

Minutes of the

Extraordinary General Meeting of Shareholders of Alfen N.V.

held on 3 December 2024

(1) Opening

The Chairman of the Supervisory Board – Mr. Ten Hove – opened the extraordinary General Meeting of Shareholders of Alfen N.V. and welcomed the attendees. The Chairman introduced the persons at the table and those persons participating remotely. Ms. Van der Vlist – attending the meeting in person – member of the Supervisory Board and Chair of the HR Committee. Ms. Anhalt – participating remotely – member of the Supervisory Board and Audit Committee, and Mr. Ackermans – participating remotely – member of the Supervisory Board and Chair of the Audit Committee. And furthermore, attending the meeting in person Messrs. Roeleveld – member of the Management Board and CEO – and Krap, interim CFO.

Before the Chairman proceeded with the agenda, he addressed certain formalities.

The notice convening the extraordinary General Meeting of Shareholders was given in accordance with article 37 of the articles of association.

The notice convening the extraordinary General Meeting of Shareholders was published on the website of Alfen on 22 October 2024. As of this date, the agenda and explanatory notes to the agenda were available for inspection and could be obtained free of charge at the head office of Alfen in Almere.

The record date for this meeting was 5 November 2024.

Ms. Yvonne Wiersma (Company Secretary) was designated by the Chairman to prepare minutes of the meeting.

The Chairman noted that there was opportunity to raise questions after the explanatory statement under the agenda item.

(2) Notification of the intended appointment of Mr. Krap as member of the Management Board

The Chairman noted that the agenda item was a non-voting item and was presented to the General Meeting of Shareholders for discussion.

The Chairman proceeded to explain that the Supervisory Board intends to appoint Mr. Onno Krap as a member of the Management Board of Alfen N.V. for a four-year term, commencing on 1 January 2025 and ending on 31 December 2028.

Mr. Krap (born in 1965, Dutch) joined Alfen as interim CFO in May 2024. Prior to this, he served as CFO at Kinly, Exact Software, and Crucell. The Supervisory Board considers Mr. Krap to be a valuable addition, recognizing his significant contributions and leadership within a short period. The decision to propose his appointment is based on his strong performance as interim CFO, effective leadership, and constructive collaboration with the Supervisory Board. Additionally, Alfen employees are supportive of this intended appointment.

The works council has been consulted and has provided its advice on the proposed appointment, which has been published on Alfen's website.

The Chairman further noted that the notification to the General Meeting of Shareholders regarding the intended appointment is made in accordance with article 14.1 of the articles of association of Alfen N.V.

Regarding Mr. Krap's remuneration, reference was made to the 2024 Remuneration Policy for the Management Board. The Chairman provided a summary of the key terms of the proposed appointment:

Term of office: 4 years, from 1 January 2025 to 31 December 2028

Annual fixed base salary: EUR 356,250 (based on the 2024 level)

Variable remuneration: eligible for both a short-term incentive and long-term incentive, in accordance with the 2024 Remuneration Policy for the Management Board

The Chairman then invited Mr. Krap to introduce himself to the shareholders in attendance. Mr. Krap provided a detailed overview of his professional experience and expertise. Following this, the Chairman opened the floor for questions or comments from the attending shareholders.

Mr. Dekker raised several questions regarding Mr. Krap's background, the recruitment and selection process, and the employee co-determination procedure with the works council. These questions were addressed by Mr. Krap and the Chairman, as appropriate.

Following this, Mr. De Vries posed additional questions and shared comments on the proposed appointment, to which the Chairman provided a response.

None of the attending shareholders expressed any objections to Mr. Krap's intended appointment and extended their best wishes for his success in his new role.

The Chairman concluded that there were no further questions and closed the deliberations.

(3) Closing

The Chairman closed the meeting.

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