

## REMUNERATION REPORT

Our remuneration policy reflects our social role as a bank of and for the Dutch public sector. We opt for a moderate and sustainable remuneration policy that is consistent with our bank's strategy, low risk profile and risk appetite. As a result, our remuneration policy contributes to the achievement of our objectives, which are focused on sustainable long-term value creation. Our policy is clear and transparent, and is designed to attract and retain qualified and knowledgeable staff.

### MANAGING BOARD REMUNERATION POLICY

The remuneration policy for our Managing Board was last revised at the 2020 Annual General Meeting. This remuneration policy is almost identical to the remuneration policy adopted in 2015, with the main change being the removal of the possibility of variable remuneration.

#### Fixed remuneration

Statutory members of the Managing Board appointed on or after 16 April 2020 may receive a maximum salary of € 305,887. This amount includes a conversion of the variable remuneration abolished on 1 January 2019. This conversion to a fixed supplement is 11.1% and applies to all members of the Managing Board.

The maximum salary is indexed annually in accordance with the structural salary adjustment as stated in the Collective Labour Agreement (CLA) for the banking industry.<sup>1)</sup> In formulating the 2020 remuneration policy, the views of the members of the Managing Board on the amount and structure of their own remuneration were taken into account. They all indicated back then that they agreed with the principles of the new remuneration policy. The Managing Board members to whom an earlier version of the remuneration policy applied have therefore voluntarily and retroactively waived receiving variable remuneration from 1 January 2019, on the understanding that they too are entitled to the conversion of the variable remuneration into a fixed allowance.

### Pensions

Our Managing Board members participate, as do our employees, in a group pension plan. The plan has been administered by a premium pension institution (PPI) as of 1 January 2020.

As of that date, a new five-year contract has been concluded whereby the old defined benefit scheme has been replaced by a defined contribution plan. For this, we pay, as an employer, a monthly premium to the administrator with which the employee saves for a pension benefit on the date of retirement. We have agreed on compensation for the non-contributory entitlements of employees determined as at 31 December 2019, which will not change in the future. The new pension plan requires participants to make a contribution, as was the case in the previous scheme. For salaries above € 128,810 (being the pensionable income ceiling of € 100,000 indexed since 2015), we offer as an employer a net pension scheme. The employer's pension contribution above the ceiling of € 128,810 is based on an age-dependent graduated scale over the pensionable salary. In addition, a 3% employee contribution is deducted.

1) In 2023, an indexation of 3.5% took place on 1 January 2023 and 1% on 1 July, which corresponds to the structural income adjustment based on the Collective Labour Agreement. Taking into account the conversion of the variable remuneration into a fixed supplement of 11.1%, this amount will be €304,458 as of 1 January 2023 (including indexation 2023: €305,887). For the other members of the Managing Board of (i.e. not the chair), a maximum of 85% of this amount applies: €258,789 on 1 January 2023 (including indexation in 2023: €260,004).

## Other terms and conditions of employment

Managing Board members are entitled to an electric car or, if they do not wish to use one, are granted an allowance as part of the bank's car scheme. The bank will pay all costs related to the purchase and use of an electric car. The additional tax liability is carried by the Managing Board members themselves. All other terms of employment for members of the Managing Board are in line with what is made available to other employees. This is at the discretion of the chair of the Remuneration and Appointment Committee.

## REMUNERATION MANAGING BOARD

### Fixed remuneration

Lidwin van Velden, who was appointed as a member of the Managing Board on 1 January 2010 and has been its chair since 19 April 2018, has been subject to the remuneration policy established in 2015 since 19 April 2018. Melchior de Bruijne, who was appointed as a member of the Managing Board on 1 December 2018, was also subject to this policy until 20 April 2023. Under this policy, a maximum salary, including variable remuneration (thus waived in practice), of €272,000 applies to the chair of the Managing Board.

Ard van Eijl was appointed as a member of the Managing Board at the Annual General Meeting of Shareholders on 14 April 2022. The 2020 remuneration policy therefore applies to him. The salaries in this version of the remuneration policy are the same as those in the

## OVERVIEW REMUNERATION OF MANAGING BOARD MEMBERS

(in thousands of euros)	Fixed remuneration	Pension contribution	Other	Total
<b>2023</b>				
Lidwin van Velden	306	45	68	419
Frenk van der Vliet	274	45	61	380
Melchior de Bruijne <sup>1)</sup>	151	22	197	370
Ard van Eijl	260	40	47	347
<b>Total</b>	<b>991</b>	<b>152</b>	<b>373</b>	<b>1,516</b>

1) The employment contract of Melchior de Bruijne was terminated on 1 August 2023. He resigned as a statutory member of the Managing Board and CFO on 20 April 2023 and received a severance payment of €175,000.

(in thousands of euros)	Fixed remuneration	Pension contribution	Other	Total
<b>2022</b>				
Lidwin van Velden	293	41	66	400
Frenk van der Vliet	262	39	56	357
Melchior de Bruijne	249	35	38	322
Ard van Eijl <sup>1)</sup>	177	25	32	234
<b>Total</b>	<b>981</b>	<b>140</b>	<b>192</b>	<b>1,313</b>

1) Ard van Eijl has been a statutory member of the Managing Board since 14 April 2022.

remuneration policy adopted in 2015. Ard was already a member of the Executive Committee as of 1 December 2018, but that was a non-statutory appointment and thus the remuneration policy for Managing Board members did not apply to him at that time.

Frenk van der Vliet, who has been employed as a member of the Managing Board since 1 January 2012, is still subject by the remuneration policy applicable before 2015. Under this old policy, a maximum total (fixed and variable) remuneration of €280,000 applies to the chair of the Managing Board and a maximum of 85%

of this amount to the other members of the Managing Board. After processing the conversion of the variable remuneration into a fixed allowance, this amount is €272,426 as at 1 January 2023 (including indexation 2023: €273,703).

The 'pension contribution' includes the defined contribution compensation in 2020. In 2023, it was €5,000 (2022: €5,000) for Lidwin van Velden, €6,000 (2022: €6,000) for Frenk van der Vliet, €4,000 (2022: €6,000) for Melchior de Bruijne and €8,000 (2022: €7,000) for Ard van Eijl.

## Other

'Other' includes the following remaining remuneration:

1. a partially taxed expense allowance of €2,800 (2022: €2,800);
2. an allowance under the staff mortgage interest discount plan: for Lidwin van Velden €3,000 (2022: €3,000), for Frenk van der Vliet nil (2022: nil), for Melchior de Bruijne €3,000 (2022: €6,000) and for Ard van Eijl €4,000 (2022: €2,000);
3. contribution to the net pension scheme: for Lidwin van Velden €33,000 (2022: €33,000), for Frenk van der Vliet €26,000 (2022: €23,000), for Melchior de Bruijne €10,000 (2022: €18,000) and for Ard van Eijl €17,000 (2022: €13,000);
4. compensation for the harmonisation of the pension plan as of 1 January 2015: for Lidwin van Velden €9,000 (2022: €9,000), for Frenk van der Vliet €11,000 (2022: €11,000), for Melchior de Bruijne nil (2022: nil) and for Ard van Eijl €3,000 (2022: €2,000);
5. as of 31 December 2019, compensation has been granted for certain non-contributory entitlements of Managing Board members, which will not change in the future. In 2023, for Lidwin van Velden this amounts to €14,000 (2022: €14,000), Frenk van der Vliet €9,000 (2022: €8,000), Melchior de Bruijne €6,000 (2022: €9,000) and for Ard van Eijl €7,000 (2022: €5,000);

6. for Lidwin van de Vedden, the flat-rate contribution based on the tax addition for cars amounts to €3,000 (2022: €3,000), for Frenk van der Vliet €11,000 (2022: €11,000), for Melchior de Bruijne €1,000 (2022: €2,000) and Ard van Eijl receives a cash contribution of €12,000 (2022: €9,000);
7. a one-off payment of €1,000 following the CLA to all employees employed on 1 January 2023.

## EMPLOYEE REMUNERATION POLICY

The employee remuneration policy applies in full to all of our employees, irrespective of their positions or job scales. As an employer, we apply the Collective Labour Agreement for the Dutch banking industry. The fixed remuneration for our employees comprises 12 monthly salaries, 8% holiday allowance and a 13th month's salary payment. Indexation occurs in line with the structural salary adjustments laid down in the CLA for the banking industry. Employees also receive an allowance of 10.745% in addition to their salaries in connection with the abolished variable remuneration. This allowance is not pensionable.

The bank has a gender-neutral remuneration policy and aims to pay employees working in similar positions equally. In 2022, we conducted a survey on possible gender pay differences. The results showed that the bank rewards men and women equally. Attention to equal pay remains important and therefore has our ongoing focus.

In 2020, the employee remuneration policy was reviewed. The new employee remuneration policy incorporates the change in the pension scheme as of 2020 and also shifts the period of evaluation from two to five years. This is in line with the five-yearly evaluation of the remuneration policy for our Managing Board and Supervisory Board.

## Pensions

The group pension plan for employees is similar to that for Managing Board members and is described on page ##. The pension costs consist of the following components: 'DC plan cost up to €128,810 less employee contribution', 'employer contribution above €128,810 less employee contribution', 'pension contribution (2.8% contribution on pensionable salary in 2022)', 'pension contribution for the harmonisation of the pension plan as of 1 January 2015', 'DC plan compensation' and 'average salary supplement'.

## Other terms and conditions of employment

Our employees receive various secondary terms of employment, such as the reimbursement of study expenses, a bicycle plan, a staff mortgage interest discount plan and supplementary disability insurance. Employees whose positions justify participation in our bank's (electric) car scheme may do so or are entitled to an allowance under the scheme.

## Pay ratio

The ratio of the compensation of the chair, as the highest paid employee, to the median of all other employees of our bank is 4.0 for 2023 (2022: 3.9). This ratio is based on the Global Reporting Initiative's G2-21 standard. Total remuneration consists of fixed remuneration and pension costs.

## REMUNERATION OF THE SUPERVISORY BOARD

The remuneration of the Supervisory Board was reviewed at the Annual General Meeting (AGM) on 20 April. This is done every five years and the last evaluation took place in 2017. Originally, the evaluation was scheduled for the 2022 Annual General Meeting, but for various reasons it was decided to postpone it until last year's meeting.

On the advice of a specially appointed shareholder committee, the Annual General Meeting decided to adjust the remuneration of the Supervisory Board by adopting a ratio that creates a fixed relationship between the remuneration of the chair of the Managing Board and that of the Supervisory Board. The ratio was set at 15% for the chair of the Supervisory Board compared to the maximum remuneration of the chair of the Managing Board and 10% for the members of the Supervisory Board. This adjustment was introduced with retroactive effect from 1 January 2023.

With effect from 1 January 2023, the following remuneration structure will apply to the members of our Supervisory Board, with the amounts being indexed to the structural income adjustment in accordance with the Collective Labour Agreement (1% from 1 July 2023, 3.5% from 1 January 2023 and 2.5% from 1 March 2022).

(In thousands of euros)	2023	2022
Chair + committees	46	40
Vice-chair + Remuneration and Appointment Committee	30	25
Member + Audit Committee + Risk Committee	30	25
Member + Remuneration and Appointment Committee	30	25

The above amounts include expense allowances but not travel reimbursement.

There are no variable components or option schemes in the remuneration of our Supervisory Board.

On an individual basis, the remuneration of the members of the Managing Board is pro rata to the period of their appointment:

(In thousands of euros)	2023	2022
Joanne Kellermann	46	40
Toon van der Klugt	31	25
André ten Damme <sup>1)</sup>	3	-
Petra van Hoeken <sup>2)</sup>	9	25
Frida van den Maagdenberg	31	25
Caroline Oosterloo <sup>3)</sup>	21	-
Annette Ottolini	31	25
Lex van Overmeire <sup>4)</sup>	8	25
Manfred Schepers	31	25
<b>Totaal</b>	<b>211</b>	<b>190</b>

- 1) André ten Damme joined the Supervisory Board on 1 December 2023.
- 2) Petra van Hoeken was a member of the Supervisory Board until 20 April 2023.
- 3) Caroline Oosterloo joined the Supervisory Board on 20 April 2023.
- 4) Lex van Overmeire was a member of the Supervisory Board until 6 April 2023.

The above amounts do not include travel reimbursement. VAT has not been included since 2021, as a policy rule from 28 April 2021 stipulates that board members do not (no longer) have to charge VAT on the remuneration they receive.