



## How we organise sustainability within Van Lanschot Kempen

Within Van Lanschot Kempen, sustainability is one of our top five strategic priorities. To ensure the effective delivery of our sustainability goals, as well as robust coordination, policy development, and risk management, we have established a sustainability governance structure. At the heart of this structure lies the Sustainability Board, which plays a pivotal role in embedding and integrating sustainability throughout our organization. In addition to the Sustainability Board, we have established two sub-committees that focus on specific areas of sustainability. The Sustainability Investment Council is responsible for overseeing sustainable investments, ensuring alignment between our financial decisions and our commitment to sustainability. The Green Bond Committee actively supports the issuance of green bonds, facilitating financing for environmentally friendly projects. 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 Kempen. 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 approves the non-financial KPIs and adopts the annual report. In order to be able to perform their role with regard to sustainability, the members of the Management Board maintain frequent contact with internal and external stakeholders. At least one member of the Management Board attends the annual stakeholder dialogue, which, in addition to clients, employees, and shareholders also includes civil society organisations, peers, and external specialists. The Management Board delegates responsibility for driving and implementing the sustainability strategy for the whole of Van Lanschot Kempen 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 bi-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 Chair of the Management Board) and senior representatives of all relevant business units (from: Private Clients Netherlands, Private Clients Belgium, Investment Management Clients, Financial Risk Management, 'Strategy, Sustainability & Corporate Development', IT/DAAT and Procurement & Facility Management). Each business line representative is responsible for implementation of the sustainability strategy and ambitions within their own line. Next to implementation, 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 two subcommittees: a Sustainability Investment Council and a Green Bond Committee.

### Sustainability Investment Council

The Sustainability Investment Council has ultimate responsibility for drafting and implementing the sustainable investment policies. The members of this council are appointed by the Sustainability Board and consist of senior representation of all relevant business units (from: Private Clients Solutions, Institutional Clients Solutions, Investment Strategies, Manager Research Selection, Private Clients Belgium, Sustainability & Impact Investing team and Risk Management). 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 ultimate aim of meeting the targets. The Sustainability Investment Council takes place once every two months.

### Green Bond Committee

The Green Bond Committee has been mandated by the Sustainability Board with keeping the 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: Head of Corporate Sustainability, Head of Finance Reporting and Control, Head of Financial Risk Management, and Executive Director Treasury Funding Management.

### Strategy, Sustainability & Corporate Development Team

The Strategy, Sustainability & Corporate Development Team is part of the CEO domain. The team is responsible for several key activities including defining the sustainability strategy and monitoring its execution, advising on embedding the sustainability ambition in the strategy of the business lines and developing the sustainability roadmap for the company including monitors its execution. Additionally, they provide input for corporate reporting, sustainability benchmarks and ratings, and orchestrate the materiality assessment, stakeholder engagement, and sustainability communication. The Strategy, Sustainability and Corporate Development Team is responsible for preparing the Sustainability Board.

### Sustainability & Impact Investing Team

The Sustainability & Impact Investing Team is part of the Investment Management Clients segment and focuses on growing and expanding Van Lanschot Kempen's sustainable and impact investing offering. The team is responsible for establishing impact measurement frameworks, ensuring the collection and analysis of relevant data for assessing and reporting on social and environmental outcomes and overseeing compliance with sustainability regulations. The team advises on embedding sustainable and impact investing in the strategy of the business lines. They drive the active ownership agenda, prepare the Sustainability Investment Council, and provide sustainability content for client reporting and marketing purposes.