Material elements of the Executive Board remuneration

April 2026

Triodos Bank

Material elements of the Executive Board remuneration

Marcel Zuidam

Appointment	Appointed as a member of the Executive Board and Chief Executive Officer of Triodos Bank N.V. ('Triodos') with effect from 23 May 2025 for a consecutive period of four years ending on or after the Annual General Meeting in 2029.
Role	Chief Executive Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Marcel Zuidam as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl.
Fixed remuneration	The annual fixed salary for the CEO role is EUR 445,000 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme.
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections on the Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos' applicable pension plan in the same way as other co-workers of Triodos in the Netherlands. Triodos' pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a premature termination for an amount of six gross monthly fixed salaries. Any severance payment will at all times be capped at a maximum of twelve months' fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member's failure.

Material elements of the Executive Board remuneration

Kees van Kalveen

Appointment:	Appointed as a member of the Executive Board and Chief Financial Officer of Triodos Bank N.V. ('Triodos') with effect from 25 January 2023 for a consecutive period of four years. *Note: The Supervisory Board of Triodos notifies / notified the Annual General Meeting on 29 May 2026 about its intention to reappoint Mr. Kees van Kalveen as a member of the Executive Board in his role of Chief Financial Officer. The intended reappointment will take effect on 25 January 2027 for a consecutive period of four years ending on the Annual General Meeting in 2031 upon decision of the Supervisory Board. The terms of employment will be updated and published as of the date of reappointment. Mr. Van Kalveen will be remunerated in accordance with the remuneration policy currently in force.*
Role	Chief Financial Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Kees van Kalveen as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl .
Fixed remuneration	The annual fixed salary for the CFO role is EUR 313,168 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme.
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos' applicable pension plan in the same way as other co-workers of Triodos in the Netherlands. Triodos' pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a premature termination for an amount of six gross monthly fixed salaries. Any severance payment will at all times be capped at a maximum of twelve months' fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member's failure.

Material elements of the Executive Board remuneration

Marjolein Landheer

Appointment	Appointed as a member of the Executive Board and Chief Risk Officer of Triodos Bank N.V. ('Triodos') with effect from 17 May 2024 for a consecutive period of four years ending on or after the Annual General Meeting in 2028.
Role	Chief Risk Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Marjolein Landheer as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl.
Fixed remuneration	The annual fixed salary for the CRO role is EUR 295,000 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme.
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos' applicable pension plan in the same way as other co-workers of Triodosin the Netherlands. Triodos' pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a premature termination for an amount of six gross monthly fixed salaries. Any severance payment will at all times be capped at a maximum of twelve months' fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member's failure.

Material elements of the Executive Board remuneration

Jacco Minnaar

Appointment:	Appointed as a member of the Executive Board and Chief Commercial Officer of Triodos Bank N.V. ('Triodos') with effect from 28 September 2021 for a consecutive period of four years ending as per 28 September 2025.
Role	Chief Commercial Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Jacco Minnaar as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl.
Fixed remuneration	The annual fixed salary for the CCO role is EUR 295,000 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme.
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos' applicable pension plan in the same way as other co-workers of Triodos in the Netherlands. Triodos' pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a termination. This is further set out in the individual services agreements. Generally, as stipulated in the remuneration policy for the entire organisation, any severance payment will at all times be capped at a maximum of twelve months' fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member's failure.

Material elements of the Executive Board remuneration

Barbara van Duijn

Appointment:	Intended appointment as a member of the Executive Board and Chief Information Officer of Triodos Bank N.V. ('Triodos') for a consecutive period of four years. Depository Receipt Holders will be notified during an Extraordinary General Meeting on 26 September 2025, effectuation expected as per 28 September 2025.
Role	Chief Information Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Barbara van Duijn as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl.
Fixed remuneration	The annual fixed salary for the CIO role is EUR 295,000 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme.
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos' applicable pension plan in the same way as other co-workers of Triodos in the Netherlands. Triodos' pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a premature termination for an amount of six gross monthly fixed salaries. Any severance payment will at all times be capped at a maximum of twelve months' fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member's failure.

Material elements of the Executive Board remuneration

Suzanne Schilder

Appointment:	Intended appointment as a member of the Executive Board and Chief Transformation Officer of Triodos Bank N.V. (‘Triodos’) for a consecutive period of four years. Depository Receipt Holders will be notified during an Extraordinary General Meeting on 26 September 2025, effectuation expected as per 28 September 2025.
Role	Chief Transformation Officer
Contract	A services agreement for indefinite period of time, with a notice period of three months for both Suzanne Schilder as Triodos. The services agreement ends by operation of law at the end of an (re-)appointment term.
Remuneration	In accordance with the Remuneration Policy for members of the Executive Board as available on the website: www.triodos.nl.
Fixed remuneration	The annual fixed salary for the CTO role is EUR 295,000 gross.
Variable remuneration	Triodos chooses to not offer variable remuneration to the Executive Board, as this is not deemed in the best long-term interest of the bank. The Executive Board is not entitled to a bonus scheme
Benefits	A number of additional secondary co-worker benefits apply, such as the lease car scheme. For more information on the secondary benefits, we refer to the accountability in the Annual Report in the sections Remuneration Policy (a.o.).
Pension	Members of the Executive Board participate in Triodos’ applicable pension plan in the same way as other co-workers of Triodos in the Netherlands. Triodos’ pension plan in the Netherlands qualifies as a defined contribution plan.
Severance	The Executive Board members may be eligible to a (contractual) severance payment in case of a premature termination for an amount of six gross monthly fixed salaries. Any severance payment will at all times be capped at a maximum of twelve months’ fixed salary and will at all times be in line with the applicable statutory and regulatory rules and will not reward an Executive Board member’s failure.