

Convocation for the Annual General Meeting of Royal BAM Group nv

The Supervisory Board and Executive Board of Royal BAM Group nv, with its registered office in Bunnik (the ‘Company’), announce that the Annual General Meeting (the ‘AGM’), will be held on Thursday 8 May 2025 at 10.30 hrs (CET), in the Postillion Hotel & Convention Centre Utrecht Bunnik, Baan van Fectio 1, 3981 HZ Bunnik, the Netherlands. Shareholders and persons entitled to vote will be able to attend this meeting physically (at aforementioned location).

Agenda

The topics on the agenda are:

1. Opening, notifications and announcements
2. Report of the Supervisory Board for the financial year 2024:
 - a. General report (*for discussion*)
 - b. Application of the remuneration policy for the Executive Board regarding 2024 (*for advice by vote*)
 - c. Application of the remuneration policy for the Supervisory Board regarding 2024 (*for advice by vote*)
3. Report of the Executive Board, including the sustainability information, for the financial year 2024 (*for discussion*)
4. Adoption of the 2024 financial statements (*for resolution*)
5. Adoption of the dividend over the financial year 2024 (*for resolution*)
6. Discharge:
 - a. Discharge of the members of the Executive Board for their management in the financial year 2024 (*for resolution*)
 - b. Discharge of the members of the Supervisory Board for their supervision of the management in the financial year 2024 (*for resolution*)
7. Composition of the Supervisory Board:
 - a. Re-appointment of Dr N.M. Skorupska as a member of the Supervisory Board (*for resolution*)
 - b. Re-appointment of Mr M.P. Sheffield as a member of the Supervisory Board (*for resolution*)
8. Composition of the Executive Board:
 - Appointment of Mr H. de Pater as a member of the Executive Board (*for resolution*)
9. Cancellation of ordinary shares (*for resolution*)
10. Confirmation of the Executive Board’s authorisation to:
 - a. Issue respectively grant rights to acquire ordinary shares and cumulative preference shares F (*for resolution*)
 - b. Restrict or exclude pre-emptive rights upon issuing respectively granting rights to acquire ordinary shares (*for resolution*)
11. Authorisation for the Executive Board to have the Company acquire ordinary shares in the Company’s capital (*for resolution*)
12. Appointment of KPMG Accountants N.V. as external auditor responsible for auditing the 2026, 2027 and 2028 financial statements and responsible for providing assurance on the sustainability statements for these years (*for resolution*)
13. Appointment of EY Accountants B.V. as external auditor responsible for providing assurance on the 2025 sustainability statement (*for resolution*)
14. Any other business
15. Closing the meeting

The meeting will vote on agenda items 2b, 2c and 4 through 13. The positive position statements of the Central Works Council with regard to the voting items 7 (a and b) and 8 are available upon request at the Company’s offices.

AGM documents

As from 26 March 2025, this convocation, the agenda and the notes are published on the Company’s website under www.bam.com/en/about-bam/corporate-governance/annual-general-meeting/agm-8-may-2025. The 2024 financial statements are included in the annual report as published per 20 February 2025. The AGM documents are also (digitally) available via ABN AMRO Bank N.V. (‘ABN AMRO’) on www.abnamro.com/evoting or by sending an email to: ava@nl.abnamro.com.

Registration

The following persons are entitled to vote at the meeting: persons who are registered as such on Thursday 10 April 2025 at 18.00 hrs (CET) (the ‘Registration Date’) in (i) the administrative systems maintained by banks and intermediaries as defined in the Securities Giro Transactions Act (the ‘Intermediaries’) or (ii) the Company’s shareholders register. Shareholders and persons entitled to vote at the meeting who wish to participate in person or issue a proxy must register with ABN AMRO from Friday 11 April 2025 until latest Thursday 1 May 2025, 17.00 hrs (CET) (the ‘Registered Shareholders’). This can be arranged through the Intermediary where the

shares are registered or via www.abnamro.com/evoting. Please note that the deadline for registration and/or proxy voting set by the relevant intermediary may differ from aforementioned period. The Intermediaries must issue an electronic statement to ABN AMRO latest on Friday 2 May 2025 by 13.00 hrs (CET) via www.abnamro.com/intermediary stating the number of shares that the shareholder or person entitled to vote at the meeting holds at the Registration Date and submitted for registration. Upon registration, Intermediaries are requested to submit the full address details of the relevant shareholder or person entitled to vote in order to enable efficient verification of the shares held at the Registration Date. If shareholders and persons entitled to vote at the meeting wish to be represented by a proxy holder, this written proxy must also be submitted upon registration.

Questions prior to and during the meeting

Registered Shareholders may submit any questions prior to the meeting, which together with the answers will be published on the Company’s website. Such questions may be submitted by email to ir@bam.com or by postmail to the Company, for the attention of Mr M. Aupers, PO Box 20, 3980 CA Bunnik, the Netherlands and must be received before Thursday 1 May 2025, 18.00 hrs (CET). Registered Shareholders attending the meeting may also ask any questions during the meeting. Those questions will be answered during the meeting, unless this cannot reasonably be asked given the circumstances. The chairman of the meeting may further determine this in the interest of the order of the meeting. Answers that cannot be provided during the meeting will be published on the Company’s website as soon as possible after the meeting.

Attendance

The meeting will be held as a physical meeting only, given the lack of interest from shareholders over the last years to participate virtually, which does not justify the related additional costs and complexity. In order to attend the meeting the Registered Shareholders will be sent an entry ticket by email or by postmail. This entry ticket serves as proof that the person involved is entitled to attend the meeting.

Proxy and voting instructions

Shareholders unable to attend the meeting in person may choose to grant (a) an electronic proxy or (b) a written proxy to (1) an independent third party or (2) a party of the shareholder’s personal choice; such without prejudice to the above provisions relating to registration. IQ EQ Financial Services B.V. (‘IQ-EQ’) in Amsterdam will serve as the independent third party.

The proxy may be granted with or without voting instructions. If the above-mentioned independent third party is granted a proxy without voting instructions, it is deemed to vote in favour of all proposals of the Executive Board and/or Supervisory Board of the Company, as set out in the agenda, and to vote against any other proposals.

Ad a. Electronic proxies and voting instructions may be granted via www.abnamro.com/evoting.

Ad b. Written proxies to the independent third party, or a party of the shareholder’s personal choice, may be sent by email to IQ-EQ via registers@iqeq.com.

Shareholders may make use of the proxy voting form to grant proxies with voting instructions. This form and an explanation are available via www.bam.com/en/about-bam/corporate-governance/annual-general-meeting/agm-8-may-2025. Alternatively, shareholders may request this form from IQ-EQ via +31 (0)20 522 25 10, or the email address listed above.

Electronic proxies must be granted via ABN AMRO and written proxies must be received by IQ-EQ; latest by Thursday 1 May 2025, 17.00 hrs (CET). Please note that the deadline for registration and/or proxy voting set by the relevant intermediary may differ from aforementioned date.

Bunnik, the Netherlands, 26 March 2025
Royal BAM Group nv