

## Main elements of the agreement with Michel van Maanen

- M. van Maanen will be engaged as a member of the management board and as Chief Operating Officer (COO) of Ebusco Holding N.V. (the **Company**) under the articles of association effective as per 1 January 2025.
- The Company and M. van Maanen have entered into a board member agreement for an indefinite term (the **Board Agreement**) as per 1 January 2025.
- The COO's remuneration shall be determined by the supervisory board of the Company (the **Supervisory Board**) in accordance with the remuneration policy of the Company (the **Remuneration Policy**).

### Fixed income

- Per the effective date of 1 January 2025, the fixed agreed annual base fee for the COO amounts to EUR 300,000 gross.

### Variable remuneration

- In accordance with the Management Board Remuneration Policy, the variable remuneration scheme becomes applicable which includes both short-term and long-term variable remuneration. For details on variable remuneration, please refer to the Remuneration Policy.

### Termination

- The Board Agreement may be terminated by the either party by giving six months' prior written notice to the other party and may also be terminated with immediate effect by the Company without any form of compensation being due in case of behaviour of the COO constituting a reason equivalent to an urgent reason for termination within the meaning of Article 7:678 paragraph 1 of the Dutch Civil Code. If the Board Agreement is terminated by the Company for another reason and such termination is not related to culpable acts or omissions by the COO, the COO is entitled to a gross termination payment of six month's base fee.

### Pension and incapacity for work

- In accordance with the Remuneration Policy, a pension contribution at the amount of EUR 48,654 gross per annum will be provided to the COO. Furthermore, the usual disability and accident provisions apply.

### Miscellaneous

- The Company shall, at its costs, arrange for directors' liability insurance for the benefit of the COO
- The COO will receive a gross car allowance in the amount of EUR1,300 per month or a company car. During the Board Agreement, a net housing allowance of EUR 700 per month shall be provided. Furthermore, the usual confidentiality and non-competition provisions apply.



Deurne, 07 February 2025

The Management Board and the Supervisory Board of Ebusco Holding N.V.

CONTACT

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