

INFORMATION LETTER, 1 JULY 2025

Election of replacement employee representatives of non-Sulzer companies

Mathias Zadrazil, employee representative of non-Sulzer companies, has left Zimmer Biomet and thus resigned from the JJS Foundation Board. We would like to take this opportunity to thank him for his collaboration and wish him all the best for the future. The Board of Trustees recommends that members elect Céline Fähr of Zimmer Biomet to take Mr Zadrazil's place until the end of his term of office.



Introducing Céline Fähr



Céline Fähr joined Zimmer Biomet in 2018 and in her current position as Director Government Affairs EMEA is responsible for public affairs in healthcare policy, digitisation and sustainability. She also represents the company's interests at the European level.

Céline Fähr 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 cum laude.

Céline Fähr is highly motivated to represent the interests of JJS and its insured members and pensioners, and has the Board of Trustees' full backing.

Next steps

The Board of Trustees proposes Céline Fähr for election. Insured persons may submit further nominations in writing to the following address within 30 days: Johann Jakob Sulzer Foundation, Isabelle Wagner, Zürcherstrasse 12, 8400 Winterthur. If no nominations are received within this period, Céline Fähr will be deemed elected. Further details on the election process can be found in the extract from the organisational regulations on the following page.

Please do not hesitate to contact Peter Strassmann at 052 262 41 05 if you have any questions.



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 – namely 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 the 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 current 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 postmark date. 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 is 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.