

# DIVERSITY AND INCLUSION POLICY

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# 1. PURPOSE

At NNIT, we believe that a diverse workforce reflecting our customers and the societies we serve is essential for driving growth and innovation. Guided by our aspiration to be the preferred IT consulting partner for our customers and an employer of choice for the best talents in the industry, we are committed to fostering diversity of perspectives and experiences, preventing discrimination, and promoting equal treatment and opportunities for all employees.

This policy supports our journey toward becoming a highly specialized international IT consultancy while delivering profitable growth. It guides our actions and reflects our commitment to continuously monitoring progress, setting clear targets, and creating a workplace where everyone feels respected, valued, and free from discrimination, bullying, or harassment.

# 2. DIVERSITY AND INCLUSION AT NNIT

Diversity at NNIT means respecting and leveraging individual differences to benefit our organization and business. This covers a broad range of differences, including demographic factors, education, and professional experience.

## **An inclusive work environment at NNIT**

Inclusion is essential for promoting diversity at NNIT.

We strive to foster a culture where every employee feels valued, respected, and experiences a sense of belonging. A culture where everyone is seen for their qualifications and can pursue opportunities and develop their careers in NNIT. We consider diversity factors such as age, gender, education, and professional background, and we promote impartiality in recruitment and promotion processes.

Leaders at all levels are expected to actively promote and model inclusive behavior, ensuring that diversity and inclusion are embedded in daily decision making and team dynamics.

NNIT has zero tolerance for any form of discrimination, bullying, harassment, or abuse. Appropriate action will be taken to address behavior that violates this policy, ensuring a respectful and inclusive environment for all.

All employees are required to report any instances of unacceptable workplace behavior. Reports can be made by contacting HR, informing a direct supervisor, or submitting an anonymous report through the whistleblower system. We also ensure compliance with local diversity regulations in every market where we operate.

# 3. GENERAL REPORTING AND TARGETS

We publicly track and report our diversity progress annually in our Annual Report: [NNIT](#)

To promote an inclusive environment, employees are asked annually to assess:

- Whether they experience fair treatment and equal opportunities.
- Whether NNIT fosters an inclusive environment where diverse opinions are valued and respected.

## **Gender Balance Targets**

In accordance with the Danish Gender Balance Act, NNIT is committed to achieving gender diversity in senior management. Our goal is for the underrepresented gender to comprise at least 40% of the Board of Directors and Senior Management by 30 June 2026. NNIT currently has an equal gender distribution of employee elected members of the Board of Directors.

We also aim for a 40% representation of the underrepresented gender across the overall workforce by 2030. These targets extend to the leadership pipeline to ensure balanced gender distribution at all leadership levels and to leverage the full range of available competencies.

# **4. POLICY FOR ADVANCING THE UNDERREPRESENTED GENDER**

NNIT strives to implement the above goals through the efforts described below.

### **Advertising, recruiting, and screening**

In NNIT, we focus on integrating initiatives into our recruitment processes that promote diversity and inclusion. This way, we ensure that we have the best conditions for attracting, recruiting and promoting candidates with the best competencies for the individual job function. We do this by ensuring that our recruitment process is driven by professional assessment criteria focusing on the candidate's competencies, experiences, and potential.

### **Promotions, development, and retention**

In NNIT, all decisions related to employees must be made solely based on the employee's professional qualifications, experience, education and development potential, seen in relation to the individual's job function. We are committed to offering fair and equal terms and opportunities for all.

We do this by ensuring that our policies do not favor any group(s) of employees rather than others and ensuring that we have a diverse representation among candidates for our talent and leadership development programs and for management succession.

While our D&I policy is anchored in Danish legislation, we are dedicated to promoting fairness, equity, and inclusion across all markets where we operate, respecting local standards while upholding NNIT's core values globally.

This policy is reviewed annually by the HR department and updated as needed to reflect organizational and legislative developments. It is approved by the Board of Directors on 4th November 2025. The most recent version is always available on the NNIT intranet.

