



# ING Supervisory Board retirement schedule



do your thing

# Supervisory Board (SB) members

| Name                           | Date of birth | Member of SB committee                      | Tenure | First appointment | Last re-appointment | Next re-appointment <sup>(1)</sup> | Final retirement <sup>(2)</sup> |
|--------------------------------|---------------|---------------------------------------------|--------|-------------------|---------------------|------------------------------------|---------------------------------|
| Karl Guha (chairman)           | 1964          | NCGcom (chair) / RemCo / RiCo / AC / ESGcom | 1      | 2023              | -                   | 2027                               | 2033 / 2035                     |
| Mike Rees (vice chairman)      | 1956          | RiCo (chair) / AC / NCcom                   | 5      | 2019              | 2023                | 2027                               | 2029 / 2031                     |
| Juan Colombás                  | 1962          | RiCo / AC / RemCo / ESGcom                  | 4      | 2020              | 2024                | 2028                               | 2030 / 2032                     |
| Margarete Haase                | 1953          | RiCo / AC (chair)                           | 7      | 2017              | 2021                | 2025                               | 2027 / 2029                     |
| Lodewijk Hijmans van den Bergh | 1963          | RiCo / ESGcom (chair)                       | 3      | 2021              | -                   | 2025                               | 2031 / 2033                     |
| Herman Hulst                   | 1955          | RiCo / AC / ESGcom                          | 4      | 2020              | 2024                | 2028                               | 2030 / 2032                     |
| Harold Naus                    | 1969          | RemCo / RiCo                                | 4      | 2020              | 2024                | 2028                               | 2030 / 2032                     |
| Alexandra Reich                | 1963          | RiCo / ESGcom                               | 1      | 2023              | -                   | 2027                               | 2033 / 2035                     |
| Herna Verhagen                 | 1966          | NCGcom / RemCo (chair)                      | 5      | 2019              | 2023                | 2027                               | 2029 / 2031                     |

(1) For approval by the annual general meeting of shareholders.

(2) Based on the re-appointment of two times two years.

# Notes

- According to the Articles of Association, a member of the Supervisory Board (SB):
  - is appointed for a period of four years by the annual general meeting of shareholders.
  - can be re-appointed once for a period of additional four years, and twice of a subsequent period of two times two years.
  - will retire definitively after a total of four terms (two times 4 years, subsequently two times two years).
- The SB can grant dispensation in exceptional circumstances, at the board's discretion.
- The (re)appointment terms in the below retirement schedule are based on the Dutch Corporate Governance Code 2022 ("Code"):
  - An SB member shall be in principle appointed for a term of four years and can be reappointed once for another term of four years.
  - An SB member may subsequently be reappointed for a term of two years which appointment may be extended by another term of two years (4+4+2\*2 years).
- Reappointment is not automatic but depends on the performance of the SB member. In the event of a reappointment after an eight-year period, reasons must be given in the report of the SB.