

MCA

# CONSULTING EXCELLENCE PRINCIPLES 2022

netcompany

# Committed to consulting excellence

Netcompany is considered one of Northern Europe's most successful IT companies, having delivered transformation projects across the public and private sectors and **playing a significant role in making Denmark one of the top-rated digital governments globally**, according to the United Nations.

As an IT company, we believe we have a responsibility to help develop an even greater number of skilled IT talent each year. We believe that **education and training are the best investments for a prosperous future** for both society and the individual. We nurture our employees and offer them an extensive and unique development programme, to support their progress throughout their career.

By supporting promising IT talent and encouraging all citizens to develop digital skills, **we are taking part in building an even better future, where digital talent plays a vital role** in securing a socially, economically and environmentally sustainable world.

D&I is a big focus for us and has become increasingly important in recent years. In 2021 we made a commitment to social values which involves volunteer initiatives to support organisations focused on **upskilling individuals from disadvantaged backgrounds**. We provide digital skills training, 1-1 mentoring and inspirational events with professional speakers.

Supporting our employees' wellbeing is also essential to us. We believe that we are at our most innovative – and deliver the best results – when we work in diverse, cross-cultural teams. To achieve this, **we encourage a culture of inclusion where all our employees feel supported, valued and enabled to do their best**.

Discover more about our consulting excellence commitment in our ESG report: <https://www.netcompany.com/int/esg>

# ETHICAL BEHAVIOUR

An aerial, high-angle photograph of a busy public square, likely in a European city. The square is paved with a geometric pattern of light and dark tiles. In the center, there is a large, ornate fountain with water spraying upwards. Numerous people are walking across the square, some in groups, some alone. The scene is captured from a high perspective, showing long shadows cast by the people and the fountain. The overall atmosphere is one of a vibrant, active public space.

**1.**

We are responsible and good citizens.

**2.**

We conduct our business ethically.

**3.**

We foster an ethical culture.

# CLIENT SERVICE AND VALUE

**1.**

We provide excellent consulting services which deliver the outcomes clients seek and need.

**2.**

We are transparent with clients and respond to their concerns.

**3.**

We always strive to improve the value we can deliver to our clients.



# PROFESSIONAL DEVELOPMENT

1.

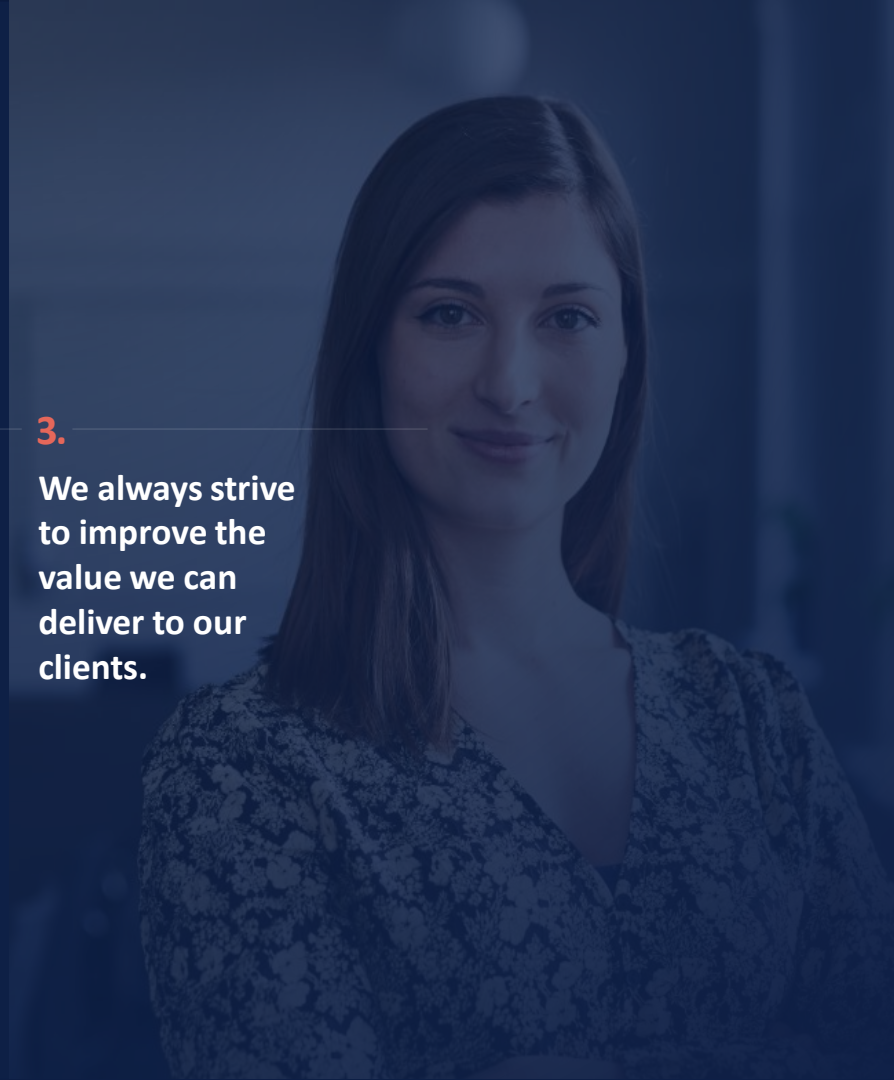
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# COMMITMENT TO DIVERSITY & INCLUSION

1.

We respect and embrace diversity and inclusion and understand the importance and positive benefit of people from different backgrounds working for our company and our clients.

2.

We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore we are committed to developing diverse future leaders and ensuring their progression in the industry.

3.

We support industry efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of the consulting sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of D&I policies and participating in the MCA Annual report.

# NETCOMPANY AT A GLANCE

Netcompany is one of Europe's fastest growing and most successful IT services companies, leading the way in showing how digital transformation can create strong, sustainable societies, successful companies and better lives for us all.

Our ambition is to become the market leader within IT services in Europe. The acquisition of Intrasoft in 2021 has strengthened our foundation to achieve that ambition - further expanding our portfolio of platforms and unique expertise across sectors with a global headcount of +6,500 talented employees.

By building flexible, scalable and secure digital platforms, Netcompany is positioned to help Europe thrive through a decade of massive digitisation.



## >> Netcompany

**3.6bn**

Revenue (DKK) in 2021

**+20%**

Avg. revenue growth  
for +10 years

**+3,600**

Employees year-end 2021

## >> Netcompany-Intrasoft

**1.5bn**

Estimated full year  
Revenue (DKK) in 2021

**8.2%**

Avg. revenue growth  
for +10 years

**+2,850**

Employees year-end 2021

Additional offices in:

Romania | Cyprus | Jordan | Kenya | South Africa



**netcompany**

[www.netcompany.com](http://www.netcompany.com)