



Position statement on proposed re-appointment supervisory board member ex article 2:158 section 4 and article 2:144a Dutch Civil Code (DCC)

February 22th, 2024

- ▶ from: The Employee Council (RvM)
- ▶ to: Tom de Swaan

The Employee Council herewith renders its position on the proposed re-appointment to the supervisory board of ABN AMRO of Arjen Dorland (Vice-chairman of the supervisory board, chairman of the Remuneration Committee, member of the Audit Committee, member of the Selection & Nomination Committee).

1. Introduction

The Employee Council of ABN AMRO received an invitation on February 8th, 2024 to provide a position statement in accordance with article 2:158 section 4 and article 2:144a DCC on the proposed re-appointment of Arjen Dorland by the general meeting as member of the supervisory board of ABN AMRO (the “Supervisory Board”) for a term of two years on April 24th, 2024. which appointment may be extended by at most two years.

2. Findings and Conclusions

2.1. Findings

- The confidential committee of the Employee Council was informed by Tom de Swaan with regard to the expiration on April 24th, 2024 of the current term of Arjen Dorland and the intention of his re-appointment, upon the withdrawal as per February 5th, 2024 from the Supervisory Board of Wouter Devriendt.
- The confidential committee of the Employee Council simultaneously received an invitation to provide a position statement on the proposed re-appointment of Laetitia Griffith, whose current term expires April 24th, 2024.
- The Employee Council has an enhanced recommendation right on one third, i.e. currently 2 out of 7, Supervisory Board members. Currently, the Supervisory Board has two members with enhanced recommendation right, Arjen Dorland and Laetitia Griffith.
- With the current terms of Laetitia Griffith and Arjen Dorland ending, the Employee Council has an enhanced recommendation right to two (re-) appointments in the Supervisory Board.
- The committee of the Employee Council did not need a meeting with Arjen Dorland. The explanation of Tom de Swaan gave the Employee Council sufficient information why the Supervisory Board wants to re-appoint Arjen Dorland.
- The Employee Council enjoys good relations with Arjen Dorland and has seen him perform in several meetings. As such, the Employee Council endorses the proposed re-appointment of Arjen Dorland.
- As Arjen has already served two full terms on the Supervisory Board, the Employee Council will not issue an enhanced recommendation, thus retaining this right for the next appointment, in order to have the possibility to recommend a fresh face.
- The Employee Council thanks Arjen Dorland for the fruitful periodic meetings on staff issues, during his current term, being appointed with enhanced recommendation of the Employee Council.

2.2. Conclusion and recommendation

- The Employee Council supports the re-appointment of Arjen Dorland. The Employee Council is pleased that Arjen Dorland's knowledge and skills will be retained for the Supervisory Board.

3. Sources

- Role specification
- CV Arjen Dorland 2024



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February 22th, 2024

- ▶ from: The Employee Council (RvM)
- ▶ to: Tom de Swaan

The Employee Council herewith renders its position on the proposed re-appointment to the supervisory board of ABN AMRO of Laetitia Griffith (member of the Remuneration Committee, member of the Selection & Nomination Committee, member of the Supervisory Sustainability Committee).

1. Introduction

The Employee Council of ABN AMRO received an invitation on February 8th, 2024 to provide a position statement in accordance with article 2:158 section 4 and article 2:144a DCC on the proposed re-appointment of Laetitia Griffith by the general meeting as member of the supervisory board of ABN AMRO (the “Supervisory Board”) for a term of four years on April 24th, 2024.

2. Findings and Conclusions

2.1. Findings

- The confidential committee of the Employee Council was informed by Tom de Swaan with regard to the expiration on April 24th, 2024 of the current term of Laetitia Griffith and the intention of her re-appointment.
- The confidential committee of the Employee Council simultaneously received an invitation to provide a position statement on the proposed re-appointment of Arjen Dorland, upon the withdrawal as per February 5th, 2024 from the supervisory board of Wouter Devriendt.

The Employee Council has an enhanced recommendation right on one third, i.e. currently 2 out of 7, Supervisory Board members. Currently, the Supervisory Board has two members being appointed with enhanced recommendation by the Employee Council: Laetitia Griffith and Arjen Dorland. So, with the current terms of Laetitia Griffith and Arjen Dorland ending, the Employee Council has an enhanced recommendation right to 2 (re-) appointments in the Supervisory Board.

- Using its enhanced recommendation right, the Employee Council issues an enhanced recommendation for the intended re-appointment of Laetitia Griffith.
- The committee of the Employee Council did not need a meeting with Laetitia Griffith. The explanation of Tom de Swaan gave the Employee Council sufficient information why the Supervisory Board wants to re-appoint Laetitia Griffith.
- The Employee Council enjoys good relations and fruitful periodic meetings on staff issues with Laetitia Griffith, in which meetings the Employee Council can relay observations, sentiments and visions from the work floor. The Employee Council likes to further deepen this relationship. Moreover, the Employee Council has seen her perform in several meetings. As such the Employee Council endorses and extends its enhanced recommendation to the proposed re-appointment of Laetitia Griffith.

2.2. Conclusion and recommendation

- The Employee Council supports the re-appointment of Laetitia Griffith, to which the Employee Council extends its enhanced recommendation right. The Employee Council is pleased that Laetitia Griffith's knowledge and skills will be retained for the Supervisory Board.

3. Sources

- Role specification
- CV Laetitia Griffith 2024