

Convocation Notice

Notice convening the Extraordinary General Meeting of Shareholders of Triodos Bank N.V.

The Executive Board of Triodos Bank N.V. (Triodos Bank) invites holders of Triodos Bank N.V. Depository Receipts (DR Holders) to attend the Extraordinary General Meeting of Shareholders ('EGM') to be held on Friday 26 September 2025 at Landgoed De Reehorst, Hoofdstraat 10a in Driebergen-Rijsenburg, the Netherlands. The EGM will start at 10:00 a.m. (CEST).

Please find enclosed the meeting agenda, an explanation of the agenda items and additional information.

Driebergen-Rijsenburg, the Netherlands, 15 August 2025

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of Triodos Bank N.V.**

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Agenda

EXTRAORDINARY GENERAL MEETING OF TRIODOS BANK N.V.

Date: Friday 26 September 2025
Start of meeting: 10:00 a.m. (CEST) (registration as from 9:00 a.m. (CEST))
Location: Landgoed De Reehorst, Hoofdstraat 10a, Driebergen-Rijsenburg
Chair: Mike Nawas, chair of the Supervisory Board Triodos Bank N.V.

09:00 a.m. (CEST) Welcome and registration

10:00 a.m. (CEST) Start of the meeting

- 1. Opening and announcements**
- 2. Executive Board**
 - a. Notification of the proposed re-appointment of Jacco Minnaar as member of the Executive Board, in the position of Chief Commercial Officer (CCO)
(discussion item)
 - b. Notification of the proposed appointment of Suzanne Schilder as member of the Executive Board, in the position of Chief Transformation Officer (CTO)
(discussion item)
 - c. Notification of the proposed appointment of Barbara van Duijn as member of the Executive Board, in the position of Chief Information Officer (CIO)
(discussion item)
- 3. Any other business and closing**

10:45 a.m. (CEST) End of the meeting (indicative)

Explanation agenda items

Explanatory notes to the agenda items of the Extraordinary General Meeting of Triodos Bank N.V. (Triodos Bank) on 26 September 2025

Agenda item 2: Executive Board

Agenda item 2a. Notification of the proposed re-appointment of Jacco Minnaar as member of the Executive Board, in the position of Chief Commercial Officer (CCO)

The Supervisory Board intends to re-appoint Mr. Jacco Minnaar as a member of the Executive Board, in the position of CCO, for a second term of four years. Jacco Minnaar was first appointed as CCO in 2021, and his current term of office expires on 28 September 2025.

In accordance with the applicable provisions of law and Triodos Bank's Articles of Association, the Supervisory Board notifies the General Meeting of its intention to reappoint Jacco Minnaar. Jacco Minnaar is and will be paid in accordance with the remuneration policy currently in force. A summary of Jacco Minnaar's terms of employment has been published on Triodos Bank's website (www.triodos.com/en/governance, paragraph International remuneration and nomination policy/material elements of the Executive Board remuneration).

Triodos Bank's Works Council has been informed of the intended re-appointment and has given a positive advice in this respect. The Dutch Central Bank (DNB) has approved the intended re-appointment.

Motivation from the Supervisory Board:

Jacco Minnaar's experience and skills have resulted in outstanding performance during his current term in the office. He has demonstrated a strong focus on creating positive impact for society whilst implementing ways to improve sustainable profitability. He is a good communicator, a people manager and fully aligned to Triodos Bank's mission. The Supervisory Board is confident that Jacco Minnaar will continue driving the commercial agenda in Triodos' focused growth strategy.

During the EGM, Jacco Minnaar will share his personal reflections on his intended re-appointment.

Shortened CV Jacco Minnaar

Jacco Minnaar (1971) is a statutory member of the Executive Board and Chief Commercial Officer of Triodos Bank since 28 September 2021. In addition, he is a board member of Stichting Triodos Renewable Energy for Development Fund, Stichting Triodos Sustainable Finance Foundation and Triodos Ventures B.V. Previously, he was managing director and chair of the management board of Triodos Investment Management. Jacco Minnaar is a Dutch national and he owns 20 Triodos Bank Depository Receipts.

Introduction to agenda items 2b. and 2c.: motivation on new positions in the Executive Board

Triodos Bank's strategic message is to create real impact through efficient business operations and a focused mindset. To this end, a strategy has been developed based on three strategic pillars:

1. Securing a leading position in medium to long-term impact financing
2. Pursuing targeted growth
3. An efficient and robust business model.

In light of this strategy and the strategic pillars, the Supervisory Board of Triodos Bank has reassessed the composition of the Executive Board, taking into account the retirement schedule of the Executive Board.

In view of the intended next phase of Triodos Bank's transition and the strategic importance of digitalisation, the Supervisory Board decided in March 2025 to strengthen the Executive Board with a Chief Transformation Officer (CTO) and a Chief Information Officer (CIO). In addition, the Supervisory Board has decided to no longer include a Chief Operational Officer on the Executive Board and therefore Nico Kronemeijer will step down as a member

of the Executive Board of Triodos Bank at the end of his term of office on 28 September 2025. The title of the current Chief Operational Officer will change into the role of CIO.

These changes to the composition of the Executive Board are part of the ongoing evolution of Triodos Bank's business model to deliver more value to its customers and strengthen its position as a leading impact bank, while supporting its long-term strategy and mission.

The CTO will lead the company-wide strategy, transformation and transition initiatives. The Corporate Development department, including Corporate Strategy and the Transformation Office, will report to the CTO, who will also be responsible for implementing change through project management, process management and continuous improvement (together with the CCO). The CTO position is, in principle, defined for a four-year term.

The CIO will lead Triodos Bank's digitalisation and data-driven approach, including all IT and technology-driven responsibilities, as well as KYC and Financial Crime – a strategically important area for the bank's resilience and futureproofing.

With this reinforcement and temporary expansion of Triodos Bank's Executive Board, the Supervisory Board of Triodos Bank aims to enable the bank to take important strategic steps to remain a frontrunner in impact finance in an increasingly challenging world. Referring to agenda items 2b. and 2c., the Supervisory Board is confident that the right persons have been selected to drive the newly created CTO and CIO agenda with the energy, pace and customer centric growth mindset that is required to continue to deliver on Triodos Bank's mission.

Agenda item 2b. Notification of the proposed appointment of Suzanne Schilder as member of the Executive Board, in the position of Chief Transformation Officer (CTO)

In accordance with the applicable provisions of the law and Triodos Bank's Articles of Association, the Supervisory Board notifies the General Meeting of its intention to appoint Ms. Suzanne Schilder as a member of the Executive Board, in the position of CTO, for a term of four years.

Suzanne Schilder will be paid in accordance with the remuneration policy currently in force and a summary of her terms of employment has been published on Triodos Bank's website (www.triodos.com/en/governance, paragraph International remuneration and nomination policy/material elements of the Executive Board remuneration).

Triodos Bank's Works Council has been informed of the intended appointment and has given a positive advice in this respect, and the DNB has approved the intended appointment.

Motivation from the Supervisory Board:

Suzanne Schilder brings a wealth of experience in banking strategy and transformation, which she is to apply to the development and implementation of Triodos Bank's strategy. Her experience straddles the full spectrum of business performance optimisation within banking and beyond, ranging from initiating new initiatives and leading turnarounds to executing loan portfolio and M&A transactions, always with a strong focus on the human dimension.

During the EGM, Suzanne Schilder will share her personal reflections on her intended appointment.

Shortened CV Suzanne Schilder

Suzanne Schilder (1976) is an experienced banker and strategic change leader with a proven track record across a broad range of transformations. Previously, she worked as Partner at Beaufort Consulting where she advised companies on restructuring and transformational strategies. Prior to that, she held several senior leadership positions at ABN AMRO Bank, amongst others in shaping and executing strategic and financial restructuring initiatives. Suzanne Schilder is a Dutch national and holds no Triodos Bank Depository Receipts.

Agenda item 2c. Notification of the proposed appointment of Barbara van Duijn as member of the Executive Board, in the position of Chief Information Officer (CIO)

In accordance with the applicable provisions of the law and Triodos Bank's Articles of Association, the Supervisory Board notifies the General Meeting of this intention to appoint Ms. Barbara van Duijn as a member of the Executive Board, in the position of CIO, for a term of four years.

Barbara van Duijn will be paid in accordance with the remuneration policy currently in force and a summary of her terms of employment has been published on Triodos Bank's website (www.triodos.com/en/governance, paragraph International remuneration and nomination policy/material elements of the Executive Board remuneration).

Triodos Bank's Works Council has been informed of the intended re-appointment and has given a positive advice in this respect. The DNB has approved the intended appointment.

Motivation from the Supervisory Board:

Barbara van Duijn has extensive experience in IT leadership, particularly in digital transformation and innovation. Her background includes senior positions focusing on IT-change and customer experience in the financial and telecom industry. She is a modern and versatile IT leader and a candidate from within our organisation, reflecting the depth of internal leadership potential at Triodos Bank.

During the EGM, Barbara van Duijn will share her personal reflections on her intended appointment.

Shortened CV Barbara van Duijn

Barbara van Duijn (1981) joined Triodos Bank in 2015 and has led major projects, most recently in her role as Group Director Digital and Technology. Notable achievements include launching the Personal Current Account for our UK business, overseeing and implementing the digital strategy across multiple countries, and most recently successfully leading and executing the settlement offer roll out for Depository Receipt Holders. Barbara van Duijn is a Dutch national and holds no Triodos Bank Depository Receipts. .

Practical information

I Meeting

The Executive Board of Triodos Bank N.V. (**Triodos Bank**) invites you to attend the Extraordinary General Meeting of Shareholders (the **EGM**) to be held on **26 September 2025 at 10:00 am (CEST)** at **Landgoed De Reehorst, Hoofdstraat 10a te Driebergen-Rijsenburg, the Netherlands**.

The EGM will be held in **Dutch**. Translations into **English, German, French and Spanish** are available both live and online.

The record date for the EGM is set on **19 September 2025** (the "Record Date"). Depository Receipt Holders registered on this date with at least one depository receipt are entitled to attend the EGM. Since there are no items for voting on the agenda of the EGM, Depository Receipt Holders cannot exercise voting rights (in accordance with the number of depository receipts held on the Record Date).

II Meeting documents

From today, the following documents can be downloaded from the Triodos website www.triodos.com/EGM

- The agenda and explanation of the agenda
- Attendance and proxy form
- This convocation notice
- Manual for the ABN AMRO Broker Portal

III Registration

You will receive an invitation to attend the EGM from us via email. If your e-mail address is not known, you will receive the invitation by post. The registration process is explained separately below for both scenarios. Please also read the section on 'Tips & Points of Attention'.

Option 1: You have received an invitation via email

First of all, you will receive a notice for the EGM via e-mail, in which you are informed about the EGM and that you are invited to the meeting. The convocation notice also states that you will receive a second e-mail later in time containing a unique, personal link. You will receive the second email on or close to the Record Date.

The personal link provides access to the ABN AMRO Broking Portal, through which you can register. A manual for the registration portal is available on the portal as well as on the Triodos website (www.triodos.com/EGM). Through the portal, you will be offered the following options for participating in the EGM:

If you wish to participate in the meeting, you have the option to:

- a. **Attend the meeting in person at the meeting venue.**
If you opt for this, your registration certificate will be ready for you on the ABN AMRO registration portal* after the registration deadline. You will also receive an e-mail notification about this. If you show this proof of participation and your proof of identity when you arrive at the meeting location, you may enter the meeting venue.

b. **Digital participation.**

If you opt for this, you will receive an e-mail message after the registration deadline, containing a personal link with SMS code, which will allow you to log in online from 2 hours before the start of the meeting.

If you do not intend to attend the meeting but wish to exercise your meeting rights (for this EGM, being attendance and right to speak), you can give a proxy to:

c. **The chair of SAAT.**

- d. **A third party appointed by you.** If you opt for this, the appointed proxy holder will attend the EGM on your behalf. After expiry of the registration period, your registration certificate will be ready for you on the ABN AMRO registration portal*. You can forward it to your proxy holder via email. On the day of the EGM, upon presentation of the registration certificate and a valid identification document, the proxy holder will be given access to the meeting.

If you neither intend to attend the meeting nor wish to be represented, you do not need to take any action. You are still free to follow the meeting via the public webcast (without voting rights and opportunity to ask questions). The link to this webcast can be found on the Triodos Bank website.

****Triodos Bank has chosen to outsource the registration and voting process to ABN AMRO Bank by using the ABN AMRO Corporate Broking Portal.***

Option 2: You have received an invitation by post

If you have received an invitation by post, you will be offered the following options for registration and participation. You should indicate your choice on the attendance and proxy form enclosed with the postal invitation. This also indicates the address to which the completed form should be sent and the deadline for doing so.

If you wish to participate in the meeting and cast your own vote, you have the option to:

- a. **Attend the meeting in person at the meeting venue.** If you opt for this, your registration certificate will be available after the registration deadline. To ensure timely receipt, you will receive it via email. If you present this registration certificate and your proof of identity when you arrive at the meeting venue, you may enter the meeting venue.

If you do not intend to attend the meeting but wish to exercise your meeting rights (for this EGM, being attendance and right to speak), you can give a proxy to:

b. **The chair of SAAT.**

c. **A third party appointed by you**

If you opt for this, the proxy will attend the EGM on your behalf. After expiry of the registration period, the proxy holder will receive the registration certificate via e-mail at the e-mail address you have provided. On the day of the meeting, upon presentation of the registration certificate and a valid identification document, the proxy will be given access to the meeting.

If you neither intend to attend the meeting nor wish to be represented, you do not need to take any action.

IV. Meeting Venue - directions

Visiting address

Landgoed De Reehorst
Hoofdstraat 10
3972 LA, Driebergen-Rijsenburg

GPS address for parking

Hoofdstraat 26
Driebergen-Rijsenburg

Are you taking the train?

Get off at Driebergen-Zeist station. Cross the road to the station's P&R parking structure and take a left onto the footpath. You will see Triodos Bank's office building on your right. You can easily plan your train journey [here](#).

Are you driving?

As a visitor, you can park in Triodos Bank's parking area (set your GPS to Hoofdstraat 26, Driebergen-Rijsenburg). The barrier will open automatically when you arrive. From the parking area, it is a four-minute walk to the building's entrance. The parking area has 126 electric charging points.

If you have a disability, you may use one of our handicapped parking spaces in front of the main entrance. In that case, use the Triodos delivery entrance next to the Q-park parking structure (Stationsweg 3) and follow the road until you see the signs directing you towards the parking spaces.

Are you cycling?

Our office is easily accessible by bike from the Utrechtse Heuvelrug area. Take the delivery entrance immediately to the left of the parking structure (Stationsweg 15B or Oude Stationsweg 13). You can park your bike directly opposite our building's station-side entrance.

Tips & Notes

Tips for digital participation

- Make sure you always have your e-mail address and password to hand, as you will need these to access the ABN AMRO Portal. Please note that your password from a previous meeting is no longer valid.
- Keep your mobile phone handy as you will receive a personal verification code to access the virtual meeting environment.
- You can log in from 2 hours before the start of the meeting. Make sure you are logged in to the ABN AMRO Portal at the start of the meeting.
- To log in, you must use one of the following internet browsers: "Google Chrome", "Mozilla Firefox", "Microsoft Edge" or "Apple Safari". Correct operation cannot be guaranteed when using any other Internet browser.
- Make sure your internet security software such as banking security from KPN or Ziggo grants access to the ABN AMRO Portal so that you can access the virtual meeting environment.

Still have questions?

You can also call ABN AMRO Corporate Broking on +31 20 628 6070 from Monday to Friday from 09:00 to 17:30 or send an email to: corporate.broking@nl.abnamro.com