



Reporting on Sustainability

Sustainability at 7N

This year, we have experienced significant changes in our daily lives. COVID-19 closed all our offices and social activities. 7N has supported and followed recommendations from local public health authorities throughout the entire pandemic.

7N is represented in Denmark, Poland, India, Norway, Sweden, Finland, Germany, Switzerland, and the USA, which means that we have a global impact in relation to social responsibility.

7N is based on fundamental principles of, among other things, wisdom, curiosity, cooperation, selflessness, and tolerance, rooted in our three core values:

- Professionalism
- Mindset of the Servant
- Respect

We have high ambitions on behalf of our more than 350 employees and 1,400 freelance consultants, and similarly, we also expect them to set demands in relation to ongoing developments and working conditions. Globally, our main social impact is related to the development of our employees, as well as the general working conditions of our employees and consultants, and environmental footprint through our transport to and from clients, etc.



We continued our onboarding workshops for all our new sales agents and recruiters. The workshop aimed to give all employees a profound understanding of 7N's values, including how these values are lived out in our daily business lives.

Employee Relations and Human Rights

Policy and Risks

In 7N, we support and respect internationally recognized human rights principles as formulated in the UN's Universal Declaration of Human Rights and the internationally recognized labor rights principles as specified in the International Labor Organization's core conventions.

Risks related to employee relationships and social conditions are primarily within indoor climate, physical and ergonomic working conditions, and the employees' mental health. We always focus on prevention rather than cure.

Risks of violating human rights are primarily related to personal data and working conditions among our consultants and suppliers.

Actions and Results

During the pandemic and the lockdowns, digitization has surely demonstrated its value to society. The lockdowns have taught us the great benefits of working remotely and meeting online.

In 7N, we have focused on how to improve our employees working conditions at home and provided them with the necessary equipment to meet their needs.

We have also successfully implemented online meetings with our employees and with our consultants. The purpose of the meetings was primarily to ensure the well-being of our employees and consultants. At the same time, we must maintain the social glue within our company, and therefore, we have arranged online Friday bars, bingo, wine tasting, coffee tasting, etc.

All the initiatives have resulted in a stronger team spirit spurring a great atmosphere despite the physical distance.

We continued our onboarding workshops for all our new sales agents and recruiters. The workshop aimed to give all employees a profound understanding of 7N's values, including how these values are lived out in our daily business lives.

7N's procedures and codes of conduct are also an important part of the onboarding training program. The feedback from the participants has been very positive, and we will continue the onboarding program in 2021.

We not only take responsibility for our employees, but also for the professional development of our consultants. In 2020, we have repeated the satisfaction survey, "Voice of the Consultants" among our consultants.

The study showed that consultants have extremely high job satisfaction within 7N, and that we have improved significantly in different areas compared to previous years.

We will, in 2020, continue to focus on areas that can improve our cooperation with the consultants and their professional development.

In a world where technologies are developing and changing rapidly, we find it more important than ever that our consultants meet the new requirements and demands of the constant changing

markets. 7N Academy focuses on developing the consultants' professional competencies through certifications, professional networking events, courses, and sparring in relation to professional development.

In 2020, we have increased our 7N Academy program with a larger variety of training courses, events, and conferences. Our consultants have, in the "Voice of Consultant's survey," appreciated our professional offerings.

To minimize risks related to human rights, social conditions and working conditions, environmental issues, and corruption issues among employees, consultants, and suppliers, 7N has implemented codes of conduct as a natural part of all our contracts – both employees, consultants, and suppliers.

In 7N, the primary risks of corruption and unethical business behavior are related to our sales and consulting functions. This is mainly because these functions require close contact with clients, suppliers, etc.

In 2020, we continued our practice of having at least four people examining and approving the management when distributing sponsorships and donations. Internal processes ensure that our consultants do not receive sponsorships. In 2020, no forms of corruption, bribery, or breach of 7N's business ethics were registered.

To ensure that all employees, consultants, and suppliers work is based on 7N's values and guidelines related to anti-corruption, we have implemented our codes of conduct for employees, suppliers, and consultants.





Climate and Environmental Conditions

Policy and Risks

In 7N, we strive to minimize the negative impact on the climate and the environment related to our business activities. As an IT consulting company, our significant environmental risks are related to fuel consumption and CO2 emissions through the transport of our employees and consultants. It furthermore concerns our climate and environmental impact throughout our value chain, both through direct and indirect purchases of materials.

Actions and Results

In 2020, we have reduced our CO2 emissions as a direct result of COVID-19. We have traveled far less compared to previous years and our employees and consultants have worked remotely and therefore commuted less. Currently, we are considering how we to use these newly gained experiences from the pandemic in a constructive manner. We are also updating our company car policy to reduce CO2 emissions.

Similarly, we will continue to focus on minimizing our impact on the environment and climate in our business activities by limiting our resource consumption, in-

crease recycling of waste, and reduce CO2 emissions during transport. We have implemented a travel portal in all our locations to keep travel recordings gathered in one place, which is both beneficial for our economy and the climate.

We have donated to the Danish Nature Fund to make a positive climate contribution and to offset our CO2 emissions through the Fund's sustainable nature and forestry projects.

The Danish Nature Fund was founded in 2015 by the Danish state and two large private conservation funds. The aim of the Fund is to promote the protection of nature and the water environment in Denmark.

\$99b Target Figures for the Board of Directors

The Board of Directors has set a target figure for the proportion of elected female board members of at least 40% in 2022, and that both genders must be represented.

In 2020, two new female board members were elected as 7N has realized a need for marketing and communication competencies on the board. In the search for

new board members, several candidates were evaluated equally, and the choice fell on Christine Feldthaus and Pernille Simmelkiær Larsen who possess the competencies through their experienced work within the business and marketing industry. We look forward to the collaboration on 7N's future journey.

7N now has a 27% representation of female board members. For now, the Board of Directors considers the target of female representation within the Board of Directors for being met.

7N regularly evaluates suitable candidates for the company's Board of Directors.

The Group's target for gender distribution in the Group and the next middle management level is 40%. Other management levels were represented by one woman out of ten in 2020. It is the Group's overall objective to provide an appropriate distribution of men and women in the management. To 7N, the managers must have the right skills, regardless of gender.

The Group intends to create the basis for a more equal distribution of genders in the other management levels. Other management levels are those positions that do not relate to the Board of Directors.

Charity

7N has several support projects in India providing humanitarian support for orphanages, nursing homes, and various ad hoc projects.

In 2020, COVID -19 pandemic has also been sweeping through India with stringent lockdowns and curfews, the economic impact has been devastating on the vulnerable communities, exacerbated by schools being shut and directly impacting children around the country, who depended on the Mid-Day Meal they received every day at school. Therefore, 7N has supported the happiness Kit Program that is providing nourishment, education, and tools of hygiene to school children.

For the 7N Group, it is important to contribute to society.