



## **AGENDA AND EXPLANATORY NOTES OF EBUSCO HOLDING N.V.'S EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS ON 27 MARCH 2026**

Agenda and Explanatory Notes of the Extraordinary General Meeting of Shareholders (**EGM**) of Ebusco Holding N.V. (**Ebusco** or the **Company**) to be held at Ebusco, Vuurijzer 23, 5753 SV Deurne, the Netherlands, on 27 March, 2026 at 13:30 (CET). In-person registration will open at 12:30 (CET).

The meeting will be held in English.

### **Agenda**

1. Opening
2. Proposal to appoint Mr. Hou Fei as member of the Management Board (voting item)
3. Closing

### **Explanatory Notes to the agenda**

#### **Item 2. Proposal to appoint Mr. Hou Fei as member of the Management Board (voting item)**

As announced in its pre-AGM business update on 16 December 2025, it is proposed to the General Meeting of Shareholders to appoint Mr. Hou Fei as a member of the Management Board with the title Chief Operating Officer (COO) for a term of four years ending at the end of the Annual General Meeting to be held in 2030. Mr. Hou Fei will replace Mr Michel van Maanen as Chief Operating Officer.

Mr. Hou Fei (1963) brings extensive international experience in large-scale production, industrial transformation and electric vehicle technology across both Original Equipment Manufacturer (OEM) and Original Equipment Designer (OED) business models. He held senior leadership roles at General Motors in the United States and at SAIC Motor joint ventures with both General Motors and Volkswagen. Since 2016, he has held various senior positions at Gotion High-Tech Co., Ltd., most recently as Vice President responsible for the Asia-Pacific business.

The Nomination Committee of the Supervisory Board held extensive discussions with Mr. Hou Fei in the context of his qualifications and ambitions. On this basis, the Nomination Committee determined that he meets the profile and advised the Supervisory Board to nominate Mr. Hou Fei for appointment as member of the Management Board based on his background and international experience and operational expertise. The Supervisory Board has followed this advice and proposes to the General Meeting of Shareholders to appoint Mr. Hou Fei as member of the Management Board with the title Chief Operating Officer (COO). As the Company continues its transition to an OED-only operating model, the COO role will increasingly focus on industrial performance, supply chain robustness, and close cooperation with strategic and international partners.

Mr Hou Fei's remuneration will be in conformity with the existing remuneration policy of the Company. The specific elements of the remuneration are currently under review by the remuneration committee. An insightful overview of the main elements of Mr. Hou Fei's agreement (as a member of the Management Board) with the Company will be published on the Company's website.

Mr. Hou Fei currently does not hold any shares or options in the capital of Ebusco.