



# Annual General Meeting of Shareholders Aegon N.V. Jaarlijkse Algemene Vergadering van Aandeelhouders Aegon N.V.

## Remuneration policy

- Aegon Global Remuneration Framework applies throughout Aegon to comply with European and Dutch regulations for financial institutions
- The Executive Board policy was adopted by the AGM on May 12<sup>th</sup> 2011
  - ▶ The Executive Board policy already complied with DNB requirements, some refinements were implemented
  - ▶ No further changes to the Executive Board policy since then
- Pending regulatory and/or legislative changes, future changes are to be expected

# Executive Board remuneration 2012

## Remuneration in 2012

- ▶ Fixed compensation paid in 2012 was increased to reflect cost of living increases awarded previously to all Aegon staff in The Netherlands
- ▶ The Executive Board decided to forego the cash payment payable in 2012 over Aegon's 2011 performance year
- ▶ Some variable compensation regarding previous years vested (Shares), further holding applies to most of these.

## Conditional Variable Compensation over 2012

- ▶ Number of shares made available in 2013, related to 2012, is 65,111 and 44,741 for Mr. Wynaendts and Mr. Nooitgedagt respectively
- ▶ Variable Compensation in cash over 2012, payable in 2013, is EUR 203,536 and EUR 139,859 for Mr. Wynaendts and Mr. Nooitgedagt respectively
- ▶ The remaining part (60%) of conditional variable compensation over the performance year 2012 (both cash and shares) is to be paid out in future years subject to ex-post assessments

# Executive Board remuneration 2013

- Variable compensation based on:
  - ▶ Financial and non-financial targets (75%)
    - Underlying earnings after tax
    - Return on equity
    - Market consistent value of new business
    - Return on economic required capital
    - Strategy/Sustainability:
      - Aegon's score for the Dow Jones Sustainability Index
      - Employee engagement scores
  - ▶ Personal targets (25%)
    - Large projects/issues – e.g. balance sheet management, CC-reorganization
    - Strategy execution
    - HR and Sustainability related subjects – e.g. talent development, succession planning

# Thank you – Dank u wel



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