

Sustainability Strategy 2025

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In this Sustainability Strategy, the masculine form is used for all statements relating to groups of persons. This is done solely for the sake of better readability. Of course, all statements refer to genders of any kind.



Medios' Profile

Medios is the leading company for all aspects of pharmaceutical supply in the complex field of specialty pharma in Germany.

Specialty pharma has an extraordinary role in the treatment of complex and oversight-intensive diseases such as cancer, HIV, and hemophilia. Drugs that are personally tailored to the individual patient are increasingly being used to optimally target treatment to the specific pathology at hand.

We have been an expert in pharmaceutical supply and in manufacturing patient-specific therapies for many years, including in blistering, which means that we cover all the significant points of the supply chain in this special segment.

> With three locations, we ensure that patient care is as comprehensive as possible.

Locations of the Medios Group



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Sustainability Definition and Governance

The vision of Medios AG is to manage complex diseases more simply. To achieve this vision, we have defined the following mission: Medios sets up regional supply networks and increases the cost-efficiency of complex therapies.

We are dedicated to being the specialty pharma partner for specialist pharmacies and physicians.

Together we are specialty pharma.

Given this background, we want to ensure that patients have the most comprehensive access to Specialty Pharma drugs possible through cooperative collaboration and the exchange of information between the various market participants. We also aim to generate sustainable shareholder value by integrating good corporate governance, social responsibility, and a commitment to protecting the environment into our core business activities.

This means that we not only have a positive impact on people's lives, but also reduce negative impacts on the environment and society through sustainable day-to-day business practices.

In addition to generally applicable laws, rules, and standards, the business activities and corporate culture of the Medios Group are characterized by our corporate values of trust, respect, integrity, and responsibility.

Mission

Medios sets up regional supply networks and increases the cost-efficiency of complex therapies.

We are dedicated to being the specialty pharma partner for specialized pharmacies and physicians.

Together we are specialty pharma.

Vision

To manage complex diseases more simply.



In the spirit of the United Nations' 2030 Agenda and its 17 Sustainable Development Goals (SDGs), we endeavor to do business in a sustainable way that promotes environmental protection, diversity, and human rights. In keeping with this endeavor, we also see ourselves as committed to the International Labour Organization's core labor standards and the UN's Guiding Principles on Business and Human Rights. Adhering to these fundamental values is a matter of course at our company and is also anchored in Medios' Code of Conduct as part of our compliance activities.



Our Sustainability Committee

In addition to our Code of Conduct, specific requirements are in place at Medios in the form of comprehensive compliance guidelines, which we introduced throughout the group in 2019. In this context, we apply standards that go above and beyond the applicable legal requirements. The Medios compliance guidelines govern, among other things, privacy and data protection, IT security, and how to handle gifts, donations, and conflicts of interest.

Moreover, by having signed the UN Global Compact, we support the world's largest alliance for business ethics. We champion the principles of the UN Global Compact in the fields of human rights, labor, the environment, and combating corruption. We are committed to reporting regularly on these topics and our continual development by taking appropriate measures.

We established a Sustainability Committee during the financial year 2021 in order to embed sustainability within our company's organizational structure.

The committee is comprised of the members of the Medios AG Executive Board, representatives from all departments, and one representative from each of the company's operational areas. Further points of contact are designated based on the relevant topic and necessity. In particular, the Sustainability Committee's duties include defining the focus points of the sustainability strategy and monitoring the implementation of the sustainability program.



Materiality Assessment

During the 2020 financial year, Medios AG conducted a materiality analysis to define various sustainability-related topics that would serve as a basis for sustainability management and strategy. The materiality analysis was carried out based on the provisions of Germany's Non-Financial-Reporting Directive Implementation Act (CSR-Richtlinie-Umsetzungsgesetz; CSR-RUG). The individual topics are also aligned with the principles of the GRI Standards for sustainability reporting: stakeholder inclusiveness, sustainability context, materiality, and completeness.

As part of the materiality assessment, we first developed a catalog of potential topics that correspond with statutory specifications, generally applicable frameworks, best practices in our peer group, and requirements of various stakeholders. After this, we preselected and clustered relevant topics that we then ranked by priority as part of a workshop attended by the Executive Board and various heads of area and stakeholders. This workshop focused on the impacts of Medios AG's business on the individual topics and their relevance for the company's long-term success. The first materiality assessment identified 14 material topics in five different areas of action/clusters.



Cluster	Material Topic	Cluster Aim
Governance	Compliance	To keep achieving zero compliance breaches.
	Data security and data protection	To protect and secure our customers' data as far as possible.
	Business ethics	To formalize our values and align our entrepreneurial activities with these values.
	Responsible procurement	To significantly increase the volume of our products procured from suppliers rated according to ESG aspects.
Products and services	Patient health and protection	To ensure that patients have the most- comprehensive access to Specialty Pharma drugs possible.
	Innovative procedures and processes	To improve patient care further with digitization and innovative processes.
Employees	Vocational and advanced training	For all our employees to develop further through an overarching training policy.
	Diversity and equal opportunities	To prevent discrimination and promote equal opportunities actively.
	Occupational health	To preserve our employees' health and achieve zero occupational accidents per year.
	Employee satisfaction	To further improve our employees' satisfaction with their workplace and employer.
Environment	Energy and emissions	To be climate-neutral at our sites by 2023.
	Waste and recycling	To conserve resources and recycle and reuse wherever possible.
Social responsibility	Civic engagement	To support social projects.
	Stakeholder dialog	To promote and expand dialog with all stakeholders.

The Sustainability Committee reviews the materiality analysis once per year to check that it is up to date or reendorse it if the conditions remain the same. The materiality analysis is updated every three years unless there is good reason not to.

Medios Sustainability Strategy 2025

Medios has worked through an extensive process, which also involved external specialists, to develop a detailed sustainability strategy which will be implemented over the period from now until 2025.

The strategy is oriented toward the material topics and areas of action, with an overarching and general cluster aim defined for each topic and broken down into a range of individual goals. All goals and aims are realized using a comprehensive catalog of measures, while the degree to which they have been fulfilled is measured using various key performance indicators (KPIs). Each measure also comes with a corresponding time period in which the measure is planned to be implemented.

Medios AG has defined a total of **34 aims** and goals that are being realized through **65** measures and using **57 different KPIs**. There also exist further internal goals and measures.

To ensure that they remain up to date, Medios reviews all aims, goals, and measures at regular intervals and, if necessary, adjusts them in line with the current circumstances. Progress is presented in yearly Nonfinancial Consolidated Statement.

Strategy Program Overarching Cluster

Sustainability Management

Goals	Measures	Timing
Increase in external transparency	Establishment of an ESG structure within the company (Sustainability Committee)	2021
	Identification and evaluation of ESG risks	2022
Constant improvement of ESG ratings	Improvement of ESG ratings (Target: ISS ESG Prime)	Ongoing

KPIs for measuring success:

• ESG rating



Strategy Program Cluster: Governance

Compliance

Cluster Aim: We want to keep achieving zero compliance breaches.

Goals	Measures	Timing
Expansion of compliance training	Expansion to all employees	No later than Q1 2022
	Introduction of special corruption and bribery training	No later than Q1 2023
	Introduction of special anticompetitive-conduct training	No later than Q1 2024
Expansion of compliance management	Implementation of a complaint-management system	2022
	Implementation of internal audit (focus areas: corruption and bribery)	Q2 2022

KPIs for measuring success:

• Proportion of employees who have received training on compliance topics

Data Security and Protection

Cluster Aim: We want to protect our and our customers' data as far as possible.

Goals	Measures	Timing
Safeguards for data protection and security	Expansion of employee training on data protection	Starting 2021
	Implementation of a package of measures for improving data protection	Starting late 2021

KPIs for measuring success:

• Number of employees who have received data protection training



Business Ethics

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

Goals	Measures	Timing
Practical implementation of Code of Conduct	Holding of Code of Conduct training	By late 2022
Joining of global alliances	Evaluation of relevant guidelines alongside the UN Global Compact (e.g. International Labour Organi- zation and Paris Agreement)	Starting 2021

KPIs for measuring success:

• Proportion of employees who have received training on the Code of Conduct

Responsible Procurement

Cluster Aim: We want to significantly increase the volume of our products procured from suppliers rated according to ESG aspects.

Goals	Measures	Timing
Safeguards for compliance with defined supply-chain standards	Implementation of Supplier Code of Conduct	By late 2023 (prospectively)
	Development of a supplier assessment in relation to ESG	2023
	Expansion of the whistle-blowing system to suppliers	2022

- Proportion of suppliers (category A) that have accepted the Supplier Code of Conduct or whose code of conduct corresponds with the Supplier Code of Conduct
- Percentage of suppliers that have been assessed
- Percentage of procurement volume from checked suppliers

Strategy Program Cluster: Products / Services

Patient Health and Protection

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

Goals	Measures	Timing
Safeguards for quality	Compliance with Good Manufacturing Practice (GMP guidelines)	Ongoing
	Compliance with Good Distribution Practice (GDP guidelines)	
	Supplier selection based on high quality standards	Ongoing
	Regular inspections by authorities for quality management	Ongoing
	Internal audit	
Further increase of customer satisfaction	Regular customer-satisfaction survey	Every two years from 2022
Reduction and best-possible resolution of customer complaints	Implementation of complaint management for customers	2022
	Annual analysis of complaints	2022
Training of employees on GMP/GDP and quality management (every two weeks)	Regular training on quality	Ongoing
Expansion of partnerships with local pharmacies	Discussions with suitable pharmacies	Quarterly

- Self-inspection (according to manufacturing license), product-quality review (PQR)
- Number of internal audits
- Customer-satisfaction index
- Number of customer complaints
- Number of complaints vs. total deliveries

Innovative Procedures and Processes

Cluster Aim: We want to improve patient care further with digitization and innovative processes.

Goals	Measures	Timing
Driving of digitization in the Specialty Pharma sector to improve efficiency	Roll-out of mediosconnect	Already in four federal states, then further German states progressively
Improvement of patient care with digitization and innovative processes	Implementation of a platform with e-prescrip- tion compatibility for doctors, health insurers, specialized partner pharmacies, and patients (only for the Patient-specific Therapies segment)	2022

- Number of federal states where mediosconnect is available
- Number of transactions



Strategy Program Cluster: Employees

Vocational and Advanced Training

Cluster Aim: We want for all our employees to develop further through an overarching training policy.

Goals	Measures	Timing
ldentification and further develop- ment of our employees' potential with clear concepts	Employee review held with every employee each year	Late 2021
Increased number of trainee positions	Filling of existing trainee positions	2023
	Offering of new trainee occupations	2023
Support for junior employees and managers	Development of support and mentoring program	By 2024
	Manager training (incl. unconscious bias)	Ongoing

KPIs for measuring success:

- Number of trainee positions
- Number of participants in support and mentoring programs

Diversity and Equal Opportunities

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

Goals	Measures	Timing
Retention of a high proportion of women in leadership positions	Development of a mentoring program for women	2023
	Establishment of initiative or awareness day	2023
Active support for equal opportunities	Implementation of diversity and inclusion representative	2024
Safeguards for fair pay for women	Annual analysis of gender pay parity	Ongoing

- Employees in leadership positions, by gender
- Proportion of women to employees
- Gender pay parity ratio

Occupational Health

Cluster Aim: We want to preserve our employees' health and achieve zero occupational accidents per year.

Goals	Measures	Timing
Effective support for healthy lifestyles and occupational safety and health	Offer of check-ups and vaccinations (company doctor)	Late 2022
	Promotion of sport, stress-management course, subsidy for office glasses	2023
	Expansion of consistent health management group-wide	Ongoing
Full prevention of work-related accidents	Expansion of single occupational safety strategy group-wide, including training	Late 2022
	Implementation of management system for health, safety, and environment (HSE)	2025
Work-life balance at Medios	Comprehensive offering of flexible working-hour models	Ongoing

KPIs for measuring success:

- Number of employees who have participated in health programs
- Percentage of employees covered by health management
- Number of work-related accidents
- Percentage of employees covered by HSE-management system
- Number of flexible working-hour models utilized in relation to the total workforce

Employee Satisfaction

Cluster Aim: We want to further improve our employees' satisfaction with their workplace and employer.

Goals	Measures	Timing
Regular employee surveys	Performance of an annual employee survey	Ongoing, every two years
Increase of employee satisfaction	Expansion of remote-work offering	Late 2021
	Family & Friends events	2023

- Fluctuation rate
- Percentage of total workforce working from home at least once per week

Strategy Program Cluster: Environment

Energy and Emissions

Cluster Aim: We want to be climate-neutral at our sites by 2023.

Goals	Measures	Timing
Systematic recording of emissions data	Implementation of ESG software and expansion of digital electricity meters	2022
	Analysis of relevant scope 3 emissions (transport, etc.)	By mid-2023
	Evaluation of Science-based Targets Initiative	2023
Lowering of energy consumption through efficiency and prevention	Implementation of various energy-efficiency measures	Ongoing
	Implementation of ISO 50001 energy-management system	2023
	Determination of energy-efficiency criterion in procurement criteria	Starting 2022
50% reduction of scope 2 emissions and achievement of climate neutrality at own sites (using offsets)	Step-by-step transition to 100% green power	Evaluation starting 2021
	Evaluation and implementation of offset models	Climate neutra- lity in 2023
	Implementation of ISO 14001 environmental- management system	Starting 2023
	Payment for public-transit ticket	Ongoing

- Energy-efficiency level
- Reduction of emissions compared to reference year
- Metric tons of carbon equivalent per €m of revenue
- Share of green power in electricity consumed
- Scope 2 emissions compared to reference year (e.g. own electricity consumption, heating, cooling)
- Emissions at own sites
- Share of business with ISO certification
- Emissions offset



Waste and Recycling Cluster Aim: We want to conserve resources and recycle and reuse wherever possible.

Goals	Measures	Timing
Increase of the share of waste recycled or reused	Reusability or recyclability of suits, gloves, etc. defined as a procurement criterion	Starting 2022
Significant increase in usage of recyclable and reusable packaging	Usage of recycled/reused packaging	Starting 2022
	Reusability or recyclability of packaging defined as a procurement criterion	2022 / 2023
Sensitization to issue of recycling	Recycling-awareness campaign among employees (e.g. opening of garden house)	Starting 2022

- Waste volumes in metric tons
- Hazardous waste in metric tons
- Proportion of recycled or reused waste in percent
- Proportion of recycled or reused packaging in percent

Strategy Program Cluster: Social Responsibility

Civic Engagement

Cluster Aim: We want to support social projects.

Goals	Measures	Timing
Even greater expansion of social and civic engagement in our local area	Support for employees with paid days off for day-to-day civic engagement	2023
	Participation in charitable events	Starting 2022

KPIs for measuring success:

• Number of charitable events participated in

Stakeholder-Dialog

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

Goals	Measures	Timing
Consideration of stakeholder interests	Establishment of stakeholder management Evaluation of relevant stakeholder groups	Starting 2021
	Performance of stakeholder survey (dialog format and for verifying material topics)	By 2023
	Expansion of stakeholder dialog with all relevant stakeholders	By 2025
	Medios Specialty Pharma Day / Specialty Pharma Meet-Up / Network Conference Call	Ongoing

KPIs for measuring success:

• Establishment of specific KPIs depending on projects and topics



Your Contact to our Experts

If you have any questions or specific requests, our team is always happy to help.

Get in touch with us – we are looking forward to your inquiry!

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