



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. Proposal to appoint Ms. Liesbeth Brouwer as member of the Supervisory Board (voting item)
4. 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.

Item 3. Proposal to appoint Ms. Liesbeth Brouwer as member of the Supervisory Board (voting item)

It is proposed to the Extraordinary General Meeting to appoint Ms. Liesbeth Brouwer as member of the Supervisory Board, based on a nomination by the Supervisory Board, for a term of four years ending at the end of the Annual General Meeting to be held in 2030.

Ms. Liesbeth Brouwer (1989) is an experienced strategic leader with a strong background in the sustainable energy and infrastructure sector. She has extensive experience with large-scale projects in areas including electric mobility, solar energy, battery energy storage systems (BESS) and grid connections. Her professional expertise lies at the intersection of strategy, governance and execution.

Ms. Brouwer is currently Chief Executive Officer / Managing Director of Agrimino (since 2024). Previously, she held senior executive and management positions including Commercial Director at Wattson Power (2022–2024), Manager Project Execution (PV & BESS) at Sunprojects (2022–2023) and Project Lead Development (PV & BESS) at Trio Investment (2020–2022). Earlier in her career, she worked as an Organisational Psychologist at TenneT TSO, where she gained experience in complex infrastructure organisations and stakeholder-intensive environments.

In her various roles, Ms. Brouwer has worked closely with management boards, shareholders, supervisory boards, public authorities and grid operators. She is known for her analytical, independent and constructive approach, with a strong focus on governance, risk management and long-term value creation.

The Supervisory Board considers that Ms. Brouwer's experience with complex energy and infrastructure projects, combined with her governance-oriented mindset, will add value to the Supervisory Board and to Ebusco's long-term strategy.

Ms. Brouwer is considered independent within the meaning of the Dutch Corporate Governance Code. Ms. Brouwer's remuneration will be in conformity with the Remuneration Policy of the Company. Ms. Brouwer currently does not hold any shares or options in the capital of Ebusco.