

## Main elements of the 2022-2024 service agreement with Mr. Piet van der Slikke

In conformity with the Dutch Corporate Governance Code, subject to his reappointment as member of the Management Board, a service agreement is entered into between IMCD N.V. and Piet van der Slikke. The key elements are listed below.

| Main elements                            | Contract provision IMCD N.V.  |
|--|---|
| <b>Name</b>                              | Piet van der Slikke   |
| <b>Nationality</b>                       | Dutch   |
| <b>Date of reappointment</b>             | 2 May 2022  |
| <b>Term</b>                              | Two years, i.e., until the end of the AGM to be held in 2024.   |
| <b>Fixed annual base salary</b>          | <p>After incorporation of a 5% increase at contract renewal, Mr. Van der Slikke receives a fixed gross annual base salary of EUR 709,542 for his services in 2022.</p> <p>Within the remuneration policy for the Management Board adjustment of the base salary may take place if and when the Supervisory Board considers it appropriate.</p>  |
| <b>Annual cash bonus</b>                 | Mr. Van der Slikke participates in the bonus scheme for the Management Board, as a result of which he may be entitled to receive an annual performance related cash bonus. The 'at target' award equals 6 months of gross base salary, with a cap at 9 months gross base salary.  |
| <b>Long term incentive plan</b>          | <p>Mr. Van der Slikke participates in the long-term incentive plan for the management Board, pursuant to which he receives conditional performance shares for an 'at target' award value of 12 months gross base salary. Shares may vest based on performance after a 3-year performance period.</p> <p>The maximum opportunity (capped) in case of overachievement is share vesting for a value equaling 18 months of gross base salary (150% of the 'at target' award). A further holding period of 2 years applies in line with the Dutch Corporate Governance Code.</p> |
| <b>Other remuneration components</b>     | Mr. Van der Slikke is entitled to receive certain fringe benefits such as, among others, a company car, mobile phone, insurance, and reimbursements of costs incurred.  |
| <b>Severance payment / notice period</b> | <p>The service agreement can be terminated by both parties subject to a notice period of 6 months.</p> <p>In case of dismissal, the service agreement contains severance provisions which provide for a maximum severance pay equal to the gross fixed annual base salary of one year. Severance pay is subject to a fairness review.</p>   |
| <b>Pension</b>                           | <p>Mr. Van der Slikke participates in the "IMCD pension scheme", a collective defined benefit plan based on average pay, insured by AEGON Levensverzekering N.V.</p> <p>The pensionable salary is capped in accordance with Dutch law. The pension contribution paid by IMCD in any year is reported on in the Remuneration Report. For 2021 the contribution amounted to 36,391.</p>   |

## Main elements of the 2022-2026 service agreement with Mr. Hans Kooijmans

In conformity with the Dutch Corporate Governance Code, subject to his reappointment as member of the Management Board, a service agreement is entered into between IMCD N.V. and Hans Kooijmans. The key elements are listed below.

| <b>Main elements</b>                     | <b>Contract provision IMCD N.V.</b>  |
|--|--|
| <b>Name</b>                              | Hans Kooijmans   |
| <b>Nationality</b>                       | Dutch  |
| <b>Date of reappointment</b>             | 2 May 2022   |
| <b>Term</b>                              | Four years, i.e., until the end of the AGM to be held in 2026.   |
| <b>Fixed annual base salary</b>          | <p>After incorporation of a 5% increase at contract renewal, Mr. Kooijmans receives a fixed gross annual base salary of EUR 552,731 for his services in 2022.</p> <p>Within the remuneration policy for the Management Board adjustment of the base salary may take place if and when the Supervisory Board considers it appropriate.</p>  |
| <b>Annual cash bonus</b>                 | Mr. Kooijmans participates in the bonus scheme for the Management Board, as a result of which he may be entitled to receive an annual performance related cash bonus. The 'at target' award equals 6 months of gross base salary, with a cap at 9 months gross base salary.  |
| <b>Long term incentive plan</b>          | <p>Mr. Kooijmans participates in the long-term incentive plan for the management Board, pursuant to which he receives conditional performance shares for an 'at target' award value of 12 months gross base salary. Shares may vest based on performance after a 3-year performance period.</p> <p>The maximum opportunity (capped) in case of overachievement is share vesting for a value equaling 18 months of gross base salary (150% of the 'at target' award). A further holding period of 2 years applies in line with the Dutch Corporate Governance Code.</p> |
| <b>Other remuneration components</b>     | Mr. Kooijmans is entitled to receive certain fringe benefits such as, among others, a company car, mobile phone, insurance, and reimbursements of costs incurred.  |
| <b>Severance payment / notice period</b> | <p>The service agreement can be terminated by both parties subject to a notice period of 6 months.</p> <p>In case of dismissal, the service agreement contains severance provisions which provide for a maximum severance pay equal to the gross fixed annual base salary of one year. Severance pay is subject to a fairness review.</p>  |
| <b>Pension</b>                           | <p>Mr. Kooijmans participates in the "IMCD pension scheme", a collective defined benefit plan based on average pay, insured by AEGON Levensverzekering N.V.</p> <p>The pensionable salary is capped in accordance with Dutch law. The pension contribution paid by IMCD in any year is reported on in the Remuneration Report. For 2021 the contribution amounted to 36,680.</p>   |

## Main elements of the 2022-2026 service agreement with Mr. Marcus Jordan

In conformity with the Dutch Corporate Governance Code, subject to his appointment as member of the Management Board, a service agreement is entered into between IMCD N.V. and Marcus Jordan. The key elements are listed below.

| Main elements                            | Contract provision IMCD N.V.  |
|--|---|
| <b>Name</b>                              | Marcus Jordan   |
| <b>Nationality</b>                       | British   |
| <b>Date of appointment</b>               | 2 May 2022  |
| <b>Term</b>                              | Four years, i.e., until the end of the AGM to be held in 2026.  |
| <b>Fixed annual base salary</b>          | <p>Mr. Jordan receives a fixed gross annual base salary of EUR 485,000 for his services.</p> <p>Within the remuneration policy for the Management Board adjustment of the base salary may take place if and when the Supervisory Board considers it appropriate.</p>  |
| <b>Annual cash bonus</b>                 | Mr. Jordan participates in the bonus scheme for the Management Board, as a result of which he may be entitled to receive an annual performance related cash bonus. The 'at target' award equals 6 months of gross base salary, with a cap at 9 months gross base salary.  |
| <b>Long term incentive plan</b>          | <p>Mr. Jordan participates in the long-term incentive plan for the management Board, pursuant to which he receives conditional performance shares for an 'at target' award value of 12 months gross base salary. Shares may vest based on performance after a 3-year performance period.</p> <p>The maximum opportunity (capped) in case of overachievement is share vesting for a value equaling 18 months of gross base salary (150% of the 'at target' award). A further holding period of 2 years applies in line with the Dutch Corporate Governance Code.</p> |
| <b>Other remuneration components</b>     | Mr. Jordan is entitled to receive certain fringe benefits such as, among others, a company car, mobile phone, insurance, and reimbursements of costs incurred. Due to the foreseen relocation of his family, temporary housing is provided as well as an allowance to cover international schooling costs.  |
| <b>Severance payment / notice period</b> | <p>The service agreement can be terminated by both parties subject to a notice period of 6 months.</p> <p>In case of dismissal, the service agreement contains severance provisions which provide for a maximum severance pay equal to the gross fixed annual base salary of one year. Severance pay is subject to a fairness review.</p>   |
| <b>Pension</b>                           | 10% of base salary with a cap of EUR 50,000   |

The above remuneration package is set within the boundaries of the Remuneration Policy for the Management Board as approved by the General Meeting of Shareholders in 2020 and currently in place.