

# NN Vitality Statement

**At NN, we empower our colleagues to be their best**

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. An important component of our values is that we empower people to be their best. We aim to attract, develop and retain talented colleagues, and we foster a values-based culture where all our people have the opportunity to develop themselves in an inspiring and healthy work environment.

**The NN Vitality Statement sets out our approach to vitality of our colleagues. Because being vital and energetic makes people happier and enables them to perform better, learn more, and adapt to change easier.**

Vitality means something different for everyone, but at its core it is about the balance between body, mind, and feeling socially connected. By offering a diverse range of activities and services, we want to stimulate and inspire our colleagues to invest in their well-being, with the aim to making work more enjoyable and sustainable for everyone.

## **Our approach to vitality**

At NN, we want to create a healthy, inspiring, and inclusive work environment for all our colleagues. This is why we have an NN vitality statement that sets out our group-wide approach to vitality. We offer colleagues a wide range of centralised services to encourage and inspire them to take action with regard to their health. In addition, our business units have the flexibility to adopt their own local approaches to address themes that are important to them, aligned with local legislation.

Ultimately, it is up to all of us to invest in and prioritise our health, and as a company we want to support our colleagues in doing just that. Our managers have a crucial role to play in this process, by keeping a safe working environment, creating awareness of resources and support for maintaining physical and mental health, and monitoring the vitality of their team members. This includes encouraging a good work-life balance, offering support for personal challenges, and fostering open communication and a supportive team environment where team members feel comfortable discussing any concerns or challenges they may be facing. At Group level, the internal experts of the HR Health & Vitality team monitor the overall health of our colleagues. They are responsible for ensuring that group-wide vitality services remain relevant to the evolving needs of our colleagues.

## **Physical health**

We encourage all colleagues to prioritise their physical health through regular exercise, healthy nutrition, a balanced diet, relaxation, and sufficient sleep. We also recognise the importance of taking regular breaks and incorporating physical activity into the workday to promote productivity and reduce stress levels. We want our people to feel fit and energised, both at work and in their personal lives.

## Mental health

Mental health is closely connected to physical health, and we believe both are essential to overall well-being. Positive mental health is determined by optimism, self-confidence, happiness, vitality, sense of purpose, self-esteem, experiencing support from the environment, and being able to manage one's own emotions well. We stimulate colleagues to monitor and optimise their mental health, and we aim to create a safe environment where colleagues can discuss any concerns they might have.

## Leave of absence

A healthy and vital colleague is often happier, less absent, and more employable. As a company, we inform colleagues about their leave options, we support them in the field of vitality, and we aim to prevent absenteeism. If an employee does become incapacitated for work, NN ensures optimal employment on the basis of good employment practices.

For employees who wish to take a longer unpaid break from work (sabbatical), NN's approach is to consider all requests between 2 and 6 months (after 5 years continuous employment), subject to meeting business needs and local regulations.

## Monitoring the vitality of our people

We monitor the vitality of our people in various ways, including a periodic review of our adherence to our policies and standards and ongoing dialogue with our colleagues. We monitor absenteeism on a regular basis and take action whenever we notice a significant change in a business unit, department, or team. Besides this, we conduct a biannual employee engagement survey which includes questions on how colleagues perceive their work environment and whether they feel they can live a healthy lifestyle when working at NN.

## Governance

This Vitality Statement has been included in NN Group's Policy House. Within the HR department, the Manager HR Services and Health & Vitality is responsible for the ongoing development of this statement and for NN's overall approach to vitality.

This statement will be reviewed regularly, and revised if necessary, to continue to ensure an optimal and clear approach to vitality across NN Group.

## Disclosure

We communicate and report on our approach in our Annual Report and on the NN Group website.

The Hague, August 2024

### Important legal information

This document is not intended to be relied upon by any third party. The guidelines may be subject to change at any time.

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