

NN Group vitality and well-being

July 2022

NN Group wants to enable colleagues to reach their full potential. We can only achieve that if employees are fit and energetic, so they are better able to cope with change and keep their focus on important things.

Our vision

NN Group firmly believes that employees should feel energetic and happy in their work. Employees can only reach their full potential if they are mentally and physically fit, which in turn makes them more resilient and energetic. Our health and well-being practices aim to create optimal working conditions, limit health risks and foster the vitality and well-being of our employees. Our main priorities are:



Fostering vitality and employability.



Creating an optimal workplace with well-organised procedures.



Preventing and reducing absenteeism and occupational disability.



Reducing the number of employees with work-related health issues.

How it is organised

Local NN entities discuss health issues and risk documentation between the Human Resources department and managers, as well as with organisational health and safety (OHS) departments on a regular basis.

This is carried out in all of our Business Units thereby covering a majority of our global workforce. Internal audits and consultations by occupational health and safety specialists are carried out regularly, as well as independent verifications by external parties

A few examples of implementation in our operating entities:

- **NN Spain** has an external audit every four years regarding Operational Risk. The headquarters implemented quarterly Safety and Health Committee meetings. NN Spain also has a dedicated Health & Safety officer who works on assessments, benefits and launching new initiatives.
- **NN Belgium** has monthly meetings with social partners to discuss health and safety-related matters.
- **NN Greece** has compartmentalised health and safety in the CRO area, where Operational Risk Management (ORM) department and a dedicated security officer cooperate and jointly handle health and safety matters.
- **NN Japan** has a separate Health & Safety Committee to discuss hygiene management in the workplace and improve the work environment to be fully compliant with all local legislation.

Our responsibility

The leadership team of every NN business and operation is ultimately responsible for meeting the above commitments. Additionally, we expect every employee, contractor and visitor to follow relevant health and safety rules, and to report workplace injuries and unsafe conditions in a timely manner.

Our vitality and well-being practices focus on multiple subjects. Find below a selection of best practices covering important aspects of health & vitality in our company, namely;



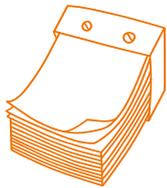
Paid parental leave



Flexible working hours and working from home arrangements



Childcare facilities and contributions



Paid parental leave

The birth of a child is a special event you want to have time for as a caregiver. At NN, we have an inclusive scheme for all types of parents. Currently, six out of eleven countries provide maternity and

paternity leave above and beyond the legal requirement.

A few best practices from our operating entities include:

- **NN Netherlands** offers more extensive salary payment (not maximised) above 70% and the scope/age of the child is extended from eight to 13 to avail 17 weeks of unpaid leave.
- **NN Belgium** provides three additional paid parental leave days above the legal requirement and also covers the difference in pay to fulfil 100% salary during the general 15 weeks maternity leave.
- **NN Greece** provides nine additional maternity leave days and 14 additional paternity leave days in line with the local Labour Law and the Collective Agreement of the Insurance Sector.
- **NN Japan** provides paternity and maternity above the legal requirement and additionally has a 'Welcome back to work' initiative to help returning mothers. They also provide updated information on the company and organisational changes during their leave.
- **NN Poland** provides an additional two weeks of paid leave over the legal requirement.
- **NN Czech** provides five more days of holiday within the first three months after the child's birth above the legal requirement.
- **NN Hungary** announced 15 extra leave days to fathers in the first month after childbirth.
- We also offer Adoption and Foster care leave, Short-term and Long-term care leave and Emergency leave.



Flexible working hours and working from home arrangements

NN Group promotes a work environment in which multiple measures are taken to maintain work effectiveness. All the countries with NN premises offer flexible working arrangements that apply beyond Covid-19, in addition to allowances for extra resources required at the home office. Examples include:

- **NN Slovakia:** A pilot of a four-day working pattern is currently in the testing phase.
- **NN Belgium** offers unlimited work from home arrangements based on business, team and individual needs.

- **NN Greece** offers a €250 allowance to employees to create a comfortable and ergonomic office space when working from home.
- **NN Czech** provides a monthly allowance of €32 for the home office.
- **NN Poland:** An extra monthly allowance to compensate expenses related to home office in the amount of €20 for all employees and for a newly hired employees one-off allowance of €50.
- **NN Hungary:** 100 000 HUF (€245) one-time payment as home office contribution to all employees.



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