Main elements	Contract ForFarmers N.V.

Name	P.E. Wolleswinkel
Nationality	Dutch
Date of appointment	Mr P.E. Wolleswinkel has been nominated for appointment by the AGM which will take place at 14 April 2022.
Term	Mr P.E. Wolleswinkel will be engaged by ForFarmers N.V. as Executive Board member *(statutair directeur)* 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 AGM in 2026. An Executive Board member can be reappointed for a maximum period of four years at a time. Mr. P.E. Wolleswinkel's terms of employment are in accordance with the remuneration policy for the Executive Board, as submitted to the AGM for adoption.
Fixed salary	Mr P.E. Wolleswinkel receives a fixed gross annual compensation of EUR 360.000.
Other remuneration components	Mr P.E. Wolleswinkel 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 variable compensation	The level of the short-term variable remuneration depends on the extent to which the targets were achieved over a period of one year. Upon adoption of the remuneration policy, the short-term variable remuneration as a percentage of the fixed base salary for achieving all targets is 45% (at target) and at maximum 67.5% (if all targets are exceeded). The short-term variable remuneration consists of a cash payment for the year and is paid in the following year, immediately after the adoption of the annual accounts by the annual general meeting of shareholders for that year.
Long term variable compensation	The level of the long-term variable remuneration depends on the extent to which the targets were achieved over a period of three years. Upon adoption of the remuneration policy, the long-term variable remuneration will consist of a conditional grant of depositary receipts for ForFarmers shares and the (average) value of the (depositary receipts for) shares at the time of conditional granting corresponds to 55% of the fixed gross annual salary. If all targets are exceeded, the number of depositary receipts that will vest after three years will not exceed 150% of the conditional number of depositary receipts. A retention period of 2 years applies as from the moment of unconditional grant.

Severance payment / Notice period	In case of termination of his contract by the Company, Mr P.E. Wolleswinkel 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 P.E. Wolleswinkel and of up to six months for the Company.
Pension	Mr P.E. Wolleswinkel receives a fixed fee for the accrual of a personal pension provision of 20% of the fixed salary.