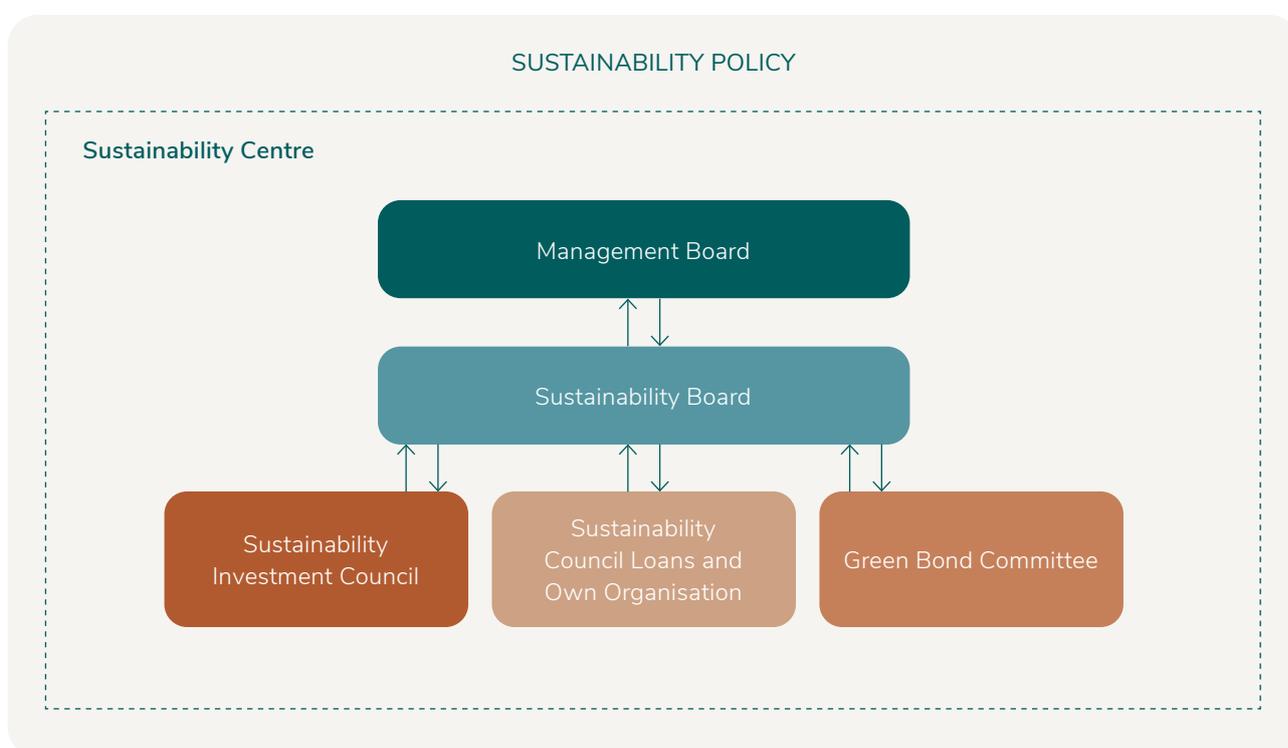




HOW WE ORGANISE SUSTAINABILITY WITHIN VAN LANSCHOT KEMPEN

As a next step in our sustainability journey, 'Achieving our sustainability ambitions' has become one of the top-5 strategic priorities since 2021. To deliver on those ambitions and to coordinate overall goal-setting, develop policies and manage processes and risks, we have created a new governance structure. To fully embed and integrate sustainability throughout our organisation we have created the Sustainability Board. We have also created three sub-committees: the Sustainability Investment Council and the Sustainability Council Loans and Own Organisation and the Green Bond Committee. To efficiently leverage on our inhouse knowledge and experience with sustainability matters we have set-up an Sustainability Centre, while more direct sustainability expertise resides within the business. The various committees, departments and officials involved in sustainability, are briefly summarised below.



Management Board

The Management Board is responsible for the overall strategy setting within Van Lanschot Kempfen. Whereas the Sustainability Board is accountable for developing, implementing and embedding our sustainability goals, the Management Board has ultimate approval and steering rights for these goals. For example, the Management Board annually approves the non-financial key performance indicators and adopts the integrated annual report. In order to be able to properly perform their role with regard to sustainability, the members of the Management Board maintain frequent contact with relevant internal and external stakeholders. At least one member of the Management Board attends the annual stakeholder event, which, in addition to customers, shareholders and employees, also includes civil society organisations, other banks, external specialists and possibly regulators. The Management Board delegates responsibility for driving and implementation the sustainability strategy for the whole of Van Lanschot Kempfen to the Sustainability Board.

Sustainability Board

The Sustainability Board drives the sustainability strategy and is accountable for implementing and embedding sustainability at Van Lanschot Kempen. The Sustainability Board representatives are appointed by the Management Board. During the monthly meetings, the Board approves sustainability priorities and monitors the implementation of the strategy and these priorities. The board is made up of two Management Board members (including the CEO) and senior representatives of all relevant business units. Senior representatives include the head of CMO (Client Management and Origination) Institutional & Private Clients, ISS (Investment Strategies and Solution) and Core Strategies, Risk Management, Finance, Strategy & Corporate Development, IT/DAAT and Sustainability Center. Each business line representative is responsible for implementation the sustainability strategy and ambitions within their own line. Next to implementing, the Sustainability Board members are also responsible for monitoring progress on sustainability targets relevant for their business line with the aim of ultimately meeting them. The Sustainability Board has three subcommittees: an Investment Council and a Council Loans and Own Organisation and a Green Bond Committee.

Sustainability Council Loans and Own Organisation

The Sustainability Council Loans and Own Organisation drafts and implements the sustainability strategy for the balance sheet and own organisation. The members of this council are appointed by the Sustainability Board and consist of senior representation of all relevant business units. Senior representatives include head of Client Management and Origination Solutions (non-investment), head of HR, head of Operations, head of Communication, head of Investor Relations and key representative of Van Lanschot Belgium. Here again, each business line representative is responsible for the implementation of new sustainability strategies, policies and regulations within their own line. Each business line representatives should regularly monitor progress on sustainability targets relevant for their business line with the ultimately aim of meeting the targets. The Council Loans and Own Organisation takes place at least every quarter.

Sustainability Investment Council

The Sustainability Investment Council has ultimate responsibility for drafting and implementing the sustainable investment policies. In line with the Sustainability Council Loans and Own Organisation, the members of this council are appointed by the Sustainability Board and consist of senior representation of all relevant business units. Senior representatives include head of ISS Private Clients Solutions (discretionary and advice), ISS Institutional Clients Solutions, ISS Core Strategies, ISS Manager Research Selection, Van Lanschot Kempen Belgium, CMO (Client Management and Origination), Risk Management and an External Advisor. Next to senior representation, one external advisor is invited to the Sustainability Investment Council to provide input about external trends and developments, for example on the EU sustainable regulation. Each business line representative is responsible for the implementation of new sustainability strategies, policies and regulations within their own line. Business line representatives should regularly monitor progress on sustainability targets relevant for their business line with the ultimately aim of meeting the targets. The Sustainability Investment Council takes place at least every quarter.

Green Bond Committee

The Green Bond Committee has been charged by the Sustainability Board with keeping our Green bond framework in accordance with leading standards, pre- and post-issuance reporting, and appointment of second party opinion provider(s) and review of related documentation. The members of the committee are appointed, suspended and dismissed by the Sustainability Board. The Chair of the committee is the Head of Treasury and members consist of the following senior representatives: Chief Sustainability Officer, Head of Finance Reporting and Control, Head of Risk Management, and Executive Director Treasury Funding Management.

Sustainability Centre

The Sustainability Centre fulfils a group-wide role with regard to sustainability. The head of the Sustainability Centre is the Chief Sustainability Officer who reports directly to the CEO. The department, part of Corporate Centre which houses our support and control functions, maintains contact with diverse stakeholder groups, both inside and outside the organisation. This department is amongst others responsible for formulating and implementing the responsible investment policies, transparently reporting on the sustainability practices and preparing the Exclusion and Avoidance list. The Sustainability Centre facilitates the quarterly meetings with the Investment Council, Council Loans and Own Organisation and Sustainability Board. During the Councils- and Board meetings, the Sustainability Centre contributes to and challenges proposals put forward, with the ultimate aim of improving the sustainability profile of Van Lanschot Kempen.