



## Appendix 1

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

#### Description of position

In connection with the expiry of the first term of office of the Chair of the Supervisory Board of Van Lanschot Kempen N.V. ('Van Lanschot Kempen'), a vacancy has arisen for a member of the Supervisory Board ('SB') who is suitable for appointment as Chair of the SB.

In the event that a candidate is nominated for appointment to this vacancy who has not yet been reviewed for appointment as a member of the SB and as Chair of the Van Lanschot Kempen SB, the appointment is subject to a review of the candidate's integrity and suitability by De Nederlandsche Bank ("DNB").

The SB supervises the policy of the Management Board ('MB') and the general conduct of business at Van Lanschot Kempen and its affiliates. The SB also advises the MB.

In performing its duties, the SB 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 SB 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.

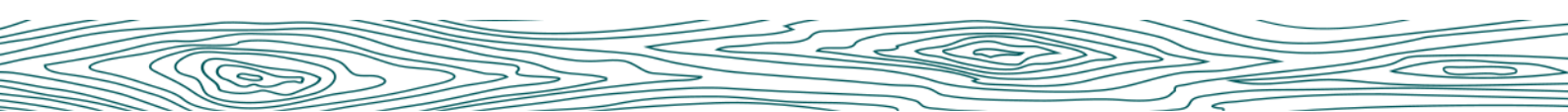
#### Knowledge and experience

- Broad knowledge of the financial sector, including the products, services and markets in which Van Lanschot Kempen operates.
- Broad managerial experience in the corporate sector or knowledge of and experience with governance, organisation and communication.
- Business economic expertise and experience working at a listed company.

- Knowledge of and/or experience with sound and controlled business operations.
- Experience in international business.
- Experience in liaising constructively with regulators and other stakeholders, such as DNB, the Dutch Authority for the Financial Markets (AFM), and the Dutch Ministry of Finance.
- Extensive experience in change processes aimed at identifying opportunities for improvement and innovation.
- Knowledge and experience in digital transformation, disruption, application of advanced analytics in business processes, and strategic planning.
- Knowledge of climate-related and environment-related risks.

#### Competencies

- Broad administrative and organisational experience and a good sense of social and other relationships in the Netherlands.
- Ability and sufficient time to follow the main aspects of Van Lanschot's overall policies, those of its affiliates and the general conduct of business at Van Lanschot Kempen, and to assist and advise the MB in preparing and implementing policies.
- Should possess qualities to lead the SB in the role of Chair. Ability to encourage and promote open and critical debate on the SB and to ensure that divergent views can be expressed and discussed in the decision-making process.
- Ability to form a balanced and independent opinion about the basic risks facing Van Lanschot Kempen and its affiliates.





- In-depth knowledge of Van Lanschot Kempen's role in society and of the interests of all parties involved in Van Lanschot Kempen, such as clients, shareholders, employees and regulators.
- 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 SB and MB and act as a liaison between the SB and MB.
- Strong communication skills and a real team player.
- Socially adept, empathetic and seeks to connect with SB members and MB members. Can bring people together and inspire them.
- Can lead meetings efficiently and effectively and is able to create an open atmosphere in which everyone can participate equally.

## Other

- The candidate has sufficient time to properly fulfil the duties of a SB member at Van Lanschot Kempen. The expected time commitment for the position is 32 hours per month.
- The candidate is honest, sound, and known to be sufficiently trustworthy.
- The candidate must have academic credentials and professional experience.

