

## Clifford Abrahams to be new Delta Lloyd CFO

The Supervisory Board of Delta Lloyd is pleased to announce that it intends to appoint **Clifford Abrahams** (48) as the company's new Chief Financial Officer and member of the Delta Lloyd Executive Board. The Supervisory Board will convene an Extraordinary General Meeting of Shareholders (EGM) to inform the shareholders of the anticipated appointment, which will be followed by his formal appointment. Clifford Abrahams is expected to join Delta Lloyd in January 2016.

Clifford Abrahams currently serves as the CFO of Aviva Investors, a global asset manager, with assets under management of over € 350 billion. Previously, he served as CFO of Aviva UK & Ireland Life Insurance and before that as CFO of Aviva UK & Ireland General Insurance. Prior to joining Aviva, Clifford spent 12 years at Morgan Stanley, where he became Managing Director in 2002. In 2005, he was appointed as Chief M&A Officer at Aviva. At that time, Aviva was the majority shareholder of Delta Lloyd and Clifford Abrahams played an important role in the Initial Public Offering in 2009.

Supervisory Board chairman **Rob Ruijter**: "Clifford Abrahams is an outstanding candidate for the CFO position at Delta Lloyd. His qualifications and experience are excellent, and he brings to the table an international background and a strong track record as a CFO, in M&A and capital markets. He has in-depth knowledge of the insurance business and capital management. I am confident that he will be able to make a valuable contribution to Delta Lloyd's strategic development."

The Dutch Central Bank (DNB) and the Netherlands Authority for the Financial Markets (AFM) have approved the intended appointment of Clifford Abrahams, which also has the support of the Group Works Council.

### More information about this press release:

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#### About Delta Lloyd NV

Delta Lloyd has been a trusted partner for insurance, pensions, investing and banking since 1807. It is our goal to offer financial security, now and in the future. We deliver clear, reliable and contemporary products and services that meet our customers' needs and create value for them, our shareholders and our employees. Our primary markets are the Netherlands and Belgium. In the Netherlands, we operate under the Delta Lloyd, OHRA and ABN AMRO Verzekeringen brands, while in Belgium we use the Delta Lloyd brand. Delta Lloyd is listed on Euronext Amsterdam and Brussels, and included in the DJSI World, DJSI Europe, AEX- and Bel-20 indices.

## Curriculum vitae Clifford Abrahams

### Personal details

Name: C. (Clifford) J. Abrahams

Year of birth: 1967

Nationality: British

### Education

Clifford Abrahams has a Master's degree in Business Administration obtained in 1993 from Wharton Business School, University of Pennsylvania, USA. He earned a degree in Economics from the University of Cambridge in the United Kingdom in 1988.

### Current position

Chief Financial Officer of Aviva Investors, London (since 2015)

### Career

2013 – 2015	CFO of Aviva UK & Ireland Life Insurance
2010 – 2013	CFO of Aviva UK & Ireland General Insurance
2005 – 2010	Chief Mergers & Acquisitions Officer, Aviva
1997 – 2005	Managing Director, Financial Institutions Group, Morgan Stanley
1993 – 1997	Mergers, Acquisitions & Restructuring, Morgan Stanley
1988 – 1991	Consultant, L.E.K. Consulting

## Remuneration

In conformity with the guidelines of the Dutch Corporate Governance Code, the appointment of Clifford Abrahams will be for a period of four years and is subject to the compensation and benefits package for members of the Delta Lloyd Executive Board. Clifford Abrahams's fixed annual salary will amount to € 856,859.

The variable part of Clifford Abrahams's remuneration has been capped at 20% of his fixed salary. Variable remuneration will exclusively be paid in the form of ordinary shares, spread over four years after having been awarded. These shares are subject to a lock-up period of two to four years.

Clifford Abrahams will receive a sign-on bonus of up to € 828,000, of which 50% will be paid in cash and 50% in ordinary shares, to bridge the gap between his salary at Delta Lloyd, which is based on Dutch standards, and his current income in the UK. The sign-on bonus will be governed by all statutory and regulatory requirements in respect of variable remuneration, including deferral, retention, performance criteria, pay-out in instruments and clawback arrangements. The performance criteria will be set by the Remuneration Committee of the Supervisory Board.