

Annex 2 to the agenda for the Corbion AGM on 25 May 2018

Introduction

Under agenda item 8 the reappointment of Mr. E.E. van Rhede van der Kloot is proposed. For biographical details reference is made to page 5 of the agenda. The standard terms of his executive contract of assignment are fully in line with the existing Remuneration Policy for the Board of Management as outlined in the section "Remuneration report" of the Annual Report and adopted by the Annual General Meeting of Shareholders (AGM) in 2015.

Main elements contract of assignment

The following main elements are included in the contract of assignment:

Name and role	:	E.E. van Rhede van der Kloot, Chief Financial Officer
Management fee	:	EUR 390,000 per year
Short-term incentive	:	Performance-based at-target award of 40% of management fee with a maximum of 60%, paid in cash annually
Long-term incentive	:	Performance-based at-target award of 80% of management fee with a maximum of 120%, paid in shares
Claw-back	:	In line with Dutch legislation
Benefits allowance	:	An annual allowance of EUR 150,000 for insurances, pension benefits, company car, and similar executive arrangements
Severance	:	Twelve months management fee and benefits allowance with a notice period of six months
Term of contract	:	Contract of assignment for four years for the period May 2018 – May 2022, subject to reappointment at the AGM on 25 May 2018