



Welcome to the Annual General Meeting of Shareholders AEGON N.V.

Welkom op de jaarlijkse Algemene Vergadering van Aandeelhouders AEGON N.V.

In order to hear a simultaneous translation into English, we would like to offer you the use of a headset. Please, choose **channel 4**.

Voor het beluisteren van een simultaanvertaling in het Nederlands kunt u gebruikmaken van een koptelefoon. Kies hiervoor **kanaal 3**.



Executive Board remuneration policy

Leo van Wijk, Chairman Compensation Committee of the Supervisory Board

Composition

- Consisting of fixed and variable compensation:
(percentages refer to maximum compensation)
 - Fixed base: 50% of total
 - Short-term variable incentive compensation: 16.7% of total
 - Long-term variable incentive compensation: 33.3% of total
- Fixed base salaries remain unchanged per January 2010

Key characteristics

- Annual payment in cash
- Based on 1-year performance
- Performance measured by combination of:
 - Financial indicators - risk adjusted (75%):
earnings, profitable growth
 - Non-financial indicators (25%):
individual basket of strategic and personal objectives
- Pay-out zone: 50% (threshold) – 80% (target) – 100% (maximum)
- Circuit breaker: pay-out is subject to AEGON reporting a profit
- ‘Test of reasonableness’ applied at pay-out
- Claw back clause applicable:
in case of material financial restatements or individual gross misconduct

Key characteristics

- Annual conditional grant of AEGON shares
- 3-year cliff vesting period; 2-year holding period
- Performance measured by combination of:
 - Financial indicators - risk adjusted (75%):
earnings, return on capital, total shareholder return
 - Non-financial indicators (25%):
basket of objectives measuring corporate responsibility
(e.g. customer satisfaction, employee satisfaction, sustainability)
- Pay-out zone: 50% (threshold) – 80% (target) – 100% (maximum)
- ‘Test of reasonableness’ applied at pay-out

2010 Supervisory Board remuneration



Base fee <i>(for SB membership)</i>	<i>Amount in EUR</i>
Chairman	60,000
Vice-Chairman	50,000
Member	40,000
Attendance fee ¹⁾	3,000

¹⁾ Attendance fees apply to Board meetings other than the regular meetings

Committee fee <i>(for Committee membership)</i>	Audit Committee / Other committees <i>Amount in EUR</i>
Chairman	10,000 / 7,000
Member	8,000 / 5,000
Attendance fee ²⁾	3,000 / 1,250 ³⁾

²⁾ Attendance fees apply to all meetings attended in person or via conference facilities

³⁾ In case of intercontinental travel, the amount is EUR 2,500



Thank you

Dank u wel