



Information for the purposes of the Dutch Restrained Remuneration Policy Regulation

2013

Information for the purposes of the Dutch Restrained Remuneration Policy (Financial Supervision) Regulation 2014 (Article 25 (f) and (g)) in conjunction with Article 450 (g) (h) and (i) of the Capital Requirements Directive

The table below provides aggregated quantitative disclosures on the remuneration of Identified Staff, i.e. employees whose work has a material impact on Van Lanschot's risk profile.

The information has been broken down by:

- Entity
- Fixed salary and variable pay
- Cash and share-based payments
- Conditional and unconditional awards

| Aggregated remuneration disclosures for 2013 | |
|---|-------------------------------------|
| Entity | Aggregated remuneration (x € 1,000) |
| F. van Lanschot Bankiers NV (including Belgium) | 8,425 |
| Subsidiaries ¹ | 4,784 |
| Total | 13,209 |

¹ Van Lanschot Curacao, Luxembourg, Switzerland, Kempen & Co (including KCM).

| Further aggregated remuneration disclosures for 2013 | | |
|--|----------------------------|-------------------------------------|
| | Number of Identified Staff | Aggregated remuneration (x € 1,000) |
| Fixed salary (2013) | 45 | 8,289 |
| Variable pay (2013) | 23 | 2,420 |
| <i>of which cash payments</i> | | 970 |
| <i>of which share-based payments</i> | | 1,450 |
| <i>of which awarded unconditionally</i> | | 1,164 |
| <i>of which awarded conditionally</i> | | 1,256 |
| Signing bonuses (2013) | 2 | 960 |
| Severance pay (2013) | 7 | 1,540 |
| Highest severance payment (2013) | | 650 |

Number of persons whose remuneration was € 1 million or more in the financial year: 2 (of whom one was paid between € 1 million and € 1.5 million and one between € 1.5 million and € 2 million).