

# Bertelsmann Policy Health & Well-being

# BERTELSMANN POLICY HEALTH & WELL-BEING

## Preamble

At Bertelsmann, we view our employees as crucial for our company's success and continued development. Employees who feel healthy are more motivated, creative and productive. The Bertelsmann Policy Health & Well-being expresses the common understanding of Health & Well-being at Bertelsmann.

## Our position on Health & Well-being

We understand health holistically as a state of physical, mental and social well-being and not merely as the absence of disease or ailments. In a rapidly changing working environment, preserving and promoting the health of its employees is of great importance for Bertelsmann. We strive to create healthy and safe working conditions for all employees and a culture of mutual care.

It is our understanding that the health and well-being management in the workplace extends beyond the mere fulfilment of legal requirements. Rather, it is about acting proactively, continuously identifying and achieving possible improvements<sup>1</sup>. Health and well-being management contributes significantly to overall performance and is an important factor in the success of our company.

For the continuous improvement of Health & Well-being Management, we measure our progress regularly.

## Group-wide advancement of Health & Well-being

In this context, we are guided by the following principles:

### Establishing a Health & Well-being Management approach

Health & Well-being Management should be an important part of doing business at all Bertelsmann Group companies. This includes processes to eliminate or minimize potential risks regarding physical, mental and social health at the earliest stage possible and to monitor the implementation of appropriate measures. The Executive Board Guideline C.5.6 Health and Safety defines roles and responsibilities at different levels of the organization to ensure the effective implementation of Group-wide Health and Safety Management.

### Setting up working groups on Health & Well-being

Health & well-being should be managed holistically, systematically and regularly. This should be carried out by designated working groups made up of the relevant stakeholders on the respective level of the organization – from the divisions to the local entities or sites, where applicable.

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<sup>1</sup> This understanding is in line with the Luxembourg Declaration on Workplace Health Promotion (2018).

**Empowering executives** We empower our executives and expect them to promote a healthy and safe working environment and company culture and to act as role models and ambassadors for health & well-being. This includes their participation in related trainings and the consideration of health & well-being in leadership, organizational changes and business practices.

**Empowering employees** We empower our employees to adopt healthy behaviors as well as safe working habits. This includes communication on the availability of voluntary health trainings and the offer of needs-oriented health services and/or benefits such as free access to the company's Social Counseling or Employee Assistance Program (EAP).

These four principles for improving health & well-being apply to all divisions and Group companies worldwide. Additional measures will be taken to address local working conditions, requirements and needs.

The Bertelsmann Code of Conduct and the Bertelsmann Policies on Human Rights and Fair Working Conditions as well as Safety set out further requirements that we as a company and all our employees are committed to upholding. The Bertelsmann Supplier Code of Conduct specifies the expectations and requirements for our business partners.

### **Organizational structure of Health & Well-being Management at Bertelsmann**

The Executive Board of Bertelsmann Management SE (Executive Board), as the highest management body, defines cross-divisional health & well-being priorities and objectives for the Group in the Bertelsmann ESG Program and receives regular updates on progress made. In line with Bertelsmann's corporate structure, the divisions and Group companies bear operational responsibility for Health & Well-being Management locally.

The Bertelsmann Corporate Responsibility Council, which is chaired by the Group Chief Human Resources Officer (CHRO), is a cross-divisional body that advises the Executive Board on the strategic further development of Health & Well-being Management.

The international Health & Well-being Working Group with representatives from Bertelsmann divisions serves to coordinate and facilitate cross-divisional information exchange. The Health & Well-being Working Group is managed by the Corporate Responsibility Department. The core tasks of the Health & Well-being Working Group entails the continuous improvement of Health & Well-being Management, including the advancement of our health culture, the achievement of Group-wide objectives as well as the coordination and further development of reporting.

### **About this policy**

The Bertelsmann Policy Health & Well-being applies to Bertelsmann SE & Co. KGaA Bertelsmann Management SE and all companies in which they have a controlling interest (Group companies). Group companies, to which this policy does

not apply directly as a result of the existing governance regulations (i.e. RTL Group), are implementing their own equivalent policies based on this policy. Compliance with this guideline shall be recommended for companies which are not controlled by Bertelsmann.

*The Bertelsmann Policy Health & Well-being of the Executive Board was adopted on December 16, 2024. This policy is reviewed every two years. If you have any questions or comments, please contact [health@bertelsmann.com](mailto:health@bertelsmann.com).*