



Position statement on proposed nomination Supervisory Boards candidate ex article 2:158 section 4 and article 2:144a Dutch Civil Code (DCC)

13 April 2018

- ▶ from: The Employee Council (RvM)
- ▶ to: Mr S ten Have, Mr A Dorland

The Employee Council herewith renders its position on the proposed nomination to the Supervisory Boards of ABN AMRO Group N.V. and ABN AMRO Bank N.V. (together “**ABN AMRO**”) of Mr Tom de Swaan

1. Introduction

The Employee Council of ABN AMRO received an invitation to provide a recommendation and a position statement in accordance with article 2:158 section 4 and article 2:144a DCC on the proposed nomination of Mr. Tom de Swaan for the appointment by the general meeting as chairman of the supervisory boards of ABN AMRO (each, the “**Supervisory Board**”) for a term of four years on May 29th, 2018.

2. Findings and Conclusions

2.1. Findings

- A confidential committee of the Employee Council was informed by the Supervisory Board with regard to the proposed nomination of Mr Tom de Swaan.
- Based on the information given, we endorse the proposed nomination of Mr Tom de Swaan as chairman Supervisory Boards due to his extensive boardroom experience, wide network in the financial sector as well as in other (public) sectors.
- The Employee Council is confident that Mr Tom de Swaan will fit in with the collegial group.

2.2. Conclusion

- The Employee Council gladly welcomes Mr Tom de Swaan into the Supervisory Boards.
- We advise the Supervisory Boards to draft a new schedule of resignation.

3. Sources

- Meeting with several Supervisory Board members
- Role specification
- Confidential report