



Diversity, Equality, and Inclusion Policy

October, 2023

Non-Binding Convenience Translation

In the event of any inconsistencies between the German and the English wording, the German wording shall therefore prevail.

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1. Commitment to Diversity, Equality, and Inclusion

Diversity, equality, and inclusion (“DEI”) play an important role at Medios. Our goal is to have a diverse and talented team that reflects the diversity found among our customers, business partners, and shareholders. We consider the uniqueness and diversity of our employees to be core values. We foster a working environment that is free of prejudice and where everyone is treated equally.

We are committed to striving to achieve a diverse, equitable, and inclusive corporate culture at Medios. We implement initiatives in all of our HR processes to continuously develop a working environment based on the principles of diversity, equality, and inclusion.

At Medios, we empower people by respecting and valuing what makes them who they are, especially in terms of age; ethnicity; gender; gender identity or expression; language; nationality or national origin; marital status; physical, mental, and developmental abilities; religion or worldview; sexual orientation; skin color; social or economic circumstances; education; work and behavioral styles; political affiliation; military service; and other characteristics that make our employees unique. Diversity in the workplace also includes differences in personalities, value systems, attitudes and life experiences, skills and knowledge, academic background, family situation, and lifestyle. We want to ensure that everyone feels supported, heard, and comfortable, that they are willing to share their opinions and thoughts without hesitation, and that they are able to give their personal best.

We are firmly convinced that valuing diversity, equality, and inclusion in all aspects of our business is a competitive advantage that enables us to attract and retain outstanding talent, foster greater innovation and creativity while being more productive, exceed our financial targets, outperform our competitors, and create unparalleled value for our customers, business partners, and shareholders.

Given Medios' commitment to DEI, Medios will continually monitor its performance in this regard, using employee satisfaction surveys or other appropriate measures to identify and implement opportunities for improvement.

2. Scope

This Policy applies to all executives, managers, employees, consultants, representatives, and contractors when acting on behalf of Medios (hereinafter referred to collectively as “**representatives**”). This Policy is binding and provides our representatives with a reliable framework for their professional activities and contains legal and ethical requirements applicable to all representatives. Anyone who violates this Policy damages Medios’ reputation and can cause serious financial damage. As such, Medios will not tolerate violations and may take disciplinary action, regardless of any legal repercussions.

3. Varying Abilities

Medios values the contributions of individuals with various disabilities and is committed to their inclusion in our workforce. We do not discriminate against anyone on the basis of a known, perceived, present, or past mental or physical disability or association with a person with such a disability. Our statement applies to the entire employment cycle, from the application process, recruitment, and termination of employment to promotion, compensation, training, and other aspects of employment. We recognize that at some point during their employment, our employees may require adjustments to their workstation or work environment in order to perform the essential parts of their job.

4. Best Method

4.1 Recruitment

To achieve our business goals, we need to attract and retain the very best talent. Medios implements a recruitment process based solely on the qualifications required for the position. All decisions are free from bias, free from discrimination, and ensure that all applicants are treated fairly and equitably. Our teams are formed according to objective standards based on the qualifications of the individual for the respective position, regardless of age, ethnic background, gender, religion, or sexual orientation. Candidates are selected from a variety of different sources (advertisements, website careers page, headhunters, references, recommendations, etc.) to ensure that our talent pool is always diverse.

4.2 Compensation and Benefits

Our compensation and benefits system is based on equal pay, fairness, and performance.

4.3 Training, Career Development, and Promotions

All of our training activities are designed to promote an open and antidiscriminatory culture. Compliance training is mandatory for all employees. Its purpose is to provide information, raise awareness, and facilitate open discussions on all compliance and ESG topics, including diversity and inclusion.

Professional training, career development, and promotions are based exclusively on individual criteria such as development needs or performance and not on gender, age, ethnic background, disabilities, religion, or sexual orientation.

4.4 Working Environment

The diversity of our workforce is visible at all levels of the organization and in all business areas. Here at Medios, we strive to achieve a balance of cultures and genders at all levels of the company and career development opportunities are provided to leaders from diverse backgrounds at all levels of our organization.

Communication between all employees should always be respectful, regardless of management level or position.

All employees and business partners must always be treated with respect, dignity, and thoughtful regard. At Medios, we have zero tolerance for bullying, intimidation, harassment, or unfair treatment of any kind.

5. Best Practice

Medios stands for multicultural, supportive interpersonal relationships and equal opportunities. There is no room for discrimination at Medios, regardless of the reasons. Here at Medios, we ensure that we offer fair working conditions, both in our company and when interacting with our business partners. We strive for higher standards than the minimum legal requirements and promote a corporate culture that supports diversity, equality, and inclusion.

Our managers are responsible for recognizing unacceptable behavior and taking immediate and appropriate action when deemed necessary. We regularly review this Policy and its application in day-to-day business, update it, and work to identify and eliminate any problems.

6. Employee Responsibilities

Medios' reputation and the trust of our customers, business partners, shareholders, and the public are the result of each employee's individual behavior. Everyone at Medios is expected to do everything in their power to live up to the positive expectations associated with Medios. Our employees are required to implement this Policy in their day-to-day business activities and in their interactions with the various interest groups.

Our employees are responsible for respecting, accepting, and building on people's differences and similarities. This includes treating people as they themselves would like to be treated and actively familiarizing themselves with the different cultures, backgrounds, religions, etc. of their coworkers. In collaboration with senior management, our employees create a working environment that is free from harassment and discrimination. Current and future employees should respect and support the fact that everyone is welcome and respected at Medios, that everyone is heard, and that we value each individual's unique contribution.

7. Violations of This Policy, Who to Contact

If you have any concerns regarding our employees' or third parties' conduct or violations of this Policy, please confidentially contact your supervisor, the Executive Board, or Compliance, or use the communication channels provided for whistleblowers.

Your message should contain the relevant information described with as much detail as possible. For further details, please refer to our Whistleblowing Policy.



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