

Minutes of ordinary Annual General Meeting of Shareholders of Fenix Outdoor International AG, “the meeting”.

Date: Monday 27 April, 2026, 2 pm

Place: Hemvärnsgatan 9, Solna (Sweden)

I. The meeting started with some meeting points related to Swedish praxis re Annual General Meetings.

- a. Martin Nordin was appointed Chairman of the meeting.
- b. Thomas Lindberg was appointed Secretary of the meeting.
- c. Based on the attendance list it was noted that 23,729,032 of 35,060,000 of the shares, 67.7 %, were represented at the meeting.
- d. Lennart Lindberg and Jacob Andersson were appointed scrutinizers.
- e. It was determined that the meeting has been duly noticed by invitation dated 2 April, 2026, in accordance with the articles of the company and the law.
- f. The agenda of the meeting was approved.

The General Meeting was found to be validly constituted and therefore entitled to adopt the following decisions.

1. Approval of the Annual Report 2025 and taking note of the audit report

(Before the approval Mr. Nordin held a short presentation of the Group including the Annual Report 2025 and the Q1 2026 report.)

The Annual Report of 2025, consisting of consolidated financial statements, parent financial statements and a compensation report, was approved. The meeting took notice of the Audit Reports. It was noted that the shareholders by acclamation did vote in favour of approval.

2. Appropriation of the balance sheet profit 2025

The proposed appropriation of the balanced sheet profit 2025 as below, was approved.

<u>Retained earnings</u>		
Profit reserves at the beginning of the period	TEUR	356,288
Dividend own shares	TEUR	54
Settlement of share-based payments	TEUR	-362
Acquisition of Subsidiary paid by shares	TEUR	-4,080
Profit of the year	TEUR	39,962
Profit reserves at the end of the year	TEUR	391,862
Allocation to the general legal profit reserves	TEUR	-
Profit to be carried forward	TEUR	391,862
<u>Proposal of the appropriation</u>		
Capital contribution reserves	TEUR	250,257
Dividends	TEUR	-9,329
Capital contribution reserves carried forward	TEUR	240,928

It was noted that all shareholders did vote in favour of approval.

The Board of Directors proposes the distribution of a dividend in the amount of SEK 7.50 (EUR 0.69), per share of category B. Per category A the Board of Directors proposes a dividend of SEK 0.75 (EUR 0.069). The proposed dividend in the amount of SEK 100,950,000, measured at a countervalue of a maximum of CHF 9,700,000, will be settled based on the market exchange rate at the time of distribution. If the resulting amount is lower than CHF 9,700,000, the distribution will be made only in the amount of this lower value.

It was noted that all shareholders did vote in favour of approval.

3. Discharge of the members of the Board of Directors and the Senior Executives

The members of the Board of Directors and the Senior Executives were granted discharge from liability for the financial year 2025. It was noted that Martin Nordin, as shareholder represented at the meeting, did not participate in this decision with respect to his own and Mrs. Susanne Dalsgaard Nordin discharge.

It was noted that all participating shareholders did vote in favour of approval.

4. Elections

4.1. Members of the Board of Directors

The meeting approved the re-election of:

- a) Mr. Ulf Gustafsson as member of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 16 shareholders (representing in total 20,200,000 A-shares and 5,069,919 B-shares) did approve the election, and that 7 shareholders (representing in total 69,060 B-shares) did not approve the election.

- b) Mr. Mats Olsson as member of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

- c) Mr. Hans-Sebastian Graf von Wallwitz as member of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

- d) Mrs. Susanne Dalsgaard Nordin as member of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

- e) Mr. Rolf Schmid as member of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

4.2. Chairman of the Board of Directors

The meeting approved the re-election of:

Mr. Martin Nordin as chairman of the Board of Directors for a term until the conclusion of the next ordinary General Meeting of Shareholders. It was noted that Martin Nordin, as shareholder represented at the meeting, did not participate in this decision.

It was noted that 9 shareholders (representing in total 1,900,000 A-shares and 3,222,443 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

4.3. Compensation Committee

The meeting approved the re-election of:

- a) Mr. Ulf Gustafsson as member of the Compensation Committee for a term until the conclusion of the next ordinary General Meeting of Shareholders.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

- b) Mrs. Susanne Dalsgaard Nordin as member of the Compensation Committee for a term until the conclusion of the next ordinary General Meeting of Shareholders. It was noted that Martin Nordin, as shareholder represented at the meeting, did not participate in this decision

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve the election, and that 6 shareholders (representing in total 64,021 B-shares) did not approve the election.

4.4. Independent Proxy

The meeting approved the election of Dr. jur. Philippe Meyer, attorney at law, as Independent Proxy (with respect to General Meetings of Shareholders to be held in Switzerland) and Mr. Lars Sandberg, attorney at law, as Independent Proxy (with respect to General Meetings of Shareholders to be held in Sweden), both for a term until the conclusion of the next ordinary General Meeting of Shareholders. It was noted that the shareholders by acclamation did vote in favour of the elections.

4.5. Auditor

The meeting approved the election of Ernst & Young Ltd (CHE-491.907.686), in Zürich, as auditor for a term until the conclusion of the next ordinary General Meeting of Shareholders.

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OUTDOOR INTERNATIONAL AG

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did approve this election, and that 6 shareholder (representing in total 64,021-shares) did vote against approval.

5. Compensation

5.1. Approval of the total compensation to the Board of Directors for the financial year 2027

The Meeting approved the total compensation to the Board of Directors for the financial year 2027 amounting to a maximum of EUR 2,000,000.

It was noted that all shareholders did vote in favour of approval.

5.2. Approval of the total fixed compensation to the Senior Executives for the financial year 2027

The meeting approved the total fixed compensation to the Senior Executives for the financial year 2027 amounting to a maximum of EUR 4,000,000.

It was noted that all shareholders did vote in favour of approval.

5.3. Approval of the total variable compensation to the Senior Executives for the financial year 2025

The meeting approved the variable compensation of EUR 742,000 to the Senior Executives for the financial year 2025.

It was noted that 10 shareholders (representing in total 20,200,000 A-shares and 3,465,011 B-shares) did vote for approval, and that 6 shareholders (representing in total 64,021) did vote against approval.

6. Sustainability report 2025

The Meeting approved the Sustainability Report of 2025. Before the approval the CSO of Fenix Outdoor, Mr. Bode held a short presentation about the CSR activities.

It was noted that the shareholders by acclamation did vote in favour of approval of the Sustainability Report of 2025.

Martin Nordin, Chairman of the meeting

Thomas Lindberg, Secretary

Scrutinized

Lennart Lindberg

Jacob Andersson

Signature Certificate

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Annual General Meeting 2026 04 27 minutes

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Signatories

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 <p>Martin Nordin Fenix Outdoor International AG</p> <p>Email: martin.nordin@fenixoutdoor.se Device: Safari 26.2 on iPhone iOS 18.7 (smartphone) IP number: 82.136.109.133</p>	<p>Trusted timestamp: 2026-05-06 14:39:55 UTC</p> 
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Signatories



Thomas Lindberg

CFO

Fenix Outdoor Finance

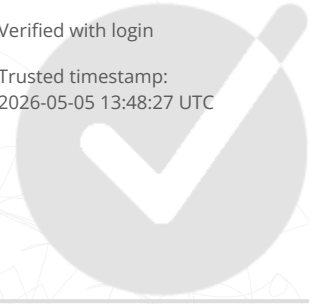
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