

## Invitation to the Annual General Meeting of Shareholders 2026

Thursday, April 16, 2026, at 10:00 a.m. CEST (door opening at 9:00 a.m.)  
at Lorzensaal, Dorfplatz 3, 6330 Cham.

### Agenda

Welcome address by the Chairman and general remarks about the Annual General Meeting

#### 1. Annual Report 2025

##### 1.1 Business review, financial statements of medmix Ltd and consolidated financial statements 2025

The Board of Directors proposes that the business review, the financial statements of medmix Ltd and the consolidated financial statements 2025 be approved.

*Explanation: In accordance with article 698 paragraph 2 items 3 and 4 of the Swiss Code of Obligations (CO) and the Articles of Association, the Annual General Meeting is responsible for approving the business review, the annual financial statements, and the consolidated financial statements.*

##### 1.2 Advisory vote on the compensation report 2025

The Board of Directors proposes to approve the compensation report 2025 included in the annual report 2025 (non-binding advisory vote).

*Explanation: According to article 735 paragraph 3 item 4 CO and the Articles of Association, the Board of Directors shall submit the compensation report to an advisory vote of the Annual General Meeting. The compensation report describes the compensation system of medmix, and the compensation paid and granted to its Board of Directors and Executive Committee in respect of the financial year 2025.*

##### 1.3 Sustainability report 2025

The Board of Directors proposes to approve the sustainability report 2025 included in the annual report 2025.

*Explanation: According to article 964c paragraph 1 CO, article 698 paragraph 2 item 9 CO and the Articles of Association, the Annual General Meeting is responsible for approving the report on non-financial matters.*

#### 2. Appropriation of annual result

The Board of Directors proposes to appropriate the total balance of CHF 28'214'255, comprising the net profits for the year 2025 of CHF 13'570'776 and the retained profits of CHF 14'643'479 as follows:

|                           |                |
|---------------------------|----------------|
| – Dividend payment        | CHF 4'067'291  |
| – Balance carried forward | CHF 24'146'965 |

If this proposal is approved, the gross dividend (before deduction of the Swiss withholding tax of 35%) will amount to CHF 0.10 per share. Dividends are expected to be paid out on April 22, 2026. Any shares held by medmix Ltd and its subsidiaries on the dividend record date shall not be eligible to dividends.

*Explanation: In accordance with article 698 paragraph 2 item 4 CO and the Articles of Association, the Annual General Meeting is responsible for passing resolutions on the appropriation of the balance sheet profit, allocation of reserves and the payment of a dividend.*

### **3. Discharge**

The Board of Directors proposes that discharge be granted to its members and the Executive Committee for the financial year 2025.

*Explanation: In accordance with article 698 paragraph 2 item 7 CO and the Articles of Association, the Annual General Meeting is responsible for granting discharge to the members of the Board of Directors and the Executive Committee.*

### **4. Compensation of the members of the Board of Directors and the Executive Committee**

#### **4.1 Compensation of the Board of Directors**

The Board of Directors proposes to approve a maximum aggregate amount of compensation of the Board of Directors of CHF 1'500'000 for the term of office from the 2026 Annual General Meeting until the end of the 2027 Annual General Meeting.

*Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2026 Annual General Meeting" sets out further details in relation to this proposal. In addition, the compensation system of medmix is described in the compensation report at <https://report.medmix.swiss/ar25>.*

#### **4.2 Compensation of the Executive Committee**

The Board of Directors proposes to approve a maximum aggregate amount of compensation of the Executive Committee of CHF 8'500'000 for the financial year 2027.

*Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2026 Annual General Meeting" sets out further details in relation to this proposal. In addition, the compensation system of medmix is described in the compensation report at <https://report.medmix.swiss/ar25>.*

### **5. Re-election of the Board of Directors**

*Explanation: Pursuant to article 698 paragraph 2 item 2 and paragraph 3 item 1 CO and the Articles of Association, the Annual General Meeting is responsible for the following elections of the Chairman and the members of the Board of Directors. The Board of Directors and the Nomination & Remuneration Committee are convinced that the persons proposed for re-election have the necessary qualifications to serve on the Board of Directors of medmix.*

#### **5.1 Re-election of the Chairman of the Board of Directors**

The Board of Directors proposes to re-elect Rob ten Hoedt for a further term until the end of the next Annual General Meeting as member and Chairman of the Board of Directors.

#### **5.2 Re-election of the other members of the Board of Directors**

The Board of Directors proposes to re-elect Marco Musetti, Barbara Angehrn, Susanne Hundsbaek-Pedersen, Daniel Flammer and David Metzger for a further term until the end of the next Annual General Meeting as members of the Board of Directors. Elections will be held individually.

### **6. Re-election of the Nomination & Remuneration Committee**

The Board of Directors proposes to re-elect Barbara Angehrn, Rob ten Hoedt and David Metzger for a further term until the end of the next Annual General Meeting as members of the Nomination & Remuneration Committee. Elections will be held individually.

*Explanation: Pursuant to article 698 paragraph 3 item 2 CO and the Articles of Association, the Annual General Meeting is responsible for the election of the members of the Nomination & Remuneration Committee. The Board of Directors and the Nomination & Remuneration Committee are convinced that the persons proposed for re-election have the necessary qualifications to serve on the Nomination & Remuneration Committee.*

**7. Re-election of the Auditor**

The Board of Directors proposes to re-elect KPMG Ltd, Zurich, as auditor for the financial year 2026.

*Explanation: In accordance with article 698 paragraph 2 item 2 CO and the Articles of Association, the Annual General Meeting is responsible for electing the statutory auditor. KPMG Ltd confirmed that it possesses the independence required to exercise this mandate.*

**8. Re-election of the Independent Proxy**

The Board of Directors proposes to re-elect Proxy Voting Services GmbH, Zurich, for a further term until the end of the next Annual General Meeting as the independent proxy.

*Explanation: In accordance with article 698 paragraph 3 item 3 CO and the Articles of Association, the Annual General Meeting is responsible for electing the independent proxy. Proxy Voting Services GmbH confirmed that it possesses the independence required to exercise this mandate. For further information about Proxy Voting Services GmbH, see [www.proxyvotingservices.ch](http://www.proxyvotingservices.ch).*

## Miscellaneous

---

The annual report, including the business review, the financial statements of medmix Ltd and the consolidated financial statements 2025, the compensation report, the auditor's reports for 2025 and the report on non-financial matters are published under <https://report.medmix.swiss/ar25>.

Shareholders registered in the share register as of April 2, 2026, are entitled to exercise their voting rights at the Annual General Meeting. The registration for exercising the voting right has no influence on the ability to trade the shares. However, admission tickets already issued will automatically lose their validity should the relevant shares be sold between April 2, 2026, and the date of the Annual General Meeting.

Admission tickets will be sent to shareholders upon request. You can register either by sending the enclosed reply form by regular mail to medmix Ltd, c/o Nimbus AG, Ziegelbrückstrasse 82, 8866 Ziegelbrücke, or online. Admission tickets which can no longer be mailed on time will be ready for collection at the Annual General Meeting from the share register information desk.

Shareholders who will not be attending the Annual General Meeting may arrange to be represented by proxy. Such proxy may be granted either to:

- The independent proxy, Proxy Voting Services GmbH, Grossmünsterplatz 1, 8001 Zürich. Voting instructions may be indicated on the reply form. To the extent you do not make voting instructions on the reply form, you instruct, by signing the reply form, the independent proxy to cast your votes in favor of the proposals of the Board of Directors. In order to be taken into account, reply forms sent by regular mail must have reached Nimbus AG on April 13, 2026, at the latest. Instructions via the electronic platform Nimbus ShApp may be cast until April 13, 2026, at 11:59 p.m. CEST;
- the legal representative of the shareholder; or
- any other proxy (who does not need to be a shareholder) by means of a written power of attorney.

Please note that the number of parking places at Lorzensaal is limited. The location is a short walking distance from Cham train station. We are pleased to offer the participating shareholders a refreshment following the Annual General Meeting.

For all questions and correspondence concerning the Annual General Meeting please contact Nimbus AG, at +41 (0)55 617 37 44 or via [medmix@nimbus.ch](mailto:medmix@nimbus.ch).

The minutes of the resolutions of the Annual General Meeting will be available online at [www.medmix.swiss/agm](http://www.medmix.swiss/agm).

Yours sincerely

On behalf of the Board of Directors of medmix Ltd

**Rob ten Hoedt**

Chairman of the Board

Enclosure:

Shareholder information on the compensation votes

# Shareholder information on the compensation votes at the 2026 Annual General Meeting

Agenda Item 4

## Agenda Item 4.1

### Binding vote on the maximum aggregate compensation of the Board of Directors from the 2026 Annual General Meeting to the 2027 Annual General Meeting

Proposal: The Board of Directors proposes to approve a maximum aggregate amount of compensation of the Board of Directors of CHF 1'500'000 for the term of office from the 2026 Annual General Meeting until the end of the 2027 Annual General Meeting.

Explanation: This binding vote, which is to be conducted according to art. 735 of the Swiss Code of Obligations, allows shareholders to vote directly on the maximum aggregate compensation of the Board of Directors of medmix Ltd for the forthcoming term of office. The proposed amount is set to allow for a maximum aggregate compensation of the Board of Directors of medmix Ltd for the term of office from the 2026 AGM to the 2027 AGM of CHF 1'500'000.

To reinforce their independence, the members of the Board of Directors of medmix Ltd receive a fixed compensation only. They are neither eligible for variable or performance-based compensation nor entitled to participate in the pension benefit plans of medmix Ltd. The Board's compensation is paid 50% in cash and 50% converted into restricted stock units (RSUs) and is summarized below:

| Compensation of the Board of Directors <sup>1</sup> |                |                                       |                   |
|---|----------------|---------------------------------------|-------------------|
| thousands of CHF                                    | Cash component | Grant value of restricted share units | Lump sum expenses |
| Base fee for Board chairmanship <sup>2</sup>        | 150            | 150                                   | 10                |
| Base fee for Board membership                       | 60             | 60                                    | 5                 |
| <b>Additional committee fees:</b>                   |                |                                       |                   |
| Committee chairman                                  | 12.5           | 12.5                                  |                   |
| Committee member                                    | 5              | 5                                     |                   |

<sup>1</sup> Compensation for the term of office from AGM to AGM.

<sup>2</sup> The Chairman of the Board of Directors is not entitled to receive additional committee fees.

The following table illustrates the composition of the proposed maximum aggregate amount of CHF 1'500'000 for the compensation of the Board of Directors of medmix Ltd for the term of office from the 2026 AGM to the 2027 AGM.

| Compensation of the Board of Directors     | Approved (maximum)  | Actual              | Proposed (maximum)  |
|--|---------------------|---------------------|---------------------|
| thousands of CHF                           | 2025 AGM – 2026 AGM | 2025 AGM – 2026 AGM | 2026 AGM – 2027 AGM |
| Fees in cash <sup>1</sup>                  | 680                 | 473                 | 680                 |
| Restricted Share Units (RSUs) <sup>2</sup> | 680                 | 483                 | 680                 |
| Mandatory social security contributions    | 120                 | 72                  | 120                 |
| Reserve amount <sup>3</sup>                | 20                  | 0                   | 20                  |
| <b>Total compensation</b>                  | <b>1'500</b>        | <b>1'028</b>        | <b>1'500</b>        |

<sup>1</sup> Includes basic membership fee and committee fees.

<sup>2</sup> 2025 AGM – 2026 AGM Actual: Represents the full fair value at grant.

<sup>3</sup> Compensation for ad hoc committees and significant additional assignments.

The actual compensation payout, including the distribution among these non-binding components, will be disclosed in the 2026 and 2027 compensation reports, respectively, which will be submitted to an advisory shareholder vote.

Further information on the compensation of the Board of Directors is provided in the 2025 compensation report (<https://report.medmix.swiss/ar25>).

## Agenda Item 4.2

### Binding vote on the maximum aggregate compensation of the Executive Committee for the financial year 2027

Proposal: The Board of Directors proposes to approve a maximum aggregate amount of compensation of the Executive Committee of CHF 8'500'000 for the financial year 2027.

Explanation: This binding vote, which is to be conducted according to art. 735 of the Swiss Code of Obligations, allows shareholders to vote directly on the maximum aggregate compensation of the Executive Committee of medmix Ltd for the forthcoming financial year. The proposed amount is set to allow for a maximum aggregate compensation of the Executive Committee for the financial year 2027 of CHF 8'500'000.

The compensation policy of medmix Ltd is driven by the performance orientation of the company and a strong alignment with long-term shareholder value creation and sustainable growth. Therefore, the overall compensation of the members of the Executive Committee of medmix Ltd consists of a fixed and a variable compensation. The variable compensation is performance-based and includes a short-term incentive (in cash) and a long-term Performance Share Unit (PSU) plan. This system shall encourage and reward superior performance.

| Elements of compensation of the Executive Committee   |  |   |  |
|---|--|---|--|
| Base salary   | Fringe Benefits and Pension contributions  | Bonus (short-term variable compensation)  | Performance Share Plan (PSP) (long-term variable compensation)   |
| Reflects the function and scope of responsibilities, as well as the personal profile of the employee (experience and skill set) | Establishes a level of security for the employees and their dependents in the retirement age and against risks such as death and disability. Tailored to local regulations and market practice | Rewards performance and the achievement of business, financial and personal objectives over a one-year period | Rewards the company's success over a three-year period and drives long-term shareholder value creation. Ties compensation to the long-term performance of the medmix share |

The following table illustrates the composition of the proposed maximum aggregate amount of CHF 8'500'000 for the compensation of the Executive Committee for the financial year 2027. Furthermore, the table shows the compensation effectively paid out or granted in the financial years 2024 and 2025 and the maximum amount of compensation which would have been payable under the applicable compensation plans upon the maximum achievement of the performance targets.

| Annual compensation of the Executive Committee                     | 2024               | 2024         | 2025               | 2025         | 2026               | 2027               |
|--|--------------------|--------------|--------------------|--------------|--------------------|--------------------|
| thousands of CHF   | Approved (maximum) | Actual       | Approved (maximum) | Actual       | Approved (maximum) | Proposed (maximum) |
| Base salary  | 3'000              | 1'950        | 3'000              | 1'998        | 3'000              | 3'000              |
| Bonus in cash  | 2'750              | 1'212        | 2'350              | 1'492        | 2'350              | 2'350              |
| Other <sup>1</sup>   | 150                | 2'448        | 150                | 41           | 150                | 150                |
| Performance share units (PSU) <sup>2</sup>                         | 2'100              | 940          | 2'000              | 997          | 2'000              | 2'000              |
| Contributions to pension benefits and social security <sup>3</sup> | 600                | 950          | 1000               | 927          | 1'000              | 1'000              |
| <b>Total compensation<sup>4</sup></b>                              | <b>8'500</b>       | <b>7'499</b> | <b>8'500</b>       | <b>5'455</b> | <b>8'500</b>       | <b>8'500</b>       |

<sup>1</sup> 2025 Actual: Other includes child-, schooling-, insurance- and car allowances, and tax services.

<sup>2</sup> 2025 Actual: Represents the full fair value at grant.

<sup>3</sup> Employer contributions: Contributions to social security are owed under mandatory law. The maximum amount included for 2025 covers contributions to social security to be made (or expected to be made) with respect to base salaries, bonuses in cash and other compensation as well as PSU (based on the cap value), as well as contributions to pension benefits.

<sup>4</sup> 2025 Actual: Includes the compensation of René Willi, CEO; Jennifer Dean, CFO; Itee Satpathy, former CHRO on garden leave until 31 August 2025; Jasper Den Ouden, Chief HR & Sustainability Officer since March 2025; Xavier Schops, Chief Legal Officer; and Girts Cimermans, former CEO on garden leave until 30 April 2025.

The actual compensation payout, including the distribution among these non-binding components, will be disclosed in the 2027 compensation report, which will be submitted to an advisory shareholder vote.

Further information on the compensation of the Executive Committee is provided in the 2025 compensation report (<https://report.medmix.swiss/ar25>).