

Appendix 2

PROFILE FOR STATUTORY BOARD MEMBER FOR INVESTMENT STRATEGIES & SOLUTIONS OF VAN LANSCHOT KEMPEN NV/VAN LANSCHOT KEMPEN WEALTH MANAGEMENT NV

Description of position

Van Lanschot Kempen wishes to appoint the Executive Board member responsible for Investment Strategies & Solutions as a member of the Statutory Board of Van Lanschot Kempen NV (Van Lanschot Kempen) and Van Lanschot Kempen Wealth Management NV (VLKWM).

The Statutory Board member to be appointed is subject to screening by De Nederlandsche Bank.

The members of the Statutory Board share a joint responsibility for the proper operation of the Statutory Board and the fulfilment of its duties and obligations. The Statutory Board carries out its duties under the supervision of the Supervisory Board.

This position must be filled by a person who meets several, though not necessarily all, of the following criteria.

Knowledge and experience

- Wide-ranging knowledge of the financial services industry, particularly of the products, services and markets in which Van Lanschot Kempen is active;
- Solid knowledge of and experience with asset management as a business activity and the asset management sector, and affinity with Van Lanschot Kempen's wealth management proposition, particularly Private Banking;
- In-depth understanding of the external developments that influence Van Lanschot Kempen and asset management in a broad sense as well as the ability to anticipate such developments;
- Ample managerial experience in the financial services industry, preferably including experience at a listed company;
- Knowledge of and/or experience with management, organisation and communication, including managing processes, tasks and employees, complying and enforcing compliance with generally accepted social, ethical and professional standards, including informing clients and regulators in a timely, correct and clear way;

- Knowledge of and/or experience with sound and controlled business operations;
- Knowledge of relevant laws and regulations governing the financial services sector;
- Knowledge of and/or experience with strategic planning and implementation, and endorsement of the Van Lanschot Kempen strategy;
- Understanding of the impact of technology on Van Lanschot Kempen's business activities;
- Knowledge of climate-related and environmental risks.

Competencies

- Specific expertise and personal skills to fulfil the role on the Statutory Board and lead Investment Strategies & Solutions;
- Endorsement of the strategy, and the ability and knowledge to assess the strategy and main policy aspects of Van Lanschot Kempen and its affiliated company, as well as Van Lanschot Kempen's general business;
- Strong focus on clients and client solutions, and the ability to lead on client acquisition;
- Openness to change, a focus on identifying opportunities for improvement and innovation, and the ability to lead change processes;
- Good social skills, emotional intelligence, empathy and an ability to bring together and inspire people and put across Van Lanschot Kempen's strategy;
- The ability to work with others; team player and acts non-political;
- The ability to draw out and encourage open and critical debate, and to ensure that different views are voiced and discussed in the decision-making process;
- The ability to arrive at a balanced and independent view of the most important risks facing Van Lanschot Kempen and its affiliates;

- The ability to take tough decisions and, in decision-making, to carefully weigh all the interests at play and to arrive at balanced and consistent decisions that put the interests of the company, clients and other stakeholders centre stage;
- Conduct that is beyond reproach; honesty and integrity;
- The ability to adopt an objective, independent and critical stance in relation to the other members of the Statutory and Supervisory Boards;
- The ability to work under pressure;
- Active supporter of diversity and inclusion at board level and across the organisation.