

PRESS RELEASE

Triodos Bank appoints Marcel Zuidam as Chief Executive Officer

Driebergen-Rijsenburg, the Netherlands – 30 January 2025, 7:30 AM (CEST)

The Supervisory Board of Triodos Bank N.V. intends to appoint Marcel Zuidam (1970) as Chief Executive Officer (CEO) and Chairman of the Executive Board of Triodos Bank N.V. Marcel Zuidam will succeed Jeroen Rijpkema, who has announced last year that he is to step down at the Annual General Meeting on 23 May 2025.

The Supervisory Board will notify the Annual General Meeting (AGM) on 23 May 2025 of the intended appointment. The appointment will take effect after the AGM. Marcel Zuidam will already join Triodos Bank per 1 April, 2025, as special advisor to the Executive Board, allowing for a smooth handover with Jeroen Rijpkema.

The Dutch Central Bank (DNB) has approved, with a positive advice from the Autoriteit Financiële Markten, the intended appointment. The Works Council of Triodos Bank has also given positive advice.

Marcel Zuidam brings more than 30 years of experience in the banking industry. He joins from Nationale-Nederlanden Bank, where he has been the Chief Executive Officer since 2019. In this role he was responsible for the transformation to a digital bank with a broadened retail banking offering. Prior to this role he was the Chief Transition Officer at NN Bank and before that he held executive positions at several Dutch financial institutions.

Mike Nawas, Chair of the Supervisory Board: "The Supervisory Board is very pleased with the prospect of Marcel as the new CEO of Triodos Bank. His broad experience in retail and business banking, his inspirational leadership style and strong team-oriented approach will help the Executive Board and the entire organisation to continue to deliver on the focused growth strategy and mission. In our recent discussions Marcel has demonstrated a strong affinity with the bank's mission. He is fully committed to driving the impact ambitions forward."

Marcel Zuidam: "I am excited to join Triodos Bank with its unique identity, as a values-based, impact driven organisation and the only B Corp certified bank in the Netherlands. This resonates deeply with me, especially because the bank has remained focused on its goal to change finance and finance change in challenging times. Together with my colleagues in the Executive

Board and our co-workers I look forward to further strengthen the bank by delivering value to all stakeholders."

Enquiries

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About Triodos Bank

Founded in 1980, Triodos Bank has become a frontrunner in sustainable banking globally. Triodos Bank is a listed independent bank that promotes responsible and transparent banking. It does not see any conflict between a focus on people and the planet and a good financial return. Instead, it believes that they reinforce each other in the long term.

Triodos Bank has banking activities in the Netherlands, Belgium, the UK, Spain and Germany as well as Investment Management activities based in the Netherlands but active globally. Triodos Bank co-founded the Global Alliance for Banking on Values, a network of 60 sustainable banks. Together these banks want to grow sustainable banking and its impact on the real economy substantially.

Triodos Bank has a full banking license and is registered with De Nederlandsche Bank N.V. (the Dutch central bank) and the Autoriteit Financiële Markten (the Dutch Authority for the Financial Markets). Most recent company information is available on Triodos Bank's website: www.triodos.com

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