



Appendix 6

MAIN ELEMENTS OF THE AGREEMENT FOR SERVICES WITH DAMLA HENDRIKS

The main elements of the agreement for services between Van Lanschot Kempen NV (“**Van Lanschot Kempen**”) and Damla Hendriks:

Remuneration

Damla Hendriks’ remuneration as a Management Board member is in line with the Management Board’s remuneration policy adopted at the general meeting on 28 May 2020. Her remuneration consists only of fixed remuneration; no variable remuneration is awarded. The fixed remuneration is paid partly in cash and partly in depositary receipts for shares in Van Lanschot Kempen. A five-year lock-up period applies to these depositary receipts. This aligns the directors’ interests with those of the shareholders. The annual fixed remuneration in 2024 amounts to €514,456 in cash and €312,250 in depositary receipts for shares with a five-year lock-up period. The share ownership guidelines for Management Board members 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 www.vanlanschotkempen.com/remuneration-policies under ‘Remuneration Policy Management Board’ and the Remuneration Report 2023 (pages 102–110).

Notice period and severance payment

The agreement for services is for an indefinite period. Damla Hendriks must 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 Kempen, the severance payment amounts to one year’s gross salary. If Damla Hendriks is not reappointed at the end of her second or any subsequent term of office, no severance payment applies.