



TERMS OF REFERENCE BOARD SUSTAINABILITY CONTACTS

Adopted by the Board on 27 September 2023, version 1.0

1. INTRODUCTION

- 1.1 The Board previously nominated a number of Board contacts (Board Sustainability Contacts) for the purpose of guiding JDE Peet's NV (the Company) management in relation to, and staying abreast of, Sustainability and related matters.
- 1.2 These terms of reference (Terms) provide guiding principles in relation to the Board Sustainability Contacts.
- 1.3 The Board Sustainability Contacts do not constitute a committee of the Board (as contemplated under Article 2.3.2. of the Dutch Corporate Governance Code). In line with the Values of the Company, these terms of reference are not intended to create, and should not lead, to additional bureaucracy.
- 1.4 These Terms are subject to the investor rights agreement entered into by the Company and certain investors in the Company in relation to, among other things, the governance structure of the Company (the IRA). In the event of any conflict and/or inconsistency between these Terms and the IRA, the IRA shall prevail.

2. APPOINTMENT; MEETINGS

- 2.1 The Board shall at all times appoint at least one Board Sustainability Contact, until such time that the Board decides otherwise. A Board Sustainability Contact may not be an Executive Director.
- 2.2 The term of office of a Board Sustainability Contact may, but need not, be set by the Board. A Board Sustainability Contact may be removed or replaced at any time by the Board.
- 2.3 Each Board Sustainability Contact shall:
 - possess relevant business know-how and adequate understanding of sustainability-related matters relevant to the sustainability strategies and activities of the Company and its subsidiaries; and
 - stay abreast of key current and emerging ESG trends and related risks that could reasonably be expected to impact (or have an impact) on the company, its performance, reputation and/or strategy.
- 2.4 The Board Sustainability Contacts shall meet with the Company Vice President—Sustainability and other relevant members of the Company's management not less than two times per year. During such meetings the Company Vice President—Sustainability (and if applicable other relevant members of Company management) shall discuss, and the Board Sustainability Contacts shall if relevant provide guidance, feedback and advice with respect to, the Company's sustainability strategies, objectives, initiatives, activities, risks and other matters.
- 2.5 Meetings of the Board Sustainability Contacts may be held by telephone, videoconference or other electronic forms of direct communication.
- 2.6 The Board Sustainability Contacts shall from time to time update the Board in relation to their meetings under Article 2.4 above.

3. MISCELLANEOUS

- 3.1 The Board may at any time amend or cancel these Terms.

DOCUMENT HISTORY

VERSION **EFFECTIVE DATE**

1.0 27 September 2023
