



Carbon Footprint Targets, Measures and Results

At Van Lanschot Kempen, we want to reduce our own carbon emissions per FTE by 7% a year from 2022 onward, aiming to have net-zero emissions by 2050. This document reviews reduction measures taken in 2022 and presents the results we have achieved.

Carbon reductions focus on mobility

Mobility accounted for 84% of our carbon emissions in 2022. Employees are encouraged to reduce their commuting and business travel and work from home. We made budget available so that employees could get the IT infrastructure and hardware they needed to ensure their home offices met their personal needs. Van Lanschot Kempen also encourages our people to switch to more responsible alternatives when coming to the office. Employees receive a financial reward when taking the bike or walking to the office, when logging these activities. We have taken concrete measures to make our employees more aware of the broader cost of mobility, to incentivise them to make the right choices, and to promote the use of public transport – the latter having the bonus of employees being able to use their travel time more efficiently while contributing to lower carbon emissions.

Lease car fleet

Lease cars accounted for 50% of our total carbon emissions by the end of 2021 and we have been taking a wide range of measures to reduce these:

- Since April 2019 Van Lanschot Kempen steers on CO₂-emission. Lease cars must comply with established CO₂ standards per lease car category and fuel type.
- To promote the use of public transport, since 2012, Van Lanschot Kempen started offering a NS business rail card to all its lease car drivers.
- At the end of their lease term, Van Lanschot Kempen lease car drivers are offered an alternative option in the shape of a so-called mobility budget to pay for all their commuter and business travel – offering greater freedom but also coming with more responsibility
- Since 2019, we increased our electric (EV) lease cars offering to our employees. Furthermore we aim to yearly increase the amount of EV charging stations. By the end 2022 we have a total of 60 stations installed at a diversity of office locations.
- In April 2022 we decided to switch to an all-electric lease car fleet by 2025. This means that from April 2022 onward, employees can only opt for fully electric cars. This measure will allow us to substantially reduce the carbon footprint of our operations and thus take a big step towards achieving our own organisation's sustainability ambitions.

By the end of 2022, the total amount of lease cars of Van Lanschot Kempen was 324: 142 benzine cars, 3 diesel cars, 150 electric cars and 29 hybrid cars.

International travel

In September 2022 we implemented a renewed travel policy. Since the pandemic, we and our clients and partners have come to realise that we do not need to travel as much as we used to in order to work together effectively. Therefore we implemented the following guidelines for travel:

- Internal meetings should take place online by default as much as possible.
- You only travel if the meeting provides sufficient (commercial) business added-value or if there is added-value in the context of team building with international colleagues.
- Reduce travel abroad and preferably do not travel for a one-on-one appointment.
- Van Lanschot Kempen's guideline is to take the train up to a travel distance of 700 km, unless there is a travel time longer than 8 hours, door to door travel takes one and a half times as long and/or more than one transfer.

Our business air travel accounted for 15% of our total carbon emissions in 2022 (2021: 4%; 2020: 7%). This increase is mainly due to the lifting of the Covid-19 measures which allowed our colleagues to travel again. During 2022 we actively promoted our new travel policy which resulted in an increase in rail travel. Where in the first half year of 2022 43% of trips below 700 kilometre took place by train, this increased to 59% in the second part of 2022. In 2022 international train travel accounted for 0,3% of our total carbon emissions in 2022.

Gas and electricity

Our gas and electricity consumption has been on a firm downtrend for several years, benefiting from improved use of available office space, a range of savings measures, a shrinking workforce and currently the Covid-19 situation and our colleagues mainly working from home.

In 2022 we recorded an increase in our gas consumption to 362, 302 m³, accounting for 13% of total carbon emissions. Currently all office locations in the Netherlands and Switzerland are heated using 100% biogas or making use of district heating. Next to the increased use of sustainable generated gas, we also try to reduce our gas use. Examples of gas-saving measures include; the installation of additional windows and thermostatic valves.

Electricity consumption in 2022 slightly decreased to 4.5 million KWh. mainly due to making our office organization more efficient while also using more LED and sensor lighting, energy-efficient monitors and laptops, smart energy meters, etc.

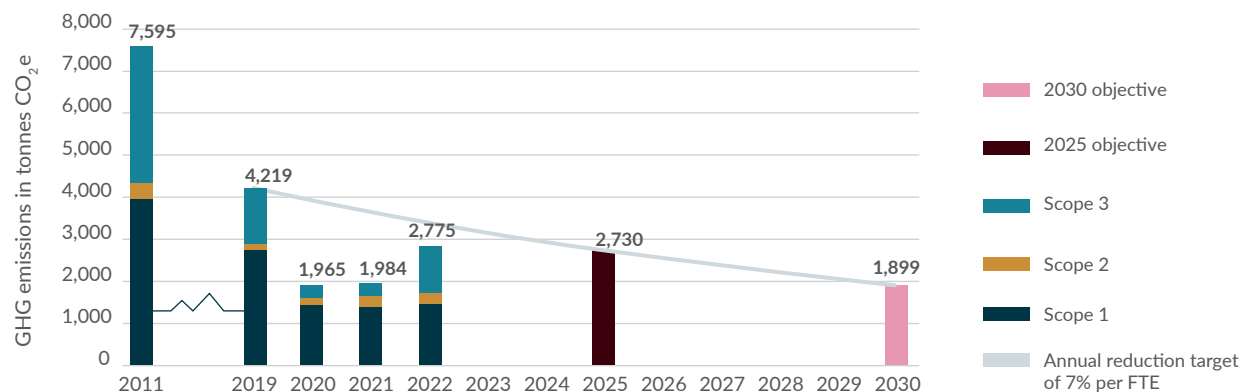
Since 2021 100% of our offices make use of green power. Given the use of only green power, carbon emissions related to electricity consumption was again minor in 2022.

Carbon reductions achieved

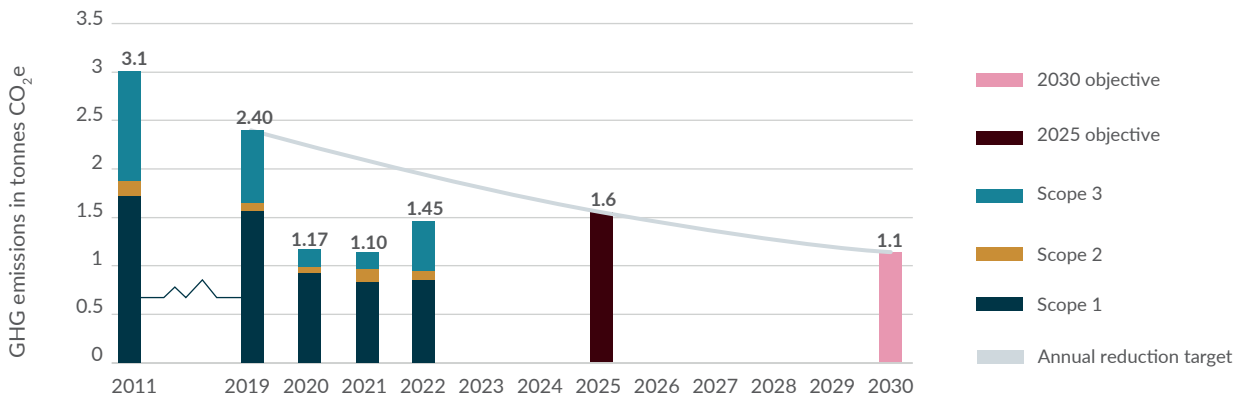
The graphs on the next page give an overview of our carbon reduction for our AuM, balance sheet and own operations. We have made a clear contribution towards a net-zero economy since we started measuring the footprint of our own organisation in 2011. In our own organisation, absolute carbon emissions in 2022 totalled 2,775 tonnes, or 1.45 tonnes per FTE (2021: 1,984 tonnes, or 1.10 tonnes per FTE). The increase is mainly due to the lifting of pandemic restrictions in early 2022 in our countries of operation. Despite the increase, we remain on track to reduce the carbon emissions of our own organisation by at least 7% per FTE per year, against a 2019 baseline.

In 2022, the carbon footprint of our balance sheet increased from 51,061 tonnes CO₂e in 2021 to 107,625 tonnes CO₂e. This is mainly due to an increase of the coverage of the carbon footprint for our business loan portfolio. In addition, the carbon footprint of our mortgage portfolio increased due to an increase in average energy consumption per household in 2021 compared with 2020 (energy consumption data is only available one year later) because of the colder weather. On average, the energy-efficiency rating of the collateral for our residential mortgages improved. The aggregate carbon footprint of our AuM decreased (from: 3.6 million tonnes CO₂e in 2021 to 2.8 million tonnes CO₂e in 2022). Mainly due to changes in the portfolios of fiduciary management clients. As with carbon footprint, the data which we use to determine the AuM footprints only becomes available one year later.

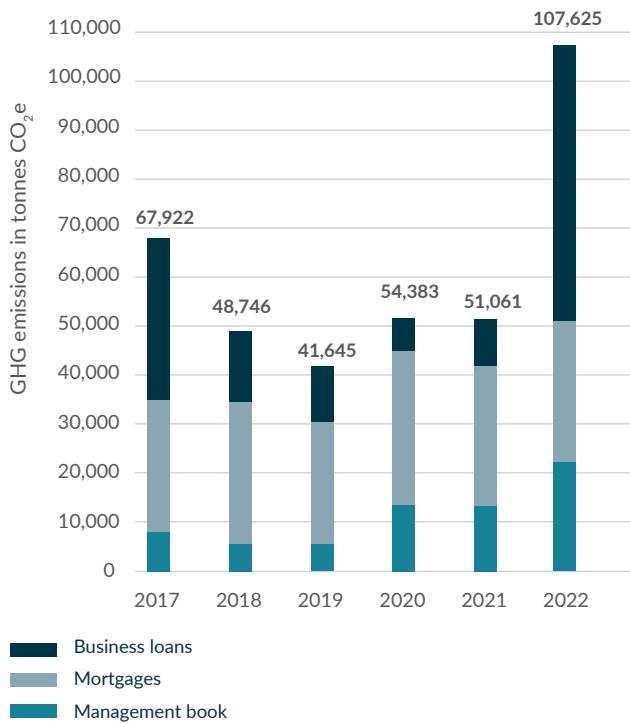
Absolute carbon footprint of own operations



Relative carbon footprint of own operations - per FTE



Carbon footprint of balance sheet



Carbon footprint of assets under management



Carbon offset

In addition to our measures to reduce the carbon emissions resulting from our operations, we offset the remaining emissions through voluntary schemes. As of 2019, we aim to offset all carbon emissions resulting from our operations. Our 2022 carbon footprint related to our own operations was offset via reforestation and afforestation projects in Mexico.

Finally

When redecorating our offices, we reuse materials and furniture. Discarded furniture and carpets are offered for recycling and reuse elsewhere. On top of this, as in previous years, all written-off computers, printers, telephones and other hardware were sent to IT donations, a foundation devoted to the sustainable and responsible disposal of IT equipment. All financial proceeds were donated onwards to the Van Lanschot Kempen Foundation.