

COMPLETE PROPOSALS

In connection with holding of annual general meeting in FirstFarms A/S, CVR no. 28 31 25 04 (“FirstFarms” or “The Company”) on 29 April 2025.

The complete proposals listed below belong to the agenda's item 1 – 8.

1. Report on the company's activities

The Board of Directors recommends taking cognizance of the verbal statement from the chairman of The Board of Directors on the annual general meeting.

2. Presentation and adoption of the annual report with auditor's report for approval and discharge of the Board of Directors from their obligation, having adopted the accounts

The Board of Directors recommends that the audited annual report is approved, and to discharge the Board of Directors from their obligation, having adopted the accounts.

3. Decision about utilisation of profit or covering of loss according to the approved annual report

A shareholder has proposed that a dividend is paid corresponding to a return of at least 3% of the share price. At the rate of the day on 26.7.2024 of 80, the dividend would therefore have amounted to 2.40 DKK per share. The proposal cannot be put to a vote, as the Board of Directors does not propose distribution of dividends.

The Board of Directors recommends that from the profit after tax of 16.349 mDKK is forwarded to next year. Dividend is not proposed distributed.

4. Approval of remuneration to the Board of Directors

The Board of Directors recommends that the remuneration to the Board of Directors for 2025 is changed compared to 2024, so the chairman of the Board of Directors is yearly receiving DKK 240,000, the vice-chairman, the chairman of the audit committee and the chairman of the remuneration and nomination committee each receive DKK 120,000 yearly and other members of the Board of Directors is yearly receiving DKK 100,000 each.

5. Presentation of and advisory vote on the remuneration report for 2024

The Board of Directors recommends that annual general meeting approves the remuneration report for 2024. The remuneration report is prepared in accordance with section 139 b of the Danish Companies Act and provides an overview of the remuneration of the company's Board of Directors and Executive Management in 2024. The remuneration report is available on the company's website www.firstfarms.com.

6. Proposals from the Board of Directors and shareholders

6.a Authorisation to acquire own shares

The Board of Directors proposes that the Board of Directors is authorised, in the period until the next annual general meeting, to let the company acquire own shares within a total nominal value of 10 % of the company's share capital at a price that must not deviate more than 10 % from the price quoted at the time of such purchase on Nasdaq Copenhagen A/S.

6.b Authorisation to the chairman of the meeting

The Board of Directors proposes that the chairman of the meeting with substitution right is given authorisation to report the adopted amendments and undertake the amendments in the adopted, which the Danish Business Authority or other authorities might demand, or request carried out as condition for registration or approval.

7. Election of board members

Pursuant to section 11.2 of the Articles of Association, board members are elected by the general meeting for a period of one year but may be re-elected. The Board of Directors proposes re-election of Henrik Hougaard, Asbjørn Børsting, Bendt Wedell, Claus Ewers and Lise Kaae. Information on the management positions of the current board members is provided in the annual report for 2024.

The Board of Directors also proposes that Jesper Pagh is elected to the Board of Directors. Information about Jesper Pagh's leadership tasks can be found in attached appendix A.

8. Election of auditor

The Board of Directors recommends re-election of PricewaterhouseCoopers, CVR no. 33 77 12 31, as the company's auditor in relation to statutory financial and sustainability reporting in accordance with the Audit Committee's recommendation. The Board of Directors also proposes the possibility of dismissing (and deregistration) the sustainability auditor if the requirement of sustainability reporting is waived. The Audit Committee has not been influenced by third parties and has not been subject to any agreement with a third party that limits the general meeting's election to certain auditors or audit firms.

For adoption of the proposals under item 2–8, simple majority of votes is required, however the remuneration report under item 5 is presented for indicative voting only.

APPENDIX A.



Jesper Pagh

Born: 1977

Education: Cand.agro. from University of Copenhagen, General Management Program from Harvard Business School

Management functions

DLG Group 2004-2025 – **Various management positions with the DLG Group, agricultural and food activities and member of the Executive Board from 2021-2025**

2024 – 2025: **Acting Group CEO, DLG Group**

2021 – 2024: **COO, DLG Group**

2020 – 2021: **EVP, CCO, DLG Group**

2019 – 2020: **EVP, Animal Nutrition, DLG Group**

2013 – 2019: **Group Vice President, DLG Group**

Board functions

2024 – now: **Board member, FOSS Analytics A/S**

2024 – 2025: **Chairman of the Board, DanHatch Holding A/S**

2023 – 2025: **Board member, BioCirc Group Holding ApS**

2021 – 2025: **Vice chairman, Danæg Holding A/S**

2020 – 2025: **Board member, HaBeMa**

Competences

- Agricultural and food production
- M&A
- Strategy development and implementation
- Commercialisation of sustainable solutions
- Business transformation