

# STAKEHOLDER DIALOGUE POLICY

Alfen N.V.

Adopted by the Management Board on 23 October, 2023

Approved by the Supervisory Board on 3 November, 2023

## 0. INTRODUCTION

- 0.1 This policy has been drawn up by the Management Board pursuant to best practice provision 1.1.5 of the Dutch Corporate Governance Code, subject to any deviations provided for in the comply-or-explain statement of Alfen N.V. (the **Company**).
- 0.2 The adoption or amendment of this policy by the Management Board is subject to prior approval of the Supervisory Board.
- 0.3 This policy will be published on the Company's website.<sup>1</sup>

## 1. PURPOSE OF STAKEHOLDER DIALOGUE

- 1.1 The Company recognizes and acknowledges the importance of having a meaningful dialogue with its stakeholders about sustainability and the Company's strategy (**stakeholder dialogue**).
- 1.2 Meaningful stakeholder dialogue is characterized by two-way communication and depends on the good faith of participants on the sides of both the Company and the stakeholders.
- 1.3 The Company facilitates a stakeholder dialogue unless, in the opinion of the Management Board, this is not in the interests of the Company and its affiliated enterprise.<sup>2</sup>
- 1.4 A stakeholder dialogue focuses on the interests and concerns of stakeholders identified by the Company. The interests and expectations of each stakeholder is set out in **Annex 1**.

## 2. IDENTIFICATION OF STAKEHOLDERS FOR DIALOGUE

- 2.1 Stakeholders are groups and individuals who, directly or indirectly, influence – or are or may be influenced by – the attainment of the Company's objectives and who are as such acknowledged by the Company.
- 2.2 Stakeholder dialogue is context-sensitive. Therefore, the stakeholders who should participate in such dialogue must be identified and determined by the Management Board in consultation with the Supervisory Board, on a case-by-case basis depending on the topic(s) to be discussed.
- 2.3 A stakeholder analysis as referred to in Clause 2.2 must be re-assessed and kept up-to-date by the Management Board to ensure that the Company engages in dialogue with the relevant stakeholders.

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<sup>1</sup> Dutch Corporate Governance Code, best practice provision 1.1.5.

<sup>2</sup> Dutch Corporate Governance Code, best practice provision 1.1.5 (and Section 2:129(2) Dutch Civil Code).

2.4 If the (central) works council of the Company is considered a participant in a stakeholders dialogue, the chair of the works council will be invited to participate in such dialogue in case the stakeholder dialogue will be held collectively. This is also the case when the stakeholder dialogue with the works council has already taken place in regular contacts between the Management Board and the works council (and the Supervisory Board) as referred to in Clause 5.4 of the Management Board By-laws.

### **3. MEETINGS AND CONTACTS**

3.1 The Company uses various methods and channels to engage in dialogue with its stakeholders, depending on the nature, purpose, and frequency of the interaction.

3.2 The Management Board decides whether a stakeholder dialogue will be held with more stakeholders at the same time (collectively) or through (one or more) year-round bilateral contacts between the Company and a specific stakeholder/representative of a group of stakeholders (individually). The different stakeholder expectations are set out and listed in **Annex 1**. The means in which this may take place and how the Management Board engages with the different stakeholders are listed in **Annex 2**.

### **4. MISCELLANEOUS**

4.1 The Management Board shall review and re-assess the adequacy of this policy at least once every three years to ensure that it remains relevant and effective and that it reflects the changing needs and expectation of the Company and its stakeholders.

4.2 The Company continuously seeks to improve its stakeholder dialogue by measuring and evaluating its performance and impact and by incorporating the lessons learned and the best practices of stakeholder engagement.

4.3 This policy may be amended by the Management Board at any time and without any notification being made, subject only to prior Supervisory Board approval.

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## ANNEX I IMPORTANCE AND EXPECTATIONS OF STAKEHOLDERS

- Employees** The Alfen employees are an important stakeholder because their commitment, efforts, collective knowledge, performance and development are the basis for our business and ability to create value for our customers and thereby for our investors and society. For this group, key expectations are:
- A safe and healthy working environment;
  - Diversity promotion and commitment;
  - An engaging culture that nurtures potential where employees thrive;
  - Personal and professional development is promoted.
- Customers** The Alfen customers are important stakeholders because satisfied customers are the foundation for long-term sustainable growth and profitability. For this group, key expectations are:
- the engineering , manufacturing and connecting of high quality energy solutions that are innovative, reliable and smart;
  - Product compliance and safety of delivered goods and services;
  - Communication and cooperation based on honesty and clarity;
  - Deliver what has been promised.
- Shareholders** The Alfen shareholders are an important stakeholder because they are together the owners of the company. For this group, key expectations are:
- Transparent financial-and non-financial reporting;
  - Compliance with laws and regulations;
  - A management board with strong oversight that runs the Company as efficiently as possible;
  - Return on investments.
- Suppliers** The Alfen suppliers are an important stakeholder because they are the providers of high quality raw materials and components which need to be delivered timely to create the solutions for our customers. For this group, key expectations are:
- Ethical business conduct;
  - Long-lasting partnerships based on trust;
  - Clear communication and cooperation.
- Local Communities and society** The local communities and broader society are an important stakeholder for Alfen because many of our employees come from the local community and surroundings and vice versa community involvement helps Alfen to maintain a good connection with innovation partners, schools and results in employee satisfaction. This stakeholder may expect:
- respect national and international laws and regulations;
  - minimize our negative impact on the environment & society;
  - employment opportunities and prosperity of the region;
  - contributions to local schools and/ or events & associations;
  - proudness that a contributor to the energy transition has its location in the area.

## ANNEX 2

<b>Key stakeholders</b>	<b>Means of stakeholder dialogue</b>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Works council meetings</li> <li>• Employee survey</li> <li>• Open dialogue between manager and employee</li> <li>• Townhall meetings</li> <li>• Intranet</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Sales process interactions from first request to signing a contract</li> <li>• After Sales Support</li> <li>• Regular meetings</li> <li>• (Social) media &amp; press releases</li> <li>• Customer Communication</li> <li>• Events and trade shows</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Annual Report &amp; Half year results and meetings in connection therewith</li> <li>• Quarterly earnings and meeting</li> <li>• Annual General Shareholders meetings</li> <li>• Extra ordinary Shareholders meetings</li> <li>• Analyst &amp; investor calls</li> <li>• Conferences &amp; road shows</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Purchase process interactions from request for offer to signing a contract</li> <li>• After purchase support by Supplier</li> <li>• Regular meetings</li> <li>• (Supplier) audits</li> <li>• (Social) media</li> <li>• Trade shows</li> </ul>
<b>Local communities &amp; society</b>	<ul style="list-style-type: none"> <li>• Direct dialogue</li> <li>• Events</li> <li>• Sponsorships and contributions</li> <li>• Alfen Academy</li> <li>• Press</li> </ul>