

Appendix agenda item 7

Proposal regarding remuneration of Supervisory Board ForFarmers N.V.

During the General Meeting of Shareholders of 15 April 2014 the remuneration of the Supervisory Board was adopted for a period of three years. In 2016 the remuneration committee had an external management consultancy firm assess the remuneration of the Supervisory Board. The remuneration was compared to a peer group. The said peer group consisted of the companies that held the positions 15 up to 25 of the AMX (mid cap index) and the companies that held the positions 1 up to 10 of the AScX (small cap index). In this group of twenty companies ForFarmers occupied, in consideration of market value, sales, total assets and average number of employees, place number 10.¹ It is proposed to the General Meeting of Shareholders of 26 April 2017 to adjust the remuneration of the Supervisory Board effective from 1 January 2017 for a new period of three years, i.e. 2017-2020. The proposal departs from a remuneration that equals the median of the remuneration of the peer group.

Proposal for the remuneration for a period of three years (the remuneration is not changed during this period)

	Proposed fixed remuneration per annum is (effective from 1 January 2017)	Present fixed remuneration per annum (up to 31 December 2016)
Supervisory Board		
Chairman Supervisory Board	€ 60,000	€ 50,000
Deputy Chairman / general deputy Supervisory Board	€ 46,000	€ 35,000
Members Supervisory Board	€ 43,000	€ 30,000
Committees*		
Chairman Audit Committee	€ 10,000	€ 7,500
Other members Audit Committee	€ 7,000	€ 5,000
Chairman Remuneration Committee	€ 7,500	€ 7,500
Other members Remuneration Committee	€ 6,000	€ 5,000
Chairman Selection and Appointment Committee	€ 7,500	€ 7,500
Other members Selection and Appointment Committee	€ 6,000	€ 5,000

*Explanatory note: the remuneration for committee members is supplementary to the basic remuneration as a supervisory director.

In addition the members of the Supervisory Board receive a fixed expenses allowance of € 500 per annum. The General Meeting of Shareholders of 15 April 2014 agreed that members of the Supervisory Board who fulfilled additional duties, as a result of which the time spent by the said supervisory board members is not proportionate to the usual time spent by the supervisory board members, can be granted an additional allowance of at most € 15,000 per annum. The said remuneration shall only be granted in exceptional situations and be adopted by the Supervisory

¹ One peer group was selected for both the remuneration of the Supervisory Board and the remuneration of the Executive Board (in both cases as from book year 2017).

Board. The level of the granted remuneration shall be published in the annual accounts. The amounts mentioned in this overview are gross amounts.