

Works Council Advice

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Regarding
Reappointment
Jos Baeten

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

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

Date
21 October 2022

1. Introduction

The Works Council's advice and position has been requested on the Supervisory Board's intention to proceed with the reappointment of Jos Baeten as member and also chairman of the Executive Board of ASR Nederland N.V. (Executive Board).

This reappointment is prompted by the possible merger of Aegon Nederland N.V. and ASR Nederland N.V., where it has been agreed that Jos Baeten's term will be extended due to the integration process. This process covers a longer period than the chairman's current term of appointment.

2. Findings and Conclusion

When Jos Baeten was reappointed in 2020, the Works Council expressed its confidence that he knows how to maintain calmness and stand firm on the course set out and the values of a.s.r. Even during (possible) takeovers and against the market if necessary.

This trust remains. The Works Council can therefore inform you that it is positive about your intention for reappointment.

The Works Council hereby advises you to proceed with the reappointment of Jos Baeten as member and chairman of the Executive Board, for a period expiring at the end of the Annual General Meeting of Shareholders in (May) 2026.