Appendix A

Profile Board of Stichting Administratiekantoor Aandelen Triodos Bank N.V. (SAAT)

1. Preamble

    1.1. SAAT is the shareholder of Triodos Bank N.V. (“the Bank”). The purpose of this profile is to provide guiding principles for (i) the composition of the Board of SAAT as a whole and (ii) the (re-) appointment of its individual members.

    1.2. In order to ensure that the Board of SAAT is at all times adequately composed, (re-)appointments of members of the Board are made on the basis of this profile.

    1.3. The Articles of Association of SAAT (the “Articles of Association”), SAAT’s Voting Policy (the “Voting Policy”) and the Terms of Administration of SAAT (the “Terms of Administration”) are the basis for the required qualifications of the Board as a whole and of its individual members.

    1.4. This profile has been drawn up in accordance with art. 7 paragraph 5 of the Articles of Association.

2. General

    2.1. SAAT holds 100% of the shares and issues Depository Receipts (“DRs”) for the same number and amount.

    2.2. SAAT is an independent legal entity. The Board of SAAT is responsible for the management of SAAT. However, SAAT does not operate in isolation as it enhances its independence by fulfilling its role towards the Depository Receipt Holders (“DRH’s”) and in its relationship towards the Bank.

    2.3. To properly perform its functions, the Board of SAAT shall consist of at least three natural people.

    2.4. The composition of the Board of SAAT shall be such that the members meet the independence criteria set out in art. 2:118a of the Dutch Civil Code (‘DCC’) and the provisions of paragraphs 1,2 and 4 of art. 7 of the Articles of Association.

    2.5. Only people who have been determined by the competent financial supervisory authority to meet the fit and proper requirements arising from the regulations applicable to SAAT may be appointed as Board member.

    2.6. By exercising its role, the Board of SAAT upholds the principles according to art 6 of the Terms of Administration. The Board of SAAT is guided by the Bank’s mission, the Bank’s interests, and the interests of the DRH’s.

    2.7. The role of SAAT includes:

        a. exercising the voting rights in the shareholders meeting of the Bank on behalf of DRHs who grant SAAT a retro-proxy (as defined in the voting policy) or voting instruction (as defined in the Voting Policy);

b. exercising the rights accrued to SAAT pursuant to section 2:118a DCC which – in short – stipulates that the person initially entitled to vote may refuse, restrict, or revoke a proxy if: (i) a hostile takeover bid is announced or expected without an agreement with the company; (ii) holders of depository receipts and/or shareholders acquire at least 25% of the company's issued share capital under a mutual agreement; or (iii) the exercise of voting rights conflicts with the company's interests; and
c. exercising its rights and obligations in relation to its role as issuer of DRs in the capital of the Bank which are admitted to listing and trading on Euronext Amsterdam.

2.8. The Board of SAAT exercises its role through collective responsibility and does so pursuant to the Articles of Association, the Voting policy, the Terms of Administration and the applicable laws and regulations.

2.9. In view of the aforementioned, the Board of SAAT shall operate as a collegial body and the specific knowledge, experience and background of its individual members shall be considered in the context of the Board as a whole. Whenever a vacancy arises on the Board of SAAT, an individual profile or specific elements of the profile shall be added up to guide the process of (re)appointment of the (new) member.

3. Generic Profile Requirements for the Board of SAAT

3.1. The Board of SAAT as a whole shall represent and meet the following requirements:
a. Academic level of performance;
b. Diversity in the broadest sense;
c. Independence;
d. Apply analytical thinking to assess situations where SAAT's protective role might be triggered and understand the strategic implications of exercising or withholding voting rights in circumstances that may threaten the Bank' mission and interests.

3.2. The SAAT Board is adequately composed if among its individual members, there is a proper distribution of knowledge and experience vis-a-vis:
a. The interests of the DRHs;
b. Relevant Law and regulations, legal aspects and corporate governance;
c. The role of SAAT (among others its protective role) and the DRHs in the corporate governance of the Bank;
d. Banking and understanding of the Bank's business model;
e. The role, importance, and dynamics of non-financial performance indicators, e.g., related to society, the planet the culture within the Bank (impact);
f. The dynamics of a 1000+ persons organisation, internationally operating, listed corporate;
g. The Bank's regulatory and business environment;
h. The ability to articulate and present the SAAT perspective at DRH meetings, and towards the Bank's stakeholders, and in dialogues with the Executive Board of the Bank.

3.3. In the selection from time to time of its members, the Board of SAAT will specify the more specific profile elements required with due observance of paragraph 4.

4. Individual Profile requirements for all Board of SAAT members.

4.1. Each member of the Board shall have the specific expertise required to fulfil their role on the Board. These expertise requirements must be met on an ongoing basis.

4.2. In addition to the collective requirements in article 3, each member of the Board must possess the following qualities or competences:

a. Be an independent, autonomous spirit;
b. Have a reflective attitude focused on the long-term impact of the Bank;
c. Be authentic, beyond personal politics;
d. Guided by and be accountable for the interest of the DRH’s and the interest of the Bank and its mission;
e. Communicate and act in an open way, guided by courage and without prejudice or judgment;
f. Does not have any conflict of interest;
g. Apply analytical thoughts and deep sensing to internal and external developments that are relevant for the future of the Bank;
h. Will respect and acknowledge the value of the connection to the roots of the Bank as its source of inspiration. This goes with the ability to see in reasonable depth the essence and relevance of that connection in the Bank’s banking activities and what it means for the role of the Bank in society.

5. Final Provisions

5.1. The Board of SAAT will evaluate this profile on a regular basis.

5.2. The Board of SAAT may amend or supplement this profile pursuant to a board resolution.

Zeist, 14 August 2025