

126th Annual
Shareholders' Meeting
of Georg Fischer AG
20 April 2022

Motions and voting material for the
shareholders of Georg Fischer AG

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Due to the ongoing uncertainties regarding Covid-19, the Board of Directors has decided to hold the Annual Shareholders' Meeting again without the physical presence of shareholders. The Board of Directors deeply regrets this decision.

Shareholders may only exercise their voting rights through the independent proxy. Personal attendance is excluded. We kindly invite you to submit your questions in writing in advance and thank you for your understanding.

Questions and requests

Shareholders may submit their votes in writing or electronically to the independent proxy, the law firm weber, schaub & partner ag, Zurich. To ensure that shareholders may freely exercise their further statutory rights, Georg Fischer AG has set up a special email

address (gv2022@georgfischer.com). General questions and motions in respect of the individual agenda items on the voting documents can be sent to this address until midnight on 18 April 2022.

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Chairman's address to the shareholders

Dear shareholders

Due to the ongoing uncertainties regarding COVID-19, the Board of Directors has decided to hold the Annual Shareholders' Meeting again without the physical presence of shareholders. Shareholders may only exercise their voting rights through the independent proxy.

The Board of Directors deeply regrets this decision. In this document you will find a detailed explanation of the proposals of the Board of Directors. We thank you for your understanding and hope to welcome you again in person at our Annual General Meeting next year.

Another year under COVID-19 influence

The successive waves of COVID-19 variants once again led to the introduction of home-office measures, where possible, as well as testing and mask mandates at most of our facilities around the world. We wish to thank the GF team worldwide for their dedication, flexibility, and for their enthusiasm in taking new and sometimes unexpected paths. GF employees continued to adapt to digitalized ways of working, including attending major events online, such as customer experience days, global HR meetings, as well as internal and external trainings, in line with GF's purpose of becoming better every day.

The COVID-19 pandemic continued to have a major impact on GF's 2021 financial year. Supply bottlenecks, shortages of raw materials and components, as well as increases in personnel expenses and raw material prices, challenged the company globally. In order to offset the effects of the pandemic, various internal and external processes were enabled, simplified, and accelerated thanks to digitalization. The safety and health of our employees were always the first priority.

Sustainability is an integral part of GF's business model

GF is fundamentally well positioned in terms of sustainability, as the company's products and services contribute directly to its customers' sustainability efforts, such as saving water at GF Piping Systems or reducing CO2 emissions at GF Casting Solutions. Sustainability is also an integral part of the Strategy 2025 and offers growth opportunities in all divisions and business units of GF. GF's product portfolio is increasingly focused on delivering sustainability benefits and supporting customers in achieving their own sustainability goals.

In 2021, sustainability was also the strategic Board topic of the year. A week-long deep dive on this topic was organized in November during the Board's visit to our US customers and GF facilities. During this week, sites and customers from all three divisions were visited. The integration of sustainability into GF's strategic business model was also intensively discussed and deepened. GF sets clear targets and roadmaps for further reducing CO2 emissions and improving diversity at all levels. Throughout the Corporation, investments in products and services and our R&D efforts are focused on areas that make the greatest contribution to sustainability and economic value creation.

Strategy 2025: Roll-out on track

In 2021, the first year of its new strategy cycle 2021-2025, GF delivered a strong result in terms of profit and sales growth. The strategic focus on promising resilient end markets, especially those that center on sustainability, has powered the company's performance over the year, supporting GF's business model. In addition, business segments such as the building technology and utility sector, have rebounded, despite ongoing headwinds in the markets. GF weathered the persisting macroeconomic uncertainties well, including the COVID-19 pandemic, the semiconductor shortages, supply chain disruptions, and increasing raw material prices.

2021 marked the launch of GF's new strategy cycle, which emphasizes the central role of innovation. The five-year plan addresses the three strategic focus areas of profitable growth, portfolio resilience, and a «go for the full potential» spirit to evolve into a performance and learning culture.

Strengthening the Board of Directors

Careful succession planning for the Corporation's top management levels is an ongoing task that we take very seriously at the Board of Directors. In the 2021 Annual Report, we published the professional qualifications of each member of the Board of Directors for the first time. They provides an important basis for the ongoing and future search for new members of the Board of Directors.

As previously announced, the Board of Directors proposes Ayano Senaha for election as a new member of the Board. The 39-year-old Japanese citizen is currently COO (Chief Operating Officer) and a member of the Board of Directors of Recruit Holdings in Tokyo (Japan), a pioneer in the field of digitized job search and, with its

Indeed brand, the world's leading provider of online recruitment services. With this nomination, the Board of Directors is specifically expanding its increasingly important competencies in the areas of digitalization, sustainability and governance. In addition, it brings an Asian perspective to our Board and represents a welcome expansion in terms of age range and diversity.

Close contact with stakeholders

In the past reporting year, we again attached great importance to intensive and constructive dialog with you, our shareholders. We also visited the proxy advisors relevant to us, listened to requests and concerns, and explained our positions. We greatly appreciate this close and open exchange.

On behalf of the Board of Directors, I would like to thank you for your interest in GF. We look forward to a large turnout for the statutory business. The short version of the Annual Report 2021 is attached to this voting document. The complete Annual Report 2021 can be found at www.georgfischer.com.

Finally, I would like to thank you, our valued shareholders, for the trust you have placed in our management and our Board of Directors.

Yours sincerely

Georg Fischer AG



Yves Serra
Chairman of the Board of Directors

Agenda items and motions

The Board of Directors of Georg Fischer AG is submitting the following agenda items and motions for discussion and resolution by the Annual Shareholders' Meeting:

1. Report on the 2021 financial year

1.1. Annual Report, Financial Statements, and Consolidated Financial Statements for 2021

Motion: The Board of Directors proposes that the Annual Report, containing the Financial Statements and the Consolidated Financial Statements for 2021, be approved.

Explanation: The full Annual Report contains the Financial Statements of the GF Corporation and Georg Fischer AG, as well as the Report to the Shareholders, the Auditors' Report on the Consolidated Financial Statements and the Financial Statements of Georg Fischer AG.

The full 2021 Annual Report may be inspected at the Corporation's headquarters and is available online at www.georgfischer.com. A short version of the full Annual Report for 2021 was enclosed with the personal documents sent to registered shareholders.

A separate vote (see agenda item 1.2) will be held on the Compensation Report.

1.2. Advisory vote on the Compensation Report for 2021

Motion: The Board of Directors proposes that the 2021 Compensation Report be approved (advisory vote).

Explanation: The 2021 Compensation Report explains the principles and elements of compensation at GF for members of the Board of Directors and the Executive Committee and contains all compensation that the company has paid to members of the Board of Directors and Executive Committee for the 2021 financial year. The Compensation Report is part of the full 2021 Annual Report. The auditors have prepared a separate report to the shareholders on the compensation report. The vote is advisory in nature.

2. Appropriation of retained earnings for 2021 and dividend distribution

Motion: The Board of Directors proposes the appropriation of balance sheet profit in 2021 as follows:

Net profit for the year 2021	CHF	160'498'000
Earnings carried forward	CHF	1'169'644'000
Profit from treasury shares	CHF	1'256'000
Retained earnings	CHF	1'331'398'000
Dividend payment CHF 20 per registered share	CHF	-82'018'000
To be carried forward	CHF	1'249'380'000

Explanation: The Board of Directors proposes that the Annual Shareholders' Meeting approve the retained earnings for 2021 and that a dividend of CHF 20 per share be distributed to the shareholders.

Subject to approval by the Annual Shareholders' Meeting, the dividend will be paid on 26 April 2022 to all shareholders who held shares of Georg Fischer AG at the close of trading on 21 April 2022. As of 22 April 2022, the shares of Georg Fischer AG will be traded «ex dividend», i.e. with no dividend entitlement for the 2021 financial year. The dividend paid from retained earnings is subject to a 35% withholding tax.

3. Discharge of the Board of Directors and the Executive Committee

Motion: The Board of Directors proposes granting discharge to the responsible corporate bodies for activities in the 2021 financial year.

4. Amendment of Articles of Association

Explanation: The most significant change in the proposed amendments to the Articles of Association leads to a split of the registered shares in a ratio of 1:20. In addition, the authorization for authorized capital is renewed until 19 April 2024. Further explanations can be found after proposal 4.1 and after proposal 4.2.

4.1. Split of shares

Motion: The Board of Directors proposes to the Annual General Meeting to split the registered shares of Georg Fischer Ltd with a par value of CHF 1 each in a ratio of 1:20. The number of registered shares would increase accordingly. At the same time, the provisions of the conditional capital (paragraph 4.4b) para. 1 of the Articles of Association) will be adjusted to the new par value and the new number of registered shares.

Paragraph 4.1 is amended as follows:

Paragraph 4.1 (current version)

The share capital of the company amounts to CHF 4'100'898 and is divided into 4'100'898 registered shares with a par value of CHF 1 each.

Paragraph 4.1 (new version)

The share capital of the company amounts to CHF 4'100'898 and is divided into 82'017'960 registered shares with a par value of CHF 0.05 each.

At the same time, paragraph 4.4b) para. 1 of the Articles of Association is amended as follows:

The company's share capital may be increased by a maximum amount of CHF 400'000 by the issue of a maximum of 8'000'000 (heretofore 400'000) fully paid-in registered shares with a nominal value of CHF 0.05 (heretofore CHF 1) each, through the exercise of conversion rights and/or warrants granted in connection with the issuance on capital markets of bonds or similar debt instruments of the company or one of its corporate subsidiaries.

Explanation: The price of the registered share of Georg Fischer Ltd has increased significantly in recent years; it is now higher than that of most comparable companies. The share split in the ratio 1:20 is proposed in order to improve the tradability of the shares. Provided the Annual Shareholders' Meeting approves the share split, the split registered shares are expected to be traded for the first time on 28 April 2022. Shareholders do not need to take any action after the share split. The split registered shares will now be traded on SIX with the ticker symbol «GF» (previously: «FI-N»).

4.2. Renewal of authorized capital (renewal for two years)

Motion: The Board of Directors proposes amending Art. 4.4a of the Articles of Association as follows:

4.4a) The Board of Directors is authorized to increase the share capital, no later than 19 April 2024 by a maximum amount of CHF 400'000 by issuing a maximum of 8'000'000 (in case of non-approval of motion 4.1: 400'000) fully paid-in registered shares with a nominal value of CHF 0.05 (in case of non-approval of motion 4.1: CHF 1) each. The increase may be made in installments.

(The other provisions of paragraph 4.4a) remain unchanged)

Explanation: On 24 March 2010, the Annual General Meeting approved the creation of authorized and conditional capital for the first time. While the statutory option to create conditional capital is not subject to any time limit, the statutory option to create authorized capital is limited by law to two years at a time. Consequently, at the request of the Board of Directors, the Annual General Meeting has since then renewed this authorization every two years, most recently at the Annual General Meeting in 2020, at that time together with the proposal to reduce the maximum possible number of shares to be issued from 600'000 to 400'000. The increase of the share capital from conditional capital reduces the number of shares available for an increase of the share capital from authorized capital (§ 4.4a para. 6), and the increase of the share capital from authorized capital reduces the number of shares available from conditional capital (§ 4.4b para. 6). The maximum percentage of new shares that can be issued is therefore only 9.8 percent of the valid share capital.

This year, the Board of Directors proposes the biennial renewal of the option to create authorized capital together with the 1:20 share split proposed in item 4.1. Should the proposal in item 4.1 be rejected, the nominal share value in the proposal in item 4.2 would logically remain unchanged. The proposal pursuant to item 4.2 requires a qualified majority of two thirds of

all share votes represented.

5. Elections to the Board of Directors – Re-election

Motion: The Board of Directors proposes the – individual – re-election of

- Hubert Achermann
- Riet Cadonau
- Peter Hackel
- Roger Michaelis
- Eveline Saupper
- Yves Serra
- Jasmin Staiblin

Explanation: Pursuant to § 16.2 of the Articles of Association of Georg Fischer AG, the term of office of a member of the Board of Directors shall last until conclusion of the next Annual Shareholders' Meeting. Re-election is possible.

Further explanations about the requirements profile and composition of the Board of Directors and about specific issues relating to Corporate Governance, along with a table containing the resumes of the proposed Board members, can be found on pages 11, 12 and 13 of the documents.

Election

Motion: The Board of Directors proposes the election of

- Ayano Senaha

As member of the Board of Directors.

Explanation: Ayano Senaha (born 1982) is a Japanese citizen. She graduated from Waseda University (Japan) with a degree in Politics and Economics. Ayano Senaha is currently Chief Operating Officer (COO) and a member of the Board of Directors of Recruit Holdings, Tokyo (Japan). The company is considered a pioneer in digitized job search and is the world's leading provider of web-based recruitment services through its Indeed brand. Ayano Senaha has been with Recruit since 2006 and has held senior positions in Japan, the UK and the U.S., serving in Sales, Research & Development, Risk Management, Human Resources, Finance and Executive Management. She also currently leads the companies' Sustainability Committee.

Further explanations about the proposed election and a table containing the resume of Ayano Senaha can be found on page 13 of the documents.

6. Election of the Chairman of the Board and of the Compensation Committee

6.1. Election of the Chairman

Motion: Subject to his re-election as a member of the Board, the Board of Directors proposes the re-election of

- Yves Serra

Explanation: Yves Serra has chaired the Board of Directors since 2020. He was President and CEO of GF from 2008 to 2019. When he stood down as CEO in 2019, he was elected to the Board of Directors and appointed its Vice-Chairman. Yves Serra, if elected Chairman of the Board, will not be a member of either the Audit or the Compensation Committee.

Hubert Achermann will, subject to his re-election, be appointed by the Board of Directors as its Vice-Chairman and Independent Lead Director. Together with other independent directors, he will deploy his experience and seniority to ensure efficient supervision and monitoring of compliance with best Corporate Governance practices.

www.georgfischer.com/en/investors/corporate-governance.html

6.2. Election of the Compensation Committee

Motion: Subject to their re-election as members of the Board, the Board of Directors proposes the election – individually – of:

- Riet Cadonau
- Roger Michaelis
- Eveline Saupper

as members of the Compensation Committee until the conclusion of the next Annual Shareholders' Meeting.

Explanation: Eveline Saupper has been a member of the Compensation Committee since 2015, Riet Cadonau since 2020. Roger Michaelis will join the Committee for the first time.

The Board of Directors proposes independent members of the Board for election to the Compensation Committee. Given their personal and professional qualifications and background, they possess the knowledge and commitment necessary to realize the requirements made of the Compensation Committee by the law, the Articles of Association, and the Annual Shareholders' Meeting on behalf of the Corporation.

Subject to her re-election as member of the Compensation Committee, the Board of Directors will elect Eveline Saupper as Chairwoman of the Compensation Committee.

7. Compensation of the Board of Directors

Motion: The Board of Directors proposes a maximum total sum of CHF 3'600'000 for remuneration of the members of the Board for the period from the 2022 Annual Shareholders' Meeting to the 2023 Annual Shareholders' Meeting.

Explanation: Further information on this motion can be found on page 14.

8. Compensation of the Executive Committee

Motion: The Board of Directors proposes a maximum total sum of CHF 11'402'000 for remuneration of the members of the Executive Committee for the 2023 financial year.

Explanation: Further information on this motion can be found on pages 14 and 15.

9. Election of the statutory auditor

Motion: Election of the statutory auditor

Motion: The Board of Directors proposes the election of

■ PwC (PricewaterhouseCoopers AG), Zurich, as the statutory auditor for the 2022 financial year.

Explanation: PricewaterhouseCoopers AG, Zurich, is an independent international firm of auditors with an acknowledged reputation. It was first chosen for this mandate at the 2012 Annual Shareholders' Meeting.

10. Election of the independent proxy for the 2023 Annual Shareholders' Meeting

Motion: The Board of Directors proposes the election of

■ The law firm weber, schaub & partner ag, Zurich, represented by lic. iur. LL. M. Christoph J. Vaucher, as the independent proxy until conclusion of the 2023 Annual Shareholders' Meeting.

Explanation: The law firm weber, schaub & partner ag, Zurich, represented by lic. iur. LL. M. Christoph J. Vaucher, ensures the requisite independence from the company for this task pursuant to Art. 728 CO. The mandate ends after conclusion of the 2023 Annual Shareholders' Meeting; in other words, the mandate shall apply to any extraordinary shareholders' meetings held prior to the 2023 Annual Shareholders' Meeting.

Thank you for your attention. We cordially invite you to exercise your voting rights.

With kind regards

Georg Fischer AG
On behalf of the Board of Directors
The Chairman



Yves Serra

Schaffhausen, 22 March 2022

Explanations on the composition of the Board of Directors (agenda item 5)

The Board of Directors, in accordance with its Articles of Association, consists of six to nine members. It will temporarily have eight members following the 2022 Annual Shareholders' Meeting. As a rule, each member sits on one of the three standing committees. The composition of the three standing committee has been uploaded to the website www.georgfischer.com/investors. We will publish the establishment of the Board of Directors as soon as possible after the 2022 Annual Shareholders' Meeting.

When selecting members, the focus is not only on experience in leadership and management functions, industrial and technology markets, innovation, finance and accounting, risk management and law, but also on special international relationships and regional market knowledge.

The Board of Directors also ensures a balanced consideration of competencies and knowledge that take into account the Corporation's operational focus, international orientation, diversity and the accounting requirements of listed companies. The required competencies and knowledge are broadly covered by the Board of Directors.

In accordance with the criteria of the Swiss Code of Best Practice for Corporate Governance, all members of the Board of Directors are non-executive and independent. In accordance with these guidelines of the Swiss Code of Best Practice for Corporate Governance, at least half the Board members must fulfill the criterion of independence. GF meets this requirement by a wide margin.

Brief biographies of the Board of Directors



Yves Serra

Chairman of the Board of Directors
1953 (France and Switzerland)

Engineering degree from École Centrale de Paris (France); MSc in Civil Engineering from the University of Wisconsin-Madison (USA)

Board Member since 2019, Vice Chairman 2019–2020, Chairman since 2020

Corporate Governance
Non-executive Member

Professional background, career
Deputy Commercial Attaché at the French Embassy in Manila (1977–1979); Customer Service Engineer for Alstom in France and South Africa (1979–1982); various positions at Sulzer in France and Japan (1982–1992); various positions at GF (1992–2019), Managing Director of Charmilles Technologies Japan and Regional Head of Sales Asia (1992–1998), Head of Charmilles (1998–2003), Head of GF Piping Systems (2003–2008), President and CEO of Georg Fischer AG (2008–2019)



Hubert Achermann

Vice Chairman and Independent Lead Director
1951 (Switzerland)

Dr. iur, attorney, graduated in Law at the University of Bern (Switzerland)

Board Member since 2014, Vice-Chairman and Independent Lead Director since 2020

Corporate Governance
Independent Member

Professional background, career
Legal advisor at FIDES Treuhandgesellschaft in Zurich (1982–1987), Head of the company's Lucerne office (1987–1994), Partner and Vice Chairman of the Board of Directors of the newly created KPMG Schweiz (1992–1994), Member of the four-person Executive Board, responsible for tax and law (1994–2004), CEO of KPMG Schweiz and performed several key roles for KPMG International (2004–2012), first Lead Director of KPMG International and Member of the KPMG Global Board (2009–2012)



Riet Cadonau

Member of the Board of Directors
1961 (Switzerland)

Bachelor of Arts in Business and Economics of the University from Basel (Switzerland); Master of Arts in Economics and Business Administration from the University of Zurich (Switzerland); INSEAD Advanced Management Program AMP (France)

Board Member since 2016

Corporate Governance
Independent Member

Professional background, career
Various positions at IBM Switzerland (1990–2001), ultimately Member of the Executive Board and Director of Global Services; various positions as Member of the Executive Board of Ascom Group (2001–2005, from 2007–2011 as CEO); in between due to an Ascom divestment, Managing Director and Senior Vice President at ACS Inc. (later Xerox); CEO of Kaba Group, today dormakaba Group (2011–2018), Chairman & CEO of dormakaba Group (since 2018)



Peter Hackel

Member of the Board of Directors
1969 (Switzerland)

Dr. sc. nat. ETH; Master and PhD in Biochemistry and Molecular Biology from the Swiss Federal Institute of Technology (ETH) in Zurich (Switzerland); degree in Business Administration at the Open University of Hagen (Germany)

Board Member since 2020

Corporate Governance
Independent Member

Professional background, career
Various management positions at McKinsey and Geistlich Biomaterials (Switzerland); various management positions at Straumann AG, ultimately as Head of Group Controlling and Member of Executive Management Group Straumann AG (2004–2011); CFO of the global segment Oerlikon Drive Systems (2011–2013); CFO of Straumann AG with responsibility for Finance, Investor Relations, IT and Purchasing (since 2014)



Roger Michaelis

Member of the Board of Directors
1959 (Brazil and Germany)

Studied Business Administration at the University of São Paulo (Brazil), post-graduate degree in Management and Strategy at Krupp Foundation Munich (Germany) and Babson College (USA)

Board Member since 2012

Corporate Governance
Independent Member

Professional background, career

Various positions at Osram Group (1988–2012), ultimately as CEO at Osram Brazil and Head of Human Resources of Osram in Latin America (2004–2012); prior to this CFO at Osram subsidiaries in India and Brazil; Partner and Director of Verocap Consulting, São Paulo, (Brazil) (since 2012)



Eveline Saupper

Member of the Board of Directors
1958 (Switzerland)

Dr. iur, attorney and certified Tax Expert, graduated in Law at the University of St. Gallen (Switzerland)

Board Member since 2015

Corporate Governance
Independent Member

Professional background, career

Legal and Tax Advisor at Peat Marwick Mitchell (now KPMG Fides) (1983–1985); Attorney at Baker & McKenzie (1985–1992); Employee (1992–1994), Partner (1994–2014) and of counsel at Homburger AG (2014–2017)

Election to the Board of Directors



Jasmin Staiblin

Member of the Board of Directors
1970 (Germany)

Double degree in Electrical Engineering and Physics from the Technical University Karlsruhe (Germany) and Royal Institute of Technology Stockholm (Sweden)

Board Member since 2011

Corporate Governance
Independent Member

Professional background, career

Various positions at ABB, including in Switzerland, Sweden, and Australia (1997–2006), Country Manager of ABB Switzerland (2006–2012); CEO of Alpiq Holding AG (2013–2018)



Ayano Senaha

COO, Recruit Holdings Co.
1982 (Japan)

B. A. in Economics from the Waseda University Tokyo (Japan)

Corporate Governance
Independent member

Professional background, career

Since 2006, various management positions at Recruit Holdings and its group companies, including in London (UK), Austin (USA) and Tokyo (Japan). Since 2018, she has been COO as Managing Corporate Executive Officer responsible for Human Resources, General Affairs, Finance, Risk Management and Corporate Planning. Since 2020, she has been a member of the Board of Directors of Recruit Holdings, where she chairs the Sustainability Committee.

Explanations on compensation (agenda items 7 and 8)

Pursuant to the Articles of Association of Georg Fischer Ltd, the Annual Shareholders' Meeting shall decide on the prospective approval of the maximum possible compensation of the Board of Directors and the Executive Committee.

Total compensation of the Board of Directors (agenda item 7)

At the Annual Shareholders' Meeting 2021, a maximum amount of CHF 3'140'000 was approved for the total compensation of the Board of Directors. In the year under review, the members of the Board of Directors received total compensation of CHF 2'934'000 (previous year: CHF 2'726'000).

Due to the higher number of Board members and the adjustment of the fees for three Chairman's offices (details disclosed in the Compensation Report), the proposal of CHF 3'600'000 for the maximum total compensation of the Board of Directors is above the proposal of the previous year. This amount relates to the compensation period until the Annual Shareholders' Meeting 2023.

Social expenses are included in full. The calculation of the maximum total compensation is based on the same compensation principles as in the previous year.

The calculation of the compensation, which will be in shares, is based on the closing price on the last trading day of the reporting year. For the calculation of the maximum total compensation, a share price of CHF 1'600 is again assumed for the new compensation period (last year's assumption: CHF 1'600).¹

¹ The assumption of a share price higher than the current price does not constitute a prediction based on anticipated business results. This calculation does not provide any guarantee regarding the company's future performance.

Total compensation of the Executive Committee (agenda item 8)

For the 2021 financial year, a maximum amount of CHF 10'531'000 for the total compensation of the members of the Executive Committee had been approved at the Annual Shareholders' Meeting 2020. For the reporting year, the members of the Executive Committee received total compensation of CHF 8'697'000 (previous year: CHF 7'415'000).

For the 2022 financial year, a maximum amount of CHF 10'829'000 for the total compensation of the members of the Executive Committee had been approved at the Annual Shareholders' Meeting 2021.

For the 2023 financial year, the new motion includes a maximum amount of CHF 11'402'000 for the total compensation of the five members (including the CEO) of the Executive Committee. The calculation of the maximum amount is as follows:

- **A fixed, individual base salary in cash**
The calculation of the fixed individual base salary includes a reserve for moderate salary increases in line with market practice. The fixed base salary could amount to approx. 30% of total compensation.
- **A performance-related individual cash compensation (short-term incentive)**
The calculation for the short-term incentive is based on the maximum achievable amounts. The short-term incentive could amount to approx. 30% of total compensation.

■ **Share-based compensation (long-term incentive)**

The share-based compensation is based on an allocation value, which is related to the fixed individual base salary. The grant value is converted into performance shares on the grant date based on a defined and recognized method using a reference share price.

As with the short-term incentive, this compensation component is calculated with the achievement of the maximum grant value.

The long-term incentive is 100% performance-related and depends equally on two performance indicators: EPS (earnings per share) and rTSR (relative total shareholder return).

Long-term incentives could amount to approximately 30% of total compensation.

■ **Benefits such as pension and social insurance contributions**

Employer's pension and social contributions will amount to approximately 10% of total compensation.²

In accordance with the Articles of Association of Georg Fischer Ltd, the total amount of short-term and long-term variable compensation for each member of the Executive Committee is limited to 250% of the fixed annual salary.

² A significant portion of the social security payments of the employer to the Swiss social security system represents a solidarity payment as the individuals will never get any return or benefit due to these payments.

Important notes

Date of Annual Shareholders' Meeting

20 April 2022

Timelines and dispatch of documents (summary)

22 March 2022

Dispatch of the personal documents to the registered shareholders along with the 2021 Annual Report (short version).

The personal documents contain

- **The access code** for electronic registration and electronic voting on www.georgfischer.com/gv and
- **The power of attorney** with which you can give your voting instructions in writing.

Please take care of these matters as soon as possible. This will simplify the work of the share register in preparing the Annual Shareholders' Meeting. Thank you very much.

12 April 2022

Shareholders are entitled to vote if they are entered in the share register with voting rights on 12 April 2022.

In the event of a sale, the shareholder is no longer entitled to vote for these shares.

18 April 2022

You may issue your **voting instructions online** until midnight on Monday, 18 April 2022.

If you vote *by mail*, the instructions must reach us by Tuesday, 19 April 2022 (postal delivery is decisive).

Annual Report and auditors' reports

The full 2021 Annual Report, containing the report, the financial statements and the consolidated financial statements as well as the compensation report and the auditors' reports, was published on 2 March 2022. It is available for inspection at the headquarters of Georg Fischer AG, Amsler Laffon-Strasse 9, 8201 Schaffhausen, and can be downloaded from the GF website (www.georgfischer.com).

Voting rights and power of attorney

Shareholders may be represented by the independent proxy (law firm weber, schaub & partner ag, Zurich, represented by lic. iur. LL.M. Christoph J. Vaucher, P.O. Box 22, 8024 Zurich) in accordance with § 9.2 of the Articles of Association and the Federal Council Ordinances of 27 October 2021 on COVID-19.

In the period from 13 to 20 April 2022, no entries of registered shares will be made in the company's share register that entitle the holder to exercise voting rights at the Annual Shareholders' Meeting of 20 April 2022.

Restrictions on voting rights and power of attorney

Pursuant to § 4.10 of our Articles of Association, the total number of votes exercised by one person for his own shares and shares which he represents may not exceed 5% of the voting rights of the entire share capital. Persons bound by capital or voting rights, by consolidated management or otherwise acting in concert for the purpose of circumventing this provision are deemed to be one person.

Questions and requests

General questions and motions can be submitted at gv2022@georgfischer.com in accordance with the voting documents on the individual agenda items. Questions and motions may be submitted until midnight on Monday, April 18, 2022.

Minutes and establishment of the Board of Directors

The minutes of the Annual Shareholders' Meeting will be uploaded to the website www.georgfischer.com on the evening of 20 April 2022, along with the Media Release and the establishment of the Board of Directors following the Annual Shareholders' Meeting.

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