

Signify N.V Annual General Meeting 2026

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| Type of meeting | Annual General Meeting (AGM) |
| Date | 13:30h CET, April 24, 2026 |
| Location | High Tech Campus 48, Eindhoven, Netherlands |
| Speaker | Samuel Radford (Robeco) |
| Opt-in members | Robeco, Triodos |
| Attendance AGM | 78.02% of outstanding share capital |

| Agenda Item | Proposal Text | Vote decision | Vote result (%For) |
|-------------|---|---------------|--------------------|
| 1 | Presentation by CEO As Tempelman | N.A. | N.A. |
| 2 | Remuneration Report 2025 | For | 92,89% |
| 3 | Explanation of the policy on additions to reserves and dividends | N.A. | N.A. |
| 4 | Implementation of the new Dutch corporate governance code in the company's governance structure | N.A. | N.A. |
| 5 | Proposal to adopt the financial statements for the financial year 2025 | For | 99,98% |
| 6 | Proposal to adopt a cash dividend of EUR 1.57 per ordinary share from the 2025 net income | For | 99,98% |
| 7a | Proposal to discharge the members of the Board of Management in respect of their duties performed in 2025 | For | 98,28% |
| 7b | Proposal to discharge the members of the Supervisory Board in respect of their duties performed in 2025 | For | 98,28% |
| 8a | Proposal to re-appoint Abraham Schot as member of the Supervisory Board | For | 85,89% |
| 8b | Proposal to appoint Barbara Holzapfel as member of the Supervisory Board | For | 99,99% |
| 8c | Proposal to appoint Jeroen Hoencamp as member of the Supervisory Board | For | 99,98% |
| 9a | Proposal to authorize the Board of Management to issue shares or grant rights to acquire shares | For | 99,92% |
| 9b | Proposal to authorize the Board of Management to restrict or exclude pre-emptive voting rights | For | 87,45% |
| 10 | Proposal to authorize the Board of Management to acquire shares in the company | For | 86,68% |
| 11 | Proposal to cancel shares in one or more tranches as to be determined by the Board of Management | For | 98,80% |

Agenda item 2 – Advisory vote on the remuneration report 2025

My name is Samuel Radford, I work at Robeco and I am here today to speak on behalf of a group of institutional investors which includes Robeco and Triodos.

Firstly, we would like to give thanks to all of the teams at Signify for their continued openness and commitment to our ongoing dialogue, which has covered a wide range of topics, including executive remuneration, sustainability strategy, and strategic direction. Your interest in investor feedback is something we commend, and we look forward to continuing this valuable engagement.

Question: We continue to view Signify's overall approach to executive remuneration highly positively, and have greatly appreciated the opportunities to discuss your compensation design and provide clear feedback to the highest levels in recent meetings. However, this year we also expressed concerns regarding the application of your severance and hiring policy, both of which included the pre-determination of vesting levels for short-term awards at-target, despite performance ultimately being considerably below target. This practice of pre-determining vesting runs counter to the connection between pay and performance, but we appreciate the effort you have already taken to discuss and address our concerns through our meeting with the Remuneration Committee in January and our April pre-AGM call. Can you therefore commit to continuing to consult shareholders ahead of votes on exceptional instances for remuneration, like this one?

Signify had addressed the context and rationale behind their decision to pre-determine vesting outcomes for the pro-rated short-term incentive awards of the outgoing and incoming CEOs in 2025 during their presentation of the remuneration report. In particular, the company stressed the context of the former CEO's thirteen years of service, the desire to maintain their participation and focus during the executive transition, and that the ultimate level of achievement was wholly unforeseen at the time. The other elements of the severance and sign-on packages aligned with best practices, including pro-rating the outgoing CEO's existing long-term incentive awards. Signify then stressed that they value consultation with all of their stakeholders very highly on topics like executive remuneration, and that our conversations are deeply appreciated. Signify then explicitly committed to continuing their dialogue with us, and their consultations with stakeholders on key subjects.

Agenda item 5 – Proposal to adopt the financial statements for the financial year 2025

We would also like to congratulate you on the publication of the next chapter of your Brighter Lives, Better World program for 2030. We applaud you on your continued commitment to these material issues, your ambitious approach to target-setting, and

your effective integration of these priorities within your wider governance framework and commercial strategy.

Question: One of the flagship commitments of your new program is a goal to increase “Beyond illumination” revenues to 41% by 2030; a significant 10% increase from 2024. Given the significance of this commitment to your sustainability strategy, can you share any further insight into what parts of the Beyond Illumination portfolio are expected to contribute most to this growth in the coming years, and what types of investment you see as most important to achieve this required scaling, whether it be research, acquisitions, or new partnerships?

The CEO of Signify explained that the company has multiple levers for achieving growth in the Beyond Illumination portfolio, and that he views the most important as being connected lighting systems. This is because Signify see significant commercial opportunities in making lighting smart, such as through systems that can respond to occupancy. Signify likewise highlighted emergency lighting systems and their ongoing investments in solar as promising prospects for growth too. Such growth will be driven by a mixture of research, acquisitions, and partnerships, such as their new partnership with JUNG in Germany to enhance their smart sensor capabilities.

Question: Lastly, I wanted to raise one of the topics identified in Eumedion’s focus letter for Dutch companies to address in 2026, which was the impact of geopolitics. Signify was very successful in working to mitigate the direct impacts of disruption to supply chains and the macro environment in the last year. However, as these events and pressures seem to be becoming increasingly common, one can continue to foresee further shocks in the coming years. Therefore, what do you see, strategically, as the priorities for helping Signify build greater supply chain resilience and better resist pricing pressures?

Signify has faced only a moderate financial impact from the ongoing conflict in the Middle East due to the limited significance of their commercial market there. However, the CEO highlighted that the ripple effects of the war are very visible across their supply chain in terms of impact on the cost of energy or raw materials, including plastics. This has had significant impact on their operational capabilities in key areas, like their manufacturing sites in India. Yet, Signify is able to leverage considerable flexibility in its supply chain due to its global footprint and scale, and their logistics team is very agile in working to mitigate sourcing risks by shifting production allocations in response to local constraints. Furthermore, Signify can also take price actions where necessary to pass costs onto the market. As a result, in quarter one of 2026, Signify’s margins have remained stable.