

Remuneration

Ferdinand Vaandrager is proposed for appointed as ad interim member of the Executive Board and Chief Financial Officer of ABN AMRO Bank N.V. as per 1 May 2023, subject to the approval of the ECB. 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 Ferdinand Vaandrager 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 member of the Executive Board of ABN AMRO Bank N.V., Ferdinand Vaandrager is entitled to the following remuneration package:

- A fixed salary of EUR 677,091 gross per annum (basis: salary level February 2023), 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, Ferdinand Vaandrager will not be entitled to any variable remuneration.
- Ferdinand Vaandrager 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, Ferdinand Vaandrager is not entitled to a severance payment.
- Ferdinand Vaandrager is entitled to the other benefits as described in the applicable remuneration policy for members of the Executive Board (such as a car and a chauffeur), 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.