

United Nations Global Compact Communication on Progress 2024

January – December 2023

ASR Nederland N.V. As part of its corporate social responsibility (CSR), ASR Nederland N.V. (hereafter a.s.r.) signed the United Nations Global Compact in 2011. By signing the UNGC, a.s.r. has undertaken to embrace, support and implement within its sphere of influence these principles relating to human rights, labour standards, the environment and the fight against corruption. In this 13th annual Communication on Progress report a.s.r. refers to its sources which describe actions to integrate the Global Compact and its ten principles into the business strategy, culture and daily operations. We welcome feedback on our contents.

I. Human Rights Principles

ASR Nederland N.V. (hereinafter a.s.r.) respects and subscribes to fundamental human rights as internationally agreed in the Universal Declaration of Human Rights, and a.s.r. expects the same from its employees, customers and other business associates.

a.s.r. believes that all people are entitled to basic rights and freedoms, regardless of their nationality, gender, religion, race or any other status. In its policies a.s.r. takes into account the interests of customers, employees and a broad group of external stakeholders. These policies include commitment to ethical and sustainable business practices and takes responsibility for the social and environmental impact of its decisions.

a.s.r. provides a clear set of standards for its business conduct which, together with its commitment to responsible and sustainable business, guide its support and respect for human rights. a.s.r. respects and protects the Human Rights in their daily operations and encourages relations to do the same.

a.s.r. has an impact on society and can therefore also have an impact on human rights. a.s.r. aims to positively contribute to creating a more sustainable society by respecting human rights and preventing or reducing the (potential) risks of human rights violations. a.s.r. has a Human Rights policy in place, that specifies the following elements:

Which international conventions and guidelines a.s.r. subscribes to and respects;

- How a.s.r. accounts for its responsibility to respect human rights;
- How a.s.r. deals with human rights in its various roles as investor, insurance and financial products and services provider, procurer and employer; • a.s.r.'s expectations relating to its employees, business and other relevant parties;
- How (potential) human rights violations can be reported.

Principles	<ol style="list-style-type: none"> 1. Businesses should support and respect the protection of internationally proclaimed human rights. 2. Make sure that they are not complicit in human rights abuses.
References Annual Report a.s.r. 2023	<ol style="list-style-type: none"> 2.6 Material topics and SDGs, p. 25-31 3.1 Becoming the best insurer, p. 37-41 3.2 Being a responsible investor, p. 42-47 3.3 Creating a vital and futureproof workforce, p. 50-55 3.5 Operating as a trusted company, p. 60-63 8. About this report, p. 337-340
References a.s.r. website	<p>Sustainable business / Sustainable employer</p> <p>Sustainable business / Sustainable investor</p> <p>Sustainable business / Codes and guidelines</p> <p>Sustainable business / Human rights policy</p> <p>Governance and organisation / policy and guidelines</p>

II. Labour Principles

In an environment where automation and digitalisation are becoming increasingly important, and in the light of the integration of a.s.r. and Aegon NL, developing the talents of every employee is key. a.s.r. employees can make use of a budget agreed in the collective labour agreement (CLA) and an extensive range of development programs to promote sustainable employability. The aim is to enable employees to become and remain future-proof. a.s.r. has great confidence in its employees and encourages everyone to take control of their own careers, development, and the way they do their work. In order to attract and retain the skills it needs, a.s.r. offers an attractive, competitive and flexible employment package and focuses considerable attention on employee development, engagement and vitality. It is also committed to improving diversity, equal treatment and inclusion.

For a.s.r., it is key that employees remain sustainably employable, which is why considerable attention is given to personal and professional development, physical and mental health and work-life balance.

a.s.r. pays considerable attention to physical and mental health. Employees can take part in an annual health check and a vitality scan, with which they gain insight into energy sources and stressors.

Principles	<ol style="list-style-type: none"> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. The elimination of all forms of forced and compulsory labour. 5. The effective abolition of child labour. 6. The elimination of discrimination in respect of employment and occupation.
References Annual Report a.s.r. 2023	<p>2.6 Material topics and SDGs p. 25-31</p> <p>3.1 Becoming the best insurer p. 37-41</p> <p>3.2 Being a responsible investor p. 42-47</p> <p>3.3 Creating a vital and futureproof workforce p. 50-55</p> <p>3.5 Operating as a trusted company p. 60-63</p> <p>8.1 About this report p. 337-340</p>
References a.s.r. website	<p>Sustainable business / Sustainable employer</p> <p>Sustainable business / Sustainable investor</p> <p>Sustainable business / Codes and guidelines</p> <p>Governance and organisation / policy and guidelines</p>

III. Environmental Principles

a.s.r. strives to be a good steward of nature and the environment by preventing waste and limiting negative impacts. To achieve this, a.s.r. works with an environmental management system.

On the environmental front, a.s.r. puts special focus on its carbon footprint, which comes in two varieties:

- Direct footprint, due to its own activities;
- Indirect footprint, as a result of investment activities.

Furthermore, a.s.r. believes it is important that customers and advisors become more aware of the consequences of climate change. And that they recognise that they themselves can also contribute to mitigate the effects of climate change. a.s.r. helps customers through its insurance products and advice on how to live more sustainably. As a major investor, it invests in activities that reduce climate impact, support the energy transition and restore biodiversity, hereby reducing climate risk. a.s.r. also pays attention to the environmental impact of its offices transport and procurement within its own operations.

Principles	<p>7. Businesses should support a precautionary approach to environmental challenges.</p> <p>8. Undertake initiatives to promote greater environmental responsibility.</p> <p>9. And encourage the development and diffusion of environmentally friendly technologies.</p>
References Annual Report a.s.r. 2023	<p>2.6 Material topics and SDGs p. 25-31</p> <p>3.1 Becoming the best insurer p. 37-41</p> <p>3.2 Being a responsible investor p. 42-47</p> <p>3.5 Operating as a trusted company p. 60-63</p> <p>6.2 Environmental</p>
References a.s.r. website	<p>Sustainable business / Sustainable management</p> <p>Sustainable business / Sustainable investor</p> <p>Sustainable business / Codes and guidelines</p> <p>Governance and organisation / policy and guidelines</p>

IV. Anti-Corruption Principles

a.s.r. is committed to counteracting all forms of corruption.. a.s.r. has a policy on controlling unethical behaviour at group and business levels. a.s.r. investigates signs of unethical behaviour, including corruption and fraud, among employees, intermediaries, mandated brokers and suppliers. a.s.r. has a zero tolerance policy. All a.s.r. employees are expected to abide by the prevailing laws, regulations and ethical standards, a.s.r.'s Human Resource policy, as well as the Code of Conduct. The Code of Conduct is currently being updated and expected to be published in Q3 2024.

Should integrity be compromised, for example through corruption and/or fraud, a.s.r. will take appropriate measures, with due regard for the applicable legislation and regulations-, and sector-based protocols. The risk of corruption is addressed in various policies, such as a.s.r.'s incentive policy and its anti-corruption policy. The latter also prohibits political contributions and charitable donations that may serve as means of bribery and corruption. a.s.r.'s employees are not considered to be involved in any form of corruption. Therefore, neither employees nor members of the management staff are allowed to accept incentives, gifts or remuneration outside of the agreed policy unless this is formally agreed.

Principles	<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>
References Annual Report a.s.r. 2023	<p>3.1 Becoming the best insurer p. 37-41</p> <p>3.2 Being a responsible investor p. 42-47</p> <p>3.5 Operating as a trusted company p. 60-63</p> <p>3.7 Ensuring compliance p. 72-76</p> <p>8.1 About this report, p. 337-340</p>
References a.s.r. website	<p>Sustainable business / Sustainable Investor</p> <p>Sustainable business / Codes and guidelines</p> <p>Governance and organisation / policy and guidelines</p> <p>Code of Conduct for insurers</p> <p>a.s.r. Code of Conduct</p>