



Appendix 2

PROFILE FOR SUPERVISORY BOARD MEMBER OF VAN LANSCHOT KEMPEN NV

Description of position

In connection with the expiry of the second term of office of one of the current members of Lanschot Kempen NV's Supervisory Board ('Van Lanschot Kempen'), a vacancy for a member of the Supervisory Board ('SB') will arise in 2023.

The appointment is subject to the successful completion of suitability and integrity screening by De Nederlandsche Bank.

The SB supervises the policy of the Management Board ('MB') and the general conduct of business at Van Lanschot Kempen and its affiliates. The SB also advises the MB. In performing its duties, the SB is guided by the interests of Van Lanschot Kempen and its affiliates and ensures balanced and effective decision-making that takes account of all stakeholders' interests. The SB is responsible for the effectiveness and quality of its own performance.

The candidate must have expertise or experience in relation to several – but not necessarily all – of the topics listed below.

Knowledge and experience

- Managerial experience in the corporate sector or knowledge of and experience in governance, organisation and communication.
- Active experience in, and knowledge of, the Western European institutional asset management market.
- Experience in optimal use of data, digitisation and advanced analytics.
- Broad knowledge of the financial sector, including the products, services and markets in which Van Lanschot Kempen operates.
- Knowledge of and/or experience with controlled and sound business practices, including in the

area of AML and KYC.

- Experience in international business.
- Knowledge of climate and environment-related risks.
- Expertise and experience in social/societal matters and affinity with co-determination.

Competencies

- Broad administrative and organisational experience and a good sense of social and other relationships in the Netherlands.
- Ability to follow the main aspects of Van Lanschot's overall policies, those of its affiliates and the general conduct of business at Van Lanschot Kempen, and to assist and advise the MB in preparing and implementing policies.
- Ability to form a balanced and independent opinion about the basic risks facing Van Lanschot Kempen and its affiliates.
- Specific expertise needed for fulfilling their role within the SB.
- In-depth knowledge of Van Lanschot Kempen's role in society and of the interests of all parties involved in Van Lanschot Kempen.
- Ability to carefully weigh up all interests involved during decision-making and to arrive at decisions in a balanced and consistent manner.
- Ability to operate independently and critically in relation to the other members of the SB and MB.
- Socially adept, empathetic and seeks to connect with fellow SB members and MB members.
- Is able to carefully build relationships with various stakeholders, including shareholders,





voting agencies and co-determination bodies and properly explain to them complex issues such as remuneration policy for the MB.

Other

- The candidate is female.
- The candidate has an international background (non-Dutch nationality or extensive work experience gained outside the Netherlands).
- The candidate has sufficient time to properly fulfil the duties of a SB member of Van Lanschot Kempen.
- The candidate is honest, sound, and known to be sufficiently trustworthy.
- The candidate has academic credentials and professional experience.
- The candidate is available for a minimum of 32 hours per month.

