



Regulations Selection and Appointment Committee ForFarmers N.V.

REGULATIONS SELECTION AND APPOINTMENT COMMITTEE FOR FARMERS N.V.

This document concisely describes the role, duties, responsibilities, and organisation of the Selection and Appointment Committee of the Supervisory Board of ForFarmers N.V. For the definitions used in this document, reference is made to the Regulations of the Supervisory Board as from time to time applicable.

Role and duty

Article 1

- 1.1** Without prejudice to the regulations of the Supervisory Board the Selection and Appointment Committee advises the Supervisory Board on its duty and initiates the relevant decision-making of the Supervisory Board.
- 1.2** The duty of the Selection and Appointment Committee moreover includes:
 - a.** the preparation of selection criteria and appointment procedures with regard to directors of the Company;
 - b.** the preparation of selection criteria and appointment procedures with regard to supervisory directors of the Company;
 - c.** the consultation of the Priority about the right of recommendation vested in the Priority regarding the (re-) appointment of supervisory directors;
 - d.** monitoring the implementation of the diversity and inclusion policy in the context of drawing up the selection criteria and appointment procedures for directors and for supervisory directors of the Company
 - e.** the periodic assessment of the scope and composition of the Supervisory Board and the Board of Directors and the submission of a proposal for a profile of the Supervisory Board;
 - f.** the periodic assessment of the performance of individual supervisory directors and directors and the relevant reporting to the Supervisory Board;
 - g.** the advising of the Board of Supervisory Director regarding the assessment of the performance of the Supervisory Board as a whole;
 - h.** the submission of proposals for (re-) appointments with regard to supervisory directors and directors of the Company;
 - i.** the supervision on the policy of the Board of Directors regarding selection criteria and appointment procedures for higher management.
- 1.3** The Selection and Appointment Committee shall annually prepare a report of its deliberations and findings and send this to the Supervisory Board.

Composition, expertise, and independence

Article 2

- 2.1** The Selection and Appointment Committee consists of two members. The members are appointed and dismissed by the Supervisory Board.
- 2.2** Without prejudice to the regulations of the Supervisory Board, the requirement is observed with the composition of the Selection and Appointment Committee that each of its members, with the exception of a maximum of one person, is independent as specified in Article 4.5 of the Regulations of the Supervisory Board.

Chairman

Article 3

In consideration of the provisions set forth in article 2 of these regulations the Supervisory Board appoints one of the members of the Selection and Appointment Committee as the chairman. The chairman is particularly responsible for the proper functioning of the Selection and Appointment Committee. He acts as the spokesperson of the Selection and Appointment Committee and he is the most important point of contact for the Supervisory Board.

Meetings

Article 4

- 4.1** The Selection and Appointment Committee meets at least twice a year and otherwise as often as one or more of its members deem this to be required. The meetings are basically held at the office of the Company but can also take place elsewhere.
- 4.2** Unless the Selection and Appointment Committee decides otherwise, meetings of the Selection and Appointment Committee are not attended by one or more members of the Board of Directors.
- 4.3** Meetings are convened by the member of the Selection and Appointment Committee who requests the meeting. To the extent practically feasible the notice and the agenda of the items to be discussed are made available to the members of the Selection and Appointment Committee eight days before the start of the meeting.
- 4.4** Minutes are kept of the meeting. They are basically adopted in the first following meeting. However, if all members of the Selection and Appointment Committee agree with the content of the minutes then the adoption can also take place earlier. Evidencing their adoption the minutes are signed by the chairman and are sent to the Supervisory Board as soon as possible.

Incidental dissolution and modification of these regulations

Article 5

- 5.1** The Selection and Appointment Committee can decide, with approval from the Supervisory Board, not to apply incidental decisions to these regulations. Such a decision will be reported in the report from the Supervisory Board.
- 5.2** The Supervisory Board can decide to modify these regulations. Such a decision will be reported in the report from the Supervisory Board.

Applicable law and forum

Article 6

- 6.1** These regulations are subject to and must be interpreted through application of Dutch law.
- 6.2** The District Court in Amsterdam is exclusively authorised to acknowledge each dispute regarding these regulations, including disputes regarding the existence, the validity, the application, the interpretation and the termination of these regulations.

Entry into force and publication of these regulations

Article 7

These regulations take effect on 3 November 2023 and are posted on the website of the Company. The regulations were established in the meeting of the Supervisory Board of 2 November 2023.