



Invitation
to the Annual General Meeting
2025
of SAF-HOLLAND SE

SAF-HOLLAND SE
Bessenbach

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Invitation to the 2025 Annual General Meeting

We hereby invite our shareholders to the Annual General Meeting of SAF-HOLLAND SE (“**Company**”), to be held on

Tuesday, May 20, 2025, at 10:00 hours (CEST),

at Stadthalle Lohr, Jahnstrasse 8, 97816 Lohr am Main.

Note: Where this invitation refers to provisions of the German Stock Corporation Act (*Aktiengesetz, AktG*) (“**German Stock Corporation Act**”), no cross-references from Council Regulation (EC) No 2157/2001 of October 8, 2001 on the Statute for a European company (SE) (“**SE Regulation**”) or the German SE Implementation Act (*SE-Ausführungsgesetz, SEAG*) (“**German SE Implementation Act**”) are cited for reasons of simplicity.

I.
Agenda

- 1. Presentation of the adopted annual financial statements of SAF-HOLLAND SE and the approved consolidated financial statements, in each case as at December 31, 2024, the combined management report for SAF-HOLLAND SE and the Group (including the explanatory report of the Management Board on the disclosures pursuant to Sections 289a and 315a of the German Commercial Code (*Handelsgesetzbuch, HGB*)) and the report of the Supervisory Board of SAF-HOLLAND SE, in each case for the 2024 financial year**

The above documents will be available from the time the Annual General Meeting is convened on our website at “<https://corporate.safholland.com/en/>” under “Investor Relations” and the heading “Annual General Meeting”. The documents will also be available for inspection by the shareholders and will be explained in more detail at the Annual General Meeting.

The documents form part of the 2024 Annual Report, with the exception of the adopted annual financial statements.

The Supervisory Board has approved the annual financial statements and the consolidated financial statements prepared by the Management Board. The annual financial statements are thus adopted in accordance with Section 172 of the German

Stock Corporation Act. The documents referred to under this agenda item are presented to the Annual General Meeting without the need for a resolution by the Annual General Meeting.

2. Resolution on the appropriation of retained earnings for the 2024 financial year

The Management Board and Supervisory Board propose that the Company's retained earnings from the 2024 financial year in the amount of EUR 89,569,314.58 be appropriated as follows:

Distribution of a dividend in the amount of EUR 0.85
per no-par value share entitled to a dividend: EUR 38,585,156.70

Profit carried forward to new account: EUR 50,984,157.88

Should the number of no-par value shares entitled to a dividend for the 2024 financial year change prior to the Annual General Meeting, a corresponding adjustment would be made to the proposal for a resolution and put to vote at the Annual General Meeting. The proposal would provide for an unchanged dividend of EUR 0.85 per no-par value share entitled to a dividend and a corresponding adjustment to the amounts for the total dividend payout and the profit carried forward.

The claim to the dividend is due on the third business day following the resolution of the Annual General Meeting, i.e., May 23, 2025.

3. Resolution on the formal approval of the acts of the members of the Management Board

The Management Board and Supervisory Board propose that the acts of the members of the Management Board in office during the 2024 financial year be formally approved for this period.

4. Resolution on the formal approval of the acts of the members of the Supervisory Board

The Management Board and Supervisory Board propose that the acts of the members of the Supervisory Board in office during the 2024 financial year be formally approved for this period.

5. Resolution on the selection of the statutory auditors for the annual financial statements and consolidated financial statements, the auditors for any audit of the half-yearly financial report and any other interim financial information and the auditors for the sustainability reports, in each case for the 2025 financial year

On the recommendation of its Audit Committee, the Supervisory Board proposes resolving as follows:

- 5.1. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt, are appointed as statutory auditors for the annual financial statements and consolidated financial statements for the 2025 financial year and as auditors for any audit of the half-yearly financial report and any other interim financial information for the 2025 financial year.
- 5.2. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt, are appointed as auditors for the sustainability reports for the 2025 financial year. The selection as auditors for the sustainability reports for the 2025 financial year is made as a precautionary measure in case when implementing Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting, the German legislator should require these auditors to be selected by the General Meeting.

The Company intends to hold separate polls on agenda items 5.1 and 5.2.

In accordance with Article 16(2), third subparagraph of Regulation (EU) No 537/2014 of the European Parliament and of the Council of April 16, 2014 (“**EU Statutory Audit Regulation**”), the Supervisory Board’s Audit Committee has declared that its recommendation is free from the undue influence of third parties and that no restriction has been imposed on it with regard to the selection of a particular statutory auditor or audit firm (Article 16(6) of the EU Statutory Audit Regulation).

6. Resolution on the approval of the remuneration report for the 2024 financial year

Under Section 162(1), first sentence of the German Stock Corporation Act, the management board and supervisory board of listed companies are required to prepare a clear and comprehensible report each year on the remuneration granted and owed to each current or former individual member of the management board and supervisory board in the past financial year and to submit this report to the general meeting for approval pursuant to Section 120a(4), first sentence of the German Stock Corporation Act. The remuneration report for the 2024 financial year was reviewed by the auditors in accordance with Section 162(3) of the German Stock Corporation Act to determine whether the legally required disclosures pursuant to Section 162(1) and (2) of the German Stock Corporation Act were made. The auditors’ report on the remuneration report is attached to the remuneration report.

The remuneration report for the 2024 financial year and the report on its audit by the auditors will be available from the time the Annual General Meeting is convened on the Company’s website at “<https://corporate.safholland.com/en/>” under “Investor Relations” and the heading “Annual General Meeting”. The remuneration report and the report on its audit will also be available for inspection by the shareholders during the Annual General Meeting.

The Management Board and Supervisory Board propose that the remuneration report for the 2024 financial year, which was prepared and audited in accordance with Section 162 of the German Stock Corporation Act, is approved.

7. Resolution on the approval of an amended remuneration system for the members of the Management Board

Under Section 120a(1) of the German Stock Corporation Act, the general meeting of a listed company has to resolve on every significant change to the remuneration system for the members of the management board resolved by the supervisory board according to Section 87a(1) of the German Stock Corporation Act, but at least every four years.

The Supervisory Board last submitted a remuneration system for the members of the Management Board to the Annual General Meeting of May 23, 2023, that was approved by it with 99.94% of votes. Subsequently, the Supervisory Board decided to change the remuneration system for the members of the Management Board approved by the Annual General Meeting and to submit the amended remuneration system to the Annual General Meeting for approval.

The amendment to the remuneration system relates to the maximum remuneration for the members of the Management Board: From January 1, 2025, the maximum remuneration for the chairperson of the Management Board will amount to EUR 3,750,000.00 (currently EUR 3,000,000.00) and for the ordinary members of the Management Board EUR 2,250,000.00 (currently EUR 1,500,000.00). It has emerged that the maximum remuneration amounts payable to the members of the Management Board do not have the necessary flexibility to reasonably reflect the Company's rising share prices and therefore the higher amounts possibly paid out under the long-term variable remuneration. Against this background, the Supervisory Board considers the increase in the maximum remuneration, which was calculated with the aid of a remuneration expert on the basis of a remuneration benchmark, to be reasonable and necessary. In this way, it is possible to continue offering competitive Management Board remuneration that also honors any positive development in the Company's share price. This not only incentivizes the current members of the Management Board but also ensures that the Company remains competitive in the search for the best possible candidates, especially when filling Management Board positions in the future.

The amended remuneration system for the members of the Management Board will be available from the time the Annual General Meeting is convened on the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". The amended remuneration system for the members of the Management Board will also be available for inspection by the shareholders during the Annual General Meeting.

Based on the recommendation of its Nomination and Remuneration Committee, the Supervisory Board proposes that the amended remuneration system for the members of the Management Board is approved.

8. Resolution on the amendment of Article 11(1) of the Company's Articles of Association (enlargement of the Supervisory Board to six members)

The requirements for the Supervisory Board and its members have grown significantly over the last few years. This is due, on the one hand, to a continual rise in the number of legal and regulatory requirements. On the other hand, the work performed by the Supervisory Board has become more and more complex and extensive over the past few years due to the strong growth in the SAF-HOLLAND Group – especially as a result of the acquisition of Haldex and other companies. From the perspective of the Management Board and Supervisory Board, it therefore appears sensible to increase the size of the Company's Supervisory Board from five members to six. The Company's Articles of Association are to be amended accordingly for this purpose.

Thus, the Management Board and Supervisory Board propose resolving as follows:

Article 11(1), first sentence of the Company's Articles of Association is restated as follows:

"The Supervisory Board consists of six members."

Otherwise, Article 11(1) of the Company's Articles of Association will remain unchanged.

9. Resolution on the election to the Supervisory Board

The composition of the Company's Supervisory Board is determined in accordance with (i) Article 40(2) and (3) of the SE Regulation, (ii) Section 17(1) of the German SE Implementation Act, (iii) Section 21(3) of the German SE Participation Act (*SE-Beteiligungsgesetz, SEBG*) and (iv) Article 11(1) of the Company's Articles of Association.

Pursuant to Article 11(1) of the Company's Articles of Association in the version applicable at the time of convening the Annual General Meeting, the Supervisory Board consists of five members elected by the General Meeting. Ms. Ingrid Jägering has resigned from her office as a member of the Supervisory Board and Deputy Chairwoman of the Supervisory Board with effect from the end of the Annual General Meeting on May 20, 2025. Once the enlargement of the Supervisory Board and the related amendment of the Articles of Association proposed for resolution under agenda item 8 becomes effective, the Supervisory Board will consist of six members who are elected by the General Meeting.

Therefore, two new members of the Supervisory Board are to be elected. The Annual General Meeting is not bound by nominations for election. Based on the recommendation of its Nomination and Remuneration Committee, the Supervisory Board proposes that the following persons be elected as members of the Company's Supervisory Board:

- 9.1. **Ms. Dagmar Rehm**, independent management consultant, residing in Langen, Germany
- 9.2 **Mr. Hans-Werner Kaas**, Managing Partner of HWK Advisory LLC, residing in Birmingham, Michigan, USA

Ms. Rehm's appointment will be effective as of the end of the Annual General Meeting on May 20, 2025, and for the period until the end of the Annual General Meeting resolving on the formal approval of the actions of the Supervisory Board for the 2027 financial year. Mr. Kaas' appointment will be effective as of the time of entry of the amendment to Article 11(1) of the Articles of Association resolved under agenda item 8 in the commercial register responsible for the Company and for the period until the end of the Annual General Meeting resolving on the formal approval of the actions of the Supervisory Board for the 2027 financial year.

The intention is to allow the Annual General Meeting to resolve on the candidates in individual polls.

The Supervisory Board is convinced that the members of the Supervisory Board as a whole will continue to be familiar with the sector in which the Company operates. Ms. Rehm has expertise in the field of auditing.

Further information on the proposed candidates, including curriculum vitae and details of memberships in other statutory supervisory boards and comparable domestic and foreign supervisory bodies of business entities, is provided after the agenda under Section II. "*Information on agenda item 9: Information on the candidates proposed for election to the Supervisory Board*". This information will be available from the time the Annual General Meeting is convened on our website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". The information will also be available for inspection by the shareholders during the Annual General Meeting.

10. Resolution on the amendment of Article 19(6) of the Company's Articles of Association (authorization to hold virtual General Meetings)

The Annual General Meeting of May 23, 2023, authorized the Management Board under agenda item 10 to provide that General Meetings of the Company taking place until the end of June 30, 2025, be held without the shareholders or their proxies being physically present at the venue of the General Meeting (virtual General Meeting). The Management Board has not made use of this authorization up to now.

In light of the fact that the current authorization to hold virtual General Meetings will expire on June 30, 2025, it is proposed that this authorization be renewed so that the Management Board can continue to provide for the Company's General Meetings to be held in virtual format in the future. The Management Board and Supervisory Board agree that the format of virtual general meetings has in principle proven itself at companies with a large shareholder base since the law on this was comprehensively reformed in 2022, and that the option of holding general meetings virtually should also be upheld in the future. However, the virtual format should not

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replace physical meetings but rather provide another option for holding meetings alongside physical meetings. In this way, particularly in cases of a pandemic or other emergency situations in which a physical meeting cannot be held or can only be held with disproportionate difficulty, necessary resolutions of the general meeting, such as on the appropriation of profits and distribution of a dividend, as well as other resolutions that are in the interests of the company and its shareholders, can be brought about.

The Management Board and Supervisory Board both understand how important it is to engage in personal dialogue with the shareholders. During the term of the authorization to hold virtual General Meetings, the Management Board will decide anew for each General Meeting whether it should be convened as a virtual General Meeting. In doing so, it will take into account the relevant specific circumstances of each individual case and make its decision at its own dutiful discretion for the benefit of the Company and the shareholders. The Management Board will give special consideration in particular to safeguarding shareholders' rights and to any opinions and concerns from among the shareholders, the specific agenda of the respective General Meeting, health protection aspects, the effort and costs involved as well as sustainability aspects. During any virtual General Meeting, the Management Board will ensure that shareholders' rights, in particular the right of shareholders to ask questions, can be exercised to at least to the same extent as in physical meetings.

The authorization to hold virtual General Meetings is to be granted for a maximum period of two years until June 30, 2027. The legally possible authorization period of five years is again not to be fully utilized. To ensure that the Company is also able to use the full six-month period under Article 54(1), first sentence of the SE Regulation for holding a virtual General Meeting in 2027, the Management Board is to be instructed to submit the amendment of the Articles of Association for entry in the commercial register in such a way that it is not entered in the commercial register responsible for the Company before June 30, 2025.

The Management Board and Supervisory Board therefore propose that the following resolution be adopted:

- a) Article 19(6) of the Company's Articles of Association is restated as follows:

"The Management Board is authorized to provide that General Meetings of the Company to be held until the end of June 30, 2027, can be held without the physical presence of the shareholders or their proxies at the venue of the General Meeting (virtual General Meeting)."

Otherwise, Article 19 of the Company's Articles of Association remains unchanged.

- b) The Management Board is instructed to submit the amendment of the Articles of Association under agenda item 11a) for entry in the commercial register in such a way that it is not entered in the commercial register responsible for the Company before June 30, 2025.

II.

**Information on agenda item 9:
Information on the candidates proposed for election to the Supervisory Board**

1. Ms. Dagmar Rehm

Personal details	Date of birth: August 18, 1963 Place of birth: Offenbach am Main Gender: Female Nationality: German Member since: –
Main occupation	Independent management consultant
Career history	
Since 02/2021	Independent management consultant
2017 - 2020	juwi AG, Wörrstadt, CFO/Chief Financial Officer
2013 - 2016	Bilfinger Industrial Technologies GmbH, Frankfurt am Main, and Bilfinger Engineering & Automation (division of Bilfinger SE, Mannheim), CFO
2008 - 2012	Bilfinger Project Investments GmbH, Wiesbaden, CFO
2005 - 2008	Thomas Cook AG/plc, Oberursel/London, Director Group Controlling
1995 - 2005	Deutsche Bahn AG, Frankfurt/Berlin, various commercial management functions
1989 - 1995	AEG Aktiengesellschaft, Frankfurt am Main, various functions in controlling and corporate development
Qualifications	Degree in Economics, University of Mannheim
Particular qualifications within the qualifications matrix:	<ul style="list-style-type: none"> • Management/leadership • Corporate development, organization and structuring • Digitalization/IT/software • Human resources/new work • ESG/sustainability • Law/compliance/corporate governance

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	<ul style="list-style-type: none"> • Control systems (CMS, RMS, internal control systems, internal audit) • Accounting • Auditing • Restructuring/transformation • Financing/capital markets • Experience in advisory or supervisory boards
Memberships in other supervisory boards to be constituted by law	Deputy Chairwoman of the Supervisory Board of Koenig & Bauer AG, Würzburg, Germany (since 04/2014, listed)
Memberships in comparable domestic and foreign supervisory bodies of business entities	<ul style="list-style-type: none"> • Non-Executive Director of Renewable Power Capital Ltd., London, UK (since 02/2021, not listed) • Non-Executive Director of Rail Capital Europe Investment SAS, Saint Ouen, France (since 02/2023, not listed) • Non-Executive Director of Power2X B.V., Amsterdam, Netherlands (since 03/2024, not listed)
Current group mandates	None

2. Mr. Hans-Werner Kaas

Personal details	<p>Date of birth: January 15, 1964</p> <p>Place of birth: Morbach</p> <p>Gender: Male</p> <p>Nationality: German, US American</p> <p>Member since: –</p>
Main occupation	Managing Partner of HWK Advisory LLC, Birmingham, Michigan, USA (not listed)
Career history	
Since 02/2024	HWK Advisory LLC, Birmingham, Michigan, USA, Managing Partner and founder
Since 02/2024	McKinsey & Company, Detroit, Michigan, USA, Senior Advisor, Emeritus

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1991 – 2024	McKinsey & Company, Frankfurt am Main, Cleveland and Detroit, USA, Senior Partner
Qualifications	Degree in Industrial Engineering, Technical University of Kaiserslautern
Particular qualifications within the qualifications matrix:	<ul style="list-style-type: none"> • Management/leadership • Strategic business development • Corporate development, organization, and structuring • Knowledge of international markets • Industry-relevant technologies, products, services and new business models • Operations/operational excellence • Digitalization/IT/software • Human resources/new work • ESG/sustainability • Restructuring/transformation • Financing/capital markets
Memberships in other supervisory boards to be constituted by law	None
Memberships in comparable domestic and foreign supervisory bodies of business entities	<ul style="list-style-type: none"> • Member of the Advisory Board of Fernweh Group LLC, San Jose, California, USA (since 06/2024, not listed) • Member of the Board and Advisor at eezylife, Inc., New York City, New York, USA (since 01/2023, not listed)
Current group mandates	None

The Supervisory Board has assured itself that the proposed candidates are able to devote the expected amount of time required for their work on the Supervisory Board of SAF-HOLLAND SE.

The selection of the proposed candidates takes into account the Supervisory Board's specified objectives for its membership and aims to fulfill the skills profile and diversity strategy developed by the Supervisory Board for the entire board.

In the Supervisory Board's opinion, there are no personal or business relationships between the proposed candidates on the one hand and the Company, its Group companies, the governing bodies of the Company or a shareholder with a direct or indirect stake of more than 10% of the voting shares in the Company on the other hand that would be decisive in a vote by a shareholder making an objective judgement.

In the Supervisory Board's opinion, the proposed candidates are to be considered independent.

**III.
Further information and notes**

1. Total number of shares and voting rights at the time of convening the Annual General Meeting

At the time of convening the Annual General Meeting, the Company's share capital amounted to EUR 45,394,302.00, divided into 45,394,302 no-par value bearer shares with a notional interest in the share capital of EUR 1.00 per share. The Company does not currently hold any treasury shares. At the time of convening the Annual General Meeting, the total number of voting rights was thus 45,394,302.

2. Requirements for attending the Annual General Meeting and exercising voting rights

Only those shareholders who have duly registered for the Annual General Meeting and provided proper proof of their shareholding are entitled to attend the Annual General Meeting and exercise their voting rights.

Registration and proof of share ownership must be made on a durable medium in readable form ("text format") (Section 126b of the German Civil Code) and in the German or English language. Proof of share ownership issued by the ultimate intermediary in accordance with Section 67c(3) of the German Stock Corporation Act will be sufficient proof of the shareholder's share ownership. The proof of share ownership must relate to the end of the business day on the twenty-second day prior to the Annual General Meeting, which would be April 28, 2025, 24:00 hours (CEST) (record date). Registration and proof of share ownership must be received by the Company no later than May 13, 2025, 24:00 hours (CEST), using one of the following contact options:

SAF-HOLLAND SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

or

by fax: +49 89 8896906-33

or

by email: anmeldung@linkmarketservices.eu

In relation to the Company, only those persons who have provided proof of share ownership as of the record date will be deemed shareholders for the purpose of

attending the Annual General Meeting and exercising voting rights. The entitlement to participate in the Annual General Meeting and the scope of voting rights are determined solely on the basis of the shareholder's shareholding on the record date. The record date is not associated with any block on the salability of the shareholding. Even in the event of a full or partial sale of the shareholding after the record date, only the shareholder's shareholding on the record date is relevant for participation in the Annual General Meeting and the scope of voting rights. This means that sales of shares after the record date will have no effect on the entitlement to participate in the Annual General Meeting or on the scope of voting rights. The same applies to the acquisition of additional shares after the record date. Persons who do not yet hold any shares on the record date and only subsequently become shareholders are only entitled to attend and vote if they authorize themselves or have been authorized to exercise their rights. The record date has no significance for dividend entitlement.

Admission tickets to participate in the Annual General Meeting will be sent to shareholders after the receipt of their registration and proof of share ownership in due form and in a timely manner using one of the above contact options. Unlike registration for the Annual General Meeting and proof of share ownership, the admission tickets are merely organizational aids and not a prerequisite for attending the Annual General Meeting and exercising voting rights. To ensure the timely receipt of the admission tickets, we ask shareholders to request an admission ticket from their depository bank as early as possible. In these cases, the required registration and proof of share ownership will be provided directly by the depository bank. Shareholders who have requested an admission ticket from their depository bank in good time do not need to take any further action.

3. Participation by the members of the Management Board and Supervisory Board

All members of the Management Board and Supervisory Board intend to participate in the Annual General Meeting.

4. Procedure for voting by proxy

Shareholders may also have their voting rights exercised at the Annual General Meeting by a person assigned with power of attorney, e.g., an intermediary, shareholders' association, voting advisor or another person of their choice.

The granting of power of attorney, its revocation and the proof of authorization provided to the Company must be in text format (Section 126b of the German Civil Code). Intermediaries as defined by Section 67a(4) of the German Stock Corporation Act, shareholders' associations, voting advisors or other persons as defined by Section 135(8) of the German Stock Corporation Act, insofar as they themselves have been granted power of attorney, may require different procedures, which would need to be obtained from them in each case.

The power of attorney may be declared to the proxy or declared or proven to the Company. If the power of attorney is granted, amended or revoked by declaration to

the Company, the declaration may be addressed to one of the following contact options:

SAF-HOLLAND SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

or

by email: safholland@linkmarketservices.eu

To be able to clearly assign the power of attorney, the full name or company, place of residence or business address, and admission ticket number of the shareholder must be stated.

Proof of power of attorney may also be furnished by the proxy presenting the power of attorney at the admission check-in on the day of the Annual General Meeting. The revocation of the power of attorney may also be effected by the shareholder personally attending the Annual General Meeting or by issuing a power of attorney to another proxy.

The Company will provide the form that can be used to grant power of attorney together with the admission ticket after registration has been completed. The form for granting power of attorney can also be downloaded from the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". Power of attorney forms will also be available in the Annual General Meeting.

Proper registration and proof of share ownership are still required even if a power of attorney has been granted (see Section III., no. 2 "*Requirements for attending the Annual General Meeting and exercising voting rights*"). This does not preclude the granting of powers of attorney after registration and proof of share ownership.

5. Procedure for voting by Company-appointed proxy

We offer our shareholders the option to be represented by a Company-appointed proxy who exercises voting rights exclusively in accordance with the instructions of the shareholder in question. In addition to the power of attorney, these Company-appointed proxies must also be given instructions on how to exercise voting rights. They cannot exercise voting rights at their own discretion but only upon instructions issued by the shareholder. If no explicit instructions have been issued, or if the instructions are contradictory or unclear, the Company-appointed proxy will abstain from voting on the relevant resolution items; this also always applies to other motions. If an individual vote is to be held on an agenda item without this having been communicated in advance of the Annual General Meeting, an instruction on this agenda item as a whole will also be deemed to be a corresponding instruction for each item on the individual vote. Please note that Company-appointed proxies

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cannot accept instructions to speak, ask questions, propose motions, or make statements for the record, either in advance of or during the Annual General Meeting. Company-appointed proxies may also not exercise any other shareholder rights, with the exception of exercising voting rights.

The authorization of Company-appointed proxies and the issuing of instructions must be in text format (Section 126b of the German Civil Code). The same applies to any amendment or revocation of the proxy or the instructions. The power of attorney and instruction form for Company-appointed proxies is printed on the admission ticket sent to shareholders after the registration and proof of share ownership have been received by the Company in due form and on time. A corresponding proxy and instruction form can also be downloaded from the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". Forms for granting power of attorney and issuing instructions will also be available in the Annual General Meeting.

The granting of power of attorney to Company-appointed proxies, the issuing of instructions, or their amendment or revocation must be received by the Company no later than May 19, 2025, 24:00 hours (CEST) using one of the following contact options:

SAF-HOLLAND SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

or

by email: safholland@linkmarketservices.eu

After May 19, 2025, 24:00 hours (CEST), shareholders attending the Annual General Meeting or their proxies may issue powers of attorney and instructions to Company-appointed proxies on-site until the opening of voting at the Annual General Meeting by submitting a power of attorney and instruction form at the meeting's entrance and exit check.

The authorization of Company-appointed proxies does not preclude personal participation in the Annual General Meeting. If a shareholder wishes to attend the General Meeting and exercise his or her shareholder rights in person or through another proxy despite having already authorized a Company-appointed proxy, attendance in person or attendance through a proxy will be deemed to be a revocation of the authorization of the Company-appointed proxy.

Proper registration and proof of share ownership are also required when authorizing Company-appointed proxies (see Section III, no. 2 "*Requirements for attending the Annual General Meeting and exercising voting rights*").

6. Information on other shareholder rights

- a) **Additions to the agenda at the request of a minority pursuant to the second and third sentences of Article 56 of the SE Regulation, Section 50(2) of the German SE Implementation Act (SEAG), and Section 122(2) of the German Stock Corporation Act**

Pursuant to Article 56, second sentence and third sentence of the SE Regulation and Section 50(2) of the German SE Implementation Act, whose contents correspond to Section 122(2), first sentence of the German Stock Corporation Act, shareholders whose shares alone or together reach one twentieth of the share capital or the pro rata amount of EUR 500,000.00 of the share capital (this corresponds to 500,000 shares) may request that items be placed on the agenda and published. Each new item must be accompanied by a statement of reason or by a draft resolution. The request must be addressed in writing to the Management Board of the Company and must be received by the Company in accordance with Section 122(2), third sentence of the German Stock Corporation Act at least 30 days before the Annual General Meeting, i.e., no later than April 19, 2025, 24:00 hours (CEST). Requests for additions received later than this time will not be considered. Such requests should be addressed to the following address:

SAF-HOLLAND SE
The Management Board
Hauptstrasse 26
63856 Bessenbach
Germany

Pursuant to Section 50(2) of the German SE Implementation Act, a 90-day holding period prior to the date of the Annual General Meeting as required by Section 122(1), third sentence of the German Stock Corporation Act is not set as a prerequisite for applying to add a further item to the Annual General Meeting agenda of an SE.

Any additional agenda items subject to mandatory public announcement will be published in the German Federal Gazette without delay after they are received and forwarded to those media channels for publication where it can be expected that they disseminate information throughout the European Union. They will also be published on the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting" and communicated to shareholders in accordance with Section 125(1), third sentence of the German Stock Corporation Act.

b) Countermotions and election proposals from shareholders pursuant to Sections 126(1) and 127 of the German Stock Corporation Act

Each shareholder is entitled to submit countermotions to the resolutions proposed by the management on the agenda items and to make proposals for the selection of statutory auditors or for the election of members of the Supervisory Board. Such motions and election proposals (together with any reasons) are to be sent only to one of the following contact options:

SAF-HOLLAND SE

c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

or

by fax: +49 89 8896906-55

or

by email: antraege@linkmarketservices.eu

Countermotions and election proposals addressed otherwise will not be considered.

Countermotions and election proposals received by the Company no later than May 5, 2025, 24:00 hours (CEST) using one of the following contact options will be made available to the other shareholders without delay via the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". The publication of countermotions and election proposals will include the name of the shareholder and any reasons given. Any comments by the management will also be published on the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting". A countermotion and any statement of reason need not be made available under the conditions of Section 126(2) of the German Stock Corporation Act. Section 126 of the German Stock Corporation Act applies mutatis mutandis to a shareholder's proposal for the election of auditors or the election of members of the Supervisory Board pursuant to Section 127 of the German Stock Corporation Act. In addition, election proposals pursuant to Section 127 of the German Stock Corporation Act will only be made accessible if they contain the information pursuant to Section 124(3), fourth sentence of the German Stock Corporation Act and Section 125(1), fifth sentence of the German Stock Corporation Act.

It is important to note that countermotions and election proposals that were submitted to the Company in advance and in due time will only be considered by the Annual General Meeting if they are made verbally at the meeting. The

right of shareholders entitled to participate to submit counter motions and election proposals on agenda items during the Annual General Meeting without prior communication to the Company remains unaffected.

c) Right to information pursuant to Section 131 of the German Stock Corporation Act

At the Annual General Meeting, each shareholder or proxy may request information from the Management Board on the Company's affairs to the extent that such information is necessary for a proper evaluation of an agenda item (Section 131(1) of the German Stock Corporation Act).

The duty to provide information also extends to the legal and business relations of the Company with an affiliated company and to the situation of the Group and the companies included in the consolidated financial statements. The Management Board may refuse to provide information on the grounds set out in Section 131(3) of the German Stock Corporation Act.

Pursuant to Article 20(3) of the Company's Articles of Association, the chairperson of the meeting is authorized to impose reasonable time limits on shareholders' rights to speak and ask questions.

d) Other explanations

Other explanations on the rights of shareholders pursuant to Article 56, second and third sentences of the SE Regulation, Section 50(2) of the German SE Implementation Act, and Sections 122(2), 126(1), 127 and 131(1) of the German Stock Corporation Act, are available on the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting".

7. Data privacy for shareholders and their proxies

When shareholders register for the Annual General Meeting and exercise their shareholder rights in relation to the Annual General Meeting or appoint a voting proxy, the Company processes personal data about the shareholders and/or their proxies in order to enable the shareholders and/or their proxies to exercise their rights in relation to the Annual General Meeting. The Company processes personal data as the data controller in compliance with the provisions of the General Data Protection Regulation ("**GDPR**") and all other relevant laws.

Details of how personal data is processed and on the rights of shareholders and/or their proxies under the GDPR are available on the Company website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting".

8. Website on which the information pursuant to Section 124a of the German Stock Corporation Act is accessible

This invitation to the Annual General Meeting, the documents to be made available to the Annual General Meeting and further information in connection with the Annual General Meeting can be accessed via the Company's website at "<https://corporate.safholland.com/en/>" under "Investor Relations" and the heading "Annual General Meeting" as of the convening of the Annual General Meeting.

Any countermotions, election proposals and requests for additions from shareholders received by the Company and subject to publication will also be made available on the above website. The results of the voting will also be published there after the Annual General Meeting.

Bessenbach, April 2025

**SAF-HOLLAND SE
The Management Board**