



Employee Council | February, 23th 2023

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

From: Employee Council ABN AMRO

To: Chairman Supervisory Board ABN AMRO, Mr Tom de Swaan

The Employee Council herewith renders its position on the proposed nomination of Ms F. de Vries for the supervisory board of ABN AMRO Bank N.V.

1. Introduction

The Employee Council of ABN AMRO received on January 18th an invitation to provide a position statement in accordance with article 2:158 section 4 and article 2:144a DCC on the proposed nomination of Femke de Vries for the appointment by the meeting of shareholders as member of ABN AMRO's supervisory board for a term of four years.

2. Findings and Conclusions

2.1. Nomination of Ms Femke de Vries

- The confidential committee of the Employee Council was informed by Tom de Swaan that it was necessary to search for another board member to the Supervisory Board as a member with the profile focussed on sustainability, governance and culture.
- In a meeting between the confidential committee and the chairman of the supervisory board, the committee received relevant insights into the process that has led to the nomination of Femke de Vries
- The confidential committee of the Employee Council was informed of the intention to nominate Femke de Vries for appointment to the Supervisory Board at the annual general meeting in April 2023.

2.1.1 Findings

- The confidential committee of the Employee Council held an introductory conversation with Femke de Vries
- Based upon that conversation the following findings were noted:

General

- Although Femke is not a sustainability expert, she gained extensive knowledge of sustainability due to her role as independent chair of the climate commitment financial sector and another role as chair of 'maatschappelijk verantwoord ondernemen' of the pension and assurance sector.
- Femke is an expert in the field risk management in combination with behavioural science.
- Her experience and knowledge are an addition to the rest of the Supervisory board.
- As (managing) partner of &Samhout she did many consultancy assignments for the financial sector.
- Femke has a good sense for what is going on in society.

Supervisory elements

- This position will be her second membership of a Supervisory board of a bank.
- She is familiar with the boardroom dynamics.

ABN AMRO Specific

- Femke told us that she is very passionate about ABN AMRO because it is a nice bank with nice people and some persistent problems, like strategy execution. As supervisor she can make a valuable contribution.

2.2. Conclusion

- The Employee Council gladly and unanimous endorses the nomination of Femke de Vries for appointment to the Supervisory Board Nomination.

3. Sources

- Supervisory Position Profile January 2023
- CV Femke de Vries December 2022
- Meeting with Supervisory Board Member/Chairman Tom de Swaan and Arjen Dorland
- Interview with Femke de Vries February 15th, 2023