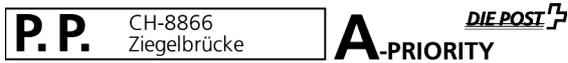


Baar, March 31, 2023



medmix Ltd  
Neuhofstrasse 20  
CH-6340 Baar  
Switzerland  
[www.medmix.swiss/agm](http://www.medmix.swiss/agm)



medmix Ltd  
Annual General Meeting  
c/o Nimbus AG  
Ziegelbrückstrasse 82  
8866 Ziegelbrücke  
Switzerland

## Invitation to the Annual General Meeting of Shareholders 2023

Dear Shareholders,

The Annual General Meeting of medmix Ltd will be held on **Friday, April 28, 2023, 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 2022

##### 1.1 Business review, financial statements of medmix Ltd and consolidated financial statements 2022, reports of the auditors

The Board of Directors proposes that the business review, the financial statements of medmix Ltd and the consolidated financial statements 2022 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 2022

The Board of Directors proposes to approve the compensation report 2022 included in the annual report 2022 (non-binding advisory vote).

*Explanation: According to 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 2022.*

## 2. Appropriation of annual result

The Board of Directors proposes to appropriate the total balance of CHF 23'315'045, comprising the net profits for the year 2022 of CHF 14'269'773 and the retained profits of CHF 4'045'272 and the allocation from free reserves of CHF 5'000'000 as follows:

– Dividend payment	CHF	20'457'417
– Balance carried forward	CHF	2'857'628

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 May 5, 2023. 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 2022.

*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 2023 Annual General Meeting until the end of the 2024 Annual General Meeting.

*Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2023 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/ar22>.*

### 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 2024.

*Explanation: The enclosed brochure "Shareholder information on the compensation votes at the 2023 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/ar22>.*

## 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 for re-election have the necessary qualifications to serve on the Board of Directors of medmix.*

### 5.1 Election of the Chairman of the Board of Directors

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

Grégoire Poux-Guillaume does not stand for re-election as Chairman of the Board.

## 5.2 Re-election

The Board of Directors proposes to re-elect Marco Musetti, Grégoire Poux-Guillaume, Barbara Angehrn, René Willi, 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. Election of the Nomination & Remuneration Committee

*Explanation: Pursuant to article 698 paragraph 3 item 2 CO and the Articles of Association, the Annual General Meeting is responsible for the following elections 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 and election, respectively, have the necessary qualifications to serve on the Nomination & Remuneration Committee.*

### 6.1 Re-election of two members

The Board of Directors proposes to re-elect Barbara Angehrn and Robert ten Hoedt for a term until the end of the next Annual General Meeting as members of the Nomination & Remuneration Committee. Elections will be held individually.  
Grégoire Poux-Guillaume does not stand for re-election.

### 6.2 Election of one new member

The Board of Directors proposes to elect David Metzger as a new member of the Nomination & Remuneration Committee for a term until the end of the next Annual General Meeting.

## 7. Re-election of auditors

The Board of Directors proposes to re-elect KPMG Ltd, Zurich, as auditors for the financial year 2023.

*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 independent proxy

The Board of Directors proposes to re-elect Proxy Voting Services GmbH, Zurich, for a 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).*

## 9. Revision of the Articles of Association

The Board of Directors proposes to revise the company's Articles of Association according to the proposed amendments as published in the attached Report of the Board of Directors on the Revision of the Articles of Association, and on [www.medmix.swiss/agm](http://www.medmix.swiss/agm). The proposed amendments are grouped by topic and submitted to the Annual General Meeting for approval under four separate agenda items.

*Explanation: On June 19, 2020, the Swiss Parliament adopted a revision of the corporate law, which entered into force on January 1, 2023 (subject to certain transitional provisions). Pursuant to the new law, Swiss corporations are obliged to revise their corporate documents to comply with the new law by the end of 2024. With agenda items 9.1 to 9.4, the Board of Directors proposes to the Annual General Meeting various amendments to the company's Articles of Association. Agenda items 9.1 to 9.4 require a qualified majority of at least two thirds of the votes represented at the general meeting in order for them to pass.*

### 9.1 Purpose

The Board of Directors proposes to amend article 2 of the Articles of Association according to section B.1 of the attached report.

## 9.2 Shares and Share Register

The Board of Directors proposes to amend articles 4, 6 and 6a of the Articles of Association according to section B.2 of the attached report.

## 9.3 Shareholder Rights, General Meeting of Shareholders, Reserves, Means of Publication and Notices

The Board of Directors proposes to amend articles 7, 12, 14, 15, 16, 17, 36 and 38 of the Articles of Association according to section B.3 of the attached report.

## 9.4 Board of Directors, Compensation, Agreements with Members of the Board of Directors and the Executive Committee, Mandates Outside the Group

The Board of Directors proposes to amend articles 18, 19, 21, 22, 30, 32 and 33 of the Articles of Association according to section B.4 of the attached report.

## Miscellaneous

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The annual report, including the business review, the financial statements of medmix Ltd and the consolidated financial statements 2022, the compensation report and the auditors' reports for 2022 are published under <https://report.medmix.swiss/ar22>.

Shareholders registered in the share register as of April 19, 2023, 3:00 p.m. CEST 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 19, 2023, 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 24, 2023, at 4:00 p.m. CEST at the latest. Instructions via the electronic platform Nimbus ShApp may be cast until April 25, 2023, at 11:59 p.m. CEST.
- Another shareholder of medmix Ltd who is entitled to vote.
- The legal representative of the shareholder.

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, tel. +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



**Grégoire Poux-Guillaume**  
Chairman of the Board

Enclosures:

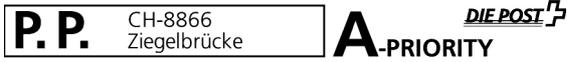
Reply form with reply envelope

Explanations to the reply form

Shareholder information on the compensation votes

Report of the Board of Directors on the Revision of the Articles of Association





medmix Ltd  
Annual General Meeting  
c/o Nimbus AG  
Ziegelbrückstrasse 82  
8866 Ziegelbrücke  
Switzerland

## Annual General Meeting

**Friday, April 28, 2023**, 10:00 a.m. CEST (doors open at 9:00 a.m.),  
at Lorzensaal, Dorfplatz 3, 6330 Cham

Please read first the document **Explanations to the Reply Form** (in the appendix).

**Reply online** Identification: Password:

The **Annual Report** 2022 is available under <https://report.medmix.swiss/ar22>.

In case of changes to your address, please inform your custodian bank.

Please mark either box a) or box b)

If you mark box a), you do not need to fill number I, II and III below. Please return the dated and signed reply form.

If you mark box b), please also fill out the rest of this form, including date and signature.

a)  I request an admission ticket (which will be mailed as of April 20, 2023)

b)  I authorize the independent proxy to cast my votes according to the following instructions

### I. General instruction for announced proposals / agenda items

(please mark a box )

Yes  No  Abstain

This general instruction refers to all agenda items which were announced in the invitation to the Annual General Meeting according to number III on the back of this form. Specific instructions according to number III take priority over the general instruction of this number I.

### II. General instructions for unannounced proposals / new agenda items

(please mark a box )

According to the Board of Directors  Abstain  No

### III. Specific instructions for announced proposals / agenda items (see back of the form)

To the extent you do not mark boxes for instructions, you instruct the independent proxy to cast your votes in favour of the proposals of the Board of Directors for announced proposals and for unannounced proposals / new agenda items.

Date: \_\_\_\_\_

Signature:

### III. Specific instructions

To the extent you do neither mark boxes for specific instructions according to this section III nor for a general instruction for announced proposals / agenda items according to section I, you instruct the independent proxy to cast your votes in favour of the proposals of the Board of Directors.

Agenda items and proposals of the Board of Directors		Yes	No	Abstain
1.1	Business review, financial statements of medmix Ltd and consolidated financial statements 2022, reports of the auditors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.2	Advisory vote on the compensation report 2022	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Appropriation of annual result	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Discharge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.1	Approval of the maximum aggregate amount of compensation of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.2	Approval of the maximum aggregate amount of compensation of the Executive Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.1	Election of Mr. Robert ten Hoedt as member and Chairman of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.1	Re-election of Mr. Marco Musetti as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.2	Re-election of Mr. Grégoire Poux-Guillaume as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.3	Re-election of Ms. Barbara Angehrn as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.4	Re-election of Mr. René Willi as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.5	Re-election of Mr. Daniel Flammer as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2.6	Re-election of Mr. David Metzger as member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.1.1	Re-election of Ms. Barbara Angehrn as member of the Nomination & Remuneration Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.1.2	Re-election of Mr. Robert ten Hoedt as member of the Nomination & Remuneration Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.2	Election of David Metzger as new member of the Nomination & Remuneration Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Re-election of the auditors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Re-election of the independent proxy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.1	Approval of the amendments to article 2 of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.2	Approval of the amendments to articles 4, 6 and 6a of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.3	Approval of the amendments to articles 7, 12, 14, 15, 16, 17, 36 and 38 of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.4	Approval of the amendments to articles 18, 19, 21, 22, 30, 32 and 33 of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Board of Directors proposes that all proposals be approved.

Dear shareholders

Pursuant to Art. 689c of the Swiss Code of Obligations, shareholders may grant **proxy** and give **instructions** to the independent proxy **also electronically**. In order to fulfill this requirement, we have implemented the shareholder application **Nimbus ShApp**<sup>®</sup>. On this platform you may **reply online**.

The Reply Form for the Annual General Meeting has different functions, it serves

- as **address cover** for this mailing
- to request an **admission ticket for personal attendance** of the Annual General Meeting
- to request an **admission ticket to authorize** another shareholder
- to **authorize the independent proxy with instructions** in writing
- to transmit the admission codes for your **online reply**

**You may answer by either**

- using this Reply Form for the Annual General Meeting, or
- replying online

**Online reply – Explanations**

We kindly invite you to use the online reply platform. Simply open in your browser <https://medmix.shapp.ch> (neither a personal email address nor a mobile phone number are required). Please follow the user prompt on the screen. You will find your personal admission codes for the initial registration (identification and password) on the Reply Form in the paragraph reply online.



# Shareholder information on the compensation votes at the 2023 Annual General Meeting

Agenda Item 4



## Agenda Item 4.1

# Binding vote on the maximum aggregate compensation of the Board of Directors from the 2023 Annual General Meeting to the 2024 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 2023 Annual General Meeting until the end of the 2024 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 2023 AGM to the 2024 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 2023 AGM to the 2024 AGM.

Compensation of the Board of Directors thousands of CHF	Approved (maximum)	Actual	Proposed (maximum)
	2022 AGM – 2023 AGM	2022 AGM – 2023 AGM	2023 AGM – 2024 AGM
Fees in cash <sup>1</sup>	680	550	680
Restricted Share Units (RSUs) <sup>2</sup>	680	550	680
Mandatory social security contributions	115	88	120
Reserve amount <sup>3</sup>	25	0	20
<b>Total compensation</b>	<b>1'500</b>	<b>1'188</b>	<b>1'500</b>

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

<sup>2</sup> 2022 AGM – 2023 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 2023 and 2024 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 2022 compensation report (<https://report.medmix.swiss/ar22>).

## Agenda Item 4.2

### Binding vote on the maximum aggregate compensation of the Executive Committee for the financial year 2024

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 2024.

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 2024 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 2024. Furthermore, the table shows the compensation effectively paid out or granted in the financial years 2021 and 2022 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 thousands of CHF	2021	2021	2022	2022	2023	2024
	Max	Actual	Max	Actual	Max	Max proposed
Base salary	350	335	1'400	1'270	3'000	3'000
Bonus in cash	325	254	1'600	818	2'750	2'350
Other <sup>1</sup>	30	6	50	31	150	150
Performance share units (PSU) <sup>2</sup>	0	0	2'100	1'575	2'000	2'000
Contributions to pension benefits and social security <sup>3</sup>	45	144	350	676	600	1'000
<b>Total compensation</b>	<b>750</b>	<b>739</b>	<b>5'500</b>	<b>4'370</b>	<b>8'500</b>	<b>8'500</b>

<sup>1</sup> 2022 Actual: Other consists of child and insurance allowances.

<sup>2</sup> 2022 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 2023 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.

The actual compensation payout, including the distribution among these non-binding components, will be disclosed in the 2024 compensation report, which will be submitted to an advisory shareholder vote.

Further information on the compensation of the Executive Committee is provided in the 2022 compensation report (<https://report.medmix.swiss/ar22>).