

## **Diversity Policy**

### **In respect of the Supervisory Board and Executive Committee of Corbion N.V.**

**Adopted on 18 December 2017**

#### **1. Introduction**

##### **1.1 General**

1.1.1 The Supervisory Board recognizes the importance of diversity within the Supervisory Board 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 of the Supervisory Board 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 should not be limited to the Supervisory Board and the Executive Committee, but should extend to all management layers of the Company's business.

##### **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 policy for the composition of the Supervisory Board and the Executive Committee (including the Board of Management) ("**Diversity Policy**").

1.2.2 The Diversity Policy addresses:

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

##### **1.3 Definitions**

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

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

##### **2.1 Diversity 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 and the Executive Committee and selecting persons for the appointment as member of the Supervisory Board or the Executive Committee.

## 2.2 Diversity objectives

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

- a. maintaining the gender diversity such that at least one member of the Supervisory Board is female if the Supervisory Board consists of five members;
- b. increasing the gender diversity such that at least two members of the Supervisory Board are female if the Supervisory Board consists of six members; 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 diversity objectives have been identified to improve the diversity 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. 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 objectives

3.1.1 In order to meet the diversity objectives, the diversity aspects referred to in clause 2.1.1 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 the Diversity Policy and the implementation thereof regularly. The Supervisory Board shall update the Diversity Policy if and when necessary.

### **3.3 Corporate governance statement**

3.3.1 In the Company's corporate governance statement this Diversity Policy and the way it has been implemented in practice shall be explained, addressing more specifically:

- a. the objectives of the Diversity Policy;
- b. how the Diversity Policy has been implemented; and
- c. the results of the Diversity Policy in the past financial year.

3.3.2 If the composition of the Supervisory Board or the Executive Committee diverges from the objectives referred to in clause 2.2 or the statutory target for the male/female ratio, and if and to the extent that this is provided under or pursuant to Dutch law, the Company's corporate governance statement shall include:

- a. an outline of the current state of affairs;
- b. an explanation as to which measures are being taken to attain the intended target;  
and
- c. by when this is likely to be achieved.