

Supervisory Board competency matrix (as per May 2023)		Bill Connelly	Mark Ellman	Karen Fawcett	Jack McGarry	Caroline Ramsay	Dona Young	Thomas Wellauer	Corien Wortmann-Kool
Diversity	Gender	M	M	F	M	F	F	M	F
	Nationality	French	American	British	American	British	American	Swiss	Dutch
Topical areas of expertise	Accounting, finance	✓	✓	✓	✓	✓	✓		
	Actuarial practice		✓		✓	✓	✓		✓
	Control functions*	✓	✓		✓	✓	✓	✓	✓
	Customer experience	✓		✓			✓	✓	
	Digital transformation, technology			✓				✓	
	Employee engagement	✓		✓	✓		✓	✓	✓
	Governance, regulations	✓	✓	✓	✓	✓	✓	✓	✓
	Strategy, transformation, change management	✓	✓	✓	✓	✓	✓	✓	✓
Sustainability			✓				✓	✓	
Aegon lines of business	Insurance	✓	✓	✓	✓	✓	✓	✓	✓
	Asset Management	✓	✓	✓		✓	✓	✓	✓
	Other financial services (e.g., banking)	✓	✓	✓			✓	✓	
Aegon geographical perimeter	Core markets (e.g., NL, US, UK)	✓	✓	✓	✓	✓	✓	✓	✓
	Growth markets (e.g., ES, BR, CN)	✓	✓	✓			✓	✓	
* Control Functions (Compliance, Internal Audit, Risk)									