



Appendix 7

PROFILE FOR MEMBER OF THE SUPERVISORY BOARD OF VAN LANSCHOT KEMPEN NV

Description of position

Due to the expiry of the first term of office of one of the current members of the Supervisory Board of Van Lanschot Kempen, there is a vacancy for a member of the Supervisory Board.

The appointment 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 affiliates 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.
- In-depth knowledge of and experience with corporate law and/or banking and securities law and compliance.
- Broad knowledge of the banking sector, including the products, services and markets in which Van Lanschot Kempen operates.
- Knowledge of and/or experience in sound and controlled business operations.
- Experience in international business.

Competencies

- Broad managerial 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 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 affiliates.
- Specific expertise needed for fulfilling the role within the Supervisory Board.
- 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.
- Principled and freethinking with the confidence to have and state a different opinion.
- Team player, independent and someone who seeks to connect with other supervisory directors.

Other

- The candidate is willing and able to properly fulfil the duties within the Supervisory Board and the Supervisory Board committees on which they serve.
- The candidate must have academic credentials and professional experience.

