Sif Holding nv
Mijnheerkensweg 33
6041 TA Roermond
www.sif-group.com

Minutes of the 2025 Extraordinary General Meeting of Shareholders of SIF HOLDING N.V. ("Sif")

Date: **12 November 2025**

Location: **Mijnheerkensweg 33, Roermond**

Time: **08.30 – 09.00 hrs**

List of attendants	
Name	**Capacity**
N. McArthur	Chair Supervisory Board Sif
G.G.P.M. van Beers	Board member CEO Sif
B. van Schaïk	Board member CFO Sif
F. van Lith	Secretary Sif
B. Meilink	Legal Counsel Sif
P. Timmermans	Board member COO (Nominee)

1. Opening and announcements

***Chair Neil McArthur** opens the meeting, welcoming everyone to this Extraordinary General Meeting of Shareholders of Sif Holding N.V. He explains that he is chairman of the Supervisory Board of Sif and that he will be chairing this meeting. Alongside himself, the meeting is attended by the CEO of Sif Holding N.V., Fred van Beers, the CFO, Boudewijn van Schaïk, the Company Secretary, Fons van Lith and Nominee COO Pepijn Timmermans.*
He requests Fons van Lith to act as secretary of this meeting and take minutes of the proceedings of this meeting.

This meeting is conducted in Dutch.

For the purpose of an orderly meeting, Neil McArthur informs the attendees that the meeting was announced by means of a publication posted on the Sif website on 1 October 2025. Shareholders were invited to attend the meeting. With this he determines that the notice to convene this EGM has been given with due observance of all legal and statutory requirements. For the record, he emphasizes that the meeting has no votable agenda items. The only item *on the agenda, apart from opening and closing, will be the notification of the Supervisory Board's intention to appoint Pepijn Timmermans as an Executive Board Director.*

A total of 29,888,612 ordinary shares were outstanding on the date of the convocation of this meeting, the same number as today's date. All ordinary shares are listed shares, entitling their owners to 20 votes per share. In addition, 50,000 cumulative preference shares were outstanding at the date of convocation of this meeting, the same number as today's date. These cumulative preference shares are not listed. In total 50,000 votes can be cast for these preference shares.

Neil McArthur explains that it is the Supervisory Board's intention to appoint Pepijn Timmermans as a member of the Executive Board immediately after the EGM and to announce this appointment by public announcement later that day.

He then moved on to item 2 on the agenda.

2. Appointment of Executive Board member

Neil McArthur, on behalf of the Supervisory Board, notifies the Extraordinary General Meeting of Shareholders of its intention to appoint Pepijn Timmermans (born 1973, Dutch nationality) as a member of the Executive Board and to take on the role of COO as of 1 December 2025 and for a period of almost 4.5 years until closing of the AGM to be held in 2030. A resume of Pepijn Timmermans was attached to the Notice for this EGM and has been available at the company's offices since 1 October 2025. The intention was also announced by press release on 1 October 2025. Pepijn Timmermans does not hold any shares in Sif. The chair explains that the Selection and Remuneration committee of the Supervisory Board had engaged an executive search consultant to assist in finding and selecting the most qualified candidate for the job. From a shortlist of six, Pepijn Timmermans emerged as the most qualified candidate.
The Supervisory Board believes that Pepijn, thanks to the combination of knowledge of manufacturing & supply chain processes, engineering and information technology, his experience , competencies and personality, is highly qualified to join the Executive Board of Sif. He meets the specific requirements for the vacancy and is a good fit with the team.
Neil McArthur explains that the remuneration is in line with the remuneration policy of Sif. The package exists of an annual base salary of 280.000 euro in cash, pension provisions, a

short term incentive and a long term incentive, both based on performance related to prior defined KPI's and the long term incentive being eligible for settlement in shares.

The works council has expressed its positive view on the proposed appointment in writing. Pepijn Timmermans is present at this meeting and invited to introduce himself, briefly summarizing his career so far and sharing his motivation for appointment as an Executive Board member of Sif Holding N.V.

Pepijn Timmermans referred to his resume that was attached to the Notice for this meeting and explains why he thinks he and Sif are a good match. He also explains why he thinks he fits the management team of Sif and that he is delighted to be given the opportunity to pursue his career at Sif and in the offshore wind industry.

There were no further questions to Pepijn Timmermans.

3. Closing of the meeting

***Neil McArthur** explains that the meeting had arrived at the last agenda item for this meeting. He then closed the meeting.*

Roermond, 12 November 2025

Chairman Neil McArthur   Secretary Fons van Lith