

Stakeholder engagement policy



NN Group N.V. (hereafter: NN) has formulated the following policy regarding engagements with stakeholders on the sustainability aspects of the company's strategy, in accordance with section 1.1.5 of the Dutch Corporate Governance Code. Next to this, NN has a policy regarding communications with (potential) shareholders, in accordance with section 4.2.2 of the Dutch Corporate Governance Code, which also includes our view on our responsibilities towards stakeholders. At NN, we help people care for what matters most to them. To fulfil this purpose, we base our work on three values: care, clear, commit. These values express what we hold dear, what we believe in and what we aim for. They guide, unite and inspire us. Living our values enables us to carefully consider the interests of our stakeholders. These are our customers, who are the starting point of everything we do. Our colleagues, who realise the ambitions we envisage together. Our shareholders, who invest in our company. Our societies, in which we work and live. Our business partners, with whom we collaborate. And regulators, with whom we engage in a constructive dialogue.

Key topics

We seek and are open for feedback on key topics that matter to our stakeholders, specifically regarding the sustainability aspects of NN's strategy. This helps us align our business interests with the needs and expectations of relevant stakeholder groups, and is a source of information for strategy development, decision-making and reporting on sustainability aspects. In addition, it helps us to carefully balance the different interests of stakeholders. These aspects include environmental, social and governance related topics, but is not limited thereto.

Stakeholder engagement is a vital part of NN's efforts to earn the support of the parties with a vested interest in our company. We therefore engage in ongoing dialogue with these parties on a variety of topics, including sustainability aspects related to the strategy, products, services, businesses, and on the company's role in society.

Stakeholders

NN identifies its key stakeholders based on their potential to influence or be affected by our activities, as well as potential relevant knowledge about certain sustainability aspects. The group of stakeholders we engage with is not static and can be adjusted depending on the topics of the dialogue and the developments thereof over time.

Dialogue

Our dialogue with stakeholders takes many forms and includes: day-to-day interaction and regular feedback sessions with customers on our products and services; employee works council meetings and other dialogue with colleagues; meetings with (potential) shareholders, bondholders and industry analysts; regular contact with regulatory bodies, government agencies and other organisations (including non-governmental organisations (NGOs), trade unions and industry associations); surveys; roundtables with policymakers, academics and peers. The dialogue on sustainability aspects of the strategy also takes place as part of regular (or dedicated) meetings between the Executive Board, Management Board, and Supervisory Board.

NN stimulates stakeholder dialogue in all its business activities and via the various channels and activities for stakeholder engagement. The form that is chosen for any specific dialogue depends on the topic and on the stakeholders involved. NN may decide not to accommodate or accept any requests or invitations to enter into a dialogue with stakeholders, or to accommodate or accept such request or invitation under certain conditions. NN systematically monitors and evaluates, on an overall and individual level, the quality of the stakeholder engagement.

NN shall adhere to all legal obligations relating to confidentiality and shall only disclose publicly known information in meetings. In the event that inside information is inadvertently disclosed during any (bilateral) contact, NN will publicly announce such information as soon as possible.

Our stakeholders

The reason for engagement

