

Invitation to the Annual General Meeting of Shareholders 2025

Wednesday, April 23, 2025, 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 2024

1.1 Business review, financial statements of medmix Ltd and consolidated financial statements 2024

The Board of Directors proposes that the business review, the financial statements of medmix Ltd and the consolidated financial statements 2024 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 2024

The Board of Directors proposes to approve the compensation report 2024 included in the annual report 2024 (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 2024.

1.3 Sustainability report 2024

The Board of Directors proposes to approve the sustainability report 2024 included in the annual report 2024.

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 35'057'604, comprising the net profits for the year 2024 of CHF 19'032'695 and the retained profits of CHF 16'024'909 as follows:

– Dividend payment	CHF 20'395'376
– Balance carried forward	CHF 14'662'228

If this proposal is approved, the gross dividend (before deduction of the Swiss withholding tax of 35%) will amount to CHF 0.50 per share. Dividends are expected to be paid out on April 29, 2025. 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 2024.

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 2025 Annual General Meeting until the end of the 2026 Annual General Meeting.

Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2025 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/ar24>.

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 2026.

Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2025 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/ar24>.

5. 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 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 Hundsbæk-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 2025.

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.

Miscellaneous

The annual report, including the business review, the financial statements of medmix Ltd and the consolidated financial statements 2024, the compensation report, the auditor's reports for 2024 and the report on non-financial matters are published under <https://report.medmix.swiss/ar24>.

Shareholders registered in the share register as of April 10, 2025, 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 10, 2025, 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 17, 2025, at the latest. Instructions via the electronic platform Nimbus ShApp may be cast until April 17, 2025, 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.

The minutes of the resolutions of the Annual General Meeting will be available online at www.medmix.swiss.

Yours sincerely

On behalf of the Board of Directors of medmix Ltd

Rob ten Hoedt

Chairman of the Board

Enclosures:

Shareholder information on the compensation votes

Shareholder information on the compensation votes at the 2025 Annual General Meeting

Agenda Item 4

Agenda Item 4.1

Binding vote on the maximum aggregate compensation of the Board of Directors from the 2025 Annual General Meeting to the 2026 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 2025 Annual General Meeting until the end of the 2026 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 2025 AGM to the 2026 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 ¹			
thousands of CHF	Cash component	Grant value of restricted share units	Lump sum expenses
Base fee for Board chairmanship ²	150	150	10
Base fee for Board membership	60	60	5
Additional committee fees:			
Committee chairman	12.5	12.5	
Committee member	5	5	

¹ Compensation for the term of office from AGM to AGM.

² 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 2025 AGM to the 2026 AGM.

Compensation of the Board of Directors	Approved (maximum)	Actual	Proposed (maximum)
thousands of CHF	2024 AGM – 2025 AGM	2024 AGM – 2025 AGM	2025 AGM – 2026 AGM
Fees in cash ¹	680	489	680
Restricted Share Units (RSUs) ²	680	489	680
Mandatory social security contributions	120	77	120
Reserve amount ³	20	0	20
Total compensation	1'500	1'055	1'500

¹ Includes basic membership fee and committee fees.

² 2024 AGM – 2025 AGM Actual: Represents the full fair value at grant.

³ 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 2025 and 2026 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 2024 compensation report (<https://report.medmix.swiss/ar24>).

Agenda Item 4.2

Binding vote on the maximum aggregate compensation of the Executive Committee for the financial year 2026

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 2026.

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 2026 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 2026. Furthermore, the table shows the compensation effectively paid out or granted in the financial years 2023 and 2024 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	2023	2023	2024	2024	2025	2026
thousands of CHF	Max	Actual	Max	Actual	Max	Max proposed
Base salary	3'000	1'325	3'000	1'950	3'000	3'000
Bonus in cash	2'750	407	2'350	1'212	2'350	2'350
Other ¹	150	29	150	2'448	150	150
Performance share units (PSU) ²	2'100	1'065	2'000	940	2'000	2'000
Contributions to pension benefits and social security ³	600	623	1000	950	1'000	1'000
Total compensation⁴	8'500	3'449	8'500	7'499	8'500	8'500

¹ 2023 Actual: Other consists of child and insurance allowances. 2024 Actual: Other includes child-, schooling-, insurance- and car allowances, and tax services. For 2024, this category also includes (i) a one-time payment to J. Dean for the additional work in the interim period after Girts Cimermans stepped down and before René Willi assumed his position as CEO and (ii) an RSU award of CHF 2 million (full fair value at grant) to René Willi to compensate for forfeited Long Term Incentive at the previous employer as a result of joining medmix.

² 2023 Actual: Represents the full fair value at grant.

³ Employer contributions: Contributions to social security are owed under mandatory law. The maximum amount included for 2024 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.

⁴ 2023 Actual: Includes Xavier Schops (member of the Executive Committee since November 1, 2023). 2024 Actual: The total Executive Committee compensation for 2024 includes the compensation of Girts Cimermans, CEO; until 10 April 2024, throughout his notice period; René Willi (CEO and member of the Executive Committee since 1 June); Jennifer Dean, CFO; Itee Satpathy, Chief Human Resources Officer, and Xavier Schops, Chief Legal Officer.

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

Further information on the compensation of the Executive Committee is provided in the 2024 compensation report (<https://report.medmix.swiss/ar24>).