

INFORMATION LETTER, 8 OCTOBER 2025

New elections to the JJS Board of Trustees

The term of office of the incumbent members of the Board of Trustees ends on 31 December 2025. New elections are therefore due to be held for the years 2026 to 2029. The Board of Trustees consists of five members, three of whom represent our affiliated companies and are elected by them. Two members represent our insured persons. These members are proposed by the Board of Trustees and then elected by our insured persons.

For the coming term of office, the Board of Trustees recommends that the insured persons re-elect Céline Fäh (Zimmer Biomet) and Michael Schmitz (Sulzer Management AG) as employee representatives. Both bring valuable experience to the table and are highly motivated to continue working on behalf of the interests of the Foundation, its insured members, and pensioners. They enjoy the full support of the Board of Trustees.

Here we introduce the two candidates to you:

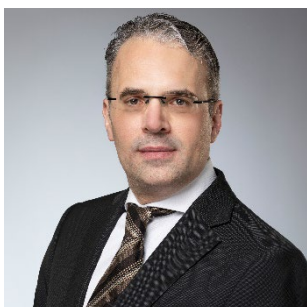


Céline Fäh

Céline Fäh has been with Zimmer Biomet since 2018. In her current position as Director of Government Affairs EMEA, she is responsible for public affairs activities concerning health policy, digitisation and sustainability, and represents the company's interests at

European level. Céline Fäh completed her Bachelor's degree in International Law at the University of Geneva in 2016 and her Master's degree at Maastricht University in 2018, graduating with honours.

Céline Fäh has been an employee representative on the Board of Trustees since August 2025.



Michael Schmitz

Michael Schmitz studied Business Administration and Physics at the Universities of Munich and Zurich and at the MIT Sloan School of Management. He joined Sulzer Management AG in 2022 as Head of Corporate Development. In this role,

he was responsible for developing the new group strategy. Before joining Sulzer Management AG, Michael Schmitz was Head of Corporate Development at BKW AG from 2014 to 2022. Prior to that, he held various strategic management positions in the Swiss energy and telecommunications sector and worked as a consultant at Bain & Company.

Michael Schmitz has been an employee representative on the Board of Trustees since July 2024.

Next steps

Insured persons have the opportunity to submit further nominations in writing within 30 days to the following address: Johann Jakob Sulzer Foundation, attn. Isabelle Wagner, Zürcherstrasse 12, 8400 Winterthur. If no further nominations are received within this period, Céline Fäh and Michael Schmitz shall be deemed elected.

Further information on the election procedure can be found in the excerpt from the Organisational Regulations shown overleaf.

Should you have any questions, please do not hesitate to contact Peter Strassmann at +41 52 262 41 05.



Marius Baumgartner
Chairman of the Board of Trustees



Peter Strassmann
Managing Director

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Extract from the Organisational Regulations

Valid from 6 December 2023

2 Board of Trustees

2.1 Composition, election, term of office

2.1.1 The Board of Trustees consists of five members – three representatives of the affiliated companies and two representatives of the insured persons. Sulzer AG provides one representative of the company and one representative of the insured. Two representatives of the company and one representative of the insured come from the group of affiliated companies that do not belong to Sulzer AG. A maximum of one seat on the Board of Trustees may be occupied by a pensioner representative or an external third party.

The Managing Director attends the meetings and takes the minutes.

2.1.2 The employer representative of Sulzer AG is elected by Sulzer AG's Executive Board as proposed by the Board of Trustees. The employer representatives from the group of companies not belonging to Sulzer AG are proposed by the Board of Trustees and elected by the Board of Trustees after being approved by the affiliated company concerned.

2.1.3 The incumbent Board of Trustees proposes two representatives of the insured, one of whom must be a member of Sulzer AG. The election proposal is communicated in writing to the employees admitted to the JJS Foundation. They may submit further nominations in writing within 30 days of the election proposal having been despatched (postmark). Each nomination must include the candidate's surname, first name, year of birth, profession and home address. The nomination must be signed by at least ten employees admitted to the JJS Foundation, although nominated persons may not sign their own nomination. The nominations received are checked for eligibility requirements.

The employees of Sulzer AG and those of non-Sulzer companies elect their representatives to the Board of Trustees in two separate constituencies. If only one candidate stands for election in each electoral district, this candidate is deemed to be elected. If several candidates are standing for election, an election is held. Votes are cast by post within 30 days of the date of despatch (postmark). The candidates who receive the most votes are elected. The insured are informed of the election results in writing.

The management is entrusted with conducting the election.

2.1.4 Persons insured with the JJS Foundation (with the exception of external representatives) are eligible for election if they:

- have a good command of written and spoken German
- can give the mandate the necessary priority
- are no older than 70 years of age.

2.1.5 The term of office of members of the Board of Trustees is four years. They are eligible for re-election. A member elected as a replacement shall take up the term of office of their predecessor.

2.1.6 Membership of the Board of Trustees is terminated before the end of a term of office if the employment relationship with the member of the Board of Trustees ends, or if they resign prematurely for other reasons. Until the end of the term of office, the member will be replaced by a newly elected member who is elected in accordance with paragraphs 2.1.2, 2.1.3 and 2.1.4 of the Organisational Regulations.