

Curriculum vitae

Ewout
Hollegien



Ewout Hollegien

Date of Birth:	1985
Current role:	CFO
Nationality:	Dutch
Shares ASR Nederland N.V.:	5.765

Education

Ewout Hollegien has a Financial Services Management degree, a Master of Science in Business Studies at the University of Amsterdam and an Executive Master in Finance and Control completed at the Vrije Universiteit Amsterdam.

Previous roles

Ewout Hollegien started as a management trainee at Fortis Verzekeringen Nederland (the predecessor of a.s.r.) in 2007. Since then, he has held various positions within a.s.r., including risk manager, senior controller at a.s.r. Asset Management, Balance Sheet manager, and Manager Corporate Development. From 2019 to 2021, he was director of Disability at a.s.r.

Other roles

Ewout Hollegien is a member of the Supervisory Board of Amvest Vastgoed B.V. and chair of the Financial and Economic Affairs Committee of the Dutch Association of Insurers. Furthermore, he is a member of the Supervisory Board of Robidus Groep B.V.

Reason for nomination for reappointment

Ewout Hollegien was first appointed as a member of the Executive Board on 1 December 2021. He has over 17 years of experience in the insurance industry during which time he gained knowledge and experience in the various segments of the Finance domain as well as in the business units. Furthermore, as part of the IPO team in 2016, he gained significant experience with financial markets and was responsible for the M&A processes at a.s.r. from 2016 to 2019, among which the takeover of Generali Nederland and Loyalis. Ewout Hollegien has an excellent knowledge level of financial markets, investments, and insurance products.

As CFO of a.s.r., Ewout Hollegien is responsible for Group Finance & Risk Reporting, Balance & Performance Management, Asset Management, and Real Estate. Over the past few years, he has played a significant role in further structuring the Finance domain. He played a key role in the acquisition of Aegon Nederland N.V. Not only did he play a leading role in preparing the transaction, the setting of the goals for business growth and realising synergies, but also in the actual integration of activities.

Ewout Hollegien is capable of developing a clear vision and effectively communicating it to mobilise the organisation. The Supervisory Board appreciates his careful decision-making, whereby he considers the interests of various stakeholders. He strives for consensus, weighs interests, and does not hesitate to make timely decisions. His communication is open and transparent. He is determined and can provide necessary counterbalance when needed. His management style is characterised by asking critical questions to understand and comprehend complex matters, while respecting the responsibilities of the different disciplines.

The Supervisory Board expects that Ewout Hollegien will continue to be successful in further developing and implementing the mission and strategy of a.s.r. The Supervisory Board values his connecting and decisive leadership style and his complementary qualities with respect to other board members. The Supervisory Board is convinced that Ewout Hollegien possesses the competencies and qualities to continue leading the Finance domain as CFO and, together with the other members of the Executive Board and Management Board, to make a significant contribution to the further development of a.s.r. as a solid, socially engaged, and sustainable insurer.

- A portion of the fixed remuneration of the members of the Executive Board (20% of the fixed cash remuneration) is paid in a.s.r. shares. From the moment the a.s.r. shares are acquired by the members of the Executive Board, they must be held for at least five years (blocking period). The a.s.r. shares can only be sold to the extent that the blocking period and laws and regulations allow. This period applies per allocation and is administered per tranche. In addition to the blocking period, there is a so-called holding obligation. This means that the members of the Executive Board (as long as they are employed) must hold at least 100% of their fixed gross annual salary in shares before they can sell any shares. Upon departure of the Executive Board member, the five-year blocking period remains in effect, but the a.s.r. shares can be freely sold after it expires. Any sale of shares can only take place in accordance with the 'Regulation on private transactions in financial instruments' and to the extent permitted by laws and regulations.
- A pension scheme is part of the other (secondary) conditions.
- The notice period for Ewout Hollegien is 3 months, and for a.s.r. it is 6 months. The severance pay amounts to one gross annual salary.

Key Points of the Contract

Below is an overview of the main terms of the agreement for Ewout Hollegien's appointment as a member and CFO of the Executive Board of ASR Nederland N.V.:

- In accordance with a.s.r.'s remuneration policy, Ewout Hollegien will receive a fixed salary. The gross annual salary amounts to €1,001,894 as of 1 January 2025. The a.s.r. collective labour agreement applies to the members of the Executive Board regarding salary indexation. Additionally, the members of the Executive Board will generally progress through the salary scales in the same manner as employees. For employees, this involves an annual growth of 3% (provided there is room in the scale). For the members of the Executive Board, the Supervisory Board has the option to adjust this growth path slightly upwards or downwards under exceptional circumstances (a growth of 0% to 6%). The Supervisory Board will account for this in the annual remuneration report.