

Invitation to the Annual General Meeting

Feintool International Holding AG

Tuesday, April 29, 2025, 10:00 a.m.

FEINDine, Feintool International Holding AG, Industriering 3, 3250 Lyss

Dear Shareholders,

We are pleased to invite you to the Annual General Meeting for the 2024 business year. It will take place on **Tuesday, April 29, 2025, at 10:00 a.m.** at the FEINDine in Lyss. Doors open at 9:30 am. Afterward, Feintool invites you to stay and enjoy a snack.

After lunch, we invite you to take a plant tour, where you will also have the opportunity to look at the new Hydrogen Competence Center.

The Annual Report 2024, including the management report and annual financial statements of Feintool International Holding AG, the consolidated financial statements of the Feintool Group, and a copy of the audit report 2024, the compensation report 2024, and the associated audit certificate have been available for review at the company's registered office during business hours since February 27, 2025. The documents can also be viewed on the internet at www.feintool.com/financial-results/ and obtained electronically.

Yours sincerely,

Feintool International Holding AG



Alexander von Witzleben
Chairman of the Board of Directors

1. The votes on the financial and non-financial reporting for the 2024 financial year.

1.1 Approval of the management report, the annual financial statements, and the consolidated financial statements of Feintool International Holding AG for 2024

The Board of Directors proposes that the Annual General Meeting approves the management report, the annual financial statements, and the consolidated financial statements of Feintool International Holding AG for 2024.

Explanation: The management report, the financial statements, and the consolidated financial statements were prepared in accordance with the applicable accounting standards and the Swiss Code of Obligations. The audit reports were issued without qualification. The Board of Directors is of the opinion that neither the management report, nor the annual financial statements, nor the consolidated financial statements contain any elements that require special emphasis with regard to the vote.

1.2 Vote on the report on non-financial matters for the 2024 financial year

The Board of Directors proposes that the report on non-financial matters for the 2024 financial year be approved.

Explanation: With the introduction of Art. 964a of the Swiss Code of Obligations, Feintool is obliged to prepare a report on non-financial matters from the 2024 financial year. Details on compliance with this obligation can be found in the report on non-financial matters for the 2024 financial year, which will be available online at www.feintool.com/company/sustainability from April 8, 2025. In addition, the report on non-financial matters must be submitted to the Annual General Meeting for approval as part of a vote.

2. Formal approval of the actions taken by the Board of Directors and the individuals entrusted with the management of the company

The Board of Directors proposes that the Annual General Meeting formally approves the actions taken by its members and the individuals entrusted with the management of the company during the 2024 financial year.

Explanation: The Board of Directors is not aware of any circumstances that would make it necessary to refuse to grant formal approval.

3. Appropriation of net profit for 2024

a) The Board of Directors proposes the following distribution of profit:

Retained earnings carried forward	CHF	63 815 466
Annual result	CHF	3 131 000
Available earnings	CHF	66 946 466
Carried forward to new account	CHF	66 946 466

4. Resolution on compensation

a) Board of Directors

The Board of Directors proposes to the Annual General Meeting to approve a maximum total amount of CHF 1.5 million for the compensation of the Board of Directors for the period from this ordinary general meeting until the ordinary general meeting in 2026 (expected to be held on April 29, 2026). This includes 10 000 shares of Feintool International Holding AG stock valued at the average price of the ten trading days following publication of the 2025 Annual Report.

Explanation: The maximum amount corresponds, despite inflation, to the amount of last year's compensation, which was approved by a large majority. The level of compensation stands up to a market comparison.

b) Executive Board

The Board of Directors proposes to the Annual General Meeting to approve a maximum total amount of CHF 2.5 million for the compensation of the Executive Board for the 2026 financial year (January 1 to December 31, 2026).

Explanation: The maximum amount corresponds, despite inflation, to the amount of last year's remuneration, which was approved by a large majority. The level of compensation stands up to market comparison.

5. Elections

a) Election of the Board of Directors

The Board of Directors proposes to the Annual General Meeting the election of Dr. Marcus Bollig, Norbert Indlekofer, Martin Klöti and Heinz Loosli (all current members) as of Matthias Holzammer (new) as members of the Board of Directors for a term of office until the end of the next Annual General Meeting (via individual vote).

Explanation: In its current composition, the Board of Directors works efficiently and effectively. It has a balanced composition with regard to the shareholder base, the experience of its members and other aspects relevant to the composition of the Board of Directors.

Matthias Holzammer is a German citizen and an industrial engineer. He has more than 30 years of experience in the automotive supply industry, including 20 years as managing director or board member of global automotive suppliers with a focus on strategic development. For the past 11 years, Matthias Holzammer has been a member of the Group Executive Board of Autoneum, most recently as its CEO.

The Board of Directors is of the opinion that Mr. Holzammer optimally complements the existing Board of Directors thanks to his professional expertise and many years of executive experience. The Board of Directors therefore proposes the re-election/new election of the above-mentioned members.

b) Election of the Chairman of the Board of Directors

Following the retirement of Alexander von Witzleben as Chairman of the Board of Directors, the Board of Directors proposes to the Annual General Meeting to elect Norbert Indlekofer (new) as Chairman of the Board of Directors for a term ending at the next Annual General Meeting.

Explanation: Mr Norbert Indlekofer has been a member of the Board of Directors of Feintool International Holding AG for several years and is a profound industry expert with many years of management experience. The Board of Directors therefore proposes his election as Chairman.

c) Election of the Compensation and Nomination Committee

The Board of Directors proposes to the Annual General Meeting the election of Norbert Indlekofer and Martin Klöti (current members) and of Matthias Holzammer (new) as members of the Compensation and Nomination Committee for a term of office until the end of the next Annual General Meeting (via individual vote).

Explanation: The Board of Directors is convinced that the two individuals proposed for election and reelection, respectively, together form a well-balanced Compensation and Nomination Committee that ideally reflects the views of all stakeholders.

d) Election of the independent proxy

The Board of Directors proposes to the Annual General Meeting the reelection of COT Treuhand AG, Lyss, Switzerland, as independent proxy for a term of office until the end of the next ordinary Annual General Meeting.

Explanation: The independent proxy has performed its work impeccably over several years. The Board of Directors therefore proposes that the same company be reelected.

e) Election of the auditors

The Board of Directors proposes to the Annual General Meeting that KPMG AG, Zurich, Switzerland, be reelected as auditors for a further term of office of one year.

Explanation: The auditors have performed their work in an impeccable manner over several years. The Board of Directors therefore proposes their reelection.

6. Organisational points

Postal delivery of the documents

The following documents will be mailed to shareholders whose names are entered in the share register by 5:00 p.m. (close of book) on Monday, April 22, 2025, at their last known address:

- The invitation to the Annual General Meeting
- The registration form with reply envelope

Future receipt of the invitation to the Annual General Meeting in digital form

If you would like to receive the invitation to the Annual General Meeting in electronic form in the future, you can select the corresponding option under “Select delivery method” on the electronic voting platform at <https://feintool.netvote.ch>. Your login details can be found on the enclosed reply slip.

Admission

Admission cards for the General Meeting can also be requested via netVote and not only by the registration form. Registrations must be sent using the enclosed registration slip to Feintool International Holding AG, c/o areg.ch ag, Fabrikstrasse 10, 4614 Hägendorf, and be received by April 25, 2025 at the latest (date of receipt).

Representation at the Annual General Meeting

In accordance with Art. 10 para. 2 of the Articles of Association, a shareholder may only be represented at the Annual General Meeting by a third party designated in writing or by the independent proxy. A written power of attorney must be issued for this purpose (see registration form).

COT Treuhand AG, Bielstrasse 29, 3250 Lyss, is the currently appointed independent proxy.

In the event that the independent proxy is unable to attend, the Board of Directors will appoint a new independent proxy. The proxies granted to the independent proxy will also apply to any such new independent proxy appointed by the Board of Directors. Shareholders who wish to authorize the independent proxy and provide the proxy instructions on how to exercise their voting rights should send their signed and dated registration form together with the enclosed reply envelope directly to COT Treuhand AG or Feintool International Holding AG, c/o areg.ch ag, Fabrikstrasse 10, 4614 Hägendorf, by no later than April 25, 2025 (date of receipt).

Similarly, proxies and instructions can be issued to the independent proxy in electronic form at <https://feintool.netvote.ch> by no later than 12:00 p.m. on April 25, 2025.

For any questions regarding the General Meeting please contact us under +41 32 387 51 11

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