

1 January 2022

**VAN LANSCHOT KEMPEN N.V.**

**DIVERSITY POLICY**

**for the Supervisory Board and the Management Board**

## 1. INTRODUCTION

- 1.1 Van Lanschot Kempen N.V. (the “**Company**”) is a Dutch company listed on Euronext Amsterdam. All publicly listed companies incorporated in the Netherlands, including the Company, are subject to the Dutch Corporate Governance Code (the “**Code**”), which applies on a comply-or-explain basis.
- 1.2 Pursuant to the Code, the Supervisory Board is responsible for drawing up a Diversity Policy for the composition of the Management Board, the Supervisory Board and, if instituted, the Executive Committee. The policy should address the specific targets relating to diversity and the diversity aspects relevant to the company, such as “nationality, age, gender, and education and work background”.
- 1.3 In view of the above and the Company’s consistent commitment to the principles of good corporate governance, taking into account the Company’s Supervisory Board and Management Board profiles and the Company’s policy on recruitment and selection, the Supervisory Board of the Company has adopted this policy (the “**Diversity Policy**”).

## 2. SCOPE

This Diversity Policy applies to the Supervisory Board and the Management Board of the Company.

## 3. DIVERSITY OF THE SUPERVISORY BOARD

- 3.1 The Company is committed to supporting, valuing and leveraging inclusion and diversity and aims for a diverse composition of the Supervisory Board in the areas that are relevant to the Company, such as gender, nationality, background, experience and age. We apply the principle that the more diverse candidate will be selected in the case where qualifications & competencies are equal or of a similar level.
- 3.2 With regard to gender diversity, the Company strives for a reasonable spread across gender and aims that the composition of the Supervisory Board reflects this, that at least one-third of their respective members are men and at least one-third of their respective members are women. If the composition of the Supervisory Board as a result of the proposed appointment of a new member of the Supervisory Board would not meet the one-third gender target, such appointment will not take place, unless this would be a reappointment of a member of the Supervisory Board within eight years after the year of appointment of that Supervisory Board member, or in exceptional circumstances as referred to in article 2:135a lid 5 of the Dutch Civil Code (‘Burgerlijk Wetboek’).
- 3.3 The Company strives for a reasonable spread across ages and nationalities in the composition of the Supervisory Board as well, but does not believe that these aspects are suitable for setting specific diversity targets and therefore does not set itself specific objectives in this respect.
- 3.4 With regard to experience, background and expertise, consistent with the Supervisory Board profile, the Company aims that the combined experience, background and expertise of its members enables the Supervisory Board as a collective to best carry out the variety of its responsibilities and duties towards the Company and all others involved in the Company taking

into account the nature of the business and activities of the Company. In this respect, among others, the following areas are taken into account:

- a. knowledge of the banking sector in a broad sense and of the wealth management and asset management sectors in particular, including the products, services and markets where the Company is active;
- b. experience in an executive position in the private sector or experience in and knowledge of governance, organisation and communication;
- c. knowledge of the financial-technical aspects of risk management or experience enabling the member to make a sound assessment of the risks;
- d. knowledge of and/or experience in sound and controlled operational policies and processes;
- e. commercial expertise and experience with a listed company;
- f. knowledge of financial reporting, risk management and audit or experience enabling the member to perform reliable supervision of these subject matters;
- g. experience in international business;
- h. knowledge of and/or experience with applicable laws and regulations in the financial sector; and
- i. societal expertise and experience.

#### **4. DIVERSITY OF THE MANAGEMENT BOARD**

4.1 The Company's commitment to supporting, valuing and leveraging inclusion and diversity also applies to the Management Board and the Company aims for a diverse composition of the Management Board in the areas that are relevant to the Company, such as gender, nationality, background, experience and age. When selecting a candidate for appointment, we apply the principle that the more diverse candidate will be selected in the case where qualifications & competencies are equal or of a similar level.

4.2 With regard to gender diversity, the Company aims that the composition of the Management Board to be such, that at least one-third of their respective members are men and at least one-third of their respective members are women.

4.3 The Company strives for a reasonable spread across ages and nationalities in the composition of the Management Board as well, but does not believe that these aspects are suitable for setting specific diversity targets and therefore does not set itself specific objectives in this respect.

4.4 With regard to background, experience and expertise, consistent with the Management Board Profile, the Company aims that the combined background, experience and expertise of its members enables the Management Board as a collective to best carry out the variety of its responsibilities and duties towards the Company and all others involved in the Company taking into account the nature of the business and activities of the Company. In this respect, among others, the following areas are taken into account:

- a. knowledge of the banking sector in a broad sense, including the products, services and markets where the Company is active; it is essential that within the composition of the

- Management Board deep knowledge and understanding in the areas of Asset Management, Private Banking, Corporate Finance/ECM and Securities is secured;
- b. experience in an executive position, preferably in the financial sector or at a listed company;
  - c. knowledge of governance, organisation and communication including managing processes, function areas and staff, compliance and enforcement of generally accepted social, ethical and professional norms, including informing clients and regulators on a timely, accurate and clear basis;
  - d. knowledge of and/or experience with financial reporting, risk management, funding, asset and liability management and audit;
  - e. knowledge of and/or experience in sound and controlled operational policies and processes;
  - f. commercial expertise and experience with a listed company;
  - g. experience in international business;
  - h. knowledge of and/or experience with applicable laws and regulations in the financial sector;
  - i. knowledge of and/or experience with strategic planning and execution thereof;
  - j. knowledge of and/or experience with IT, data management and operations; and
  - k. knowledge of and/or experience with investor relations.

## **5. AMENDMENTS AND DEVIATIONS**

Pursuant to a resolution to that effect, the Supervisory Board may amend or supplement this Diversity Policy and allow temporary deviations from this Diversity Policy.