



## APPROACH TO OUR EMPLOYEES

While Natural Resource Partners (NRP) maintains a significant ownership footprint of land and mineral rights, our success is driven by our most valuable asset – our people. Together, our efficient team of just over 50 employees supports our culture of respect, integrity, and personal and professional growth, which is reflected in an average employee tenure of approximately 12 years, triple the national average tenure of US companies<sup>(1)</sup>.

- **Health, Safety, and Well-Being** – Our commitment to safety defines who we are, and all employees are encouraged to act in a safe manner and consider the welfare of others. Our health and safety policy serves as a guiding framework for creating a safe workplace for our employees, and we commit to providing the proper equipment, training, and expertise to ensure that our people and offices meet or exceed industry safety standards.

As NRP is not an operator, our employees' exposure to health and safety risks is limited. Notwithstanding, our team travels periodically to visit lessees to conduct due diligence and scheduled audits. Annually, we provide mandatory safety training to ensure our employees are trained and equipped to visit these operations and comply with applicable legal, health, and safety requirements to support the safety of our employees. NRP's health and safety performance is reviewed monthly by management. Workplace injuries, should they happen, would be highly unusual given the nature of our work environment.

In support of personal health, we maintain generous paid time off and holiday policies, parental leave support beyond protections provided by law, access to employee assistance programs, and complimentary onsite gym accommodations.

- **Compensation and Benefits** – We are committed to providing a fair and living wage to all our employees. To attract and retain the best talent, we offer a competitive compensation and benefits package to eligible employees. This package addresses the needs of our employees and their families in the areas of medical, dental, vision, and life insurance. Employees are also offered 401K programs with company matching and disability coverage, among other benefits.
- **Training and Development** – We support the personal and professional development of our employees. All employees are provided with a performance and development review and coaching on an annual basis. In addition, employees receive role-specific training with tuition reimbursement programs available for eligible employees.
- **Diversity and Inclusion** – We value the diversity of our employees and are committed to providing equal opportunity in all aspects of employment without regard to race, sex, national origin, or religion. Females represent 31% of our workforce, 16% of management, and 14% of our executive team, and over the past five years, 55% of new hires have been female.

We are committed to a workplace free of harassment, discrimination, and bullying as outlined by

our [Code of Conduct](#). All such harassment, discrimination, or bullying, whether it occurs in the workplace or at outside work-sponsored activities, is strictly prohibited.

(1) <https://www.bls.gov/news.release/tenure.nr0.htm>