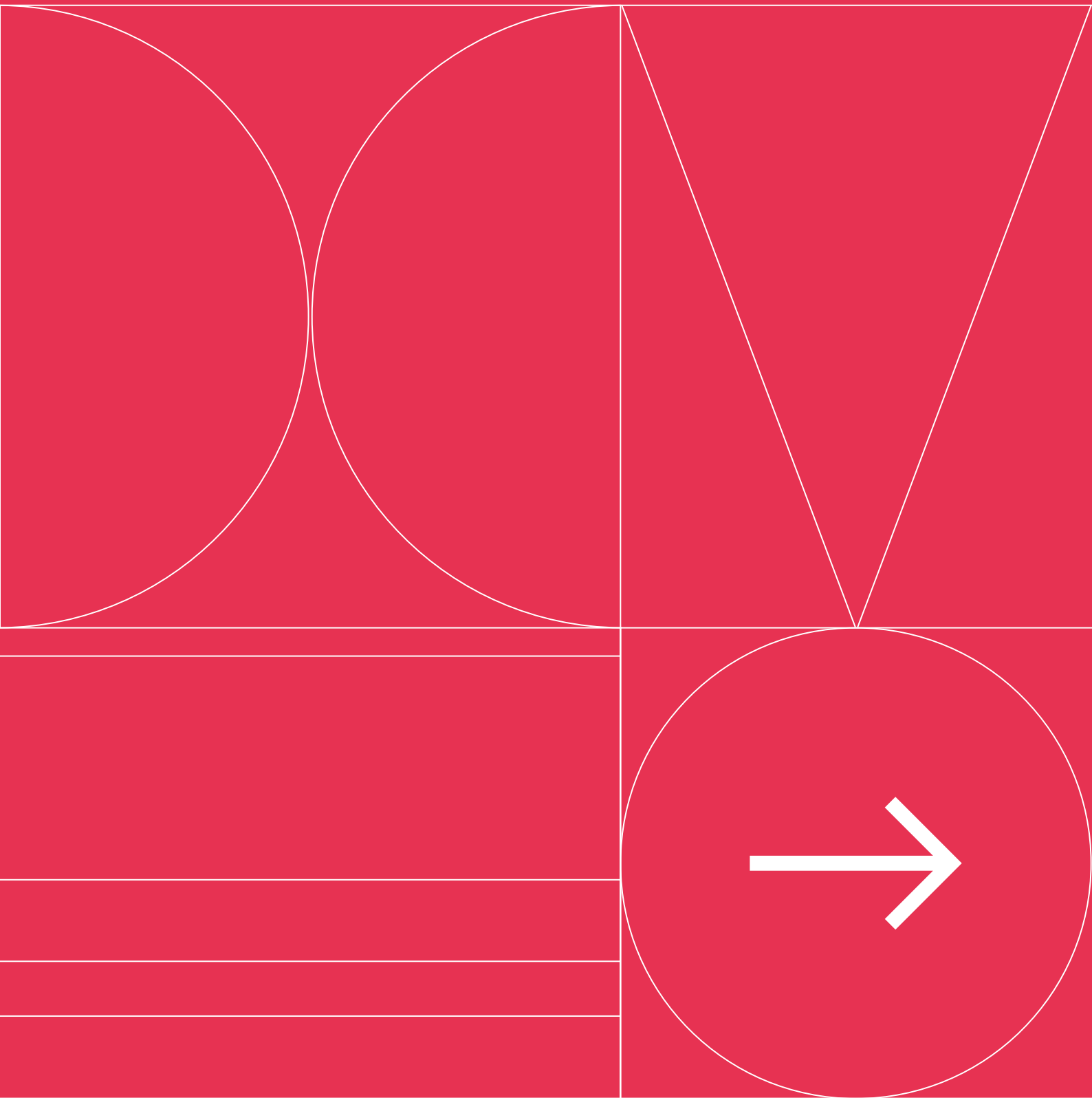


Nonfinancial consolidated statement

of the annual year 2023



Non-financial Group statement

SUSTAINABILITY AT MEDIOS

With this report, Medios AG is publishing its fourth non-financial Group statement (hereinafter: “non-financial statement”) within the meaning of the German Commercial Code (HGB). The reporting period corresponds to the calendar year 2023. The information in this report generally relates to the entire Medios Group, including all its locations and companies. In places where only parts of the Medios Group are meant or covered, this has been indicated accordingly in connection with the respective key figures and statements.

In the 2023 financial year, we exceeded the average number of employees of 500 for the first time. However, as this has not been the case for two consecutive years, we are still not obliged to provide non-financial reporting in accordance with the CSR Directive Implementation Act (CSR-RUG; CSR: Corporate Social Responsibility).

Although we are not yet legally obliged to do so, we take the importance of corporate social responsibility seriously and are actively committed to sustainable and ethical business practices. The promotion of environmental protection, social justice and ethical conduct is an integral part of our corporate philosophy and we work continuously to maximize our positive impact on the environment and society.

From next year, the reporting requirements of the CSRD (Corporate Sustainability Reporting Directive) and thus the publication of a sustainability statement in accordance with ESRS (European Sustainability Reporting Standards) in the management report will in all likelihood become legally binding for us. As part of the Sustainable Finance Action Plan, the EU Taxonomy Regulation was adopted by the European Commission in 2020 with the aim, among other things, of channeling capital flows in the economy into environmentally sustainable activities. In connection with the CSRD, reporting on the EU Taxonomy will also become mandatory for Medios. In order to meet the corresponding requirements, we have already initiated a process for ESRS-compliant materiality analysis and determined the taxonomy-eligible and compliant shares of our **revenue**, capital expenditure (**CAPEX**) and operating expenditure (**OPEX**) for the 2023 financial year.

Medios is one of the leading companies in Germany for all aspects of pharmaceutical supply in the multi-faceted area of Specialty Pharma. Specialty Pharma plays a prominent role in the treatment of complex and consultation-intensive diseases such as cancer, HIV or hemophilia. In order to optimally adapt the therapy to the specific clinical picture, drugs tailored to the individual patient are increasingly being used. We are experts with many years of experience in pharmaceutical supply and the compounding of patient-specific therapies, including blistering. This enables us to cover all essential elements of the supply chain in this special segment. Our goal is to ensure the best possible care for our patients with Specialty Pharma drugs nationwide through cooperative collaboration and exchange with all market participants. A comprehensive description of our business model can be found in the 2023 Annual Report (**Management Report**).

By making our day-to-day business sustainable, we not only create added social value with our products, but also reduce negative impact on the environment and society. We are guided by the ten principles of the UN Global Compact. Ultimately, we want to create sustainable economic value by making good corporate governance, social responsibility and environmental commitment an integral part of our core business. In addition to the generally applicable laws, rules and standards, our corporate values of trust, respect, integrity and responsibility also shape the business activities and corporate culture of the entire Medios Group.



Sustainable Development Goals

The United Nations’ Sustainable Development Goals (SDGs) also play an important role in our sustainability. The 17 SDGs are an expression of the 2030 Agenda adopted by the international community and are aimed at sustainable value creation. They include goals to end poverty and hunger, preserve biodiversity, prevent climate change and eliminate war and corruption. A total of 169 sub-goals and over 200 indicators substantiate the 17 SDGs.

Our goal is to support the achievement of the SDGs through Medios' business activities. With this in mind, we want to make a recognizable contribution to the 2030 Agenda and minimize the negative impact of our business activities on the SDGs. We therefore prioritized the SDGs and their sub-goals for us as early as 2022.

Our analysis showed that our current and planned corporate activities have a significant impact on the following six SDGs:

SDG	SDG sub-targets	Measures at Medios	
 3 GOOD HEALTH AND WELL-BEING	Health and well-being		
	3.3: Combating AIDS and other communicable diseases	<ul style="list-style-type: none"> • Pharmaceutical supply for specialized pharmacies 	
	3.4: Reduce premature mortality from non-communicable diseases and promote patient well-being	<ul style="list-style-type: none"> • Pharmaceutical supply and compounding of patient-specific therapies 	
	3.8: Promote universal health coverage, access to health services and safe and quality drugs	<ul style="list-style-type: none"> • Pharmaceutical supply and compounding of patient-specific therapies. • Expansion and strengthening of the network of specialized local pharmacies • Offer health measures for employees 	
 5 GENDER EQUALITY	Gender equality		
	5.5: Ensure the participation of women and equal opportunities in management positions	<ul style="list-style-type: none"> • 56% Women in total workforce • 46% Women in management positions • Active succession planning and management seminars • Annual analyses on gender pay parity • Introduce authorized representative for diversity and inclusion 	
 8 DECENT WORK AND ECONOMIC GROWTH	Decent work and economic growth		
		8.4: Improve resource efficiency	<ul style="list-style-type: none"> • Permanent optimization of reusable transport boxes • Optimization of logistics through central warehouse, among other things • Checking shipping materials for reusability and environmental compatibility • Washable laboratory protective clothing
		8.5: Full and productive employment and decent work with equal pay for work of equal value	<ul style="list-style-type: none"> • Annual analyses on gender pay parity • Internal Code of Conduct
		8.7: Take action against all forms of modern slavery and human trafficking	<ul style="list-style-type: none"> • Member of the UN Global Compact and commitment to the UN Guiding Principles on Business and Human Rights • Code of Conduct for Suppliers • Supplier assessment
		8.8: Protect labor rights and create a safe working environment	<ul style="list-style-type: none"> • Member of the UN Global Compact and commitment to ILO core labor standards (ILO: International Labor Organization) • Internal Code of Conduct Whistleblower system • Introduction of management system for occupational health and safety (HSE-Health Safety Environment)
 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	Industry, innovation and infrastructure		
	9.4: Modernize infrastructure and make it more sustainable and resource-efficient through the use of clean technologies	<ul style="list-style-type: none"> • New compounding site with modern laboratories and state-of-the-art cold storage cells as well as 100% green electricity • Optimization of energy use • Expansion of the innovative and digital platform mediosconnect 	

SDG	SDG sub-targets	Measures at Medios
	Sustainable consumption and production 12.2: Efficient use of natural resources	<ul style="list-style-type: none"> • Installation of digital electricity meters to derive efficiency measures • Optimization of logistics and short delivery routes thanks to Germany-wide locations with strategically located warehouses • Checking shipping materials for reusability and environmental compatibility
	12.4: Environmentally sound management of chemicals and wastes throughout their life cycle to limit adverse impacts on people and the environment	<ul style="list-style-type: none"> • Training on handling hazardous substances • Separate disposal of cytotoxic waste by certified waste disposal companies • Health protection for compounding companies thanks to state-of-the-art clean rooms with safety workbenches
	12.5: Reduce waste generation through prevention, recycling and reuse	<ul style="list-style-type: none"> • Checking shipping materials for reusability and environmental compatibility • Washable laboratory protective clothing • Reusable transport boxes
	Climate protection measures 13.2: Incorporate climate protection measures into strategies and planning	<ul style="list-style-type: none"> • ESG management established: Sustainability Committee, ESG strategy • Adoption of climate strategy with CO₂ e reduction targets planned • Expand green electricity procurement • Compensation of emissions

Key topics

In the 2020 financial year, Medios AG identified various sustainability-relevant topics as part of a materiality analysis, which serve as the basis for its sustainability management and sustainability strategy. This materiality analysis was based on the provisions of the CSR-RUG. The individual topics were also based on the Global Reporting Initiative standards for reporting (GRI standards): Stakeholder Engagement, Sustainability Context, Materiality and Completeness. In the course of this materiality analysis, we first drew up a catalog of possible topics that corresponded to the legal requirements, the generally applicable frameworks, best practice in the peer group and the requirements of the various stakeholders.

We then made a pre-selection and clustered the relevant topics. To this end, we organized a workshop involving the Executive Board as well as various specialist managers and stakeholders. The focus here was on the impact of our business on the individual topics and their relevance for the long-term success of the company. In this first materiality analysis, we identified 14 material topics in five fields of

action or clusters. The Sustainability Committee reviews the relevance of the material topics annually and confirms them, provided there are no significant changes in connection with the business activities or a need for a new focus. This was last done in September 2023.

In order to comply with the future regulatory requirements of the CSRD, we also initiated a new materiality analysis in the third quarter of the 2023 financial year in accordance with the European ESRS published by the European Financial Reporting Advisory Group (EFRAG) in July 2023. In a multi-stage process, we identify and evaluate the ESG issues (ESG: environmental, social, government) most relevant to Medios in terms of dual materiality with the support of various stakeholders. Both the impact of the Company's business activities on the environment and society (impact materiality) and the financial opportunities and risks (financial materiality) are taken into account. The materiality analysis process initiated in accordance with ESRS will be completed in the current 2024 financial year. The results will consequently be presented in detail in the next Annual Report.

Sustainability strategy 2025

In 2021, Medios developed a sustainability strategy in a comprehensive process together with external specialists, which we intend to implement by 2025. It defined five strategic areas of action: good corporate governance, products and services, employees, the environment and social responsibility.

Our sustainability strategy is based on the key topics and fields of action. Each topic is assigned an overarching and general cluster target, which consists of various individual targets. We implement all targets with the help of a comprehensive catalog of measures. We measure target achievement using various KPIs (key performance indicators). We have set time frames for all measures within which we want to implement them.

Medios AG has defined a total of 34 targets, which are implemented through 65 measures and measured using 60 different KPIs. There are also further internal targets and measures.

KEY TOPICS ACCORDING TO THE CSR DIRECTIVE IMPLEMENTATION ACT (CSR-RUG)

Non-financial matters	Key topics
Employee interests	<ul style="list-style-type: none">• Employee satisfaction• Diversity and equal opportunities• Occupational health• Vocational and advanced training
Environmental issues	<ul style="list-style-type: none">• Energy and emissions• Waste and recycling
Combating corruption and bribery	<ul style="list-style-type: none">• Compliance
Respect for human rights	<ul style="list-style-type: none">• Business ethics• Responsible procurement
Social issues	<ul style="list-style-type: none">• Patient health and protection• Social commitment• Stakeholder dialog
Additional non-financial matters	<ul style="list-style-type: none">• Data security and data protection• Innovative procedures and processes

Field of action	Key topics	Cluster target
Governance	Compliance	Continue to achieve zero compliance violations
	Data security and data protection	100% compliant - compliance with the law, integrity, honesty and business ethics
	Business ethics	Formalize values and align corporate actions with these values
	Responsible procurement	Significantly increase purchasing volume from suppliers that have been assessed with regard to ESG
Products and services	Patient health and protection	Ensuring the best possible care for patients with Specialty Pharma drugs across the board
	Innovative procedures and processes	Further improving patient care through digitalization and innovative processes
Employees	Vocational and advanced training	Continuous development of all employees as part of an overall concept
	Diversity and equal opportunities	Preventing discrimination and actively promoting equal opportunities
	Occupational health	Maintaining the health of our employees and achieving zero accidents at work per year
	Employee satisfaction	Further increase employee satisfaction with their workplace and employer
Environment	Energy and emissions	Establishing effective climate management in line with the United Nations' 1.5° degree target
	Waste and recycling	Conserve resources and use recycling and reuse wherever possible
Social responsibility	Social commitment	Supporting social projects
	Stakeholder dialog	Promote and expand dialog with all stakeholders

Medios reviews all targets and measures once a quarter to ensure they are up to date and adjusts them if necessary. We present our progress annually in our non-financial Group statement. Our sustainability strategy contains both targets for the material topics and overarching targets for sustainability management.

Strategy program – ESG achievements

Achieved	New	Nearly finalized/ ongoing	In implementation	In preparation

Sustainability management

Goals	Measures	Timing	Progress	Explanation
Increasing external transparency	Establishment of an ESG organization within the Company (Sustainability Committee)	2021		<ul style="list-style-type: none"> • Successful work of the Sustainability Committee since 2021 • Various responsibilities defined: including Supervisory Board in the Sustainability Committee
	Sustainability Committee in the Supervisory Board	2024		<ul style="list-style-type: none"> • New formation to fulfill ESG supervisory duties on the Supervisory Board
	Identifying and assessing ESG risks	2024		<ul style="list-style-type: none"> • Initial identification of the most relevant ESG risks has taken place • Further evaluation pending
Continuously improve ESG ratings	Continuous improvement of the key ESG ratings	Ongoing		<ul style="list-style-type: none"> • Ongoing improvement of the key ESG ratings (see chart below)

KPIs for measuring success:
 • ESG Ratings

The importance of ESG factors in company valuation has increased significantly in recent years, particularly from the perspective of investors, analysts and other external stakeholders. Medios has been assessed in terms of sustainability, corporate responsibility and the corresponding

ESG risks by six different ESG ratings. In addition, Medios was assessed directly by individual investors with regard to ESG criteria. The corresponding rating results help us to identify the most important potential for improvement and initiate appropriate measures.

AVERAGE TO ABOVE-AVERAGE EVALUATIONS IN ESG-RATINGS

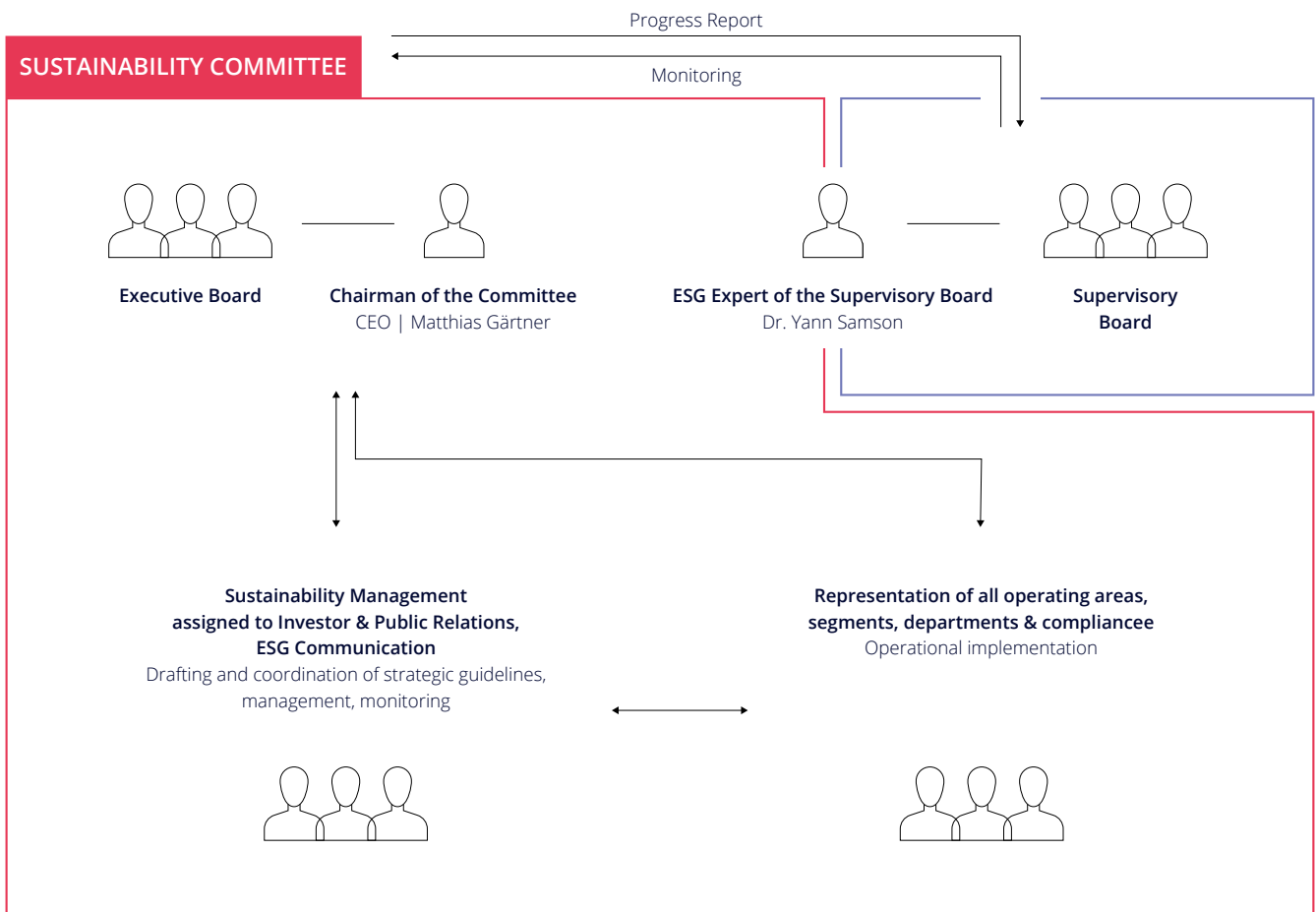
EthFinance	0	57	100
	Outperforming the industry benchmark of 42		
ISS ESG	D-	C-	A+
	Top 15% in the industry		
MSCI	CCC	AA	AAA
	Top 30% in the industry		
Moody's	0	34	100
	Top 50% in the universe		
S&P Global	0	30	100
	Top 20% in the industry		
Sustainalytics	100	13.0	0
	Top 5% in the industry (Low Risk)		

GOOD CORPORATE GOVERNANCE

Since the addition of Dr. Anke Nestler to the Supervisory Board in 2021, the Supervisory Board has had four members. Dr. Yann Samson, Joachim Messner and Klaus J. Buß were confirmed in office on the Supervisory Board for another three years at the 2023 Annual General Meeting. The Audit Committee and the Remuneration and Nomination Committee remained in place in 2023. Since the beginning of 2022, the Chairman of the Supervisory Board, Dr. Yann Samson, has been the Sustainability Officer on the Supervisory Board and is responsible for monitoring and advising the Executive Board on sustainability issues. As the person responsible for sustainability on the Executive Board of financial.com AG, Dr. Samson has proven expertise in the area of ESG strategies, the collection of ESG data and its further analysis. Among other things, financial.com AG itself develops tools/interfaces for the evaluation of ESG data. In the opinion of the Supervisory Board, all of its members were considered independent within the meaning of the German Corporate Governance Code (“Deutscher Corporate Governance Kodex”; “DCGK”) during the reporting period.

The Executive Board has also had four members since 2021. When structuring their remuneration, determining individual remuneration, selecting the relevant performance indicators and structuring payment and allocation modalities, we take ESG criteria into account, among other things, in order to promote the sustainable development of the Medios Group (see [Remuneration Report](#)).







The topic of sustainability is firmly anchored in the company's organization through the Sustainability Committee, which was founded in 2021 and is chaired by CEO Matthias Gärtner. The committee also consists of the Supervisory Board's Sustainability Officer, the Members of the Executive Board of Medios AG and representatives of all specialist departments and operational areas. Depending on the topic and relevance, there are additional contact persons. The Sustainability Committee meets four times a year, determines the focal points of the sustainability strategy and monitors the implementation of the corresponding measures. In order to take account of the growing responsibility for good corporate governance, Medios is also planning to establish a sustainability committee at Supervisory Board level.



Compliant conduct

COMPLIANCE

Cluster target: 100% compliant – compliance with the law, integrity, honesty and business ethics.

Goals	Measures	Timing	Progress	Explanation
Expansion of compliance training	Comprehensive and target group-specific training courses	Ongoing		<ul style="list-style-type: none"> Expansion of training to all companies 57% of employees have completed the compliance training
	Introduction of special training courses against corruption and bribery	Ongoing		<ul style="list-style-type: none"> Previously part of compliance training Separate training course planned for 2024
	Introduction of special training courses against competition law infringements and other relevant modules	Ongoing		<ul style="list-style-type: none"> Previously part of compliance training Separate training course planned for 2024
Putting the Code of Conduct into practice	Conduct training on the Code of Conduct	Ongoing		
Expand compliance management	Introduction of a new whistleblower system for employees	2022		<ul style="list-style-type: none"> Whistleblower hotline has existed since 2021 Has been running via a new online tool since 2022
	Introduce internal auditing	Q2 2022		<ul style="list-style-type: none"> Implementation started across the Group in 2022 Ongoing

KPIs for measuring success:

- Percentage of employees trained in compliance topics

In addition to generally applicable laws, rules and standards, the values of trust, respect, integrity and responsibility also shape our business activities and corporate culture. Respecting these values is a matter of course for us and is anchored in the Medios AG Code of Conduct. You can find this on our website (<https://medios.ag/en/sustainability>).

Since 2022, we have had an external Compliance Officer with primary responsibility and an internal deputy who, under the leadership of the CEO, are responsible for coordinating and managing compliance issues and the Compliance Management System (CMS). The main pillars of the Medios AG CMS include a Group-wide internal set of rules as well as regular training and compliance risk analyses.

The Compliance Officer reports directly to the Chairman of the Executive Board on a quarterly basis, who in turn regularly informs the Supervisory Board about current developments and issues. Further reports are submitted on an ad hoc basis.

To prevent and clarify possible compliance violations, in 2022 we set up a whistleblower system in line with EU law, including an external ombudsman for reporting violations and suspected cases anonymously (if desired).

Our employees are obliged to report possible compliance violations immediately. In addition, the whistleblower system can be used to report offenses such as discrimination and harassment in the workplace that contradict our internal Code of Conduct.

Medios investigates all reports in accordance with the Whistleblower Policy without restriction. Except in the event of misuse of the whistleblower system, we guarantee that the whistleblower will not suffer any disadvantages.

This includes protective measures, e.g. against

- Disclosure of identity
- Suspension, dismissal/termination or equivalent measures of the employment relationship
- assignment of tasks, transfer, reduction in salary, change in working hours
- Discrimination, disadvantageous or unfair treatment
- Non-renewal or premature termination of a temporary employment contract
- Early termination or cancellation of a contract for goods or services
- Civil, criminal and administrative liability

Relatives, colleagues and caregivers are also protected by whistleblower protection laws and the Medios Whistleblower Policy. However, no violations of the compliance and conduct guidelines or corresponding suspected cases were reported via the whistleblower system in the 2023 financial year. There are plans to open up the whistleblower system to suppliers in the 2024 financial year.

In addition to our Code of Conduct, there are other requirements at Medios that we brought together in a comprehensive Group-wide compliance guideline in 2019. This goes beyond what is required by law. The guideline, which regulates data protection, IT security and the handling of benefits, donations and conflicts of interest, among other things, is updated on an ongoing basis. We have also created a comprehensive compliance manual.

We regularly train our employees to implement our values and procedural principles. During the reporting period, the compliance regulations and associated training courses were bundled in an internal training and administration platform. In addition to onboarding training, all employees receive training on topics including the Code of Conduct, data protection and data security, occupational safety and accident prevention, dealing with conflicts of interest, the General Equal Treatment Act for employees and managers, anti-corruption and antitrust guidelines, corruption prevention and hygiene in the workplace.

Medios strictly rejects any form of corruption and bribery. We take every suspicion seriously and investigate it in accordance with standardized procedures. If it is confirmed, the Executive Board of Medios AG initiates disciplinary measures. Once again, no cases of corruption or suspected corruption were reported in the 2023 financial year. We are still not aware of any pending legal proceedings for anti-competitive behavior or fines and non-monetary sanctions imposed for non-compliance with laws and regulations.

In addition to compliance, Medios has established a comprehensive risk management system in the Group under the leadership of the CFO. This identifies and describes potential gaps in the system and defines measures to prevent potential errors in advance and contain risks. Risks are identified according to quantitative and/or qualitative criteria based on the probability of occurrence and the potential extent of damage with an impact on the Medios Group. The assessment is carried out on a net basis, i.e. taking into account established risk control measures that have a mitigating effect on the possible extent of damage and/or the probability of occurrence of the risk. The risk situation is queried and reviewed every six months. However, significant risks that arise unexpectedly must be reported immediately to Group Risk Management. Further information can be found in the **Risk and Opportunity Report** of the Management Report.

Our Company acts as a responsible taxpayer with regard to the following objectives:

- Ensuring the timely and proper fulfillment of tax obligations;
- Ensuring the material correctness of the tax positions defined in the annual financial statements and tax returns;
- Ensuring effective tax risk management and tax monitoring;
- Avoidance of inappropriate structuring that leads to benefits that are not intended for tax purposes.

In general, the Chief Financial Officer is responsible for tax matters. The companies included in the consolidated financial statements operate exclusively in Germany and are subject to corporation tax (including the solidarity surcharge) and trade tax there. Further information on income taxes can be found in the notes to the consolidated **financial statements at of the Annual Report**.

Ethical conduct

BUSINESS ETHICS

Cluster objective: We want to formalize our values and align our entrepreneurial activities with these values.

Goals	Measures	Timing	Progress	Explanation
Joining global alliances	Evaluation of relevant guidelines in addition to the UN Global Compact (e.g. International Labor Organization and Paris Agreement)	From 2021		<ul style="list-style-type: none"> Member of the UN Global Compact since 2021 Compliance with ILO core labor standards, UN Guiding Principles on Business and Human Rights

KPIs for measuring success:

- Percentage of employees trained on the Code of Conduct

Our goal as a sustainability-conscious Group is to harmonize economic, social and ecological aspects. In doing so, we want to create long-term value for our Company, our stakeholders and society as a whole. We see this as our corporate obligation and it is reflected in all our business relationships and working conditions.

Since signing the UN Global Compact 2021, Medios has supported the world's largest corporate alliance of values. We are committed to the principles of the UN Global Compact in the areas of human rights, labor, environment

and anti-corruption. We are committed to reporting regularly on these topics and to continuously developing ourselves through appropriate measures. In this context, we are committed to the core labor standards of the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. It goes without saying that we adhere to these fundamental values and anchor them in the Medios Group's Code of Conduct as part of our compliance. Medios' commitment to corporate ethics relies on the sense of responsibility of each individual employee and is the responsibility of the Executive Board as a whole.

Responsible procurement

RESPONSIBLE PROCUREMENT

Cluster objective: We want to significantly increase our purchasing volume from audited suppliers.

Goals	Measures	Timing	Progress	Explanation
Ensuring compliance with defined standards in the supply chain	Introduce a Code of Conduct for Suppliers	2023		<ul style="list-style-type: none"> Publication in November 2023
	Development of a supplier assessment/audit with regard to ESG	2024		<ul style="list-style-type: none"> Supplier assessments according to GMP specifications established since 2016 Website for digital signing of the Supplier Code of Conduct in implementation
	Extension of the whistleblower system to suppliers (whistleblowing hotline)	2024		<ul style="list-style-type: none"> In implementation

KPIs for measuring success:

- Proportion of suppliers (A suppliers) who have recognized our Supplier Code of Conduct or have formulated their own comparable Code of Conduct
- Percentage of suppliers audited by Assessment
- Percentage of purchasing volume from verified suppliers

In addition to our own conduct, the conduct of our suppliers is also of great importance. Medios is still not subject to the new Supply Chain Sustainability Act (LkSG), which has affected companies with more than 1,000 employees in Germany since 2024 (previously: 3,000). Nevertheless, we are already taking numerous measures to meet the requirements of responsible procurement. As part of the GMP (Good Manufacturing Practice) and GDP (Good Distribution Practice) guidelines, suppliers are checked for their positive reputation, competence, creditworthiness and reliability for every new contract and at regular intervals for all manufacturing and trading companies. As part of the review, references are obtained from business partners, among other things. In addition, the existence and content of an ESG concept is assessed, the portfolio of pharmaceutical products is reviewed and the supply chain is checked for the likelihood of counterfeiting and availability. In this way, appropriate working and production conditions, compliance with environmental standards and respect for human rights in the supply chain are checked, among other things. This procedure was converted into a formal guideline at Medios in the 2023 reporting year, which applies to the entire Group. The new Code of Conduct for Suppliers can be found on the Medios website. In the coming year, we also plan to launch

a separate website for suppliers where they can accept our General Terms and Conditions and the Code of Conduct for Suppliers online.

We only trade in drugs that are approved in Germany or the EU and are supplied exclusively by pharmaceutical companies with headquarters or branches in Germany and the EU. The latter are already subject to high standards in connection with human and labor rights, which significantly reduces the risk of corresponding violations in the direct supply chain.

We always work with our partners in a cooperative and dialogical manner. This allows us to exert influence to ensure that they also adhere to high standards. We regularly check whether our suppliers are qualified in accordance with the legal requirements and EU guidelines on good distribution practice for medicinal products for human use (GDP guidelines).

We also take into account criteria such as price, quality, area of application and availability and, in some cases, feedback from our customers (e.g. in the case of special packaging requirements for deliveries).

Securing and protecting data

DATA SECURITY AND DATA PROTECTION

Cluster Aim: We want to protect our data and our customers' data in the best possible way.

Goals	Measures	Timing	Progress	Explanation
Ensuring data security and data protection	Expansion of employee training on data security and data protection	Ongoing		<ul style="list-style-type: none"> Data protection training via external data protection officers Data security training for the first time in 2023
	Introduction of a package of measures to improve data security Data protection	2022		<ul style="list-style-type: none"> Comprehensive data protection concept published in June 2022 and further IT security guidelines, accessible via the media library of the HR employee platform
	Introduce a central organization for coordination of data protection	2023		<ul style="list-style-type: none"> Definition of fixed contact persons in subsidiaries and ambassadors in the special departments of Medios AG Meeting of data protection coordinators once a quarter Meeting of Medios AG ambassadors every six months

KPIs for measuring success:

- Percentage of employees who have received data protection training

The field in which the Medios Group operates requires absolute confidentiality. The core of our business activities is the optimal care of people suffering from serious illnesses with drugs and patient-specific therapies. The protection of the personal rights of these people has the highest priority in this context.

We have appointed external data protection officers to ensure the security of the data available to us. They perform their tasks together with the central data protection coordinator at Medios AG. In addition, Medios has appointed two internal data protection coordinators in each subsidiary.

We carry out an audit every two years to ensure our data protection standards. Such an audit was also carried out in the 2023 financial year, during which no reportable data protection violations were identified. This resulted in measures that are communicated to the relevant specialist departments. Various quality assurance measures were taken, including the appointment of a central data protection coordinator and the creation of the data protection concept. We are also currently working on implementing a data protection management system (DSMS) with additional standard operating procedures (SOPs) in relation to data protection emergencies, etc.

New employees at Medios receive binding training on the various aspects of data protection. One of the most important documents here is our data protection agreement in accordance with the GDPR (General Data Protection Regulation). All Medios employees must attend refresher training once a year with one of our external data protection officers. In 2023, 85% of Medios employees received data protection training. Training in the newly acquired companies is not yet comprehensively recorded. The training documents for data protection in the Group as a whole were created in the reporting year and will be rolled out at the start of 2024.

A staff position was created for IT security in 2020. Since then, it has developed into an independent department and in 2023, all NewCo sites and Cranach Pharma GmbH were connected to the Medios Group's shared network. To this end, new firewalls were installed at these sites, which are managed and monitored centrally. This means that all previous Medios Group sites are now part of a single network and network security is subject to joint management.

Various measures have already been implemented in the areas of intrusion prevention and intrusion detection, which were further developed in the reporting period and extended to the newly connected locations. These include the installation of end-point security software, the complete overhaul of the firewalls and the establishment of dedicated network monitoring using SIEM (Security Incident and Event Management) software. Network traffic can be examined for IOCs (Indicator of Compromises), allowing threats to be automatically detected and eliminated.

In addition, a mail security solution was established that regulates both incoming and outgoing e-mail traffic. We are currently working on strengthening security and monitoring for corresponding cloud applications.

In 2023, the information security management system (ISMS) was expanded with a focus on user and authorization management. In addition, the development of authorization role concepts was started, which will continue throughout the reporting period. In addition, the Medios Group has appointed an internal information security officer.

Employee training is also an important aspect of the Medios Group's IT security concept. Special security awareness training courses are held for all employees. The training courses are generally to be expanded with the help of a new company-wide training platform. In addition, internal and external pentests and vulnerability scans are carried out regularly. The results of the external pentests, which are intended to further secure the systems, have not yet revealed any vulnerabilities. Automated phishing tests are currently being planned and will be carried out in the course of 2024.

In order to further increase quality in the IT area, work began in 2023 on developing a Group-wide CSV framework (computer system validation), which is nearing completion. The aim is to standardize individual existing frameworks and replace them in the medium term. This will lead to more effective quality management throughout the Medios Group.

PRODUCTS AND SERVICES

The well-being of patients with serious illnesses is at the heart of our business operations. The Medios Group offers products and services that help to provide these patients with optimal care. Our pharmaceutical supply division supplies specialist pharmacies throughout Germany with finished medicinal products, while the Patient-Specific Therapies division supplies pharmacies with patient-specific therapies. Our aim is to provide patients with the best possible, safest and most cost-optimized supply of special medications. In our partner network, we pool the expertise of all those involved and make valuable synergy effects available to everyone.

As a pharmaceutical manufacturer in accordance with Section 13 of the German Medicines Act (AMG), we prepare patient-specific infusion solutions and other parenterals from








approved finished medicinal products in accordance with the strictest GMP guidelines and with many years of experience. Our compounding facilities are constantly optimizing their processes. This enables us to guarantee reliable manufacturing at all times and react flexibly to changes in therapy at short notice.

With our broad-based logistics and distribution system, we ensure that our high-quality products reach pharmacies quickly, safely and reliably. At the same time, we actively monitor market developments in order to keep our product range up to date. In the reporting year, for example, we made progress in the area of digitalization and further developed our **mediosconnect** platform.

The “Products and services” field of action includes two clusters: “Patient health and protection” and “Innovative procedures and processes”.

PATIENT HEALTH AND PROTECTION

Cluster objective: We want to ensure that patients have the most-comprehensive access to Specialty Pharma drugs possible.

Goals	Measures	Timing	Progress	Explanation
Ensuring quality	Compliance with Good Manufacturing Practice (GMP guidelines)	Ongoing		• Obligation as a pharmaceutical compounding company
	Compliance with Good Distribution Practice (GDP guidelines)			
	Selection of suppliers according to high quality standards	Ongoing		• According to GMP/GDP regulations
	Regular quality management inspections by the authorities	Ongoing		• According to regulations • 2023: 8 GMP/GDP audits
	Internal auditing			
Further increase customer satisfaction	Regular customer satisfaction survey	Every two years since 2023		• Customer and supplier survey conducted in 2023
Reduce customer complaints and resolve them in the best possible way	Annual evaluation of complaints	2022		• Complaint rate 2023: 0.2%
Training of employees on GMP/GDP and quality management	Regular GMP/GDP training courses	Ongoing		• Obligation as a pharmaceutical compounding company
Expansion of cooperation with local pharmacies	Discussions with suitable pharmacies	Quarterly		• Dec 2023: Network of partner pharmacies increased to ~ 800 (2022: ~ 700)

KPIs for measuring success:

- Self-inspection (as part of the manufacturer's authorization), PQR (Product Quality Review)
- Number of internal audits:
- Customer satisfaction survey
- Number of customer complaints
- Share of complaints vs. total deliveries

The health and protection of our patients is our top priority. As part of our business activities, we stock drugs that are repeatedly ordered. We respond to inquiries from pharmacies within an hour and – in most cases – deliver overnight. We work in partnership with the pharmacies. To ensure that our drugs are always safe, we operate a strict quality management system and adhere to various guidelines and standards, including the internationally recognized GMP/ GDP guidelines.

Our quality assurance starts with the selection of our suppliers and the (video)-documented inspection of our incoming and outgoing goods. Our transparent supply chain and checks on the quality of our raw materials prevent counterfeiting and thus make a significant contribution to the safety of our patients. All raw materials and their batches are fully traceable using QR codes.

Quality assurance in compounding according to GMP also covers all production processes and the production environment. Particularly strict regulatory requirements apply to the aseptic compounding of drugs. These relate to the handling of clean rooms, hygiene and clothing, the qualifications of the manufacturing personnel and the testing of the quality of the compounded products. We also ensure that the processing, packaging and storage of our drugs comply with all national and European regulations. At Medios, clear rules apply to all employees to ensure that they comply with these requirements. With regard to product quality and occupational health and safety, our own hygiene guidelines stipulate, among other things, that personal protective clothing, face masks and gloves must be worn throughout the entire manufacturing process.

Quality assurance also includes a comprehensive deviation and CAPA (Corrective and Preventive Action) system to deal with any errors that occur. As part of the CAPA system, specific measures are defined with the aim of preventing errors and improving processes. This can mean changing standard operating procedures or training and instructing employees. In the reporting year, we carried out this training regularly and incorporated it into our Group-wide system.

Our annual training plan sets out job-related training, general training on topics such as GMP and GDP, industrial hygiene and compliance as well as annual instructions for all employees. They are a prerequisite for employees to be allowed to take up their work and serve to safeguard their qualifications. Employees can find newly implemented or revised processes and the relevant forms in the Medios Group's online training portal.

Customers can make complaints or requests for improvements, which our employees record in deviation logs and send to the responsible persons. Complaints are handled and documented by the "Qualified Person" or the respective stage plan officer in accordance with GMP regulations. As in the previous year, the complaint rate in 2023 was negligible at 0.2%.



The responsible regional authorities regularly check that we comply with all standards and processes. In addition, we carry out annual self-inspections in all areas of the GMP- and GDP-regulated companies in the Medios Group. In doing so, we compare our working methods with the principles of the quality management system, GMP and GDP regulations, occupational health and safety and other legal requirements. This enables us to check that we comply with the regulations and also improve the quality of our internal processes and systems.

As we produce individually tailored medications from finished medicinal products and are not involved in drug research, animal testing can be ruled out at Medios.

Designing innovative procedures and processes

INNOVATIVE PROCEDURES AND PROCESSES

Cluster objective: We want to further improve patient care through digitalization and innovative processes.

Goals	Measures	Timing	Progress	Explanation
Driving digitalization in the Specialty Pharma industry to increase efficiency	Roll-out of mediosconnect	Ongoing		<ul style="list-style-type: none"> • Already in seven federal states, successively more federal states • 2023: Transactions via mediosconnect increased by 22% and 28 medical practices added as users
Improving patient care through digitalization and innovative processes	Introduction of an e-prescription-enabled platform for doctors, health insurance companies, specialized partner pharmacies and patients	2024		<ul style="list-style-type: none"> • E-prescription in 2024 also for special areas such as cytostatics

KPIs for measuring success:

- Number of federal states in which **mediosconnect** is available
- Number of transactions
- Number of new practices

We continuously analyze current trends and developments in the market. On this basis, we develop new products and services as well as process innovations.

The Chief Innovation Officer (CINO), as a member of the Executive Board, bears the main responsibility for all innovation-related topics. New topics are currently being driven forward as part of the IT Board and quarterly IT strategy workshops between the IT Board and the full Executive Board. Responsibility for the development and processing of each topic lies with one of the Board members. The newly created position of Innovation Portfolio Manager, who reports directly to the CINO, is intended to bundle, evaluate and pursue further innovative topics.

The digitalization of the healthcare sector in particular is currently emerging as an ongoing trend. Medios wants to play an active role in shaping this development. That is why we have developed **mediosconnect**, a digital platform for individualized drugs that connects doctors, health insurance companies and specialized partner pharmacies. The platform simplifies ordering and billing processes and thus makes the healthcare system more economical. We have now introduced **mediosconnect** in seven federal states. 28 practices were added as users and orders placed via the platform increased by around 22%. The trading platform is to be rolled out continuously in 2024. The planned introduction of e-prescriptions will also create new opportunities for the Medios Group.

EMPLOYEES

Highly qualified and committed employees are fundamental to our company's success.

The Human Resources department is assigned to the Chief Operating Officer and has Group-wide responsibility. At a disciplinary level, the management teams of the subsidiaries make their own personnel decisions. As part of our HR business partner concept (HR: Human Resources), we support the individual companies of the Medios Group and take their special features into account. We have appointed internal specialists for the expansion of HR systems and processes as well as for the area of recruiting.

All employee data also relates to the reporting date. For this reason, they differ from the employee data in the 2023 Annual Report, which are average values.

Our daily actions are guided by our corporate values and our shared vision. We are convinced that the behavior of our managers is reflected in the behavior of our employees.

	As at December 31, 2023	As at December 31, 2022
Total number of employees (active / without parental leave)	515	531
Thereof full-time employees	333	333
Thereof part-time employees	182	198
Of which with fixed-term employment contract	20	14
Of which with permanent employment contract	495	517
Thereof women	298	317
Thereof men	217	214
Of which under 30 years old	74	84
Of which between 30 and 50 years old	324	332
Of which over 50 years old	117	115
Employees on parental leave	26	13

Calculation basis for the following KPIs. All employee data shown here is based on the reporting date. The other employee data shown in the Annual Report are average values that exclude Executive Board members, managing directors and trainees.

Increase employee satisfaction

EMPLOYEE SATISFACTION

Cluster objective: We want to further increase employee satisfaction with their workplace and employer.

Goals	Measures	Timing	Progress	Explanation
Regular survey of employees	Regular implementation of an employee survey	Ongoing	✓	• Carried out in October 2023
Increase in employee satisfaction	Assurance of mobile work offers	Ongoing	✓	• Formal regulation since 10/2021, previously as part of Corona

KPIs for measuring success:

- Fluctuation rate
- Proportion of the total workforce that works from home at least once a week

To ensure that our employees remain part of the Company for as long as possible, we specifically try to conclude only permanent employment contracts. Although the absolute number of fixed-term employment contracts in the 2023 financial year was slightly higher than in the previous year, the proportion of permanent contracts remains very high at just under 98%. In addition, there must always be objective reasons for a temporary employment contract. These include the employment contracts of Executive Board members, parental leave replacements, trainees, working students and interns. With these measures, Medios is committed to reducing precarious employment relationships, which is why temporary work must be reduced to a minimum. No temporary workers were employed at Medios in 2023. In

addition, we create incentives in the form of employee offers and hold regular discussions. In these meetings, we discuss topics such as personal goals, satisfaction with the working environment and own ideas for the business area.

We reward the performance of our employees and want to compete for qualified specialists. Appropriate remuneration is an important factor in this. Within the Medios Group, it is based on the requirements of the specific position and the employee's performance and is intended to prevent any discrimination based on gender or other criteria. We use the Korn Ferry/Hay job evaluation system to assess salaries and use the annual Korn Ferry remuneration data for the German market as a benchmark. Medios is not organized

in any employers' association and is therefore not bound by collective bargaining agreements. Every employee is free to join a trade union.

The feasibility of flexible or mobile working models depends heavily on both operational requirements and local conditions. Flexitime models and mobile working models have been further developed or introduced in recent years, particularly for employees in administrative areas. A total of 55% of employees make use of flexible and/or mobile working time offers.

In the reporting year, we once again used a company-wide employee survey to determine employee satisfaction, which included a questionnaire on mental health for the first time.

A total of 60% of participating employees stated that they were satisfied with Medios. The diversity in the workplace, the trusting and respectful treatment by superiors and the integrity of cooperation with customers and suppliers were cited as extremely positive. There is room for improvement in the area of reducing bureaucracy as well as time pressure and workload. We take our employees' criticisms and suggestions seriously and take them into account as far as possible in the planning and direction of our corporate activities.

In Germany, employees have the right to establish a works council under the Works Constitution Act. We also regard the fact that Medios employees have not yet made use of this right as a sign of satisfaction.

Working with equal opportunities and promoting diversity

DIVERSITY AND EQUAL OPPORTUNITIES

Cluster objective: We want to prevent discrimination and actively promote equal opportunities.

Goals	Measures	Timing	Progress	Explanation
Maintaining a high proportion of women in management positions	Internal succession planning Establishing a mentoring program for women	2023		• 2023: 46% women in management positions
Active promotion of equal opportunities	Introduce action plan for diversity and inclusion	2024		
Ensuring fair pay for women	Conduct annual analyses on gender pay parity	Since 2022		• 2023 implemented

KPIs for measuring success:

- Employees in management positions by gender
- Share of women in the workforce
- Gender pay-parity quota

Diversity and equal opportunities are a matter of course throughout the Medios Group. Our Code of Conduct contains corresponding guidelines. We expect each of our employees to adhere to our corporate values without reservation. We prohibit any discrimination based on skin color, sex or gender, sexual orientation, class, origin, physical or mental condition, ideology or religion.

Should employees nevertheless become aware of cases of discrimination, we encourage them to report them via our whistleblower system, to which all employees have unrestricted access. No suspected cases were reported in the 2023 reporting year either. To ensure that this remains the case, we rolled out Group-wide training on compliance issues and anti-discrimination in 2023. The Code of Conduct was signed by all employees in 2023.

Unadjusted gender pay gap

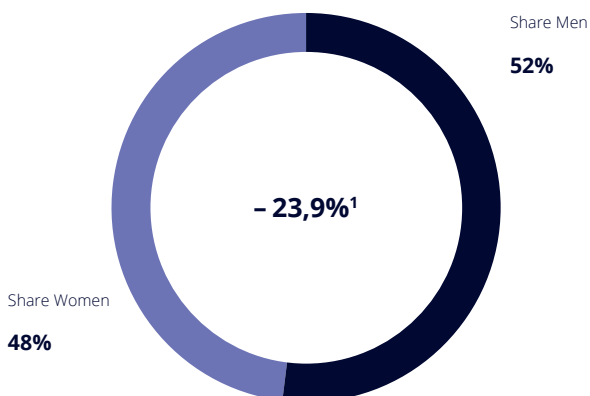
The gender pay gap describes the difference between the average gross salary of women and men. This gap is expressed as a percentage of the average gross hourly earnings of men. On average, women at Medios earned 26% less than men in the 2023 financial year (previous year: 17%). The calculation takes into account the salaries of all employees regardless of salary-determining factors such as level of education, profession, qualifications or work experience. For this reason, the unadjusted gender pay gap is usually higher than the adjusted gender pay gap, in which differences in earnings due to occupation, qualifications, etc. are eliminated. We do not calculate the latter due to a lack of data.

In order to be able to classify the deviation of 26%, we formed quartiles across all salaries. The unadjusted gender pay gap and the distribution of women and men were then determined within the quartiles (see figure).

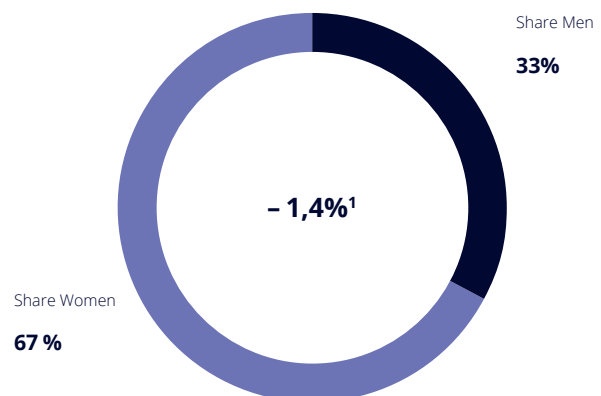
The pay gap is greatest in the upper quartile in particular, which includes the highest salaries including the salaries of the Executive Board. This is mainly due to the salaries of the four Members of the Executive Board and the predominantly male managing directors and site managers of the NewCo Pharma companies, who were included in the 2023 gender pay gap calculation for the first time. Women earn more than men in the lower quartiles.

Gender pay gap within salary quartiles

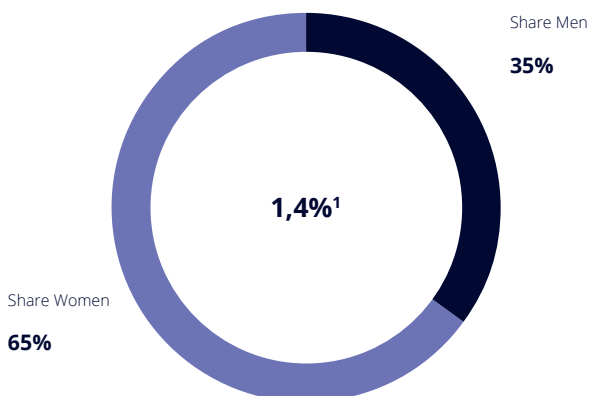
SALARIES: UPPER QUARTILE



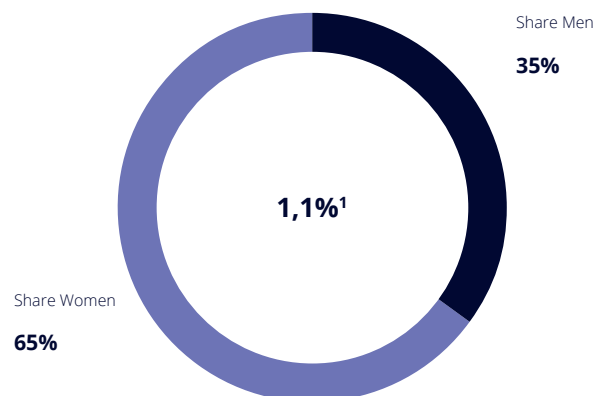
SALARIES: UPPER MIDDLE QUARTILE



SALARIES: LOWER MIDDLE QUARTILE



SALARIES: LOWER QUARTILE








¹ Unadjusted gender pay gap within the quartile.

Promoting Occupational health

OCCUPATIONAL HEALTH

Cluster objective: We want to maintain the health of our employees and achieve zero accidents at work per year.

Goals	Measures	Timing	Progress	Explanation
Effective support for a healthy lifestyle and occupational safety	Offer preventive medical check-ups and vaccinations (company doctor)	End of 2022		<ul style="list-style-type: none"> Preventive medical check-ups by the company doctor take place in all companies Voluntary offer of flu vaccination
	Health management: sports promotion, stress reduction course, workplace glasses subsidy	2023		<ul style="list-style-type: none"> Workplace glasses are already subsidized Sports funding planned for 2024
Complete prevention of work-related accidents	Further development of occupational safety strategies including training	End of 2022		<ul style="list-style-type: none"> Occupational safety training courses are held regularly Further development of site-specific occupational safety strategies in quarterly occupational safety meetings
	Further development of the Health Safety Environment System (HSE management system)	Ongoing		<ul style="list-style-type: none"> Fulfillment of legal HSE compliance regulations, e.g. within the framework of the GMP and GDP guidelines and beyond
Work-life balance at Medios	Offer flexible working time models across the board	Ongoing		<ul style="list-style-type: none"> Available to every employee Home office offer available

KPIs for measuring success:

- Number of employees who have participated in health programs
- Coverage of employees through health management in percent
- Number of work-related accidents
- Coverage of employees by HSE management system in percent
- Number of flexible working time offers taken up in relation to the total workforce

As an employer, we have a duty to maintain and promote the health and safety of our employees. At Medios, there are various sensitive work areas in which our employees could be exposed to hazards. We are aware of this fact and take precautions to prevent impairment and damage. For example, we carry out annual safety briefings and fire drills and train first aiders and fire safety assistants.

The Executive Board has delegated its responsibility for occupational health to the management. Medios identifies and deals with occupational safety issues in occupational safety committees (ASA) and ensures that they are implemented. Each ASA consists of the management or the employer representative, an internal safety officer, an external occupational physician and an external occupational safety specialist and met quarterly in 2023. They reviewed

and revised occupational safety instructions and advised on organizational measures and technical aids. In addition, the ASA carried out the workplace-specific offer and mandatory examinations for all employees, e.g. the annual preventive examinations for employees with VDU workstations at the beginning of 2023.








If accidents at work occur, we document both the number and the type. In the reporting year, there were 20 accidents at work, mainly minor cuts or needlestick injuries. In six cases, injuries with serious consequences occurred, i.e. the employee concerned was on sick leave for at least three days after the accident. This corresponds to a general accident rate of 4.8% per 100 employees (previous year: 6.4%) and a rate of work-related injuries with serious consequences of 1.4% (previous year: 2.2%) per 100 employees.

In order to maintain and promote the health of our employees, we not only pay attention to their physical condition. In 2023, as part of our employee survey, we also recorded variables relating to psychological pressure caused by stress and overwork for the first time. The results of the survey were presented to the relevant Occupational Safety Committee and possible improvement measures were derived. If our employees develop symptoms of mental stress or illness, we work with them to develop individual solutions. We also follow the Hamburg model, which provides for targeted discussion formats and an integration period after long-term illnesses.

Extensive vocational and advanced training

VOCATIONAL AND ADVANCED TRAINING

Cluster objective: We want to further develop all employees as part of an overall concept.

Goals	Measures	Timing	Progress	Explanation
Identifying and developing the potential of our employees through clear concepts	Conduct annual feedback and development meetings with all employees	End of 2021		• Available to every employee
Increase in the number of apprenticeships	Fill available training places	2023		• available training places are filled
	Offering new training occupations	2024		• From 2024 IT specialist for system integration
Promotion of junior staff and managers	Management training	Ongoing		
	Establish support and mentoring program	Until 2024		• Support and mentoring program established • Annual management seminars
Securing the next generation	Hiring working students	Ongoing		• Working students at Medios
	Attracting dual students	Since 2023		• One dual student at Medios since the beginning of 2023

KPIs for measuring success:

- Number of training places
- Number of participants in support and mentoring programs

As a training company, we promote training and further education in our business area in order to meet our current and future demand for qualified specialists. We therefore offer apprenticeships in wholesale and foreign trade management, office management and warehouse logistics. In the 2023 financial year, five trainees were employed at Medios. We are also planning to train IT specialists for system integration from 2024. Since the beginning of 2023, we have also been offering dual students the opportunity to complete their practical phases at Medios. We currently have one dual student specializing in business administration.

In addition, regular training courses were held in the area of pharmaceutical production. For more information, see [Chapter "Promoting Occupational health"](#).

In 2022, Medios introduced new employee and management development offerings based on our management guidelines and competencies, which include management diagnostics and various development measures. In addition, we support our employees in their personal and professional development through various personnel development measures. We use additional tools such as 360-degree

feedback and performance potential assessment for employees. We systematize employee and management development via a training catalog that is also aligned with the management guidelines and includes off-the-job, along-the-job and on-the-job measures.

A total of 1,657 hours of further training were reported, i.e. just under 3.3 hours per employee in the reporting year. As part of the development of a standardized reporting process, it can be assumed that the total number of training hours is significantly higher. Regular mandatory training courses are also held in the area of pharmaceutical production. More information on this can be found at [Chapter "Promoting Occupational health"](#).

ENVIRONMENT

Medios AG's business model has a comparatively low environmental impact. Nevertheless, the sustainable use of the resources we need for our business activities is essential. We feel responsible not only for the efficient use of energy and the reduction of emissions, but also for the reduction and proper disposal of waste.










The acquisitions of the NewCo Pharma Group in 2022 and Blisterzentrum Baden-Württemberg GmbH (bbw) in 2023 have significantly expanded the Medios Group, which also has a significant impact on consumption figures. bbw has already been successfully integrated into the software introduced in the previous year for recording ESG data. Since then, the software has enabled us to collect detailed and structured data across the Group - both in terms of breadth and depth. We have therefore decided to choose 2022 as the base year for reporting energy, emissions and environmental indicators.

In principle, we want to continuously improve our environmental management. To this end, we set ourselves specific targets, for example with regard to the energy efficiency of newly acquired appliances or the improved insulation of cold storage cells.

Managing energy and emissions

ENERGY AND EMISSIONS

Cluster objective: Establishment of effective climate management in line with the United Nations' 1.5°C target.

Goals	Measures	Timing	Progress	Explanation
Systematically record emissions data	Introduction of ESG software and expansion of digital electricity meters	2022		<ul style="list-style-type: none"> Implementation completed in December 2022 Digital electricity meters retrofitted at two locations
	Analysis of relevant Scope 3 emissions (transportation, etc.)	2024		<ul style="list-style-type: none"> Trips with own fleet, business trips, waste already recorded Expansion postponed to 2024
Development of a climate strategy to reduce CO ₂ -e emissions ₂	Formulation of concrete reduction targets in line with the United Nations' 1.5-degree target	2026/2027		<ul style="list-style-type: none"> Participation in the six-month UN Global Compact Climate Accelerator Program Program offers help in formulating science-based reduction targets
	Development of an action plan to achieve the set reduction targets	2026/2027		<ul style="list-style-type: none"> Concrete reduction measures along the entire value chain are still being developed
Reduce CO ₂ -e emissions ₂	Implementation of various energy efficiency measures	Ongoing		<ul style="list-style-type: none"> Conversion to LED at all locations Automated setback operation of ventilation and heating systems, where possible in accordance with GMP
	Determine criterion for energy efficiency in purchasing criteria	Since 2022		<ul style="list-style-type: none"> Criterion for new purchases of hardware, electronic devices and commissioning of data centers
	Gradual switch to 100% green electricity	Evaluation from 2021		<ul style="list-style-type: none"> Green electricity procurement increased to just under 41%
	Offset unavoidable Scope-1- and Scope-2-emissions	Ongoing		<ul style="list-style-type: none"> For 2022
	Mobility allowance for local public transport	Ongoing		<ul style="list-style-type: none"> Already applies to all employees

KPIs for measuring success:

- Energy efficiency ratio
- Emission reduction in relation to the base year
- Tons of CO₂ equivalent per € million in revenue
- Proportion of electricity purchased from green sources
- Scope 2 emissions compared to the base year (e.g. own electricity consumption, heating, cooling)
- Emissions at our own locations
- Share of business with ISO certification
- Compensated emissions

We have implemented the ESG software in line with our previous goal of establishing reliable ESG data management throughout the Group. Based on the available data, we want to manage our environmental performance in a targeted manner and formulate targets that will be incorporated into a climate strategy.

The primary goal of climate management is to avoid and reduce greenhouse gas emissions. We offset the unavoidable Scope 1 and Scope 2 emissions attributable to the 2022 financial year by means of reforestation projects for resilient mixed forests in Germany. When selecting the offsetting provider and the project, we paid attention to transparency, regional projects and certifications, among other things. The reforestation areas are FSC-, Naturland- or PEFC-certified and are maintained by foresters. In addition, these areas may not be cut down and must be reforested in the event of a fire.

We intend to carry out our own materiality analysis of our Scope 3 emissions so that we can then reduce them more effectively. Our logistics service providers and deliveries to pharmacies already represent an important reduction lever. Among other things, we are working on making route planning even more efficient. We have been participating in the UN Global Compact Climate Ambition Accelerator program since October 2023. The six-month program supports Medios in setting science-based, ambitious and realistic climate and environmental targets that are in line with the 1.5-degree target of the Paris Climate Agreement.

In addition, Medios has issued general behavioral guidelines and Standard Operating Procedures (SOPs), which, among other things, specifically define the responsible use of energy and the use of resources such as paper and packaging materials in the sense of the circular economy. The respective management teams of the Medios companies are responsible for compliance with these guidelines. We also rely on the individual sense of responsibility of our employees, who are encouraged to use energy and resources as sparingly as possible in their day-to-day work.

We are also actively reducing energy consumption in the area of facility management. In addition to digital electricity meters, we have already installed thermostat controls on the radiators, LED lights and motion detectors for the lights at numerous locations and installed sun protection film on the windows. Other starting points are the workbenches in the clean rooms and the ventilation systems in the laboratories

of the production facilities. While it is not possible to switch off the ventilation systems completely due to hygiene regulations, they can run at least partially in energy-saving setback mode when not in use. Finally, we cool our products and materials in large refrigerators or cold rooms that are powered by electricity. The cold rooms are also equipped with state-of-the-art equipment and designed to be energy-efficient.

By relocating our company headquarters in 2020 to an energy-efficient, modernized and newly built commercial property, we have sustainably reduced our energy consumption and emissions. The new building meets the latest standards and has been certified by the DGNB (German Sustainable Building Council). We have also purchased energy-saving, state-of-the-art machinery and equipment for the new central warehouse location in Berlin and the laboratories there. While we could operate in a more environmentally friendly manner by purchasing green electricity with stable energy consumption, absolute consumption and emissions have increased due to the addition of new companies.

Medios does not generate the electricity for its own business activities itself. However, how and which energy we procure and use determines the level of emissions for which we are responsible. We generally obtain heat from the landlords of our locations in the form of district heating, natural gas and heating oil. Our energy consumption in the reporting year was as follows:

ENERGY CONSUMPTION MEDIOS GROUP (IN MWH)

	2023 ¹	2022 ¹	2021 ¹
Total electricity consumption	2,963.8	3,482.9	513.4
Thereof electricity purchase	2,963.8	3,392.4	513.4
Of which self-generated electricity	0	0	0
Total heat utilization	2,005.9	2,056.7	1,699.4
Of which heat procurement	2,005.9	2,056.7	1,699.4
Of which self-generated heat	0	0	0
Total cooling utilization	227.1	185.6	-
Of which refrigeration	227.1	185.6	-
Of which self-generated cold	0	0	-
Total energy consumption	5,196.9	5,725.2	2,212.8

¹ Partly based on consumption from the previous year due to a lack of utility bills. Where no data was available, conservative estimates were made on the basis of average consumption per square meter. For 2022, some subsequent adjustments based on more accurate data.

EMISSIONS MEDIOS GROUP (IN T CO₂e)

	2023	2022	2021
Scope 1	105.6	153.0	0
Self-generated electricity	n/a	n/a	n/a
Self-generated heat	n/a	n/a	n/a
Self-generated cooling	n/a	n/a	n/a
Own vehicle fleet/company car	105.7	153.0	n/a
Scope 2	1,141.4	1,952.6	188.5
Market-based electricity procurement	745.4	1,569.8	152.7
Electricity purchase based on location	611.1	604.1	179.7
Heat supply	356.9	351.1	35.7
Cold supply	39.1	31.7	n/a
Scope 3	37,619.5	27,501.8	237.5
Business trips	37,088.1	26,752.5	103.1
Airplane	30,030.8	18,332.1	5.0
Rental car	6,009.6	7,722.0	95.7
Railroad	1,047.8	698.5	2.4
Waste	123.3 ¹	310.4 ¹	18.8
Energy-related emissions	408.0	438.8	115.6
Total emissions	38,866.5	29,607.4	733.4

¹ For 2022, some subsequent adjustments based on more accurate data.

The number of business trips increased again in the reporting year after falling significantly due to the COVID-19 pandemic. In the 2023 financial year, we were able to continue the trend towards virtual meetings, which the pandemic has increasingly driven forward. To this end, we further improved and expanded our internal IT infrastructure and digital options in the reporting year and published a new travel policy that explicitly recommends the use of sustainable means of travel.

Company cars are used by sales representatives and managers. In addition, medicines are delivered partly by the company's own fleet of vehicles and partly by logistics service providers. When choosing a company car, sustainable vehicle alternatives such as electric vehicles should be explicitly prioritized.



Since 2021, we have rented parking spaces for electric vehicles in order to expand the charging options during working hours. The more employees take advantage of this offer and do without vehicles with combustion engines, the more positive the impact on the emission load of our employees' commuting. In the 2023 financial year, more than half of the newly registered company cars were leased with electric drives.

We also offer employees a free ticket for local public transport or a company bike to make their commute to work as sustainable and emission-saving as possible.

Strengthening recycling

WASTE AND RECYCLING

Cluster objective: We want to conserve resources and use recycling and reuse wherever possible.

Goals	Measures	Timing	Progress	Explanation
Increase the proportion of recycled or reused waste	Reusability or recyclability of suits etc.	2023		<ul style="list-style-type: none"> • Since 2021: washable protective suits in all companies • Saving on shoe covers by using sterile shoes in the lowest hygiene area of the laboratories
Significantly increase the use of recyclable and reusable packaging	Increase the proportion of reusable and/or recyclable packaging	2023		<ul style="list-style-type: none"> • Conversion of the bubble wrap to 50% recycled material

KPIs for measuring success:

- Waste volumes in tons
- Hazardous waste in tons
- Percentage of recycled or reused waste
- Percentage of recycled or reused packaging

We record all hazardous substances that we work with in a hazardous substances register. This forms the basis for all operating instructions relating to the handling of hazardous substances and their disposal process. We train our employees on these operating instructions at least once a year as part of our occupational safety training. As soon as new hazardous substances are used in the compounding of our products, we update the operating instructions and train our employees again.

Special disposal regulations apply to cytotoxic waste generated during the compounding of drugs. We collect this separately in a cytostatics garbage can and have it professionally disposed of in accordance with the waste code by specialized companies that are certified as specialized disposal companies under the German Closed Substance Cycle Waste Management Act. This enables us to prevent unauthorized access and contamination of the environment. In this way, we prevent negative effects on ecosystems and biodiversity, among other things.

For the disposal of hardware, we work with a non-profit IT company that specializes in extending the life of used IT and mobile devices through professional data destruction, refurbishment and remarketing. In the reporting year, this partnership created a job for a person with a disability and saved 2280 hectoliters of water and over 32 tons of CO₂. These savings were achieved by collecting 178 IT and mobile devices with a total weight of approximately 900 kg. Almost 80% of the devices could be remarketed after data destruction, hardware testing, spare parts procurement, repair, upgrading and cleaning. Valuable raw materials such as gold, silver, copper, palladium and platinum can be recovered from non-reusable devices in the course of recycling processes.

With the exception of masks and gloves, the protective equipment of our employees who work in the cleanroom (laboratory), e.g. overalls and undergarments, is reprocessed in a controlled manner and reused. The aim is to further increase the proportion of recycled and reprocessed waste, particularly with regard to thermal recycling.

We have also systematically expanded the use of sustainable office materials. In 2023, we switched to a digital accounting system, which further reduced our consumption of copy paper. We also switched to 100% recycled copy paper. In 2022, a self-pressing container was set up at the new Gartenhaus site in Berlin, which was used to recycle more than twelve tons of waste paper in the reporting year.

In order to guarantee the quality of our pharmaceutical products, we require special transport containers and continuous cooling for their transportation. Tests on various reusable packaging materials were launched last year and are still ongoing in order to further increase the proportion of recyclable packaging. The majority of transport boxes are already reusable.

The filling material is also reused wherever possible. Only for deliveries in Berlin, saves this around 4,000 cardboard boxes and disposable refrigerated packaging per year. We also collect 60% to 70% of the packaging materials used from our customers and reuse them. A large proportion of the remaining material is used by the pharmacies for shipping.

By working with a specialist transport service provider that offers temperature-controlled deliveries, we can largely dispense with cool packs and thus reduce the corresponding quantities of waste. Where we deliver ourselves, we use reusable cool packs. In 2023, we also began producing nutritional solutions in light-protected infusion bags so that an additional light-protective cover is no longer required. We have achieved further packaging optimization by dispensing of aluminium in the outer packaging of syringes for vitreous body injections.

Water management

The demand for water is increasing worldwide due to population growth, economic development and changing consumption patterns. At Medios, we take special care to keep our water consumption as low as possible. None of our production facilities require water for production. At all locations, 100% of the drinking water used exclusively for sanitary purposes comes from the public supply. Waste water is disposed of at all sites via the public disposal company.

	2023	2022
Total water consumption in m³	3,229.21	4,061.1
Drinking water	3,229.21	4,061.1
Groundwater	0	0
Surface water	0	0
Rainwater	0	0

SOCIAL RESPONSIBILITY

As one of our four corporate values, the topic of responsibility determines our entire corporate culture and therefore our actions. Our responsibility also extends to society as a whole: we want our business activities to make a positive contribution and create sustainable value. The “Social responsibility” field of action includes the two cluster topics “Social commitment” and “Stakeholder dialog” in particular.

Social commitment

SOCIAL COMMITMENT

Cluster objective: We want to support social projects.

Goals	Measures	Timing	Progress	Explanation
Expanding our commitment in our environment even further	Participate in charitable events and organize charitable activities	Ongoing		Among others: <ul style="list-style-type: none"> • Charity sporting events • Teddy consultation for children • Sewing campaign for breast cancer patients

KPIs for measuring success:

- Number of participations in charitable events

As a responsible Company, we want to be a good neighbor at our locations in the spirit of good corporate citizenship. We are convinced that we create added value for society through our business model and our products. We are also committed to improving people’s access to health by using our experience in the healthcare sector.




For example, numerous employees took part in a charity bike race for the Children’s Cancer Foundation and a charity run for the Oberlin Foundation, or sewed special pillows for women to relieve the pain and tension after breast cancer surgery. The latter were then distributed to breast cancer centers. For the young patients, Medios donated items for the teddy consultation, where children can bring their cuddly toys to be examined and treated. The aim of the campaign is to take away the children’s fear of visiting the doctor.

We also make regular donations to various charitable organizations. The Executive Board decides which projects Medios will support financially. It does so in accordance with our compliance guideline, which stipulates targeted donations for “healthcare purposes”. In 2023, a total of €62,629 was donated to Kontinent Sieben Stiftung gGmbH, ForTomorrow gGmbH and the Oberlin foundation.

Engaging in transparent dialog

STAKEHOLDER DIALOG

Cluster objective: We want to promote and expand dialog with all stakeholders.

Goals	Measures	Timing	Progress	Explanation
Considering the interests of stakeholders	Establish stakeholder management	From 2021		• Evaluation of the most relevant stakeholder groups has taken place
	Evaluation of the relevant stakeholder groups			
	Conduct stakeholder survey (dialog format and to validate the key topics)			• Stakeholder survey as part of the preparation of the materiality analysis in accordance with the Corporate Sustainability Reporting Directive (CSRD)
	Expand stakeholder dialog with all relevant stakeholder	Ongoing		Among others: • Annual Specialty Pharma Day • Regular Capital Markets Day

KPIs for measuring success:

- Formulation of specific KPIs depending on projects and topics
- Customer satisfaction survey

In our day-to-day business, we interact with various stakeholders who place different demands on us. In particular, we are in close contact with our suppliers, partner pharmacies and investors via various communication media. In September 2023, we conducted another customer and supplier survey. As a result, our customers and suppliers appreciate the partnership-based cooperation as well as the flexibility and expertise within the key indications offered by Medios: oncology, neurology, gastroenterology, autoimmune diseases, haemophilia and ophthalmology. We are taking on board the suggestions regarding greater transparency of the corporate structure and corresponding contact persons to improve our customer and supplier service. We hold a status meeting with our suppliers at least once a year.

We maintain dialog with our partner pharmacies primarily at networking events and in regular conference calls. In March 2023, the "Medios Specialty Pharma Day" took place in Berlin with 60 participants. This annual event offers pharmacies the opportunity to interact with each other and helps us to better understand the needs of our pharmacy customers.

As a listed company, communication with our investors is very important to us. In addition to the mandatory announcements, we also publish press releases and are always available for personal queries in order to communicate our business development and activities continuously and

transparently. We are also represented at many national and international conferences throughout the year. In addition, we organize Medios site visits or are planning a perception study for 2024, in which we ask various investors and analysts about their perception of Medios. These insights help investors to better understand management decisions and business activities.

In order to keep abreast of the latest professional and political developments, we are members of various interest groups whose networking events we attend. Here is a list of the associations and institutions of which we are a member:

- BVDK e.V. – Federal Association of German Pharmacy Cooperatives
- Federal Association of Compounding Facilities e. V.
- DIRK – German Investor Relations Association
- Berlin Chamber of Industry and Commerce
- UN Global Compact

In the area of political engagement, we fulfill our transparency obligations via the publicly accessible lobby register of the German Bundestag. We do not employ anyone ourselves to represent our interests, but have commissioned external third parties to inform us about current political projects and decisions. This incurs annual expenses of between €10,000 and €20,000. In 2023, we did not receive any grants or subsidies from the public sector or third parties.

Cluster	KPI	Value in 2023	Value in 2022
Compliance	Governance Proportion of employees who have received training on compliance topics	57	97 %
	Proportion of Supervisory Board members who have received training on compliance topics	100	100 %
	Proportion of employees who have received training on the Code of Conduct	100	100 %
	Proportion of Supervisory Board members who have received training on the Code of Conduct	100	100 %
	Proportion of suppliers (A-suppliers) that have recognized the Supplier Code of Conduct or whose Code of Conduct corresponds to the Supplier Code of Conduct	n/a	n/a %
	Proportion of suppliers audited by Assessment	n/a	n/a %
	Proportion of purchasing volume from audited suppliers	n/a	n/a %
	Proportion of employees who have received training on data protection	85	81 %
	Number of suspected compliance cases or violations	0	0 #
	Number of reportable data protection incidents	0	0 #
Products and services	Total number of discrimination incidents	0	0 #
	Number of self-inspections	30	38 #
	Number of internal audits	8	13 #
	Proportion of complaints vs. total deliveries/preparations	0.2	0.3 %
	Number of partner pharmacies	800	700 #
Employees	Number of states where mediosconnect is available	7	5 #
	Proportion of women in leadership position	46	50 %
	Proportion of women in employment	58	53 %
	Gender Pay Parity Quote (unadjusted)	-25.9	-17.0 %
	Number of occupied trainee positions	5	3 Headcount
	Proportion of employees covered by health management program	100	100 %
	Proportion of flexible working-hour models utilized in relation to the total workforce	55	41 %
	Fluctuation rate	23.6	20.2 %
	Proportion of the total workforce (excluding production facilities) working from home at least once per week	47	n/a %
	Rate of work-related accidents (per 100 employees)	4.8	6.4 %
Environment	Rate of work-related deaths	0	0 %
	Rate of work-related injuries with serious consequences	1.4	2.2 %
	Energy efficiency ratio	2.9	3.6 Mwh per million € turnover
	Total energy consumption	5,196.9	5,725.2 Mwh
	Energy from renewable sources	1,745.7	1,218.3 Mwh
	Proportion of green electricity	41.1	39.9 %
	Total emissions Medios Group	38,866.5	29,607.4 tons CO ₂ e
	Total Scope 1 emissions	105.7	153.0 tons CO ₂ e
	Total Scope 2 emissions	1,141.4	1,952.6 tons CO ₂ e
	Total Scope 3 emissions	37,619.5	27,501.8 tons CO ₂ e
Social responsibility	CO ₂ e emissions	21.7	18.4 tons CO ₂ e per million € turnover
	Total waste	213.5	620.5 tons
	Total hazardous waste	41.4	45.8 tons
	Recycled or reused waste	48.0	55.7 %
	Non-hazardous waste	172.1	574.7 tons
	Compensated emissions	1430	n/a tons CO ₂ e
	Total water consumption	3,229.0	4061.7 m ³
	Number of charitable events participated in	4	2

Further qualitative KPIs explained in the text.

EU TAXONOMY

Ecologically sustainable management is one of the key issues of our time. As part of the European Green Deal, the European Union has placed issues such as climate and environmental protection at the center of the political agenda. The EU taxonomy (Regulation (EU) 2020/852 and related delegated acts) is an important building block for channeling continental capital flows into investments that support sustainable development. This is an instrument designed to support investors, project promoters and companies in the transition to a low-carbon, resource-efficient and resilient future.

Background and goals

The EU taxonomy uses a standardized classification system to define which economic activities can be declared as environmentally sustainable and distinguishes between taxonomy eligibility and taxonomy conformity. An economic activity is considered taxonomy-eligible if it can potentially contribute to achieving at least one of the following six environmental goals:

- Climate protection
- Adaptation to climate change
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Prevention and reduction of environmental pollution
- Protection and restoration of biodiversity and ecosystems

However, according to the Taxonomy Regulation, an economic activity is only considered environmentally sustainable and taxonomy-compliant (“aligned”) if the following three conditions are met:

- Making a substantial contribution to one of the six environmental objectives (“substantial contribution”)
- Compliance with the “do no significant harm” (DNSH) criteria, which are intended to prevent significant impairment of one or more other environmental objectives
- Compliance with the minimum safeguards set out in Article 18 of Regulation (EU) 2020/852

Reportable key figures

From next year on, reporting on the EU Taxonomy will become mandatory for Medios. In order to meet the corresponding requirements, we have already determined the taxonomy-eligible and compliant shares of our revenue, capital expenditure (CAPEX) and operating expenditure (OPEX) for the 2023 financial year.

The ratio of taxonomy-eligible or taxonomy-compliant revenue relates two revenue figures to each other: the numerator is the portion of net revenue from goods or services (including intangible goods) associated with taxonomy-eligible or taxonomy-compliant economic activities. The denominator in each case is net revenue, which comprises the total revenue reported in accordance with International Accounting Standard IAS 1.82 (a).

For CAPEX and OPEX, the additions to property, plant and equipment and intangible assets during the financial year before depreciation, amortization and any revaluations are to be considered in each case that

- a) relate to assets or processes associated with taxonomy-compliant economic activities,
- (b) are part of a plan to expand taxonomy-compliant economic activities or to convert taxonomy-compliant economic activities into taxonomy-compliant economic activities; or
- c) relate to the acquisition of production from taxonomy-compliant economic activities and individual measures through which target activities are carried out in a low-carbon manner or greenhouse gas emissions are reduced or relate to individual building refurbishment measures within the meaning of OPEX.

In terms of taxonomy-eligible or taxonomy-compliant investment and operating expenses, we report the proportion of expenses and expenditure incurred in connection with the operation and expansion of our facilities in order to compound taxonomy-eligible or taxonomy-compliant products for the 2023 financial year. All economic activities we have reviewed are assigned to category a) – i.e. assets or processes associated with taxonomy-compliant economic activities.

Methodology

Economic activities that are generally taxonomy-eligible and taxonomy-compliant were determined in four steps:

- As a first step, all activities within the six environmental objectives were checked for consistency with our business activities and their taxonomy capability in a cross-departmental workshop using the descriptions from Delegated Regulation (EU) 2021/2139.
- The amount of sales, CAPEX and OPEX was then determined on the basis of account and investment plans for the activities identified as taxonomy-eligible. The amounts used to calculate the key figures are based on the figures reported in the consolidated financial statements. In principle, all fully consolidated Group companies were included in this analysis. If the respective key figure comprises several economic activities, an appropriate breakdown was made, which was generally based on the direct costs incurred for the economic activity.
- The materiality threshold was set at 5% in accordance with common practice. It can be assumed that economic activities that do not account for more than 5% of revenue, CAPEX or OPEX in total do not have a material impact on reporting and therefore no information deficit arises. Accordingly, only information on material activities is provided below.
- All activities identified as material were subjected to a compliance review. To this end, compliance with the respective technical assessment criteria was determined at the outset by means of queries to the respective Group companies, central functions within the Company and service providers. If it was not possible to check compliance with the technical evaluation criteria due to a lack of data or evidence, no further investigation was carried out and the economic activity was assessed as not compliant with the taxonomy. The results of the review are described in the following sections on revenue, investments and operating expenses.

- As none of the economic activities identified as material could be classified as taxonomy-compliant following a review of the technical assessment standards, a further review of the DNSH and minimum protection criteria was not necessary.

Medios is publishing information on the taxonomy KPIs voluntarily for the first time, which is why comparisons with the previous year are not possible.

PERFORMANCE INDICATORS IN ACCORDANCE WITH THE EU TAXONOMY REGULATION:

In connection with the environmental objectives defined in the EU taxonomy, we were able to identify the following economic activities of Medios as taxonomy-eligible:

Revenue

With the publication of the delegated acts, parts of our revenue¹ are covered by technical evaluation criteria of the taxonomy. This applies in particular to the compounding and blistering of medicinal products with finished medicinal products as part of our core business. Specifically, we have identified the activity “compounding of drugs” from the environmental objective “prevention and control of pollution” as relevant (see category 1.2 Annex III of Delegated Regulation (EU) 2023/2486 of June 27, 2023).

The proportion of taxonomy-compliant sales was calculated as the portion of net sales derived from compounding in the sense of the compounding of drugs (numerator) divided by the net sales of Medios AG (denominator) and corresponds to 12% for the reporting year (see [Table 1](#)). A taxonomy conformity check is not required in the first year of reporting on the environmental objective “Pollution prevention and control” (see Art. 10 para. 6 Delegated Regulation (EU) 2021/2178).

¹ Revenue was calculated in accordance with the taxonomy definition and the applicable accounting principles.

Table 1: revenue

Economic Activities	Year		Substantial Contribution Criteria							DNSH criteria ('Does Not Significantly Harm')							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, 2022 in %	Category enabling activity E	Category transitional activity T
	Code	Turnover	Proportion of Turnover, 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards			
	in thous. EUR	in %	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	J/N	Y/N	Y/N	Y/N	Y/N				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	%	%	%	%	%	%										
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Compounding of drugs		PPC 1.2	219,997	12%	EL; N/EL N/EL	EL; N/EL N/EL	EL; N/EL N/EL	EL; N/EL EL	EL; N/EL N/EL	EL; N/EL N/EL									
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			219,997	12%	-	-	-	12%	-	-									
A. Turnover of Taxonomy eligible activities (A.1+A.2)			219,997	12%	-	-	-	12%	-	-									
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities			1,564,706	88%															
Total			1,784,703	100%															

Codes:
Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL – Taxonomy eligible activity for the relevant objective

Template according to footnote (c) of Environmental DA Annex V

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	12%
BIO	0%	0%

CAPEX

Capital expenditure (CAPEX)¹ is based on additions to property, plant and equipment and intangible assets during the financial year under review before depreciation and amortization and any revaluations for the financial year in question. They also include additions to property, plant and equipment and intangible assets resulting from business combinations (application of IFRS [IAS 16, 38, 40, 41, IFRS 16] and national accounting policies). Acquired goodwill is not taken into account.

In the area of our CAPEX, we identified both the “compounding of drugs” from the environmental objective “pollution prevention and control” and the “acquisition and ownership of buildings” (see category 7.7 Annex I of Delegated Regulation (EU) 2021/2139 of June 4, 2021) from the environmental objective “climate action” (transition activity) as material taxonomy-eligible economic activities. The latter was specifically considered in connection with the purchase of land, including the buildings on it. **Table 2** shows that a total of 16% of our capital expenditure in the 2023 financial year is classified as taxonomy-eligible.

However, as it was not possible to verify compliance with the technical assessment criteria due to a lack of data or evidence, none of the economic activities identified as material in the CAPEX were classified as taxonomy-compliant.

¹ Capital expenditure was determined in accordance with the taxonomy definition and the applicable accounting policies and is consistent with the amounts in the consolidated financial statements.

Table 2: CAPEX

Economic Activities	Year		Substantial Contribution Criteria							DNSH criteria ('Does Not Significantly Harm')							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CAPEX, year 2022 in %	Category enabling activity E	Category transitional activity T
	Code	CAPEX	Proportion of CAPEX, 2023	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards			
	in thous. EUR	in %	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CAPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
		-	-	%	%	%	%	%	%										
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Of which Transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Compounding of drugs	PPC 1.2	499	5%	N/EL	N/EL	N/EL	EL	N/EL	N/EL										
Acquisition and ownership of buildings	CCM 7.7	1,001	11%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
CAPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
		1,500	16%	11%	-	-	5%	-	-										
A. CAPEX of Taxonomy eligible activities (A.1+A.2)																			
		1,500	16%	11%	-	-	5%	-	-										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CAPEX of Taxonomy-non-eligible activities																			
		7,921	84%																
Total																			
		9,421	100%																

Codes:
Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL - not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL - Taxonomy eligible activity for the relevant objective

Template according to footnote (c) of Environmental DA Annex V

	Proportion of CAPEX Total CAPEX	
	Taxonomy-eligible per objective	Taxonomy-eligible per objective
CCM	0%	11%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	5%
BIO	0%	0%

OPEX

The basis for operating expenses (OPEX¹) is the direct, non-capitalized costs for research and development, building renovation measures, short-term leases, maintenance and repair as well as for all other direct expenses for the ongoing maintenance of property, plant and equipment by the Company or third parties that are necessary to ensure the continued and effective functioning of these assets.

We were also able to identify a taxonomy-compliant economic activity at Medios in connection with our OPEX. In the area of our core business, namely the “compounding of drugs”, operating expenses amounted to €879 thousand in the 2023 financial year. This means that taxonomy-eligible OPEX accounts for 30% of our total operating expenses (**Table 3**).

Compliance with the technical assessment criteria could not be finally verified in connection with the OPEX either, which is why taxonomy conformity also cannot be reported.

¹ Operating expenses were determined in accordance with the taxonomy definition and therefore differ from the amounts in the annual financial statements.

Table 3: OPEX

Economic Activities	Year		Substantial Contribution Criteria							DNSH criteria ('Does Not Significantly Harm')							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OPEX, year 2022 in %	Category enabling activity E	Category transitional activity T
	Code	OPEX	Proportion of OPEX, 2023 in %	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards			
	in thous. EUR			Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N			
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OPEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
		-	-	%	%	%	%	%	%										
Of which Enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Of which Transitional		-	-	-						-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Compounding of drugs	PPC 1.2	879	30%	N/EL	N/EL	N/EL	EL	N/EL	N/EL										
OPEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
		879	30%	-	-	-	30%	-	-										
A. OPEX of Taxonomy eligible activities (A.1+A.2)		879	30%	-	-	-	30%	-	-										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OPEX of Taxonomy-non-eligible activities		2,028	70%																
Total		2,907	100%																

Codes:
Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective
EL – Taxonomy eligible activity for the relevant objective

Template according to footnote (c) of Environmental DA Annex V

	Proportion of OPEX/Total OPEX	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	30%
BIO	0%	0%

ABOUT THE REPORT

This non-financial statement voluntarily covers the requirements of Sections 289b to 289e HGB in conjunction with Sections 315b and 315c HGB resulting from the CSR-RUG and contains the information required by law with regard to the following aspects within the meaning of Section 289c Para. 2 HGB:

- Environmental issues,
- Employee interests,
- Social issues,
- Respect for human rights and
- Combating corruption and bribery.

We have identified our material non-financial topics in the course of a materiality analysis and disclose in this report which concepts we pursue in this regard – for each aspect mentioned above within the meaning of Section 289c Para. of the German Commercial Code (HGB).

This report was prepared in accordance with the GRI Standards. It also serves as a progress report on the ten principles of the UN Global Compact.

In accordance with Section 289c Para. 3 Nos. 3 and 4 HGB, the legislator requires reporting on material non-financial risks. In a net assessment of the risks as part of our risk management and in accordance with the requirements of the CSR-RUG, we have not identified any risks that are very likely to have or are likely to have a serious negative impact on one or more of the above-mentioned aspects. Further information can be found in the **Risk Report** of the Management Report.

As part of the strategy development process, non-financial performance indicators were defined in accordance with Section 289c Para. 3 No. 5 of the German Commercial Code (HGB), which are listed in the chapters on the material topics. When referring to employees, customers or other groups of people, the masculine, feminine or neutral form is used in this non-financial report. This is done solely to improve readability. Of course, all information refers to all genders.

GRI-Index

Standard	Disclosures	Page	Comment	UN-Global-Compact-Principles
General Disclosures				
GRI 2	General Disclosures 2021			
Organizational profile				
2-1	Organizational profile	12, 112	Headquarter: Berlin, Germany	
2-2	Entities that are considered in the organization's sustainability reporting	112		
2-3	Reporting period, reporting frequency and contact	27, 63, 194	Reporting period: January 1, 2023 to December 31, 2023. Deviations from this period are noted in the respective sections. Reporting cycle: yearly	
2-4	Correction or restatement of information		All relevant changes are outlined in the relevant places.	
2-5	External assurance		No external assurance was conducted.	
Activities and employees				
2-6	Activities, value chain and other business relationships	27, 40, 112		
2-7	Employees	17 f, 42 f, 121, 154		6
2-8	Employees without direct employment		not relevant	
Corporate Governance				
2-9	Management structure and composition	13 ff, 21 ff, 33		10
2-10	Nomination and selection procedure of the highest supervisory body	72 ff		
2-11	Chairman of the highest supervisory body	21 ff		
2-12	Role of the highest governance body in overseeing the management of impacts	33		
2-13	Delegation of responsibility for the management of impacts	72 ff	Further information is presented separately in the relevant management approaches.	
2-14	Role of the highest governance body in sustainability reporting	33, 72 ff		
2-15	Conflicts of interest	25, 35, 71		
2-16	Communication of critical concerns	71		
2-17	Collective expertise of the highest control body	75		
2-18	Performance evaluation of the highest governance body	76		
2-19	Remuneration policy	82 ff		
2-20	Procedure for determining the remuneration	82 ff		
2-21	Ratio of total annual remuneration	82 ff		

Standard	Disclosures	Page	Comment	UN-Global-Compact-Principles
Strategy, policies and practices				
2-22	Declaration of application for the sustainable development strategy	29 f, 70		
2-23	Declaration of commitment to principles and courses of action	13 ff, 33, 34 ff, 69 ff		1 – 7, 10
2-24	Inclusion of political commitments	69 ff		
2-25	Procedure for the elimination of negative effects	29 ff		1 – 7, 10
2-26	Procedures for obtaining advice and reporting concerns	13 ff, 34, 69 ff		
2-27	Compliance with laws and regulations	13 ff, 26, 34, 69 ff		
2-28	Membership of associations	54		
Stakeholder engagement				
2-29	Stakeholder engagement approach	54		
Disclosure on material topics				
3-1	Procedure for determining the content of the report and the delimitation of topics	29 f		
3-1	List of material topics	30 f		
3-1	Management of material topics	29 f		
GRI 205 Anti-corruption 2016				
GRI 3-3	Management of material topics	34 f		10
205-1	Operating sites audited for corruption risks	34 f		10
205-2	Communication and training on anti-corruption policies and procedures	35		10
205-3	Confirmed incidents of corruption and measures taken	35 f		10
GRI 206 Anti-competitive behaviour 2016				
GRI 3-3	Management of material topics	34 f		10
206-1	Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	35		10
GRI 302 Energy 2016				
GRI 3-3	Management of material topics	48 f		7 – 9
302-1	Energy consumption within the organization	49		7 – 8
302-3	Energy intensity	55		8
302-4	Reduction of energy consumption	48 ff		7 – 9
302-5	Reduction of energy requirements for products and services	48 ff		7 – 9

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GRI 305 Emissions 2016				
GRI 3-3	Management of material topics	48 ff		7 – 9
305-1	Direct GHG emissions (Scope 1)	50		7 – 8
305-2	Indirect energy-related GHG emissions (Scope 2)	50		7 – 8
305-3	Other indirect GHG emissions (Scope 3)	50		7 – 8
305-4	GHG emissions intensity	55		
305-5	Reduction of GHG emissions	48 ff		7 – 9
GRI 306 Waste 2020				
GRI 3-3	Management of material topics	47, 51 f		7 – 9
306-1	Waste generated and significant waste-related impacts	55		7 – 9
306-2	Management of significant waste-related impacts	51 f		7 – 9
306-3	Waste generated	55		7 – 9
GRI 401 Employment 2016				
GRI 3-3	Management of material topics	42 ff		6
401-1	Newly hired employees and employee turnover	42, 55		6
401-2	Operational services	42 ff		6
401-3	Parental leave	42		6
GRI 403 Occupational health and safety 2018				
GRI 3-3	Management of material topics	42 ff, 45 f		
403-1	Management system for occupational safety and health protection	45 f		
403-2	Risk identification, risk assessment, and incident investigation	45 f		
403-3	Occupational health services	45		
403-4	Employee participation, consultation and communication on occupational safety and health protection	45		
403-6	Promoting employee health	45 f		
403-7	Avoidance and minimization of occupational health and safety impacts directly related to business relationships	37		
403-8	Employees covered by an occupational health and safety management system	55		
403-9	Work related injuries	45, 55		
403-10	Work-related diseases	45, 55		

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