

## Annex 1 to the agenda for the Corbion AGM on 19 May 2021

### Introduction

Under agenda item 9 the reappointment of Mr. E.E. van Rhede van der Kloot is proposed. For biographical details reference is made to page 5 of the agenda. The standard terms of his executive contract of assignment are fully in line with the existing Remuneration Policy for the Board of Management as outlined in the section "Remuneration report" of the Annual Report and adopted by the Annual General Meeting of Shareholders (AGM) in 2020.

### Main elements contract of assignment

The following main elements are included in the contract of assignment:

|                        |   |   |
|------------------------|---|---|
| Name and role          | : | Eddy van Rhede van der Kloot, Chief Financial Officer   |
| Current management fee | : | EUR 400,000 per year  |
| Short-term incentive   | : | Performance-based at-target award of 50% of management fee. The pay-out between 0.5 and 1.5 times target is in cash. The pay-out for overperformance (1.5 - 2 times target) will be in the form of Corbion shares with an immediate vesting and a lock-up period of 3 years |
| Long-term incentive    | : | Performance-based at-target award of 100% of management fee with a maximum of 150%, paid in shares  |
| Claw-back              | : | In line with Dutch legislation  |
| Benefits allowance     | : | An annual allowance of EUR 150,000 for insurances, pension benefits, company car, and similar executive arrangements  |
| Severance              | : | Twelve months management fee and benefits allowance with a notice period of six months  |
| Term of contract       | : | Contract of assignment for four years starting after the AGM in 2022 until the AGM in 2026, subject to reappointment at the AGM on 19 May 2021  |