

Diversity and Inclusion Policy Statement

Alfen N.V. including all its subsidiaries (“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 recognizes that for the success of the company, a culture of diversity, equity and inclusion is essential and therefore fosters such a culture.

Alfen is committed to equal opportunity for all employees and applicants and upholds the principles of non-discrimination and decent work as reflected in the ILO core conventions and in Alfen’s Human Rights Policy.

Our human capital is the most asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company’s achievement as well.

We embrace and encourage our employees’ differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Alfen’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees’ varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.
- All employees of Alfen have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from a supervisor or Alfen confidant.

Chief Executive Officer Alfen,

M. Colijn

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