

Minutes of the
Extraordinary General Meeting of Shareholders of Alfen N.V.
held on 31 October 2025

(1) Opening

The Chair of the Supervisory Board – Mr. Ten Hove – opened the extraordinary General Meeting of Shareholders of Alfen N.V. and welcomed the attendees. The Chair introduced the persons at the table. Mr. Ackermans member of the Supervisory Board and Chair of the Audit Committee. And furthermore, Messrs. Roeleveld, Krap and Colijn.

Before the Chair proceeded with the agenda, certain formalities were addressed.

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 19 September 2025. 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 3 October 2025.

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

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

**2. Notification of the contemplated appointment of Mr. Michael Colijn as member and Chair of the Management Board (*statutair bestuurder*)
(discussion item)**

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

The Chair proceeded to explain that the Supervisory Board intends to appoint Mr. Michael Colijn as member and Chair of the Management Board (*statutair bestuurder*) of the Company with effect as of 1 November 2025 for a term of four years ending on 31 October 2029.

The contemplated appointment of Michael Colijn (born 1973, Dutch) ensures a careful and timely succession following Marco Roeleveld's decision to retire early and step down from his position for health considerations. Colijn brings a strong background in leadership within the energy and technology sectors, with extensive expertise in smart energy systems and sustainable mobility. In his most recent position as CEO of Heliox, a market leader in smart energy management solutions and fast-charging systems for public transport, e-trucks and port equipment, Colijn successfully drove growth and innovation. Michael Colijn brings a proven track record in shaping business strategy, leading strong teams, and growing companies in complex and fast-changing markets.

The Supervisory Board believes that Michael Colijn's valuable expertise, combined with his leadership capabilities, will be important in driving Alfen's strategic ambitions forward. His experience in complex and dynamic markets aligns closely with the strategic priorities of Alfen. The Supervisory Board is confident that, under Colijn's leadership, Alfen will further advance

its strategic direction, strengthening its position as a market leader and creating long-term value for all stakeholders, including employees, customers, and suppliers.

The Works Council has been requested to render its advice on the proposed appointment, which advice has been published on the website of the Company.

The Chair 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. Colijn's remuneration, reference was made to the prevailing Remuneration Policy for the Management Board. The Chair provided a summary of the key terms of the proposed appointment:

Term of appointment: 4 years (1 November 2025 – 31 October 2029)

Annual base salary: EUR 450,000 (2025 level)

Variable Remuneration: STIP and (effective 2026) LTIP in accordance with the prevailing Remuneration Policy for the Management Board

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

Mr. Rienks asked a question about the recruitment and selection process, in particular the speed with which Mr. Colijn was identified as Mr. Roeleveld's successor. The Chair responded that a solid succession planning program is in place, and that strong relationships with external search agencies are maintained as part of the ongoing succession planning process and related efforts. This also allows for the accelerated or immediate initiation of a concrete search process.

Mr. Houtman raised several questions regarding Mr. Colijn's background and his considerations for joining Alfen. These questions were addressed by Mr. Colijn, who expressed that it was a great pleasure to join Alfen, a company at the heart of the energy priorities with long-term growth potential, including grid reinforcement, battery energy storage, and smart EV infrastructure.

None of the attending shareholders raised any objections to Mr. Colijn's appointment, and they extended their best wishes for his success in his new role.

Before concluding the deliberations, the Chair took the opportunity to express sincere gratitude to Mr. Roeleveld for his long-standing contributions to Alfen's success.

(2) **Closing**

The Chairman closed the meeting.

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