

The Ordinary General Meeting of Shareholders will be convened on 22 April 2026 at 14.00h at Blauwe Keidreef 3, 2400 Mol-Rauw, with the following agenda:

AGENDA

1. Review of the annual reports of the Board of Directors in respect of the financial year ended 31 December 2025

2. Review of the auditor's reports on the financial statements in respect of the financial year ended 31 December 2025

3. Review and approval of the audited statutory financial statements for the year 2025 and presentation of the consolidated results for the year 2025

Proposed resolution: approval of the statutory financial statements for the financial year ended 31 December 2025.

4. Allocation of the profit and declaration of the dividend

Proposed resolution: for the financial year 2025 proposal to vote in favour of allocating (i) the results of the year to available reserves for distribution and (ii) allocating available reserves to dividends of SCR-Sibelco NV, in line with the following proposal:

<i>In euro</i>	2025
Reserves available for results and dividends	1,557,321,275.75
Profit/(loss) for the year	108,579,495.69
Gross dividend	(68,556,928.00)
Available reserves after appropriation of profit and dividend	1,597,343,843.44

The proposed gross dividend of € 68,556,928 corresponds to a total dividend per share of € 146.00.

5. Remuneration of Board Members - remuneration principle 2026

Proposed resolution: proposal to leave the remuneration principles for the Board of Directors and the Committees unchanged. Accordingly, the following remuneration principles for the financial year 2026 are submitted to the shareholders for approval:

- at the level of the Board:
 - (1) For the chairman: a fixed remuneration of € 250,000
 - (2) For each other Board member: a fixed fee of € 45,000 plus an attendance fee per attended meeting of € 3,000 for each Board member, with a maximum attendance fee of 10 Board meetings.
- at the level of the Audit Committee:
 - (1) for the chairman: a fixed remuneration of € 10,000 and
 - (2) for each Committee member: an attendance fee of € 3,000 per meeting attended, with a maximum of 8 Audit Committee meetings.

- at the level of the Remuneration and Nomination Committee and the Sustainability Committee:
 - (1) For the chairman: a fixed fee of € 5,000.
 - (2) For each Committee member: an attendance fee of € 3,000 per meeting attended, with a maximum fee of 6 meetings per Committee.

6. Discharge of Board Members

Proposed resolution: granting discharge to the Board Members individually for the performance of their mandate during the financial year ended 31 December 2025.

7. Discharge of Statutory Auditor

Proposed resolution: granting discharge to the Statutory Auditor for the performance of the mandate during the financial year ended 31 December 2025.

8. Board Members - renewal of mandates and appointment

8.1 *Proposed resolution:* approval of the reappointment of Argali Capital BV, with Mr Pascal Emsens as its permanent representative, for a term of three (3) years until the end of the Ordinary Annual General Meeting of 2029.

8.2 *Proposed resolution:* approval of the reappointment of Zuyfin SRL, with Mr Evrard van Zuylen van Nyevelt as its permanent representative, for a term of three (3) years until the end of the Ordinary General Meeting of 2029.

8.3 *Proposed resolution:* approval of the reappointment of Soverin SA, with Mr Michel Verhaeghe de Naeyer as its permanent representative, for a term of 3 (three) years until the end of the Ordinary General Meeting of 2029.

8.4 *Proposed resolution:*

A. Ratification of the co-optation of GlaCerMin GmbH, with Mr Thomas Marx as its permanent representative, for the period from 17 December 2025 until the date of this meeting (22 April 2026).

B. Approval of the appointment as Board Member of GlaCerMin GmbH, with Mr Thomas Marx as its permanent representative, for a term of three (3) years until the end of the Ordinary General Meeting of 2029.

Conditions for admission (registration and participation) to the General Meeting of Shareholders on 22 April 2026

Please note that all dates and times mentioned herein are expiry dates and will not be extended in the event of a weekend, public holiday or for any other reason.

For holders of registered shares:

Registered shareholders must inform the Company **at the latest on Wednesday 15 April 2026 before 15.00h** (Belgian time) of the number of shares with which they wish to participate in the General Meeting via the completed participation form included in the convocation letter and also available on the Company's website (www.sibelco.com/en/investors). The completed participation form should be returned by post (SCR-Sibelco NV, attn. Frédéric Van Holderbeke, Plantin en Moretuslei 1A, 2018 Antwerp) or by e-mail at shareholder@sibelco.com.

For holders of dematerialised shares:

In accordance with Article 30.2 of the Articles of Association, the Board of Directors has fixed the record date for the General Meeting of the Company on the sixth (6th) business day before the date of the meeting, being **Monday 13 April 2026** (the "**Record Date**"). Holders of dematerialised shares are entitled to participate and vote at the General Meeting with shares they hold on the Record Date and after completing the participation formalities.

The holders of dematerialised shares must inform the Company **at the latest on Wednesday 15 April 2026 before 15.00h** (Belgian time) of their intention to participate in the General Meeting by returning a duly completed and signed participation form available on the Company's website (www.sibelco.com/en/investors). The participation form must be accompanied by a certificate issued by a relevant account holder or clearing institution proving ownership of dematerialised shares on the registration date. The participation form and certificate must be sent by post to the Company's registered office to the Company's registered office (SCR-Sibelco NV, attn. Frédéric Van Holderbeke, Plantin en Moretuslei 1A, 2018 Antwerp) or by e-mail at shareholder@sibelco.com.

The completed participation form and, where applicable, the certificate of ownership must be received by the Company at the latest on Wednesday 15 April 2026 before 15.00h (Belgian time).

Proxies

The holders of shares issued by the Company who wish to be represented by a proxy are requested to use the form of proxy available on the Company's website, (www.sibelco.com/en/investors). The duly completed and signed proxies should be sent by post to the Company's registered office (SCR- Sibelco NV, attn. Frédéric Van Holderbeke, Plantin en Moretuslei 1A, 2018 Antwerp) or by e-mail at shareholder@sibelco.com. In all cases, the document must reach the Company **at the latest on Wednesday 15 April 2026 before 15.00h (Belgian time)**.

The appointment of a proxy must be made in accordance with the applicable rules of Belgian law and the Company's Articles of Association (Article 32.1), which means that a shareholder can only be represented by another shareholder.

Right to ask questions

Shareholders have the right to ask questions to the Board Members and the Statutory Auditor at the General Meeting, both orally and in writing, about the items on the agenda, provided that the communication of data or facts does not prejudice the business interests of the Company or the confidentiality to which the Company, its Board Members or the Statutory Auditor are bound.

Written questions may also be sent electronically, if possible **at the latest on Friday 17 April 2026**, to the following address: shareholder@sibelco.com.

These questions will be answered at the meeting, provided the relevant shareholder has complied with the formalities to be admitted to the General Meeting.

Power of representation

To be physically present or represented at the General Meeting, representatives of legal entities, as well as proxy holders, must prove their identity (identity card or passport) and, in addition, present proof of their power of representation (relevant Company documents). The Company must receive this proof no later than the day of the General Meeting.

Documentation

All documents relating to the General Meeting are made available on the Company's website (www.sibelco.com/en/investors) within the statutory deadlines and are also available at the Company's registered office.

Processing of personal data

The Company is responsible for processing personal data received from shareholders, representatives and proxies in connection with the Meeting in accordance with applicable data protection legislation. Such personal data will be processed for the purposes of preparing and organising the Meeting and managing the attendance and voting procedure in relation to the Meeting.

For more information on the Company's processing of your personal data, please refer to the Company's privacy policy at <https://www.sibelco.com/en/privacy> ("Privacy Policy"). For the purposes of the above processing, the categories of personal data processed by the Company, as set out in Section 4 (what personal data do we process) of the Privacy Policy, also include the number of shares held/represented by shareholders and proxies. This data is processed on the basis of the Company's obligations under Section 7:123 et seq. of the Companies Act. The data collected for the purpose of the General Meeting will be kept for a period of 10 years after the Meeting. This personal data will not be transferred outside the European Union.