



REGULATIONS OF THE SUPERVISORY BOARD OF KWH Water B.V.

Adopted by the Supervisory Board on 10 December 2015; profile amended on 29 May 2020. Revised version adopted by the Supervisory Board on 18 December 2020; second revision adopted by the Supervisory Board on 21 November 2025.

INTRODUCTION

These Regulations have been established pursuant to Article 13(12) of the Articles of Association of the Company and Principle 2.3.1 of the Dutch Corporate Governance Code.

These Regulations supplement the provisions relating to the Supervisory Board and its members as set out in applicable laws and regulations, the Articles of Association of the Company, and the Regulations governing the relationship between the Supervisory Board and the Executive Board as laid down in the Executive Board Regulations.

These Regulations provide a framework for the regulations of the Supervisory Board committees, which shall at all times be subordinate to these Regulations.

CHAPTER 1. COMPOSITION OF THE SUPERVISORY BOARD; POSITIONS; COMMITTEES

1. Profile, Size, Expertise and Independence

- 1.1 The Supervisory Board shall draw up a profile for its composition, taking into account the nature of the business of the Company and its subsidiary, as well as the desired expertise and background of the members of the Supervisory Board. The current profile is attached to these Regulations as an appendix. This profile is available upon written request (for the attention of the Company Secretary) and shall be published on the Company's website.
- 1.2 Subject to Article 13(1) of the Articles of Association, the number of members of the Supervisory Board shall be determined by the General Meeting of Shareholders.
- 1.3 Within the limits of its powers, the Supervisory Board shall strive to ensure that its composition is at all times such that:
 - (a) the members are able to operate independently and critically in relation to one another, the Executive Board and any particular interest;
 - (b) each member is capable of assessing the broad outline of the Company's overall policy;
 - (c) each member possesses the specific expertise necessary for the proper performance of his or her duties within the framework of the Supervisory Board profile;
 - (d) the Supervisory Board as a whole meets the Supervisory Board profile and is composed in such a manner that it can properly perform its duties;
 - (e) at least one member is a financial expert, meaning a person who has acquired relevant knowledge and experience in financial administration and accounting;

- (f) no more than one member is affiliated with the Company within the meaning of Article 1.4(a) to (d) of these Regulations; and;
- (g) the number of members to whom the dependency criteria referred to in Article 1.4 apply is less than half of the total number of members of the Supervisory Board.

1.4 A member of the Supervisory Board shall be deemed independent of the Company if none of the dependency criteria set out below apply to that member. These criteria provide that the relevant member, or his or her spouse, registered partner, other life partner, foster child, or relative by blood or marriage up to the second degree:

- (a) has been an employee or member of the Executive Board of the Company or an affiliated company during the five years preceding appointment;
- (b) receives a personal financial benefit from the Company or an affiliated company other than remuneration received for services as a member of the Supervisory Board, insofar as this does not fall within the normal course of business;
- (c) has had a significant business relationship with the Company or an affiliated company during the year preceding appointment;
- (d) is a member of the Executive Board of a company in which a member of the Executive Board serves as a supervisory director;
- (e) holds at least ten per cent of the shares in the capital of the Company, including shares held by natural persons or legal entities acting in concert pursuant to an express or implied, oral or written agreement;
- (f) serves as a director or supervisory director of, or otherwise represents, a legal entity that holds at least ten per cent of the shares in the Company, unless such entity forms part of the same group; or
- (g) has temporarily performed the duties of the Executive Board during the preceding twelve months in a situation of absence or inability to act of the Executive Board.

2. (Re)Appointment; Term of Office; Retirement

2.1 Members of the Supervisory Board shall be appointed by the General Meeting of Shareholders in accordance with the provisions of the Articles of Association.

2.2 Any nomination or recommendation for the appointment or reappointment of a member of the Supervisory Board shall comply with Article 1 of these Regulations, including the Supervisory Board profile and the Company's Articles of Association. In the case of reappointment, due consideration shall be given to the manner in which the candidate has performed his or her duties during the preceding term. Reappointment shall occur only after careful consideration.

- 2.3 Members of the Supervisory Board shall retire periodically in accordance with a retirement schedule established by the Supervisory Board. The Supervisory Board may amend this schedule at any time. However, an amendment may not result in a serving member remaining in office beyond the term for which he or she was appointed, nor in a member ceasing to hold office against his or her will before the expiry of that term.
- 2.4 A member of the Supervisory Board shall resign during the term of office in the event of inadequate performance, a structural conflict of interests, or where this is otherwise deemed necessary by the General Meeting of Shareholders.
- 2.5 A member of the Supervisory Board who temporarily assumes management duties in the event of the absence or inability of the Executive Board shall resign from the Supervisory Board in order to undertake those duties. Following the end of such circumstances, the person may return to the Supervisory Board, subject to appointment in accordance with Article 2.1 and taking into account the granting of discharge.

3. Chair and Vice-Chair of the Supervisory Board

- 3.1 The Supervisory Board shall appoint a Chair and a Vice-Chair from among its members. The Vice-Chair shall deputise for the Chair in the Chair's absence and shall assume the Chair's duties and powers accordingly. The Chair of the Supervisory Board may not be a former member of the Executive Board of the Company.
- 3.2 The Chair of the Supervisory Board shall be primarily responsible for the functioning of the Supervisory Board and its committees. The Chair shall serve as the principal point of contact for the Executive Board, the members of the Supervisory Board and the shareholders regarding the functioning of the Executive Board and the Supervisory Board. The Vice-Chair shall act as the point of contact for individual Supervisory Board members and the Executive Board regarding the functioning of the Chair.

The Chair shall act as spokesperson for the Supervisory Board and as the principal point of contact for the Executive Board. The Executive Board and the Chair shall consult regularly.

- 3.3 Without prejudice to the general scope of Article 3.2, the Chair of the Supervisory Board shall ensure that:
- (a) the contacts of the Supervisory Board with the Executive Board, the Works Council and the General Meeting of Shareholders are conducted properly;
 - (b) the Supervisory Board appoints a Vice-Chair;
 - (c) sufficient time is allowed for deliberation and decision-making by the Supervisory Board;
 - (d) the members of the Supervisory Board receive, in a timely manner, all information necessary for the proper performance of their duties;
 - (e) the committees of the Supervisory Board function properly;
 - (f) the performance of the Executive Board and the Supervisory Board is evaluated at least annually;

- (g) the members of the Executive Board and the Supervisory Board participate in their induction programme and any education or training programmes;
- (h) the Executive Board carries out activities relating to the company culture;
- (i) the Supervisory Board receives signals from within the company and ensures that any (suspected) material misconduct or irregularities are reported to the Supervisory Board without delay;
- (j) the General Meeting of Shareholders is conducted in an orderly and efficient manner;
- (k) effective communication with shareholders can take place;
- (l) the Supervisory Board is involved in a timely and meaningful manner in any merger or acquisition process.

3.4 In addition, the Chair of the Supervisory Board shall have primary responsibility for:

- (a) ensuring the proper performance of the duties of the Supervisory Board;
- (b) promoting openness and accountability within the Supervisory Board and its committees;
- (c) setting the agenda for meetings of the Supervisory Board and chairing such meetings;
- (d) consulting with external advisers appointed by the Supervisory Board;
- (e) resolving issues concerning the performance of individual members of the Supervisory Board;
- (f) handling internal disputes and situations involving conflicts of interest relating to individual members of the Supervisory Board, including, where applicable, any consequent resignation of such members.

4. Company Secretary

4.1 The Supervisory Board shall be assisted by the Company Secretary, who shall be appointed in accordance with the provisions of Article 2 of the Executive Board Regulations.

4.2 All members of the Supervisory Board shall have access to the advice and services provided by the Company Secretary.

4.3 The Company Secretary shall:

- (a) ensure that proper procedures are followed and that action is taken in accordance with the legal and statutory obligations of the Supervisory Board;
- (b) facilitate the provision of information to and between the Executive Board and the Supervisory Board;
and

- (c) assist the Chair of the Supervisory Board in organising matters relating to the Supervisory Board, including the preparation of agendas, the recording of minutes, evaluations and training programmes, as well as matters concerning its committees.

In this capacity, the Company Secretary shall also act as secretary to the Company.

- 4.4 The Company Secretary may delegate his or her duties under these Regulations, in whole or in part, to a deputy appointed by the Company Secretary in consultation with the Executive Board.
- 4.5 The Company Secretary shall also perform duties for the Executive Board as provided for in the Executive Board Regulations.
- 4.6 If the Company Secretary becomes aware that the interests of the Executive Board and the Supervisory Board diverge, giving rise to uncertainty as to whose interests the Company Secretary should serve, the Company Secretary shall report this to the Chair of the Supervisory Board.

5. Committees

- 5.1 The Supervisory Board may appoint standing and/or ad hoc committees from among its members and may assign to them such duties as the Supervisory Board may determine. The composition of each committee shall be determined by the Supervisory Board.
- 5.2 The Supervisory Board shall remain collectively responsible for decisions prepared by committees established from among its members. A committee may exercise only those powers that have been expressly assigned or delegated to it by the Supervisory Board and may never exercise powers that extend beyond those that the Supervisory Board as a whole is entitled to exercise.
- 5.3 Each committee shall provide the Supervisory Board with clear and timely information regarding the manner in which it has exercised its delegated powers and regarding significant developments within its area of responsibility. All members of the Supervisory Board shall have unrestricted access to the meetings and records of the committees. The Supervisory Board shall receive a report from each committee on its deliberations and findings within the period specified in the regulations governing the committee concerned.
- 5.4 The Supervisory Board shall adopt regulations for each committee and may amend such regulations at any time. The regulations shall specify the role and responsibilities of the committee concerned, its composition, and the manner in which it performs its duties. The regulations of a particular committee may contain further provisions regarding the composition of that committee.

CHAPTER 2. DUTIES AND POWERS

6. General Duties and Powers; Relationship with the Executive Board

- 6.1 The Supervisory Board shall supervise the policies pursued by the Executive Board and the general affairs of the Company and its affiliated enterprise. The Supervisory Board has set out its vision on supervision in the Supervisory Vision Statement attached to these Regulations. The Supervisory Board shall advise the

Executive Board. Responsibility for the performance of its duties rests collectively with the Supervisory Board.

- 6.2 In performing its duties, the Supervisory Board shall act in the interests of the Company and its affiliated enterprise and shall, to that end, weigh the interests of all parties involved with the Company. Members of the Supervisory Board shall perform their duties without mandate and independently of any particular interests associated with the Company. They shall not support any specific interest without giving due consideration to the other interests involved
- 6.3 The Supervisory Board shall be responsible for the quality of its own performance.
- 6.4 The members of the Supervisory Board shall, externally, adopt consistent positions with regard to significant matters, matters of principle and issues of general importance, while observing the responsibilities of the individual members of the Supervisory Board.
- 6.5 The Executive Board shall provide the Supervisory Board, its members and its committees, on its own initiative and in a timely manner, with the information they require in order to function effectively and to properly perform their duties. Such information shall, as far as possible, be provided in writing, electronically and, upon request, in hard copy.
- 6.6 In addition, the Supervisory Board and its individual members have their own responsibility to obtain from the Executive Board and the external auditor all information required to properly perform their supervisory duties. Where the Supervisory Board considers this appropriate, it may obtain information from officers and external advisers of the Company. The Company shall make the necessary resources available for this purpose. The Supervisory Board may require certain officers and external advisers to attend its meetings.
- 6.7 Each member of the Supervisory Board shall have access to the books, records and offices of the Company to the extent necessary or useful for the proper performance of his or her duties. A member of the Supervisory Board shall exercise this right in consultation with the Chair of the Supervisory Board and the Company Secretary, unless otherwise provided in the regulations of a committee.
- 6.8 The Supervisory Board may, in the performance of its duties, be assisted or advised by one or more experts appointed by it, against a fee agreed with the Supervisory Board and borne by the Company.

7. Duties Relating to the Activities of the Executive Board

- 7.1 The supervision exercised by the Supervisory Board over the Executive Board shall include, amongst other matters: (i) the achievement of the Company's objectives; (ii) the strategy and the risks associated with the Company's activities; (iii) the design and operation of the internal risk management and control systems; (iv) the financial reporting process; and (v) compliance with laws and regulations.
- 7.2 The Supervisory Board shall supervise financial reporting in accordance with Article 10 of these Regulations.

7.3 At least once a year, the Supervisory Board shall discuss the Company's strategy, the risks associated with the business, and the outcomes of the Executive Board's assessment of the design and operation of the internal risk management and control systems, as well as any significant changes thereto.

7.4 The following resolutions of the Executive Board shall be subject to the approval of the Supervisory Board:

- (a) the adoption and amendment of the Company's operational and financial objectives;
- (b) the adoption and amendment of the strategy intended to achieve those objectives;
- (c) the resolutions referred to in the Company's Articles of Association.

8. Duties Relating to the Members and Functioning of the Executive Board and the Supervisory Board

8.1 The duties of the Governance Committee of the Supervisory Board with regard to the Executive Board shall include in particular:

- (a) selecting and nominating members of the Executive Board and, pursuant to the Executive Board remuneration policy to be adopted by the General Meeting of Shareholders, determining the remuneration (in accordance with that remuneration policy) and contractual terms of employment of the Executive Board;
- (b) assessing the performance of the Executive Board and approving outside positions held by members of the Executive Board where required under the Executive Board Regulations;
- (c) dealing with cases involving conflicts of interest between the Company and the Executive Board.

8.2 The duties of the Supervisory Board in relation to its own members shall include in particular:

- (a) selecting and nominating members of the Supervisory Board and proposing remuneration for Supervisory Board members to the General Meeting of Shareholders;
- (b) appointing a Chair and Vice-Chair of the Supervisory Board, establishing committees and determining their remit, evaluating the performance of the Supervisory Board, its committees and its individual members, coordinating outside positions held by individual Supervisory Board members, and informing the General Meeting of Shareholders of accepted outside appointments; and
- (c) dealing with cases involving conflicts of interest between the Company and members of the Supervisory Board.

8.3 At least once a year, without the presence of the Executive Board, the Supervisory Board shall discuss its own performance, that of its committees and that of the individual members of the Supervisory Board, together with any conclusions that should be drawn therefrom. The desired profile, composition and competencies of the Supervisory Board shall also be discussed. In addition, at least once a year, without the presence of the Executive Board, the Supervisory Board shall discuss the performance of the Executive

Board and the conclusions, including recommendations to the General Meeting of Shareholders, that should be drawn therefrom.

9. Certain Other Duties of the Supervisory Board

9.1 The other duties of the Supervisory Board shall include:

- (a) handling complaints relating to alleged irregularities concerning the functioning of the Executive Board;
- (b) taking measures to manage the Company on a temporary basis in the event of the absence or inability of the Executive Board;
- (c) any other duties assigned to the Supervisory Board pursuant to law, the Articles of Association, these Regulations, the regulations of a committee, or the Executive Board Regulations.

9.2 The Supervisory Board shall prepare a report forming part of the Company's annual report, in which it accounts for its activities during the relevant financial year and for the supervision exercised during that year. This report shall in any event address its involvement in the formulation of, and supervision over, the implementation of the Company's strategy, the particulars and independence of the members of the Supervisory Board, the self-evaluation process, the performance of committee mandates and attendance at Supervisory Board meetings.

10. Oversight of Financial Reporting

10.1 The Executive Board shall provide the Supervisory Board with regular reports concerning the annual accounts and the half-yearly and quarterly reports, and shall do so as promptly as possible. The annual accounts and the annual report for the preceding financial year shall be discussed at a meeting with the Executive Board within five months of the end of the financial year. The Company's half-yearly and quarterly figures shall be discussed at a meeting of the Supervisory Board and the Executive Board within two months of the end of the relevant reporting period.

10.2 The external auditor shall, in any event, attend the part of the Supervisory Board meeting at which the external auditor's report on the audit of the annual accounts is discussed and at which a decision is taken regarding approval of the annual accounts. The external auditor shall report the findings of the audit of the annual accounts equally to the Executive Board and the Supervisory Board.

10.3 The Supervisory Board shall ensure that recommendations made by the external auditor are carefully considered by both the Executive Board and the Supervisory Board and, insofar as such recommendations are accepted, are effectively implemented by the Executive Board.

11. Duties Relating to the Appointment and Assessment of the External Auditor

11.1 The external auditor shall be appointed by the General Meeting of Shareholders for a term of one year at a time. The Supervisory Board shall nominate a candidate for appointment to the General Meeting of Shareholders and may recommend that the external auditor be replaced, in respect of which the Executive Board may provide advice to the Supervisory Board.

- 11.2 The remuneration of the external auditor and the engagement of the external auditor to perform non-audit services shall be approved by the Supervisory Board following consultation with the Executive Board and upon the advice of the Audit Committee.
- 11.3 The Executive Board shall report annually, and where necessary on an interim basis, to the Audit Committee of the Supervisory Board on developments in the relationship with the external auditor, including in particular the auditor's independence. On the basis of this report, the Supervisory Board shall determine its nomination to the General Meeting of Shareholders for the appointment of the external auditor.
- 11.4 At least once every four years, the Executive Board shall conduct a thorough assessment of the performance of the external auditor in the various entities and capacities in which the auditor acts. The principal conclusions of this assessment shall be communicated to the General Meeting of Shareholders for the purpose of evaluating the nomination for the appointment of the external auditor.

12. Remuneration of the Executive Board

- 12.1 The remuneration policy for the Executive Board shall be submitted to the General Meeting of Shareholders for adoption. Any amendment to the remuneration policy shall likewise be submitted to the General Meeting of Shareholders for adoption.
- 12.2 The Supervisory Board shall determine the remuneration of the Executive Board within the limits of the remuneration policy adopted by the General Meeting of Shareholders and following advice from the Governance Committee.

13. Relations with Shareholders

- 13.1 The Executive Board and the Supervisory Board shall provide the General Meeting of Shareholders with all relevant information required for the exercise of its powers.
- 13.2 The Executive Board and the Supervisory Board shall provide the General Meeting of Shareholders with any information it requests, unless a compelling interest of the Company opposes such disclosure. If the Executive Board and the Supervisory Board invoke such a compelling interest, they shall provide a reasoned explanation of that position.
- 13.3 Where the law or the Company's Articles of Association grant the General Meeting of Shareholders a right of approval, the Executive Board and the Supervisory Board shall inform the General Meeting of Shareholders, by means of a written explanatory note accompanying the agenda, of all facts relevant to the approval to be granted.
- 13.4 The Executive Board and the Supervisory Board shall ensure compliance with all applicable laws and regulations regarding the rights of the General Meeting of Shareholders and the related rights of individual shareholders.
- 13.5 Members of the Supervisory Board shall attend General Meetings of Shareholders unless prevented from doing so by exceptional circumstances.

- 13.6 Candidates for appointment as Managing Director or as members of the Supervisory Board shall attend the General Meeting of Shareholders at which their nomination is put to a vote.
- 13.7 General Meetings of Shareholders shall be chaired by the Chair of the Supervisory Board or, in the Chair's absence, by the Vice-Chair. The Supervisory Board may designate another person to chair the meeting.
- 13.8 The Supervisory Board shall promote the availability to shareholders of the minutes of the General Meeting of Shareholders no later than three months after the meeting. The minutes shall subsequently be adopted in the manner provided for in the Company's Articles of Association. This provision shall not apply where a notarial record of the proceedings is drawn up.
- 13.9 Decisions adopted by the General Meeting of Shareholders may be evidenced externally by a statement issued by the Chair of the Supervisory Board or by the Company Secretary.

14. Relations with the Works Council

The Supervisory Board shall maintain contact with the Works Council in accordance with the relevant provisions of the Dutch Works Councils Act (Wet op de ondernemingsraden) and any further arrangements agreed with the Works Council..

CHAPTER 3. MEETINGS OF THE SUPERVISORY BOARD; DECISION-MAKING

15. Frequency, Notice, Agenda and Venue of Meetings

- 15.1 The Supervisory Board shall meet as often as necessary for its proper functioning. The Supervisory Board shall meet at least four times per year. To the extent possible, meetings shall be scheduled annually in advance. The Supervisory Board shall furthermore meet on an interim basis whenever the Chair of the Supervisory Board, two or more other members of the Supervisory Board, or the Executive Board considers this necessary.
- 15.2 Meetings of the Supervisory Board shall in principle be convened by the Chair of the Supervisory Board, in consultation with the Company Secretary. Except in urgent circumstances, to be determined at the discretion of the Chair, the agenda for a meeting shall be circulated to the members of the Supervisory Board at least seven calendar days prior to the meeting. Written explanations and relevant supporting documents shall, wherever possible, be provided for each agenda item. As a matter of principle, the Chair of the Supervisory Board shall consult with the Executive Board regarding the agenda before the meeting is convened.
- 15.3 Each member of the Supervisory Board, as well as the Executive Board, shall have the right to request that an item be placed on the agenda of a meeting of the Supervisory Board.
- 15.4 Meetings of the Supervisory Board shall generally be held at the offices of the Company but may also be held elsewhere. Meetings may furthermore be conducted by conference call, video conference or other means of communication, provided that all participants are able to communicate with one another simultaneously.

16. Attendance at and Access to Meetings

- 16.1 The Executive Board shall be invited to attend meetings of the Supervisory Board whenever possible, unless the Supervisory Board indicates that it wishes to deliberate in the absence of the Executive Board.
- 16.2 A member of the Supervisory Board may, where necessary, be represented at a meeting by another member of the Supervisory Board acting under a proxy. The existence of such proxy must be satisfactorily demonstrated to the Chair of the meeting.
- 16.3 Members of the Supervisory Board are expected to attend meetings of the Supervisory Board and meetings of any committees of which they are members. Where a member is regularly absent from meetings of the Supervisory Board, that member shall be called upon by the Chair of the Supervisory Board to account for such absence.
- 16.4 The admission to meetings of persons other than members of the Supervisory Board, the Company Secretary and, where invited, members of the Executive Board, shall be determined by a majority vote of the members of the Supervisory Board present or represented at the meeting.

17. Chair of the Meeting; Minutes

- 17.1 Meetings of the Supervisory Board shall be chaired by the Chair of the Supervisory Board or, in the Chair's absence, by the Vice-Chair. If both are absent, the meeting shall be chaired by one of the other members of the Supervisory Board designated for that purpose by a majority of the members present or represented at the meeting.
- 17.2 Minutes of the proceedings of each meeting of the Supervisory Board shall be prepared by the Company Secretary or, in the Company Secretary's absence, by another person designated by the Chair of the meeting. The minutes shall provide insight into the deliberations and decision-making process of the meeting. The minutes shall be adopted by the Supervisory Board either at the same meeting or at the next meeting.

18. Decision-Making within the Supervisory Board

- 18.1 The members of the Supervisory Board shall, to the greatest extent possible, seek to ensure that decisions are adopted unanimously.
- 18.2 Each member of the Supervisory Board shall have one vote.
- 18.3 If unanimity cannot be achieved and neither the law, the Company's Articles of Association nor these Regulations prescribe a larger majority, resolutions of the Supervisory Board shall be adopted by a majority of the votes cast. In the event of a tie, the Chair of the Supervisory Board shall have a casting vote. The Supervisory Board may only adopt resolutions if a majority of the members then in office are present or represented at the meeting.
- 18.4 Resolutions of the Supervisory Board shall, in principle, be adopted at a meeting.
- 18.5 Resolutions of the Supervisory Board may also be adopted outside a meeting, in writing or by any other means, provided that the relevant proposal has been submitted to all members of the Supervisory Board then in office and none of them objects to this method of decision-making. Written resolutions shall be

adopted by means of written statements from all members of the Supervisory Board. A statement by a member of the Supervisory Board that he or she wishes to abstain from voting on a resolution to be adopted in writing shall be deemed to include confirmation that he or she does not object to this method of decision-making.

- 18.6 The adoption of a resolution by the Supervisory Board may be evidenced externally by a statement from the Chair of the Supervisory Board or the Company Secretary.

CHAPTER 4. OTHER PROVISIONS

19. Conflicts of Interest of Supervisory Board Members

- 19.1 A member of the Supervisory Board shall immediately report any (potential) conflict of interest that is of material significance to the Company and/or to the member concerned to the Chair of the Supervisory Board and shall provide all relevant information in this regard. The Supervisory Board shall determine, outside the presence of the member concerned, whether a conflict of interest exists.
- 19.2 A conflict of interest shall, in any event, be deemed to exist where the Company intends to enter into a transaction with a legal entity: (i) in which a member of the Supervisory Board holds a material personal financial interest; (ii) of which a director has a family relationship with a member of the Supervisory Board; or (iii) in which a member of the Supervisory Board holds a management or supervisory position.
- 19.3 A member of the Supervisory Board shall not participate in the discussion or decision-making relating to any matter or transaction in respect of which he or she has a conflict of interest with the Company.

20. Remuneration of Supervisory Board Members

- 20.1 The remuneration of the members of the Supervisory Board shall be determined by the General Meeting of Shareholders within the applicable legal framework. To that end, the Supervisory Board shall submit a proposal to the General Meeting of Shareholders.
- 20.2 The remuneration of the members of the Supervisory Board shall not be dependent on the Company's results. No shares and/or rights to shares in the capital of the Company shall be granted to a member of the Supervisory Board by way of remuneration.
- 20.3 In addition to their remuneration, all reasonable expenses incurred by members of the Supervisory Board in connection with their attendance at meetings shall be reimbursed. The reasonableness of such expenses shall be determined by the Chair of the Supervisory Board (or, in the case of expenses incurred by the Chair, by the Vice-Chair of the Supervisory Board). Any other expenses shall be reimbursed in whole or in part only if incurred with the approval of the Chair of the Supervisory Board or, on the Chair's behalf, the Company Secretary (or, in the case of expenses incurred by the Chair, with the approval of the Vice-Chair of the Supervisory Board or, on the Vice-Chair's behalf, the Company Secretary).
- 20.4 The Company and its subsidiaries shall not grant personal loans, guarantees or similar benefits to members of the Supervisory Board, except in the ordinary course of business and subject to the prior approval of the Supervisory Board. Loans shall not be forgiven.

21. Confidentiality

Each member of the Supervisory Board undertakes, both during his or her membership of the Supervisory Board and thereafter, not to disclose in any manner whatsoever to any person any confidential information concerning the business of the Company and/or companies in which it holds an interest, which has come to the knowledge of that member in the course of performing his or her duties for the Company and which he or she knows, or ought reasonably to know, to be confidential, unless disclosure is required by law. A member of the Supervisory Board may, however, disclose information as referred to above to the Executive Board, the Supervisory Board, the Company Secretary, and to the Company's (sector) managers and those of companies in which the Company holds an interest, where, in view of their duties for the Company and such companies, they need to be informed of the relevant information. A member of the Supervisory Board shall not use any of the information described above for his or her own benefit in any way whatsoever.

22. Miscellaneous

- 22.1 **Acceptance by Members of the Supervisory Board.** Any person appointed as a member of the Supervisory Board shall, upon accepting the appointment, provide the Company with a written declaration confirming that he or she accepts and agrees to the contents of these Regulations and undertakes vis-à-vis the Company to comply with them.
- 22.2 **Occasional Non-Compliance.** The Supervisory Board may decide, on an exceptional basis, not to comply with these Regulations, subject to applicable laws and regulations.
- 22.3 **Amendments.** These Regulations may be amended by the Supervisory Board from time to time and without prior notice. Prior to any amendment of these Regulations, the Executive Board shall be consulted.
- 22.4 **Interpretation.** In geval van onduidelijkheid of verschil van mening over de betekenis van enige bepaling uit dit reglement is het oordeel van de voorzitter van de Raad van Commissarissen daaromtrent beslissend. In the event of any uncertainty or difference of opinion regarding the meaning of any provision of these Regulations, the opinion of the Chair of the Supervisory Board shall be decisive
- 22.5 **Governing Law and Jurisdiction.** These Regulations shall be governed by and construed in accordance with the laws of the Netherlands. The courts of the Netherlands shall have exclusive jurisdiction to settle any dispute arising out of or in connection with these Regulations.

Adopted by the Supervisory Board on 21 November 2025.

[signed L.H.J. Verheijen MSc]

Chair

[signed A. van Tunen PhD]

Secretary