MONTANA AEROSPACE AG

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Reinach, 24 April 2026

To the shareholders of Montana Aerospace AG

INVITATION TO THE ANNUAL GENERAL MEETING

Date: Tuesday, 19 May 2026, 1:30 p.m. (CEST) (doors open at 1:00 p.m.)
Place: Walder Wyss AG, Seefeldstrasse 123, 8008 Zurich, Switzerland

Agenda

1. **Approval of the Management Report, Annual Financial Statements and Consolidated Financial Statements 2025**
2. **Advisory vote on the Sustainability Report 2025**
3. **Advisory vote on the Compensation Report 2025**
4. **Appropriation of the available result**
5. **Discharge of the members of the Board of Directors and the Group Management Board**
6. **Approval of the maximum total compensation of the Board of Directors and the Group Management Board**
   - 6.1. Maximum total compensation for the Board of Directors from this Annual General Meeting to the next Annual General Meeting
   - 6.2. Maximum total compensation of the Group Management Board for the financial year 2026
7. **Elections**
   - 7.1. Election of the Board of Directors
     - 7.1.1. Re-election of Michael Tojner as member of the Board of Directors and as Chairperson of the Board of Directors
     - 7.1.2. Re-election of Christian Hosp as member of the Board of Directors
     - 7.1.3. Re-election of Markus Vischer as member of the Board of Directors
     - 7.1.4. Re-election of Martin Ohneberg as member of the Board of Directors
     - 7.1.5. Re-election of Michael Pistauer as member of the Board of Directors
     - 7.1.6. Election of Thomas Williams as member of the Board of Directors
   - 7.2. Election of the Nomination and Compensation Committee
     - 7.2.1. Re-election of Michael Tojner as member of the Nomination and Compensation Committee
     - 7.2.2. Re-election of Christian Hosp as member of the Nomination and Compensation Committee
     - 7.2.3. Re-election of Martin Ohneberg as member of the Nomination and Compensation Committee
     - 7.2.4. Election of Thomas Williams as member of the Nomination and Compensation Committee

7.3. Election of the Independent Voting Rights Representative

7.4. Election of the Auditors

8. **Partial revision of the Articles of Association (amendment of art. 26 para. 2 regarding the Compensation Committee)**

Proposals and explanations of the Board of Directors

1. **Approval of the Management Report, Annual Financial Statements and Consolidated Financial Statements 2025**

   The Board of Directors proposes to approve the Management Report as well as the single-entity and consolidated Financial Statements for the financial year 2025.

   Explanation: Pursuant to article 7 of the Articles of Association, the Management Report, the single-entity Annual Financial Statements (Statutory Accounts) and the Consolidated Financial Statements need to be approved by the General Meeting. These documents are contained in the Annual Report 2025 and are available at the following link:

   https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

2. **Advisory vote on the Sustainability Report 2025**

   The Board of Directors proposes to approve the Sustainability Report 2025 (non-binding advisory vote).

   Explanation: The Sustainability Report 2025 contains the non-financial reporting regarding environmental affairs, in particular CO2 targets, social affairs, employee affairs, human rights and anti-corruption. This advisory vote is non-binding. The Sustainability Report 2025 is available at the following link:

   https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

3. Advisory vote on the Compensation Report 2025

The Board of Directors proposes to approve the Compensation Report 2025 (non-binding advisory vote).

Explanation: The Compensation Report 2025 contains the compensation principles for the Board of Directors and the Group Management Board as well as the reporting on the compensation in the financial year 2025. This advisory vote is non-binding. The Compensation Report 2025 is available at the following link:

https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

4. Appropriation of the available result

The Board of Directors proposes to carry forward the accumulated profit of CHF 5'756'687.81 (loss carried forward from previous years of CHF 3'681'165.04 and profit for the financial year 2025 of CHF9'437'852.85) and not to distribute a dividend.

Explanation: The Board of Directors takes the view that the greatest increase in value for shareholders can be achieved by allocating available funds to the growth projects of Montana Aerospace AG and therefore proposes not to distribute a dividend for the financial year 2025.

5. Discharge of the members of the Board of Directors and the Group Management Board

The Board of Directors proposes the discharge from liability of all members of the Board of Directors and the Group Management Board for their activities in the financial year 2025.

Explanation: Pursuant to article 7 of the Articles of Association, the General Meeting resolves on the discharge from liability of the members of the Board of Directors and the Group Management Board.

6. Approval of the maximum total compensation of the Board of Directors and the Group Management Board

6.1. Maximum total compensation for the Board of Directors from this Annual General Meeting to the next Annual General Meeting

The Board of Directors proposes to approve a maximum total amount of CHF 2,000,000.00 for the compensation of the Board of Directors for the period from this Annual General Meeting to the next Annual General Meeting.

Explanation: The proposed maximum total amount covers the period from this Annual General Meeting until the next Annual General Meeting. Further information on

the compensation of the Board of Directors can be found in the Compensation Report 2025, which is available at the following link:

https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

6.2. Maximum total compensation of the Group Management Board for the financial year 2026

The Board of Directors proposes to approve a maximum total amount of EUR 8,000,000.00 for the compensation of the Group Management Board for the period from 1 January 2026 to 31 December 2026.

Explanation: The proposed maximum total amount covers the period from 1 January 2026 until 31 December 2026 and is expected to be used in the amount of up to EUR 3,000,000.00 for the total fixed and variable short-term compensation of the Group Management Board and in the amount of up to EUR 5,000,000.00 for the total variable long-term compensation. Further information on the compensation of the Group Management Board can be found in the Compensation Report 2025, which is available at the following link:

https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

7. Elections

7.1. Election of the Board of Directors

Explanation: Pursuant to article 17 of the Articles of Association, the General Meeting elects the members of the Board of Directors for a term of office until conclusion of the next Annual General Meeting. Re-election is permitted. All current members of the Board of Directors stand for re-election. The CVs of the current members of the Board of Directors as well as Mr Thomas Williams are available in the Corporate Governance Report in the Annual Report 2025. The Annual Report 2025 is available at the following link:

https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

7.1.1. Re-election of Michael Tojner as member of the Board of Directors and as Chairperson of the Board of Directors

The Board of Directors proposes that Michael Tojner be re-elected as member of the Board of Directors and as Chairperson of the Board of Directors, in each case for a term of office until conclusion of the next Annual General Meeting.

7.1.2. Re-election of Christian Hosp as member of the Board of Directors

The Board of Directors proposes that Christian Hosp be re-elected as member of the Board of Directors for a term of office until conclusion of the next Annual General Meeting.

7.1.3. Re-election of Markus Vischer as member of the Board of Directors

The Board of Directors proposes that Markus Vischer be re-elected as member of the Board of Directors for a term of office until conclusion of the next Annual General Meeting.

7.1.4. Re-election of Martin Ohneberg as member of the Board of Directors

The Board of Directors proposes that Martin Ohneberg be re-elected as member of the Board of Directors for a term of office until conclusion of the next Annual General Meeting.

7.1.5. Re-election of Michael Pistauer as member of the Board of Directors

The Board of Directors proposes that Michael Pistauer be re-elected as member of the Board of Directors for a term of office until conclusion of the next Annual General Meeting.

7.1.6. Election of Thomas Williams as member of the Board of Directors

The Board of Directors proposes that Thomas Williams be elected as member of the Board of Directors for a term of office until conclusion of the next Annual General Meeting.

7.2. Election of the Nomination and Compensation Committee

Explanation: Pursuant to article 26 of the Articles of Association, the General Meeting elects the members of the Nomination and Compensation Committee for a term of office until conclusion of the next Annual General Meeting. Re-election is permitted.

7.2.1. Re-election of Michael Tojner as member of the Nomination and Compensation Committee

The Board of Directors proposes that Michael Tojner be re-elected as member of the Nomination and Compensation Committee for a term of office until conclusion of the next Annual General Meeting.

7.2.2. Re-election of Christian Hosp as member of the Nomination and Compensation Committee

The Board of Directors proposes that Christian Hosp be re-elected as member of the Nomination and Compensation Committee for a term of office until conclusion of the next Annual General Meeting.

7.2.3. Re-election of Martin Ohneberg as member of the Nomination and Compensation Committee

The Board of Directors proposes that Martin Ohneberg be re-elected as member of the Nomination and Compensation Committee for a term of office until conclusion of the next Annual General Meeting.

7.2.4. Election of Thomas Williams as member of the Nomination and Compensation Committee

The Board of Directors proposes that Thomas WIlliams be elected as member of the Nomination and Compensation Committee for a term of office until conclusion of the next Annual General Meeting.

7.3. Election of the Independent Voting Rights Representative

The Board of Directors proposes that Law Office Keller Ltd be re-elected as Independent Voting Rights Representative for a term of office until conclusion of the next Annual General Meeting.

Explanation: Pursuant to article 13 of the Articles of Association, the General Meeting elects the Independent Voting Rights Representative for a term of office until conclusion of the next Annual General Meeting. Re-election is permitted.

7.4. Election of the Auditors

The Board of Directors proposes that KPMG AG, Zurich, be re-elected as Auditors for the financial year 2026.

Explanation: Pursuant to article 27 of the Articles of Association, the General Meeting elects the Auditors according to the provisions of the law. Re-election is permitted.

8. Partial revision of the Articles of Association (amendment of art. 26 para. 2 regarding the Compensation Committee)

The Board of Directors proposes to amend art. 26 para. 2 of the Articles of Association as follows (the proposed amendments are ***underlined***):

Art. 26 – Vergütungsausschuss (Auszug)	**Art. 26 – Compensation Committee (Excerpt)**
"*Die **Mehrheit der** Mitglieder soll unabhängig sein. Als unabhängig gelten nicht exekutive Mitglieder des Verwaltungsrats, welche der Geschäftsführung nie oder vor mehr als drei Jahren angehört haben und die mit der Gesellschaft in keinen oder nur verhältnismässig geringfügigen geschäftlichen Beziehungen stehen.*"	"*The **majority of its** members should be independent. Non-executive members of the Board of Directors are deemed to be independent if they have never been a member of the Group Management Board or have been a member of the Group Management Board more than three years ago and have no or only relatively minor business relations with the Company.*"

The rest of art. 26 and the Articles of Association remain unchanged.

Explanation: The Board of Directors Board proposes to the shareholders to amend the provisions in the Articles of Association relating to the independence of the members of the Compensation Committee to better reflect current requirements and allow for greater flexibility.

Organizational Notes

Documentation

The Annual Report for the financial year 2025, including the Management Report, the single-entity Annual Financial Statements (Statutory Accounts) and the Consolidated Financial Statements for the financial year 2025, the Corporate Governance Report 2025, the Compensation Report 2025, the Sustainability Report 2025 and the reports of the Auditors are available for inspection by the shareholders on Montana Aerospace AG's website at the following link:

https://www.montana-aerospace.com/wp-content/uploads/2026/04/2025_Y_montana_aerospace_vF_signed-1.pdf

Voting Rights

Shareholders entered in the share register with the right to vote on 23 April 2026 (until 11:59 a.m. CEST) will be entitled to vote at the Annual General Meeting and will receive the invitation together with the form for registration/power of attorney by mail. Shareholders entered in the share register with the right to vote between 23 April 2026 12:00 p.m. CEST and 8 May 2026 until 05:00 p.m. CEST will be entitled to vote at the Annual General Meeting and receive the invitation together with the form for registration/power of attorney by subsequent mail. From 8 May 2026 05:01 p.m. CEST until 19 May 2026 no entries will be made in the share register which would create a right to vote at the Annual General Meeting. Shareholders who sell part or all of their shares before the Annual General Meeting are no longer entitled to vote to that extent.

Participation and Power of Attorney

The Annual General Meeting will be held physically. Shareholders not able or not willing to participate personally, may be represented by the Independent Voting Rights Representative or any other person.

Shareholders who wish to be represented by the Independent Voting Rights Representative, Law Office Keller Ltd, Splügenstrasse 8, 8002 Zurich, Switzerland, shall proceed as follows:

(a) Hardcopy: Shareholders shall submit the original of the completed and signed form for power of attorney with voting instructions to Computershare Schweiz AG, Montana Aerospace AG, P.O. Box, 4601 Olten, Switzerland, no later than 13 May 2026 (date of receipt). If the completed and signed form for power of attorney with instructions is received later, a consideration of the votes cannot be guaranteed.

(b) Electronically: Alternatively, shareholders may issue the power of attorney and the respective instructions to the Independent Voting Rights Representative by electronic means. The relevant personal login is included in the form for registration/power of

attorney. Shareholders may issue the power of attorney and amend issued instructions by electronic means until 17 May 2026, 11.59 p.m. CEST.

Shareholders who opt to be represented by the Independent Voting Rights Representative but do not issue specific instructions, authorize the Independent Voting Rights Representative to exercise their voting rights in favor of the proposals made by the Board of Directors. This also applies if any unannounced proposals to agenda items and/or new agenda items not listed in this invitation are to be voted on at the Annual General Meeting.

If after the issuance of a power of attorney to the Independent Voting Rights Representative by a shareholder and before 8 May 2026, 05:00 p.m. CEST, further registered shares with voting rights are entered in the share register in the name of the respective shareholder, the submitted instructions shall also apply to the shares newly entered in the share register in the name of such shareholder.

Language

The Annual General Meeting will be held in German. There will be no simultaneous translation of the Annual General Meeting.

Questions

In case of any questions, please contact Marc Vesely via e-mail (m.vesely@montana-aerospace.com).

On behalf of the Board of Directors of Montana Aerospace AG

DDr. Michael Tojner

Chairman of the Board of Directors