



VOTING RESULTS ANNUAL GENERAL MEETING OF SHAREHOLDERS **EBUSCO HOLDING N.V.**
held on 16 December 2025 in Deurne, the Netherlands

Total issued and outstanding capital: 194,269,755
Total number of votes: 194,269,755
Present or represented: 76,374,460
Votes by proxy to civil law notary: 55,754,670
Total votes at AGM: 132,129,130

Agenda item	Voted in favour	%	Voted against	%	Total votes (excl. abstentions)	Abstained	Total votes (incl. abstentions)
Item 3(b). Remuneration report for the financial year 2024 (advisory vote)	132,063,948	99.97%	38,782	0.03%	132,102,730	26,400	132,129,130
Item 3(c). Proposal to adopt the financial statements for the financial year 2024	131,999,807	99.92%	100,047	0.08%	132,099,854	29,276	132,129,130
Item 4(a). Proposal to discharge the members of the Management Board from liability	131,919,378	99.86%	184,061	0.14%	132,103,439	25,691	132,129,130
Item 4(b). Proposal to discharge the members of the Supervisory Board from liability	131,990,391	99.92%	111,992	0.08%	132,102,383	26,747	132,129,130

Item 5. Proposal to adopt the Remuneration Policy	131,987,717	99.97%	41,608	0.03%	132,029,325	99,805	132,129,130
Item 6(a). Proposal to reappoint Mr. Peter Bijvelds as member of the Management Board	132,076,951	99.98%	29,156	0.02%	132,106,107	23,023	132,129,130
Item 6(b). Proposal to appoint Mr. Roel Nagelmaeker as member of the Management Board	132,080,182	99.98%	28,541	0.02%	132,108,723	20,407	132,129,130
Item 6(c). Proposal to grant a one-off sign-on bonus to Mr. Roel Nagelmaeker	131,838,841	99.80%	261,826	0.20%	132,100,667	28,463	132,129,130
Item 7(a). Proposal to appoint Ms. Mariëtte Doornekamp as member of the Supervisory Board	132,082,996	99.98%	27,389	0.02%	132,110,385	18,745	132,129,130
Item 7(b). Proposal to appoint Mr. Olaf de Bruijn as member of the Supervisory Board	132,084,464	99.98%	25,932	0.02%	132,110,396	18,734	132,129,130
Item 7(c). Proposal to appoint Mr. Rob Engelschman as member of the Supervisory Board	132,081,455	99.98%	26,941	0.02%	132,108,396	20,734	132,129,130
Item 8. Proposal to authorize the Management Board to resolve that the Company may acquire its own shares	132,079,392	99.98%	30,946	0.02%	132,110,338	18,792	132,129,130