



Appendix 1

PROFILE VACANCY FOR MEMBER OF THE SUPERVISORY BOARD VAN LANSCHOT KEMPEN NV

Job description

There is a vacancy on the Supervisory Board of Van Lanschot Kempen NV ("Van Lanschot Kempen") for a member of the Supervisory Board ("SB") with in-depth knowledge of artificial intelligence, ICT and data.

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 the fulfilment of 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

- Knowledge of the financial sector, including the products, services and markets in which Van Lanschot Kempen operates.
- Broad experience as a director of a listed company in the financial sector.
- In-depth knowledge of and/or experience with artificial intelligence, ICT, ICT risk management, digital developments and data management.
- Comprehensive understanding of the impact of new technology on the financial sector.
- International experience.

- Knowledge in the field of environmental, social and governance matters, including climate & environmental risks.

Competencies

- Broad managerial and organisational experience and feeling for Dutch (social) relations.
- Is able to follow the main lines of the overall policy of Van Lanschot Kempen and its affiliated business 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 balanced and independent opinion on the basic risks incurred by Van Lanschot Kempen and its affiliated business.
- Has sound 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 consider 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.
- Has communicative skills and is a true team player.
- Is socially adept and seeks to connect with fellow members of the SB and members of the MB of Van Lanschot Kempen.

Miscellaneous

- Has sufficient time available for the proper fulfilment of the membership of the SB of Van Lanschot Kempen.
- The candidate has honesty and integrity.