

SCHWEITER TECHNOLOGIES

To the shareholders
of Schweiter Technologies AG

Steinhausen, March 18, 2020

107th Annual General Meeting excluding personal participation

The Swiss Federal Council reacted to the latest development of the coronavirus epidemic on March 16, 2020 and classified the situation in Switzerland as an “exceptional situation” as per the Swiss Federal Epidemic Act.

Based on the measures taken by the Swiss Federal Council on March 16, 2020 to fight the corona virus, the Board of Directors resolved that the Annual General Meeting on April 8, 2020 will be carried out with the exclusion of physical participation by shareholders. Furthermore, the Board of Directors resolved that the Annual General Meeting will be held at the company's headquarters.

Shareholders have the opportunity to be represented and provide instructions to the independent proxy either in writing or electronically. Upon receipt of registration, the power of attorney form and access code for electronic voting will be sent to shareholders. For further details, please consult the invitation to the 107th Annual General Meeting.

We appreciate your understanding.

Schweiter Technologies AG
On behalf of the Board of Directors

Beat Siegrist, Chairman

Please note:

This English version is an unofficial translation of the official German invitation and is for information purposes only. In case of a discrepancy, the German original will prevail.

Invitation

to the 107th Annual General Meeting taking place on Wednesday, April 8, 2020, at 10.30 a.m. at the Credit Suisse's Landgut Bocken, Bockenweg 4, 8810 Horgen (doors open at 10.00 a.m.)

Agenda and motions proposed by the Board of Directors

1. Introduction by the Chairman

2. Report on the fiscal year 2019

3. Approval of the annual report 2019, the financial statements 2019 and the consolidated financial statements 2019, as well as acknowledgement of the statutory auditor's reports

The Board of Directors proposes to approve the annual report 2019, the financial statements 2019 and the consolidated financial statements 2019.

4. Advisory vote on the Compensation Report 2019

The Board of Directors proposes to acknowledge and approve the Compensation Report 2019 in a non-binding advisory vote.

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

The Board of Directors proposes to discharge all members of the Board of Directors and the Management for their actions in the financial year 2019.

6. Appropriation of the retained earnings

Unappropriated retained earnings from previous year	CHF	480'356'788
Net income 2019	CHF	42'147'054
Dividend paid	CHF	<u>- 57'272'320</u>
Total available unappropriated retained earnings	CHF	465'231'522

Motion by the Board of Directors

Payment of a dividend of CHF 40.00 per bearer share	CHF	57'272'320
Earnings carried forward	CHF	<u>407'959'202</u>
Total	CHF	465'231'522

7. Elections

7.1 Reelection of the Board of Directors and the Chairman

The Board of Directors proposes the re-election of Lukas Braunschweiler, Vanessa Frey and Jacques Sanche as members of the Board of Directors as well as the reelection of Beat Siegrist as a member of the Board of Directors and its Chairman (both in one vote) individually for a one year term.

7.2 Election of two new members of the Board of Directors

The Board of Directors proposes the election of Lars van der Haegen and Dr. Heinz O. Baumgartner as new members of the Board of Directors individually for a one year term.

7.3 Election of the Compensation Committee

The Board of Directors proposes the reelection of Jacques Sanche, Vanessa Frey and Beat Siegrist as members of the compensation committee individually for a one year term.

7.4 Election of the independent proxy

The Board of Directors proposes the reelection of Proxy Voting Services GmbH, Zürich, Managing Director Dr. René Schwarzenbach, as independent proxy for an additional term of one year until the end of the next Ordinary General Meeting of Shareholders.

7.5 Election of the statutory auditor

The Board of Directors proposes the reelection of Deloitte AG, Zurich, as statutory auditors for an additional term of one year.

8. Approval of remunerations

8.1 Approval of the maximum total remuneration for the Board of Directors

The Board of Directors proposes the approval of the maximum total remuneration of CHF 730'000 (including contributions to pension plans and other social security contributions) for the members of the Board of Directors for their term of service until the Ordinary General Meeting of Shareholders in 2021.

Explanation

In accordance with Art. 10a, para. 1, no. 1 of the Articles of Incorporation, the Board of Directors proposes to approve the maximum total remuneration for the members of the Board of Directors in the amount of CHF 730'000 for the period until the Ordinary General Meeting of Shareholders in 2021. Details of the remuneration to the members of the Board of Directors can be found in the Articles of Incorporation and the Compensation Report.

8.2 Approval of the maximum total remuneration for the Management

The Board of Directors proposes the approval of the maximum total remuneration of CHF 4'000'000 (including contributions to pension plans and other social security contributions) for members of the Management for the financial year 2021.

Explanation

In accordance with Art. 10a, para. 1, no. 2 of the Articles of Incorporation, the Board of Directors proposes to approve the maximum total remuneration to the members of the Management at the amount of CHF 4'000'000.

For their service, the members of the Management receive a fixed base salary and as a rule a performance based salary component (including contributions to pension plans and other social security contributions).

The total remuneration proposed by the Board of Directors is the maximum amount for the fiscal year 2021 and includes in addition to the fixed base salary the maximum possible, performance based salary component of up to 200% of the fixed base salary. The payment of the performance based salary component depends on the achievement of the pre-defined corporate goals as well as individual targets of each member of the Management. Further details of the remuneration to the members of the Management can be found in the Articles of Incorporation and the Compensation Report.

Organization

The minutes of the 106th Annual General Meeting of April 11, 2019, the annual report 2019 including annual financial statements and consolidated financial statements as well as the reports of the statutory auditors and the proposal of the Board of Directors regarding the appropriation of the available earnings are available to the shareholders at the company's registered office in Steinhausen as of March 18, 2020. Upon request, shareholders will be provided with these documents. Shareholders may order the annual report via email (info@schweiter.com) or via telephone (+41 (0)41 757 77 00). The annual report is also available for download on www.schweiter.com.

Shareholders who wish to attend or be represented at the Annual General Meeting on April 8, 2020 may receive their entry card and voting material until April 6, 2020 at the registered office of the company at Hinterbergstrasse 20, 6312 Steinhausen, Switzerland. In order to obtain the voting material they have to either deposit their shares at the company or send in a deposit certificate issued by their bank. The deposit certificate can either be sent by post (Schweiter Technologies AG, Hinterbergstrasse 20, 6312 Steinhausen), by fax +41 41 757 77 01 or as an email attachment to info@schweiter.com. All shares deposited remain blocked until the end of the Annual General Meeting. Shareholders who do not wish to be present in person at the Annual General Meeting may be represented by another person who does not need to be a shareholder or by the independent proxy.

Proxy Voting Services GmbH, Zürich, managing director Dr. René Schwarzenbach, was elected as independent proxy at the Annual General Meeting of April 11, 2019. Proxy and instructions must be submitted to him no later than April 6, 2020.

Shareholders may also elect to issue an electronic power of attorney to the independent proxy, including voting instructions. To do so, please register at <https://schweiter.shapp.ch>. Shareholder's login data can be found on the voting materials. Electronic power of attorney and instructions or any changes thereto are possible until April 6, 2020 at 8.00pm CET. Shareholders who issued a proxy may no longer attend at the Annual General Meeting.

Steinhausen, March 18, 2020

Schweiter Technologies AG

On behalf of the Board of Directors

Beat Siegrist, Chairman