

To: Alfen N.V. (the "Company")

For the attention of the Management: Board M. Roeleveld, J. van Rossen and M. Lesh

Reference: Request for advice based on art. 2:145 jo. 2:135a lid 3 B.W.

Our reference: A93

Almere, 14th February 2023

Dear Directors,

We have received your letter with the request for advice, dated 5 January 2023 regarding the proposal to the annual general meeting of shareholders of the Company to change the remuneration policy for the Supervisory Board, whereby you have informed us that the reason for the change is the growth of the Company and the installation of an Audit and HR Committee in the Supervisory Board (the "Letter"). We have held a meeting to discuss the Letter on 10 January 2023.

This letter contains the decision of the Work's Council about the Letter and the proposal of the Supervisory Board.

To be able to come to its conclusion and advice, the Work's Council has received and reviewed the following Supporting Documents:

1. The Letter;
2. The draft Remuneration Policy of the Company for the Supervisory Directors, to be effective as of 1 April 2023 if and when approved by the Shareholders of the AGM on 6 April 2023;
3. The Draft Explanatory Note to the Agenda of the AGM 2023, dated 4 January 2023;
4. Evaluation board remuneration dated 11 November 2022, as received by us on 10 January 2023;

After our review of the Supporting Documents and the meeting on 10<sup>th</sup> of January, 2023, during which we were able to ask our questions, the Work's Council is positive about the proposal to change the remuneration policy for the Supervisory Directors and the installation of an Audit and HR Committee.

The opinion of the Work's Council is that the Supervisory Board members should receive a remuneration which is aligned with the market to be able to maintain them for the Company. Based on these considerations, we provide you with this positive advice for the change of the Supervisory Board remuneration policy.

Kind regards,

Jan-Jaap Koudstaal  
President of the Work's Council

