

Appendix 4

PROFILE FOR SUPERVISORY BOARD MEMBER OF VAN LANSCHOT KEMPEN NV AND VAN LANSCHOT KEMPEN WEALTH MANAGEMENT NV

Description of position

With the departure due to the end to the term in office of one of the current members of the Supervisory Board of Van Lanschot Kempen NV (Van Lanschot Kempen) and Van Lanschot Kempen Wealth Management NV, a vacancy has opened up for the position of member of the Supervisory Board.

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

The Supervisory Board supervises policies pursued by the Statutory Board and the general conduct of business at Van Lanschot Kempen and its affiliates. In addition, the Supervisory Board provides advice to the Statutory Board. In performing its duties, the Supervisory Board is guided by the interests of Van Lanschot Kempen and its affiliates, and ensures balanced and effective decision-making that takes account of the interests of all stakeholders. The Supervisory Board is responsible for the effectiveness and quality of its own performance.

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

Knowledge and experience

- Managerial experience in business or experience with and knowledge of management, organisation and communication;
- Knowledge of the financial services industry in a broad sense, including the products, services and markets in which Van Lanschot Kempen is active;
- Familiarity with the Belgian market for wealth management, including the various asset managers and high-net-worth families;
- Knowledge and/or experience of sound and controlled operations;
- Experience in international business;
- Knowledge of climate-related and environmental risks.

Competencies

- Wide-ranging board and organisational experience and a good feel for social relations in the Netherlands;
- The ability to follow the main aspects of Van Lanschot Kempen's overall policies and those of its affiliates, as well as Van Lanschot Kempen's general business, and to assist and advise the Statutory Board in preparing and implementing policies;
- The ability to arrive at a balanced and independent view of the basic risks facing Van Lanschot Kempen and its affiliates;
- Sound knowledge of Van Lanschot Kempen's role in society and of the interests of all parties involved in Van Lanschot Kempen;
- The ability to carefully weigh up all interests and arrive at decisions in a balanced and consistent manner;
- The ability to adopt an independent and critical stance in relation to the other members of the Supervisory and Statutory Boards;
- Strong communication skills and a real team player;
- Good social skills and empathy; ability to connect with fellow Supervisory Board members and company directors.

Other requirements

- Female;
- Living/working in Belgium;
- Enough time to devote to the proper performance of the membership of the Van Lanschot Kempen Supervisory Board;
- Conduct that is beyond reproach; honesty and integrity;
- Academic credentials and professional experience.