

RESPONSE FROM THE JOINT WORKS COUNCIL OF ALFEN N.V., ALFEN B.V., ALFEN INTERNATIONAL B.V AND ALFEN ICU B.V.

From: the joint works council (the "**Works Council**") of Alfen N.V., Alfen B.V., Alfen International B.V and Alfen ICU B.V. (the "**Companies**")

To: The management board of the Companies

Date: January 19 2024

Subject: **Request for consent dated December 6, 2023**

Dear members of the management board of the Companies,

On December 6, 2023, your board submitted a request for consent in accordance with Article 30 of the "WOR" (the "Request for Consent"). In this Request for Consent you informed the Works Council about the proposed decision to reappoint Willem Ackermans as vice-chairman and member of the Supervisory Board of Alfen N.V. for a new period of 4 years, commencing at the General Meeting of Shareholders in 2024, as further described in the Request for Consent, which is attached to this letter as Annex 1.

1.1 Overview of information provided by the management board

The Works Council has received all necessary information. The Works Council has no further questions about the intended decision regarding the reappointment of Willem Ackermans as vice-chairman and member of the Supervisory Board of Alfen N.V. as defined in the Request for Consent.

On Tuesday, December 19, 2023, there was a meeting with the relevant committees of the Works Council, Henk ten Hove, Jeanine van der Vlist, Anne van Nood and Marco Roeleveld. During this consultation, verbal information was provided about the proposed decision and the timetable.

1.2 Confidentiality

The Works Council confirms that it will observe the obligation of confidentiality in accordance with Article 20 of the WOR.

1.3 Advice

You have given the Works Council the opportunity to issue advice pursuant to Article 30 of the WOR with regard to the proposed decision as described in the Request for Consent. The Works Council hereby issues its positive advice with regard to the proposed decision as described in the Request for Consent.

The Works Council bases the positive advice on the data provided so far. The Works Council reserves the right to issue a different or negative approval in the event of new or additional information.

Kind regards,

Jan-Jaap Koudstaal

Chairman of the Works Council

Date: January 19, 2024

