

# Remuneration Serena Fioravanti

Serena Fioravanti was appointed as Executive Board member and Chief Risk Officer of ABN AMRO Bank N.V. (ABN AMRO) with effect from 1 October 2024. In accordance with Principle 3.4 and best practice provision article 3.4.2 of the Dutch Corporate Governance Code, the main elements of the contract of Serena Fioravanti with ABN AMRO are described below. Within ABN AMRO all Executive Board members are statutory directors and shall perform their duties on the basis of a Services Agreement (Dutch: *overeenkomst van opdracht*).

As Executive Board member of ABN AMRO, Serena Fioravanti is entitled to the following remuneration package:

- A fixed salary of EUR 704,175 gross per annum (basis: salary level October 2024), including the statutory holiday allowance. This fixed salary will be increased in accordance with adjustments pursuant to the collective labour agreement for the banking sector (“CAO Banken”). No other adjustments of the fixed salary are permitted as long as the Dutch Act on limitation of liability DNB and AFM and bonus prohibition for state-supported enterprises applies (as stated in the Dutch Act on the remuneration policy of financial undertakings/Wbfo; “the Dutch Bonus Prohibition Act”);
- As long as the Dutch Bonus Prohibition Act applies, Serena Fioravanti will not be entitled to any variable remuneration;
- Serena Fioravanti does not participate in the pension arrangements as agreed by the ABN AMRO CLA partners which apply to all ABN AMRO staff members employed in the Netherlands. Instead, ABN AMRO will make payments equal to the contributions of the pension arrangements as applicable to ABN AMRO CLA employees as agreed by CLA partners, including the Voluntary Net Pension scheme, minus the applicable pension contribution to ABN AMRO (“payments”). The payments will be made in gross cash on the condition that the costs for ABN AMRO will never exceed the costs for the members of the Executive Board who did agree on a pension agreement with ABN AMRO;
- For Executive Board members, the severance pay is capped at one gross annual fixed salary as per the Dutch Financial Supervision Act. Serena Fioravanti is entitled to a severance payment of three gross monthly fixed salaries in the event that ABN AMRO takes the initiative to terminate the Services Agreement for reasons that cannot be attributed to her. Each party has the right to terminate the Services

---

Agreement with observance of the agreed notice period, which for Serena Fioravanti is three months, whereas for ABN AMRO a notice period of six months applies;

- Serena Fioravanti is entitled to the other benefits as described in the applicable remuneration policy for members of the Executive Board (such as a car and a chauffeur), as adopted by the General Meeting, unless these benefits conflict with the conditions set out in the preceding bullet points. An outline of the applicable remuneration policy for Executive Board members can be found in ABN AMRO's Annual Report, as published on [abnamro.com](https://abnamro.com).