



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

# Supervisory Board remuneration 2013

- Proposal to adjust fees is based on:
  - ▶ Increase in workload and responsibilities over a number of years (esp. Chairmen)
  - ▶ Rise in complexity (e.g. new remuneration regulations, Solvency II, etc)
  - ▶ Stricter demands re. qualifications and experience
  - ▶ No change to fees for a number of years
  - ▶ Benchmarked against both NL-peers and European peer group (2-tier boards)
  
- Proposal
  - ▶ Base fee Chairman Supervisory Board EUR 60,000 to EUR 80,000
  - ▶ Base fee Chairmen Committees + EUR 3,000 (e.g. EUR 7,000 to EUR 10,000)
  - ▶ Attendance fee for most committees + EUR 750 (from EUR 1,250 to EUR 2,000)
  - ▶ Fixed fee for intercontinental travel of EUR 3,000 (to replace present complex system of varying committee fees)
  
- Changes to remuneration of individual SB-members range from +3% to +30% depending on the above factors. Average increase is around 14%