Remuneration policy for the Supervisory Board

Basic principles

The remuneration policy for the Supervisory Board is aimed at attracting qualified persons to supervise the way in which the Executive Board executes the long-term value creation strategy of the company and its affiliated enterprise. Commitment in keeping with the identity, mission and values of ForFarmers plays an important role in this, as do the behavioural skills stated in the Supervisory Board profile and diversity aspects relevant to the company. The remuneration of the Supervisory Board is compared to the peer group, which is the same for the Supervisory Board as for the Executive Board. The Supervisory Board has the authority to make adjustments in order to keep the group relevant in the context of the remuneration policy, should developments in the peer group give cause for this. The Supervisory Board takes the long-term interests of customers, employees and other stakeholders of ForFarmers into consideration in formulating and implementing the remuneration policy. In doing so the Supervisory Board is mindful of the mission of ForFarmers to create long-term value by making a meaningful contribution to more efficient and sustainable production of meat, eggs and dairy products ('For the Future of Farming').

The remuneration for members of the Supervisory Board encourages proper performance of the job and is not dependent on the company's results. The remuneration of members of the Supervisory Board reflects the time commitment and responsibilities associated with the job.

Remuneration of the Supervisory Board

In the proposal for the adoption of the fixed remuneration of the Supervisory Board the median of the peer group shall be taken as the guideline, using the results of a survey conducted by an independent management consultancy. In principle the Supervisory Board shall have its remuneration assessed by a consultancy every three years in order to ascertain that it is consistent with the basic principles of the remuneration policy. The fixed remuneration may not be adjusted in the intervening years. Supervisory Board members do not receive a variable remuneration.

Any proposal to adjust the remuneration for the Supervisory Board shall be submitted to the general meeting of shareholders for adoption.

2022 review

In 2022 the remuneration of the Supervisory Board was reviewed by independent consulting firm Korn Ferry. The conclusion was that there is a discrepancy between the baseline of the median of the peer group and the current level of the fixed remuneration, with the current fixed remuneration being lower.

The remuneration of the Supervisory Board has remained unchanged for the past six years, as has been explained at AGMs in recent years.

Given the current market and conditions in the sector the Supervisory Board believes it would not be appropriate to align with the median all at once at this time. However in the longer term the remuneration does need to be in line with the remuneration policy so as to safeguard the basic principles of that policy.
The Supervisory Board proposes to close the gap gradually.
This means the following for the remuneration for the Supervisory Board with effect from financial year 2023 up to and including 2025.

- Remuneration to be increased by an average of 50% of the difference with the median.
- Remuneration for membership of committees: no change

	Fixed annual remuneration (1 January 2023 to 31 December 2025)
Supervisory Board	
Chairman of the Supervisory Board	€ 65,000
Vice-chairman / general deputy of the Supervisory Board	€ 49,000
Members of the Supervisory Board	€ 45,000
Committees*	
Chairman of the Audit Committee	€ 10,000
Other members of the Audit Committee	€ 7,000
Chairman of the Remuneration Committee	€ 7,500
Other members of the Remuneration Committee	€ 6,000
Chairman of the Selection and Appointment Committee	€ 7,500
Other members of the Selection and Appointment Committee	€ 6,000

*Note: the remuneration for committee members is in addition to the basic remuneration for Supervisory Board members. The figures in the table are gross amounts.

In addition to their fixed remuneration members of the Supervisory Board receive a fixed annual expense allowance of € 500. Furthermore the Supervisory Board, at the proposal of the Remuneration Committee, may grant an additional remuneration of up to € 15,000 (gross) per year to members of the Supervisory Board who have fulfilled an extra task, as a result of which these Supervisory Board members have devoted a disproportionate amount of time compared to the normal time commitment of Supervisory Board members. This remuneration shall only be granted in exceptional circumstances and shall be determined by the Supervisory Board. The amount of the remuneration granted shall be published in the remuneration report.

Share ownership by members of the Supervisory Board
Members of the Supervisory Board who are not also/have not also been a member of Coöperatie FromFarmers U.A. do not hold shares or depositary receipts of shares in ForFarmers. Members of the Supervisory Board do not receive remuneration in the form of shares or depositary receipts of shares. Furthermore members of the Supervisory Board are not eligible to take part in the ForFarmers employee share participation plan.

Revised policy
This policy has been revised in order to bring the remuneration package more in line with market practice, also in light of ForFarmers' strategy and changes both in the agricultural sector and in legislation and regulations.

Adopted by the General Meeting of Shareholders on __.