

Annual General Meeting 2019

March 7, 2019

Agenda

1. The report of the Board of Directors
Chairman Carsten Dilling
2. Presentation of the annual report 2018
CEO Per Kogut and CFO Carsten Krogsgaard Thomsen
3. Distribution of profits (meeting chairman)
4. Remuneration of the Board of Directors (meeting chairman)
5. Election of members for the Board of Directors (meeting chairman)
6. Appointment of auditors (meeting chairman)
7. Authorization to buy treasury shares (meeting chairman)
8. Proposals from the board of directors (meeting chairman)
9. Any other business (meeting chairman)

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2018 highlights

- 2018 at a glance
- Financial targets 2018
- Growth and strategy
- Corporate governance
- Management compensation
- Shareholder structure

2018 at a glance

- The IT market in general
 - Innovation
 - Artificial intelligence (AI)
 - Digital transformation
- NNIT 2018
 - Acquisition of Valiance Partners
 - New 2022 Strategy
 - New organization

Financial targets 2018

	Annual report 2017	1. quarter 2018	2. quarter 2018	3. quarter 2018	Realized 2018	Long term targets
Revenue growth in constant currencies*	4-7 %	3-6 %	3-6 %	4-7 %	5.8 % 5.5 % (reported)	≥ 5 % (reported)
						
Operating profit margin in constant currencies*	10-10.5 %	10-10.5 %	10-10.5 %	10-10.5 %	10.0 % 10.2 % (reported)	≥ 10 % (reported)
Investment/revenue	6-8 %	6-8 %	6-8 %	5-7 %	5.3 %	

* Constant currencies measured in 2017 average exchange rates

Business growth

A light teal world map is centered in the background of the slide. A semi-transparent grey horizontal band is overlaid across the middle of the map, containing three columns of text.

Revenue in
Denmark

DKK 2,629m

Revenue outside
Denmark

DKK 378m

Estimated market
growth

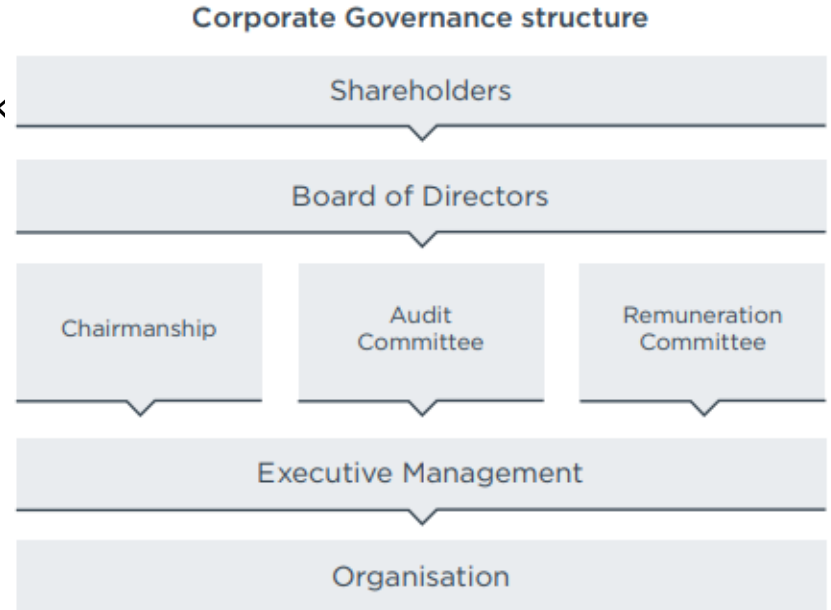
approx. 3 %

Corporate governance

Ensure efficient and adequate management of NNIT within the framework defined by

- applicable legislation
- rules and recommendations for listed companies in Denmark and
- NNIT's articles of association, vision, mission and values

NNIT adheres to the recommendations provided by the Danish Committee on Corporate Governance.



Headlines, Board of directors meetings 2018



- ✓ Q4 2017 results and Annual report 2017
- ✓ Auditor's Long-form Report Year End
- ✓ Digital Transformation and cloud game
- ✓ NNIT Vision, Mission and Values

- ✓ ITOS Operational Excellence program finalization
- ✓ Q1 deals, incl. STARK
- ✓ Intro to strategy process 2018
- ✓ AGM 2018

- ✓ Q1 results
- ✓ NNG development and risk picture
- ✓ Sourcing ratio development
- ✓ GDPR review
- ✓ External consultancy spend discussion

- ✓ Q2 results
- ✓ Strategy session 2018
- ✓ Novo Nordisk and Int. LS deep dive
- ✓ Innovation, Automation and artificial intelligence deep dive

- ✓ Q3 results
- ✓ Automation/ AI Projects
- ✓ Follow up on strategy
- ✓ Board organizational review
- ✓ Corporate Documents review and Board evaluation

- ✓ ITOS cost optimization targets
- ✓ Organic growth targets in the Life Sciences
- ✓ Risk Management review
- ✓ Corporate governance assessment

Compensation of management and employees

Bestyrelsen

- Fixed fee
- No incentive remuneration
- Travel allowance

Koncernledelsen

- Fixed salary
- Short and long incentive programs
- Possible extraordinary remuneration

Ledende medarbejdere

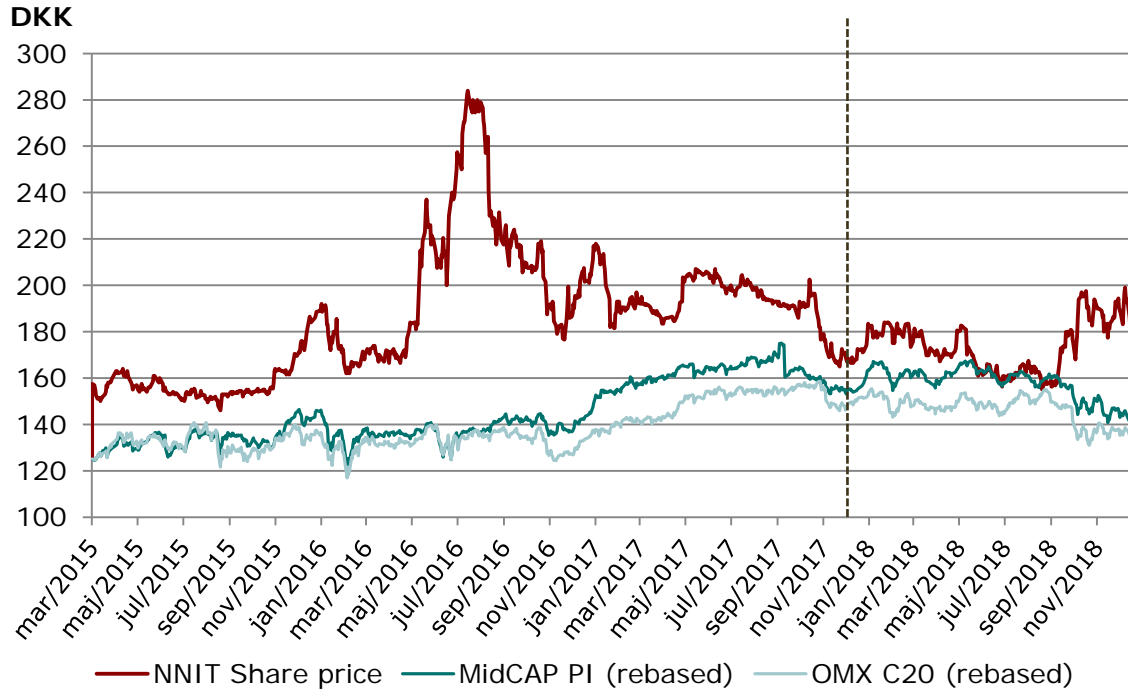
- Fixed salary
- Possible bonus
- Long term incentive program

Medarbejdere

- Fixed salary
- Possible bonus

NNIT share 2018

Share development March 6, 2015 – December 31, 2018

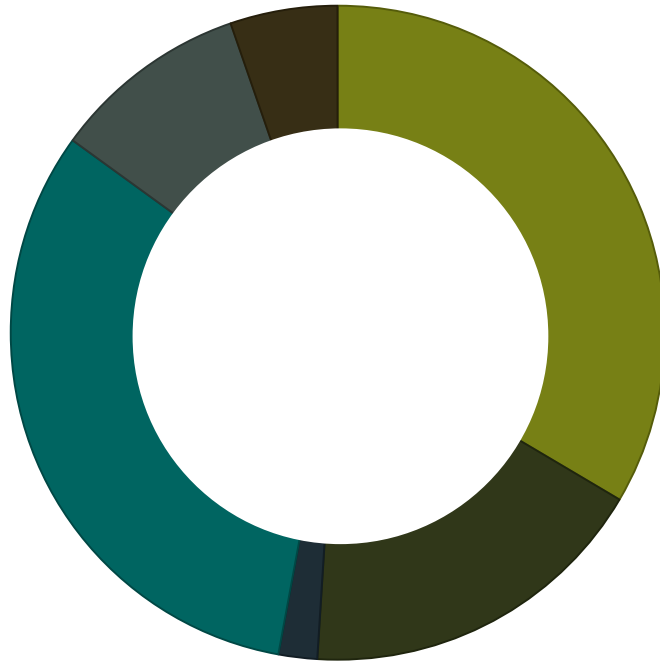


Share price,
2018 year-end:
DKK 183,20 per share

Market value,
2018 year-end:
DKK 4,580m.

Average yearly returns (CAGR)
(capital gains and dividends)
March 6, 2015 – December 31,
2018: 12,1 %

Shareholder structure, end of 2018

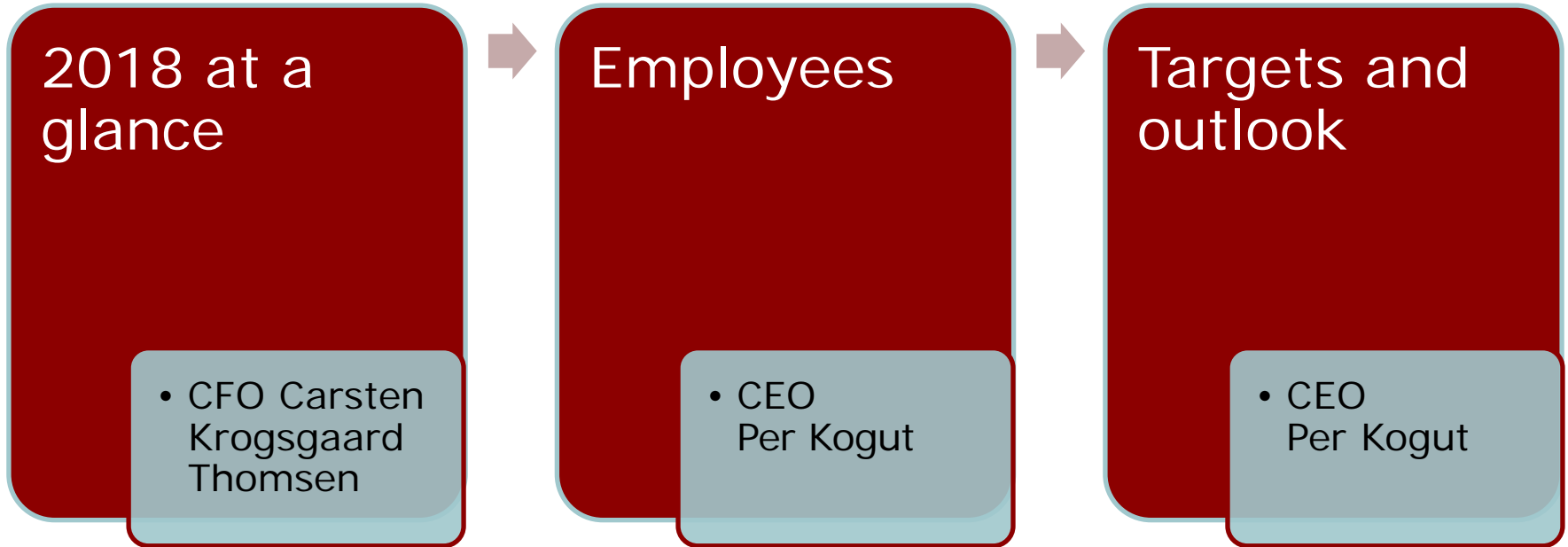


- Novo Holdings A/S 33,5 %
- Novo Nordisk A/S 17,5 %
- NNIT A/S 1,9 %
- Rest of Denmark 32,1 %
- Rest of Europe 9,7 %
- United States 5,3 %

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Presentation of the annual report



2018 at a glance

Revenue growth
reported currencies

3.007 mDKK

5,5 %



Free cash flow

116 mDKK

n/a

Operating profit

307 mDKK

17,2 %



Operating profit margin

10,2 %

1,0pp



Order backlog
2017

2.171 mDKK

- 1,9 %



Order backlog
2020-2021

2.404 mDKK

3,5 %



Revenue split per segment



ново нордиск

1,124

mDKK

Novo Nordisk

-5,2 %



794

mDKK

Enterprise

16 %



433

mDKK

Life Science

15,7 %



399

mDKK

Public

12,8 %



257

mDKK

Finans

1,3 %

3,298 $+ 7.4\%$
employees

62
nationalities

32 % women

68 % men

Employees with a
master's, PhD,
bachelor's , or other
professional degree

80 %

Employee
satisfaction

4,3 out of 5

Customer experience

A close-up, profile view of a man with a beard and short hair, wearing a black headset with a microphone. He is looking down and to the right, presumably at a computer monitor. The background is blurred, showing what appears to be an office or call center environment.

End-user surveys

4.4 (4.4)

Skala 1-5

EvalGO

4.2 (4.2)

Skala 1-5

Customer Satisfaction
Survey

3.7 (3.7)

Skala 1-5

Market trends



Strategy 2022

6-8 % organic growth in revenue
excl. Novo Nordisk Group

Profit margin over
10 %

Maintain strong
Novo Nordisk
relationship

Grow core
revenue

Grow
innovation

Grow life
sciences

Cost efficient delivery, sales and
support

Efficiency through automation
and artificial intelligence

Targets and outlook 2019

	Current guidance	Long term targets
Revenue growth in constant currencies*	3-6 %	6-8% excl. Novo Nordisk Group
Profit ration in constant currencies*	10-10,5 %	≥ 10 %
Investments/revenue	5-7 %	

*constant currencies measured in average 2017 exchange rates

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Distribution of profits

Proposal of distribution of profits

	DKK
Total comprehensive income (parent company)	197,763,777

To be distributed as follows:

	DKK
Interim dividend (DKK 2,00 per share of DKK 10)	49,070,662
Ordinary dividend (DKK 2,60 per share of DKK 10)	63,934,892
Reserve for IT development projects	7,598,293
Transferred to retained earnings	77,159,930
Total	197,763,777

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Remuneration of the Board of Directors

The Board of Directors proposes to maintain the same level of remuneration for the Board of Directors in 2019 as in 2018 and 2017.

Chairman (2.5*base fee)	DKK	750,000
Deputy chairman (1.5*base fee)	DKK	450,000
Members (base fee)	DKK	300,000
Chairman of the Audit Committee (additional 0.5*base fee)	DKK	150,000
Members of the Audit Committee (additional 0.25*base fee)	DKK	75,000
Members of the Remuneration Committee (additional 1/6 base fee)	DKK	50,000
Travel allowance (per meeting – members residing outside DK)	DKK	18,500

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Election to the Board of Directors I

The Board of Directors proposes re-election of

- Anne Broeng
- Carsten Dilling
- Peter Haahr
- Christian Kanstrup
- Eivind Kolding
- Caroline Serfass



Election to the Board of Directors II

- The Board of Directors proposes
 - Re-election of Carsten Dilling as Chairman and
 - Re-election of Peter Haahr as Deputy Chairman.



Election to the Board of Directors III

NNIT's Board of Directors then consists of:

- Carsten Dilling (Chairman)
- Anne Broeng
- Trine Io Bjerregaard (Employee-elected)
- Peter Haahr (Deputy Chairman)
- Christian Kanstrup
- Brankica Markovic (Employee-elected)
- Eivind Kolding
- Caroline Serfass
- Anders Vidstrup (Employee-elected)

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Appointment of auditors

- The Board of Directors proposes re-appointment of auditors
 - PriceWaterhouseCoopers

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Authorize purchase of treasury shares

The Board of Directors proposes

- that the general meeting authorizes the Board of Directors in the period until the annual general meeting in 2020 to approve the acquisition of treasury shares, on one or more occasions, with a total nominal value of up to 10% of the share capital of the Company, subject to the Company's holding of treasury shares after such acquisition not exceeding 10% of the share capital, at a price with a deviation of up to 10% of the share price quoted on Nasdaq Copenhagen at the time of the acquisition.

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Proposals from the Board of Directors

a) Proposal for the general meeting to approve the Company's revised Remuneration Policy.

The revised Remuneration Policy contains the following main changes:

- Amendments to ensure alignment with the current corporate governance recommendations
- Adjustment of the description of the Retention Program introduced in connection with the prolongation of the Launch Incentive Program and deletion of the sections on the now expired Launch Incentive Program
- The addition of section 3.8 "Extraordinary awards" regarding the possibility to award a one-off bonus or other extraordinary incentive-based award to members of the management corresponding to a maximum of 12 months' remuneration.

In addition, the revised Remuneration Policy contains amendments to reflect establishment of the Company's Remuneration Committee in December 2018 as well as certain editorial changes.

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