

Remuneration Caroline Oosterloo – van 't Hoff

Caroline Oosterloo – van 't Hoff is appointed as ad interim member of the Executive Board and Chief Risk Officer of ABN AMRO Bank N.V. as per 24 April 2024. In accordance with Principle 3.4 and best practice provision article 3.4.2 of the Dutch Corporate Governance Code 2022, the main elements of the contract of Caroline Oosterloo – van 't Hoff with ABN AMRO Bank N.V. are described below. Within ABN AMRO Bank N.V., all Executive Board members are statutory directors and shall perform their duties on the basis of a services agreement (Dutch: *overeenkomst van opdracht*).

As ad interim member of the Executive Board of ABN AMRO Bank N.V., Caroline Oosterloo – van 't Hoff is entitled to the following remuneration package:

- A fixed salary of EUR 704,175 gross per annum (basis: salary level April 2024), including the statutory holiday allowance. This fixed salary will be increased with 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, Caroline Oosterloo – van 't Hoff will not be entitled to any variable remuneration.
- Caroline Oosterloo – van 't Hoff participates in the pension arrangements as agreed by the ABN AMRO CLA partners which apply to all ABN AMRO staff members employed in the Netherlands.
- In light of the ad interim appointment, Caroline Oosterloo – van 't Hoff is not entitled to a severance payment in light of the termination of the ad interim period.
- Caroline Oosterloo – van 't Hoff is entitled to the other benefits as described in the applicable remuneration policy for members of the Executive Board, 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.