



## Appendix 7

### PROFILE OF MEMBER OF THE SUPERVISORY BOARD VAN LANSCHOT KEMPEN NV

#### Job description

Due to the expiry of the first term of appointment of one of the current members of the Supervisory Board of Van Lanschot Kempen NV ("**Van Lanschot Kempen**"), a vacancy for a member of the Supervisory Board ("**SB**") will arise in 2024.

A member of the SB will be assessed by De Nederlandsche Bank for reliability and suitability.

The SB supervises the policies of the Management Board ("**MB**") and the general course of business within Van Lanschot Kempen and its affiliates. In addition, the SB assists the MB with advice. In discharging its duties, the SB is guided by the interests of Van Lanschot Kempen and its affiliates, and ensures balanced and effective decision-making, taking into account the interests of all stakeholders. The SB is responsible for the effectiveness and quality of its own performance.

The candidate should have expertise or experience in several – but not necessarily all – of the subjects listed below.

#### Knowledge and experience

- Broad experience in a managerial position in business or experience and knowledge of governance, organisation and communication.
- Knowledge of the financial sector in a broad sense, including the products, services and markets in which Van Lanschot Kempen operates.
- Knowledge of and/or experience with controlled and sound business practices.

- Business expertise and experience with a listed company.
- Knowledge of financial reporting, risk management and audit, or experience that enables sound oversight of these topics.
- Knowledge and experience to serve as chair of the Audit Committee.
- Experience in international business.
- Knowledge in the field of environmental, social and governance (ESG).
- Experience with social/societal issues and affinity with co-determination.

#### Competences

- Broad administrative and organisational experience and a feel for Dutch social relations.
- A well-developed sense of what is going on in society (people and society) and the position of the financial sector in it.
- Able to follow the main lines of the overall policy of Van Lanschot Kempen and its affiliated companies and the general course of affairs within Van Lanschot Kempen, and to assist the MB with advice in the preparation and implementation of the policy.
- Can form a considered and independent opinion on the basic risks incurred by Van Lanschot Kempen and its affiliated company.

- Has thorough knowledge of the social functions of Van Lanschot Kempen and of the interests of all parties involved in Van Lanschot Kempen.
- Has the ability to carefully weigh up all interests involved in decision-making and reach decisions in a balanced and consistent manner.
- Is able to operate independently and critically in relation to the other members of the SB and MB.
- Is a team player, socially adept and seeks to connect with fellow commissioners and directors of the company.

### **Miscellaneous**

- Has sufficient time available for the proper fulfilment of membership of the SB.
- Is honest and has integrity, and is known to be sufficiently trustworthy.
- Is available for a minimum of 32 hours per month.