

## Diversity and Inclusion Policy

### Applicable to the Supervisory Board, Board of Management and Executive Committee of Corbion N.V.

Adopted on 20 December 2023

#### 1. Introduction

##### 1.1 General

1.1.1 The Supervisory Board recognizes the importance of diversity and inclusion within the Supervisory Board, Board of Management and the Executive Committee and believes that the Company's business benefits from a wide range of skills and a variety of different backgrounds. A diverse composition and inclusive culture of the Supervisory Board, Board of Management, and the Executive Committee contributes to a well-balanced decision-making process and proper functioning of the boards.

1.1.2 The Supervisory Board furthermore recognizes that diversity and inclusion should not be limited to the Supervisory Board, Board of Management and the Executive Committee, but should extend to all layers of the Company's business. There is a separate Diversity and Inclusion Policy for Corbion.

##### 1.2 Content

1.2.1 In line with best practice provision 2.1.5 of the Dutch Corporate Governance Code, the Supervisory Board has adopted this diversity and inclusion policy for the composition of the Supervisory Board, Board of Management and the Executive Committee ("**Diversity and Inclusion Policy**").

1.2.2 This Diversity and Inclusion Policy addresses:

- a. the diversity and inclusion aspects relevant to the Company;
- b. the specific objectives set in relation to diversity and inclusion; and
- c. the implementation of the Diversity and Inclusion Policy.

##### 1.3 Definitions

1.3.1 Capitalized terms used in this Diversity and Inclusion Policy have the meaning set forth in the list of definitions of the Rules of the Supervisory Board.

## **2. Diversity and inclusion aspects and objectives**

### **2.1 Diversity and inclusion aspects**

2.1.1 The following diversity aspects have been identified as relevant for the Company and its business, considering the market in which the Company operates and the diversity of its customer base:

- a. nationality;
- b. years of business experience;
- c. gender;
- d. business experience, in particular in food, algae and biochemical ingredients, biotechnology, and/or biochemistry, as well as functional areas such as commercial, R&D, operations, HR and finance; and
- e. geographical origin or business experience.

2.1.2 The diversity aspects referred to in clause 2.1.1 shall be considered when composing the Supervisory Board, Board of Management and the Executive Committee and selecting talent for the appointment as member of the Supervisory Board, Board of Management or the Executive Committee. In addition, special attention shall be placed on providing new members an inclusive onboarding.

2.1.3 Inclusion is a state of being valued, respected and supported. Inclusion is about appreciating the needs of every individual and ensuring the right conditions exist for each person to achieve his or her full potential.

### **2.2 Diversity and inclusion objectives**

2.2.1 The following specific objectives have been identified to improve the diversity and inclusion within the Supervisory Board:

- a. maintaining the gender diversity such that at least 30% of the Supervisory Board members are female;
- b. maintaining the gender diversity such that at least 30% of the Supervisory Board members are male; and
- c. maintaining the geographical diversity such that at least one member of the Supervisory Board has (had) relevant Americas experience and/or exposure.

2.2.2 The following specific objectives have been identified to improve the diversity and inclusion within the Executive Committee (including the Board of Management):

- a. increasing the gender diversity such that at least two members of the Executive Committee are female if the Executive Committee consists of six or seven members;

- b. increasing the gender diversity such that at least three members of the Executive Committee are female if the Executive Committee consists of eight or nine members;
- c. maintaining the geographical diversity such that at least two members of the Executive Committee have (had) relevant Americas experience and/or exposure.

### **3. Implementation and reporting**

#### **3.1 Meeting the diversity and inclusion objectives**

- 3.1.1 In order to meet the diversity objectives, the diversity aspects referred to in clause 2.1.1 and inclusion aspects in clause 2.1.3 shall be considered and be taken into account for recruitment, talent development, appointment to roles, succession planning, and training and development.

#### **3.2 Review and updates**

- 3.2.1 The Supervisory Board shall review this Diversity and Inclusion Policy and the implementation thereof regularly. The Supervisory Board shall update this Diversity and Inclusion Policy if and when necessary.

#### **3.3 Corporate governance statement**

- 3.3.1 In the Company's corporate governance statement this Diversity and Inclusion Policy and the way it has been implemented in practice shall be explained, addressing more specifically:
  - a. the objectives of the Diversity and Inclusion Policy;
  - b. the plan to achieve the objectives of the Diversity and Inclusion Policy;
  - c. the results of the Diversity and Inclusion Policy in the past financial year and – where relevant and applicable – insight into the inflow, progression and retention of employees; and
  - d. the gender composition of the Supervisory Board, the Executive Committee, and senior management at the end of the past financial year.
- 3.3.2 If one or more goals for the composition of the Supervisory Board, the Executive Committee and/or senior management are not achieved, an explanation of the reasons should be included in the corporate governance statement, along with an explanation as to which measures are being taken to attain the goals, and by when this is likely to be achieved.