#)

3.2 LABOR RIGHTS

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

NNIT recognizes the importance of complying with international law and adhering to the requirements protecting its employees. NNIT acknowledges the requirements of the [International Labor Organization's Declaration of Fundamental Principles and Rights at Work](#).

3.3 LABOR PRACTICES

Wages and Benefits: NNIT pays employees at least the minimum wage required by law or the prevailing industry standard in the country and shall provide all legally mandated benefits, including medical insurance, social insurance, and pensions, in full and on time.

Working hours and holidays: NNIT does not breach local regulations on working hours and remunerates overtime in accordance with local laws and regulations as a minimum.

Child labor: NNIT does not recruit or employ child labor. The minimum age of workers shall be 15 years, or the minimum age set by the national laws in the country of manufacturing, whichever is higher. Young workers, i.e., those below the minimum age of 18, may only be employed for non-hazardous work.

Freely chosen employment: NNIT does not use forced or involuntary labor such as forced, bonded, indentured, or involuntary prison labor. Freedom of association and collective bargaining: NNIT respects the rights of employees established in local law to join or not join labor organizations.

Non-discrimination: NNIT does not discriminate in our hiring or employment practices on grounds of race, national origin, religion, age, disability, gender, social status or marital status, pregnancy, sexual orientation, union membership or political affiliation.

Treatment of employees: NNIT treats employees with respect and dignity and must not subject them to any kind of cruel, inhuman or degrading punishment, physical, verbal or sexual abuse or harassment.

Principle 3

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

Principle 4

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

Principle 5

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

Principle 6

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

3.4 WORKING ENVIRONMENT

NNIT prioritizes a sound and healthy work environment, as it is a precondition for flexibility, adaptability, and personal development. As part of NNIT's internal processes, we have developed a Working Environment Process, which covers all activities that are required to ensure a healthy working environment.

In January 1999, NNIT's Working Environment Council was established, and the document, "NNIT A/S - Arbejdsmiljøarbejde i Danmark" was later approved. NNIT continually focuses on its working environment to create optimal working conditions for employees as well as ensuring that accidents do not occur. Any employee who suffers an accident at work is one too many, and NNIT makes an effort to always keep employees safe from the risk of accidents at work.

Following Danish legislation, NNIT carries out a mandatory APV (workplace assessment survey) every three years for all Danish locations. Necessary or suggested actions based on the results are taken. NNIT's offices outside Denmark must adhere to the legislation of the country in which they are located.

4. ENVIRONMENTAL

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 in line with the [Rio Declaration on Environment and Development](#).

As an IT consultancy firm, we recognise that our operations and value chain have an environmental impact. NNIT is therefore committed to reducing its environmental footprint, using resources responsibly, and integrating environmental considerations into the way we operate, deliver services and work with customers and suppliers. This means that NNIT must:

- Ensure that all employees share the commitment to deliver what is agreed with the customers in relation to sustainability.
- Measure and evaluate the environmental impact and status in order to continuously improve our services and solutions to our customers and the way we work.

NNIT's environmental commitments apply globally, while specific actions and implementation measures may vary depending on local conditions, regulation, lease agreements and operational control.

Principle 7

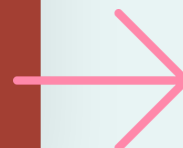
Businesses should support a precautionary approach to environmental challenges

Principle 8

Undertake initiatives to promote greater environmental responsibility

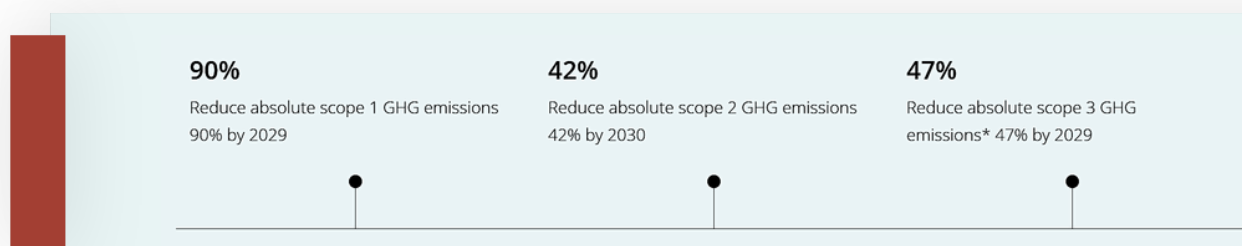
Principle 9

Encourage the development and diffusion of environmentally friendly technologies



4.1 ENVIRONMENTAL OBJECTIVES AND ACTIONS

Science Based Targets initiative (SBTi): In November 2024, NNIT's near-term targets for Scope 1, 2 and 3 were formally validated by the [SBTi](#). These targets mark an important milestone on our journey toward meaningful and measurable emissions reductions. Our ambition to reduce emissions across Scope 1 & 2 is in line with a 1.5 C trajectory and the [Paris Agreement](#). Read more on NNIT's website.



Carbon Reduction Plan: NNIT is committed to reporting annually on progress against its greenhouse gas emission targets. As part of this, NNIT has established a carbon reduction plan covering initiatives across Scope 1, 2 and 3, including following actions:

- *Renewable energy:* Today, as well as moving forward, NNIT will purchase energy from certified green sources for all locations in Denmark, aiming that 100% of NNIT's energy consumption in Denmark comes from green sources. NNIT will continue to assess opportunities to extend the use of renewable energy to other locations where feasible.
- *Energy optimization:* NNIT continuously works to explore opportunities for optimized processes leading to less energy consumption across office locations. Read more:
 - [Global Facilities Policy](#)
- *Environmental Awareness:* NNIT communicates environmental progress and initiatives internally and shares relevant knowledge across the organisation through its Sustainability Committee. NNIT encourages and expects all employees to contribute to the continuous improvement of NNIT's environmental performance.
- *Responsible Use of Technology and AI:* NNIT recognises that technology and IT equipment may have negative environmental impacts. NNIT therefore aims to deploy technology, including AI, responsibly and efficiently, with attention to energy use, and in accordance with NNIT's Internal AI Code of Conduct.
- *Sustainable Ways of Working:* NNIT encourage solutions, including virtual meetings, to reduce the need for travel where possible. NNIT also promotes more sustainable workplace practices, including reducing unnecessary printing, limiting waste and responsible commuting patterns.
- *Resource Use and Circularity:* NNIT aims to reduce resource consumption and manage waste responsibly across its operations. This includes extending the lifetime of IT equipment where feasible, and ensuring responsible handling of electronic waste. NNIT collaborates with third parties to reuse and/or dispose of e-waste in as sustainable a manner as possible.
- *Global Company Car Fleet:* NNIT has set quantitative targets to transition its company car fleet towards electric vehicles. NNIT's company car policy encourages users to choose electric cars, and employees at all Danish locations have access to charging stations.

4.2 GREENHOUSE GAS ACCOUNTING AND REPORTING

Since 2020, NNIT has monitored its energy and carbon footprint across Scope 1, 2 and 3 for global NNIT locations and employees. This provides a general overview of NNIT's total greenhouse gas emissions from direct operations and relevant value chain activities. We present our climate accounting efforts in the Annual Report using both location-based and market-based methods where relevant.

NNIT measures CO2 emissions using the [Greenhouse Gas Protocol Initiative](#) (GHG protocol), the internationally recognised standard developed by the [World Resources Institute](#) and the [World Business Council for Sustainable Development](#). The GHG protocol divides companies' direct, indirect, and value chain emissions into three scopes, thus covering all emissions stemming from regular business operations. We are committed to continuously monitoring our carbon footprint, reporting transparently on emissions, and developing processes that improve the data collection process across all locations.

5. GOVERNANCE

5.1 ANTI-CORRUPTION

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

NNIT complies with the [United Nations Convention Against Corruption](#) and all regulations on corruption and prohibited business practices applicable in the specific country. NNIT rejects all forms of bribery, facilitation payments, corruption, extortion, or embezzlement.

NNIT's [Business Ethics Code of Conduct](#) forms the basis of our business across entire operations. Further, it provides guidance and outlines the responsibilities of the employees and management to protect NNIT from any malpractice that may undermine the company's business integrity and impact its long-term business success.

Business integrity: Giving or accepting business gifts, hospitality or entertainment is not allowed. Minor gifts and moderate entertainment may be part of customary business dealings and hence considered acceptable. To avoid gifts, hospitality or entertainment having undue influence on business decision, a maximum amount is defined by NNIT's management board and applies to all employees in the NNIT Group.

If and when the documents are updated, all employees receive notification to familiarize themselves with the content of the documents and officially sign that they have read, understand and comply with the guidelines. Read more:

- [Business Ethics Code of Conduct](#)

Principle 10

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

5.2 WHISTLEBLOWER FUNCTION

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.

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 NNIT.

NNIT has standard internal communication channels in place, where concerns can be reported directly to managers, HR/Legal and even senior management, but at the same time we understand and recognize that in some situations persons may be reluctant to report concerns due to a sense of loyalty towards NNIT or colleagues or for fear of retaliation.

NNIT has therefore established a whistleblower function covering all affiliates, enabling employees, the management, the Board of Directors of NNIT, business partners and advisors to NNIT and persons further specified in the Whistleblower Policy to report in a secure and confidential way 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, and other severe matters. The whistleblower function is also established to fulfil the Whistleblower Directive and national implementation legislation.

All NNIT employees will undergo regular training in NNIT's Whistleblower Program, and all NNIT employees will on an annual basis be obligated to document that they have read and understood the NNIT Whistleblower Policy. Read more:

- [Whistleblower Policy](#)

6. REPORTING

As a publicly traded company, NNIT recognises its responsibility to conduct business in alignment with ESG principles and to provide investors and other stakeholders with reliable information on its ESG performance. NNIT therefore engages in external ESG assessments and is rated annually on its ESG efforts. These assessments help us identify areas for improvement, strengthen our approach to sustainability, and provide investors with relevant insight into ESG-related risks, progress and performance.

NNIT reports in accordance with the UN Global Compact requirement to publish an annual Communication on Progress (COP) report, including the Statutory Corporate Social Responsibility Statement pursuant to section 99 a and 99 b of the Danish Financial Statements Act. Since 2024, NNIT has reported on sustainability as part of the Annual Report, which is publicly available on NNIT's website. ESG key figures include CO₂ emissions, share of renewable energy, employee health and turnover, and gender diversity in management and boards. Through annual assessments of our internal and external impacts, NNIT aims to continuously improve operations and make a positive mark on our surroundings.

7. ROLES AND RESPONSIBILITIES

The work with Sustainability & ESG in NNIT is anchored in the NNIT Board of Directors and the NNIT Management Group. ESG and sustainability priorities are embedded in the Board of Directors' decision-making processes, and the Board receives updates on sustainability progress. The NNIT Management Group is responsible for ensuring the implementation of NNIT's ESG strategy and for overseeing relevant targets, actions and progress.

NNIT has established a Sustainability Committee headed by the Senior Vice President, Commercial Excellence & Sustainability, with participation from the Group CFO. The Committee consists of sustainability ambassadors appointed from each region where NNIT has offices, as well as representatives from key functions, including Facility Management, HR, Finance and Legal. The Sustainability Committee meets quarterly to discuss NNIT's ESG strategy, sustainability-related impacts, risks and opportunities, targets and action plans across environmental, social and governance matters. This includes monitoring and evaluating progress against NNIT's SBTi-approved near-term targets for Scope 1, 2 and relevant Scope 3 emissions. The Committee supports the coordination of sustainability initiatives across the organisation and helps ensure that NNIT's sustainability work is adopted both regionally and functionally.

Policies related to Sustainability & ESG are approved by the NNIT Board of Directors and the NNIT Management Group. This policy was adopted by the NNIT Board of Directors on August 9, 2023, and last reviewed in August 2026.

About NNIT

NNIT is a leading provider of IT solutions to life sciences internationally, and to the public and enterprise sectors in Denmark. We focus on high complexity industries and thrive in environments where regulatory demands and complexity are high.

NNIT consists of group company NNIT A/S, subsidiaries in Region Europe, Asia and US and subsidiary SCALES in Region Denmark. Together, these companies employ more than 1,700 people in Europe, Asia and USA.