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| <b>Main elements</b> | <b>Contract ForFarmers N.V.</b> |
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| Name                          | A.J.A. van der Ven                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Nationality                   | Dutch                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Date of appointment           | Mr A.J.A. van der Ven has been nominated for appointment by the AGM which will take place at 26 April 2019.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Term                          | Mr A.J.A. van der Ven will be engaged by ForFarmers N.V. as Executive Board Director ( <i>statutair directeur</i> ) in the position of Chief Operating Officer based on a management services agreement. The nomination for appointment is for a period of 4 years, ending at the end of the General Meeting in 2023. An Executive Board Director can be reappointed for a maximum period of four years at a time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Fixed salary                  | Mr A.J.A. van der Ven receives a fixed gross annual compensation of EUR 357,259 (as per the date of appointment).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Other remuneration components | Mr A.J.A. van der Ven is entitled to receive certain fringe benefits such as, amongst others, arrangements a car allowance, mobile phone, insurances and reimbursements of costs incurred.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Short term performance bonus  | The short term performance bonus as percentage of the fixed salary when realizing all objectives amounts to 40% and maximum 48%. If the performances remain under 90% of a stipulated objective then a bonus shall not be paid for that objective. The maximum bonus for an objective shall be paid when the performances arrive at a minimum of 110% of the stipulated objective. When performances fall between 90% and 110% of the stipulated objective the bonus is always allocated proportionately. If 90% of the target is realized for none of the stipulated objectives then a bonus of 0% is paid out. The objectives for the short-term performance bonus consist for 60% to 70% of financial targets and for 30% to 40% of qualitative targets (as determined at the discretion of the supervisory board). In relation to the realization of one or more objectives, the supervisory board has the possibility to use percentages between 80% and 120% instead of the aforementioned percentages between 90% and 110%. The short term bonus exists of an annual compensation in cash which will be paid out in the following year, directly after adoption of the financial statements by in the annual General Meeting of Shareholders in that year. The maximum gross amount of the short term performance bonus for which Mr A.J.A. van der Ven may qualify (regardless of the fact whether this bonus is actually allocated or paid in a year), can be used to acquire depositary receipts of shares of ForFarmers with a discount in accordance with the employee equity participation plan for senior management. |
| Long term performance bonus   | The long term performance bonus as percentage of the fixed salary when realizing all objectives amounts to at least 40% and maximum 48%. The level of the long-term performance bonus depends on the level that the performances to be delivered over a period of three years were realized.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|                                   | <p>As of 2017 the performances to be delivered are the following: development of the profit per share after taxes (EPS, Earnings Per Share), the value development of the share (TSR, Total Shareholders Return) and return on average capital employed (ROACE). The performances to be delivered are established by the supervisory board on the recommendation of the remuneration committee. Within the limits of the remuneration policy a bandwidth applies for EPS of 90% - 110% and for ROACE of 80% - 120%. For TSR a scale will be used as included in the remuneration report. The objectives for the long-term performance bonus consist for 60% to 70% of financial targets and for 30% to 40% of qualitative targets (as determined at the discretion of the supervisory board). In relation to the realization of one or more objectives, the supervisory board has the possibility to use percentages between 80% and 120% instead of the aforementioned percentages between 90% and 110%. The long term bonus exists of a compensation in cash which will be paid out after aforementioned period of three year, directly after the date whereby the annual General Meeting adopted the financial statements of the year on which such three year period ended.</p> |
| Severance payment / Notice period | <p>In case of termination of his contract by the Company, Mr A.J.A. van der Ven is entitled to a gross severance compensation equal to his fixed gross annual remuneration as in force at that time. In case of intermediate termination of the contract, a notice period of up to three months applies for Mr A.J.A. van der Ven and of up to six months for the Company.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Pension                           | <p>The collective pension scheme including the top-up scheme of ForFarmers on the basis of the defined contribution and a personal contribution of the participants applies up to the statutorily permitted maximum basic annual salary (as annually established by the official authorities). In addition to the statutorily permitted maximum basic annual salary Mr A.J.A. van der Ven receives a fee for the accrual of a personal pension provision. The contribution is comparable to the amount of the pension contribution that was paid before the maximum threshold was implemented.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |