

Works Council Position

Regarding
Reappointment
Gisella van
Vollenhoven
and Gerard van
Olphen

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

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

Date
16 February 2023

1. Introduction

The Works Council has been asked for its opinion on the Supervisory Board's intention to submit to the General Meeting of Shareholders the reappointment of Gisella van Vollenhoven and Gerard van Olphen as members of the Supervisory Board. The nomination to reappoint Gisella van Vollenhoven and Gerard van Olphen as members of the Supervisory Board will be for a period of four years, in accordance with the Dutch Corporate Governance Code.

2. Position of the Works Council

The Works Council thanks you for your detailed motivation and explanation. The Works Council supports your motivation to nominate Gisella van Vollenhoven and Gerard van Olphen for reappointment.

Gisella van Vollenhoven is the member of the Supervisory Board nominated by the Works Council. For this reason, the Works Council is in regular contact with Gisella van Vollenhoven. They have quarterly informal consultations about the state of affairs within a.s.r. and also at other times when there is reason to do so. The Works Council appreciates the open and constructive way in which Gisella van Vollenhoven maintains contact with the Works Council. The Works Council also has a pleasant and open relationship with Gerard van Olphen.

Based on its experience and the information provided by you, the Works Council supports the nominations to reappoint Gisella van Vollenhoven and Gerard van Olphen as members of the Supervisory Board for a term of four years.