



Main elements	Contract ForFarmers N.V.
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Name	C.N. Deen
Nationality	Dutch
Date of appointment	Mr C.N. Deen has been nominated for appointment by the EGM which will take place at 23 June 2022.
Term	Mr C.N. Deen will be engaged by ForFarmers N.V. as Executive Board member (<i>statutair directeur</i>) in the position of Chief Executive Officer based on a management services agreement. The nomination for appointment is for a period 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. C.N. Deen's terms of employment are in accordance with the remuneration policy for the Executive Board.
Fixed salary	Mr C.N. Deen receives a fixed gross annual compensation of EUR 565.000.
Other remuneration components	Mr C.N. Deen is entitled to receive certain fringe benefits such as, amongst others, arrangements for a company car, mobile phone and insurances.
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. In line with the remuneration policy, the short-term variable remuneration as a percentage of the fixed base salary for achieving all targets is 55% (at target) and at maximum 82.5% (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. In line 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 time of conditional granting corresponds to 70% 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 C.N. Deen 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 C.N. Deen and of up to six months for the Company.
Compensation for previous employment contracts	By way as compensation for his previous employment contract, Mr. Deen receives EUR 100,000 (gross), which amount will be paid in two (2), yearly, installments of each EUR 50.000 (for the first time in 2023 and the last time in 2024).
Pension	Mr C.N. Deen receives a fixed fee for the accrual of a personal pension provision of 20% of the fixed salary.