



VAN LANSCHOT
KEMPEN

Human and Labour Rights Policy

Table of contents

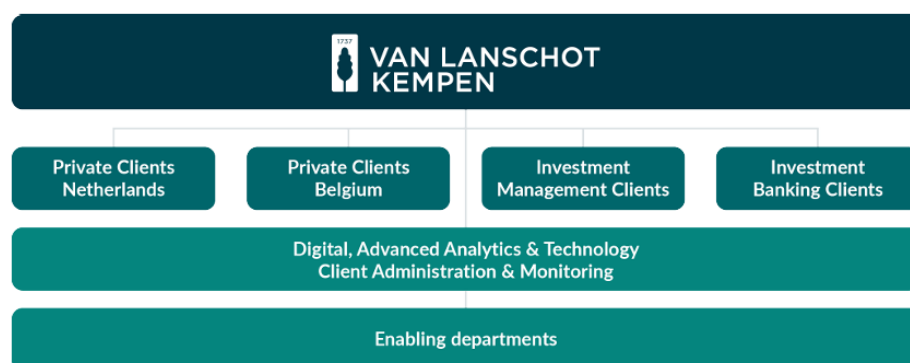
1.	Introduction	3
2.	Implementation: investment approach	5
2.1	Exclusion	5
2.2	ESG Integration	5
2.3	Active Ownership	6
2.4	Positive Impact	7
3.	Implementation: balance sheet	8
3.1	Role as a lender	8
4.	Implementation: clients	9
4.1	Role as a service provider	9
5.	Implementation: own operation	10
5.1	Role as a purchaser	10
5.2	Role as an employer	10
6.	Whistleblowing and complaints procedures for all parties	12
7.	Governance	13
1.	Introduction	3
2.	Implementation: investment approach	5
2.1	Exclusion	5
2.2	ESG Integration	5
2.3	Active Ownership	6
2.4	Positive Impact	7
3.	Implementation: balance sheet	8
3.1	Role as a lender	8
4.	Implementation: clients	9
4.1	Role as a service provider	9
5.	Implementation: own operation	10
5.1	Role as a purchaser	10
5.2	Role as an employer	10
6.	Whistleblowing and complaints procedures for all parties	12
7.	Governance	13

1. Introduction

Van Lanschot Kempen delivers private banking, investment management and investment banking services, supported by enabling departments. We deliver holistic advice tailored to our clients' needs through our business activities, which encompass private banking in the Netherlands, Belgium and Switzerland; online wealth management via Evi; investment management in Western Europe; and investment banking in Western Europe and the US..

At Van Lanschot Kempen, we help clients manage their wealth in line with their beliefs and goals, thinking across generations. Since 1737, we've guided clients through major global events, preserving their wealth and shaping lasting legacies that reflect their beliefs. Always taking the long-term view, we focus on navigating transitions with resilience, whether they are environmental, geopolitical, technological or market-based. In a world that's constantly evolving, we achieve this by taking a measured approach to global challenges before taking action.

In line with our strong focus on relationship building, we aim to contribute to growth for key groups, namely our clients, employees, shareholders and society. We want to contribute to long-term growth of our clients' wealth, help our people grow by being an attractive employer, remain a smart investment choice for our shareholders, and put wealth to work where we can for the benefit of society and the environment.



All human beings are equally entitled to human rights without discrimination. These human rights are described in the International Bill of Human Rights consisting of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and its two Optional Protocols. In addition to the International Bill of Human Rights, there are also standards developed by the International Labour Organisation (ILO), which are part of the international framework of human rights. This includes the eight core ILO conventions.

As a company, we have a responsibility to respect human rights by avoiding causing or contributing to adverse human rights impact through our own activities and to address such impacts if they occur. The overarching ambition of our human rights and labour policy is to avoid harm, eradicate malpractice, remediate negative impacts and to generate positive social outcomes and impact along the value chain.

As a responsible wealth manager we are committed to respect international human rights¹, at all times and in all the different roles we fulfil: as an investor, a lender for our clients, an employer and for our own operations. Therefore the scope of this policy covers these roles. We realise that we can cause, contribute to or be directly linked to potential adverse human rights impacts via our business operations and relations. In all of our roles, we seek to respect international human rights and labour rights. This includes, but is not limited to, forbidding child labour, forced labour, human trafficking,

¹ We define international human rights as the rights laid down in the eight core ILO conventions and the International Bill of Human Rights. The latter consists of the Universal Declaration of Human Rights and the two covenants by which this declaration was codified in international law: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights

discrimination as well as respecting freedom of association, equal remuneration, the right to collective bargaining and other rights. We also expect the parties with which we interact, whether it be in our role as an investor, lender, purchaser, or employer to do the same.

In all of our roles, we seek to respect international human rights and labour rights:

- As investor, we do not expect to cause or contribute to any negative impacts in relation to the OECD themes. However, via the activities and supply chains of our investees we could become linked to some negative impacts, especially when these supply chains are located in regions with relatively weak regulation and enforcement, e.g. in emerging economies (i.e. non-high-income OECD countries). These impacts will most likely relate to the OECD themes employment, human rights, environment, bribery, and - to a lesser extent - clients' interests.
- As lender, we do not expect our activities to directly contribute to negative impacts related to OECD themes. Indirectly, we may be linked to adverse impacts through the supply chains of our lending clients. However, this risk is considered limited, as our lending portfolio is highly concentrated and mainly consists of loans to business professionals in specific sectors, such as lawyers, accountants, and healthcare professionals, as well as Dutch SMEs. These sectors on average have low involvement in labour or human rights concerns.
- As service provider, our clients' interest, mainly through safeguarding their privacy, is a material topic for us. Please see our annual report for more information about the policies, actions and targets we have on this topic.
- In our own operations, as a purchaser, we recognise that there is a risk of causing or contributing to negative impacts in relation to the OECD themes, particularly through our procurement and supply chain activities. This risk can arise if suppliers or subcontractors engage in practices that infringe upon human rights, violate labour standards, harm the environment, or are involved in bribery and corruption. For instance, inadequate oversight or insufficient due diligence when selecting and managing suppliers may result in indirect involvement in issues such as poor working conditions, environmental degradation, or unethical business conduct. To mitigate these risks, we conduct a business partner due diligence and expect our suppliers to uphold the same high level of commitment to the OECD themes as we do, ensuring responsible sourcing and transparency throughout our supply chains.
- As an employer we see a certain risk of causing or contributing to negative impacts in the field of employment and human rights, e.g. in the event of discrimination, sexual harassment or unhealthy working conditions. If one of our business partners (e.g. a temporary employment agency) were to do this, we would become directly linked to the impact.

We have specific policies in place to identify, prevent and mitigate real and potential negative impacts. These policies, which are further explained in the sections below, follow various international frameworks, e.g. the Principles for Responsible Investments (PRI), UN Global Compact (UN GC), ILO Conventions, the UN Guiding Principles on Business and Human Rights (UN GP) and also the OECD GL.

We acknowledge that the responsibility to respect human rights applies to all business enterprises, regardless of size, sector, operational context, ownership, or structure, in line with United Nations Guiding Principle 14. We also recognize that the scale and complexity of the steps we take to meet this responsibility may vary according to our size, sector, operational context, and the severity of our potential or actual adverse human rights impacts. In line with OECD recommendations (OECD, 2018, page 42) our policies focus on the most 'significant' adverse impacts. Significance here is understood as a function of likelihood and severity.

Memberships and Signatories

To underline our position on international human rights, we are a signatory to the [UN Global Compact \(UNGC\)](#), a global standard for companies to align their strategies and operations with universal principles on human rights, labour, environment and anti-corruption. We support the [UN Guiding Principles on Business and Human Rights \(UNGP\)](#), the [OECD Guidelines for Multinational Enterprises \(MNEs\)](#), the [Principles for Responsible Investment \(PRI\)](#) as well as a range of other ILO and UN Conventions, listed in our [Convention library](#).

To understand how the OECD Guidelines for MNEs apply to Van Lanschot Kempen, please read our document outlining our compliance by clicking [here](#).

We are also a member of the Investor Alliance for Human Rights. While many of these principles and conventions primarily target large listed companies, we explicitly apply these to our private markets investments as well. This policy combines labour and human rights because many of the labour rights (such as right to work, right to living standard) can be considered as part of the fundamental human rights.

2. Implementation: investment approach

We are exposed both directly or through investment funds to a large number of entities. As a wealth and asset manager, we are primarily exposed to potential and actual human rights and labour rights impacts through our investments globally.

Van Lanschot Kempen acknowledges the complexity of the environment in which we operate and is conscious about the possibility that some of our investments in higher risk sectors may cause or contribute to adverse human rights impacts. Our ability to manage these risks or to have influence on mitigating them in our investments largely depends on the investment strategy and the possibility of using our leverage through the different responsible investment tools in the investment process. With regards to our investments, this policy apply to the assets that we directly control and to all to all fund managers where Van Lanschot Kempen has influence. If we apply measures within this policy under a wider scope, we will explicitly mention this.

We use the following approaches with listed companies to manage our Environmental, Social and Governance (ESG) risks and opportunities and integrate them in the investment process: (1) exclusion, (2) ESG integration, (3) active ownership (engagement and voting) and (4) positive impact.

In addition, we have processes in place for unlisted companies. These approaches are used to minimize the negative and, where possible, to contribute to a positive impact on human rights on behalf of our clients. Our exclusion criteria seeks to address actual human and labour rights impacts. Through monitoring and engagement we seek to address potential human and labour rights impacts.

2.1 Exclusion

All assets comply with our minimum legal requirements. We screen all indirect investments against our Exclusion policy to determine their ESG profile and continuously monitor compliance. For direct investments, the exclusion criteria are fully integrated into the investment process. For our listed investments, we make use of our data vendors to investigate companies' actual human rights and labour rights violations and controversies. We have exclusion lists that are updated quarterly. This exclusion lists is maintained by the ESG Advisory team within Business Management and approved by the Sustainable Investment Council. We exclude companies that structurally harm or violate human rights, e.g. manufacturers of controversial weapons such as cluster munitions. All companies that fail to comply with the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises based on MSCI ESG Research methodology will be added to the Van Lanschot Kempen exclusion list within three months of the new assessment. Human rights and labour rights violations - amongst other reasons - are potential reasons why companies may be placed onto this list.

In cases where credible third-party research indicates that our investee companies may be linked to controversies, we will incorporate an additional screening for our investments.

Sovereign entities have an obligation to protect and respect human rights. This is taken into consideration in our Exclusion Policy which indicates which government bonds can be purchased by funds over which we have influence. Countries that have EU/UN Sanctions are excluded.

2.2 ESG Integration

Selection, due diligence and monitoring

We monitor our investee companies for compliance with the UNGC principles and OECD guidelines and seek to address and consistently monitor any violations to these standards. The UNGPs indicate that human rights due diligence has to go beyond identifying the material risks to the company or to investors, and should focus on those human rights that are at risk of the most severe negative impact on community or environment through the company's activities. The UN Guiding Principles on Business & Human Rights (UNGP) compliance screen of our portfolios looks at severity of labour and human rights violations of the investees not only from materiality perspective but also from salience perspective.

For the assets we directly control, the screen encompasses a full array of human rights issues as well as the labour rights issues outlined by the ILO and company involvement in controversies that may represent a violation of the UNGP. The first factor in the screen is human rights such as general human rights concerns, which includes civil and political rights, economic, social and cultural rights, and child and forced labour. Adding to this, we also break the Environmental, Social and Governance factors into multiple risk factors. The social factors also include data privacy and security, occupational health and safety as well as specific focus on access to basic services and community relations. Human and labour rights related factors have different weighting in our investment research depending on the asset class and industry. For example, for companies active in extractive sectors, impacts on local communities may be more material than in other industries. The portfolio managers are responsible for monitoring the scores.

For the assets we indirectly control, we have included overall environmental, social and governance assessments as part of the screening, due diligence, selection, approval and monitoring process of our external managers. We ask our external managers to report on how ESG considerations and Responsible Business Conduct are integrated in their investment process. We screen the funds for ESG policies, alignment with the principles for Responsible Investments, OECD alignment and references to international norms. We screen this through a yearly questionnaire and a quarterly review of the funds.

We assess private companies on the above mentioned criteria and engage with them proactively where we identify concerns. The Van Lanschot Kempen Investment Committee (IC) of each fund oversees that exclusion criteria are implemented. Portfolio Managers are in touch with the external managers who are directly responsible for implementing the policy, due diligence, report salient issues and ensure access to remedy.

2.3 Active Ownership

Engagement

For assets we directly control, we may engage with the companies and other stakeholders to call on them to respect human and labour rights. We expect companies to understand their risks and responsibilities regarding human rights such as basic labour rights in their business operations. By basic labour rights, we mean in accordance to the ILO conventions, where employees have the right to good working and labour conditions and respect of their labour rights. Companies should demonstrate this in their strategy, policies, risk management, targets and metrics and reporting, for their own operations and supply chains. We believe that companies that respect human rights and labour rights – along with managing their other material sustainability issues well - will be ultimately more resilient in the long term. We can engage with these companies individually or collectively where meaningful. We are supporting the PRI Advance and the ICCR Investor Alliance for Human Rights.

For our engagements with private companies we assess and engage with them proactively where we identify concerns.

Voting

Next to engagements we can use our voting rights to express our views on labour and human rights performance of the investees and companies sustainability performance. We use our voting rights in line with our engagement activities. For example, we may also exercise our voting rights regarding unadjusted gender pay gaps or issues relating to board gender diversity. More information can be found in our [Proxy Voting Policy](#). We review shareholder proposals addressing human and labour rights on a case by case basis and are likely to support meaningful requests towards management on safeguarding these rights and increasing public disclosure on related topics.

Generally, we support proposals:

- that ask companies to report on the quality of their workplace practices and on their efforts to improve the quality of their workplaces.
- that require companies to prohibit discrimination in employment, including proposals to expand or clarify anti-discrimination policies. We expect companies to report on diversity in their workforce, except when those reports already exist and are readily available to shareholders.
- that require companies operating in conflict zones to establish policies to protect the rights of local communities and to avoid exacerbating conflicts.

We vote against proposals that would exclude any group of people from policies against employment discrimination.

2.4 Positive Impact

In addition to avoiding doing harm Van Lanschot Kempen also looks to invest in solutions that create a positive impact. For example, through our thematic / impact investing portfolio we are investing in companies that pay living wages and provide safe and decent working conditions. We are aware that expected positive impact cannot offset potential negative impacts on labour and human rights.

Our aim to align with and contribute to UN SDG 8 through our investments also seeks to create positive impact. Further alignment with and contribution to UN SDG 3 Good Health and Well-Being may also contribute to positive impacts on human lives.

A notable internally generated solution is the [Private Global Impact Solution \(PGIS\)](#). PGIS is a multi-asset class investment vehicle which aims to address global challenges whilst also meeting clients' risk-return requirements.

3. Implementation: balance sheet

3.1 Role as a lender

Aside from our role as an investor we are also a lender. As a responsible wealth manager, we recognise that we have a responsibility to respect human rights and labour rights. The above mentioned international standards that Van Lanschot Kempen supports, the UN Global Compact, the UN Guiding Principles on Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises, also apply to our lending activities.

The nature of our borrowers

Van Lanschot Kempen's corporate lending book is highly concentrated. It consists mainly of loans to business professionals in specific sectors (e.g. health care professionals, lawyers, accountants, etc.) and Dutch SMEs which on average have low involvement in labour or human rights issues, environmental issues or corruption cases. The number of borrowers active in manufacturing and/or with production facilities abroad is also small. Most borrowers have their businesses in the Netherlands and are therefore governed by Dutch laws and regulations. These laws are relatively stringent and well enforced.

Due diligence

To identify, prevent, mitigate, and remedy potential or actual negative impacts on labour rights, human rights, the environment, corruption, or consumers in relation to our corporate lending activities, we have implemented an ongoing due diligence process. This process focuses on borrowers with a potential high risk profile in these ESG fields. In practice, this means additional due diligence is especially directed towards borrowers in sectors with elevated risk, such as agriculture, construction, international logistics, and ship trading. The risk classification of a client is determined prior to and on a periodic basis during the term of the loan through an additional screening.

Engagement

If a client's ESG profile is classified as 'high risk', we initiate an engagement process aimed at encouraging the client to implement adequate measures to reduce their negative impact. The engagement plan clearly defines the expectations for improvement in advance. If, after intensive engagement, no meaningful progress is achieved, Van Lanschot Kempen may decide not to enter into any new financing activities with the client. In such cases, the client is referred to the Client Acceptance & Exit Committee, which oversees the process.

Exclusion

Due to significant ESG and corruption risks, as well as the associated due diligence costs, we do not provide direct business loans to a number of sectors. These excluded sectors are: the oil, gas and mining industry; defence and arms industry; trade in precious stones and precious metals; fishing companies and companies specializing in the international trade of fish and fish products; the gambling industry; cannabis industry; physical sex industry²; international logistics transporting goods that 1) are subject to UN, EU or Dutch sanctions, 2) have not been declared to customs, or 3) are prohibited in the country of destination; production and sale (over 5% of turnover) of fur and exotic leather; the use of nuclear material for military or non-peaceful purposes; illegal export of scrap without proper permits; new coal-fired power plants; production and trade (over 20% of turnover) in tobacco; non-medical animal testing; and entertainment activities involving wild animals.

² Including brothels/sex clubs, window prostitution, escort agencies, independent sex workers and webcam sex work

4. Implementation: clients

4.1 Role as a service provider

Our human rights and labour rights policy applies to all stakeholders, including our clients who are our end-users and consumers of our products and services. In general, prospects and clients expect to be treated well by business partners and other organisations, regardless of the topic. To manage such client-related topics, we have implemented various policies.

Data privacy for our clients

Discretion is of vital importance to our company and is one of our core ethical principles. The proper management of personal data integrity (data privacy) is essential to keep our discretion towards our clients. Our client's Privacy Statement addresses this. To ensure compliance with relevant laws and regulations and to mitigate the risk that strategic objectives may not be achieved due to a data breach, we have established robust business continuity management (BCM) procedures. Due to our BCM procedures, major breaches are handled by the Crisis Support team under the coordination of the Crisis Management team in alignment with the Digital Operational Resilience Act (DORA) and other relevant regulations. Data breaches with limited impact are addressed by Internal Control, the Privacy Officer and the Data Protection Officer (DPO). The DPO operates independent and monitors the data privacy rights of (former) clients, prospects and employees.

Van Lanschot Kempen is subject to the General Data Protection Regulation (GDPR), and endorses the Code of Conduct for processing personal data by financial institutions, which takes into account the specific features of the financial sector. Our data privacy policy ensures compliance with GDPR, by establishing requirements for processing personal data and safeguarding the rights of data subjects. This policy applies to all employees and covers all clients, prospects and employees. We use a Data Protection Impact Assessment (DPIA) to identify and assess risks that individuals may face when their personal data is processed. The DPIA also details the measures we put in place to mitigate these risks, further supporting our commitment to GDPR compliance.

The DPO's email address is available for clients to submit privacy-related complaints regarding their personal data. Alternatively, clients can make use of our dedicated complaints channels, which are equipped to handle all types of complaints.

5. Implementation: own operation

5.1 Role as a purchaser

Van Lanschot Kempen also fulfils the role as a purchaser regarding procurement for our own organization. Our procurement processes are also governed by our Human Rights and Labour Rights policy as we seek to uphold labour standards in the supply chain by respecting human rights and labour rights. We expect our business partners in the upstream supply chain to also seek to uphold human rights and labour rights in their business practices. Therefore, human rights and labour rights considerations are integrated into our selection process for our suppliers.

Our Procurement department is responsible for advising procuring department heads on the selection process, conducting contract negotiations, and overseeing ongoing supplier management. Ultimately, the procuring department heads are responsible for working with the business partner.

Business Partner Due Diligence policy

In 2015 we incorporated our responsible purchasing policy within a broader framework, the Business Partner Due Diligence (BPDD) policy, which applies to all our divisions. The BPDD policy enables us to choose business partners which meet our integrity and sustainability standards. It is used to analyse and manage risks prior to and during collaboration. ESG considerations, including areas such as human rights violations, are incorporated in the BPDD policy through a dedicated ESG questionnaire. For large suppliers, we conduct ongoing monitoring and analysis through an external information and risk management platform. For smaller suppliers, we use our own questionnaire and monitoring procedures. If significant ESG dilemmas arise, we engage directly with the business partner to address the issues. In case the concerns cannot be resolved, this may potentially result in exclusion with a new business partner.

Our sustainable procurement principles

We consider sustainability to be an integral part of our operations. Therefore, we have set up five sustainable procurement principles that apply to all goods and services:

1. We aim to limit our environmental and social impact, and ask our business partners to do the same.
2. We encourage our business partners to pitch their most sustainable solutions and share their latest ideas with us.
3. We regularly evaluate whether we're achieving the sustainability goals we set with our strategic business partners.
4. We reserve the right to terminate collaboration with any supplier if they cause significant adverse impact.
5. We encourage anyone who has any information about controversies caused by us or our business partners to come forward.

5.2 Role as an employer

In addition to our investments and other activities, we are also a company with over 2000 employees. Therefore, it is very important for us to look internally at our human rights impact for our own workforce in our role as an employer.

We commit to respect human rights and labour rights for all stakeholders, which includes our own workforce. Therefore our human rights and labour rights commitment applies to all Van Lanschot Kempen employees where our company has management control. Our Human Resources (HR) department is responsible for implementing and maintaining these standards throughout the organisation.

Code of Conduct

Our Code of Conduct, to which every employee must adhere, goes further than complying with relevant legislation. It includes guidelines on how employees should act with integrity and balance the interests of all stakeholders. Our Code also includes the Banker's Oath, which all our employees are required to sign. For more information about governance within our company, click [here](#).

Inclusion & Diversity Policy

We are committed to paying our employees a wage that is in excess of both minimum wage and is effectively a living wage. In line with our core values, we support the principles of both equal opportunity and equal pay in comparable positions. As a fundamental value, we do not tolerate any form of discrimination among the workforce. This is consistent with the UN

Global Compact Principle VI regarding discrimination and equal remuneration. Our commitment is also embedded in our [Inclusion and Diversity Policy](#), which emphasises flexible and inclusive working conditions, strives for equal pay for equal work, and aims to foster a diverse and inclusive workplace.

Our well-being policy for all employees is reviewed and updated periodically. In addition, we provide learning and development opportunities, such as inclusion and bias awareness sessions for employees who wish to further develop specific skills.

Data privacy for our employees

It is also very important to us that we seek to respect our employees right to privacy. We have policies in place that safeguard our employees personal data. These policies apply to all employees both internal and external within Van Lanschot Kempen thereby seeking to safeguard all individuals working under the responsibility of Van Lanschot Kempen. Discretion is of vital importance to our company and is one of our five core values. The proper management of personal data integrity (data privacy) is essential to keep our discretion towards our employees. We are bound by the General Data Protection Regulation (GDPR), local legislation on the implementation of the GDPR and local legislation on the implementation of the ePrivacy Directive (Telecommunicatiewet).

6. Whistleblowing and complaints procedures for all parties

Van Lanschot Kempen is of the opinion that all its stakeholders (clients, shareholders, employees, society at large) should be able to report irregularities, we have installed various complaints procedures.

Whistle-blower procedure for employees

To ensure that employees can always report (presumed) general, operational or financial irregularities, even if they experience (internal) barriers to doing so, Van Lanschot Kempen has a whistle-blower procedure in place. The procedure can be found under 'Reporting irregularities' at www.vanlanschotkempen.com/en/governance. The whistle-blower procedure is not intended for issues concerning labour, labour conditions, sexual harassment, violence, bullying, aggression, violence and discrimination. For those topics, employees can contact our Human Resources department or the confidential counsellors available to all employees.

Complaints procedure for third parties

If third parties, e.g. suppliers, intermediaries or NGOs, wish to lodge a complaint they can contact our Compliance Director via our [corporate website](#) (see under 'Reporting irregularities'). If clients wish to lodge a complaint concerning general, operational or financial irregularities, they can use the complaints procedure (also published on our corporate website).

We do not currently have a grievance mechanism in line with the eight UNGP principles. We do have a complaints procedure for third parties to raise concerns. Although we do not directly engage with the workers in the value chain for setting the complaints procedure, we do discuss this topic in our stakeholder engagement process, as stated in our annual report.

If third parties, such as affected stakeholders, suppliers, intermediaries or NGOs, wish to lodge a complaint, they can contact our Chief Compliance Officer via our corporate website (see under "Reporting irregularities"). If clients wish to lodge a complaint concerning general, operational or financial irregularities, they can use the complaints procedure (also published on our corporate website). We do not currently check the effectiveness of the channels in line with UNGP principles, but we do review our complaints procedure every three years.

7. Governance

The policy is informed by internal relevant expertise and periodically reviewed to reflect material changes. The Sustainability Board approves the Human Rights and Labour Rights policy, which is also discussed in the Sustainability Investment Council. This is in accordance with our sustainability governance structure.

Disclaimer

The information contained within this publication is provided for general and reference purposes only. Under no circumstances may the information contained within this publication be construed as an offer nor may any rights be derived therefrom. In preparing this publication, we have exercised the greatest possible care in the selection of external sources. We provide no guarantees whatsoever that the information provided by these sources and contained within this publication is correct, accurate, and complete, nor that it will remain so in the future. We accept no liability whatsoever for any misprints or typesetting errors. We are under no obligation whatsoever to update or modify the information we have included in this publication. All rights with respect to the contents of the publication are reserved, including the right of modification.

Other information

Van Lanschot Kempen NV has its registered office at Hooge Steenweg 29, 5211 JN 's-Hertogenbosch, the Netherlands, COC no. 16038212 with VAT identification number NL001145770B01, is registered as a bank with the Netherlands Authority for the Financial Markets (AFM) and De Nederlandsche Bank N.V. (DNB) in the Financial Supervision Act (Wft) register. If you have any complaints, please feel free to contact Van Lanschot Kempen, the Quality & Service department, kwiteit-service@vanlanschotkempen.com or PO Box 1021, 5200 HC 's-Hertogenbosch.

Beethovenstraat 300
1077 WZ Amsterdam
PO Box 75666
1070 AR Amsterdam
T +31 20 348 80 00
[vanlanschotkempen.com](https://www.vanlanschotkempen.com)