

Charter of the Remuneration Committee of Corbion N.V.

Adopted on 20 December 2023

1. Responsibilities and reporting

- 1.1 The Remuneration Committee advises the Supervisory Board in relation to its responsibilities and shall prepare the Supervisory Board's decision making in relation thereto.
- 1.2 The Remuneration Committee prepares the Supervisory Board's decision making regarding the determination of the remuneration of individual members of the Board of Management, including severance payments.
- 1.3 The Remuneration Committee submits a proposal to the Supervisory Board concerning the remuneration of each member of the Board of Management. The proposal is drawn up according to the remuneration policy adopted by the General Meeting.
- 1.4 The Remuneration Committee will take note of the individual members of the Board of Management own views with regard to the amount and structure of their own remuneration.
- 1.5 The responsibilities of the Remuneration Committee shall furthermore include:
 - a. preparing proposals for the remuneration policies for the Board of Management and Supervisory Board to be adopted by the General Meeting;
 - b. preparing a proposal for the remuneration of the Supervisory Board to be adopted by the General Meeting; and
 - c. preparing the Supervisory Board's remuneration report to be included in the Annual Report.
- 1.6 The Remuneration Committee reports on its deliberations and findings to the Supervisory Board. This report includes information on how the duties of the Remuneration Committee were carried out in the financial year, and also reports on the composition of the Remuneration Committee, the number of meetings of the Remuneration Committee, and the main items discussed at those meetings.

2. Composition and independence

- 2.1 The Supervisory Board determines the size of the Remuneration Committee, provided that the Remuneration Committee consists of at least three members.
- 2.2 Members of the Remuneration Committee are appointed by the Supervisory Board.

- 2.3 The Supervisory Board shall appoint one of its members as chair of the Remuneration Committee. The chair shall be primarily responsible for the proper functioning of the Remuneration Committee. He/she shall act as the spokesperson of the Remuneration Committee and shall be the main contact for the Supervisory Board.
- 2.4 The chair of the Supervisory Board or a former member of the Board of Management cannot serve as chair of the Remuneration Committee.
- 2.5 More than half of the members of the Remuneration Committee must be independent within the meaning of best practice provision 2.1.8 of the Dutch Corporate Governance Code.

3. Meetings and decision making

- 3.1 The Remuneration Committee meets regularly in accordance with a schedule of its own devising, and whenever one or more of its members request a meeting. The meetings are generally held at the offices of the Company, but may also take place elsewhere. At least a majority of the members of the Remuneration Committee must be present, in person, by telephone, videoconference or electronic communication, in order for an official, authorized act of the Remuneration Committee to be taken. The Remuneration Committee shall take decisions by an absolute majority of the votes cast. If the Remuneration Committee consists of an equal number of members and a vote is tied, the chair has a casting vote.
- 3.2 The Remuneration Committee may be assisted by a secretary who shall be appointed and may be dismissed at any time by the Remuneration Committee. The secretary shall not be a member of the Remuneration Committee. The secretary of the Remuneration Committee will keep minutes of each meeting of the Remuneration Committee. The minutes of each meeting shall be approved by the Remuneration Committee in its first meeting following the relevant meeting or, if circumstances so require, the (draft) minutes of a meeting may be certified by the chair of the Remuneration Committee and the secretary before the formal approval by the Remuneration Committee.
- 3.3 The chair of the Remuneration Committee or a majority of the members of the Remuneration Committee may invite certain officers/employees of the Company and/or external advisors to attend meetings of the Remuneration Committee.
- 3.4 In principle no later than on the fifth day before any meeting of the Remuneration Committee, the agenda of the meeting will be sent by the secretary of the Remuneration Committee in consultation with the chair to the members together with the relevant documents. The chair, however, in his or her reasonable discretion if

circumstances so require, may determine that the agenda, agenda-items and/or documents be submitted to the members of the Remuneration Committee after the day referred to in the previous sentence but prior to or at the meeting.

4. Involvement of experts

The Remuneration Committee may in its sole discretion involve independent counsel and other advisors, as it determines necessary to carry out its responsibilities and duties.

5. Fees and expenses

5.1 The chair and the members of the Remuneration Committee shall receive a fee from the Company for their services as chair and/or member of the Remuneration Committee as described in the Remuneration Policy for the Supervisory Board which is determined by the General Meeting.

5.2 Any and all expenses reasonably incurred by the Remuneration Committee, by any outside counsel or other advisors involved by the Remuneration Committee and any and all costs and expenses in connection with any investigation conducted by the Remuneration Committee shall be borne by the Company.

6. Amendment of Charter and definitions

6.1 The Remuneration Committee is authorized to propose changes to this Charter. This Charter may be amended at any time by the Supervisory Board and any such amendment shall be effective as of such date determined by the Supervisory Board.

6.2 Capitalized terms used in this Charter have the meaning set forth in the list of definitions of the Rules of the Supervisory Board.