



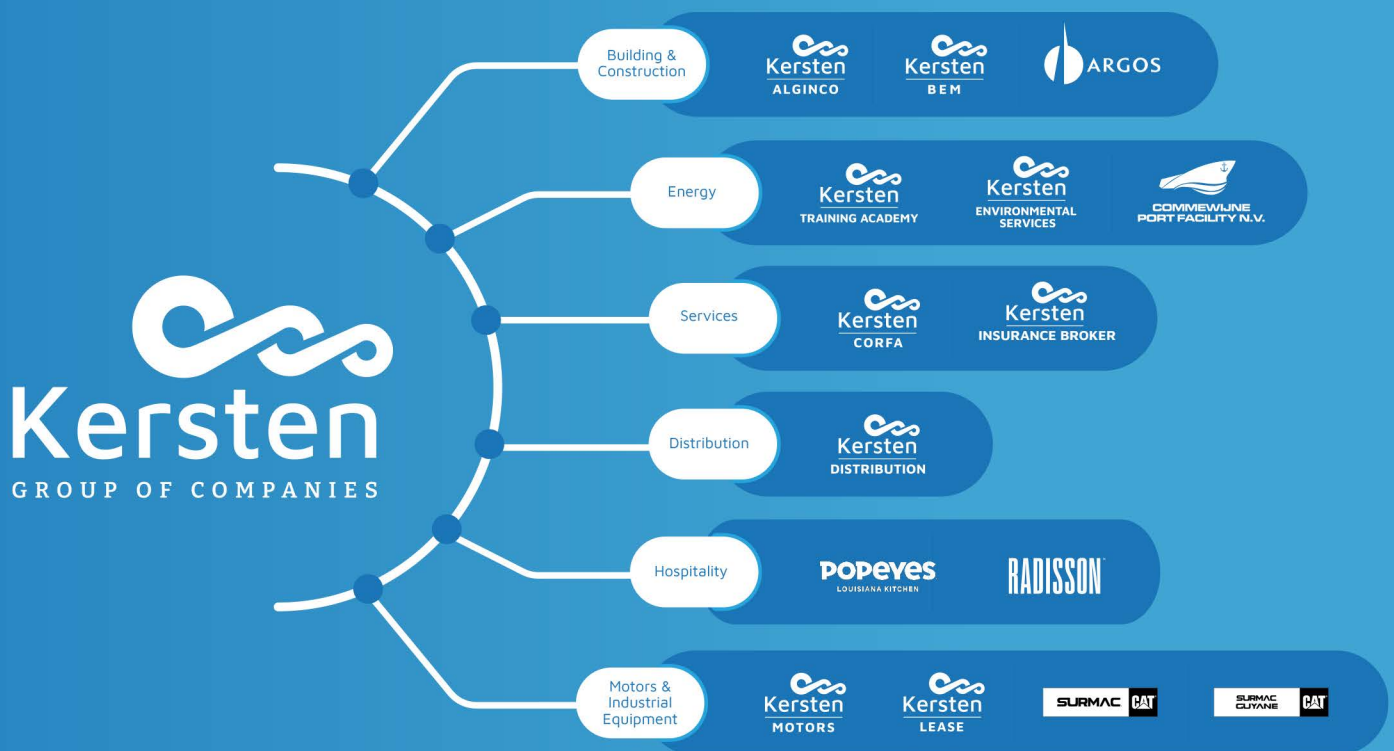
# GOVERNANCE COMMITTEE CHARTER OF THE KERSTEN GROUP



# Kersten

GROUP OF COMPANIES

## Commercial Structure



6 divisions; 15 commercial activities

## 1. PURPOSE

- 1.1 The Governance Committee (the "Committee") shall assist the Supervisory Board of C. Kersten en Co. N.V. (resp. the "Supervisory Board" of the "Company") in fulfilling its responsibility to the shareholders by developing, evaluating, monitoring and making recommendations to the Supervisory Board with respect to the corporate governance policy and procedures applicable to the Company and its affiliated enterprises ("the Kersten Group").

## 2. COMPOSITION

- 2.1 The Committee shall consist of at least two Supervisory Board members. Committee members shall meet the independence requirements as stipulated in paragraph 2.1.3 of the Corporate Governance Code of the Kersten Group.
- 2.2 Each member of the Committee should be capable of making a valuable contribution to the Committee such that the Committee, collectively, has the appropriate knowledge, expertise, and professional experience concerning human resources, corporate governance, and remuneration policy and practices.
- 2.3 The members of the Committee shall be appointed and may be replaced at any time by the Supervisory Board. The Supervisory Board shall appoint one of the members of the Supervisory Board as chairperson of the Committee.
- 2.4 The Committee shall not be chaired by the chairperson of the Supervisory Board or by a former member of the Board of Directors, as stipulated in paragraph 2.5.2 of the Corporate Governance Code of the Kersten Group.

## 3. GOVERNANCE RESPONSIBILITIES

- 3.1 Governance tasks:
  - a) Ensure that the corporate governance of the Kersten Group and the policy upon which it is based are fully transparent and described in the Annual Account and to the General Meeting of Shareholders;
  - b) Perform an annual evaluation of the principles of the Corporate Governance Code of the Kersten Group;
  - c) Propose improvements to the Supervisory Board and to the General Meeting of Shareholders regarding the aforementioned matters;
  - d) Advise the Supervisory Board on any proposed changes to the Supervisory Board regulations, the Supervisory Board Committee charters, and the Board of Directors' regulations;
  - e) Monitor the external positions of Supervisory Board members and members of the Board of Directors;
  - f) Ensure compliance with statutory and legal requirements and regulations.

## 4. ORGANIZATION

- 4.1 The Committee shall meet at least two times a year at the call of the chairperson. Additional meetings may be scheduled at the request of any of its members.
- 4.2 The chairperson shall preside over the meetings of the Committee.
- 4.3 The minutes of the meetings of the Committee shall be circulated as soon as possible after the meeting among all members of the Committee.
- 4.4 The Committee shall establish its own charter.
- 4.5 The Committee is entitled to engage outside counsel if it thinks this to be appropriate.
- 4.6 A report on the actions taken by the Committee is provided by the chair of the Committee at each subsequent meeting of the full Supervisory Board.
- 4.7 Every Supervisory Board member shall have unrestricted access to all records of the Committee.
- 4.8 Every two years, or at least on April 16, 2027, the Governance Committee will evaluate the adequacy of this Charter to determine if it still meets the required standards and its aspirations.

## 5. APPROVAL

Revised and approved by the Supervisory Board of C. Kersten en Co. N.V. on **April 16, 2025.**

On behalf of the Board of Directors of C. Kersten en Co. N.V.,  
Mr. Vishal Jadnanansing, Chief Executive Officer

On behalf of the Supervisory Board of C. Kersten en Co. N.V.,  
Mr. Michael Kembel, Chairperson

