Corporate Responsibility Report 2020

Including UN Global Compact 2020 Communication on Progress Report

NNIT A/S, Oestmarken 3A, DK-2860 Soeborg • CVR no. 21 09 31 06

NNIT
We make a mark

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A message from our CEO

NNIT Continues to Make a Mark

In 2020, we continued striving to make a mark in business and society, more so in the latter than ever before. As we enter 2021, we are committed to developing our business based on the combination of running a profitable company with continued growth, while continuing to act in a responsible manner.

NNIT is a company that runs on people power, and with that comes a strong culture. Our values are deeply rooted in us, and as we as individual employees pride ourselves on being **open and honest, conscience driven,** and **value adding,** we must live up to these values as a company as well.

During the past 12 months, we have conducted workshops, sought advice, and allocated resources enabling us to increase focus on our Corporate Responsibility. In the beginning of 2020, we committed to contributing to two additional Sustainable Development Goals, and we are now reporting more extensively on our Environmental, Social, and Governance Principles (ESG). The independent ESG and corporate governance research and rating company, Sustainalytics recently rated this work in NNIT and will do so on an annual basis going forward. I am proud to say that our first official ESG rating by an external partner places us in the top 100 global companies in our industry.

With this document, we also confirm our support of the ten principles of the United Nations Global Compact and describe our actions to continually improve the integration of the principles in our business. It also includes our Statutory Statement pursuant to sections 99a and 99b of the Danish Financial Statements Act for the financial year 2020.

Best regards,

Per Kogut, President and CEO

COMMUNICATION ON PROGRESS

UN GLOBAL COMPACT

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

PER KOGUT, CEO

NNIT Group at a Glance

NNIT is a leading provider of IT transformation services and solutions to international life sciences companies and for the Danish private and public sector.

At NNIT, we believe that we can make a mark in business and society together with our customers and partners. Standing firmly on our three core values, this is the NNIT way:

Aspiration

Together we make a mark in business and society; bringing digital transformation to life.

Strategy

We provide Winning Solutions based on Proven Concepts delivered Fit for Purpose and First Time Right.

Values

Open and honest
Conscience driven
Value adding

Business Model

Make a mark on business and society

Customers

NNIT drives business change and transformation at a high pace while delivering sustainable business results and keeping the business secure and compliant.

Employees

NNIT creates jobs and develops talents and careers in all locations where NNIT is present.

Society

At NNIT, we want to make a mark and support initiatives that inspire the young generation to explore the potential of IT careers – ultimately strengthening the talent pool, not just for the benefit of NNIT, but for society in general.

Shareholders

NNIT intends to deliver a competitive return to its shareholders through a dividend pay-out ratio of at least 45%.

We bring digital transformation to life

Advise

As digital solutions and technology are transforming all industries, the opportunities and threats they present are dramatically expanding the role of the information technology executive. NNIT consultants bring a deep understanding of digital solutions and business to enable customers to compete sustainably in the digital age.

Build

Within our Winning Solutions areas, we build and deliver proven concepts to our customers. Based on a solid understanding of our customers' business strategy, employees and culture, we develop and implement fit-for-purpose solutions that drive tangible change and benefits.

Operate

The world operates 24/7 and relies heavily on digital business-critical services to do so. To that end, NNIT offers infrastructure and application services in a hybrid cloud setup, so that customers can focus more on their business results and less on maintenance and operations.

Support

Employee and customer experience is the new battlefield. To enable our customers to succeed in this area, NNIT offers a broad range of support services, providing everything from call center services to full-service desk services.

NNIT

People

At NNIT, we strongly believe that happy employees make happy customers who buy more. Our aspiration, strategy and culture inspire and guide all employees, providing a strong foundation for further growth. We rely heavily on our highly talented and loyal employees, who are passionate about making a mark. Digital transformation is all about solving real problems for real people.

How we work

Local presence coupled with a strong and mature global delivery model enables proximity to customers, and we offer delivery using either agile methods or more classic models. We focus on making our deliveries fit for purpose and delivered right the first time, every time.

Financial strength

With a strong balance sheet, NNIT has access to capital for investments and strategic growth and can ensure customers that we are here for the long run.

Strategy

Value creation through customer centricity, Winning Solutions and a strong heritage, are key elements in the NNIT strategy moving forward.

We implemented several changes to our existing strategy at the start of 2020. We shifted focus to specific Winning Solution areas that would fuel the continued growth of NNIT. The expectation is that revenues from Winning Solutions will continually provide a larger share of NNIT's total business.

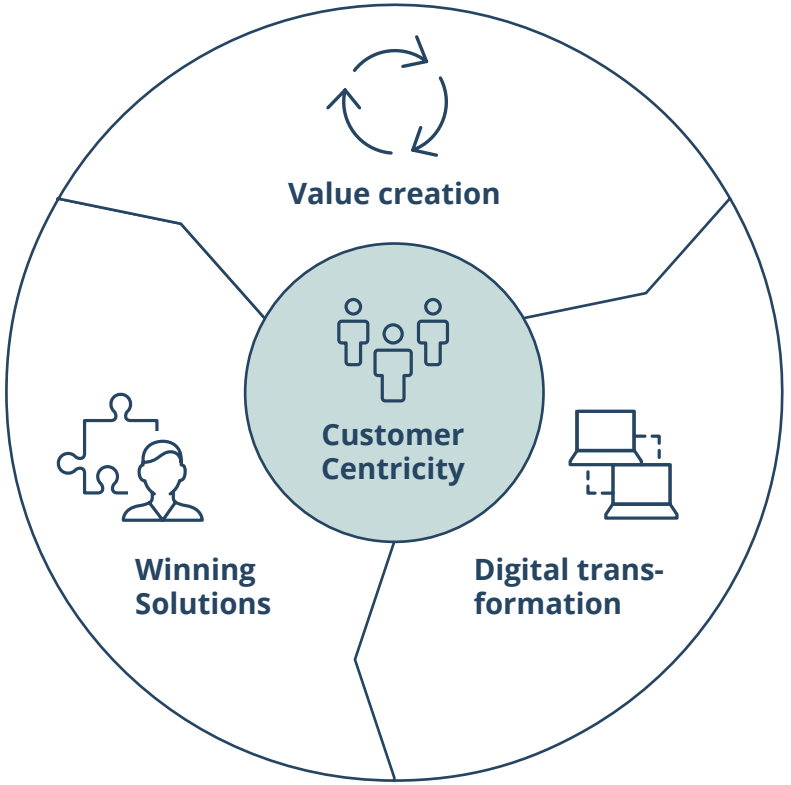
The impact of COVID-19 on our Winning Solutions areas was, in most cases, minimal. Some Winning Solutions even benefitted positively from the impact, including Hybrid Cloud and employee experience, as more employees were forced to work from home and required cloud-based options.

Moving into 2021, we see that the Winning Solution strategy is working, with strong profitable growth in these areas. The increased investments in Winning Solutions are also being recognized by our customers. We will continue to monitor progress and accelerate our Winning Solutions areas with increased investments when appropriate.

Strategy highlights:

- Customer focus is the core of everything we do
- Sharp focus on selected growth pockets with Winning Solutions
- M&A Life Sciences and specific technology areas
- Diverse business model with focus on Private & Public in Denmark and Life Sciences internationally
- Operational excellence with restructuring on track

Our ability to execute on the strategy is rooted in our strong values. A successful execution of the strategy will bring us closer to our aspiration to make a mark.



At the core of our business strategy, we continue to focus on our Life Sciences customers – in Denmark and internationally – and we continue focus on Private & Public customers in Denmark.

As laid out in the Market Trends section, our customers look to create value for their businesses and organizations through digital business transformation. To that end, NNIT offers a variety of Winning Solutions that enable fast value creation.

The Winning Solutions are successful due to our strong customer understanding - and because the Winning Solutions are delivered as proven concepts that are built fit for purpose and delivered first time right.

Our Responsibility

To us, putting good IT into practice for our customers also means making a more positive mark on society. In 2020, we continued to be a responsible company, and we embarked on several new initiatives contributing to a more sustainable future – for NNIT and our surroundings.

Making a mark

Our work with corporate responsibility is rooted in our culture and aspiration: **We want to make a mark in business and society; bringing digital transformation to life.**

This work is framed in our commitment to the UN Sustainable Development Goals described on pages 10-14.

In addition to a general approach to proper and fair business conduct, we support the principles of responsible business in the UN Global Compact as is described in this report.

Digital transformation, on which we build our aspiration, plays a crucial role in the green transition of the global society. At the same time, the IT industry is one of the biggest contributors when it comes to CO_2 emissions. As a conscience-driven player in the IT industry, we want to explore how IT and digitization can lead to a more sustainable future. And we want to enable a dialogue – leading to action – with our stakeholders about the sustainable digital transformation.

This ambition will affect our way of doing business in 2021 more than ever.

NNIT's commitments

NNIT is committed to the UN Global Compact[1], the Universal Declaration of Human Rights[2], the UN Convention against Corruption[3], the International Labor Organization's conventions and declarations, including the Rio Declaration on Environment and Development, convention no. 1554, and the Declaration on Fundamental Principles and Rights at Work[5].

[1] https://www.unglobalcompact.org/

[2] https://www.un.org/en/universal-declaration-human-rights/index.html

[3] https://www.unodc.org/unodc/en/corruption/tools_and_publications/UN-convention-against-corruption.html

[4] https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf and https://legal.un.org/avl/pdf/ha/dunche/rio_ph_e.pdf

[5] https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_467653.pdf

Our People

NNIT runs on people power. Together, we make the NNIT wheels spin, working in all time zones for customers around the world.

As a business, we are highly dependent on attracting and retaining the right talent, from experienced specialists to the talents of tomorrow. In 2020, we continued to invest in our people and in improving our brand as an employer.

Motivated, engaged and passionate people are crucial drivers for NNIT in the pursuit of excellence. In 2020, the results of our engagement measurement and satisfaction survey again saw a high score; 4.3 out of 5.

All NNIT employees are continuously offered development programs and training and everyone has an ongoing dialogue with their manager about their current and future career. As such, the main risks identified in relation to Corporate Social Responsibility are related to company brand and reputation and our ability to attract and retain the required talent. Measures installed to mitigate such risks are described in this report as well as in the Annual Report 2020.

The Individual Development Plan (IDP) captures the employee-management development dialogue. The IDP is strength-oriented and zooms in on opportunities and areas where the employee can do what they are best at and enjoy most in their job.

Discover Your Leadership Potential (DYLP) is an annual program aimed at developing talented employees with potential for becoming a people leader. Since NNIT initiated the program in 2007, 328 employees have completed DYLP.

To be top of mind among future talents in the IT industry, we participate in case competitions at universities, and we invite students to write their master's thesis with us. We invest in students on all levels and offer them insights into the industry and support as they transform their theoretical knowledge into real-life problem solving.

Employee Satisfaction Score

4.3

NNIT employees rate their job satisfaction 4.3 out of 5

People Highlights

Nationalities

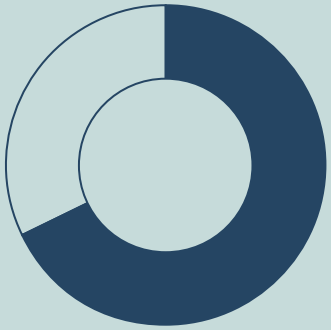
+60

Number of employees at year-end

3,171

Gender distribution at NNIT

%



32% Female

68% Male

Number of certificates held by employees

5,060

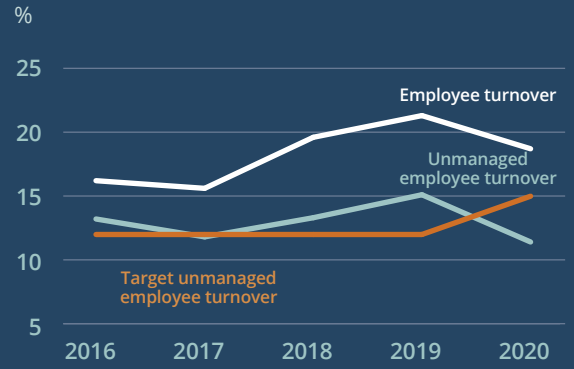
Promotions

%

14%

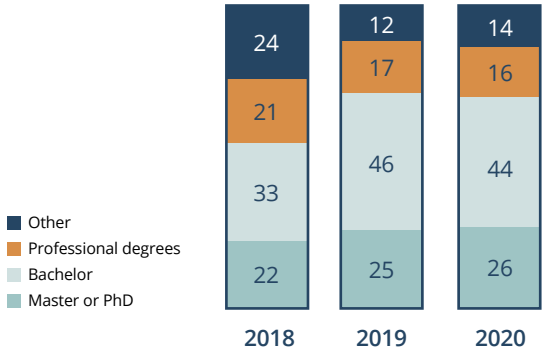
Employee turnover

%



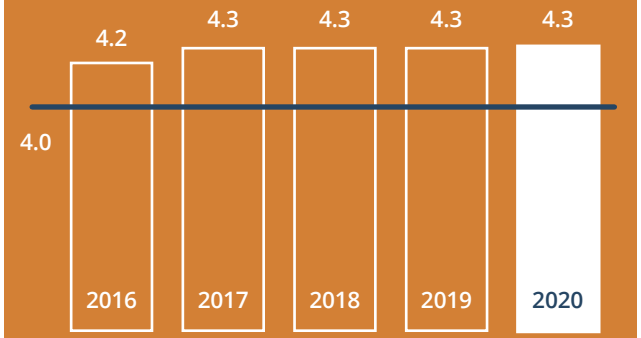
Overview of employees' education

%



Employee satisfaction score

Target: 4.0 (Scale 1-5)



Human Rights Principles

NNIT acknowledges the requirements of the Universal Declaration of Human Rights and the United Nations Convention against Corruption, and we ask all our employees to work actively to ensure continued compliance in all their work.

In all aspects, NNIT respects and acknowledges cultural difference and disassociates itself from discrimination based on race, religion, gender, age, nationality or sexual orientation.

NNIT places high priority on a sound and healthy work environment, as it is a precondition for flexibility, adaptability and personal development.

Supplier requirements

We require that our suppliers respect the human rights of workers and treat employees with dignity and respect. Our suppliers are expected to adhere to (as a minimum) the following requirements on labor practices:

- **Wages and benefits** Suppliers shall pay 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 holiday** Suppliers shall not breach local regulations on working hours and shall remunerate overtime in accordance with local laws and regulations as a minimum.
- **Child labor** Suppliers shall 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 above the minimum age and below the age of 18, may only be employed for non-hazardous work.
- **Freely chosen employment** Suppliers shall not use forced or involuntary labor e.g. forced, bonded, indentured or involuntary prison labor.
- **Freedom of association and collective bargaining** Suppliers shall respect the rights of employees established in local law to join or not join labor unions, seek representation and join worker organizations.
- **Non-discrimination** Suppliers shall not discriminate in their hiring or employment practices on grounds of race, caste, national origin, religion, age, disability, gender, marital status, pregnancy, sexual orientation, union membership or political affiliation.
- **Treatment of employees** Suppliers shall treat their employees with respect and dignity and shall not subject them to any kind of cruel, inhuman or degrading punishment, physical, verbal or sexual abuse, or threat of abuse or harassment.
- **Business integrity** Suppliers shall comply with all laws and regulations on bribery, fraud, corruption and prohibited business practices applicable in the specific country. Suppliers shall not engage in any form of bribery, facilitation payments, corruption, extortion or embezzlement.
- **Minerals from conflict-affected and high-risk areas** Suppliers that supply products or parts hereof that contain metals or minerals must comply with OECD's "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas".

The NNIT working environment

As part of our internal processes, the NNIT Working Environment Process covers all activities that are required to ensure a healthy working environment.

A Working Environment Council was established in NNIT in 1999 and has since continuously worked to create optimal work conditions for employees and ensure the absence of workplace accidents.

Following Danish legislation, NNIT carries out a mandatory APV (workplace assessment survey) every three years. Actions based on the results of the survey are taken.

The APV was conducted in 2020 with an average score of 87% satisfaction and a participation rate of 76%. It revealed no critical items or cross-organizational issues.

NNIT was not subject to any investigations, legal cases or incidents involving human rights violations in 2020.

APV 2020

% of "Satisfied" or "Very Satisfied" answers in survey

The job in general	91%
The way skills are used	84%
The way in which the department is managed	85%
Physical working environment	90%
Psychological working environment	88%

Discover Your Leadership Potential

328

328 employees completed the program, 62.3% male, 37.7% female.

Our internal training course, Discover Your Leadership Potential, is aimed at talented employees with a clear potential for becoming a people manager. As part of Discover Your Leadership Potential all female participants get a mentor from NNIT management.

NNIT will continue to address issues related to diversity in 2021.

Diversity

NNIT recognizes the value of diversity and hence the importance of promoting diversity among employees at all levels of the organization.

It is our ambition to increase diversity at management levels by providing equal opportunities for men and women, promoting international experience, and maintaining management's capability to effectively undertake its managerial responsibilities considering the company's international profile.

NNIT aims to employ the best candidates, and the candidate's qualifications must therefore always be the decisive factor in external and internal recruitment processes. Job descriptions, job advertisements, screening of applicants and job interviews are never aimed at a particular gender.

In accordance with the Danish Financial Statements Act, section 99b, in 2013 the Board of Directors set its diversity ambition to include by 2019:

- At least two shareholder-elected Danish Board members
- At least two shareholder-elected non-Danish Board members
- At least two female and two male shareholder-elected Board members

Today, our Board of Directors consists of five male members (one employee elected) and four female members (two employee elected) and (one non-Danish). Awareness of women in leadership at top management level in the company is addressed at least annually, as it is a recurring topic at board meetings and at meetings of the Executive Management.

Continuously, including in 2020, the search and selection firms engaged by NNIT are requested to identify at least one female candidate for all management positions. All internal and external searches for vacant positions in NNIT must include at least one female candidate on the short list.

Succession planning is carried out for all management positions, aiming to identify female successors for management level positions.

Gender distribution in management*

* All levels of people management. Numbers are excl. subsidiaries.

Labor Rights Principles

NNIT acknowledges the requirements of the International Labor Organization's conventions and declarations, including the Rio Declaration on Environment and Development, convention no. 155, as well as the Declaration of Fundamental Principles and Rights at Work.

NNIT employs more than 3,000 people, located in 14 different locations, and including over 60 nationalities. Individual development plans and performance reviews are carried out for all employees in all locations on a yearly basis.

Our Code of Conduct forms the basis for diligent and proper conduct of business in NNIT. All employees are trained in the Code of Conduct, and all suppliers undergo an approval process to ensure they meet NNIT's safety and quality requirements as well as our business standards (see section about Human Rights above). We expect all suppliers and subcontractors to share the fundamental principles of NNIT's responsible sourcing standards and that they meet and comply with the requirements of the UN Global Compact.

Since 2018, we have monitored absence related to sickness on a monthly basis to be able to react if a negative trend is discovered. The numbers are included in our ESG reporting (see p. 18).

Reported workplace accidents

3

A total of 3 workplace accidents were reported in 2020 (seven in 2019), none involved terminal or permanent injuries.

Corporate Responsibility Policy

Our Corporate Responsibility Policy is available on **www.nnit.com**, confirming our commitment to sustainable and socially responsible behavior.

Environmental Protection Principles

NNIT continuously aims to reduce its use of resources and the environmental impact of its business activities.

In 2020, we embarked on the process of measuring our CO_2 emissions globally with the intention of setting targets for lowering our energy consumption going forward.

As an IT business, our main energy consumption derives from our datacenters. The energy used at these centers and at our office locations in Denmark comes from green sources (see p. 17, SDG 12). Our headquarters in Copenhagen as well as our datacenters have been constructed with emphasis on sustainability and energy efficiency.

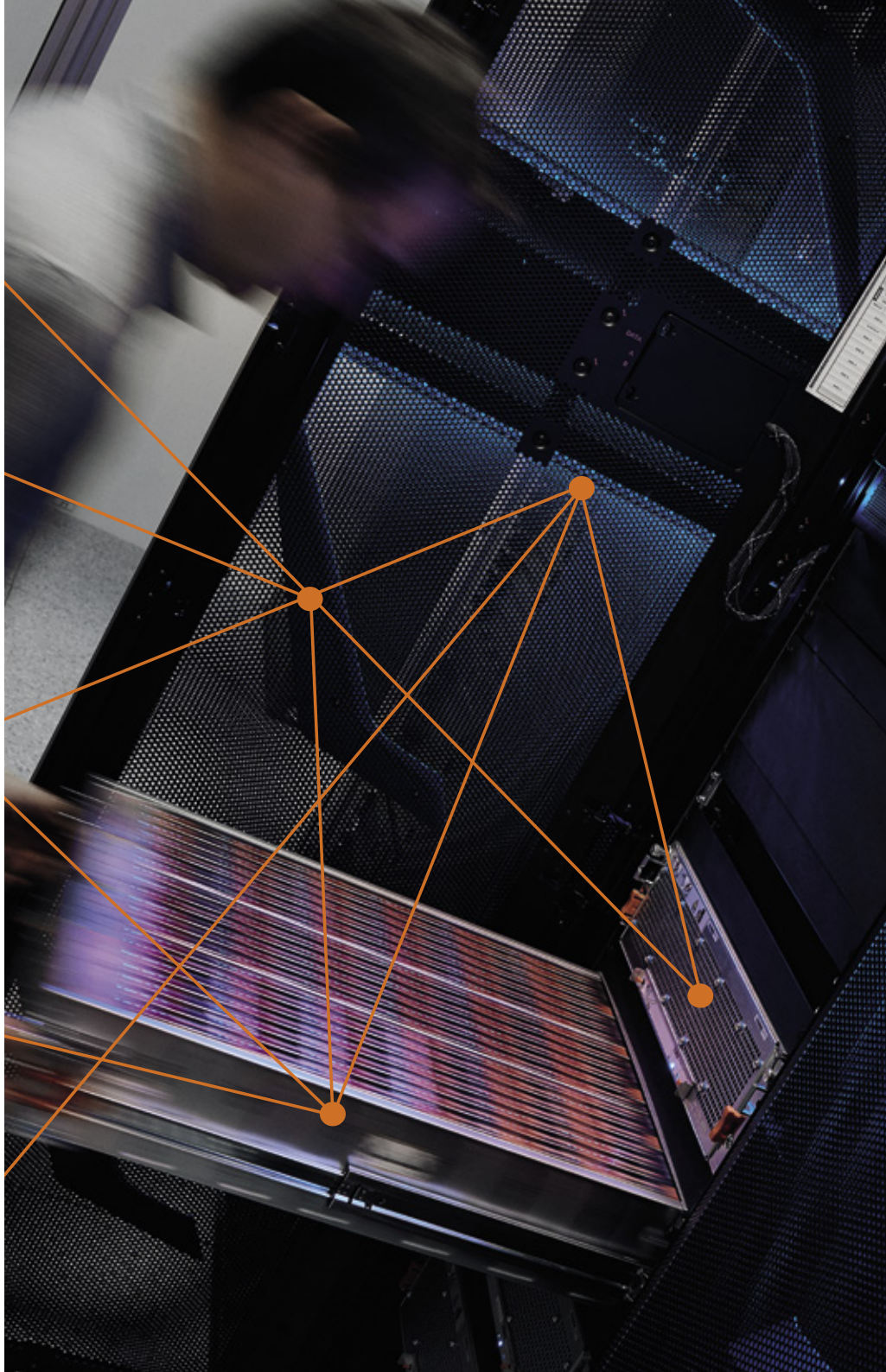
Wherever possible, we make use of technology solutions, including virtual meetings via the Internet, to reduce the need for travel. We promote sustainable and low-energy devices.

A pilot project on reusing and donating used IT equipment was conducted in our headquarters in 2020. After reviewing and evaluating the process, new processes will be implemented in 2021.

NNIT was not subject to any investigations, legal cases or incidents involving environmental protection violations in 2020.

Donation program

Our office in the Czech Republic runs a donation program giving children used laptops to use for educational purposes. In 2020, 30 laptops in great condition where delivered to seven children's homes and one primary school.



Anti-Corruption

NNIT's policy on business ethics considers corruption and bribery wrong and illegal, and not acceptable. This policy, as well as NNIT's Code of Conduct, clearly lay forward the consequences of engaging in such unlawfulness.

Business Ethics and Code of Conduct policies

Every year, all employees are required to undergo training in our Business Ethics and Code of Conduct policies.

Our Business Ethics and Code of Conduct form the basis of our business in our entire operations. They provide guidance and outline 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.

Giving or accepting business gifts, hospitality or entertainment is not allowed, however 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 decisions, a maximum amount is defined by NNIT's management board and applies to all employees in the group.

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

NNIT was not been subject to any investigations, legal cases or incidents involving anti-corruption violations in 2020.

Whistleblower

Our whistleblower function allows anyone – internal or external – to report potential breaches or concerns related to our Business Ethics or Code of Conduct. Our external partner ensures anonymity and independent investigations.

Risk Related to Corporate Responsibility

NNIT operates in a highly competitive and rapidly changing global market. In order to sustain profitable growth, NNIT considers risk management a necessity and has adopted a structured approach to address this area.

In NNIT, risk management contains four elements: risk identification, risk assessment, identification and implementation of mitigating actions, and risk reporting.

NNIT identifies risks applying a combined bottom-up/top-down approach. Key risks are initially identified within each divisional area and reported to Group Management together with information on actions taken and any further action intended. High risks are aggregated, and a broad list is presented in an annual risk report that is submitted to Group Management for review and to the Audit Committee and the Board of Directors for review and approval.

The main drivers for NNIT's actions on corporate responsibility are business related. Employee recruitment and retention issues are important focus areas. Thus, failing to implement and preserve our work with responsibility may impair our attractiveness as an employer and consequently put our business at risk if we are not fully equipped to meet our customers' demands.

NNIT considers the risk related to negative climate and environmental impact to be limited as activities related hereto are limited to energy consumption at data centers and offices as well as business travel, which is primarily customer related. We do, however, aim to limit our energy consumption from 2021 regardless of whether this action is considered a risk or not. NNIT also considers the risks related to anti-corruption to be limited as NNIT has implemented and operates with strict business ethics and codes of conduct, which are reviewed on an ongoing basis.

Our SDG Contribution

Our Corporate Responsibility Policy is closely linked to the UN's Sustainable Development Goals (SDGs).

We have identified four SDGs where we see our work adding most value, and we are committed to making a more positive mark on business and society through our activities within this framework. Here are some of the milestones we reached in 2020.

Helping school children navigate in the digital world

NNIT is a founding partner of the Coding Class initiative in Denmark, which aims to open children's eyes to the endless opportunities of technology so that they gain a better under- standing of the digital world surrounding us. We collaborate with Coding Class by giving school children an assignment that they have to solve using digital tools and coding. This year, the children invented games to help us sort trash and reduce water and food waste.

Ensuring IT talent development

Our Corporate Vice President Kristine Stenhuus is on the Board of the IT University of Denmark (ITU). The Board is responsible for securing ITU's interests as a leading institution of education and research within IT in Denmark. Our CEO Per Kogut is Chairman of the Board of Digital Hub, whose purpose it is to attract top international talent, customers, and capital to accelerate growth in the Danish digital ecosphere.

Increasing diversity and minimizing gender the gap

We are firm believers in equal rights and opportunities, and we believe that a diverse team performs better and thrives more. Our Diversity Policy serves to increase diversity at all levels across NNIT. In 2020, we reviewed our people policies regarding gender neutrality to ensure equality between all genders (e.g. in relation to parental leave). We also analyzed the gender salary gap at NNIT in Denmark. In 2020, the pay gap between women and men was less than 10%, and we will continue the work to minimize gender salary gaps on both a local and global scale.

Gender distribution in Discover Your Leadership Potential

Since 2018, we have focused on attracting more women to our Discover Your Leadership Potential (DYLP) program to address the gap in gender distribution in leadership positions, an issue faced by the IT industry at large. We will continue this focus in 2021.

"I've learned a lot about my personal strengths and how to handle conflicts in a team. One of my favorite sessions was the roleplay in which we faced a typical team conflict and had to take on the role of manager and solve the conflict. I'm also excited about how DYLP offers all new managers at NNIT an experienced manager as mentor. I have had several great talks with my new mentor, Kristine Stenhuus."

CAMILLA KRABBE KONGSTED CHRISTENSEN, LINE MANAGER

NNIT podcast: *Women in Tech*

In 2020, we introduced our podcast series Women in Tech, in which we invite women in the IT industry to talk about gender equality and their experiences in a male-dominated industry.

"Of course you notice it when you're the only woman in a meeting with nine other people. In my experience though, we focus on the job we're here to do, rather than the gender distribution in the room. **The fact that we are a diverse group and we bring our various competencies and insights to the table is what gives the group a cool energy."**

LOUISE LETH NAKSKOV, ADVANCED BUSINESS CONSULTANT, CITED FROM NNIT'S PODCAST SERIES *WOMEN IN TECH*.

Supporting sustainable development in the IT industry

NNIT participates in networks and organizations working to ensure sustainable development on several parameters in the IT industry.

Through the Danish ICT Industry Association (IT-Branchen), we are a member of the Forum for Sustainability, Digitization and Standardization, where we contribute actively to developing guiding standards for the IT industry.

Improving our own infrastructure

We are reviewing our company car policy with the objective of changing our fleet to electric cars and offering a more sustainable choice for private transportation. We have purchased chargers for electric cars to be placed at our HQ parking lot, and we are collaborating with car sharing service companies to offer our Danish employees the opportunity to take less polluting transportation to and from work.

SUSTAINABLE DEVELOPMENT GOALS

Innovative solutions

We help our customers lower their CO_2 emissions, for example through our Augmented Reality/Virtual Reality services, which we accelerated in 2020. We offer a number of solutions in this area, including virtual meetings, faster assistance from experts with no transportation and training simulations.

Lowering our CO_2 emissions

In 2020, we began measuring our CO_2 emissions on a global scale, with the intention of lowering them in 2021 and on beyond. This work is extensive, but we find it necessary

Our data centers run on green energy

NNIT owns two data centers and rents a third. Data centers are critical to the future infrastructure of society, enabling digitization and effective utilization of data.

NNIT purchases 100% green energy for all our Danish locations, which means that our energy comes from either wind or hydro power. Furthermore, our own data centers are very energy efficient, ranking well under the European average Power Usage Effectiveness level (1.6), which results in lower energy consumption.

However, we believe we can contribute more in this area. Therefore, we are working on a solution in which the surplus energy generated from our data centers can be used for heating in the local community.

Environmental, Social and Governance Principles

SUSTAINALYTICS
a Morningstar company
RATED

In 2020, we enhanced our work with ESG reporting and are now conducting annual audits with the objective to continuously improve the way we operate and have an impact on our surroundings.

With a score of 17.1, NNIT is rated as a low-risk company by the Morningstar company Sustainalytics. This places us among the top 100 global companies in the IT industry.*

Environment	Unit	**2020**	2019	2018
Global electricity consumption*	kWh	18,672,030	No data	No data
Renewable energy share	%	95%	No data	No data

* Main office sites in China, Czech Republic, Denmark (incl. two data centers), the Philippines, and the US.

Social data	Unit	**2020**	2019	2018
Full-time workforce (end of year)	FTE	3,171	3,207	3,215
Gender diversity (male/female)	%	68%/32%	67%/33%	68%/32%
Gender diversity management (male/female)	%	69%/31%	73%/27%	71%/29%
Employee turnover rate	%	18.7%	21.3%	19.6%
Unmanaged employee turnover rate	%	11.4%	15.1%	13.3%
Sickness absence	%	1.7%	2.6%	2.6%
Employee satisfaction score	1 to 5	4.3	4.3	4.3

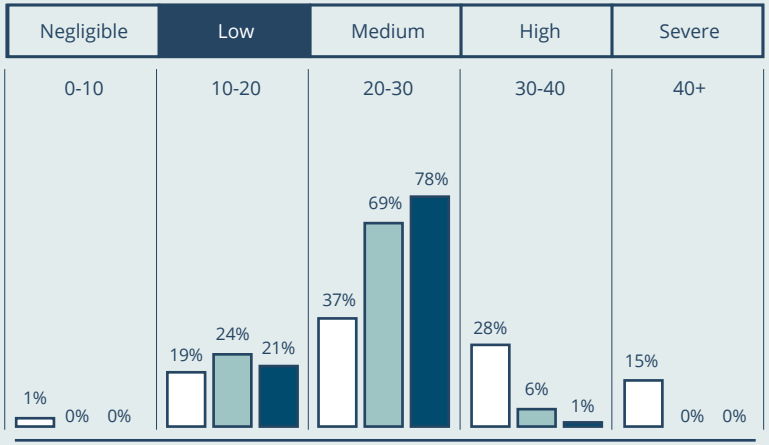
Governance data	Unit	**2020**	2019	2018
Gender diversity, Board (male/female)**	%	67%/33%	67%/33%	67%/33%
Board meeting attendance rate	%	98.8%	98.4%	100%

* NNIT A/S Risk Rating Report January 15, 2021 by Sustainalytics (https://www.sustainalytics.com/)
**Gender diversity on the Board in 2020 including the three employee elected members (male/female): 56%44%

NNIT ESG Risk Rating

Updated January 15, 2021

17.1



ESG Risk Rating Distribution

	Rank (1st = lowest risk)	Percentile (1st = lowest risk)
Global Universe	1481 / 12843	12th
Industry: Software & Services	68 / 742	10th
Sub-industry: IT Consulting	16 / 163	10th

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We make a mark