

## Appendix 4

# PROFILE FOR SUPERVISORY BOARD MEMBER OF LANSCHOT KEMPEN NV

### Description of position

As one of the Supervisory Board members of Van Lanschot Kempen NV (Van Lanschot Kempen) has stepped down because their term of office has come to an end, a vacancy has opened up for a Supervisory Board member.

The appointment of a new Supervisory Board member is subject to the successful completion of suitability and integrity screening by De Nederlandsche Bank.

The Supervisory Board supervises the policy of the Management Board and the general conduct of business at Van Lanschot Kempen and its affiliates. The Supervisory Board also advises the Management Board. In performing its duties, the Supervisory Board is guided by the interests of Van Lanschot Kempen and its affiliate and ensures balanced and effective decision-making that takes account of all stakeholders' interests. The Supervisory Board 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;
- Broad knowledge of the financial sector, including the products and services of Van Lanschot Kempen and of the markets in which Van Lanschot Kempen operates;
- Familiarity with the Belgian wealth management market, including the various asset managers and wealthy families in Belgium;
- Knowledge of and/or experience in sound and controlled business operations;
- Experience in international business;
- Knowledge of climate and environment-related risks.

### Competencies

- Broad managerial and organisational experience and a good feel for social relations in the Netherlands;
- Ability to follow the main aspects of Van Lanschot Kempen's overall policies, those of its affiliate and the general conduct of business at Van Lanschot Kempen, and to assist and advise the Management Board in preparing and implementing policies;
- Ability to form a balanced and independent opinion about the basic risks facing Van Lanschot Kempen and its affiliate;
- 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 Supervisory Board and Management Board;
- Strong communication skills and a real team player;
- Socially adept, empathetic and seeks to connect with Supervisory Board members and company directors.

### Other

- The candidate is female.
- The candidate works and/or resides in Belgium.
- The candidate has sufficient time to properly discharge the duties of a Supervisory Board member of Van Lanschot Kempen.
- The candidate's conduct is beyond reproach; she acts with honesty and integrity.
- The candidate has academic credentials and professional experience.