



## Stakeholder engagement policy

At Van Lanschot Kempen, maintaining an active dialogue with our stakeholders is central to our strategy. We recognise the importance of understanding the expectations and interests of our stakeholders while we fulfill our purpose: preserve and create wealth for our clients and for society in a sustainable way.

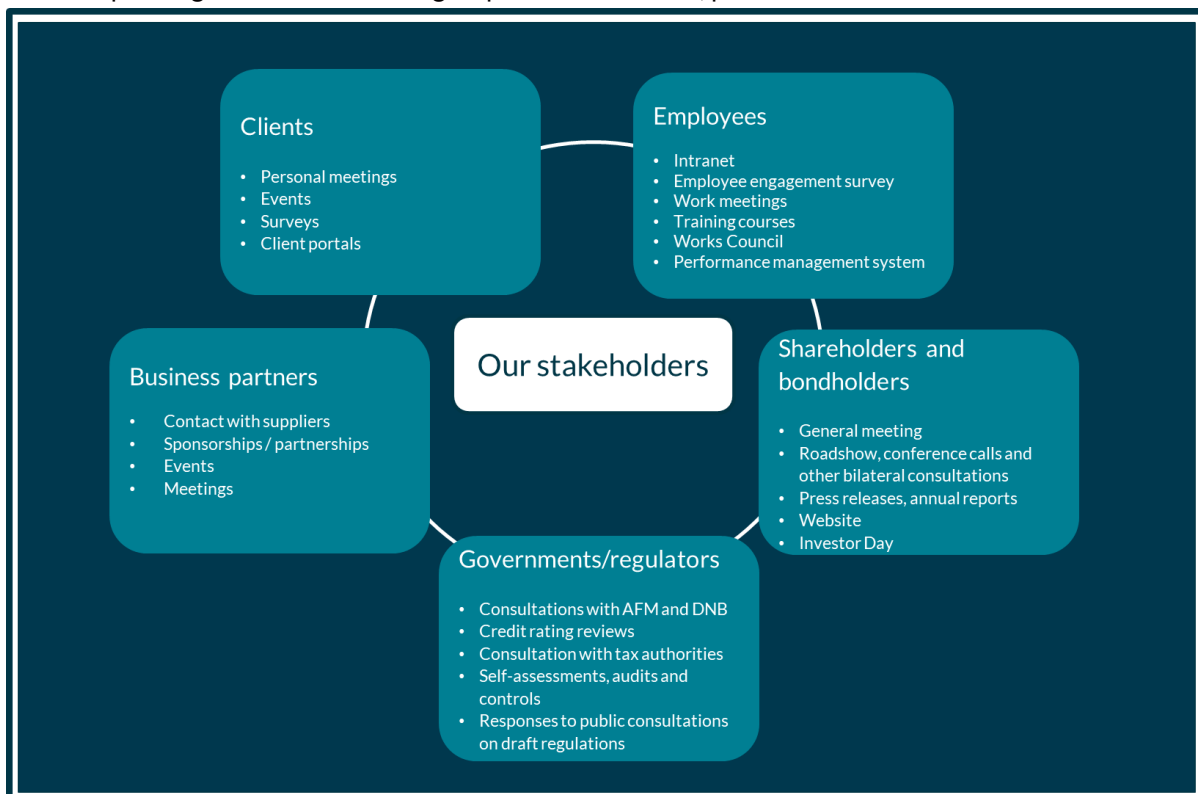
This policy defines the engagements with stakeholders on the sustainability aspects of our strategy. It was formulated in accordance with best practice principle 1.1.5 of the Dutch Corporate Governance Code. Next to this, we also have a policy regarding communications with (potential) shareholders. That policy is prepared in accordance with best practice principle 4.2.2 of the Dutch Corporate Governance Code.

### Our stakeholders

We identify five main stakeholder groups: clients, employees, shareholders/bondholders, governments/regulators and business partners.

### Type of dialogue

We engage with our stakeholders regularly to understand their needs and concerns. In some cases stakeholders proactively raise important topics and issues that are of concern to them and in other cases, we actively seek the opinions and perspectives of stakeholders on specific topics through events and surveys. The type of engagement varies depending on the stakeholder group. For an overview, please refer to the visual below.



We also organise an annual stakeholder dialogue. The dialogue with stakeholders – and especially between different stakeholder groups – often brings us valuable insights for determining the direction of our strategy. More information about this event can be found at [vanlanschotkempen.com/en/sustainability/stakeholders](https://vanlanschotkempen.com/en/sustainability/stakeholders).

We conduct a materiality assessment every other year to identify the topics which are deemed most material for our stakeholders. Our materiality matrix and a description of how we identify these significant impacts can be found in our annual report.

### Discussion topics

We seek and are open to feedback on key topics that matter to our stakeholders, as this helps us to understand their needs and expectations. We also use the feedback for developing our strategy, improving our products and services, decision making, driving innovation and managing risks. The dialogue with different stakeholder groups supports us in carefully balancing the different interests of our stakeholders. Discussion topics may vary among different stakeholder groups. Below is a non-exhaustive overview of the main discussion topics for each stakeholder group.

Stakeholder	Dialogue result and related outcomes
Clients	<ul style="list-style-type: none"> <li>• Net AuM inflows and wealth management service offering</li> <li>• Existing products and services improved and new products launched</li> <li>• More client information on responsible and sustainable investments including progress on company engagements</li> <li>• Further improving our sustainable and impact investment solutions</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Well-informed and involved employees</li> <li>• Optimisation of organisation structure</li> <li>• Adjustments in education and training</li> <li>• Updated identity &amp; values and revised code of conduct</li> <li>• Working groups focused on empowering and connecting colleagues in relation to sustainability, gender and LGBTQ+</li> </ul>
Shareholders and bondholders	<ul style="list-style-type: none"> <li>• Diversified shareholder base</li> <li>• Long-term relationships</li> <li>• Enhanced understanding of investment case, capital position and liquidity position</li> <li>• Dividend and capital returns</li> </ul>
Governments/regulators	<ul style="list-style-type: none"> <li>• Weighing in on the EU/national regulatory landscape</li> <li>• Timely and accurate tax returns</li> <li>• Financial ratios in order</li> <li>• Adequate credit ratings</li> <li>• Compliance with (evolving) laws and regulations</li> </ul>
Business partners	<ul style="list-style-type: none"> <li>• Stable relationships</li> <li>• Contribution to sustainability ambitions</li> <li>• Quality of our sponsorships/partnerships</li> </ul>

Our stakeholders may have different perspectives, different information and different personal concerns with regard to each particular subject. In instances where different opinions have a direct impact on Van Lanschot Kempen, we aim to consult our stakeholders to understand their views and to address their concerns.

We will adhere to our legal obligations relating to confidentiality and shall only disclose publicly known information in meetings. In the event that inside information is inadvertently disclosed during any (bilateral) contact, Van Lanschot Kempen will publicly announce such information as soon as possible.

### Responsibilities and reporting

Direct engagement often occurs within the business, e.g. private bankers having conversations with private clients, fiduciary managers talking to pension funds and investor relations meeting with shareholders.

The Strategy, Sustainability & Corporate Development team actively collects input from the business and the team plays a key role in translating stakeholder expectations into strategy setting and reporting processes by bringing together diverse stakeholder perspectives. We aim to review this policy on an annual basis and integrate outcomes based on stakeholder engagement in our existing reporting channels.

### Stakeholder outreach

We encourage stakeholders to share their opinions and views with us by sending an email to [corporatesustainability@vanlanschotkempen.com](mailto:corporatesustainability@vanlanschotkempen.com).

Van Lanschot Kempen may decide not to accommodate or accept requests or invitations to enter into a dialogue with stakeholders, or to accommodate or accept such request or invitation under certain conditions.

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### Additional information

Van Lanschot Kempen NV has its registered office at Hooze Steenweg 29, 5211 JN 's-Hertogenbosch, the Netherlands, COC no. 16038212 with VAT identification number NL001145770B01, is registered as a bank with the Netherlands Authority for the Financial Markets (AFM) and De Nederlandsche Bank N.V. (DNB) in the Financial Supervision Act (Wft) register. If you have any complaints, please feel free to contact Van Lanschot Kempen NV or the Complaints Management department at the principal office, P.O. Box 1021, 5200 HC 's-Hertogenbosch.



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