



Appendix 6

MAIN ELEMENTS OF THE AGREEMENTS WITH WENDY WINKELHUIJZEN AND JEROEN KROES

Main elements of Wendy Winkelhuijzen's and Jeroen Kroes's agreements for services with Van Lanschot Kempfen:

Remuneration

Wendy Winkelhuijzen's and Jeroen Kroes's remuneration as members of the Management Board is in accordance with the Management Board's remuneration policy adopted at the general meeting on 28 May 2020. Their remuneration consists only of fixed remuneration; no variable remuneration will be awarded. The fixed remuneration is paid partly in cash and partly in depositary receipts for shares in Van Lanschot Kempfen. A five-year lock-up period applies to these depositary receipts. This aligns the directors' interests with those of the shareholders. The fixed remuneration per person amounts to €474,656 in cash and €312,250 in depositary receipts for shares with a five-year lock-up period. The share ownership guidelines for members of the Management Board also apply. These guidelines stipulate that an interest in depositary receipts for shares amounting to at least twice the gross fixed remuneration must be accumulated in cash.

For more information about the content of the Management Board's remuneration policy, see vanlanschotkempfen.com/en/about-us/remuneration-policies under 'Remuneration Policy for the Management Board' and the 2021 Remuneration Report (pages 84–92).

Notice period and severance payment

The agreements for services are for an indefinite period. Wendy Winkelhuijzen and Jeroen Kroes must each give three months' notice and the company must give six months' notice to terminate the agreement. In case of termination or rescission of the agreement by Van Lanschot Kempfen, the severance payment amounts to one year's gross salary. If either of them is not reappointed at the end of their second or any subsequent term of office, no severance payment applies.

