



Agenda

Annual General Meeting of Shareholders Hydratec Industries NV

To be held on Thursday, April 17, 2026, at 1:00 PM
Van der Valk Hotel Amersfoort, Ruimtevaart 22 - 24, 3824 MX Amersfoort

1. Opening
2. Announcements
3. Annual report 2025 (explanation)
4. 2025 Financial Statements and Profit Appropriation
 - a) Approval of the 2025 Financial Statements (resolution)
 - b) Approval of the Profit Allocation (resolution)
5. Discharge of the Board of Directors and Supervisory Board
 - a) Discharge of the Board of Directors (resolution)
 - b) Discharge of the Supervisory Board (resolution)
6. Composition of the Supervisory Board
 - a) Appointment of Mr. H. Scholten as a member of the Supervisory Board (resolution)
7. Remuneration:
 - a) Approval of the 2025 remuneration report (advisory vote)
8. Granting the designation of the Executive Board as the authorized body to decide on:
 - a) Issue ordinary shares (resolution)
 - b) Limitation or exclusion shareholders' pre-emptive rights on the issuance of shares as mentioned under 8a (resolution)
9. Appointment of the company's auditor for the 2025 financial year (resolution)
10. Other
11. Closing

The 2025 Annual Report and Financial Statements have been published on the Company website (www.hydratec.nl) along with the agenda of the Annual General Meeting of Shareholders and the Minutes of the Shareholders' Meeting of 24 April 2025. A printed copy of the 2025 Annual Report can be obtained, free of charge, from the Company's office: Spoetnik 20, Amersfoort, The Netherlands.

Registration date

Pursuant to the Law, the persons entitled to vote and attend meetings are the persons who on Thursday 20 March 2026 (the Registration date), after the processing of all registrations and de-registrations as of the Registration date, are registered as a shareholder in the manner described below in a (sub) register as referred to below. The designated (sub-)registers are the administrations of the intermediaries within the meaning of the Giro Securities Transactions Act and the Company's register of shareholders.

Registration

The notice is applicable for shareholders who have registered their shares with ABN AMRO via www.abnamro.com/shareholder between Monday 23 March and Friday 10 April 2026, 17:00 hrs. The Intermediaries must issue an electronic statement to ABN AMRO latest on Monday 13 April 2026 by 13.00 hrs (CET) via www.abnamro.com/intermediary stating the number of shares held by and submitted for registration by the shareholder on the Registration date, as well as, if applicable, an electronic or written proxy. The registration certificate provided by ABN AMRO also serves as proof of entitlement to admission to the Meeting.

The number of shares and voting rights of the date of this Meeting notice (5 March 2026) amounts to 1.299.848.

Proxy and voting instruction

Shareholders who are unable to attend the Meeting may, without prejudice to the above provisions regarding registration, issue a voting instruction to the Chairman of the Company's Supervisory Board. A voting instruction may be submitted electronically via www.abnamro.com/shareholder until 17.00 hrs on 10 April 2026. If a shareholder is unable to issue a voting instruction electronically, a voting instruction may also be issued in writing using the form that can be downloaded for the purpose from the Company's website www.hydratec.nl. The proxy and voting instruction form completed by the shareholder must be received by the Company (by post or email to info@hydratec.nl) not later than 17.00 hrs on 10 April 2026.

Admission to the General Meeting

Admission registration will take place from 12.30 hrs until the start of the General Meeting at 13.00 hrs. After this time registration will no longer be possible. Persons entitled to attend the General Meeting must show valid proof of this entitlement (registration certificate). They may also be asked to provide valid proof of their identity at the entrance to the General Meeting and they must sign the attendance list. Shareholders unable to attend the meeting may be represented by a maximum of one proxy.

Amersfoort, 5 March 2026

Management Board Hydratec Industries N.V.

Additional Explanations on the Agenda and Meeting Documents:

3. 2025 Annual Report

The Board of Directors will present an overview of the 2025 Annual Report and discuss the company's progress over the past year.

4. 2025 Financial Statements and Profit appropriation

4a. Approval of the 2025 Financial Statements (resolution)

The 2025 financial statements, including the balance sheet, income statement, and explanatory notes, will be discussed. The financial statements have been signed by the Management Board and the Supervisory Board. EY, the company's auditor for 2025, has issued an unqualified audit opinion, which is included in the financial statements under the chapter 'Independent Auditor's Report'.

4b. Approval of Profit appropriation (resolution)

It is proposed to distribute a final dividend of €8.00 per share for the 2025 financial year. The final dividend will be paid on May 21, 2026. The net profit after dividend distribution for 2025 will be allocated to the other reserves.

5. Discharge of the Board of Directors and the Supervisory Board (resolution)

The discharging of the members of the Management Board and the members of the Supervisory Board will be put to the vote as two separate agenda items. It is proposed that the members of the Management Board be discharged for their management during the 2025 financial year and the members of the Supervisory Board be discharged for their supervision during the 2025 financial year.

6. Composition of the Supervisory Board

It is proposed to appoint Mr. H. Scholten for a four-year term until 2030.

The nomination is subject to the condition that the General Meeting does not propose alternative candidates or request a postponement for such a recommendation. If the General Meeting does so, a separate voting round will take place. Mr. Scholten has extensive governance experience. The works councils of Hydratec's subsidiaries have waived their right to make recommendations. Mr. Scholten does not hold any shares in the company. For his CV, see the appendix.

7. Remuneration

7a. Approval of the 2025 Remuneration Report (advisory vote)

The Supervisory Board will provide an explanation on the 2025 remuneration report, as included in the annual report under the chapter 'Remuneration'. The General Meeting will be asked to provide an advisory vote on the remuneration of the Management Board for 2025.

8. Granting the designation of the Executive Board as the authorized body to decide on (resolution)

It is proposed that the Management Board be designated the authorised body to, with the approval of the Supervisory Board, decide to issue ordinary shares and to limit or exclude pre-emptive rights, for a period of 18 months commencing on 17 April 2026 and with due observance of the following:

The authorisation is applicable for ordinary shares totalling up to ten percent (10%) of the total nominal amount of the issued and paid up shares at the time of issue. The issue of shares offers the possibility to provide flexibility, including in respect of acquisitions and remuneration.

The designation of the Management Board as the body authorised to decide to issue shares will be voted on as a separate item. The same will apply in respect of the authorisation to limit or exclude shareholders' pre-emptive rights with regard to the issued shares.

9. Appointment of the company's auditor for the 2026 financial year (resolution)

It is proposed to the general meeting of shareholders to appoint EY as auditor in charge of auditing the annual report of Hydratec Industries N.V. for fiscal year 2026.



Appendix:

CURRICULUM VITAE Mr. H. Scholten

Main Positions

2024 – heden Self-employed
2000 – 2024 CFO Kramps
1988 – 2000 (sr) Manager KPMG

(In het verleden vervulde) nevenfuncties:

2025 – heden Member of the Advisory Board Quadrum Capital
2020 – 2025 Member of the Advisory Board SME Impact fund Tanzania
2020 – heden Board Member St. Huis Bergh
2000 – heden Board Member St. Jianderfonds
2007 Shareholder NL Greenlabel/Sustainable Outlook BV
2006 – 2019 Chairman of the Supervisory Board Leolux Meubelfabriek
2004 – 2018 Chairman of the Supervisory Board Arco Meubelfabriek
2008 – 2012 Member of the Supervisory Board Nedcon

Opleidingen:

CPA, accounting & finance (NIVRA)
HEAO (1983 – 1986)