

Works Council advice

Regarding
proposed
appointment of
Annemiek van
Melick

To:
Chairman of the Executive Board of ASR Nederland N.V.
Chairman of the Supervisory Board of ASR Nederland N.V.

From:
Works Council of ASR Nederland N.V.

Date:
6 December 2019

1 Introduction

With your memo of 21 November 2019 you requested (in accordance with Article 30 Wet op de ondernemingsraden) that the Works Council determine its advice on the proposed appointment of Annemiek van Melick as a member of the Executive Board and CFO of ASR Nederland N.V. for a period of four years.

2 Findings and conclusion

During the consultative meetings of the Works Council on 14 October and 11 November the Works Council was informed regarding the selection process and was given the opportunity to respond to the candidate profile for the CFO position. On 18 November 2019, the Works Council was introduced to Annemiek van Melick. During the open and pleasant conversation, the Works Council has got a good impression of the qualities of Annemiek van Melick on a professional and personal level.

She explained why 'The story of a.s.r.' appeals to her. The Works Council expects that Annemiek van Melick is a good fit for a.s.r. and that she will be able to perform her duties as CFO very well with her profound financial knowledge and extensive experience.

The Works Council hereby informs you that it has obtained a positive image of Annemiek van Melick and advises positively to appointment Annemiek van Melick.