




# ESG key figures: Netcompany Group

The table below shows Netcompany-Intrasoft's ESG key figures (where applicable) as well as figures and targets for Netcompany Group (including Netcompany-Intrasoft).

ESG key figures overview		Unit	Target 2022	Netcompany Group 2021	Netcompany Core 2021	Netcompany-Intrasoft 2021*
<b>Environment</b>						
	CO <sub>2</sub> e, scope 1 (direct GHG emissions)	Tons per FTE	<0.12	0.10	0.05	0.48
	CO <sub>2</sub> e, scope 2 (indirect GHG emissions)	Tons per FTE	<0.16	0.13	0.12	0.23
	CO <sub>2</sub> e, scope 3 (other indirect GHG emissions)	Tons per FTE	<0.06	N/A	0.05	N/A
	Energy consumption	GJ per FTE	<7.09	6.13	5.76	9.4
	Renewable energy share	%	83	83	87.11	31.38
	Water consumption	m <sup>3</sup> per FTE	<4.48	3.0	2.68	5.8
<b>Social</b>						
	Average full-time employees incl. freelancers	FTE	N/A	6,161	3,310	2,853
	Gender diversity	f/m	27%/73%	26%/74%	20%/80%	33%/67%
	Gender diversity for managers, principals and partners	f/m	16%/84%	15%/85%	13%/87%	18%/82%
	Sickness absence	%	<2.5	2.5	3.9	1.3
	Employee satisfaction	eNPS	>+30	N/A	+34	N/A
	Customer satisfaction	NPS	>+18	N/A	+18	N/A
<b>Governance</b>						
	Gender diversity - Board of Directors (BoD)	f/m	40%/60%	40%/60%	40%/60%	N/A
	Attendance at the BoD meetings	%	>97	98	98	N/A
	CEO pay ratio	times	1:22	1:22	1:20	N/A

\* ESG key figures for Netcompany-Intrasoft covers November and December 2021.