



## Remuneration

Alex Wynaendts, CEO & Chairman of the Executive Board

Leo van Wijk, Chairman Compensation Committee of the Supervisory Board

- Salary freeze for senior management (except for CAO increase in The Netherlands)
- Cancellation of worldwide stock option program for all employees, including management
- 2008 total variable compensation ~30% below 2007 levels (EUR 75 mln vs. EUR 105 mln)
- Variable remuneration of senior management restrained as much as possible in 2009 until a new remuneration policy is in place
- New remuneration policy to be implemented for senior management in 2010, in line with new Executive Board policy

- No variable compensation over the year 2008
  - No increase of fixed base salaries in 2009
  - No variable compensation over the year 2009
  - Severance payments limited to 1 year fixed base salary
  - Development of new remuneration policy, to be submitted to the AGM in 2010
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- Base salary Jan Nooitgedagt EUR 700,000 gross per year
  - No sign-on bonus
  - Defined contribution pension plan to which AEGON will contribute 25% of fixed salary

Local knowledge. Global power.



**Thank you**

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**Dank u wel**