

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 29, 2024

Subject: Request for Advice dated November 15 2023

Dear members of the management board of the Companies,

On November 15, 2023 your board submitted a request for advice in accordance with article 25 of the WOR. In this Request for Advice you informed the Works Council about the proposed decision with regard to the "New/adjusted remuneration policy for the management team".

1. Overview of Provided Information

The Works Council has received all the information. The Works Council has no further questions regarding the intended decision regarding the "New/adjusted remuneration policy for the management team."

On November 15, information about the intended decision and the timeline was provided after the Works Council Consultation meeting.

Regarding the handling of the advice request, a working group was formed. The working group consisted of Works Council members Herman Kersenboom and Alex van Ziel. The working group has issued a positive advice.

2. Confidentiality


The Works Council confirms its commitment to observe confidentiality in accordance with Article 20 of the Works Council Act (WOR).

3. Advice

You have given the Works Council the opportunity to provide advice under Article 25 of the WOR regarding the intended decision as described in the Request of Advice. The Works Council hereby issues a positive advice regarding the intended decision as described in the Request of Advice.

The Works Council bases this positive advice on the information provided up to now. The Works Council reserves the right to issue a different or negative approval if new or additional information is presented.

Yours sincerely,



Jan-Jaap Koudstaal
Chairman of the Works Council
Date: January 29, 2024