

## **Charter of the Sustainability and Safety Committee of Corbion N.V.**

### **Adopted on 23 February 2022**

#### **1. Responsibilities and reporting**

- 1.1 The Sustainability and Safety Committee shall advise the Supervisory Board in relation to its responsibilities and shall prepare decision making by the Supervisory Board in relation thereto.
- 1.2 The responsibilities of the Sustainability and Safety Committee include to review the following subjects:
- a. Sustainability strategy including company commitments, targets, performance; external reporting and communications; ratings and benchmarking; valuation and investor sentiment; strategic and portfolio choices, etc., including amongst others:
    - Climate change and GHG emission reduction (scope 1, 2 and 3)
    - Sustainable sourcing, including environmental and social aspects
    - Sustainable portfolio & contribution of Corbion's products to the Sustainable Development Goals (food sustainability (SDG2), health and well-being, chemicals safety and stewardship (SDG3), and circular economy (SDG12))
    - Additional themes such as water, land use, biodiversity, packaging, air quality
  - b. Safety performance, risks and assurance for both personal and process safety;
  - c. Physical security of people and assets;
  - d. Product quality and food safety;
  - e. Diversity and inclusion, employee satisfaction, and well-being of workforce ; and
  - f. Human rights at Corbion, labor conditions and compliance with UN labor guiding principles, and HR aspects of social responsibility and impact.
- 1.3 The Sustainability and Safety Committee reports on its deliberations and findings to the Supervisory Board. This report includes information on how the duties of the Sustainability and Safety Committee were carried out in the financial year, and also reports on the composition of the Sustainability and Safety Committee, the number of meetings of the Sustainability and Safety Committee and the main items discussed at those meetings.

#### **2. Composition and independence**

- 2.1 The Supervisory Board determines the size of the Sustainability and Safety Committee, provided that the Sustainability and Safety Committee consists of at least two members.
- 2.2 Members of the Sustainability and Safety Committee are appointed by the Supervisory Board.

2.3 The Supervisory Board shall appoint one of the Sustainability and Safety Committee members as chairman. The chairman shall be primarily responsible for the proper functioning of the Sustainability and Safety Committee. He/she shall act as the spokesman of the Sustainability and Safety Committee and shall be the main contact for the Supervisory Board.

### **3. Meetings and decision making**

3.1 The Sustainability and Safety Committee will meet regularly in accordance with a schedule of its own devising, and whenever one or more of its members have requested 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 Sustainability and Safety Committee must be present, in person or by telephone, in order for an official, authorized act of the Sustainability and Safety Committee to be taken. The Sustainability and Safety Committee shall take decisions by an absolute majority of the votes cast. In case the Sustainability and Safety Committee consists of an equal number of members and a vote is tied, the chairman will have a casting vote.

3.2 The Sustainability and Safety Committee may be assisted by a secretary who shall be appointed and may be dismissed at any time by the Sustainability and Safety Committee. The secretary shall not be a member of the Sustainability and Safety Committee. The secretary of the Sustainability and Safety Committee will keep minutes of each meeting of the Sustainability and Safety Committee. The minutes of each meeting shall be approved by the Sustainability and Safety 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 chairman of the Sustainability and Safety Committee and the secretary before the formal approval by the Sustainability and Safety Committee.

3.3 The chairman of the Sustainability and Safety Committee or a majority of the members of the Sustainability and Safety Committee may invite certain officers/employees of the Company and/or external advisors to attend meetings of the Sustainability and Safety Committee.

3.4 In principle no later than on the fifth day before any meeting of the Sustainability and Safety Committee, the agenda of the meeting will be sent by the secretary of the Sustainability and Safety Committee in consultation with the chairman to the members together with the relevant documents. The chairman, however, in his/her reasonable discretion if circumstances so require, may determine that the agenda, agenda-items and/or documents may be submitted to the members of the Sustainability and Safety Committee after the day referred to in the previous sentence but prior to or at the meeting.

**4. Fees and expenses**

- 4.1 The chairman and the members of the Sustainability and Safety Committee shall receive a fee from the Company for their services as chairman and/or member of the Sustainability and Safety Committee which is determined by the General Shareholders Meeting.
- 4.2 Any and all expenses reasonably incurred by the Sustainability and Safety Committee, by any outside counsel or other advisors appointed by the Sustainability and Safety Committee and any and all costs and expenses in connection with any investigation conducted by the Sustainability and Safety Committee shall be borne by the Company.

**5. Amendment of Charter and definitions**

- 5.1 The Sustainability and Safety 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.
- 5.2 Capitalized terms used in this Charter have the meaning set forth in the list of definitions of the Rules of the Supervisory Board.