

APPENDIX 5:

PROFILE FOR SUPERVISORY BOARD MEMBER OF VAN LANSCHOT KEMPEN NV AND VAN LANSCHOT KEMPEN WEALTH MANAGEMENT NV

Description of position

With the departure of one of the current members of the Supervisory Board of Van Lanschot Kempen NV ("Van Lanschot Kempen") and Van Lanschot Kempen Wealth Management NV, a vacancy has opened up for the position of member of the Supervisory Board.

Appointment is subject to the successful completion of the suitability and integrity screening by De Nederlandsche Bank.

The Supervisory Board supervises policies pursued by the Statutory Board and the general conduct of business at Van Lanschot Kempen and its affiliates. In addition, the Supervisory Board provides advice to the Statutory Board. In performing its duties, the Supervisory Board is guided by the interests of Van Lanschot Kempen and its affiliates, and ensures balanced and effective decision-making that takes account of the interests of all stakeholders. The Supervisory Board is responsible for the effectiveness and quality of its own performance.

This position must be filled by a person who meets several of the following criteria (though not necessarily all of them):

Knowledge and experience

- Broad managerial experience at a listed company;
- Knowledge of the banking industry in a broad sense, including the products, services and markets in which Van Lanschot Kempen is active;
- Business economics expertise;
- Knowledge and experience in governance, organisation and communication;
- Knowledge of and/or experience with sound and controlled operational management;
- Experience in international business;
- Expertise and experience in the social arena.

Competencies

- Wide-ranging board and organisational experience and a good feel for social relations in the Netherlands;
- Highly attuned to the societal mood (people and society) and the financial sector's role in relation to this;
- The ability and enough time to follow the main aspects of Van Lanschot Kempen's overall policies and those of its affiliates, as well as Van Lanschot Kempen's general business, and to assist and advise the Statutory and Executive Boards in preparing and implementing policies;
- The ability to arrive at a balanced and independent view of the basic risks facing Van Lanschot Kempen and its affiliates;
- In-depth knowledge of Van Lanschot Kempen's role in society and of the interests of all parties involved in Van Lanschot Kempen;
- The ability to carefully weigh up all interests and arrive at decisions in a balanced and consistent manner;
- The ability to adopt an independent and critical stance in relation to the other members of the Supervisory, Statutory and Executive Boards;
- Conduct that is beyond reproach; honesty and integrity;
- Strong communication skills and a real team player;
- Great social skills and empathy; ability to connect with fellow Supervisory Board members and company directors.

Other requirements

- Willingness and ability to perform their role properly both within the Supervisory Board and on any committee of the Supervisory Board on which they serve;
- Academic credentials and professional experience.