



Employee Council | February, 24<sup>th</sup> 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 the position on the proposed nomination of Mr Wouter Devriendt for the supervisory board of ABN AMRO Bank N.V. and Chairman of the Risk & Capital Committee.

### 1. Introduction

The Employee Council of ABN AMRO received on January 17<sup>th</sup>, 2023 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 Wouter Devriendt for the appointment by the meeting of shareholders as member of ABN AMRO's supervisory board for a term of four years. This nomination was necessary because of the fact that the position of Ms Anna Storåkers becomes vacant in April 2023 and she informed the Chairman of the Supervisory Board that she will not apply for another term.

### 2. Findings and Conclusions

#### 2.1. Nomination of Mr Wouter Devriendt

- 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 replacement for Anna Storåkers;
- 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 Wouter Devriendt;
- The confidential committee of the Employee Council was informed of the intention to nominate Wouter Devriendt 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 Wouter Devriendt on February, 23<sup>th</sup> 2023;
- Based upon that conversation the following findings were noted:

#### General

- Wouter is open and transparent in his communication. He describes himself as honest, transparent and sincere;
- He can perform under pressure, is very practical, analytical and has a strong sense of fairness.

#### Supervisory elements

- Wouter has broad experience in the financial world and that of the supervisory board. He has a clear view on the Risk & Capital challenges that banks are facing ;
- He is decisive, senior, calm, authentic and is able to deal with dominant and complex stakeholder environment;
- He is very critical in his role as supervisor and likes to challenge the organisation.

#### ABN AMRO Specific

- Wouter is familiar with ABN AMRO, its history, its strategy and its current challenges;
- Furthermore he believes he can play a role in solving the complex issues that the bank faces and that the bank should focus on the compelling story in relation to growth.

### 2.2. Conclusion

The Employee Council gladly and unanimous endorses the nomination of Wouter Devriendt for appointment to the Supervisory Board nomination and as Chairman of the Risk & Capital Committee.

### 3. Sources

- Request for position statement January, 2023
- Supervisory Position Profile Risk & Capital Committee January, 2023
- Candidate Report including CV Wouter Devriendt December, 2022
- Meeting with Supervisory Board Members: Chairman Tom de Swaan and Arjen Dorland
- Interview with Wouter Devriendt February, 23<sup>th</sup> 2023