

# Remuneration report of the executive board of directors of APG Groep N.V. - 2024

## APG pursues a socially responsible remuneration policy

The remuneration policy for the executive board is adopted by the general meeting of shareholders on the proposal of the supervisory board. APG pursues a responsible remuneration policy, which is fully in line with relevant laws and regulations and meets the requirements and standards defined by society. The remuneration policy aims to provide a market-compliant salary by which APG is able to attract, motivate and retain skilled and experienced executive board members in order to achieve the company's long-term objectives.

APG is fully aware that rewards of board members have a societal side. It is partly for this reason that the members of the executive board are not eligible for a variable remuneration. APG carefully looks at both the internal and external remuneration ratios when determining the market conformity of the remuneration of the executive board and also the societal perspective.

## Starting points for remuneration policy for APG; weighted mix of financial sector and role in society

APG takes a unique position within the financial sector; it is located at the intersection of promoting a social interest in the Netherlands and the global financial sector with regard to investment expertise. A suitable reference market is used in determining the market conformity of the remuneration of the executive board. The reference market under the current remuneration policy is composed on the basis of comparability in characteristics of organizations and of the positions involved and consists of a weighted mix of organizations in the administrative services, financial services, asset management and semi-public sectors, with a focus on the reference market asset management for the position of CEO of Asset Management.

This mix of organizations reflects APG's role in society as a pension provider for the Dutch society and a professional asset manager in an international and competitive labor market.

## Executive board remuneration at the median of the reference market

Starting point for the fixed remuneration of the members of the executive board is the median of the relevant reference market, whereby any variable remuneration at organizations in the reference market is also included for half.

The fixed remuneration of the members of the executive board consists of a monthly salary, a holiday allowance (8%) and a year-end allowance (8,33%). In the APG Annual Report, this fixed remuneration is referred to as Direct salary. There is no variable remuneration.

### Participation in the pension scheme

The pension costs of the executive board consists of the participation in the pension scheme of the Personnel Pension Fund APG (PPF APG) to the fiscally allowed maximum pensionable income. In addition to this fiscally allowed maximum pensionable income, the members of the executive board receive compensation for the employers contribution due to this annual fiscally allowed maximum. This employers contribution is paid by means of a gross additional payment. This arrangement for the members of the executive board is the same as for other employees within APG.

### Executive remuneration in relation to employee remuneration

The internal ratio between the remuneration of the chair of the executive board and the average remuneration of the employees is 4.7 (4.5 in 2023). For APG Netherlands only, this ratio is 5.8 (5.8 in 2023). For the financial years 2018 to 2022, the latter internal remuneration ratio was 5.9, 5.9, 6.0, 5.7 and 5.7 respectively.

The calculations of the internal ratios were made on the basis of the current Corporate Governance Code, as applicable from the financial year 2023. Due to the changed calculation method, these internal ratios for the financial years 2021 and 2022 slightly deviate from the previously published internal ratios for these years.