

# Diversity and Inclusion Policy

For the Executive Board, Management Board, Supervisory Board and senior management of NN Group N.V.



# We help people care for what matters most to them

To fulfil this purpose, we base our work on three values: care, clear, commit.

An important component of our strategic commitments is that we empower our people to be their best. We aim to hire, promote, develop, and retain the best talent and provide a work environment where all colleagues have the opportunity to develop themselves, in an inspiring and healthy work environment.

Furthermore, we know that different ideas, perspectives and backgrounds create a stronger and more creative and innovative work environment. This enables us to better understand others and to keep providing products, services, and messaging that are relevant for our customers and other stakeholders. When people inside of our company represent the people outside our company, we can be more responsive to what they expect, want and need, also in changing circumstances. After all, change is a constant factor in our lives, also in the financial sector, and the more diverse our workforce is – providing variety in thought, skills and experience – the better equipped we will be for whatever tomorrow brings.

The objective of this Diversity & Inclusion (D&I) Policy is to set forth our approach to reaching a diverse and inclusive composition of NN Group's Executive Board, Management Board, Supervisory Board ("Boards") and senior management (NN Group's Management Board, managerial positions reporting directly to the Management Board and all senior managerial positions reporting to a business unit CEO). This policy is written in line with our company wide view and approach on Diversity & Inclusion.

## Diversity & Inclusion

Our approach to diversity and inclusion is about embracing everyone. Together we build an environment in which people feel welcome, valued, and respected. A company where our colleagues can bring their whole selves to work, where an inclusive customer experience is the status quo, and where we contribute to the well-being of our communities. We believe our company is strongest when we embrace the full spectrum of humanity. Regardless of what we look like, where we come from, or who we love.

In optimising the composition of our Boards and senior management – like our entire workforce –, we aim for diversity of thinking. For the company's strategic opportunities and challenges, diversity is paramount to ensure a wide range of relevant perspectives and views. Therefore, in board composition and senior management, we strive for a balanced representation in nationality, nation of origin, race, ethnicity, languages spoken, belief

system, gender, age, sexual orientation, neuro diversity and physical diversity. In addition, there has to be a balance in the affinity with the nature and culture of the business of the company and its subsidiaries.

Diversity is about recognising the uniqueness of each person and appreciating the value we all bring. When we accept and celebrate the differences that make us unique, we are more empowered to succeed as individuals, as teams and as a company. In order to shape this within our organisation we have developed a **D&I Statement**.

We care about providing a safe environment where every person is treated in a fair and respectful way. NN considers all forms of harassment or bullying contrary to our values. Our workplace must be free of discrimination, hostility, and physical or verbal harassment. Therefore, all forms of harassment, whether racial, sexual, relating to disability, sexual orientation, identity or expression, physical or psychological, or any other attribute, are prohibited. Any allegation of discrimination or harassment will be treated seriously and investigated by management. All cases of discrimination and harassment should be dealt with in accordance with local legislation and applicable policies.

## Recruitment and appointment or nomination

In order to get to a balanced composition of our Boards and senior management, the appointment procedures for Executive Board members, Management Board members and Supervisory Board members, as well as the NN Group Human Resources Framework Standard, applicable to the Management Board members and (other) members of our senior management (excluding Executive Board members), include various principles and targets regarding the recruitment and appointment or nomination (where applicable) for these positions.

## Relevant links

More information on our Purpose Statement and D&I approach, can be found via the below links:

-  **Purpose Statement**
-  **NN Statement of Living our Values**
-  **Diversity and Inclusion Annual overview**

This Diversity and Inclusion policy was adopted:

- by the Executive Board where applicable to the Management Board and/or senior management (excluding Executive Board members), with prior approval of the Supervisory Board.
- by the Supervisory Board, where applicable to the Executive Board and the Supervisory Board.

