

**RESPONSE FROM THE WORKS COUNCIL OF ALFEN N.V., ALFEN B.V., ALFEN INTERNATIONAL B.V.,
ALFEN PROJECTS B.V. AND ALFEN ICU B.V.**

From: the Works Council (the "**Works Council**") of van Alfen N.V., Alfen B.V., Alfen International B.V. Alfen Projects B.V. en Alfen ICU B.V. (the "**Companies**")

To: the Management Board of the Companies

Date: 25 July 2025

Subject: **Consultation request dated 16 July 2025**

Dear members of the Management Board of the Companies,

On 16 July 2025 in accordance with Article 30 (and article 25, paragraph 1, sub (i) and (j) of the Works Council Act (WOR)), your board submitted a consultation request dated July 16, 2025 in which you informed the Works Council about the intended decision regarding the appointment of Michael Colijn as a Chief Executive Officer (CEO) and statutory Director of Alfen N.V., and all of its subsidiaries, including the Companies , as described and defined in the consultation request (the "Consultation Request"). The Consultation Request is attached to this letter as Annex 1.

1.3 Overview of Provided Information

The Works Council has received all the information it needs to make an informed decision. The Works Council met Michael Colijn on 23 July 2025. The meeting was constructive and Michael answered all our questions. The Works Council has no further questions regarding the intended decision for the appointment of Michael Colijn as Chief Executive Officer and statutory Director of Alfen N.V. and all the subsidiaries, including the Companies as described and defined in the Consultation Request. On 23 July 2025, oral information about the intended decision and the timeline was provided in a Works Council Consultation meeting.

1.2 Confidentiality

The Works Council confirms its commitment to observe the confidentiality obligation in accordance with Article 20 of the Works Council Act (WOR).

1.3 Advice

You have provided the Works Council the opportunity to give advice pursuant to Article 30 and Article 25, paragraph 1, sub (i) and (j) of the Works Council Act (WOR) regarding the intended decision as described in the Consultation Request. The Works Council hereby issues a positive advice to the Management Board and the Supervisory Board to propose to the annual general shareholders meeting to appoint Michael Colijn as a CEO and statutory director of Alfen N.V. and all its subsidiaries, including the Companies.

The Works Council bases this positive advice on the information provided up to now. The Works Council reserves the right to provide a deviating or negative advice in case of new or additional information.

With kind regards,

Jan-Jaap Koudstaal

Chairman of the works council

