



CARBON FOOTPRINT TARGETS, MEASURES AND RESULTS

At Van Lanschot Kempen, we want to reduce our own carbon emissions per FTE by 7% a year from 2022 onward, aiming to have net-zero emissions by 2050. This document reviews reduction measures taken in 2021 and presents the results we have achieved.

Carbon reductions focus on mobility

Mobility accounted for 68% of our carbon emissions in 2021. Employees are encouraged to reduce their commuting and business travel and work from home. We made budget available so that employees could get the IT infrastructure and hardware they needed to ensure their home offices met their personal needs. Van Lanschot Kempen also encourages our people to switch to more responsible alternatives when coming to the office. Employees receive a financial reward when taking the bike or walking to the office, when logging these activities. We have taken concrete measures to make our employees more aware of the broader cost of mobility, to incentivise them to make the right choices, and to promote the use of public transport – the latter having the bonus of employees being able to use their travel time more efficiently while contributing to lower carbon emissions.

Lease car fleet

Lease cars accounted for 64% of our total carbon emissions by the end of 2021 and we have been taking a wide range of measures to reduce these:

- Since April 2019 Van Lanschot Kempen steers on CO₂-emission. Lease cars must comply with established CO₂ standards per lease car category and fuel type.
- To promote the use of public transport, since 2012, Van Lanschot Kempen started offering a NS business rail card to all its lease car drivers.
- At the end of their lease term, Van Lanschot Kempen lease car drivers are offered an alternative option in the shape of a so-called mobility budget to pay for all their commuter and business travel – offering greater freedom but also coming with more responsibility
- Since 2019, we increased our electric (EV) lease cars offering to our employees. Furthermore we aim to yearly increase the amount of EV charging stations. By the end 2021 we have a total of 52 stations installed at a diversity of office locations.

By the end of 2021, the total amount of lease cars of Van Lanschot Kempen was 327: 175 benzine cars, 116 electric cars and 36 hybrid cars. We are currently reviewing our company car policy, to assess whether it would be possible to speed-up the transition to a fully electric (EV) company car fleet.

Business air travel

Our business air travel accounted for 4% of our total carbon emissions in 2021 (2020: 7%; 2019: 25%). In line with our hybrid way of working, we encourage our employees to schedule meetings virtually instead of taking the airplane. On top of this, when employees deem it necessary to travel they are motivated to travel by land (e.g. train, bus) if the travelled distance is less than 500 kilometres.

Gas and electricity

Our gas and electricity consumption has been on a firm downtrend for several years, benefiting from improved use of available office space, a range of savings measures, a shrinking workforce and currently the Covid-19 situation and our colleagues mainly working from home.

In 2021 we recorded a slight increase in our gas consumption to 274,426 m³, accounting for 28% of total carbon emissions. Currently all office locations in the Netherlands are heated using 100% biogas or making use of district heating. Next to the increased use of sustainable generated gas, we also try to reduce our gas use. Examples of gas-saving measures include; the installation of additional windows and thermostatic valves.

Electricity consumption in 2021 came down by 8% to 4.6 million KWh, mainly due to Covid-19 and our colleagues working more from home. Next, we have made our office organization more efficient while also using more LED and sensor lighting, energy-efficient monitors and laptops, smart energy meters, etc.

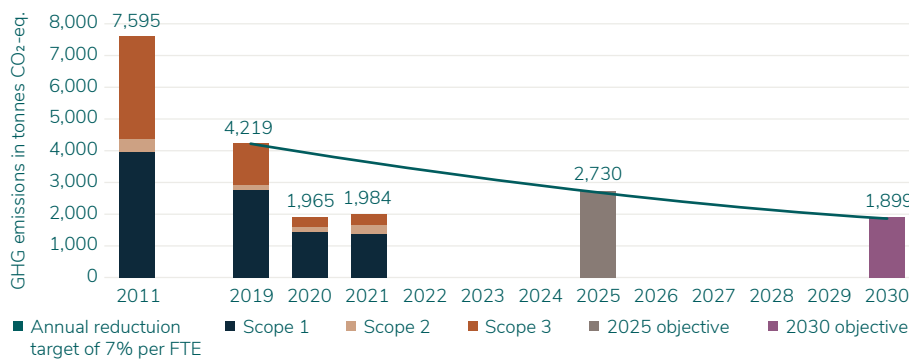
Our green power percentage increased to 100% in 2021, from 99.9% in 2020. All our offices now make use of green power. Given the use of only green power, carbon emissions related to electricity consumption was again minor in 2021.

Carbon reductions achieved

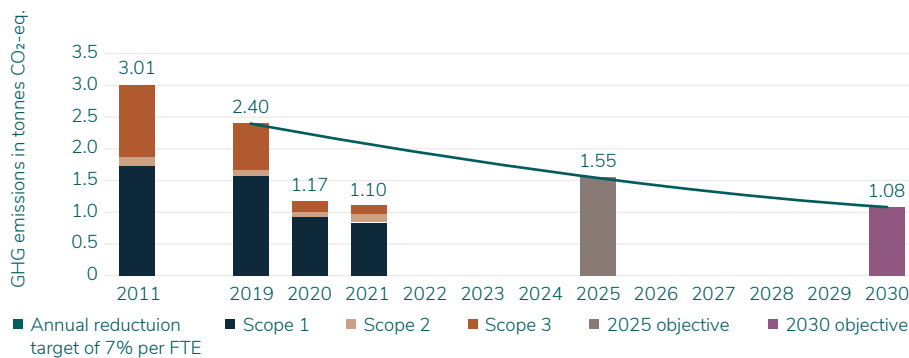
The graphs on the next page give an overview of our carbon reduction for the own organisation, balance sheet and assets under management (AuM). We have made a clear contribution towards a net-zero economy since we started measuring the footprint of our own organisation in 2011 (74% carbon reduction). 2020 and 2021 were extraordinary years in this regard as – due to Covid-19 – we travelled less and worked from home more often. Compared with 2020, Covid-19 restrictions were less strict in 2021, which meant that our absolute carbon footprint increased slightly. Due to our increased workforce, emissions per FTE decreased by 6.2%.

In 2021, we also decreased the carbon footprint of our balance sheet (from 54,383 tonnes CO₂e in 2020 to 51,061 tonnes CO₂e) and the aggregate carbon footprint of our AuM (from: 4.9 million tonnes CO₂e in 2020 to 3.6 million tonnes CO₂e in 2021). Both reductions are likely due in part to the pandemic-related lockdowns over the course of 2020. The data which we use to determine these footprints is only available one year later.

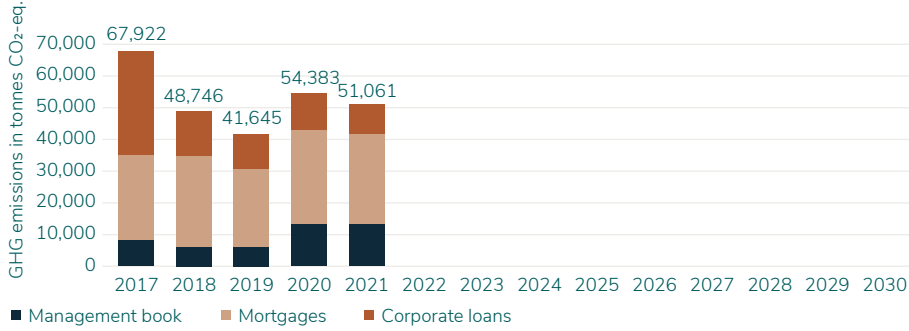
Absolute carbon footprint of own operations



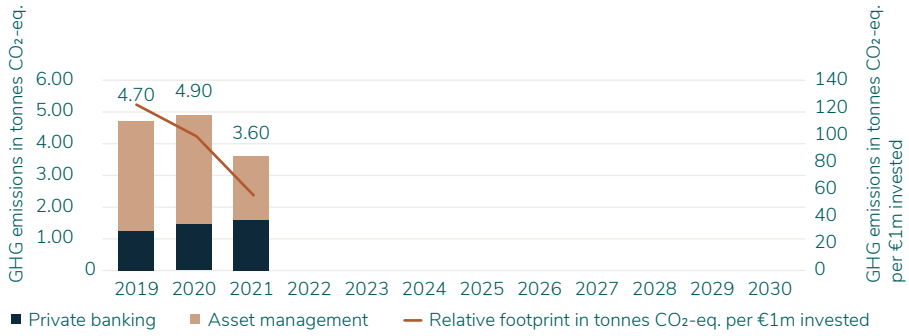
Relative carbon footprint of own operations - per FTE



Carbon footprint of balance sheet



Carbon footprint of Assets under Management



Carbon offset

In addition to our measures to reduce the carbon emissions resulting from our operations, we offset the remaining emissions through voluntary schemes. As of 2019, we aim to offset all carbon emissions resulting from our operations. In 2021, we offset our emissions via emission reduction units from renewable energy projects designated as Gold Standard.

Finally

As in previous years, all written-off computers, printers, telephones and other hardware were sent to ITdonations, a foundation devoted to the sustainable and responsible disposal of IT equipment. All financial proceeds were donated onwards to the Van Lanschot Kempen Foundation.