

Agenda for the Extraordinary General Meeting of Shareholders of Alfen N.V.

Agenda for the Extraordinary General Meeting of Shareholders (the **EGM**) of Alfen N.V., Almere, the Netherlands (the **Company**) to be held on **31 October 2025 at 8:30 (CET)** at the head office of the Company (address: Hefbrugweg 79, 1332 AM Almere).

The following agenda items are scheduled for this EGM:

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

EXPLANATORY NOTES TO THE AGENDA

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

The Supervisory Board wishes 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.

During the EGM, the notification of the contemplated appointment will be provided as requested under article 14.1 of the Articles of Association of the Company. Shareholders will not vote on this agenda item.

With regard to Michael Colijn's remuneration reference is made to the prevailing Remuneration Policy for the Management Board.

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