



**Supervisory Board
ING Groep N.V. and ING Bank N.V.**

To:

Mr Marskamp (CNV Vakmensen), Ms de Vries (De Unie) and Ms Akcay (FNV)

Date

9 December 2022

Subject

Re: Collective Labour Agreement ING (Cao)

Dear Mr Marskamp, Ms de Vries and Ms Akcay,

Thank you for your letter of December 1st 2022, in which you express your concerns related to the CLA negotiations for ING in the Netherlands. We fully understand that many people in the Netherlands and ING colleagues are currently suffering from the harsh economic climate, with increased energy prices and high inflation. We sympathize with all colleagues that are affected by this reality and understand many have less money to spend.

The mandate in these negotiations lies with ING in the Netherlands, specifically with Maarten van Beek and his team, as well as Ruud van Dusschoten.

The Supervisory Board greatly appreciates the hard work of ING's colleagues in the Netherlands, that enables us to provide our customers with an excellent service. In the benefit of all these colleagues, we hope that you will resume CLA negotiations with Maarten and his team, so that our people will have clarity as soon as possible. Thank you in advance for making this happen.

Best regards,

Supervisory Board of ING Groep N.V. and ING Bank N.V