

**Key terms of the contract under which Mr. van de Kraats will perform his services as executive director**

27 May 2026

Information provided pursuant to best practice provision 3.4.2 of the Corporate Governance Code.

During the term of his appointment which is tabled for the 2026 AGM, Mr. Van de Kraats will receive a fixed remuneration of EUR 4,200 per day worked. He will not be entitled to any variable remuneration, benefits or other compensation. The remuneration arrangements are within the limits of the OCI Executive Directors' remuneration policy. The remuneration of Mr. Van de Kraats will therefore not be subject of a vote at the AGM.