



Biel, Beginning of May 2022

Dr. Ueli Hofer

Bernhard Bichsel

Sandra Item

Hansjörg Riedwyl

Frank Ziemer

Handover at ISS AG, Integrated Scientific Services

Ladies and Gentlemen

We are pleased to inform you about an important and future-oriented step for ISS AG:

As of 1.5.2022, Sandra Item and Bernhard Bichsel took over the company as owners and the operational management of ISS AG as Co-CEO.

The takeover marks the conclusion of a management buy out (MBO), with which the successful history of the company is being given a new chapter in its 20th year of existence. Sandra Item and Bernhard Bichsel have an excellent knowledge of ISS AG and the needs of the industry. They will continue to support you competently with their well-founded and valuable expertise. They have already demonstrated their leadership qualities during their time as members of the ISS AG Executive Board. They are highly motivated to continue improving and developing the company while ensuring continuity and stability.

Hansjörg Riedwyl (after a sabbatical from July-September 2022) and Dr Ueli Hofer will continue to be available with their knowledge and experience, in a part-time capacity as senior consultants.

Apart from the departure of Hansjörg Riedwyl, the Executive Board of ISS AG remains unchanged. In addition to Sandra Item and Bernhard Bichsel as Co-CEO, Dr Michel Weber as Head of Clinical Services and Christoph Anderegg as Head of Digital MedTech are members of the Executive Board.

Sandra Item and Bernhard Bichsel: *"We consider it a privilege to contribute to the fundamental MedTech industry and to lead ISS AG into the future. A big thank you goes to the founders and our excellent employees for the trust and commitment they have shown us. We are highly motivated and look forward to continuing to develop ISS AG as a specialised MedTech service provider for our customers in an open and sustainable manner together with our employees and partner companies."*

Frank Ziemer: *"The sales negotiations gave me the opportunity to get to know the passion and business sense that drives the new owners. The two of them have the necessary tools and know-how to continue the business successfully."*

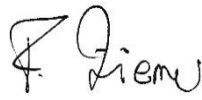
Hansjörg Riedwyl: *"We are delighted and proud that we have succeeded in finding such a good internal solution. We are convinced that this will ensure the successful continuation of the ISS story for employees, customers and partners and wish the new management team every success."*

We are delighted that this step has laid a strong foundation for further cooperation. This means that the entire MedTech industry will continue to have a specialised service provider with a high level of professional competence and innovative strength at its disposal.

We would like to thank you very much for the long-standing and successful cooperation and will be happy to answer any questions you may have.



Hansjörg Riedwyl
Co-Founder, Former CEO



Frank Ziemer
Co-Founder, Former Chairman



Ueli Hofer
Co-Founder, Former Scientific
Officer



Sandra Item
New Co-CEO
sandra.item@iss-ag.ch



Bernhard Bichsel
New Co-CEO
bernhard.bichsel@iss-ag.ch