

# NN Group N.V. 2021 GRI Index table, Progress reports to the Principles for Sustainable Insurance and the UN Global Compact

**NN Group N.V.**

**Serving customers in times of change**

This document contains the GRI Index table and our Progress reports to the Principles for Sustainable Insurance and to the United Nations Global Compact. These reports serve as a reference to the relevant pages in our 2021 Annual Report and our corporate website.

The Hague,  
10 March 2022



## GRI Index table

Our Annual Report report has been prepared in accordance with the GRI Standards: Core option. This entails that we report at least one indicator for our material topics. In case we report on more indicators, these are also included in the table.

		Reference
		 Annual Report  NN Group website
Indicator	Description of indicator	Reference
General standard disclosures		
102-1	Name of the organisation	 Contact and legal information
102-2	Activities, brands, products, and services	 Who we are
102-3	Location of headquarters	 Contact and legal information
102-4	Location of operations	 Who we are  Who we are
102-5	Ownership and legal form	 How we are organised
102-6	Markets served	 Who we are, Notes to the consolidated annual accounts (Note 33)
102-7	Scale of the organisation	 Who we are, Our strategy and performance – NN Group, Netherlands Life, Netherlands Non-life, Banking, Insurance Europe, Japan Life, Asset Management, Other, Facts and figures
102-8	Information on employees and other workers	 We partially report on this disclosure in Creating value for our stakeholders – Employees, Facts and figures
102-9	Supply chain	 Who we are, Creating value for our stakeholders – Society
102-10	Significant changes to the organisation and its supply chain	 Our approach to reporting
102-11	Precautionary Principle or approach	 Notes to the consolidated annual accounts (Note 52)
102-12	External initiatives	 Stakeholder engagement and international commitments  Sustainability/Governance, memberships and endorsements
102-13	Membership of associations	 Stakeholder engagement and international commitments  Sustainability/Governance, memberships and endorsements
102-14	Statement from senior decision-maker	 Letter of the Chairman, Report of the Supervisory Board
102-15	Key impacts, risks, and opportunities	 Our operating environment, Our strategy
102-16	Values, principles, standards, and norms of behaviour	 Our values, Our Code of Conduct and other policies
102-17	Mechanisms for advice and concerns about ethics	 Our values, Our Code of Conduct and other policies, Notes to the consolidated annual accounts (Note 52)  Who we are/Corporate governance
102-18	Governance structure	 How we are organised, Corporate governance  Who we are/Corporate governance
102-19	Delegating authority	 How we are organised, Corporate governance  Who we are/Corporate governance
102-20	Executive-level responsibility for economic, environmental, and social topics	 How we are organised  Society/Governance, memberships and endorsements
102-21	Consulting stakeholders on economic, environmental, and social topics	 Our operating environment, Stakeholder engagement and international commitments
102-22	Composition of the highest governance body and its committees	 How we are organised, Corporate governance  Who we are/Corporate governance
102-23	Chair of the highest governance body	 Corporate governance
102-24	Nominating and selecting the highest governance body	 Corporate governance  Who we are/Corporate governance
102-25	Conflicts of interest	 Corporate governance  Who we are/Corporate governance

## GRI Index table Continued

Indicator	Description of indicator	Reference
102-26	Role of highest governance body in setting purpose, values, and strategy	AR Our values, How we are organised , Corporate governance
102-27	Collective knowledge of highest governance body	AR Our values, Report of the Supervisory Board
102-28	Evaluating the highest governance body's performance	AR Report of the Supervisory Board, Corporate governance, Remuneration Report
102-29	Identifying and managing economic, environmental, and social impacts	AR Our operating environment, How we are organised, Corporate governance, Notes to the consolidated annual accounts (Note 52)
102-30	Effectiveness of risk management processes	AR Our operating environment, Managing our risks, Corporate governance, Notes to the consolidated annual accounts (Note 52)
102-31	Review of economic, environmental, and social topics	AR Report of the Supervisory Board, Corporate governance
102-32	Highest governance body's role in sustainability reporting	AR How we are organised, Our approach to reporting AR Sustainability/Governance, memberships and endorsements
102-33	Communicating critical concerns	AR Corporate governance, Report of the Supervisory Board
102-34	Nature and total number of critical concerns	AR Report of the Supervisory Board
102-35	Remuneration policies	AR Remuneration report
102-36	Process for determining remuneration	AR Remuneration report
102-37	Stakeholders' involvement in remuneration	AR Remuneration report
102-38	Annual total compensation ratio	AR Remuneration report (aggregated level)
102-39	Percentage increase in annual total compensation ratio	AR 2021 ratio not reported. For CEO compensation and staff expenses, see Remuneration report and Notes to the consolidated annual accounts (Note 28)
102-40	List of stakeholder groups	AR Stakeholder engagement and international commitments
102-41	Collective bargaining agreements	AR Empowering our people to be their best, Facts and figures
102-42	Identifying and selecting stakeholders	AR Determining material topics, Stakeholder engagement and international commitments
102-43	Approach to stakeholder engagement	AR Determining material topics, Stakeholder engagement and international commitments
102-44	Key topics and concerns raised	AR Stakeholder engagement and international commitments
102-45	Entities included in the consolidated financial statements	AR Notes to the consolidated annual accounts (Note 33)
102-46	Defining report content and topic boundaries	AR Our approach to reporting
102-47	List of material topics	AR Determining material topics
102-48	Restatements of information	AR Notes to the consolidated annual accounts (Note 1)
102-49	Changes in reporting	AR Our approach to reporting
102-50	Reporting period	AR Our approach to reporting
102-51	Date of most recent report	AR Our approach to reporting
102-52	Reporting cycle	AR Our approach to reporting
102-53	Contact point for questions regarding the report	AR Contact and legal information
102-54	Claims of reporting in accordance with the GRI Standards	AR Our approach to reporting
102-55	GRI content index	AR 2021 GRI Index table
102-56	External assurance	AR Our approach to reporting, Assurance report of the independent auditor

## GRI Index table Continued

Indicator	Description of indicator	Reference
<b>Specific standard disclosures</b>		
<b>Economic</b>		
103	Disclosure on Management Approach	AR Determining material topics, Our strategy, Creating and sharing value
201-1	Direct economic value generated and distributed	AR Determining material topics, NN Group's strategic priorities, Creating value for our stakeholders
201-2	Financial implications and other risks and opportunities due to climate change	AR Determining material topics, Our response to the Task Force on Climate-related Financial Disclosures
201-3	Defined benefit plan obligations and other retirement plans	AR Notes to the consolidated annual accounts (Note 28)
202-2	Proportion of senior management hired from the local community	AR Creating value for our stakeholders - Employees
<b>Indirect economic impacts</b>		
103	Disclosure on Management Approach	AR Determining our material topics, Our strategy, Creating value for our stakeholders
203-1	Infrastructure investments and services supported	AR Creating value for our stakeholders, Facts and figures
203-2	Significant indirect economic impacts	AR Creating value for our stakeholders, Facts and figures
<b>Anti-corruption</b>		
103	Disclosure on Management Approach	AR Determining our material topics
205-1	Operations assessed for risks related to corruption	FR Notes to the consolidated annual accounts (Note 52)
205-2	Communication and training about anti-corruption policies and procedures	AR Our values, Notes to the consolidated annual accounts (Note 52)
205-3	Confirmed incidents of corruption and actions taken	AR Facts and figures (incidents of fraud). Fraud and corruption are also included in our operational risk management (process)
<b>Environmental</b>		
103	Disclosure on Management Approach	AR Determining our material topics, Creating a positive impact on society
302-1	Energy consumption within the organisation	AR Creating a positive impact on society, Facts and figures
302-2	Energy consumption outside of the organisation	AR Facts and figures
302-3	Energy intensity	AR Facts and figures
302-4	Reduction of energy consumption	AR Creating a positive impact on society, Facts and figures
305-1	Direct (Scope 1) GHG emissions	AR Facts and figures
305-2	Energy indirect (Scope 2) GHG emissions	AR Facts and figures
305-3	Other indirect (Scope 3) GHG emissions	AR Facts and figures
305-4	GHG emissions intensity	AR Facts and figures
305-5	Reduction of GHG emissions	AR Facts and figures
308-1	New suppliers that were screened using environmental criteria	AR Creating a positive impact on society (process)
<b>Employment</b>		
103	Disclosure on Management Approach	AR Our strategy, Creating value for our stakeholders - Employees
401-1	New employee hires and employee turnover	AR Facts and figures (aggregated level)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AR Creating value for our stakeholders - Employees, Facts and figures, Notes to the consolidated annual accounts (Note 28)
402-1	Minimum notice periods regarding operational changes	AR Creating value for our stakeholders - Employees
403-2	Hazard identification, risk assessment, and incident investigation	AR Creating value for our stakeholders - Employees, Facts and figures (aggregated level)
403-3	Occupational health services	AR Creating value for our stakeholders - Employees
403-4	Worker participation, consultation, and communication on occupational health & safety	AR Creating value for our stakeholders - Employees (Netherlands only, not reported). Refer also to nn-group.com/careers
<b>Training &amp; education</b>		
103	Disclosure on Management Approach	AR Our strategy, Creating value for our stakeholders
404-1	Average hours of training per year per employee	AR We partially report on this disclosure in Creating value for our stakeholders - Employees, Facts and figures (total spend and spend/FTE)

## GRI Index table Continued

Indicator	Description of indicator	Reference
404-2	Programmes for upgrading employee skills and transition assistance programmes	AR Creating value for our stakeholders - Employees, Facts and figures
404-3	Percentage of employees receiving regular performance and career development reviews	AR Facts and figures
<b>Diversity &amp; equal opportunities</b>		
103	Disclosure on Management Approach	AR Determining our material topics, Our strategy, Creating value for our stakeholders - Employees
405-1	Diversity of governance bodies and employees	AR Creating value for our stakeholders - Employees, How we are organised, Facts and figures, Corporate governance
412-2	Employee training on human rights policies or procedures	AR Stakeholder engagement and international commitments
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	AR Responsible investment, Facts and figures, NN Investment Partners' Responsible Investing Report 2021
<b>Local communities</b>		
103	Disclosure on Management Approach	AR Our strategy, Creating value for our stakeholders - Society
413-1	Operations with local community engagement, impact assessments, and development programmes	AR Creating value for our stakeholders - Society, Facts and figures
FS14	Initiatives to improve access to financial services for disadvantaged people	AR Creating value for our stakeholders - Customers, Society, Facts and figures
414-1	New suppliers that were screened using social criteria	AR Creating value for our stakeholders - Society (process)
<b>Marketing &amp; product and service labeling</b>		
DMA (FS15)	Policies for the fair design of financial products and services	AR Determining our material topics, Creating value for our stakeholders - Customers
DMA (FS16)	Initiatives to enhance financial literacy by type of beneficiary	AR Creating value for our stakeholders, Customers, Society
417-1	Requirements for product and service information and labeling	AR Creating value for our stakeholders - Customers
417-2	Incidents of non-compliance concerning product and service information and labeling	AR Creating value for our stakeholders - Customers (process)
417-3	Incidents of non-compliance concerning marketing communications	AR Creating value for our stakeholders - Customers, Notes to the consolidated annual accounts (Note 45)
<b>Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	AR Determining our material topics (process, no data reported yet)
<b>Socioeconomic compliance</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	AR Legal proceedings
<b>Product portfolio</b>		
FS6	Percentage of the portfolio for business lines by specific region, size	AR Who we are, Our strategy – NN Group, Netherlands Life, Netherlands Non-life, Banking, Insurance Europe, Japan Life, Asset Management, Other
FS7	Monetary value of products and services designed to deliver a specific social benefit for each business line, broken down by purpose	AR Creating value for our stakeholders - Customers, Society, Facts and figures
FS8	Monetary value of products and services designed to deliver a specific environmental benefit for each business line, broken down by purpose	AR Creating value for our stakeholders - Customers, Society, Facts and figures
<b>Audit</b>		
DMA (FS9)	Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures	AR Our approach to reporting
<b>Active ownership</b>		
DMA (FS12)	Voting policy(ies) applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting.	AR Creating value for our stakeholders - Society, Facts and figures, In society/Responsible investment, NN Investment Partners' Responsible Investing Report 2021
FS 10	Percentage and number of companies held in the institutions portfolio with which the reporting organisation has interacted on environmental or social issues	AR Creating value for our stakeholders - Society, Facts and figures, NN Investment Partners' Responsible Investing Report 2021
FS 11	Percentage of assets subject to positive and negative environmental or social screening	AR Creating value for our stakeholders - Society, Facts and figures, NN Investment Partners' Responsible Investing Report 2021

## GRI Index table - Tax

In 2019, the Global Reporting Initiative launched the 207 Tax standard, which is the first global standard for comprehensive tax disclosure at the country-by-country level. As from 2021, the 207 Tax standard is effective and NN Group is guided by this standard in reporting on its tax position. The below index table services as a reference from the GRI 207 Tax Disclosure to the relevant sections in our 2021 Total tax Contribution, Annual Report, and our corporate website.

### GRI 207: Tax 2019

		Reference
		AR Annual Report
		TC Total Tax Contribution Report
		NN NN Group website
Indicator	Description of indicator	Reference
<b>207-1 Approach to tax</b>		
207-1 a	A description of the approach to tax, including:	
207-1 a i	Publicly available tax strategy	NN In society/NN's Approach to tax/Group Tax charter
207-1 a ii	Approval and review of tax strategy	TC Our Approach to tax
207-1 a iii	The approach to regulatory compliance	TC Our Approach to tax
207-1 a iv	Link between approach to tax and the company's business and sustainable development strategies	TC Our Approach to tax
<b>207-2 Tax Governance, control and risk management</b>		
207-2 a	A description of the tax governance and control framework, including:	
207-2 a i	The governance body or executive-level position within the organization accountable for compliance with the tax strategy	NN In society/NN's Approach to tax/Group Tax charter
207-2 a ii	How the approach to tax is embedded within the organization	NN In society/NN's Approach to tax/Group Tax charter
207-2 a iii	The approach to tax risks, including how risks are identified, managed, and monitored	NN In society/NN's Approach to tax/Group Tax charter
207-2 a iv	How compliance with the tax governance and control framework is evaluated	NN In society/NN's Approach to tax/Group Tax charter
207-2 b	A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax	AR Our Code of Conduct and other policies
207-2 c	A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion	AR Page 47
<b>207-3 Stakeholder engagement and management of concerns related to tax</b>		
The reporting organisation shall report the following information		
207-3 a	A description of the tax governance and control framework, including:	
207-3 i	The approach to engagement with tax authorities	TC Our Approach to tax

## GRI Index table - Tax Continued

Indicator	Description of indicator	Reference
207-3 ii	The approach to public policy advocacy on tax	TC Our Approach to tax
207-3 iii	The processes for collecting and considering the views and	TC Our Approach to tax
<b>207-4 County by Country reporting</b>		
The reporting organisation shall report the following information		
207-4 a	All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements are resident for tax purposes	TC Corporate Income Tax in the Annual Accounts
207-4 b	For each tax jurisdiction reported in Disclosure 207-4-a:	TC Corporate Income Tax in the Annual Accounts
207-4 b i	Names of the resident entities	TC Corporate Income Tax in the Annual Accounts
207-4 b ii	Primary activities of the organisation	TC Corporate Income Tax in the Annual Accounts
207-4 b iii	Number of employees, and the basis of calculation of this number	TC Corporate Income Tax in the Annual Accounts
207-4 b iv	Revenues from third-party sales	TC Not specified
207-4 b v	Revenues from intra-group transactions with other tax jurisdictions	TC Not specified
207-4 b vi	Profit/loss before tax	TC Corporate Income Tax in the Annual Accounts
207-4 b vii	Tangible assets other than cash and cash equivalents	TC Corporate Income Tax in the Annual Accounts
207-4 b viii	Corporate income tax paid on a cash basis	TC Corporate Income Tax in the Annual Accounts
207-4 b ix	Corporate income tax accrued on profit/loss	TC Corporate Income Tax in the Annual Accounts
207-4 b x	Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax	TC Corporate Income Tax in the Annual Accounts
207-4 c	The time period covered by the information reported in Disclosure 207-4	TC Corporate Income Tax in the Annual Accounts
<b>207-4 Reporting recommendation</b>		
2.3.1	Total employee remuneration	AR Section 28
2.3.2	Taxes withheld and paid on behalf of employees	TC Total Tax contribution 2021
2.3.3	Taxes collected from customers on behalf of a tax authority	TC Total Tax contribution 2021
2.3.4	Industry-related and other taxes or payments to governments	Banking tax currently not in scope of the TTC
2.3.5	Significant uncertain tax positions	Not applicable
2.3.6	Balance of intra-company debt held by entities in the tax jurisdiction, and the basis of calculation of the interest rate paid on the debt	Not specified

# Principles for Sustainable Insurance Progress report 2021

In June 2012, we became a founding signatory of the UN Principles for Sustainable Insurance. We report on our progress in implementing the principles in our business operations throughout the NN Group Annual Report.

The overview below provides a selection of examples from this progress, including references to the relevant pages in the report.

 Annual Report  
 NN Group website

Our commitment	Our goals	Our progress 2021
We will embed in our decision-making environmental, social and governance issues, relevant to our business	Increase ESG-integrated Assets under Management (80% by 2023)	Percentage of ESG-integrated Assets under Management increased to 91% (from 74% at year-end 2020)  pages 14-15, 28-29, 44-46, 128
	Maintain an up-to-date environmental and social risk policy framework	Building on the NN Group Responsible Investment Framework policy, we target a net-zero carbon proprietary investment portfolio by 2050 and formulated intermediate steps for 2025 and 2030 to achieve this goal. Also in other business activities and policies, we integrate e.g. climate-related risks.  pages 44-46, 59-60, 61-76  <a href="http://www.nn-group.com/Sustainability">www.nn-group.com/Sustainability</a>
	Develop a set of ambitions, goals and performance indicators for our insurance and asset management business	We published our new target to increase investments in climate solutions by at least EUR 6 billion by 2030.  pages 11-15
We will work together with clients and business partners to raise awareness of environmental, social and governance issues, manage risk and develop solutions	Grow the Assets under Management in sustainable and impact strategies	Assets under Management in sustainable and impact strategies increased with 30% to EUR 37.9 billion, compared to 2020  pages 44-46, 50-52, 128  <a href="http://www.nnip.com/en-INT/professional/asset-management/responsible-investing">www.nnip.com/en-INT/professional/asset-management/responsible-investing</a>
	Manage our direct footprint and review our procurement process in order to create more sustainable practices	Carbon emissions from our business operations decreased by 20%/FTE compared to 2020. NN Group continued the embedding of sustainability in the procurement policy and process.  pages 47, 50-52, 131
We will work together with governments, regulators and other key stakeholders to promote widespread action across society on environmental, social and governance issues	Engage with stakeholders on general developments or more specific issues	We entered into dialogue with various stakeholders on different topics. More in particular, we joined the Net-Zero Insurance Alliance in 2021  pages 9, 59-60 We also published several reports on sustainability topics  <a href="http://www.nn-group.com">www.nn-group.com</a> ; <a href="http://www.nnip.com">www.nnip.com</a>
	Promote responsible insurance and asset management amongst key stakeholders	We are an active member of various (inter) national organisations and networks. NN is a (board) member of the Institutional Investors Group on Climate Change, and the UN Global Compact Netherlands.  pages 59-60  <a href="http://www.nn-group.com/In-society/Governance-memberships-and-endorsements.htm">www.nn-group.com/In-society/Governance-memberships-and-endorsements.htm</a> We aim to contribute to positive change as we support investee companies to seek improvement in ESG policies and practices  pages 44-46, 128  <a href="http://www.nnip.com/en-INT/professional/asset-management/responsible-investing">www.nnip.com/en-INT/professional/asset-management/responsible-investing</a>
	Create positive change in the communities where we operate by supporting people to improve their financial wellbeing and help them overcome adversity. Reach out to at least 100,000 young people by 2020	21,525 people reached in 2021 through NN Future Matters programme. Total funds donated in 2021 to charitable organisations was EUR 4.3 million.  pages 48-49, 51-52, 130  <a href="http://www.nn-group.com/In-society.htm">www.nn-group.com/In-society.htm</a>
We will demonstrate accountability and transparency in regularly disclosing publicly on our progress in implementing the principles	Ensure public disclosure of our non-financial objectives, and the progress we make, in our annual reporting	NN Group published our 2021 Annual Report. This table serves as a cross-reference to the relevant sections in these reports and our website.

# United Nations Global Compact Progress report 2021

UN Global Compact	NN Group commitment	Performance
<p><b>Principle 1</b> Business should support and respect the protection of internationally proclaimed human rights</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights. Human rights are an integral part of NN Group's Responsible Investment Framework policy that applies to all asset classes.</p> <p>We ask our suppliers to agree to comply with the UNGC principles that promote human rights, fair labour practices, environmental protection, and anti-corruption.</p> <p>NN Group is a member of various international networks and initiatives.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017) NN Group Responsible Investment Framework policy including norms-based criteria. NN is an active participant within the ICSR covenant for the Dutch insurance sector, aiming to strengthen ESG due diligence in line with the OECD Guidelines and the Principles for Business and Human Rights. Procurement Policy and Supplier Code of Conduct NN Group memberships  pages 34-39, 37-39, 44-49, 53-55, 59-60  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 2</b> Business should ensure that they are not complicit in human rights abuses</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights. Human rights are an integral part of NN Group's Responsible Investment Framework policy that applies to all asset classes.</p> <p>We ask our suppliers to agree to comply with the UNGC principles that promote human rights, fair labour practices, environmental protection, and anti-corruption.</p> <p>NN Group is a member of various international networks and initiatives.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017) NN Group Responsible Investment Framework policy including norms-based criteria. NN is an active participant within the ICSR covenant for the Dutch insurance sector, aiming to strengthen ESG due diligence in line with the OECD Guidelines and the Principles for Business and Human Rights. Procurement Policy and Supplier Code of Conduct NN Group memberships  pages 34-39, 37-39, 44-49, 53-55, 59-60  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 3/ILO Conventions 87 and 98</b> Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights, advocate equal opportunities and encourage diversity of thinking.</p> <p>At NN Group, we uphold the freedom of association for all our employees and recognise the right to collective bargaining.</p> <p>Human rights are an integral part of NN Group's Responsible Investment Framework policy and applies to all asset classes.</p> <p>We ask our suppliers to agree to comply with the UNGC principles that promote human rights, fair labour practices, environmental protection and anti-corruption.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017). In 2020, we launched the NN Statement on Diversity &amp; Inclusion and appointed a dedicated D&amp;I specialist. Human Capital Policy. At the time of publication, discussions with the trade unions on a new collective labour agreement (CLA) for the Netherlands were ongoing. NN Group Responsible Investment Framework policy, including norms-based criteria Procurement Policy and Supplier Code of Conduct  pages 34-39, 37-39, 44-49, 53-55, 59-60  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 4/ILO Conventions 29 and 105</b> Business should support the elimination of all forms of forced and compulsory labour</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights. Human rights are an integral part of NN Group's Responsible Investment Framework policy and applies to all asset classes.</p> <p>We ask our suppliers to agree to comply with the UNGC principles that promote human rights, fair labour practices, environmental protection and anti-corruption.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017) NN Group Responsible Investment Framework policy, including norms-based criteria. NN IP performs thematic engagement on Decent work. Procurement Policy and Supplier Code of Conduct  pages 44-49, 53-55  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 5/ILO Conventions 138 and 182</b> Business should support the effective abolition of child labour</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights. Human rights are an integral part of NN Group's Responsible Investment Framework policy and applies to all asset classes.</p> <p>We ask our suppliers to agree to comply with the UNGC principles that promote human rights, fair labour practices, environmental protection and anti-corruption.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017) NN Group Responsible Investment Framework policy, including norms-based criteria. NN IP performs thematic engagement on Decent work. Procurement Policy and Supplier Code of Conduct  pages 44-49, 53-55  <a href="http://www.nn-group.com">www.nn-group.com</a></p>

## United Nations Global Compact Progress report 2021 Continued

UN Global Compact	NN Group commitment	Performance
<p><b>Principle 6/ILO Conventions 100 and 111</b> Business should support the elimination of discrimination in respect of employment and occupation</p>	<p>The NN statement of Living our Values includes the commitment to respect human rights. At NN Group, we believe it is right for the composition of our workforce to reflect that of society and for our people to bring a diversity of talents, beliefs and perceptions to their work.</p>	<p>Living our Values programme Corporate Human Rights Statement (2017) Human Capital Policy, In 2020, we launched the NN Statement on Diversity &amp; Inclusion and appointed a dedicated D&amp;I specialist. Decent work is one of NN IP's thematic engagements.  pages 37-39, 44-47, 53-55  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 7</b> Business should support a precautionary approach to environmental challenges</p>	<p>The NN statement of Living our Values includes the commitment to respect each other and the world we live in. NN Group's Responsible Investment Framework policy aims to mitigate environmental and social risk of our investment activities. NN Group's environmental approach aims to minimise the environmental impact of our own operations. NN Group's Procurement Policy includes environmental aspects.</p>	<p>NN statement of Living our Values Building on the NN Group Responsible Investment Framework policy (including our Statement on Coal) we launched our ambition to accelerate the transition to a sustainable economy by targeting a net-zero carbon proprietary investment portfolio by 2050 and formulated intermediate steps for 2025 and 2030 to achieve this goal Corporate Environmental Statement (2017) Procurement Policy and Supplier Code of Conduct  pages 44-47, 51-52, 61-65, 66-76, 131-135  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 8</b> Business should undertake initiatives to promote greater environmental responsibility</p>	<p>The NN statement of Living our Values includes the commitment to respect each other and the world we live in. NN Group's Responsible Investment Framework policy aims to mitigate environmental and social risk of our investment activities. NN Group's Procurement Policy includes environmental issues, this is to ensure environmental sustainability. NN Group is a member of various international networks and initiatives.</p>	<p>Living our Values programme Building on the NN Group Responsible Investment Framework policy (including our Statement on Coal) we launched our ambition to accelerate the transition to a sustainable economy by targeting a net-zero carbon proprietary investment portfolio by 2050 and formulated intermediate steps for 2025 and 2030 to achieve this goal. NN Investment Partners held 1,312 dialogues with issuers on ESG factors (of which 29% on environmental issues). NN Investment Partners signed the Finance for Biodiversity pledge. Corporate Environmental Statement (2017) Procurement Policy and Supplier Code of Conduct  pages 44-47, 51-52, 61-65, 66-76, 131-135  <a href="http://www.nn-group.com">www.nn-group.com</a></p>
<p><b>Principle 9</b> Business should encourage the development and diffusion of environmentally friendly technologies</p>	<p>The NN statement of Living our Values includes the commitment to respect each other and the world we live in. Grow assets under management in sustainable and impact strategies, and expand related product offering.</p>	<p>Living our Values programme Further strengthened the NN Group Responsible Investment Framework policy by publishing our Statement on Coal. Assets under Management in sustainable and impact strategies increased with 30% compared to 2020 to EUR 37.9bn. NN Investment Partners expanded its green bond strategy, reaching a total of EUR 4bn AuM at year-end 2021.  pages 44-47, 51-52, 61-65, 66-76, 131-135  <a href="http://www.nn-group.com/In-society.htm">www.nn-group.com/In-society.htm</a>; <a href="http://www.nnip.com">www.nnip.com</a></p>
<p><b>Principle 10</b> Business should work against corruption in all its forms, including extortion and bribery</p>	<p>The NN statement of Living our Values includes the commitment to act with integrity. NN Group has zero tolerance towards bribery and corruption and has clear policies on this. NN Group implements a Code of Conduct including Financial Economic Crime (FEC).</p>	<p>Living our Values programme Digital compliance dashboard in place bringing together multiple data sources, facilitating effective and efficient compliance monitoring. Acknowledgement of NN Code of Conduct (100%) Our Code of Conduct and other policies  pages 53-58, 61-65  <a href="http://www.nn-group.com/Who-we-are.htm">www.nn-group.com/Who-we-are.htm</a></p>



NN Group N.V.  
Schenkkade 65  
2595 AS Den Haag  
PO. Box 90504, 2509 LM Den Haag  
The Netherlands  
[www.nn-group.com](http://www.nn-group.com)