



By e-mail via Company secretary Maud Gote: m.gote@alfen.com

Supervisory Board Alfen N.V.

For the attention of: H. ten Hove, J. van der Vlist and W. Ackermans

Almere, 5th June, 2023

Re: Position Work's Council regarding M. Anhalt as member for the Supervisory Board

Dear Supervisory Board,

The Works Council received the following written documents on 5 April 2023:

- An e-mail from Jeroen van Rossen;
- A letter with a request for a view by the work's council regarding the intention to appoint Maria Anhalt (the "Candidate") to the Supervisory Board;
- The CV of the Candidate.

The Work's Council representatives (chairman and the secretary) had a Teams meeting with the Candidate on 01 of May 2023. The impression from this meeting is good and the Works Council is enthusiastic, the Candidate appeared interested in the company and dedicated, she has the intention to come to the Netherlands as often as possible. The CV of the candidate is impressive and we have been well informed by the international recruitment bureau. Based on the information provided and the meeting we had, we support the choice to propose the Candidate to the shareholders.

Naturally, the Work's Council is happy to explain its view in more detail.

Kind regards,

Jan Jaap Koudstaal
President Works Council