



Instruction form

Instructions to the Independent Proxy for the ordinary General Meeting of Shareholders of Fenix Outdoor International AG, org. no. CHE-206.390.054, on 5 May 2025.

This form must be received by the Independence Proxy no later than on Monday, 28 April 2025.

Please note that shareholders whose shares are trustee-registered must ensure that their shares are registered in the share register in their own name in order to execute their voting rights. Shareholders should inform the relevant parties well in advance, and no later than Thursday, 24 April 2025. Please see the invitation to the General Meeting for more information regarding voting rights.

Introduction and guidance:

As a registered shareholder, you have the possibility to attend the General Meeting by the Independent Proxy. Herein you have the possibility to leave instructions to the Independent Proxy in respect to the items in the proposed agenda of the invitation, as follows:

- a) A general instruction covering all items on the proposed agenda (see section 1 below); or
- b) Specific instructions regarding each item on the proposed agenda (see section 2 below).

Please leave your instructions only (i) under section 1 (as a general instruction); or (ii) under section 2 (as specific instructions). If you leave instructions under both sections 1 and 2, the Independent Proxy will primarily follow the specific instructions as defined in section 2, and subsidiarily your general instruction as defined in section 1.

Important note: Should this form be submitted without any instructions at all (neither under section 1, nor under section 2), the Independent Proxy will abstain from voting on behalf of your shares.

Furthermore, you have the possibility to leave instructions to the Independent Proxy in respect to any agenda items and/or proposals to the General Meeting, which have not been announced in the Invitation, should they appear during the meeting. See section 3 below.

In the event the Independent Proxy is unable to attend the General Meeting, and thus also unable to represent the shareholders, all instructions will remain valid and be passed to the Independent Proxy's deputy or, respectively, its successor (appointed by the board of directors) who will follow the respective instructions.

1. General instructions regarding the items on the proposed agenda

With regards to the items on the proposed agenda included in the Invitation, the Independent Proxy shall vote as follows:

- vote **in favor** of the proposals from the Board of Directors
- vote **against** the proposals from the Board of Directors
- abstain** from voting.

2. Specific instructions regarding the items on the proposed agenda

With regards to each specific item on the proposed agenda included in the Invitation, the Independent Proxy shall vote as follows:

Agenda item	Yes	No	Abstention
1. Approval of the Annual Report 2024 and taking note of the audit report			
2. Appropriation of the balance sheet profit 2024			
3. Discharge of the members of the Board of Directors and the Senior Executives			
4.1 Members of the Board of Directors Re election of			
a) Ulf Gustafsson for a term until the conclusion of the next ordinary General Meeting of Shareholders			
b) Mats Olsson for a term until the conclusion of the next ordinary General Meeting of Shareholders			
c) Sebastian von Wallwitz for a term until the conclusion of the next ordinary General Meeting of Shareholders			
d) Susanne Dalsgaard Nordin for a term until the conclusion of the next ordinary General Meeting of Shareholders			
e) Rolf Schmid for a term until the conclusion of the next ordinary General Meeting of Shareholders			
4.2 Chairman of the Board of Directors Re election of Martin Nordin for a term until the conclusion of the next ordinary General Meeting of Shareholders			
4.3 Compensation Committee Re election of			
a) Ulf Gustafsson for a term until the conclusion of the next ordinary General Meeting of Shareholders;			
b) Susanne Dalsgaard Nordin for a term until the conclusion of the next ordinary General Meeting of Shareholders;			
4.4 Election of Dr. jur. Philippe Meyer and Mr. Lars Sandberg as Independent Proxies for a term until the conclusion of the next ordinary General Meeting of Shareholders			
4.5 Re-election of Ernst & Young Ltd, Zürich, as auditors of the Company for a term until the conclusion of the next ordinary General Meeting of Shareholders			
5.1 Approval of the total compensation to the Board of Directors for the financial year 2026			
5.2 Approval of the total fixed compensation to the Senior Executives for the financial year 2026			
5.3 Approval of the overdrafted fixed compensation to the Senior Executives for the financial year 2024			
5.4 Approval of the total variable compensation to the Senior Executives for the financial year 2024			
6.0 Approval Sustainability report 2024			

3. General instructions regarding items not announced in the proposed agenda

In the event that the General Meeting is to vote on items which have not been announced in the proposed agenda included in the Invitation, the Independent Proxy shall vote as follows:

- vote **in favor** of the proposals from the Board of Directors
- vote **against** the proposals from the Board of Directors
- abstain** from voting.

Name of the shareholder	Personal identity number/registration number
Telephone number	E-mail
Place and date	Number of shares
Signature	
Clarification of signature	

If the shareholder is a legal entity, a registration certificate or a corresponding document for the legal entity shall be enclosed with the form.

Please send **the complete and signed instruction form** along with your notification by e-mail to lars@sandberglaw.se and original documents, if any, to the following address:

SANDBERGLAW Advokat Lars Sandberg AB
Ostermalmsgatan 76
SE-114 50 Stockholm
Sweden