

Remuneration policy for Executive Board

The remuneration policy for the Executive Board of Triodos Bank N.V. is in accordance with the remuneration policy for the entire organisation. This policy is based on the principle that the bank's income is generated by the joint efforts of all co-workers.

The remuneration is determined based on:

1. A job evaluation system that considers the content and weight of the job.
2. A healthy ratio between the highest salary and the salaries of the entire co-worker population within Triodos Bank.

There is no bonus scheme offered to the Executive Board.

As a matter of principle, Triodos Bank does not opt for share option schemes as a remuneration instrument.