

# Remuneration Report 2018 Supervisory Board

The Hague, March 2019



## Supervisory Board Remuneration Policy 2018

Aegon's Supervisory Board Remuneration Policy is aimed at ensuring fair compensation, and protecting the independence of the Board's members. Terms and conditions for members of the Supervisory Board are part of Aegon's broader Remuneration Policy, and are the responsibility of the Supervisory Board.

Members of the Supervisory Board are entitled to the following:

- ♦ A base fee for membership of the Supervisory Board. No separate attendance fees are paid to members for attendance at the regular Supervisory Board meetings;
- ♦ An attendance fee for each extra Board meeting attended, be it in person or by video and/or telephone conference;
- ♦ A committee fee for members on each of the Supervisory Board's Committees;
- ♦ An attendance fee for each Committee meeting attended, be it in person or through video and/or telephone conference; and
- ♦ An additional fee for attending meetings that require intercontinental travel between the Supervisory Board member's home location and the meeting location.

Each of these fees is a fixed amount. Members of Aegon's Supervisory Board do not receive any performance or equity-related compensation, and do not accrue pension rights with the Company. These measures are designed to ensure the independence of Supervisory Board members and to strengthen the overall effectiveness of Aegon's corporate governance.

Under the current policy, as approved by shareholders at the Annual General Meeting on May 15, 2013, members of the Supervisory Board are entitled to the following payments:

<b>Base fee for membership of the Supervisory Board</b>	<b>EUR/year</b>
Chairman	80,000
Vice Chairman	50,000
Member	40,000

<b>Fee for membership of a Supervisory Board committee</b>	<b>EUR/year</b>
Chairman of the Audit Committee	13,000
Member of the Audit Committee	8,000
Chairman of other committees	10,000
Member of other committees	5,000

Attendance fees	EUR
Extra Supervisory Board meeting	3,000
Audit Committee	3,000
Other committees	2,000

Information on members of the Supervisory Board and the composition of Aegon's four committees – Audit, Nomination and Governance, Remuneration and Risk – can be found in the 2018 Annual Report on pages 47-50.

## Remuneration of active and retired members of the Supervisory Board

in EUR	2018	2017	2016
William L. Connelly (as of May 19, 2017)	119,000	60,125	-
Robert W. Dineen	100,500	104,000	115,000
Mark A. Ellman (as of May 19, 2017)	103,000	70,125	-
Ben J. Noteboom	86,000	101,500	109,000
Ben van der Veer	101,000	106,000	109,000
Corien M. Wortmann-Kool	103,000	100,750	90,000
Dona D. Young	120,500	115,500	113,000
<b>Total for active members</b>	<b>733,000</b>	<b>658,000</b>	<b>536,000</b>
Irving W. Bailey. II (up to May 20, 2016)	-	-	53,625
Shemaya Levy (up to May 20, 2017)	-	40,375	95,250
Robert J. Routs (up to May 18, 2018)	47,625	134,000	140,000
Dirk P.M. Verbeek (up to May 18, 2018)	28,750	100,000	111,000
<b>Total remuneration</b>	<b>809,375</b>	<b>932,375</b>	<b>935,875</b>
VAT liable on Supervisory Board remuneration	169,969	195,799	196,534
<b>Total</b>	<b>979,344</b>	<b>1,128,174</b>	<b>1,132,409</b>