



Remuneration policy in relation to the integration of sustainability risks

NN Insurance Belgium applies the Remuneration Policy which is drawn up in accordance with the NN Group Remuneration Framework Policy (the “Framework”). The Framework is aligned with NN Group business strategy, objectives, values and risk appetite and supports the creation of long-term value for all our stakeholders. Following the Framework, performance management is based on a number of financial and non-financial performance objectives. These objectives focus on robust and effective risk management, as well as balanced risk taking. This covers all types of risks, including ESG related risks.

We refer to the NN Group website <https://www.nn-group.com/sustainability/responsible-investment/sustainable-finance-regulation> for more information.