

The Central Works Council Position

Regarding
appointment
Bob Elfring

To
The Supervisory Board of ASR Nederland N.V. ('Supervisory Board')

From
The Central Works Council of ASR Nederland N.V. ('Central Works Council')

Date
15 February 2024

Introduction

The Central Works Council has been asked for its opinion on the Supervisory Board's intention to propose to the General Meeting of Shareholders the appointment of Bob Elfring as a member of the Supervisory Board and also as a member of the Audit and Risk Committee and the Remuneration Committee. The proposed appointment of Bob Elfring as member of the Supervisory Board will be for a period of four years, in accordance with the Dutch Corporate Governance Code.

Position of the Central Works Council

The Central Works Council thanks the Supervisory Board for its detailed justification and explanation. The position request was discussed at the Central Works Council consultation meeting.

A delegation of the Central Works Council met with Bob Elfring. They experienced this as a pleasant and open conversation. Bob Elfring takes a critical attitude and asks thorough questions. The Central Works Council is convinced that Bob Elfring's broad experience in various management and advisory positions at financial institutions and his experience as a supervisor will be of great value to a.s.r.

Based on the above, the Central Works Council supports the nomination for the reappointment of Bob Elfring as a member of the Supervisory Board for a term of four years.