

# Agenda

## Annual General Meeting of Shareholders 2019

May 17, 2019  
Aegonplein 50, The Hague

The AGM will be webcast on Aegon's website ([aegon.com](http://aegon.com)).



The Hague, April 5, 2019

**AEGON**

The Annual General Meeting of Shareholders (the “AGM”) of Aegon N.V. (the “Company”) is to be held on Friday, May 17, 2019 at 10:00 a.m. at Aegon’s head office, Aegonplein 50, 2591 TV The Hague, the Netherlands.

## Agenda

1. Opening (\*)
2. 2018 Business overview (\*)
3. Annual Report and annual accounts 2018
  - 3.1 Reports of the Boards for 2018 (\*)
  - 3.2 Remuneration report 2018 (\*)
  - 3.3 Annual accounts 2018 and report independent auditor (\*)
  - 3.4 Adoption of the annual accounts 2018
  - 3.5 Approval of the final dividend 2018
4. Appointment of PricewaterhouseCoopers as independent auditor for the annual accounts 2019 and 2020
5. Release from liability
  - 5.1 Release from liability for the members of the Executive Board for their duties performed during 2018
  - 5.2 Release from liability for the members of the Supervisory Board for their duties performed during 2018
6. Remuneration
  - 6.1 Adoption of the remuneration policy for members of the Supervisory Board
7. Composition of the Supervisory Board
  - 7.1 Reappointment of Ben J. Noteboom
8. Composition of the Executive Board
  - 8.1 Reappointment of Alexander R. Wynaendts
9. Issuance and acquisition of shares
  - 9.1 Authorization of the Executive Board to issue common shares with or without pre-emptive rights
  - 9.2 Authorization of the Executive Board to issue common shares in connection with a rights-issue
  - 9.3 Authorization of the Executive Board to acquire shares in the Company
10. Any other business (\*)
11. Closing (\*)

(\*) These items will not be voted upon.

The Integrated Annual Report 2018, including the annual accounts, the Executive and Supervisory Board reports and other documents, is available on Aegon’s corporate website ([aegon.com](http://aegon.com)). Hard copies can be obtained by completing the order form on the website.

## Explanation of the agenda

### General remarks:

- A route description is available on Aegon's website (aegon.com).
- It is necessary to register prior to the start of the meeting in order to attend. Please see the notes under the headings 'Admittance to the AGM and voting rights' and 'Registration of attendance' on page 7 and 8 of this agenda.
- Upon registration shareholders and proxy holders will receive either a meeting ID, username and password for exercising their voting rights by means of an own smartphone/tablet during the meeting, or an electronic voting device for exercising their voting rights during the meeting.
- The Chairman will chair the meeting in English; simultaneous translation via headphones (from English into Dutch and from Dutch into English) will be available.
- Audio/visual recordings during the meeting are not allowed unless prior written permission is granted.
- A light lunch will be served after the meeting.

### 1. Opening

The meeting will be chaired by the Chairman of the Supervisory Board, Mr. William L. Connelly. The draft minutes of the AGM of May 18, 2018 were published on Aegon's website (aegon.com/AGM) on August 17, 2018, and were available for comments for three months. The final minutes were published on Aegon's website on November 16, 2018, signed by the Chairman and the Secretary.

### 2. 2018 Business overview

The Executive Board will give a presentation on the course of business in 2018.

### 3. Annual Report and annual accounts 2018

#### 3.1 Reports of the Boards for 2018

Discussion on the Executive Board report and the Supervisory Board report, as included in the Annual Report 2018.

#### 3.2 Remuneration report 2018

Discussion on the Remuneration report 2018, as included in the Annual Report 2018.

#### 3.3 Annual accounts 2018 and report independent auditor

Discussion on the annual accounts 2018 and the report of the independent auditor PricewaterhouseCoopers.

#### 3.4 Adoption of the annual accounts 2018

It is proposed that the shareholders adopt the annual accounts for the financial year 2018.

#### 3.5 Approval of the final dividend 2018

Aegon's dividend policy is included in the Annual Report 2018 on page 403. It is proposed that the final dividend for 2018 will amount to EUR 0.15 per common share and EUR 0.00375 per common share B. This proposal results in a total dividend for the financial year 2018 of EUR 0.29 per common share and EUR 0.00725 per common share B, taking into account the interim dividend of EUR 0.14 per common share and EUR 0.0035 per common share B, paid in September 2018. The final dividend will be paid in cash or stock at the election of the shareholder. The value of the dividend in common shares will be approximately equal to the cash dividend.



If the proposed dividend is approved by the shareholders, both Aegon's Euronext-listed shares and NYSE-listed shares will be quoted ex-dividend on Tuesday, May 21, 2019. The record date for the dividend will be Wednesday, May 22, 2019 for both Aegon's Euronext-listed shares and for its NYSE-listed shares. Shareholders can elect to receive the dividend in cash or in common shares during the dividend election period, which will run from Tuesday, May 28, 2019 through Friday, June 14, 2019. The stock fraction for the stock dividend will be based on the average price of the Aegon share on the Euronext Amsterdam stock exchange for the five trading days from Monday, June 10, 2019 through Friday, June 14, 2019. The dividend will be payable as of Friday, June 21, 2019. Under Solvency II a company may only distribute a dividend if it has a solvency capital ratio of at least 100% and if it is expected that the company will have a solvency capital ratio of at least 100% for the twelve months thereafter. Aegon currently foresees that it will meet this requirement on June 21, 2019 as well as during the year thereafter.

#### 4. Appointment of PricewaterhouseCoopers as independent auditor for the annual accounts 2019 and 2020

In accordance with the recommendation of the Supervisory Board, it is proposed that PricewaterhouseCoopers be appointed as the independent auditor for the annual accounts 2019 and 2020.

#### 5. Release from liability

##### 5.1 Release from liability for the members of the Executive Board for their duties performed during 2018

It is proposed that the Executive Board members be released from liability for their duties, to the extent the exercise of such duties is reflected in the Annual Report 2018 or has otherwise been disclosed to shareholders prior to the adoption of the annual accounts 2018.

##### 5.2 Release from liability for the members of the Supervisory Board for their duties performed during 2018

It is proposed that the Supervisory Board members be released from liability for their duties, to the extent the exercise of such duties is reflected in the Annual Report 2018 or has otherwise been disclosed to shareholders prior to the adoption of the annual accounts 2018.

#### 6. Remuneration

##### 6.1 Adoption of the remuneration policy for members of the Supervisory Board

It is proposed to amend the remuneration policy for the members of the Supervisory Board with effect from January 1, 2019. The proposal reflects the increase in complexity and workload of the Risk Committee, whilst taking into consideration the results from a peer review amongst comparable Dutch and European companies with regards to attendance and travel fees. The following changes are proposed:

- ♦ The annual fixed fees for Risk Committee membership become equal to the Audit Committee.
  - Increasing the Risk Committee Chairman fee from EUR 10,000 to EUR 13,000.
  - Increasing the other Risk Committee Members from EUR 5,000 to EUR 8,000.
- ♦ Increase the Committee attendance fee for all committees, except the Audit Committee, from EUR 2,000 to EUR 3,000.
  - The Audit Committee attendance fee is already EUR 3,000.
- ♦ Increase the Intercontinental Travel fee from EUR 3,000 to EUR 4,000.
- ♦ Introduce a Continental Travel fee and set this at EUR 2,000.

The last change to this policy was six years ago at the AGM held on May 15, 2013.

## 7. Composition of the Supervisory Board

### 7.1 Reappointment of Ben J. Noteboom

It is proposed that Mr. Ben Noteboom be reappointed as a member of the Supervisory Board for another term of four years as of May 17, 2019 (i.e. until the end of the AGM to be held in 2023). According to the retirement schedule of the Supervisory Board, his current term of office expires in 2019. The Nomination and Governance Committee discussed (without the attendance of Mr. Noteboom) his qualifications, established that he fits the Profile of the Supervisory Board well and advised the Supervisory Board to nominate him for reappointment. Mr. Noteboom is eligible for reappointment and is willing to remain on the Supervisory Board. Information regarding the qualifications of Mr. Noteboom and how he fits in the Profile of the Supervisory Board is available in Annex 1 to this agenda.

## 8. Composition of the Executive Board

### 8.1 Reappointment of Alexander R. Wynaendts

It is proposed that Mr. Alexander Wynaendts be reappointed as a member of the Executive Board for another term of four years as of May 17, 2019 (i.e. until the end of the AGM to be held in 2023). According to the appointment schedule of the Executive Board, his current term of office expires in 2019. The Nomination and Governance Committee has evaluated Mr. Wynaendts' career at Aegon and his functioning as CEO of the Company and advised the Supervisory Board to nominate Mr. Wynaendts for reappointment. Upon his reappointment Mr. Wynaendts and the Company will enter into a services agreement within the meaning of article 7:400 of the Dutch Civil Code, taking into account that agreements concluded between a Dutch listed company and an executive director cannot be qualified as an employment agreement. Mr. Wynaendts is eligible for reappointment and is willing to remain on the Executive Board. Information regarding Mr. Wynaendts is available in Annex 2A to this agenda. Information on the most important terms of the services agreement between Mr. Wynaendts and the Company is available in Annex 2B to this agenda.

## 9. Issuance and acquisition of shares

The authorities proposed in agenda item 9 will, if granted, enable the Company to be flexible in issuing and acquiring common shares. Any issuances or acquisitions of common shares by the Company will be publicly announced by press release and on Aegon's corporate website (aegon.com). With respect to the proposals in agenda item 9 the term 'Capital' means the total par value of all issued common shares at the time the respective authorization is used for the first time.

### 9.1 Authorization of the Executive Board to issue common shares with or without pre-emptive rights

The hereby proposed authorization can be used by for all purposes and is limited to 10% of the Capital.

It is proposed that, for a period of eighteen (18) months starting on May 17, 2019, the Executive Board will be authorized to, subject to prior approval of the Supervisory Board, resolve to:

- a. issue common shares in Aegon N.V. and grant rights to acquire common shares in Aegon N.V. up to ten percent (10%) of the Capital; and
- b. in connection herewith, to restrict or exclude the pre-emptive rights of the existing shareholders of common shares.

This authorization may only be withdrawn by the General Meeting of Shareholders on a proposal of the Executive Board, which is approved by the Supervisory Board.

This resolution will replace the authorizations granted to the Executive Board in 2018 to, subject to prior approval of the Supervisory Board, resolve to issue common shares and to restrict or exclude pre-emptive rights upon issuing of common shares, both up to 10% of the issued capital, plus 10% of the issued capital if the issuance occurs on the occasion of the acquisition of an enterprise or a corporation or, if necessary in the opinion of the Executive Board and the Supervisory Board, to safeguard or conserve the capital position of the Company.

The proposed authorization will allow the Executive Board to be flexible and to react quickly to circumstances that require the issuance of common shares.

### 9.2 Authorization of the Executive Board to issue common shares in connection with a rights-issue.

The hereby proposed authorization may only be used to safeguard or conserve the capital position of Aegon N.V. and is limited to 25% of the Capital.

It is proposed that, for a period of eighteen (18) months starting on May 17, 2019, the Executive Board will be authorized to, subject to prior approval of the Supervisory Board, resolve to:

- a. issue common shares in Aegon N.V. and grant rights to acquire common shares in Aegon N.V. up to twenty five percent (25%) of the Capital in connection with a rights issue, being a share offering to holders of common shares in Aegon N.V.
  - in proportion to their existing holdings of common shares in Aegon N.V., in line with market practice; and
- b. in connection herewith, to resolve to restrict or exclude statutory pre-emptive rights of the existing shareholders of common shares so as to make such restrictions or exclusions or other arrangements as may be deemed necessary or expedient in the context of rights issues,

provided that this authority may only be used if it is necessary in the opinion of the Executive Board and the Supervisory Board, for safeguarding or conserving the capital position of Aegon N.V.

This authorization may only be withdrawn by the General Meeting of Shareholders on a proposal of the Executive Board, which is approved by the Supervisory Board.

The proposed authorization will allow the Executive Board to be flexible and to react quickly to circumstances that require the issuance of common shares. It will give the Company flexibility in managing its capital position and to respond promptly to developments in the financial markets, should circumstance so require.

The authority takes into account the shareholders' interests to minimize dilution of their percentage shareholding as it provides the authority to issue common shares up to 25% of the Capital by way of a rights issue only. The rights issue will be conducted in line with market practice, affording eligible existing shareholders the right to subscribe for the new shares in proportion to their shareholding. In line with the market practice in such a rights issue the statutory pre-emptive rights will be excluded, in order to deal with legal or practical difficulties in relation to record dates, fractional entitlements, treasury shares or any restrictions, obligations, practical or legal constraints under the laws or requirements of any jurisdiction or regulatory body.

### 9.3 Authorization of the Executive Board to acquire shares in the Company

It is proposed that, for a period of eighteen (18) months starting on May 17, 2019, the Executive Board be authorized to acquire, for a consideration, shares in Aegon N.V.'s own capital. The number of shares that may be so acquired will not exceed ten percent (10%) of Aegon N.V.'s Capital. Common shares and common shares B may only be acquired at a price not higher than ten percent (10%) above the actual market value of the shares immediately prior to the acquisition.

Upon adoption, this resolution will replace the authorization granted in 2018. The proposed authorization is identical to the one granted in previous years. Although according to Dutch law a repurchase of shares is allowed to a maximum of 50% of Aegon N.V.'s Capital, it is proposed to limit this authorization to 10%. This authorization will allow the Executive Board to be flexible and to react quickly to circumstances that require a repurchase of Aegon N.V. shares, and can be used for any and all purposes.

## Admittance to the AGM and voting rights

Recognized as persons entitled to take part in the AGM are those who hold shares of Aegon N.V. on the Record Date, Friday, April 19, 2019, following the processing of all additions and withdrawals as at the Record Date. This applies by analogy to pledgees and usufructuaries of shares holding the right to attend General Meetings of Shareholders of Aegon N.V. The shares will not be blocked until the date of the AGM. The holder of shares acquired after April 19, 2019, cannot exercise meeting rights or voting rights at the AGM.

Shareholders holding their shares in a securities account under the Dutch giro system who wish to attend the AGM (or their proxy holders as the case may be), are required to notify their intended attendance to ABN AMRO Bank N.V., Amsterdam, the Netherlands ("ABN AMRO"), which is possible from Saturday, April 20, 2019, until Friday, May 10, 2019, 11.00 p.m. CET at the latest. This notification can be made through the ABN AMRO website ([abnamro.com/evoting](http://abnamro.com/evoting)) or through the shareholder's bank or stockbroker (intermediary) in the Netherlands within the meaning of the Dutch Securities Transactions Act ("Wet Giraal Effectenverkeer") by submitting a statement from the shareholder's intermediary regarding one's ownership of shares on the Record Date as stated above.

Shareholders registered in the Company's register of shareholders will receive an invitation by mail. They are required to inform Aegon N.V. in writing of their intention to attend the AGM by Friday, May 10, 2019 at the latest.

Shareholders with vested Aegon shares from incentive plans will receive an email containing information on how to notify their attendance.

The agenda with explanatory notes is available on Aegon's corporate website ([aegon.com/AGM](http://aegon.com/AGM)) as of Friday, April 5, 2019, and will be sent to shareholders registered in Aegon N.V.'s register of shareholders. Holders of New York Registry Shares will receive a proxy solicitation notice.

Shareholders that have notified their attendance to ABN AMRO as outlined above have several means to vote without attending the meeting:

1. They can vote through the e-voting system of ABN AMRO ([abnamro.com/evoting](http://abnamro.com/evoting)) which entails a voting instruction to a (deputy) civil law notary of Allen & Overy LLP;
2. They may grant a written proxy to a representative by using a proxy form; or
3. They may grant a written proxy with a voting instruction to the Company Secretary of Aegon N.V. by using a proxy form. Proxy forms in Dutch and in English can be found on Aegon's corporate website ([aegon.com/AGM](http://aegon.com/AGM)).

Shareholders registered in the Company's register of shareholders may also vote without attending the meeting by granting a written proxy to a representative or by giving a written proxy with a voting instruction to the Company Secretary of Aegon N.V. Proxy forms in Dutch and in English can be found on Aegon's corporate website.

Shareholders with vested Aegon shares from incentive plans will receive a separate email containing a link enabling them to vote by means of an electronic voting instruction through ABN AMRO's dedicated e-voting system which entails a voting instruction to a (deputy) civil law notary of Allen & Overy LLP. These shareholders may also grant a written proxy (including or excluding a voting instruction) in order to exercise their voting rights.

## Registration of attendance

In addition to the notification requirements as explained under “Admittance to the AGM and voting rights”, persons attending the AGM must register in person directly prior to the meeting at the registration booth located at the entrance of the meeting room between 9:00 a.m. and the start of the AGM at 10:00 a.m. These persons must provide evidence of their identity by way of a valid form of identification. Proxy holders must also provide proof of their authorization in writing.

Upon registration in person at the AGM, persons entitled to vote will be offered the choice between voting by means of a voting app or an electronic voting device.

- ♦ Voting app: it is recommended that persons entitled to vote download the voting app prior to the AGM in the iOS App Store or the Google Play Store by searching and downloading ‘Lumi AGM’. Alternatively, if shareholders do not wish to download the app or do not have an iOS or Android device, they can exercise their voting rights during the AGM via the webpage <https://web.lumiagm.com>. The Meeting ID, username and password for using an own smartphone or tablet during the AGM will be distributed to the shareholders upon registration at the entrance of the meeting room. Please make sure your smartphone or tablet is sufficiently charged.
- ♦ Electronic voting device: persons entitled to vote may opt to receive an electronic voting device for exercising their voting rights at the AGM.

## Written questions

Aegon offers shareholders the opportunity to submit written questions concerning items on the agenda until Friday, May 10, 2019 at the latest. These questions may be combined and will be dealt with and discussed at the AGM. All questions should be submitted to Aegon’s Investor Relations team (by email: [ir@aegon.com](mailto:ir@aegon.com), or by mail: Aegon N.V., Investor Relations, Jan Willem Weidema, P.O. Box 85, 2501 CB The Hague, the Netherlands).

The Hague, April 5, 2019

On behalf of the Supervisory Board,

William L. Connelly,  
Chairman

## Annex:

1. Biography of Mr. B.J. Noteboom
2. A. Biography of Mr. A.R. Wynaendts  
B. Most important terms of the services agreement between Mr. Wynaendts and the Company.



## Annex 1: Biography of Mr. B. J. Noteboom

### Agenda item 7.1: Proposal to reappoint Mr. Ben Noteboom

The biography of Mr. Noteboom as required by Dutch law with regard to the nomination for his reappointment to the Supervisory Board as stated in agenda item 7.1 is as follows:

Name	:	Ben Noteboom
Age	:	60
Gender	:	Male
Nationality	:	Dutch
Profession/main occupation	:	Non-executive Director
Main former occupation	:	CEO of Randstad Holding N.V.
Shares in the Company	:	23,500 (December 31, 2018)
Membership of other Boards	:	Chairman of the Supervisory Board of Royal Vopak N.V. Member of the Supervisory Board of Royal Ahold Delhaize N.V. Member of the Supervisory Board of Wolters Kluwer N.V.* Member of the Board of Directors of VUmc Cancer Center Amsterdam Chairman of Stichting Prioriteit Ordina Groep

Mr. Noteboom graduated in Civil and Company Law at the Erasmus University Rotterdam. He is also a member of the Supervisory Board of Royal Ahold Delhaize N.V., Wolters Kluwer N.V.\* and Chairman of the Supervisory Board of Royal Vopak N.V. In addition, Mr. Noteboom is a member of the Board of Directors of VUmc Cancer Center Amsterdam and the Chairman of Stichting Prioriteit Ordina Groep. He worked for Randstad Holding N.V. from 1993 until 2014, where he was appointed member of the Executive Committee in 2001 and became CEO in 2003.

Mr. Noteboom has experience as CEO of a global company in recruitment and staffing, Randstad Holding, and brings knowledge and expertise to the Supervisory Board in branding, marketing, human resources, strategy and mergers and acquisitions. Mr. Noteboom is furthermore well known with the geographic markets where Aegon operates in. He gained relevant insight in different cultures and the impact thereof on strategy and the operations of a company. As former CEO of a listed company, Mr. Noteboom is also familiar with an environment with external stakeholders.

Mr. Noteboom was appointed to Aegon's Supervisory Board in May 2015, and is Chairman of the Remuneration Committee and member of the Risk Committee. The Nomination and Governance Committee is of the opinion that his knowledge and experience match the desired expertise, and that his reappointment safeguards the continuity and knowledge of the organization within the Supervisory Board. The Nomination and Governance Committee therefore advises the Supervisory Board to nominate him for reappointment to serve for a second term of four years. The Supervisory Board followed that advice and recommends to the General Meeting of Shareholders that Mr. Noteboom be reappointed as member of the Supervisory Board for a term of four years as from May 17, 2019. Mr. Noteboom has no conflicts of interest within Aegon.

\* Until the AGM of Wolters Kluwer of April 18, 2019.

## Annex 2A: Biography of Mr. A.R. Wynaendts

### Agenda item 8.1: Proposal to reappoint Mr. Alexander Wynaendts to the Executive Board

The biography of Mr. Wynaendts as required by Dutch law with regard to the nomination for his reappointment to the Executive Board as stated in agenda item 8.1 is as follows:

Name	:	Alexander R. Wynaendts
Age:		58
Gender	:	Male
Nationality	:	Dutch
Profession:		Chairman of the Executive Board and CEO of Aegon N.V.
Shares in Aegon N.V.	:	494,779 (December 31, 2018)
External Board membership that qualify under Act Management and Supervision	:	Independent Director of the Board of Air France-KLM S.A.

Mr. Wynaendts, born in 1960, is a graduate from the École Supérieure d'Electricité in Paris and has a degree in Economics from the Paris Sorbonne University (1984). He started his career in 1984 at ABN AMRO Bank in Asset Management and Corporate Finance functions in Amsterdam and London. He joined Aegon in 1997 at the Group Business Development department and was appointed Executive Vice President Group Business Development in 1998.

He was appointed as a member of Aegon's Executive Board in 2003, overseeing the Company's international growth strategy. In April 2007, Mr. Wynaendts was named Aegon's Chief Operating Officer. A year later, he became CEO and Chairman of Aegon's Executive Board and Management Board. He was reappointed at the Annual General Meetings of 2011 and 2015. The Supervisory Board proposes to reappoint Mr. Wynaendts in view of his broad international and financial services experience, his leadership and vision, and his performance as CEO.

Mr. Wynaendts has been an Independent Director of the Board of Air France-KLM S.A. since May 2016. He is Chairman of the Supervisory Board of Puissance B.V. (not listed), member of the Pan-European Insurance Forum (PEIF), board member of the Geneva Association and Chairman of the Supervisory Board of the Rijksmuseum in Amsterdam.

## Annex 2B: Information on the most important terms of the services agreement between Mr. Wynaendts and the Company

Agenda item 8.1: Proposal to reappoint Mr. Alexander Wynaendts to the Executive Board.

### General

If Mr. Wynaendts is reappointed as a member of the Executive Board for another term of four years on the AGM of May 17, 2019, the Company and Mr. Wynaendts will enter into a services agreement within the meaning of article 7:400 of the Dutch Civil Code as of May 18, 2019, replacing the existing services agreement between Mr. Wynaendts and the Company.

The new services agreement will terminate on the earlier of (i) the end of the month after the AGM in 2023, or (ii) the moment the Executive Board membership is terminated. The notice period for early termination of the services agreement is three months for Mr. Wynaendts and six months for the Company.

The services agreement will mainly contain clauses that stem forth from the previous employment agreement and the existing services agreement.

### Fixed Salary

Starting 1 June 2019, the Fixed Salary amounts to EUR 1,327,239 gross. This includes an increase of 2.5% of the Fixed Salary as of this date.

### Variable Compensation

As in his current services agreement, Mr. Wynaendts shall be eligible for an annual gross Variable Compensation in accordance with the Executive Board Remuneration Policy. Mr. Wynaendts can earn a Variable Compensation of up to a maximum of 100% of the Fixed Salary depending on the achievement of company targets and personal targets that will be set by the Supervisory Board annually. In line with the Remuneration Policy the Variable Compensation consists of an 'upfront' and a 'deferred' portion: 40% of the total Variable Compensation is paid out directly after the one-year accrual period, whereas the remaining part (60% of the total) is deferred over a three-year period following the accrual period. Once deferred compensation has vested, a further holding period of three years applies. All upfront and deferred payments of the Variable Compensation will be done equally (i.e. fifty/fifty) in cash and shares.

### Pension provisions and fringe benefits

Mr. Wynaendts does not participate in the Aegon collective pension scheme plan for employees.

As in his current services agreement, he receives a gross allowance for pension purposes. In total the contribution of the Company to his pension arrangements will amount to 40% of the fixed salary, which contribution is equal to the contributions made for Mr. Rider (the current CFO and member of the Executive Board of the Company).

As in his current services agreement, Mr. Wynaendts remains entitled to (the net equivalent of) an annual gross amount in cash equal to 28% of the Fixed Salary, which is paid out as part of the old-age arrangements. The fringe benefits are commensurate with the position held. As in his current services agreement, Mr. Wynaendts is entitled to a special gross allowance of 2% of his Fixed Salary and the use of a company car.

### Termination payment

Mr. Wynaendts is not entitled to a termination payment, severance pay or transition allowance if the service agreement is terminated prior to the end of Mr. Wynaendts full four-year term. The arrangement is in line with Article 1:125 of the Dutch Supervision Act and the Dutch Corporate Governance Code.

## About Aegon

Aegon's roots go back more than 200 years – to the first half of the nineteenth century. Since then, Aegon has grown into an international company, with businesses in more than 20 countries in the Americas, Europe and Asia. Today, Aegon is one of the world's leading financial services organizations, providing life insurance, pensions and asset management. Aegon's purpose is to help people achieve a lifetime of financial security. More information on [aegon.com](https://www.aegon.com).