

**Profile of the Supervisory Board of Corbion N.V.
Adopted on 20 December 2023**

1. General

- 1.1 This profile was prepared taking into account the nature of Corbion's business and its activities.
- 1.2 This profile sets out:
 - a. the size of the Supervisory Board;
 - b. the desired expertise and background represented in the Supervisory Board;
 - c. the desired diversity and inclusion among Supervisory Directors.
 - d. the desired independence of Supervisory Directors.
- 1.3 The Supervisory Board considers this profile when preparing nominations of persons to be appointed as Supervisory Directors.

2. Size and Composition

2.1 Size

- 2.1.1 The Supervisory Board consists of five or six members.
- 2.1.2 The retirement schedule should be designed in such a way that there are not too many appointments or reappointments to be considered at any one time.

2.2 Composition

- 2.2.1 The desired composition of the Supervisory Board is such that the combined experience, expertise, diversity and inclusion of the Supervisory Directors enables the Supervisory Board to best carry out its responsibilities.
- 2.2.2 The composition of the Supervisory Board should reflect the business-to-business activities of Corbion, as well as its size and international character as an independent listed company.
- 2.2.3 In particular, the desired composition of the Supervisory Board must include the following areas of expertise and backgrounds among its members:
 - a. food, algae and biochemical ingredients, biotechnology, and/or biochemistry, as well as functional areas such as commercial, R&D, and operations;

- b. management strategy and risks inherent to Corbion's business;
- c. financial administration and accounting, and internal risk management and control systems (one member of the Audit Committee should be a financial expert as defined in the Charter of the Audit Committee);
- d. experience as Executive Board member of an internationally operating listed company (or having equivalent experience at a large company);
- e. affinity with HR (selection and development);
- f. affinity with ESG;
- g. affinity with cybersecurity; and
- h. affinity with corporate governance.

2.2.4 Next to obvious qualities such as integrity, independence and empathy, the members should fit in with the team – both in their ability to work together and in their readiness to raise challenges, on the basis of mutual respect and trust, within the Supervisory Board and towards Corbion's executive and senior management members. The Supervisory Board strives for continuous training and development of its members.

2.3 Diversity and Inclusion

2.3.1 The desired composition of the Supervisory Board complies with Corbion's Diversity and Inclusion Policy for the Supervisory Board and Board of Management/Executive Committee.

2.4 Independence

2.4.1 The desired composition of the Supervisory Board enables Supervisory Directors to operate independently, including the ability to operate critically with one another, the Board of Management, and any particular interests involved.

2.4.2 In particular, the desired composition of the Supervisory Board ensures that:

- a. at most one Supervisory Director does not qualify as independent pursuant to best practice provision 2.1.8 sections (i) to (v) inclusive of the Dutch Corporate Governance Code (the "Code");
- b. less than half of the Supervisory Directors do not qualify as independent pursuant to best practice provision 2.1.8 of the Code; and
- c. for each shareholder, or group of affiliated shareholders, who directly or indirectly hold more than ten percent of the shares in the Company's share capital, there is at most one Supervisory Director who can be considered to be affiliated with or representing them as stipulated in best practice provision 2.1.8 sections (vi) and (vii) of the Code.