

SB Remuneration Policy ASR Nederland N.V.

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Approved by: Annual General Meeting
ASR Nederland N.V.

SB remuneration policy

The remuneration of the Supervisory Board of ASR Nederland N.V. is fixed; there is no variable remuneration scheme.

The Supervisory Board remuneration policy is aligned with the four perspectives underlying the a.s.r. remuneration policy.¹ In determining the remuneration level, the responsibilities and time spent of a Supervisory Board of a listed financial institution is taken into account, including:

- revised and expanded legislation and regulations;
- fundamental changes in the nature and complexity of the company and governance;
- a.s.r.'s profile, in which organic growth, mergers, acquisitions and collaborations in complex insurance areas will be actively examined and/or pursued.

In addition, the remuneration level within the reference group used is considered. A basic principle of a.s.r.'s current remuneration policy both for the EB and the SB is that remuneration should be at the most around the median for the reference group. This reference group is the same as that used for the members of the Executive Board².

The remuneration of the Supervisory Board members consists of a fixed basic remuneration and a fixed committee remuneration.

Supervisory Board remuneration

In €	As per 1 July 2024 (gross)
Supervisory Board	
Chair	€ 90,000
Member	€ 60,000
Audit & Risk Committee	
Chair	€ 15,000
Member	€ 10,000
Remuneration Committee	
Chair	€ 10,000
Member	€ 5,000
Nomination & ESG Committee	
Chair	€ 10,000
Member	€ 5,000

¹ The four perspectives are: the organizational perspective, the internal perspective, the external perspective and the stakeholder perspective. For further explanation see a.s.r. remuneration policy.

² The reference group used for SB and EB is included in Annex 1.

Annex 1. Reference group for remuneration Supervisory Board and Executive Board

Organisation	Index
Aalberts N.V.	AMX
ABN AMRO Bank N.V.	AEX
Achmea B.V.	Not listed
Aegon Ltd.	AEX
ASM International N.V.	AEX
Coöperatieve Rabobank U.A.	Not listed
De Volksbank N.V.	Not listed
IMCD N.V.	AEX
ING Groep N.V.	AEX
JDE Peet's N.V.	AMX
Koninklijke KPN N.V.	AEX
Koninklijke Vopak N.V.	AMX
NN Group N.V.	AEX
OCI N.V.	AMX
Signify N.V.	AMX
Van Lanschot Kempen N.V.	AMX