



Information for the purposes of the Dutch Restrained Remuneration Policy Regulation

Information for the purposes of the Dutch Restrained Remuneration Policy (Financial Supervision) Regulation 2011 (Article 25(f) and (g))

The table below provides aggregated quantitative disclosures on the remuneration of Identified Staff, i.e. employees whose work has a material impact on Van Lanschot's risk profile.

The information has been broken down by:

- Entity
- Fixed salary and variable pay
- Cash and share-based payments
- Conditional and unconditional award

Aggregated remuneration disclosures for 2012	
Entity	Aggregated remuneration (x € 1000)
F. van Lanschot Bankiers NV	4,620
Subsidiaries ¹	5,616
Total	10,237

¹ Van Lanschot Curacao, Luxembourg, Belgium, Switzerland, Kempen & Co (including KCM)

Further aggregated remuneration disclosures for 2012		
	Number of Identified Staff	Aggregated remuneration (x € 1000)
Fixed salary (2012)	45	8,392
Variable pay (2012)	18	1,845
<i>of which cash payments</i>		755
<i>of which share-based payments</i>		1,090
<i>of which awarded unconditionally</i>		906
<i>of which awarded conditionally</i>		939
Signing bonuses (2012)	0	-
Severance pay (2012) ²	4	
Highest severance payment (2012) ²		

² Not disclosed for privacy reasons