

Main elements of the contract of Marcel Zuidam

Marcel Zuidam will be appointed as Chair and as member of the Executive Board in the position of Chief Executive Officer of Triodos Bank as per 23 May 2025. In accordance with best practice provision article 3.4.2 of the Dutch Corporate Governance Code, the main elements of the contract of Marcel Zuidam are described below. Within Triodos Bank N.V. all Executive Board members are statutory directors and shall perform their duties on the basis of an employment agreement (Dutch: arbeidsovereenkomst).

1. Marcel Zuidam will be (subject to notification at the Annual General Meeting of 23 May 2025) appointed as Chair and member of the Executive Board in the position of Chief Executive Officer of Triodos Bank for a consecutive period of four years.
2. Fixed salary of EUR 445,000 gross per annum, including the statutory holiday allowance and 13th month. Marcel Zuidam is not entitled to any variable remuneration.
3. Marcel Zuidam participates in the collective pension scheme which applies to all co-workers of Triodos Bank in the Netherlands.
4. Each party has the right to terminate the employment agreement with observance of the agreed notice period, which for Marcel Zuidam is three months whereas for Triodos Bank a notice period of six months applies.
5. Marcel Zuidam is entitled to the other benefits as described in the remuneration policy for members of the Executive Board, as adopted by the General Meeting of Shareholders in 2023.
6. In case of a listing of Triodos at Euronext Amsterdam during the term of the employment agreement, the employment agreement will be replaced by a services agreement (Dutch: opdrachtovereenkomst).

The outline of the applicable Remuneration Policy for Executive Board members can be found in Triodos Bank's Annual Report as published on [triodos.com](https://www.triodos.com)