

Central Works Council Advice

Regarding
reappointment
Ewout Hollegien

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	18 December 2024

1. Introduction

The Central Works Council has been requested to advise on the proposal of the Supervisory Board to reappoint Ewout Hollegien as a member (CFO) of the Executive Board of ASR Nederland N.V.

2. Advice of the Central Works Council

The Central Works Council is positive about your intention to reappoint. It endorses your motivation in the request for advice. In its own words and briefly summarised, the Central Works Council finds Ewout Hollegien to be a competent, open, and pleasant executive with whom it enjoys working. Ewout Hollegien is transparent in his communication, explains matters well, and provides background information. The Central Works Council believes that the intention to reappoint Ewout Hollegien contributes to the continuity of the company.

The Central Works Council is also positive about the way Ewout Hollegien combines his work with time and attention for his family, relatives, and friends.

Therefore, the Central Works Council advises you to proceed with the reappointment of Ewout Hollegien as a member (CFO) of the Executive Board of ASR Nederland N.V. for a term of four years.