

## Extract of the Diversity Policy for Management Bodies (as laid down in the Suitability Policy)

The vision set by ABN AMRO is to become a company that mirrors, at all levels, the diversity of the communities in which it operates. A diverse Management Body fosters a variety of views and experiences and facilitates independent opinions and sound decision-making within the Management Body. To that effect, the following diversity aspects have been identified as relevant for the composition of the Management Body:

- Gender
- Age
- Nationality
- Educational and professional background
- Geographical provenance<sup>1</sup>

As to gender diversity, the following specific diversity target has been identified to ensure the genderdiversity in the Management Body:

- at least one third (1/3) of ABN AMRO's Supervisory Board and Executive Board respectively should consist of the underrepresented gender.

---

<sup>1</sup> The region where a person has gained a cultural, educational or professional background. The definition is intended to cover all types of situations.