



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 fulfil 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 the following key stakeholder groups:

Stakeholder group	Description
Affected stakeholders	
Private banking clients	Within our Private Clients segments, we serve entrepreneurs, family businesses, high-net-worth individuals, business professionals and executives, foundations and associations and affluent individuals in the Netherlands, Belgium and Switzerland.
Investment management clients	Within our Investment Management Clients segment, we serve institutional clients such as pension funds and wholesale clients in Western Europe.
Investment banking clients	Within our Investment Banking Clients segment, we serve European corporates, international institutional clients and private banking clients, focusing on the following sectors: European real estate, life sciences & healthcare, tech & fintech and infrastructure.
Investors and analysts	Our investors have provided us with the financial capital to be able to conduct our business, for which they expect an appropriate return on their investment. Analysts expect us to provide transparent information, both financial and non-financial.
Suppliers	We consider our main suppliers to be business partners as they are key to our ability to generate value for our stakeholders.
Employees	The Works Council represents our employees, without whom the organisation would not exist nor be able to deliver on its purpose.
Users of the sustainability statement	

Stakeholder group	Description
Peers	Our peers are best positioned to benchmark our impacts and the impact of certain topics on our organisation, since they are in a similar position.
NGOs	NGOs represent the voice of society at large and are well positioned to assess our impact on society.
Academics	Similar to our peers, academics are well positioned to assess our impacts and the impact of certain topics since they closely follow the industry. Their views provide a valuable lens through which to view our impacts.
Silent stakeholders	
Nature	Nature and ecosystems, unlike human stakeholders such as employees or clients, cannot directly communicate their interests, concerns or the impacts they endure due to corporate activities. Despite this, nature plays a crucial role in the sustainability and success of businesses and societies.
Governments and regulators	While government and regulators are not always actively involved in day-to-day business decisions, they play a crucial role in shaping the environment in which we operate.

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. We engage with our stakeholders in different ways. For example, for private banking clients we organize client events, including lunches at or near our offices, often with a member of the Management Board. Feedback and input are also sought during these events. For employees, we host regular town hall meetings with Management Board members, dialogue sessions on our values, strategy and code of conduct, and sessions related to our half-year and annual financial results.

We have conducted a double materiality assessment to identify the topics which are deemed most material for our stakeholders. The results of the double materiality assessment is included in our 2024 annual report. This double materiality assessment will be reviewed annually and will be conducted whenever there is a significant change in the organisation.

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 balancing the different interests of our stakeholders. Discussion topics may vary among different stakeholder groups.

We adhere to our legal obligations relating to confidentiality and shall only disclose publicly known information in meetings. If 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 connecting diverse stakeholder perspectives. We 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:
corporateustainability@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

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