



Main elements	Agreement ForFarmers N.V.
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Name	R. Kiers
Nationality	Dutch
Date of appointment	Mr Kiers has been nominated for appointment by the EGM which will take place on 5 June 2023.
Conditions	Mr Kiers will be appointed by ForFarmers N.V. as a director (<i>statutory director</i>) in the position of Chief Operations Officer under an assignment agreement. The nomination for appointment is for a term commencing on the date of appointment at the EGM on 5 June 2023 and ending after the annual general meeting in 2027. Mr Kiers' contract terms are in line with the remuneration policy for the Executive Board.
Fixed salary	Mr Kiers receives a fixed gross annual remuneration of EUR 372.600.
Other remuneration file shares	Mr Kiers is entitled to certain fringe benefits, such as arrangements for a company car, mobile phone and insurance.
Short-term variable remuneration	The amount of short-term variable remuneration depends on the extent to which targets have been achieved over a one-year period. In accordance with the remuneration policy, the short-term variable remuneration as a percentage of the fixed basic salary at the achievement of all targets is 45% (at target) and a maximum of 67.5% (at exceeding all targets). The short-term variable remuneration consists of an annual (gross) cash payment and is paid in the following year, immediately after the financial statements have been adopted at the annual general meeting of shareholders in that year.
Long-term variable remuneration	The amount of the long-term variable remuneration depends on the degree of achievement of the targets over a three-year period. In accordance with 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 moment of conditional grant will correspond to 55% of the fixed gross base annual salary. If all targets are exceeded, the maximum number of certificates of shares that will vest after three years will be 150% of the conditional number of certificates of shares. A retention period of 2 years applies from vesting.
Notice period	Upon early termination of the agreement, a notice period of at least 3 months for Mr Kiers and 6 months for the Company will apply.

Pension	Mr Kiers receives a fixed allowance to build up his own pension provision of 20% of the fixed salary.
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