SIF HOLDING N.V. STAKEHOLDER ENGAGEMENT POLICY

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Sif OFFSHORE FOUNDATIONS

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Revision History

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A	New document	02-03-2026	N. Verheij F. v. Lith B. Meijlink	J. Kehrens	F. van Beers B. van Schaïk P. Timmermans

Prepared by:	Checked by:	Approved by:
N. Verheij F. van Lith B. Meijlink	J. Kehrens	F. van Beers B. van Schaïk P. Timmermans
Risk & Compliance Director Investor Relations Manager General Counsel	QA Engineer Systems	Executive Board Members

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1. Purpose

This Stakeholder Engagement Policy establishes guidelines for how Sif Holding N.V. (the Company) and its group companies (the Sif Group) interact with its stakeholders. Stakeholders can include individuals, groups, or organisations that are affected by or can influence the Company's activities. The primary purpose of this policy is to ensure that stakeholder voices are heard and considered in decision-making processes, thereby enhancing the legitimacy and effectiveness of the organisation's actions.

2. Definitions and Abbreviations

AGM	=	Annual General Meeting
Company	=	Sif Holding N.V.
CSO	=	Civil Society Organisation
EPCI	=	Engineering, Procurement, Construction, and Installation
ESG	=	Environmental, Social, Governance
IRBC	=	International Responsible Business Conduct
KPI	=	Key Performance Indicator
NGO	=	Non-Governmental Organisation
RVO	=	Rijksdienst voor Ondernemend Nederland
SHEQ	=	Safety, Health, Environment, Quality
Sif Group	=	Sif Holding N.V. and its group companies
Stakeholders	=	Individuals, groups, or organisations that are affected by or can influence the Company's activities
WWF	=	World Wide Fund for Nature

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3. Introduction

3.1 Sif's vision is to support and accelerate the growth of offshore wind power generation as a key driver to the world's energy transition. Our mission is to propel the energy transition through the design, engineering and manufacturing of the best monopile solutions for our customers in the offshore wind industry. Innovation, safety and reliability are key drivers to accomplish this mission. We engage with our stakeholders to enable them to take part in and benefit from the energy transition.

3.2 Our ESG-policies are based on the dialog with our stakeholders. We conduct these dialogs to make sure our policies are in line with the expectations of our stakeholders. We carefully listen to their suggestions and try to learn from their input. We also use these dialogs to maintain a good relationship and to inform stakeholders about our strategy, policies and activities.

3.3 This policy applies to the Sif Group. The members of the Executive Board are responsible for our social themes and for stakeholder engagement on these themes. The programs for the social themes need to include clear KPI's, a social agenda and a communication toolkit. Part of the social agenda is stakeholder engagement.

3.4 Our mission is to align with our key stakeholders.

4. Profile of Relevant Stakeholders

4.1 Stakeholders can be defined from at least the following groups: investors, customers, suppliers, social organizations/ NGO's, media, professional relations, government and regulators, strategic partners, employees and employee representatives, sector associations.

4.2 Relevant stakeholders are all parties:

- 4.2.1 That have a legal contractual or business relationship with Sif Group and/or
- 4.2.2 On whom decisions and activities of Sif Group can have a negative/positive effect and/or
- 4.2.3 That could help to address the social and/or environmental impact of Sif Group and/or
- 4.2.4 That are relevant to the offshore wind industry and to Sif Group's social and/or environmental themes and/or
- 4.2.5 That influence the fulfilment of responsibilities of Sif Group and/or
- 4.2.6 That take a position in the value chain of Sif Group.

4.3 The level of engagement with the stakeholder. To define the level of engagement with the stakeholders, a prioritization needs to be made. Based on the criterions mentioned under 4.2, a score can be given, and a priority list of stakeholders can be defined. In general, all stakeholder groups are of the utmost importance to Sif Group. Categories A-B are our most influential stakeholders, followed by categories C-E. Categories F and G have a different status as they directly influence the functioning of the organization. Categories F and G by their actions and behaviour decide the performance of the organization. Responsible persons for stakeholder engagement should define a stakeholder plan according to the following format:

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Stakeholder Group	Stakeholder	Method	Topics	Frequency
A. Customers	Energy companies, offshore wind development companies, EPCI contractors	Project evaluations, contract negotiations, trade conferences	Climate change, biodiversity, circularity, SHEQ, financial and operational performance	Continuously
B. Investors	Shareholders, lenders	Roadshows, conferences, AGM, results releases and presentations		Half-yearly
C. Regulatory / government	RVO, ministries of Economic and Climate affairs	Representative bodies and direct contacts	Non-price criteria such as system integration, demand-supply dynamics in supply-chain, ecology, circularity, lead times	Weekly
D. NGO and influencers	Fishermen, WWF, Urgenda, CSOs, The Rich North Sea	IRBC agreement	Human rights in the value chain, circularity, bio- diversity, climate change	Quarterly
E. Media	Social media (LinkedIn), traditional media (newspapers & magazines)			Continuously
F. Suppliers / strategic partners	Key suppliers, joint venture partners, coating contractors, staffing agencies	Project evaluations, audits, supplier evaluations	Safety, quality, delivery, costs, innovation, circularity, material use, critical raw materials	Continuously
G. Employees	Permanent / flexible workforce, works council	Employee surveys, consultation and information meetings	Working conditions, employee development	Continuously

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4.4 The method and frequency of engagement with the stakeholder is defined based on the goal of the dialog and the priority of the stakeholder. Engagement can be through regular conventional contacts with stakeholder, through interviews/one-on-one contacts, through exchange sessions, through survey (e.g. customer survey), through internal and external social media, through associations (within and outside of the offshore wind sector), through events in which we and external stakeholders discuss Sif Groups role in society or issues regarding our social themes.

4.5 The Executive Board may, with the approval of the Supervisory Board, amend or supplement this policy pursuant to a resolution to that effect. Any amendment made pursuant to this article 4.5 shall be subject to applicable laws and regulations.

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