

# Remuneration Report

## 2021

NNIT A/S

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# 1 Introduction

In 2018 NNIT A/S' (NNIT or the Company) Board of Directors established a Remuneration Committee with responsibility to oversee the remuneration structure of the Executive Management and the Board of Directors. The Remuneration Committee is committed to ensure that the total remuneration offered provides appropriate incentives to meet and promote the interests and long-term sustainability of NNIT and NNITs strategy. The total remuneration must be reasonable and competitive to relevant benchmarks.

The Remuneration Committee makes recommendations to the NNIT Board of Directors who is overall responsible for the remuneration structure and actual remuneration.

The Remuneration Committee is committed to maintain a high level of transparency of remuneration paid to the Board of Directors and the Executive Management and how remuneration is linked to the performance of the Company and the interests of its shareholders in conformance with the Company's Remuneration Policy.

The Remuneration Report for 2021 is based on the Remuneration Policy, adopted at the Annual General Meeting in March 2020. Minor adjustments have been approved by the Board of Directors on June 24, 2021 and the updated version has been publicized. The principles for and overall level of remuneration to Executive Management remain largely unchanged. The Remuneration report for 2020 was approved on the Annual General Meeting without any remarks.

# 2 Business Performance in 2021

2021 had both positives and some negatives. The Life Sciences business unit continued a strong performance in 2021 with revenue growth, and with great potential going into 2022. A revenue decline was experienced within our Private & Public business unit, which to some degree could be explained by a discernible delay in public projects as a result of the COVID-19 pandemic, which imposed financial burdens on public budgets in 2020 and 2021. But NNIT also experienced a loss of tenders.

In general, the Infrastructure Outsourcing market has been under pressure as a result of gradual commoditization and intense competition – as well as the transition from classic infrastructure services to either hybrid or 100% Cloud solutions.

Looking into the future, our pipeline is promising, containing more of the type of projects we want, and we expect to capitalize on this. Going forward, we must find ways to better balance less profitable contracts with more profitable contracts – and to generally increase sales in key markets.

The negative financial performance has affected the variable remuneration elements awarded to Executive Management. Most notably, the Long-Term Incentive Program resulted in yet a sub-target allocation of shares in 2021, as the Program exclusively comprises financial performance (EBIT and Revenue) compared to budgeted targets. Consequently, the decline in the overall business performance, which affects

shareholders, has also had substantial impact on the total remuneration earned by Executive Management in 2021.

## 2.1 Performance under the Short-Term Incentive Program

The targets set out in the Short-Term Incentive Program for 2021 are, as in 2020, based on a Balanced Score Card. The Balanced Score Card comprises four Common Objectives and one Individual Objective. The Common Objectives are weighted 70% and the Individual Objective 30%. Each objective has defined sub-targets to be achieved. The four Common Objectives focus on Customers (15% weight), Financial (25% weight), Business Processes (15% weight) and ESG (15% weight), whereas the Individual Objective focuses on targets more personal to each member of the Executive Management, with specific focus on targets that will underpin and support the strategy.

A number of sub-targets and Key Performance Indicators are defined under the Common and Individual Objectives. These sub-targets are designed to achieve company performance with a short-term perspective in line with principles of the Company Remuneration Policy.

Fulfillment of targets in the Balanced Score Card is assessed by the Remuneration Committee and approved by the Board of Directors. In 2021, the overall performance on sub-targets set for ESG was met, whereas the sub-targets set for Customers, Business Processes and Financial the results were below target.

The performance under the Individual Objectives for the CEO and CFO has been met, thus resulting in a total performance under the STIP of between 36% and 50%. For the CEO the STIP is calculated pro rata based on his start date as CEO on 14 June 2021, which entails that he is eligible for 6.5/12 of the full year allocation.

## 2.2 Performance under the Long-Term Incentive Program

In 2021, the allocation under the Long-Term Incentive Program (EBIT and Revenue) was significantly affected by continued overall decline in the financial performance.

Realized EBIT, weighting 70% in calculating bonus allocation under the LTIP, was behind target and did not contribute to the total allocation. Revenue, weighting 30%, was also behind target. Pursuant to the provisions of the program, there will be allocated shares/cash equivalent to 13.7 % of target allocation to Executive Management and other participants, based on the calculation below.

| Target                                 | Weight | Allocation |
|--|--------|------------|
| EBIT before special items incl. hedges | 70%    | 0 %        |
| Revenue                                | 30%    | 13.7 %     |

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**Final allocation compared to target allocation**
**13.7 %**

### 3 Total remuneration for Executive Management in 2021

Total remuneration of Executive Management for the financial year 2021 and the four preceding financial years is detailed below.

In June 2021 Pär Fors replaced Per Kogut as CEO of NNIT. Per Kogut left the position as CEO on 13<sup>th</sup> June, 2021 but remains under contract with NNIT until the end of May 2022. In August 2020 Pernille Fabricius replaced Carsten Krogsgaard Thomsen as CFO. Carsten Krogsgaard Thomsen left the position as CFO on 3<sup>rd</sup> August 2020 but remained under contract with NNIT until the end of January 2021. The numbers shown below show the remuneration for Carsten Krogsgaard Thomsen for January 2021. As the reporting requirements in the financial statements in the Company's Annual Report are slightly different than the requirements for the Remuneration Report, a difference in numbers when comparing the Annual Report with the Remuneration Report will occur.

*Numbers shown in tDKK*

| Component                        | Pär Fors<br>(CEO)<br>(from 14<br>June<br>2021) | Per Kogut (former CEO until 13 June 2021) |               |              |               |               |
|----------------------------------|--|---|---------------|--------------|---------------|---------------|
|                                  | 2021   | 2021****                                  | 2020          | 2019         | 2018          | 2017          |
| Base Salary                      | 2,627  | 4,395                                     | 4,322         | 4,262        | 4,062         | 3,767         |
| STIP<br>(cash bonus)             | 1,300  | 2,210                                     | 1,926         | 1,619        | 1,949         | 1,200         |
| One-off<br>Bonus                 | -  | -   | 1,081         | -            | -             | -             |
| IPO LIP<br>Shares*               | n/a  | -   | -             | -            | 454           | 2,722         |
| LTIP<br>Share value              | 178  | 3,315                                     | 628           | 325          | 2,467         | 2,138         |
| Severance<br>Payment             | n/a  | 6,629                                     | -             | -            | -             | -             |
| Retention<br>Program<br>Shares** | n/a  | -   | 1,419         | 877          | 2,200         | -             |
| Pension                          | 0  | 1,928                                     | 1,562         | 1,471        | 1,503         | 1,242         |
| Benefits                         | 91   | 186                                       | 170           | 170          | 169           | 165           |
| <b>TOTAL</b>                     | <b>4,196</b>                                   | <b>18,663</b>                             | <b>11,108</b> | <b>8,725</b> | <b>12,818</b> | <b>11,234</b> |

Numbers shown in tDKK

| Component                        | Pernille Fabricius<br>(CFO) (from 3<br>August 2020) |             | Carsten Krogsgaard<br>Thomsen (former CFO till 31 January 2021) |              |              |              |              |
|----------------------------------|---|-------------|---|--------------|--------------|--------------|--------------|
|                                  | 2021  | 2020        | 2021  | 2020         | 2019         | 2018         | 2017         |
| Base Salary                      | 2,685   | 1,100       | 209   | 2,509        | 2,503        | 2,436        | 2,269        |
| STIP<br>(Cash Bonus)             | 729   | 299         | 68  | 682          | 576          | 779          | 480          |
| One-off Bonus                    | -   | 660         | -   | -            | -            | -            | -            |
| IPO LIP<br>Shares*               | n/a   | n/a         | -   | -            | -            | 267          | 1,604        |
| LTIP<br>Share value              | 185   | 123         | 12  | 292          | 151          | 1,183        | 1,038        |
| Retention<br>Program<br>Shares** | n/a   | n/a         | -   | 851          | 526          | 1,319        | -            |
| Sign-on<br>shares***             | -   | 1,980       | n/a   | n/a          | n/a          | n/a          | n/a          |
| Pension                          | 537   | 220         | 69  | 808          | 768          | 804          | 687          |
| Benefits                         | 165   | 71          | 14  | 170          | 170          | 169          | 165          |
| <b>TOTAL</b>                     | <b>4,301</b>  | <b>4453</b> | <b>372</b>  | <b>5,312</b> | <b>4,694</b> | <b>6,664</b> | <b>6,243</b> |

\* The value of IPO LIP Shares is based on the original share price of 125 DKK when the program was launched.

\*\* The share price used to show the value of Shares of the Retention Program is the share price at year end of the respective financial years, which in 2020 was 122.10 DKK. Shares deriving from the Retention Program will be released in January 2021.

\*\*\* The value of the Sign-on Shares is shown as the value representing 9 months base salary, which was granted in 2020.

\*\*\*\* Compensation to Per Kogut cannot directly be reconciled to the Annual Report as different principles have been applied regarding allocation of compensation to the different financial years.

The total remuneration earned by Pär Fors, who was appointed CEO on 14<sup>th</sup> June 2021, was 4.2 mDKK. He is eligible to participate in both STIP and LTIP in 2021 with a pro rate share of the full year allocation based on his employment as per 14<sup>th</sup> June 2021, corresponding to 6,5/12 of the full year allocation for 2021. He has been guaranteed minimum STIP for 2021 equivalent to target. The base salary amounted to DKK 2.6mDKK (63 % of the total remuneration in 2021) and the cash bonus (STIP) amounted to 1.3mDKK (31 % of the total remuneration in 2021). The fixed remuneration accounts for 65 % of the CEO's total remuneration, and the variable for 35 %.

The total remuneration earned by Per Kogut as CEO in 2021 was 12,034 mDKK (excluding severance pay), representing an increase of 8.3% compared to 2020. The base salary amounted to 4.3mDKK (36.5 % of the total remuneration in 2021) and the cash bonus (STIP) amounted to 2.2mDKK (18.4 % of the total remuneration in 2021) based on agreement upon termination of contract. The fixed remuneration accounts for 54 % of the CEO's total remuneration, and the variable for 46 %.

The Total remuneration earned by Pernille Fabricius in 2021, was 4.3 mDKK. The base salary amounted to DKK 2.7mDKK (62 % of the total remuneration in 2021) and the cash bonus (STIP) amounted to 0.7 mDKK (16.9 % of the total remuneration in 2021). The fixed remuneration accounts for 79 % of the CFO's total remuneration, and the variable for 21 %.

In connection with the appointment of Pernille Fabricius as CFO, the Board of Directors approved a grant of restricted shares in NNIT totaling a value of 9 months fixed base salary. The shares will vest over a 3-year period in 2021, 2022 and in 2023 at the publication of the annual report for the preceding year subject to continued employment.

| Sign-on share allocation and vesting, subject to continued employment | Pernille Fabricius (CFO) |        |        |        |
|---|--------------------------|--------|--------|--------|
|   | 2020                     | 2021   | 2022   | 2023   |
| Original Share allocation   | 18,283                   | -      | -      | -      |
| Vesting shares  | -                        | 6,094  | 6,094  | 6,095  |
| Allocation price (DKK)  | 108.30                   | 108.30 | 108.30 | 108.30 |

No payment from other group related companies has been made to members of Executive Management.

## 4 Share based incentives

### 4.1 Long-Term Incentive Program

Below is an overview of shares/cash allocated for performance in 2021 under the Long-Term Incentive Program for Executive Management and the four preceding years. The bonus will vest and be released to the participants after expiry of the 3-year vesting period.

Consequently, shares/cash allocated under LTIP2021 will be released to the participants in 2025 upon publication of the annual report for 2024. Shares/cash allocated under the Long-Term Incentive Program is subject to claw-back during the vesting period. Claw back has not been applied to shares under the Long-Term Incentive Program released in 2021.

| Share allocation under LTIP     | Pär Fors (CEO from 14 June 2021) | Per Kogut (former CEO till 13 June 2021) |        |        |        |        |
|---------------------------------|----------------------------------|--|--------|--------|--------|--------|
|                                 | 2021                             | 2021                                     | 2020   | 2019   | 2018   | 2017   |
| Number of shares                | 1,636*                           | 30,457                                   | 5,801  | 1,740  | 13,649 | 11,478 |
| Share price at allocation (DKK) | 108.83*                          | 108.83                                   | 108.30 | 187.26 | 180.73 | 186.25 |
| Value at allocation (tDKK)      | 178                              | 3,315                                    | 628    | 325    | 2,467  | 2,138  |

| Share allocation under LTIP     | Pernille Fabricius (CFO) (from 3 August 2020) |       | Carsten Krogsgaard Thomsen (former CFO) |        |        |        |        |
|---------------------------------|---|-------|---|--------|--------|--------|--------|
|                                 | 2021  | 2020  | 2021                                    | 2020   | 2019   | 2018   | 2017   |
| Number of shares                | 1,699*  | 1,133 | 109*                                    | 2,693  | 808    | 6,548  | 5,571  |
| Share price at allocation (DKK) | 108.83*                                       | 108,3 | 108.83*                                 | 108.30 | 187.26 | 180.73 | 186.25 |
| Value at allocation (tDKK)      | 185   | 123   | 12                                      | 292    | 151    | 1,183  | 1,038  |

\*Share prize from beginning of period. The actual allocation share prize is defined as the average trading price of NNIT shares on Nasdaq Copenhagen across the first open trading window after announcement of the annual report for 2021.

Allocated shares have a vesting period of 3 years, starting on the day of the announcement of the annual report for the year of the allocation.

The table below show the number of shares vested in 2021 under the Long-Term Incentive Program and thus released to Executive Management after the expiry of the 3-year vesting period.

Shares released in 2021 originates from an allocation based on performance in 2017.

| Shares released under LTIP program in 2021 | Per Kogut (CEO) | Carsten Krogsgaard Thomsen (former CFO) |
|--|-----------------|---|
|  | 2021 (2017)     | 2021 (2017)                             |
| Number of shares                           | 11,478          | 5,571                                   |
| Value at vesting (tDKK)*                   | 1,208           | 586                                     |

\* The share price at vesting and release of shares to share custody accounts on 29 January 2021 was 105,25 DKK.

## 5 Remuneration to the Board of Directors in 2021

In March 2021, the general meeting approved to keep the Board of Directors' fixed annual base fee unchanged at DKK 300,000. The Chairmanship and the members of the various Board committees receive a multiple of the base fee for their extra work in addition to the above-mentioned base Board fee. Employee-elected board members' remuneration pursuant to their employment is not covered by this report.

### Remuneration of the Board of Directors:

|   |             |
|---|-------------|
| Chairman (3 * base fee)                                     | DKK 900,000 |
| Deputy chairman (1.5 * base fee)                            | DKK 450,000 |
| Ordinary members (base fee)                                 | DKK 300,000 |
| Chairman of the Audit Committee (additional 0.5 * base fee) | DKK 150,000 |



|  |            |
|--|------------|
| Member of the Audit Committee (additional 0.25 * base fee) | DKK 75,000 |
| Member of the Remuneration Committee                       | DKK 50,000 |
| Member of Strategy Committee (ad hoc committee)*           | DKK 50,000 |
| Travel allowance (for members residing outside Denmark)    | DKK 18,500 |

\* In August 2019 the Board established an ad hoc Strategy Committee to assist in the strategy work. The Committee was dissolved on December 12, 2019.

Total remuneration of the Board of Directors for the financial year 2021 and the four preceding financial years is detailed below.

In addition to the fees below, the Company may pay social security duties and other taxes imposed by authorities outside of Denmark in relation to the Board members' fees. No such duties were paid in 2021.

No payment by other group related companies has been made to member of the Board of Directors in their capacity as board member in NNIT.

Numbers shown in tDKK

| Board of Directors               | 2021         |                        |             |                | 2020         |   |           |              |
|----------------------------------|--------------|------------------------|-------------|----------------|--------------|---|-----------|--------------|
|                                  | Base Fee     | Fee for Committee work | Travel      | Total          | Base Fee     | Fee for ad hoc tasks and Committee work | Travel    | Total        |
| Carsten Dilling (Chairman)       | 900          | 50                     | -           | 950            | 750          | 50                                      | -         | 800          |
| Peter H.J. Haahr (Vice Chairman) | 450          | 50                     | -           | 500            | 450          | 50                                      | -         | 500          |
| Anne Broeng (Chairman of AC)     | 300          | 150                    | -           | 450            | 300          | 150                                     | -         | 450          |
| Eivind Kolding (Chairman of RC)  | 300          | 125                    | -           | 425            | 300          | 125                                     | -         | 425          |
| Christian Kanstrup               | 300          | 75                     | -           | 375            | 300          | 75                                      | -         | 375          |
| Caroline Serfass                 | 300          | -                      | 18.5        | 318.5          | 300          | -                                       | 37        | 337          |
| Anders Vidstrup                  | 300          | -                      | -           | 300            | 300          | -                                       | -         | 300          |
| Trine Iø Bjerregaard             | 300          | -                      | -           | 300            | 300          | -                                       | -         | 300          |
| Camilla Kongsted                 | 300          | -                      | -           | 300            | 125          | -                                       | -         | 125          |
| Brankica Markovic (resigned)     | -            | -                      | -           | -              | 175          | -                                       | -         | 175          |
| Henrik Andersen (resigned)       | -            | -                      | -           | -              | -            | -                                       | -         | -            |
| Alex S. Jacobsen (resigned)      | -            | -                      | -           | -              | -            | -                                       | -         | -            |
| John Beck (resigned)             | -            | -                      | -           | -              | -            | -                                       | -         | -            |
| René Stockner (resigned)         | -            | -                      | -           | -              | -            | -                                       | -         | -            |
| Jesper Brandgaard (resigned)     | -            | -                      | -           | -              | -            | -                                       | -         | -            |
| <b>TOTAL</b>                     | <b>3,450</b> | <b>450</b>             | <b>18.5</b> | <b>3,918.5</b> | <b>3,300</b> | <b>450</b>                              | <b>37</b> | <b>3,787</b> |

| Board of Directors               | 2019         |   |             |              | 2018         |   |            |              | 2017         |   |            |              |
|----------------------------------|--------------|---|-------------|--------------|--------------|---|------------|--------------|--------------|---|------------|--------------|
|                                  | Base Fee     | Fee for ad hoc tasks and Committee work | Travel      | Total        | Base Fee     | Fee for ad hoc tasks and Committee work | Travel     | Total        | Base Fee     | Fee for ad hoc tasks and Committee work | Travel     | Total        |
| Carsten Dilling (Chairman)       | 750          | 50                                      | -           | 800          | 750          | -                                       | -          | 750          | 688          | -                                       | -          | 688          |
| Peter H.J. Haahr (Vice Chairman) | 450          | 50                                      | -           | 500          | 450          | -                                       | -          | 450          | 356          | -                                       | -          | 356          |
| Anne Broeng (Chairman of AC)     | 300          | 150                                     | -           | 450          | 300          | 150                                     | -          | 450          | 300          | 150                                     | -          | 450          |
| Eivind Kolding (Chairman of RC)  | 300          | 125                                     | -           | 425          | 300          | 75                                      | -          | 375          | 300          | -                                       | -          | 300          |
| Christian Kanstrup               | 300          | 87.5                                    | -           | 387.5        | 300          | 56                                      | -          | 356          | -            | -                                       | -          | -            |
| Caroline Serfass                 | 300          | 12.5                                    | 92.5        | 405          | 300          | -                                       | 74         | 374          | -            | -                                       | -          | -            |
| Anders Vidstrup                  | 300          | -                                       | -           | 300          | 300          | -                                       | -          | 300          | 300          | -                                       | -          | 300          |
| Trine Iø Bjerregaard             | 250          | -                                       | -           | 250          | -            | -                                       | -          | -            | -            | -                                       | -          | -            |
| Camilla Kongsted                 | -            | -                                       | -           | -            | -            | -                                       | -          | -            | -            | -                                       | -          | -            |
| Brankica Markovic (resigned)     | 250          | 12.5                                    | -           | 262.5        | -            | -                                       | -          | -            | -            | -                                       | -          | -            |
| Henrik Andersen (resigned)       | 75           | -                                       | -           | 75           | 300          | -                                       | -          | 300          | -            | -                                       | -          | -            |
| Alex S. Jacobsen (resigned)      | -            | -                                       | -           | -            | -            | -                                       | -          | -            | 300          | 75                                      | -          | 375          |
| John Beck (resigned)             | -            | -                                       | -           | -            | 75           | 19                                      | 37         | 131          | 300          | 75                                      | 193        | 568          |
| René Stockner (resigned)         | -            | -                                       | -           | -            | 75           | -                                       | -          | 75           | 300          | -                                       | -          | 300          |
| Jesper Brandgaard (resigned)     | -            | -                                       | -           | -            | -            | -                                       | -          | -            | 138          | -                                       | -          | 138          |
| <b>TOTAL</b>                     | <b>3,275</b> | <b>487.5</b>                            | <b>92.5</b> | <b>3,855</b> | <b>3,150</b> | <b>300</b>                              | <b>111</b> | <b>3,561</b> | <b>2,982</b> | <b>300</b>                              | <b>193</b> | <b>3,475</b> |

## 6 Comparison between remuneration of Executive Management, the Board of Directors and average remuneration of employees

Pursuant to the corporate governance regulation a comparison between i) the yearly change in the remuneration of Executive Management and of the Board of Directors, ii) the yearly change in the company's results and iii) the yearly change in the average remuneration of employees of the company must be made.

The comparison and year-on-year changes for Executive Management and the Board of Directors is made using annualized numbers. Consequently, if a member of Executive Management or the Board of Directors has been appointed during the year – the comparison is made on the basis of annualized full year remuneration and annualized fixed fees in order to make it comparable.

The average remuneration per employee is shown as the average salary per FTE (Full Time Equivalent Employee) in Denmark (NNIT A/S) as the Executive Management is employed in NNIT A/S and paid in DKK.

The average remuneration of FTEs in the company includes salary, bonuses, and all other benefits paid by NNIT A/S.

| Yearly change in Remuneration for the Executive Management |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|
|  | 2021   | 2020   | 2019   | 2018   | 2017   |
|  | Change | Change | Change | Change | Change |
| Pär Fors (CEO)   | n/a    | n/a    | n/a    | n/a    | n/a    |
| Per Kogut (former CEO)                                     | 8%     | 27%    | -32%   | 14%    | 2%     |
| Pernille Fabricius (CFO)                                   | -38%*  | n/a    | n/a    | n/a    | n/a    |
| Carsten Krogsgaard Thomsen (former CFO)                    | -16%** | 13%    | -30%   | 7%     | 3%     |

\* Change from 2020 to 2021 is due to Sign On shares being granted in relation to hire in 2020 (equal to 9 months' salary) as well as a one-off bonus of 3 months' salary.

\*\* Change from 2020 to 2021 is due to low performance for LTIP in 2021

| Yearly change in Remuneration (annual fee) for the Board of Directors |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|
|   | 2021   | 2020   | 2019   | 2018   | 2017   |
|   | Change | Change | Change | Change | Change |
| Carsten Dilling (Chairman)*   | 19%    | 0%     | 7%     | 0%     | 66%    |
| Peter H.J. Haahr (Vice Chairman)**                                    | 0%     | 0%     | 11%    | 0%     | n/a    |
| Anne Broeng (Chairman of AC)  | 0%     | 0%     | 0%     | 0%     | 0%     |
| Eivind Kolding (Chairman of RC)***                                    | 0%     | 0%     | 13%    | 25%    | 0%     |
| Christian Kanstrup****  | 0%     | 0%     | 9%     | n/a    | n/a    |
| Caroline Serfass  | 0%     | 0%     | 4%     | n/a    | n/a    |
| Anders Vidstrup   | 0%     | 0%     | 0%     | 0%     | 0%     |
| Trine Iø Bjerregaard  | 0%     | 0%     | n/a    | n/a    | n/a    |
| Camilla Kongsted  | 0%     | n/a    | n/a    | n/a    | n/a    |
| Brankica Markovic (resigned)  | n/a    | 0%     | n/a    | n/a    | n/a    |
| Henrik Andersen (resigned)  | n/a    | n/a    | 0%     | n/a    | n/a    |
| Alex S. Jacobsen (resigned)   | n/a    | n/a    | n/a    | n/a    | 0%     |
| John Beck (resigned)  | n/a    | n/a    | n/a    | 0%     | 0%     |
| René Stockner (resigned)  | n/a    | n/a    | n/a    | 0%     | 0%     |
| Jesper Brandgaard (resigned)  | n/a    | n/a    | n/a    | n/a    | 0%     |

\* Change from 2016 to 2017 is related to the appointment from Vice Chairman to Chairman. Change from 2018 to 2019 is related to appointment as member of Remuneration Committee. Changes from 2020 to 2021 is due to Chairman receiving 3 times base fee, up from 2,5 time base fee previously.

\*\* Change from 2018 to 2019 is related to appointment as member of Remuneration Committee.

\*\*\* Change from 2017 to 2018 is related to appointment as member of Audit Committee. Change from 2018 to 2019 is related to appointment as Chairman of Remuneration Committee.

\*\*\*\* Change from 2018 to 2019 is related to appointment as member of Audit Committee

| Yearly change in average remuneration of FTEs in NNIT A/S |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|
|   | 2021   | 2020   | 2019   | 2018   | 2017   |
|   | Change | Change | Change | Change | Change |
| FTEs in NNIT A/S  | 1%     | -1%    | 6%     | -3%    | -2%    |

| Results of the Company |              |               |                  |               |
|------------------------|--------------|---------------|------------------|---------------|
|                        | EBIT (mDKK)* | Yearly change | Revenue (mDKK)** | Yearly change |
| 2021                   | 142          | -14%          | 2.887            | 1,7%          |
| 2020                   | 174          | -19%          | 2.816            | -8%           |
| 2019                   | 215          | -30%          | 3.058            | 2%            |
| 2018                   | 307          | 11%           | 3.007            | 5%            |
| 2017                   | 262          | -11%          | 2.851            | 3%            |

\* EBIT is calculated before special items and M&A corrections plus eventual gains/losses from hedging

\*\* Revenue is calculated with M&A corrections

## 7 Deviations from the Remuneration Policy

There have been no deviations from the Remuneration Policy in 2021.

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## 8 Statement of the Board of Directors on Remuneration Report

The Board of Directors has today considered and adopted the Remuneration Report of NNIT A/S for financial year 2021.

The Remuneration Report is prepared in accordance with section 139 b of the Danish Companies Act.

The Remuneration Report is submitted to the General Meeting for an indicative vote.

Copenhagen, 28 January 2022

### **Board of Directors**

Carsten Dilling  
(Chairman)

Peter Haahr

Caroline Serfass

Christian Kanstrup

Anne Broeng

Eivind Kolding

Camilla Christensen

Trine Bjerregaard

Anders Vidstrup

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## 9 Independent Auditor's Statement on Remuneration Report

To the Shareholders of NNIT A/S

According to section 139 b of the Danish Companies Act, Management is responsible for preparing a Remuneration Report in accordance with the Remuneration Policy adopted at the General Meeting.

Our opinion on the audit of the Consolidated Financial Statements and the Parent Company Financial Statements does not include the Remuneration Report, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Consolidated Financial Statements and the Parent Company Financial Statements for 2021, it is, however, our responsibility pursuant to section 147 of the Danish Companies Act to verify that all disclosures required under section 139 b(3) of the Danish Companies Act are included in the Company's Remuneration Report for 2021.

We found no reason to point out any omissions with respect to the disclosures included in the remuneration report for 2021.

Copenhagen, 28 January 2022

**PricewaterhouseCoopers**

Statsautoriseret Revisionspartnerselskab

CVR No 33 77 12 31

Mogens Nørgaard Mogensen  
State Authorised Public Accountant  
mne21404

Søren Ørjan Jensen  
State Authorised Public Accountant  
mne33226