

# Position of the Works Council

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Regarding appointment

Marco Keim

**To**

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

**From**

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

**Date**

18 February 2026

**1. Introduction**

The Works Council has been asked to provide its position regarding the intention of the Supervisory Board to submit the appointment of Marco Keim as member of the Supervisory Board to the General Meeting of Shareholders.

The nomination for the appointment of Marco Keim as member of the Supervisory Board will be for a term lasting until no later than 4 July 2028 (five years after the closing of the Aegon transaction).

**2. Position of the Works Council**

A delegation of the Works Council has met with Marco Keim. They experienced this as a valuable meeting in which both parties were able to get acquainted in an open atmosphere. Marco Keim comes across as a people oriented and approachable individual. The Works Council is convinced that the knowledge of the (international) insurance market that Marco Keim brings with him is a fitting addition to the Supervisory Board. Based on the above, the Works Council supports the nomination for the appointment of Marco Keim as member of the Supervisory Board until no later than 4 July 2028.