

## Annex 1 to the agenda for the Corbion AGM on 17 May 2023

### Introduction

Under agenda item 9 the reappointment of Mr. Rigaud is proposed. For biographical details reference is made to page 5 of the agenda. The standard terms of his executive contract of assignment are fully in line with the existing Remuneration Policy for the Board of Management as outlined in the section "Remuneration report" of the Annual Report and as adopted by the Annual General Meeting of Shareholders (AGM) in 2020.

### Main elements contract of assignment

The following main elements are included in the contract of assignment:

Name and role	:	Mr. Olivier Rigaud, Chief Executive Officer
Management fee	:	EUR 725,000 per year
Short-term incentive	:	Performance-based at-target award of 60% of management fee. The pay-out between 0.5 and 1.5 times target is in cash. The pay-out for overperformance (1.5 - 2 times target) will be in the form of Corbion shares with an immediate vesting and a lock-up period of 3 years
Long-term incentive	:	Performance-based at-target award of 120% of management fee with a maximum of 180%, paid in shares
Benefits allowance	:	An annual allowance of EUR 200,000 for insurances, pension benefits, car, and similar executive arrangements
Severance	:	Twelve months management fee and benefits allowance with a notice period of six months
Claw-back	:	In line with Dutch legislation
Term of contract	:	Contract of assignment for four years starting after the AGM in 2023 until the AGM in 2027, subject to reappointment at the AGM on 17 May 2023