

SCHWEITER TECHNOLOGIES

To the shareholders
of Schweiter Technologies AG

Steinhausen, March 11, 2021

Invitation to the 108th Annual General Meeting

The current situation around the corona virus pandemic does still not allow for this year's Annual General Meeting to take place with physical attendance of the shareholders.

On September 11, 2020 the Swiss Federal Council decided the COVID-19 ordinance to remain in force until the end of 2021. Therefore the Board of Directors resolved that the Annual General Meeting of April 1, 2021 will again be carried out without the physical participation by shareholders.

Shareholders have the opportunity to be represented and provide instructions to the independent proxy, Proxy Services GmbH, managing director Mr. René Schwarzenbach, either in writing or electronically. Further information thereto can be found below.

In light of the unique but unfortunately still ongoing situation we appreciate your understanding and hope to see you all again at the Annual General Meeting in 2022.

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.

108th Annual General Meeting taking place on Thursday, April 1, 2021, at 10.30 a.m. at Hinterbergstrasse 20, 6312 Steinhausen

Agenda and motions proposed by the Board of Directors

1. Introduction by the Chairman

2. Report on the fiscal year 2020

3. Approval of the annual report 2020, the financial statements 2020 and the consolidated financial statements 2020, as well as acknowledgement of the statutory auditor's reports

The Board of Directors proposes to approve the annual report 2020, the financial statements 2020 and the consolidated financial statements 2020.

4. Advisory vote on the Compensation Report 2020

The Board of Directors proposes to acknowledge and approve the Compensation Report 2020 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 2020.

6. Appropriation of the retained earnings

| | | |
|---|-----|---------------------|
| Unappropriated retained earnings from previous year | CHF | 465'231'522 |
| Net income 2020 | CHF | 39'917'310 |
| Dividend paid | CHF | <u>- 57'272'320</u> |
| Total available unappropriated retained earnings | CHF | 447'876'512 |

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>390'604'192</u> |
| Total | CHF | 447'876'512 |

7. Elections

7.1 Reelection of the Board of Directors and the Chairman

The Board of Directors proposes the re-election of Heinz O. Baumgartner, Vanessa Frey, Jacques Sanche and Lars van der Haegen 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 Daniel Bossard and Stephan Widrig 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 election of KPMG AG, Zug, as statutory auditors for a 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 1'100'000 (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 2022.

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 1'100'000 for the period until the Ordinary General Meeting of Shareholders in 2022. The proposed maximum total remuneration is designed for the Board of Directors now comprising of seven members. The remuneration for each member did not change since 2011 and is now increased by CHF 35'000 per member in order to get closer to the median for peer companies. 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 2022.

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 2022 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

Based on Art. 27 of the Ordinance 3 about the measures to fight the corona virus dated June 19, 2020 the Board of Directors resolved that the Annual General Meeting on April 1, 2021 will be carried out without the physical participation by shareholders.

Shareholders have the opportunity to be represented and provide instructions to 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 8, 2020.

Shareholders may receive their voting material until March 26, 2021. In order to obtain the voting material they have to either deposit their shares at the company or provide a deposit certificate issued by their bank.

The deposit certificate can be sent as follows:

- by mail to 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 also receive the proxy form as well as the login data for electronic voting together with the voting material. For electronic voting please register at <https://schweiter.shapp.ch>. Electronic power of attorney and instructions or any changes thereto are possible until March 30, 2021 at 8.00pm CET.

The minutes of the 107th Annual General Meeting of April 8, 2020, the annual report 2020 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 11, 2021. Shareholders will receive these documents upon request. 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.

Steinhausen, March 11, 2021

Schweiter Technologies AG

On behalf of the Board of Directors

Beat Siegrist, Chairman