

Sexual Harassment Policy Statement

Alfen B.V. and Alfen ICU B.V. (“Alfen” or the “Company”) have the mission to boost the energy transition by engineering, manufacturing, integrating and connecting high quality energy solutions that are innovative, reliable and smart.

Alfen actively endorses the principle and spirit of equal opportunity in employment and education. It is the policy of Alfen to recruit, hire, train, pay, promote, discipline, provide benefits and maintain all other conditions of employment in accordance with applicable law without regard to gender.

Any type of verbal or physical harassment or behavior that disrupts or interferes with another’s work, or which creates an intimidating, offensive or hostile work will not be tolerated. This includes everyone working with Alfen.

It is each employee’s responsibility to maintain a workplace free from sexual harassment. Sexual harassment reports will be thoroughly investigated, and violations of this policy treated as serious disciplinary infractions. No employee shall be subjected to retaliation for any good faith report of sexual harassment or for participating in an investigation.

Alfen define sexual harassment as: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a person’s employment.
- submission to or rejection of such conduct by an individual is used as the basis for employment decisions.
- such conduct has a purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.

Examples of verbal or physical conduct include, but are not limited to:

- physical assault;
- direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, or salary.
- a pattern of conduct that would or is intended to cause discomfort or humiliation or both that include: comments of a sexual nature; sexually explicit verbal or written statements, questions, jokes, or anecdotes; propositions of a sexual nature; subtle pressure for sexual activity; touching, patting, hugging, brushing against a person’s body; remarks about sexual activity, experience, or orientation; displays of inappropriate sexually oriented material where others can see it; repeated or unwanted staring; impeding or blocking movement; gesturing.
- continuing to express sexual or social interest after being informed directly that the interest is unwelcome.

Any instance of sexual harassment should be reported to the Alfen confidant as soon as possible. Details can be found in the Alfen Employee Handbook.

Chief Executive Officer Alfen

M. Roeleveld



January 2023