

Curriculum vitae



Ingrid
de Swart



Ingrid de Swart

Year of Birth

1969

Current Position

Member of the Executive Board of ASR Nederland N.V. (a.s.r.)

Nationality

Dutch

Shares held in ASR Nederland N.V.

4,539

Education

Ingrid de Swart studied Dutch language and literature at the University of Utrecht. In 1998, she obtained a Master's degree in Practitioners Neurolinguistic Programming (Catholic University of Nijmegen). At CEDEP in Fontainebleau she followed the Young Executive Programme and the General Management Programme. In addition to various other leadership, management and intervision programmes, she attended the Advanced Management Programme at Wharton University in Pennsylvania in 2014.

Previous positions

Ingrid de Swart started her career in 1993 as policy officer for communication at the Waste Consultation Agency Foundation in Utrecht and subsequently as communications advisor at Chapeau communications agency. From 1999 until 2017 she worked at Delta Lloyd in various management and executive positions. From 2009 until 2013 she was CEO of ABN AMRO Insurance and from 2014 to 2017 member of the Executive Board of Delta Lloyd. From 2017 until 2019 Ingrid de Swart was a board member of Aegon Nederland as chairperson of Retail.

Other positions

Ingrid de Swart is a board member of the association Thuiswinkel.org, member of the Supervisory Board of Thuiswinkel B.V. and member of the Supervisory Board of HumanTouch Holding B.V.

Reason for nomination for reappointment

Ingrid de Swart's first appointment as member of the Executive Board was on 1 December 2019. She has a longstanding career within the industry and in her various positions has gained extensive experience in leading an insurer's operational and commercial activities. She has developed a clear vision of customer interest and (further) digitalisation in the interest of the customer and has demonstrated the ability to build and adapt the strategy and organisation - responsive as well as anticipatory - to changes in the market and changing customer needs.

As COO/CTO of a.s.r., Ingrid de Swart is responsible for all business units as well as IT&C, Customer Experience & Digital and Distribution and Services. Over the past years, she has played a major role in the continued expansion and growth of the insurance activities, the growth and reorganization of the segment Distribution & Services and the further development of Customer Experience and Digital. Ingrid de Swart is also highly experienced in risk governance and the role of the key functions Risk Management, Actuarial, Compliance and Audit therein. Ingrid de Swart also has an important role in the upcoming integration process with Aegon Nederland.

The Supervisory Board is convinced that Ingrid de Swart will continue to be successful in the further development and roll-out of a.s.r.'s mission and strategy. The Supervisory Board values the connecting, effective and natural governance style of Ingrid de Swart, as well as her complementary qualities to the other board members.

Her operational and commercial experience is particularly valuable to a.s.r., as well as her initiatives in relation to customer interest and digitalisation and her contribution to the roll-out of the integration with Aegon Nederland.

Ingrid de Swart has a strong network within the sector and is highly skilled in establishing connections and achieving effective participation of all stakeholders. The Supervisory Board also greatly values her in-depth knowledge of developments in the insurance market (customers, distribution, competitors, chain partners), legislative and regulatory developments in this field and operational risk (and crisis) management. The Supervisory Board is therefore very pleased that Ingrid de Swart is willing to extend her current term of appointment up to and including a.s.r.'s Annual General Meeting of Shareholders in 2027.

Main elements of the contract

The main conditions of the services contract of Ingrid de Swart as member of the Executive Board of a.s.r. are:

- In accordance with the current remuneration policy, Ingrid de Swart receives a fixed remuneration (the gross annual salary for 2022 amounted to € 777,000). The collective labour agreement of a.s.r. applies to the members of the Executive Board in terms of salary indexation. In addition, the members of the Executive Board progress through the salary scales in principle in the same way as the employees. For employees, this means an annual growth of 3% (provided the scale allows for this). For the members of the Executive Board, the Supervisory Board may adjust this growth path slightly upwards or downwards in exceptional circumstances (a growth of 0% to 6%). The Supervisory Board will account for this in the annual remuneration report.
- A pension scheme is part of the other (secondary) benefits.
- The notice period is 3 months for Ingrid de Swart and 6 months for a.s.r. The severance payment amounts to one gross annual salary.
- In addition to the remuneration policy, the Supervisory Board has a binding agreement with the members of the Executive Board to build up a shareholding of 75% for the CEO and 50% for the other members of the Executive Board of the most recent gross annual salary. In the proposal to amend the remuneration policy (agenda item 3), this agreement will be replaced by a fixed remuneration in shares as of 1 July 2023.