



Inventing success together

**Invitation to the Annual General
Meeting of the SFS Group AG**

Wednesday, April 30, 2025

Dear Shareholders,

The 32nd Annual General Meeting of SFS Group AG will be held on Wednesday, April 30, 2025, at 5.30 p.m. We look forward to welcoming you to Sportzentrum Aegeten in Widnau.

Together with this invitation, you also receive the letter to shareholders containing the most important information about the 2024 financial year. The complete Annual Report is available online at reports.sfs.com →. Printed copies of the report are additionally available at the company's headquarters.

Please use the enclosed form to make a firm commitment to attend, to nominate a proxy or to issue instructions to the independent proxy. You

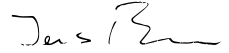
can also register online at gvote.ch →. All persons entered in the share register on April 16, 2025, at 1 p.m. (CET) with voting rights are eligible to attend. Please register by April 23, 2025.

Thank you for your loyalty and support as well as for the trust you have placed in us. We are looking forward to welcoming you to the Annual General Meeting.

Best regards,



Thomas Oetterli
Chair of the
Board of Directors



Jens Breu
CEO



32nd Annual General Meeting of SFS Group AG

Wednesday, April 30, 2025, from 5.30 p.m.
(Doors open at 4.30 p.m.)

Sportzentrum Aegeten
Aegetenstrasse 60
9443 Widnau, Switzerland

Agenda and proposals

1

Approval of the Management Report of SFS Group AG, the consolidated financial statements and the financial statements 2024 of SFS Group AG

The Board of Directors proposes that the Management Report, consolidated financial statements and the financial statements 2024 be approved.

Explanation

The Board of Directors is legally obliged to submit to the Annual General Meeting for approval the operational and financial Management Report, the

consolidated financial statements and the financial statements for each financial year.

The external auditor PricewaterhouseCoopers AG in St. Gallen has audited the consolidated financial statements of the SFS Group and the financial statements of the SFS Group AG and not added anything to its Audit Reports.

2

Approval of the Sustainability Report 2024 of SFS Group AG

The Board of Directors proposes that the Sustainability Report 2024 be approved.

Explanation

The Board of Directors is legally obliged to submit the Sustainability Report for each reporting period to the Annual General Meeting for approval. The Sustainability Report essentially covers the following topics: corporate governance, value chain, environment, employees and society. It is available online at reports.sfs.com →.



3

Approval of the compensation of the members of the Board of Directors and the Group Executive Board

Explanation

The Annual General Meeting is responsible for approving the compensation paid to the Board of Directors and the Group Executive Board.

3.1

Approval of the compensation of the Board of Directors for the 2025/2026 term of office

The Board of Directors proposes the approval of a maximum total compensation for the members of the Board of Directors in the amount of CHF 1,200,000 (including social security contributions). In addition, CHF 700,000 (including social security contributions) for the allocation of 5,000 company shares for the period until the conclusion of the Annual General Meeting in 2026. The allocation of shares is measured at the fair market value of CHF 117.00 per share on February 17, 2025. Since the stock exchange price is subject to fluctuations, the value of the 5,000 shares could be higher or lower than CHF 700,000 at the time the shares are paid out following the Annual General Meeting.

Explanation

In accordance with Art. 6 num. 6 and Art. 12 para. 1 num. 1 of the Articles of Association of SFS Group AG, the General Meeting approves the maximum total amount of compensation of the Board of Directors up to the next Annual General Meeting. In accordance with Art. 25 of the Articles of Association of SFS Group AG, members of the Board of Directors receive a fixed basic fee, a fixed compensation for membership in Board's committees as well as a fixed number of SFS shares. This compensation is to be set by the full Board of Directors at the request of the Nomination and Compensation Committee within the limits of the aggregate amounts approved by the Annual General Meeting. Compensation is paid in cash and in the form of a fixed number of shares.

3.2

Approval of the maximum total amount of fixed compensation for the Group Executive Board for the period from January 1 to December 31, 2026

The Board of Directors proposes the approval of a maximum total amount of CHF 4,600,000 (including social security contributions) for the fixed compensation of members of the Group Executive Board in the 2026 financial year.

Explanation

In accordance with Art. 6 num. 6 and Art. 12 para. 1 num. 4 of the Articles of Association of SFS Group AG, the Annual General Meeting approves the fixed compensation for the Group Executive Board that is to be paid in the coming financial year.

3.3

Approval of the maximum total amount of variable compensation for the Group Executive Board for the past financial year 2024

The Board of Directors proposes the approval of a maximum total amount for members of the Group Executive Board of CHF 2,000,000 (including social security contributions) for the variable cash compensation component, as well as CHF 1,000,000 (including social security contributions) for the allocation of 7,400 company shares, which will be paid out on the basis of the results achieved in the 2024 financial year. The allocation of shares is measured at the fair market value of CHF 117.00 per share on February 17, 2025. Since the stock exchange price is subject to fluctuations, the value of the 7,400 shares could be higher or lower than CHF 1,000,000 at the time the shares are paid out following the Annual General Meeting.

Explanation

In accordance with Art. 6 num. 6 and Art. 12 para. 1 num. 3 of the Articles of Association of SFS Group AG, the Annual General Meeting approves the variable compensation of the Group Executive Board, which will be paid out on the basis of the results achieved in the preceding financial year.

3.4

Advisory vote on the Compensation Report 2024

The Board of Directors proposes that the Compensation Report 2024 be approved as part of a non-binding advisory vote. The Compensation Report is a separate chapter in the Annual Report, available online at reports.sfs.com →.

Explanation

The Compensation Report contains the foundations for the compensation of the Board of Directors and Group Executive Board, as well as the compensation of members of the two boards for the 2024 financial year. The Board of Directors submits the Compensation Report to shareholders for an advisory vote.

4

Discharge of the Board of Directors and the Group Executive Board

The Board of Directors proposes discharging all members of the Board of Directors and the Group Executive Board for the 2024 financial year.

Explanation

In discharging the members of the Board of Directors and the Group Executive Board, the company and the shareholders who are in agreement declare that they will no longer hold accountable those responsible for events in the preceding financial year that were brought to the attention of the General Meeting. The company is not aware of any facts that would oppose a full discharge of the members of the Board of Directors and the Group Executive Board.

5

Appropriation of retained earnings and the statutory capital reserve

The Board of Directors proposes a distribution from retained earnings of CHF 1.25 per registered share ranking for dividend with a nominal value of CHF 0.10.

Retained earnings brought forward	CHF million	651.8
Net income	CHF million	174.1
Retained earnings available to the Annual General Meeting	CHF million	825.9
Distribution from retained earnings*	CHF million	-48.6
Balance to be carried forward	CHF million	777.3

The Board of Directors proposes a distribution from the statutory capital reserve of CHF 1.25 per registered share ranking for dividend with a nominal value of CHF 0.10.

Carryforward of statutory capital reserve	CHF million	83.5
Distribution from the statutory capital reserve*	CHF million	-48.6
Balance to be carried forward	CHF million	34.9

*The dividend is based on the total issued share capital as at December 31, 2024. No dividends will be distributed to treasury shares held by SFS Group AG.

Explanation

A resolution of the General Meeting is required for a dividend to be distributed. The proposed appropriation of retained earnings and capital reserves is consistent with the dividend policy of SFS Group. Based on current statutory requirements, the distribution from the statutory capital reserves may not exceed 50% of the total dividend distribution. The share of this distribution is not subject to withholding tax and is exempt from income tax for natural persons residing in Switzerland. The appropriation of retained earnings and distribution of an ordinary dividend are based on the annual financial statements, which have been audited externally and are to be approved in agenda item 1.

6

Re-election of the current members and Chair of the Board of Directors

The Board of Directors proposes the re-election of the current members of the Board of Directors (incl. the Chair of the Board of Directors) for the term of office up to the conclusion of the next Annual General Meeting.

Explanation

As the terms of office of the members and the Chair of the Board of Directors end at the conclusion of the ordinary General Meeting on April 30, 2025, they need to be re-elected at the meeting.

Nick Huber and Fabian Tschan represent significant shareholders of SFS Group AG on the Board of Directors. All other members of the Board of Directors are independent within the meaning of the Swiss Code of Best Practice for Corporate Governance of Economiesuisse. None of the members of the Board of Directors have been members of the Group Executive Board of SFS Group AG or one of its subsidiaries in the past

three years. None of the members of the Board of Directors has a significant business relationship with SFS Group AG. All members of the Board of Directors are non-executive.

Information about the professional background of the current members of the Board of Directors and the membership of the committees of the Board of Directors can be found in the Annual Report, from page 74 on, available at reports.sfs.com/annual-report/2024/en/download →.

- a) Re-election of Peter Bauschatz
- b) Re-election of Tanja Birner
- c) Re-election of Nick Huber
- d) Re-election of Urs Kaufmann
- e) Re-election of Thomas Oetterli as member and Chair of the Board of Directors (in the same voting)
- f) Re-election of Manuela Suter
- g) Re-election of Fabian Tschan
- h) Re-election of Jörg Walther



The Board of Directors (from left to right): Thomas Oetterli, Nick Huber, Manuela Suter, Jörg Walther, Fabian Tschan, Tanja Birner, Urs Kaufmann, Peter Bauschatz

7

Re-election of the current members and election of a new member of the Nomination and Compensation Committee

Members of the Nomination and Compensation Committee are to be elected for a term that extends until the conclusion of the next ordinary General Meeting.

Explanation

As the term of office of the members of the Nomination and Compensation Committee ends at the conclusion of the Annual General Meeting on April 30, 2025, they each need to be re-elected at the General Meeting. Nick Huber has been a member of the Nomination and Compensation Committee since 2017. Urs Kaufmann has been Chair of the Nomination and Compensation Committee since 2014. Tanja Birner will be proposed to the Annual General Meeting for election as a new member of the committee. Urs Kaufmann and Tanja Birner are independent within the meaning of the Swiss Code of Best Practice for Corporate Governance of Economiesuisse. It is envisaged that Urs Kaufmann will be confirmed as Chair of the Nomination and Compensation Committee by the Board of Directors upon being re-elected as a member of the Nomination and Compensation Committee.

- a) Re-election of Nick Huber
- b) Re-election of Urs Kaufmann
(Chair of the Committee)
- c) Election of Tanja Birner

8

Re-election of the independent proxy

The Board of Directors proposes the re-election of the law firm bürki bolt rechtsanwälte, Auerstrasse 2, CH-9435 Heerbrugg, as independent proxy until the conclusion of the next Annual General Meeting.

Explanation

The law requires the independent proxy to be elected annually at the ordinary General Meeting. The law firm bürki bolt rechtsanwälte fulfills the independence criteria and the Board of Directors proposes that it be re-elected for reasons of continuity.

9

Re-election of the statutory auditor

The Board of Directors proposes the re-election of PricewaterhouseCoopers AG in St. Gallen as the external auditor for the 2025 financial year.

Explanation

The Articles of Association require the external auditor to be elected annually at the ordinary General Meeting. PricewaterhouseCoopers AG has been the external auditor of SFS Group AG since 1993. PricewaterhouseCoopers has confirmed to the Board of Directors its independence required to exercise the mandate.

Contact

SFS Group AG

Rosenbergsaustasse 8

9435 Heerbrugg

Switzerland

+41 71 727 51 51

corporate.communications@sfs.com

[sfs.com](https://www.sfs.com)