



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 **3 December 2024 at 13.00 (CET)** at the head office of the Company (address: Hefbrugweg 79, 1332 AM Almere).

The following agenda items are scheduled for this AGM:

- (1) Opening
- (2) Notification of the intended appointment of Mr. Krap as member of the Management Board (discussion item)
- (3) Closing

EXPLANATORY NOTES TO THE AGENDA

2. Notification of the intended appointment of Mr. Krap as member of the Management Board (discussion item)

The Supervisory Board intends to appoint Mr. Onno Krap as member of the Management Board of the Company with effect as of 1 January 2025 for a term of four years ending on 31 December 2028.

Onno Krap (born 1965, Dutch) joined Alfen as interim CFO in May 2024. Prior to joining Alfen, Onno was the CFO of Kinly, Exact Software and Crucell.

The Supervisory Board believes that Onno Krap brings valuable experience and has demonstrated significant added value to the company in a short period of time. The Supervisory Board bases its decision on Onno Krap's performance and effective leadership during his time as interim CFO. The collaboration with the Supervisory Board is strong and the Alfen employees are supportive of this decision.

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 intended 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 Onno Krap's remuneration reference is made to the Remuneration Policy for the Management Board 2024.

Term of appointment: 4 years (1 January 2025 – 31 December 2028)

Annual base salary: € 356,250 (2024 level)

Variable Remuneration: STIP and LTIP in accordance with the Remuneration Policy for the Management Board 2024