

# CORPORATE GOVERNANCE STATEMENT

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The Dutch Corporate Governance Code requires companies to publish a statement on their approach to corporate governance and their compliance with the Code. Reference is made to this requirement in Article 2a in conjunction with Articles 3 through 3b of the Decree on the Content of Directors' Reports (Besluit inhoud bestuursverslag), last amended on 3 February 2026, as well as to the required information pursuant to Article 10 of the Takeover Decree (Besluit artikel 10 overnamerichtlijn).

The information that must be included in this Corporate Governance statement is incorporated in this statement and repeated herein by way of cross-reference. This information can be found in the sections of the 2025 annual report listed below. The full 2025 annual report is available at <https://annualreport.sligrofoodgroup.nl/>

- information on compliance with the Dutch Corporate Governance Code, as required under Section 3 of the Decree, is provided in the paragraph 'Compliance with the Dutch Corporate Governance Code' (page 49);
- information on the principal features of the management and control system in connection with the Group's financial reporting process, as required under Section 3a(a) of the Decree, is provided in the paragraph 'Risk management and control systems' (page 53);
- information on the functioning of the Annual General Meeting and its principal powers, and on the rights of shareholders and how they can be exercised, as required under Section 3a(b) of the Decree, is provided in the paragraph 'General Meeting' (page 48);
- information on the composition and performance of the Executive Board, as required under Section 3a(c) of the Decree, is provided in the paragraphs 'Executive Board' (page 47), 'Executive Board member details' (page 50) and 'Evaluation' (page 65);
- information on the composition and performance of the Supervisory Board and its committees, as required under Section 3a(c) of the Decree, is provided in the paragraphs 'Supervisory Board member details' (page 51) and 'Report of the Supervisory Board' (page 62);
- information on the policy on diversity in the composition of the Executive Board and the Supervisory Board, as required under Section 3a(d) of the Decree, is provided in the paragraphs 'Diversity policy and reporting on diversity' (page 48), 'Diversity' (page 120) and 'Targets' (page 121);
- information on the inclusion of information required under the Decree implementing Article 10 of the Takeover Directive, as required under Section 3b of the Decree, can be found in the section 'Decree implementing Article 10 of the Takeover Directive'.

## **Decree implementing Article 10 of the Takeover Directive**

Insofar as applicable, references are also given below to information included pursuant to the Decree implementing Article 10 of the Takeover Directive (*Besluit artikel 10 overnamerichtlijn*):

- information on the capital structure, the existence of different types of shares and the associated rights and obligations and the percentage of issued share capital represented by each type is provided in Note 19 'Shareholders' equity' on page 193 of the financial statements;
- information on limitations imposed on the transfer of shares or depositary receipts issued with the Group's cooperation is provided in the paragraph 'Anti-takeover measures' (page 48);
- information on the mechanism for auditing the scheme that assigns rights to employees to take or acquire shares in the capital of the Group is provided in Note 5 'Employee-related items' on page 178 of the financial statements;
- information on limitations on voting rights, deadlines for exercising voting rights and the issue of depositary receipts with the Group's cooperation is provided in the paragraph 'Corporate Governance' (page 47);
- information on the regulations regarding appointment and dismissal of Executive Board members and Supervisory Board members and amendments to the articles of association is provided in the paragraph 'Supervisory Board' (page 47);
- information on the powers of the Executive Board, in particular to issue shares in the Group and to acquire own shares by the Group, is provided in the paragraph 'Executive Board' (page 47) and in the paragraph 'General Meeting' (page 48);
- information on important agreements to which the Group is party and that are entered into, amended or terminated subject to a change of control over the Group is provided in Note 22 'Loans' on page 195 of the financial statements.