Diversity & Inclusion Policy

NNIT A/S

NNIT

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nnIT

We make a mark

NNIT Diversity & Inclusion Policy

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1. Purpose

In NNIT, diversity and a balanced gender distribution among our managers and employees help ensure that we achieve better results - just as well-being and a behavior in support of diversity and inclusion are crucial to the work environment we want to create.

This policy applies to all employees across NNIT.

We want to create the best prerequisites for our employees to make a mark through their contributions at work. This policy therefore outlines NNIT's work for diversity and inclusion across our organization and serves to ensure that we reach our goals within this area as well as in support of our aspiration

> *"Together we make a mark in business and society; bringing digital transformation to life"*

As a precondition for this, NNIT will strive for:

- gender balance and diversity being defined as a strength in NNIT

- creating a work environment where all current and future employees feel respected and valued without experiencing any forms of bullying or harassment

- that no one experiences any direct or indirect discrimination based on gender, age, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, skin color, ethnic origin, or other characteristics

- that all employees are seen for their qualifications, and can pursue opportunities and develop their careers in NNIT

- that talents are attracted, retained, developed, and put into play optimally, so that NNIT has access to the best competencies.

This policy also ensures that NNIT acts in accordance with the requirements of the Danish Financial Statements Act § 107 d on diversity policy, the Financial Statements Act § 99 b, and the Companies Act § 139 c on target figures for the proportion of the underrepresented gender in top management and policy to increase the share of the underrepresented gender at the company's other management levels.

2. Definition

2.1 Diversity in NNIT

We believe that a diverse work force creates better results and contributes to a better work environment. For us, increasing diversity is not only about creating a more balanced gender distribution among our management and employees. But we find it crucial to focus on this aspect as the IT industry in which we operate, historically has had a very unbalanced gender distribution.

We want to attract more women to our company, and we want more women to explore their leadership potential within NNIT.

As a minimum, the gender distribution among our employees with leadership responsibility should reflect the distribution across NNIT (at least 30 percent women).

Diversity in NNIT is also to be understood as differences in age, religious beliefs, ethnicity, race, skin color, national and social origin, sexual orientation, disability, political views, education, professional competencies, and other personal attributes.

We want to eliminate any discrimination against (groups of) employees on the grounds of the above-mentioned attributes. We focus on our employees' competencies and contributions and on how we can grow our business by virtue of our differences.

2.2 An inclusive work environment in NNIT

An inclusive work environment is a prerequisite for NNIT to promote diversity.
For NNIT, an inclusive work environment is characterized by the fact that we are accommodating to the employees' differences and recognize that these differences can help to make our business stronger.

NNIT does not tolerate employees experiencing discrimination, bullying or abuse.

Conditions in connection with employment, in the current employment relationship and termination or other change of employment conditions must always be in accordance with and in accordance with the Act on Equal Treatment of Men and Women, the Act on Equality of Women and Men and the Discrimination Act.

It is a shared responsibility that all employees are included. There is a clear expectation that all leaders and employees behave inclusively so that everyone is met with respect and a perception of equality. All employees also are required to notify NNIT if they witness or become aware of unacceptable behavior in the workplace. This can be done by reaching out to HR or the employee's direct leader, or anonymously through our whistleblower system.

3. Targets for diversity and gender balance

In our Annual Report and in our Corporate Responsibility Report (including UN COP report) we will describe and follow up on NNIT's development in terms of reaching our goals related to diversity and gender balance.

Both reports are published on an annual basis and can be found here:

Annual reports: https://www.nnit.com/investors-media/investors/
Corporate Responsibility reports: https://www.nnit.com/about-us/corporate-responsibility/cop-reports/

3.1 Ambitions to increase the number of the underrepresented gender in NNIT's top management (cf. ÅRL § 99 b and SLL § 139 c)

In Danish IT companies, the gender balance is around 30 (female) / 70 (male)[1]. While we recognize and embrace other definitions of gender, our policy focuses on breaking the curve in terms of women being underrepresented in our industry.
We believe it starts by creating a more balanced gender representation in the company's top management, and have set the following targets:

- NNIT is working to ensure that both men and women are represented by <u>at least 30 per cent</u> among our Board of Directors and NNIT Top Management Group (NNITMAN) by <u>2025</u>

These targets apply to the Board of Directors of NNIT A/S and to the NNIT Top Management Group (NNITMAN) appointed by the Board of Directors.

3.2 Ambitions to increase the number of the underrepresented gender in all NNIT's management levels (cf. ÅRL § 99 b)

To support the desired development at other management levels, and vice versa, NNIT has the following goals for our leaders on all levels:

- By 2025, both men and women should be represented by at least 30 per cent in all NNIT's management levels

3.3 Ambitions to increase the number of the underrepresented gender throughout NNIT's organization

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[1] https://itb.dk/tema/branchen-i-tal/beskaeftigelse/

Our ambition is furthermore to create a balanced gender representation reflecting the above targets throughout our organization.

To create the best prerequisites for achieving a balanced gender distribution in our top management and other management levels, and in order to bring into play all competencies, these ambitions are also targeted our value chain of leaders in NNIT.

We have set the following targets for gender balance across NNIT at all levels:

- NNIT will work to ensure that both women and men are represented by at least 30 per cent among our staff by 2025
- NNIT will work to ensure that candidates for our open positions represents a balanced gender distribution.

3.4 Objectives for a diverse composition of our management (cf. ÅRL § 107 d)

At NNIT, we work to ensure that our management is characterized by diversity with regards to, for example, age, gender, education, and professional background. This applies to our Board of Directors of the NNIT Board as well as our Top Management Group (NNITMAN).

We strive for this by:

- Aiming for a broad representation of characteristics in terms of gender, age, education, and professional background among our pool of candidates for managing positions
- Addressing the influence of bias – also unconsciously – and prejudices in our recruitment processes.

3.5 Objectives for diversity across NNIT

In order to create the best conditions for diversity in the company's management, and to bring all competencies into play, the policy is also aimed at creating an inclusive work climate in NNIT.

To support this development, we have set the following objectives:

- On an annual basis, we ask employees to (anonymously) assess the extent to which they experience fair treatment and equal opportunities

4. Implementing NNIT's Diversity & Inclusion Policy

NNIT strives to implement the above policy and goals through the efforts described in the following sections pkt. 4.1. - 4.5.

4.1 Advertising, recruiting, and screening

In NNIT, we have a special focus on integrating initiatives into our recruitment processes that help reduce bias and promote diversity and inclusion. In this way, we ensure that we have the best conditions for attracting and recruiting candidates with the best competencies for the individual job function.

We do this by:

- ensuring that all candidates are treated with respect
- ensuring that our recruitment process is driven by professional assessment criteria focusing on the candidate's competencies, experiences, and potential
- striving for a balanced representation in recruitment committees regarding gender, age, and other characteristics
- Writing job ads in a language that appeals to a broad and diverse field of candidates
- ensuring that spokespersons, images and material in our external communication, job ads and PR reflects a diverse workplace with room for differences
- stating clearly in job ads that all candidates are encouraged to apply for the given job regardless of their gender, age, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, skin color, and ethnic origin.
- spreading awareness of how unconscious bias can be recognized and reduced, and how to avoid prejudices.

4.2 Onboarding

All leaders in NNIT must know and adhere to our Diversity & Inclusion Policy to ensure that it is implemented in the daily management.

No employee should doubt that these areas are a high priority to NNIT and that we do not accept any discrimination, bullying, abusive behavior, and harassment.

The implementation is ensured by:

- newly hired leaders are asked to read and understand the policy and given the opportunity to ask questions and comment on the content. They are made aware of their responsibility to comply.
- our onboarding program for new employees in general involves communicating NNIT's focus on diversity and inclusion.

- new employees are informed about what to do should they experience discrimination, bullying, abusive behavior, or harassment.
- new employees are informed about the formal opportunities for advancement and career paths in NNIT in order to bring themselves into play, and so that NNIT creates the broadest possible internal recruitment basis.

4.3 Promotions, development, and retention

In NNIT, all decisions related to employees must be made solely on the basis of the employee's professional qualifications, experience, education and development potential, seen in relation to the individual's job function.

We are committed to developing our talents to the benefit of the employees' individual aspirations, and to the benefit of our business. Furthermore, 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.
- Ensuring that we have a diverse representation among candidates for our talent and leadership development programs and for management succession
- Assessing new leadership candidates on the basis of the candidate's potential as a leader and not just the candidate's experiences
- Offering mentor- and sponsorship programs where employees at all levels can seek advice and get inspiration from others
- Reviewing our entire organization bi-annually, including salaries with the intention of ensuring fair salaries for all and closing potential gender pay gaps across NNIT.

4.4 Flexible working conditions

NNIT employees are our most important resource. No employees are alike, we all have different needs and ways in which our potential and competencies are best brought into play. Considering our business, we therefore strive to offer working conditions that make it possible for the individual employee to accommodate their work life with their privacy and personal needs.

We do this by ensuring that:

- all employees are given the opportunity to ask their leader for more flexibility in their working conditions. This applies to all employees, not just parents or caregivers.

- employees in relevant job functions, and where it is currently estimated by the direct leader, can access the necessary IT equipment to be able to fulfill their position working from home.
- all leaders follow our remote work guidelines and offer clear guidance for their team

4.5 Offboarding

In cases where NNIT employees resign their position, we always try to identify and understand the motives behind the employee's decision. As a normal practice, the direct leader always follows up on the employee's decision to discover information and learnings about NNIT's work environment that might have had influence on the resignation.

We conduct exit interviews with HR and/or the direct leader of the resigning employee, focusing on reasons for and thoughts on the resignation.

We analyze if specific groups of employees leave NNIT, should there be a tendency we can somehow counteract.

5.0 Related policies

For other NNIT policies, please visit our website: https://www.nnit.com/about-us/corporate-responsibility/policies/