

Invitation to the ordinary Shareholders' General Meeting of Phoenix Mecano AG

Friday, 20 May 2022 at 3 p.m. (doors open at 2.15 p.m.)

Vienna House zur Bleiche, Bleicheplatz 1, 8201 Schaffhausen, Switzerland

Agenda and proposals by the Board of Directors

1. Approval of the 2021 management report, financial statements and consolidated financial statements and acceptance of the auditors' report

The Board of Directors proposes that the management report, financial statements and consolidated financial statements for financial year 2021 be approved.

2. Discharge of the members of the Board of Directors and management

The Board of Directors proposes that the members of the Board of Directors and management be discharged.

3. Decision on the appropriation of retained earnings and determination of dividend

The Board of Directors proposes that a dividend of CHF 15.00 per share be paid and that the 2021 retained earnings of Phoenix Mecano AG should be appropriated as follows:

	in EUR	in CHF
Net income for the year 2021	15 760 479	17 038 356
Retained earnings brought forward 2020	198 599 614	212 171 125
Merger gain	293 905	315 654
./. Dividend 2020	- 7 010 612	- 7 681 112
Currency translation differences		- 15 197 326
	207 643 386	206 646 697

The Board of Directors proposes to the Shareholders' General Meeting that retained earnings should be distributed as follows:

Dividend of CHF 15.00 per share*	13 946 460	14 407 500
Carried forward to new account	193 696 926	192 239 197
	207 643 386	206 646 697

* Total dividends are calculated based on the 960,500 bearer shares. Dividends will not be paid on treasury shares held by the company at the time of the payout.

4. Elections

4.1 Election of the members and Chairman of the Board of Directors

The Board of Directors proposes that the following be elected as members of the Board of Directors and that Mr Benedikt Goldkamp be elected as Chairman of the Board of Directors (all as hitherto) for a term of one year until the end of the next ordinary Shareholders' General Meeting (each individually):

- 4.1.1 Election of Benedikt Goldkamp as member and Chairman of the Board of Directors
- 4.1.2 Re-election of Dr Florian Ernst as Board member
- 4.1.3 Re-election of Dr Martin Furrer as Board member
- 4.1.4 Re-election of Ulrich Hocker as Board member
- 4.1.5 Re-election of Beat Siegrist as Board member

4.2 Election of the members of the Compensation Committee

The Board of Directors proposes that the following be elected as members of the Compensation Committee (all as hitherto) for a term of one year until the end of the next ordinary Shareholders' General Meeting (each individually):

- 4.2.1 Re-election of Dr Martin Furrer as member
- 4.2.2 Re-election of Ulrich Hocker as member
- 4.2.3 Re-election of Beat Siegrist as member

4.3 Election of the independent proxy

The Board of Directors proposes that the lawyer Mr Hans Rudi Alder, Peyer Alder Keiser Lämmler Rechtsanwälte, Pestalozzi-strasse 2, CH-8201 Schaffhausen, be elected as the company's independent proxy for a term of one year until the end of the next ordinary Shareholders' General Meeting.

4.4 Election of the auditors

The Board of Directors proposes that BDO AG, Zurich, be elected as the company's auditors for financial year 2022 until the end of the next ordinary Shareholders' General Meeting.

5. Remuneration

5.1. Advisory vote on the 2021 remuneration report

The Board of Directors proposes that the 2021 remuneration report should be noted and approved in a non-binding advisory vote.

5.2. Approval of a maximum total amount for Board of Directors remuneration for financial year 2023

The Board of Directors proposes that a maximum total amount of CHF 2,500,000 be approved for the remuneration of all members of the Board of Directors for the coming financial year 2023.

5.3. Approval of a maximum total amount for management remuneration for financial year 2023

The Board of Directors proposes that a maximum total amount of CHF 3,500,000 be approved for the remuneration of all members of the management for the coming financial year 2023.

Documents

From 25 April 2022 onwards, the 2021 annual report, including the management report, financial statements and consolidated financial statements as well as the auditors' reports, 2021 remuneration report (together with the audit report) and proposal by the Board of Directors regarding the appropriation of retained earnings from 2021 may be consulted by shareholders at the company's headquarters and at our subsidiary Phoenix Mecano Management AG, Lindenstrasse 23, CH-8302 Kloten, where a copy can be obtained directly.

The 2021 annual report can also be downloaded from the Internet:

www.phoenix-mecano.com/en/investor-relations/annual-reports/annual-reports

Admittance

Shareholders who wish to attend or be represented at the Shareholders' General Meeting may obtain their admission ticket with voting card and a form for issuing instructions to the independent proxy by **16 May 2022 at the latest** by depositing their shares or submitting corresponding confirmation from their custodian bank to the following bank:

UBS Switzerland AG, Zurich (sh-proxyvoting@ubs.com)

Shares must remain deposited until the day after the Shareholders' General Meeting.

Appointing proxies

Shareholders who are unable to attend the Shareholders' General Meeting in person may be represented:

- by a **representative** (not necessarily a shareholder), by means of a written proxy on the admission ticket; or
- by the **independent proxy** of Phoenix Mecano AG, the lawyer Mr Hans Rudi Alder, Peyer Alder Keiser Lämmlli Rechtsanwälte, Pestalozzistrasse 2, CH-8201 Schaffhausen.

To authorise the independent proxy to act on their behalf, shareholders should simply complete and sign the proxy section on the admission ticket and return it to the independent proxy by **Wednesday, 18 May 2022** together with a completed and signed instruction form. If the independent proxy is unable to attend, the Board of Directors will appoint a new independent proxy. The proxies and instructions issued to the independent proxy will be transferred to this new independent proxy appointed by the Board of Directors.

- Phoenix Mecano AG shareholders can also issue proxies and instructions to the independent **proxy electronically by registering** at www.sherpany.com/phoenixmecano. Shareholders will be sent the required login data from your depositary bank together with the written documents for the Shareholders' General Meeting. The deadline for issuing proxies and instructions electronically and making any changes to electronically issued instructions is **Tuesday, 17 May 2022 at 11.59 p.m.** Any shareholder who issues an electronic proxy and instruction is no longer entitled to attend the Shareholders' General Meeting in person.

CH-8260 Stein am Rhein, 22 April 2022

Phoenix Mecano AG

Benedikt Goldkamp
Chairman of the Board of Directors