UNOFFICIAL TRANSLATION FOR INFORMATION PURPOSES - DUTCH VERSION PREVAILS

EKOPAK

Listed public limited company
Souverainestraat 13 - 9800 DEINZE
VAT BE 0461.377.728 - RPR GENT, Department GENT
("the Company")

CONVOCATION TO THE ORDINARY GENERAL MEETING
TUESDAY, MAY 13, 2025 AT 6 PM

The Board of Directors invites the shareholders to participate in the Ordinary General Meeting to be held on Tuesday 13 May 2025 at 6 p.m. at the registered office of the Company at 9800 Deinze, Souverainestraat 13.

COMMUNICATION:
The Board of Directors wishes to point out that it is possible for all shareholders to cast their vote remotely before the meeting by means of a voting form, or by means of a proxy with voting instructions for the attention of preferably Mrs. Anastasia Karpenko (secretary). The shareholders can also exercise their right to ask questions in writing. The procedures for doing so are described in this convocation, see below.

To date, the total number of shares and voting rights of the Company amounts to 14,824,642 shares.

AGENDA FOR THE ORDINARY GENERAL MEETING WITH PROPOSED RESOLUTIONS

1. Acknowledgment of the consolidated financial statements as at 31 December 2024, as well as the integrated annual report of the Board of Directors and the report of the Statutory Auditor relating to the company and consolidated financial statements as at 31 December 2024

2. Approval of the Company financial statements as at 31 December 2024
   Proposed resolution: the General Meeting resolves to approve the financial statements of the Company for the financial year ended 31 December 2024, including the appropriation of the result.

3. Remuneration report
   Proposed decision: approval of the remuneration report as included in the integrated annual report of the Board of Directors for the financial year ended 31 December 2024.

4. Dismissals and appointments of directors
   The *curriculum vitae* of the candidate Directors is available on the Company's website (https://ekopakwater.com/investor-relations/corporate-governance/annual-shareholder-meeting/).

   4.1 Confirmation of appointment of DEVUMA BV, permanently represented by Mr. Jos DE VUYST as independent director and determination of his remuneration

<u>Proposed resolution</u>: the General Meeting takes note of the co-optation by the Board of Directors of DEVUMA BV, permanently represented by Mr. Jos DE VUYST, as independent director as of 19 September 2024 following the premature voluntary resignation of Mrs. Kristina LOGUINOVA, and confirms this appointment.

DEVUMA BV, permanently represented by Mr. Jos DE VUYST, will serve the term of its predecessor's mandate (expiry immediately after the present General Meeting of the year 2025).

Mr. DE VUYST graduated as a civil engineer from the University of Ghent, after which he obtained an MBA from the Vlerick Business School. After four years as managing director at Stow Group (2001-2005), he became CEO of KARDEX AG. Through a management buy-out, he returned to Stow group in 2015, now a European leader in storage equipment, where he is still CEO today. In addition, Mr. DE VUYST is also president and CEO of Movu Robotics, a subsidiary of stow Group, a fast-growing high-tech start-up for logistics automation. Furthermore, Mr. DE VUYST holds directorships at Reynaers Aluminium and is chairman of the Afix Group, a Dovesco participation.

In accordance with the Company's current remuneration policy, non-executive directors (excluding Chairman of the Board of Directors) are entitled to a fixed annual remuneration of EUR 15,000, regardless of the number of meetings.

4.2 Confirmation of the resignation of EDK MANAGEMENT BV, permanently represented by Ms. Els DE KEUKELAERE

<u>Proposed resolution</u>: the General Meeting takes note of and confirms the resignation of EDK MANAGEMENT BV, permanently represented by Mrs. Els DE KEUKELAERE, as executive director of the Company as of 31 January 2025. The Company would like to thank Ms. DE KEUKELAERE for her contribution to the Ekopak Group.

4.3 Resignation of the members of the Board of Directors

The four-year term of office of most members of the Board of Directors expires immediately after the end of this General Meeting. In order to align the terms of appointment of all the directors, all the members of the Board of Directors are dismissed.

<u>Proposed resolution</u>: the General Meeting decides to dismiss all the members of the Board of Directors.

4.4 Reappointment of the members of the Board of Directors and determination of remuneration

<u>Proposed resolution</u>: the General Meeting resolves to reappoint the following persons as directors of the Company as of today and for a period of four years:

1. *CRESCEMUS BV, permanently represented by Mr. Pieter BOURGEOIS (Chairman of the Board of Directors)*
2. *PILOVAN BV, permanently represented by Mr. Pieter LOOSE (managing director)*
3. *Tim DE MAET (Executive Director)*

4. *QUILAUDEM BV, permanently represented by Ms Nathalie VAN DEN HAUTE (non-executive director)*
5. *REGINE SLAGMULDER BV, permanently represented by Mrs. Regine SLAGMULDER (independent director)*
6. *MARFA CONSULT BV, permanently represented by Mrs. Valerie DEJAEGHERE (independent director)*
7. *DEVUMA BV, permanently represented by Mr. Jos DE VUYST (independent director)*

Their directorship will expire immediately after the Ordinary General Meeting of the year 2029.

According to the information made available to the Company, REGINE SLAGMULDER BV, permanently represented by Mrs. Regine SLAGMULDER, MARFA CONSULT BV, permanently represented by Mrs. Valerie DEJAEGHERE and DEVUMA BV, permanently represented by Mr. Jos DE VUYST (still) meet the specific independence criteria of the Belgian Corporate Governance Code 2020 and the general independence criterion provided for in article 7:87 of the BCCA.

In accordance with the Company's current remuneration policy, the annual remuneration of non-executive directors amounts to €15,000 per director and €25,000 for the chairman of the Board of Directors, regardless of the number of meetings. Executive directors do not receive any remuneration for their directorship.

5. Discharge of the Directors
   Proposed resolution: the General Meeting resolves to grant discharge to the Directors in respect of the exercise of their mandate during the financial year 2024.

6. Statutory auditor
   6.1 Change of permanent representative of the Statutory Auditor
   The General Meeting takes note of the change of the representative of the company PwC Réviseurs d'Entreprises BV, who will be represented as of 30 June 2025 by Mr. Kurt CAPPOEN (A01969) in the exercise of his mandate as Statutory Auditor of the Company in place of Mr. Peter VAN DEN EYNDE.

   6.2 Approval of the remuneration of the Statutory Auditor 2024
   Proposed decision: Approval of the remuneration of the Statutory Auditor of the Company for additional work during the audit of the financial year 2024 of EUR 125,000 (excl. VAT, expenses and IBR contribution).

   6.3 Discharge to the Statutory Auditor
   Proposed decision: the General Meeting decides to grant discharge to the Statutory Auditor for the exercise of his mandate during the financial year 2024.

7. Delegations of powers for the implementation of the decisions taken
   Proposed resolution: the General Meeting grants to the Board members, each of them acting alone and with the right to substitute, all powers for the implementation of the decisions taken by the Ordinary General Meeting as well as all powers to publish these decisions. In addition,

the General Meeting grants in particular power of attorney to Mr. Anastasia KARPENKO (lawyer at law firm LLK BV), to perform all actions that may be necessary or useful for the completion of the formalities (including, but not limited to, the preparation and signing of documents and forms) with a view to (i) the filing of (an extract of) this document with the registry of the competent business court, (ii) their publication in the Annexes to the Belgian Official Gazette and (iii) the registration or adaptation of the data in the Crossroads Bank for Enterprises.

8. Various

ADMISSION

All shareholders are given the opportunity to cast their vote remotely before the meeting, or by proxy with voting instructions, preferably to Mrs. Anastasia KARPENKO (Secretary of the Board of Directors).

Participation in the AGM by voting letter, proxy, or physical is possible for the number of shares you hold on the Record Date (29 April 2025 at 24h, Belgian time) and for which you have expressed your intention to exercise your voting rights – at the latest on 7 May 2025 – regardless of the number of shares you hold on the day of the Meeting.

〉 What conditions do you have to meet in order to participate in the General Meeting and to be able to vote?

Only persons who are shareholders on 24 April 2025 CEST, ("registration date") will have the right to participate in and vote at the General Meeting.

〉 Are you a holder of registered shares?

Then you must be registered in the Company's share register on 29 April 2025 (at 24h, Belgian time) for at least the number of shares with which you wish to participate in the General Meeting.
No later than 7 May 2025 (at 12 p.m., Belgian time), you must confirm your participation to us by e-mail (legal@ekopak.be) stating the number of shares with which you wish to participate. It is sufficient to send us your completed and signed proxy or voting letter as a confirmation of participation.

〉 Are you a holder of dematerialised shares?

Then the shares with which you wish to participate in the General Meeting on 29 April 2025 (at 24 p.m., Belgian time) must be booked on your trading account.
Ask your financial institution (bank, authorized account holder, or settlement institution) to:
(a) issue a certificate stating the number of shares you held in the Company on 29 April 2025 (at 24h, Belgian time) and with which you wish to participate; and
(b) to provide this certificate to the Company at the latest on 7 May 2025 via the email address legal@ekopak.be.
No later than 7 May 2025 (at 12 p.m. Brussels time), you must confirm your participation in writing by e-mail (legal@ekopak.be) stating the number of shares with which you wish to participate. You can ask your financial institution to confirm your participation to us at the same time as the registration formalities. It is sufficient to send us your completed and signed proxy or voting letter (together with the above-mentioned certificate) as a confirmation of participation.

〉 Would you like to be represented at the General Meeting?

If you meet the conditions set out above to participate in and vote at the General Meeting, you may be represented at the General Meeting by a single proxy holder, as set out above. You can use the power of attorney form on our website (https://ekopakwater.com/investor-relations/corporate-governance/annual-shareholder-meeting/).

You can also request this form from us at any time. This form also serves as a confirmation of participation. You must provide us with your completed and signed power of attorney by e-mail (legal@ekopak.be) no later than 7 May 2025 .

〉 Do you wish to vote by letter prior to the General Meeting?

If you meet the conditions set out above to participate in and vote at the General Meeting, you can cast your vote by letter prior to the General Meeting. You can use the voting form on our website (https://ekopakwater.com/investor-relations/corporate-governance/annual-shareholder-meeting/). You can also request this form from us at any time. This form also serves as a confirmation of participation. You must send us your completed and signed ballot paper by e-mail (legal@ekopak.be) by 7 May 2025 at the latest.

We would like to remind you that in order to validly cast your remote vote, you must clearly state the voting method or abstention in the ballot paper.

〉 What conditions do you have to meet to put an item on the agenda?

If you alone or jointly with other shareholders hold at least 3% of the capital of the Company, you can have items placed on the agenda and submit proposals for resolutions with regard to the items included or to be included on the agenda. You must own this minimum share percentage, alone or together with other shareholders, both on the date of your request and on 29 April 2025 (at 12 p.m. Brussels time). This can be demonstrated by submitting a certificate of registration of the shares in question in the share register, or a certificate issued by a financial institution showing that the relevant number of dematerialised shares in the name of the relevant shareholder(s) has been registered on account.

You must send us your requests in writing by e-mail (legal@ekopak.be). As the case may be, attach the text of the items to be discussed and the corresponding proposed resolutions, or the text of the proposed resolutions to be placed on the agenda. We must receive your requests by 21 April 2025 . Don't forget to include an email address so that we can confirm receipt of your requests.

If necessary, we will publish a supplemented agenda, proxy and voting form by 28 April 2025 at the latest (on our website, in the Belgian Official Gazette and in the financial press).

The proxies that we would have already received prior to the publication of the supplemented agenda remain valid, but your proxy holder may deviate from your instructions for the new proposals for resolutions submitted to existing agenda items during the meeting if the execution of your instructions could harm your interests. Your proxy holder must inform you of this. Your proxy must state whether your proxy holder is allowed to vote on the new agenda items, or whether he/she must abstain on those new agenda items.

The voting forms that we would have received prior to the publication of the supplemented agenda remain valid for the existing agenda items. If a new proposal for a resolution has been submitted for an existing agenda item, the remote vote on this agenda item will not be taken into account.

〉 Would you like to ask a question ?

Following the General Meeting, you can submit written questions to the Directors and the Statutory Auditor regarding their report or the agenda items. If you meet the conditions set out above to participate in and vote at the General Meeting, your questions will be answered insofar as the disclosure of information or facts is not of such a nature that it may cause damage to the Company or is in breach of the confidentiality commitments entered into by the Company, its Directors or Statutory Auditor.

We must receive your written questions by e-mail by 7 May 2025 at the latest.

The written questions and answers will then be posted on the Company's website as an appendix to the minutes of the General Meeting by 28 May 2025 at the latest.

〉 Where can you find all the information about this General Assembly?
All relevant information regarding this General Meeting is available on our website https://ekopakwater.com/investor-relations/corporate-governance/annual-shareholder-meeting/.

〉 How can you contact us ?
For sending forms, written requests or practical questions, please contact us by e-mail: legal@ekopak.be.

The Board of Directors of Ekopak thanks you in advance for your cooperation – April 11, 2025