



# JDE PEET'S AGM 2025

## Invitation to attend JDE Peet's Annual General Meeting of Shareholders on 19 June 2025

JDE Peet's N.V. (JDE Peet's) invites its shareholders to its Annual General Meeting of Shareholders (the AGM), which will be held at 10:00 am CET on Thursday 19 June 2025, for the purpose of considering the following business. The AGM will be held at the Double Tree by Hilton Hotel Amsterdam City Centre, Oosterdoksstraat 4, 1011 DK Amsterdam, the Netherlands. Registration will start at 9:30 am CET. Kindly note the AGM will be conducted in English and will not be broadcast.

### Agenda

1. **Opening**
2. **Annual Report and Financial Statements 2024**
  - a. Report of the Board (including sustainability statements) for 2024
  - b. Remuneration Report 2024 (advisory vote)
  - c. Proposal to adopt the 2024 financial statements (voting item)
3. **Dividend distribution**
  - a. Explanation of the policy on additions to reserves and dividend
  - b. Proposal to adopt the dividend proposal for 2024 (voting item)
4. **Discharge of the members of the Board**
  - a. Proposal to discharge the executive members of the Board in respect of their duties during 2024 (voting item)
  - b. Proposal to discharge the non-executive members of the Board in respect of their duties during 2024 (voting item)
5. **Composition of the Board**
  - a. Proposal to appoint Mr. Oliveira as executive member of the Board (voting item)
  - b. Proposal to appoint Mr. de Groot as non-executive member of the Board (voting item)
  - c. Proposal to reappoint Mr. Creus as non-executive member of the Board (voting item)
  - d. Proposal to reappoint Mr. Engelen as non-executive member of the Board (voting item)
6. **Directors' Remuneration**
  - a. Proposal to adopt the Remuneration Policy (voting item)
  - b. Proposal to adopt a one-off option grant to Mr. Oliveira (voting item)
7. **(Re)appoint Deloitte Accountants B.V.**
  - a. Proposal to reappoint Deloitte Accountants B.V. as external auditor of JDE Peet's to audit the financial statements for the financial year 2026 (voting item)
  - b. Proposal to appoint Deloitte Accountants B.V. as external auditor of JDE Peet's to provide assurance on the sustainability statements for the financial years 2025 and 2026 (voting item)



### 8. Authorisations of the Board

- a. Proposal to authorise the Board to acquire up to 10% of the ordinary shares of JDE Peet's (voting item)
- b. Proposal to cancel ordinary shares acquired by JDE Peet's in its own capital (voting item)
- c. Proposal to authorise the Board to issue up to 10% of ordinary shares of JDE Peet's and to restrict or exclude pre-emptive rights (voting item)
- d. Proposal to authorise the Board to issue up to 40% of ordinary shares of JDE Peet's in connection with a rights issue (voting item)

### 9. Any other business

### 10. Closing of the AGM

## Meeting Documents

The agenda with the explanatory notes thereto, the 2024 Annual Report, including the financial statements, the sustainability statements and the Remuneration Report, as well as the Remuneration Policy (the Meeting Documents), are available at [JDE Peet's website](#), or available for review at the head office of JDE Peet's, Oosterdoksstraat 80, 1011 DK Amsterdam.

## Record date

Those shareholders who are registered in one of the (sub)registers designated by the Board on Thursday 22 May 2025, after closing of the books (the Record Date), have the right to attend the AGM and exercise their voting rights in accordance with the number of shares held at the Record Date. The designated (sub)registers are the administration records of the intermediaries in the meaning of the Securities Giro Act (*Wet Giraal Effectenverkeer*) and the shareholder register of JDE Peet's.

## Registration

Shareholders of electronic securities (or their authorised representatives), who wish to attend this AGM in person or by proxy, should register electronically with ABN AMRO (via [www.abnamro.com/evoting](http://www.abnamro.com/evoting)), or through their intermediaries at which their shares are administered, between Friday 23 May 2025 and Friday 13 June 2025 at 12:00 noon CET at the latest. Upon registration, shareholders will be requested to choose whether they will attend the AGM and/or whether they will give a proxy with voting instructions, all as referred to below.

For this purpose, the intermediaries of shares that have been registered shall, no later than Friday 13 June 2025 at 5:00 pm CET, provide ABN AMRO (via [www.abnamro.com/evoting](http://www.abnamro.com/evoting)) with an electronic statement that includes the number of shares held on the Record Date by the shareholder concerned, for those shareholders that applied for registration. In addition, the intermediaries are requested to include the full address details, as well as the valid email address and securities account of the relevant shareholder, in order to be able to verify the shareholding on the Record Date. The certificate of the registration, supplied by ABN AMRO via the relevant intermediary, will serve as admission to the AGM and must be presented upon arrival at the AGM.

Shareholders registered in JDE Peet's shareholders register, who wish to attend the AGM, should register directly, via [ir@jdepeets.com](mailto:ir@jdepeets.com), by Friday 13 June 2025 at 12:00 noon CET at the latest. The confirmation of registration will serve as admission to the AGM and must be presented upon arrival at the AGM. If these shareholders wish to give a proxy with voting instructions, the proxy will be sent to these shareholders upon written request, and must be received by JDE Peet's via [ir@jdepeets.com](mailto:ir@jdepeets.com), by Friday 13 June 2025 at 12:00 noon CET at the latest.



Shareholders and proxy holders who have registered and wish to attend the AGM in person, and who will not issue voting instructions to the notary, are requested to vote electronically at the AGM by using their own electronic device (smartphone, tablet or laptop). In addition, JDE Peet's will have voting devices available in case shareholders or proxy holders are unable to use their own electronic device.

### **Voting instructions**

Shareholders who are unable to attend the AGM and/or do not wish to vote during the AGM, may also, without prejudice to the above with regard to registration, give their voting instructions to Mrs. J.J.C.A. Leemrijse, civil law notary with A&O Shearman in Amsterdam, or her substitute. Shareholders can do so via [www.abnamro.com/evoting](http://www.abnamro.com/evoting), no later than Friday 13 June 2025 at 12:00 noon CET.

### **Registration and identification at the AGM**

Registration for admission to the AGM will start at 9:30 am CET until the commencement of the AGM at 10:00 am CET. After this time, registration is no longer possible. Persons entitled to take part in the AGM may be asked to identify themselves prior to being admitted to the AGM and are therefore asked to bring a valid identity document along (a passport or a driving licence) to the AGM as well as the certificate of registration. For directions to the AGM location: [Double Tree by Hilton Hotel Amsterdam City Centre](#). The meeting location may be changed as a result of unforeseen circumstances or in view of unexpected high attendance.

### **The Board of Directors**

Amsterdam, The Netherlands  
8 May 2025

### **For more information please contact:**

JDE Peet's Investor Relations  
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