

## Purpose

The purpose of this Human Rights Policy is to guide Alfen in identifying, preventing, and addressing potential human rights impacts across our operations, value chain, and business relationships. This policy provides a clear framework for how Alfen acts responsibly, in line with international standards and applicable laws, and reflects our commitment to respecting the rights and dignity of all individuals affected by our activities. Together with our Code of Conduct and Supplier Code of Conduct, this policy establishes the minimum standards of behaviour expected from everyone working for or with Alfen. The Alfen Management Board trusts that all employees, contractors, and partners will uphold these principles and contribute to a responsible and transparent way of doing business.

## Scope

This Human Rights Policy applies to all Alfen employees and to all entities that Alfen owns or controls. We expect our direct suppliers and business partners to uphold these standards to the extent permitted under their applicable local legislation. We also encourage them to communicate these expectations within their own supply chains and to inform us of any human rights concerns that may arise.

## Our commitment

Alfen is committed to respecting all internationally recognized human rights in line with the International Bill of Human Rights and the ILO's Fundamental Principles and Rights at Work. In addition, we support and promote the principles of the UN Global Compact and encourage partners and stakeholders to advance these shared commitments.

## Our expectations

Our expectations take into consideration the legal framework in the country of origin of our business partners. Alfen expects all employees to comply with the Code of Conduct and to report any concerns through the channels provided under our Whistleblower process. Direct suppliers, contractors, and business partners are required to adhere to our Supplier Code of Conduct, which forms parts of our contractual requirements, and that may also report concerns through the same channels. When concerns are reported, we will work collaboratively with employees and our business partners to address them and promote responsible practices.

To summarize the commitments outlined above, Alfen upholds the following principles across our operations and value chain:

- We prohibit modern slavery in all its forms, including child labour, forced or compulsory labour, servitude, and human trafficking.
- We foster a workplace free from harassment, discrimination, and any inhumane or degrading treatment, and we expect the same from those who work with us.
- We follow applicable labour laws and international standards, including those related to working hours, wages, rest periods, and safe working conditions.
- We respect the rights to freedom of association and collective bargaining, and we uphold the right to freedom of expression, enabling individuals to voice concerns and participate in dialogue without fear of retaliation.

When concerns arise, we aim to work collaboratively with the parties involved to promote responsible outcomes and address issues constructively.

## Our mechanisms

Alfen supports the implementation of this Human Rights Policy through existing governance and compliance processes. Identifying risks enables us to take action and strengthen our performance. Our mechanisms includes:

- Reporting annually on our human rights efforts through the UN Global Compact Communication on Progress.
- Providing confidential and anonymous reporting channels for employees and contractors through our Whistleblowing Policy.
- Requiring all employees to comply with our Code of Conduct, and all direct suppliers to comply with our Supplier Code of Conduct, both of which set explicit human rights standards.
- Continuously integrating human rights considerations into internal processes and working collaboratively with partners to address concerns responsibly

M. Colijn, CEO

March, 2026