



# From German to European Leading Specialty Pharma Platform

Company Presentation | January 2025

A person wearing a full white protective suit, including a hood and mask, is seated in a laboratory. They are holding a small vial or container. The background shows laboratory equipment and a clean, professional environment.

**Every day > 60,000 people are diagnosed with life-threatening diseases globally. At Medios, we are dedicated to timely providing high-quality and efficient treatments to patients with complex diseases.**



**“We are creating the leading European Specialty Pharma platform to treat diseases optimally with individualized medicine.”**

Matthias Gärtner, CEO Medios AG

**1 Medios at a Glance**


2 Business Model

3 Key Investment Highlights

4 Financials 9M 2024

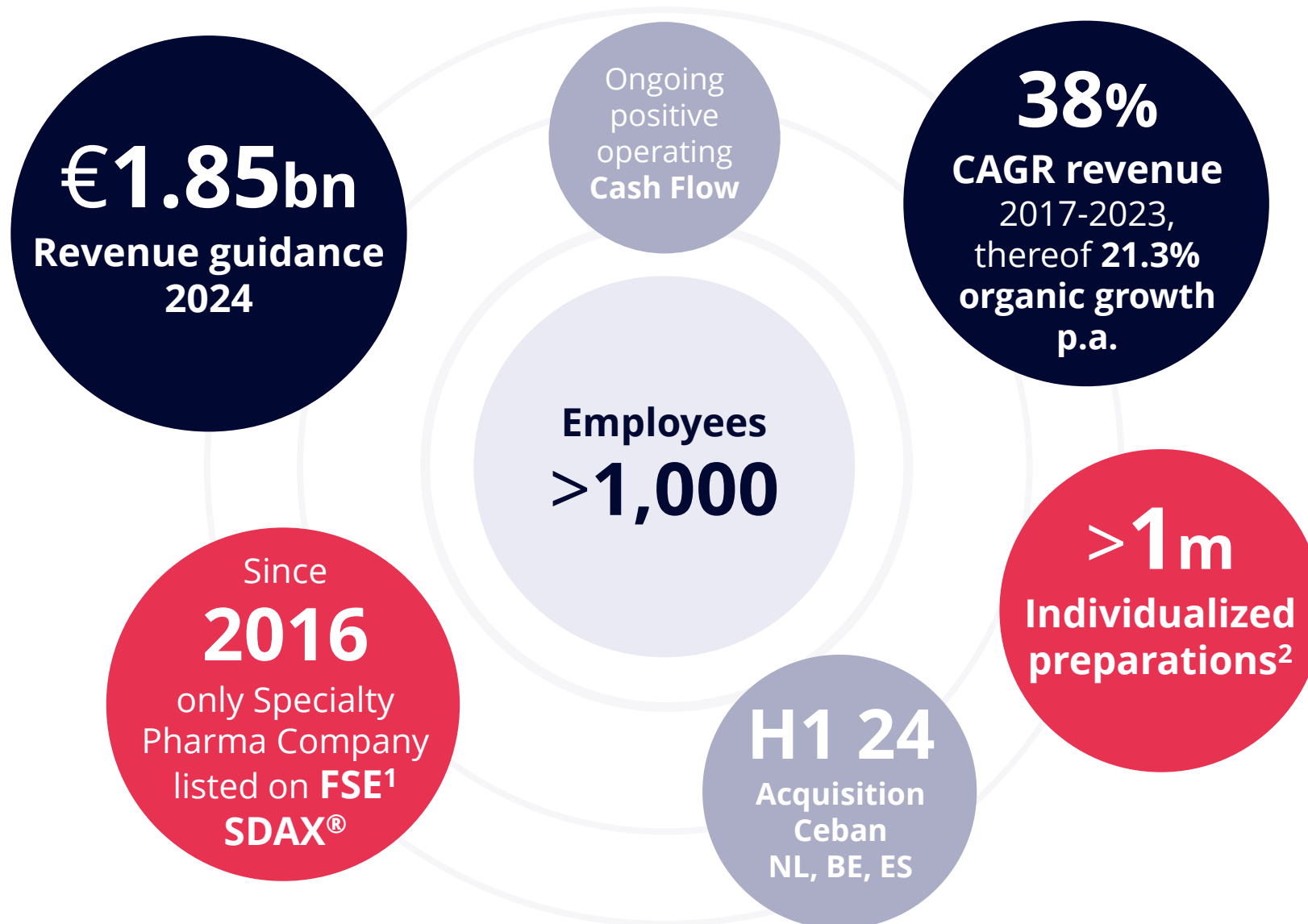
5 Outlook

Appendix



**Specialty Pharma: Complex and cost-intensive treatment of life-threatening, chronic or rare diseases e.g. Cancer, Hemophilia, HIV, Hepatitis**

# A leading position in Specialty Pharma in Europe



# Scope of synergistic and well-diversified activities



- **Individualized medication compounded** at GMP-compliant facilities for pharmacies, hospitals, clinics, and homecare
- Sterile and nonsterile compounding
- 8 GMP-(compliant) facilities
- By using GMP-(compliant) labs and collaborating with partners enabler for new, personalized treatment options in the field of **Advanced Therapies**

PRESENCE   

SEGMENT PST | IB



- Sourcing, repacking and distributing APIs and excipients to pharmacies and hospitals compounding in-house
- 2 GMP-repacking facilities: one in Belgium and one in Spain

PRESENCE  

SEGMENT IB



- 24 community pharmacies operating under the **"Medsen"** brand (pharmacy chain)
- 1 hospital pharmacy operating under Ceban Clinic Care

PRESENCE 

SEGMENT IB



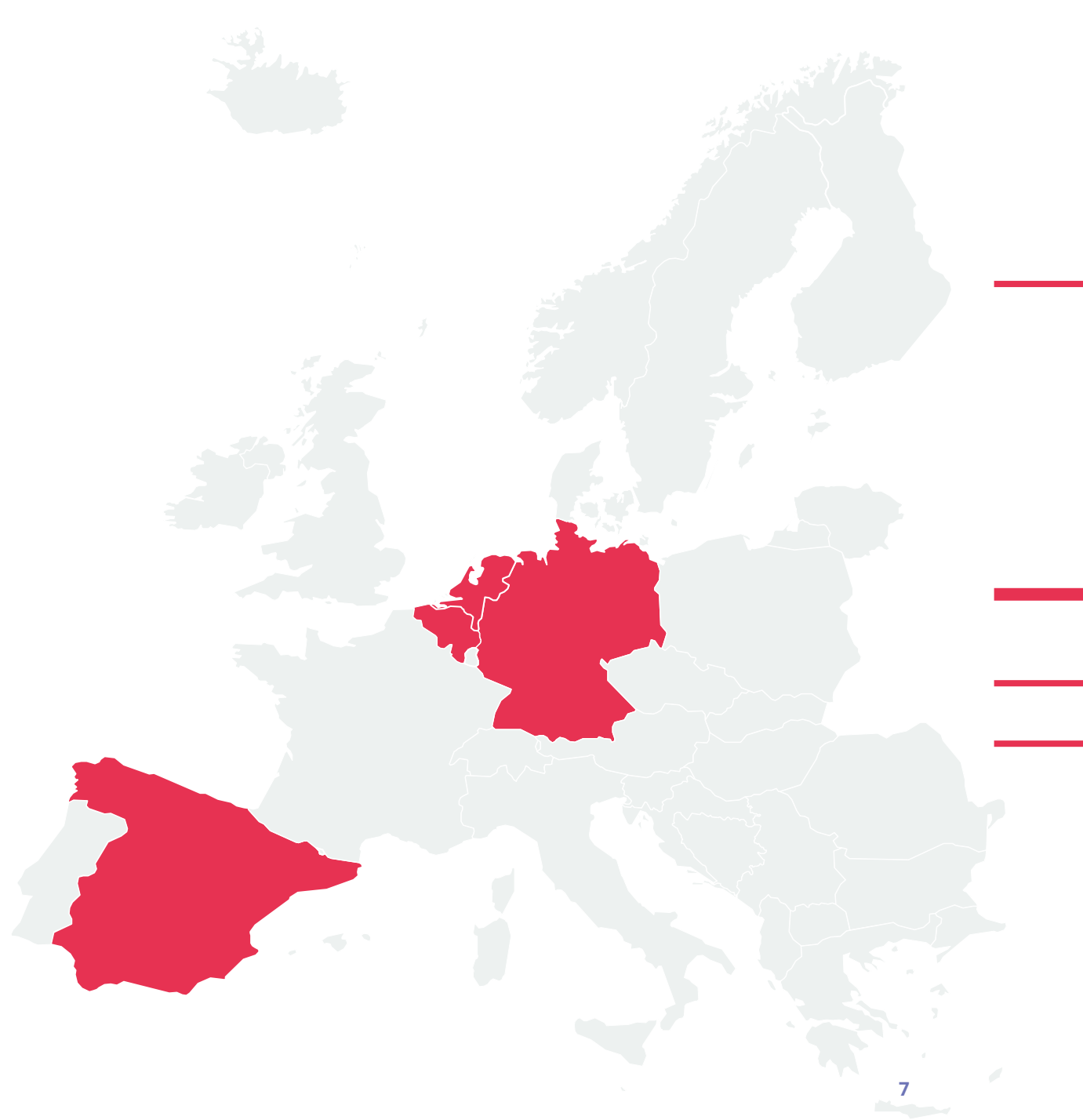
- Provides finished (specialty) pharma products to own compounding labs, to pharmacies and hospitals
- 3 warehouses: 2 in Germany, 1 in the Netherlands

PRESENCE  

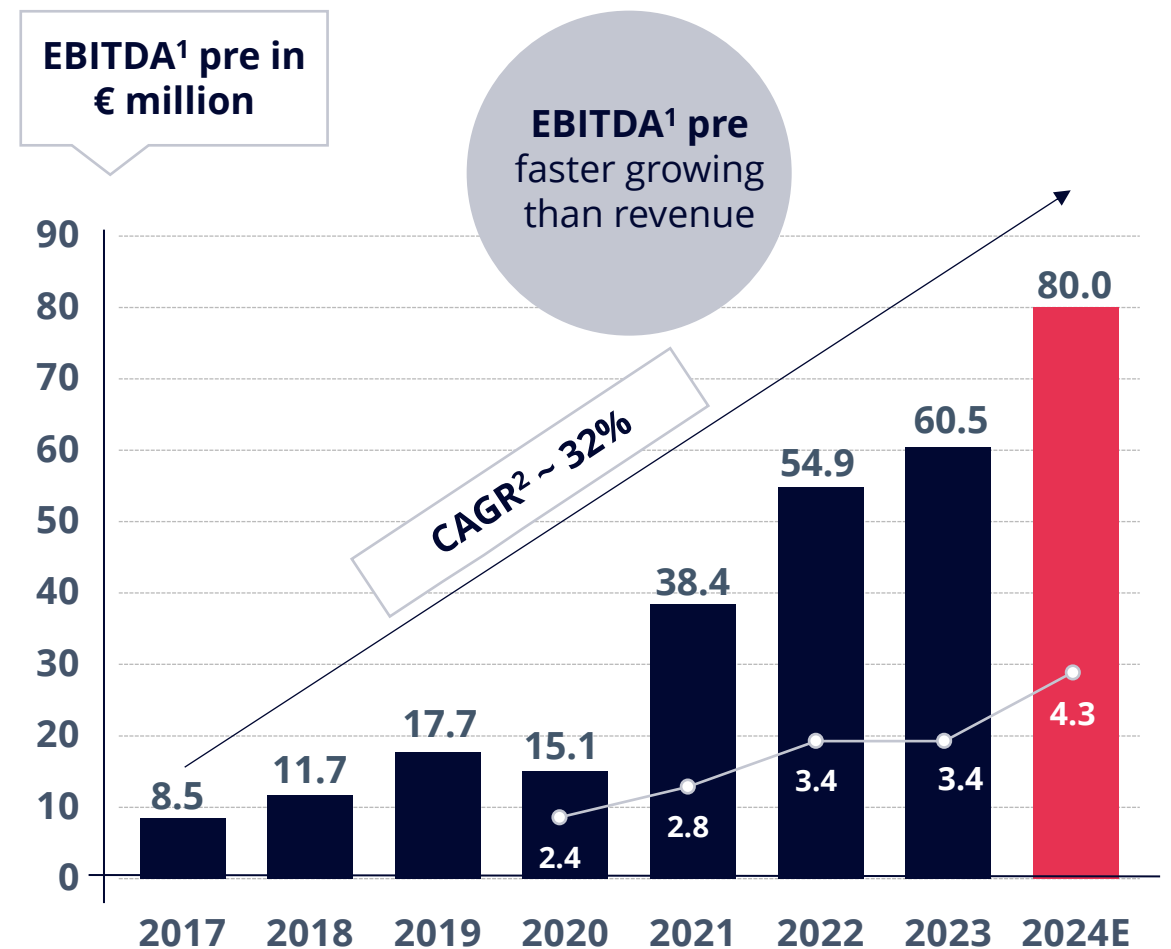
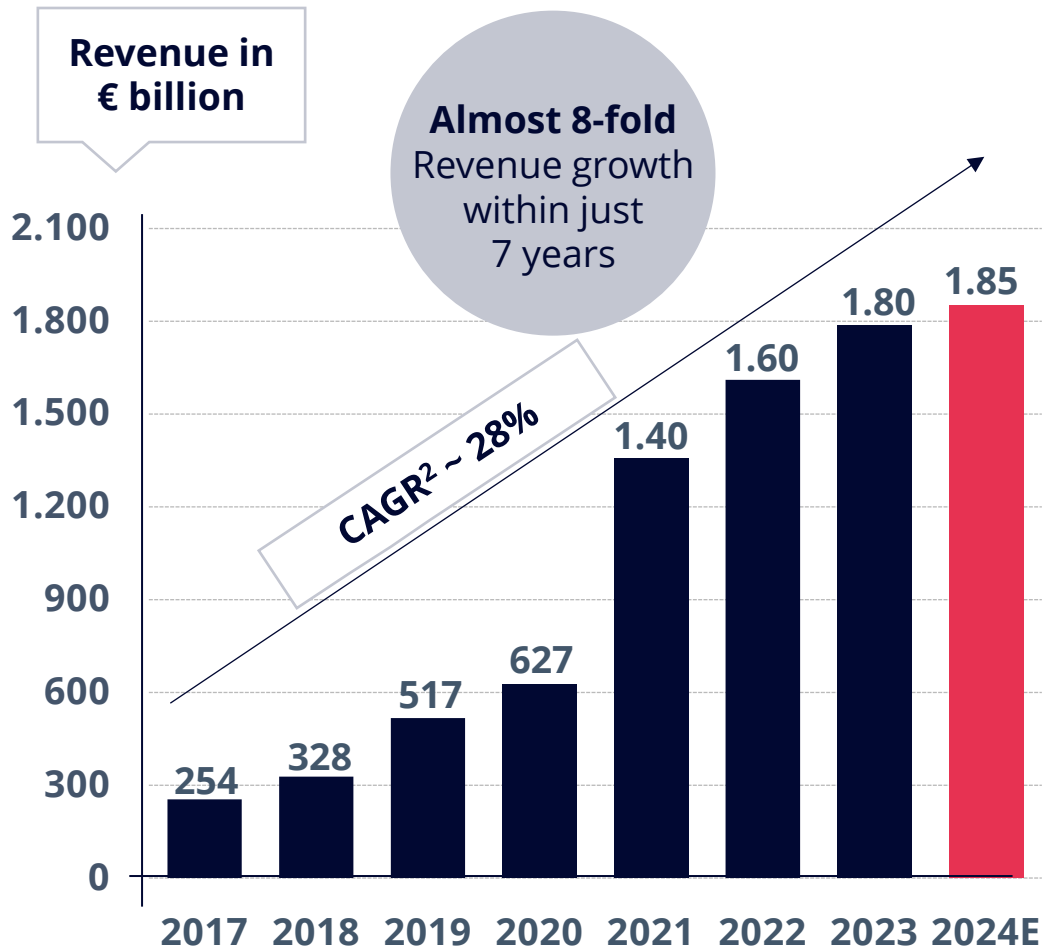
SEGMENT PS | IB

# European Compounding Platform

- **Leading position** in Specialty Pharma compounding in Europe following acquisition of Ceban
  - 10 GMP\* -(compliant) facilities
    - 8 GMP labs for individualized preparations in Germany and The Netherlands
    - 2 API<sup>1</sup> repackaging facilities in Antwerp, Belgium and Barcelona, Spain
  - 24 owned pharmacies operating under Medsen brand in the Netherlands
  - Around 4,200 partner pharmacies (of which 850 in Germany) and >200 hospital pharmacies across Europe



# Sustainable revenue and EBITDA pre growth 2017 – 2024E

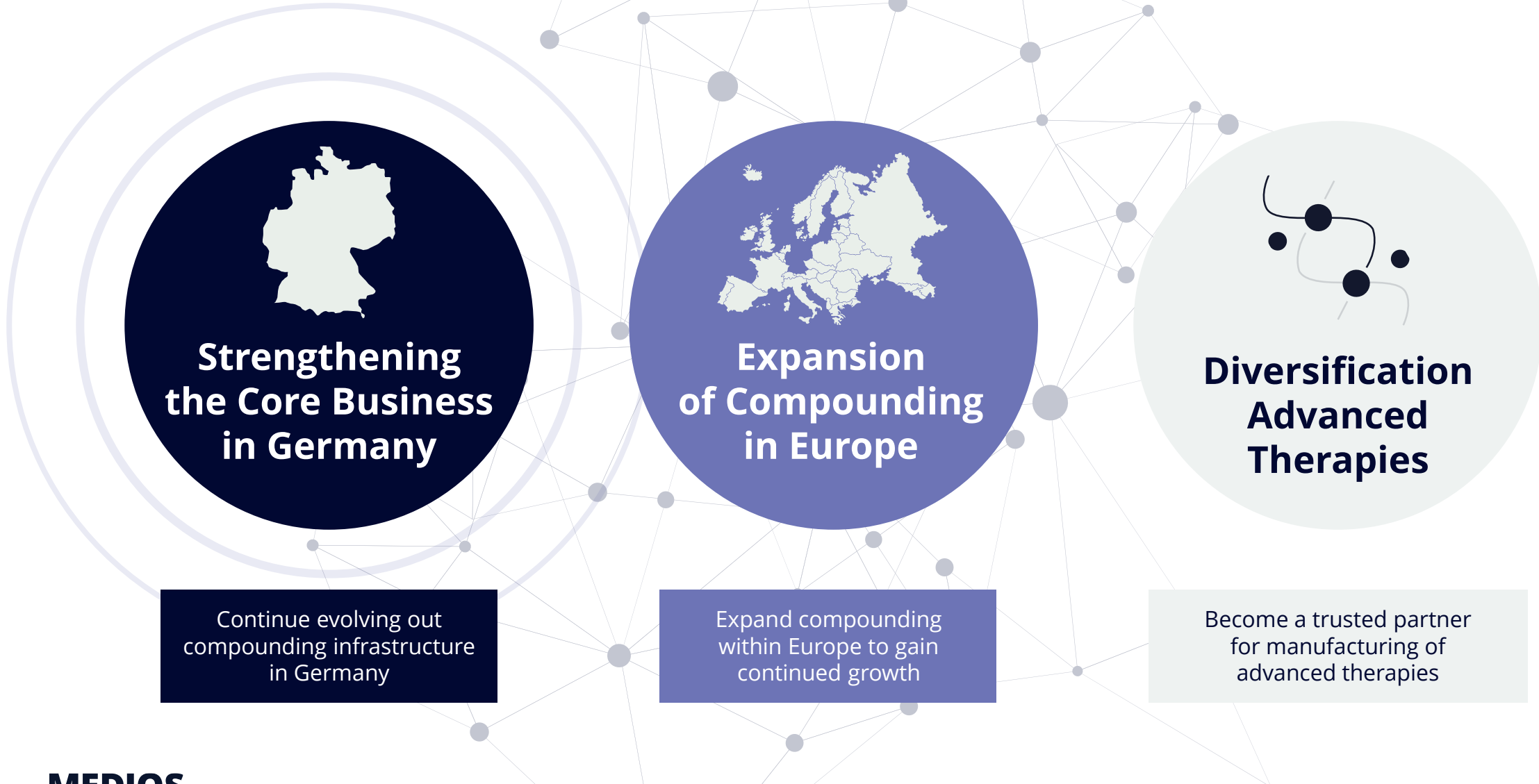


<sup>1</sup> EBITDA is defined as consolidated earnings before interest, taxes, depreciation and amortization; EBITDA pre is adjusted for special charges for stock options, expenses for M&A activities and for performance-based payments for the acquisition of compounding volumes as well as from 2024 expenses for ERP-System implementation I

<sup>2</sup> Compound Annual Growth Rate



# Clear strategy to build the leading European Specialty Pharma Platform





**“We highly value Medios as a reliable customer with large Specialty Pharma order volumes.”**

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# Well diversified set-up with three Segments

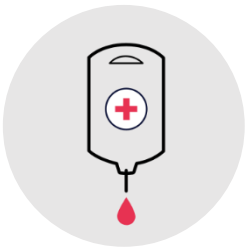
Pharmaceutical  
Supply (PS)



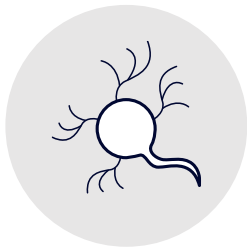
Patient-Specific  
Therapies (PST)



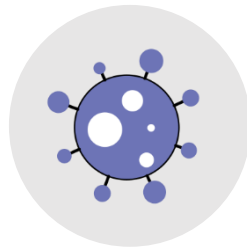
International  
Business (IB)



Oncology



Neurology



Autoimmune  
Diseases



Ophthalmology



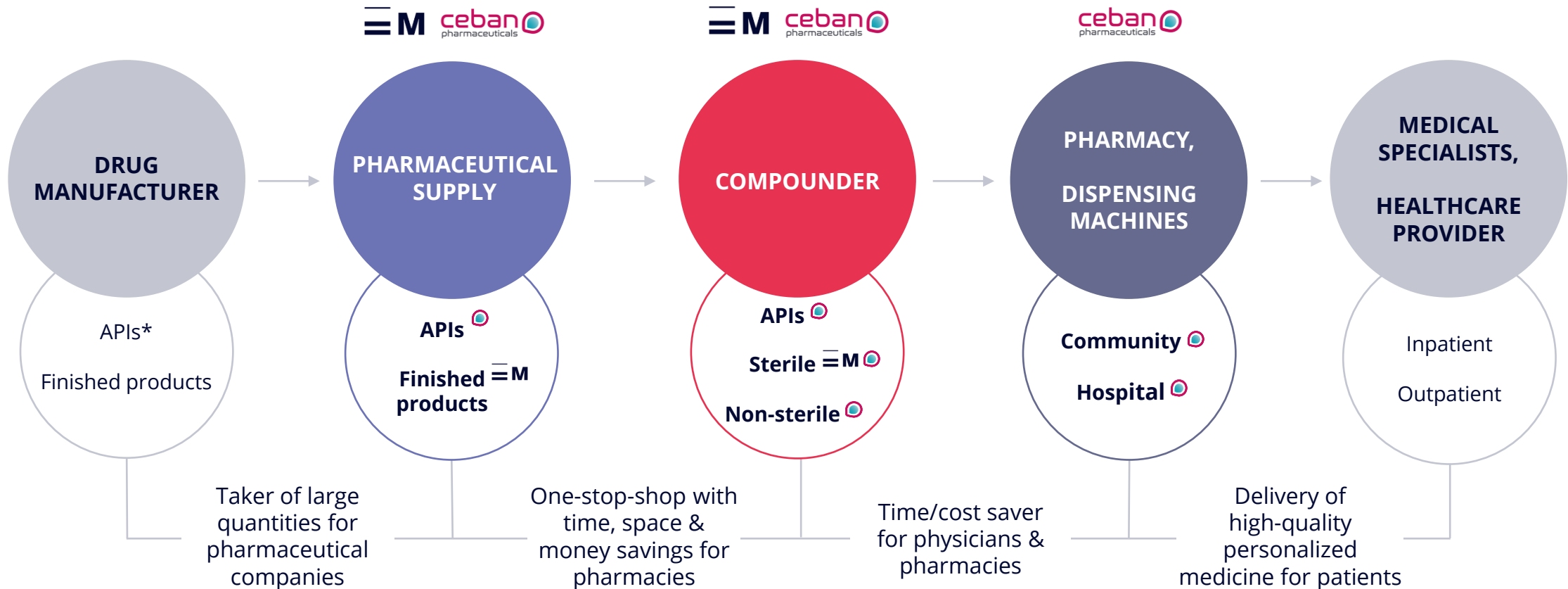
Infectious  
Diseases



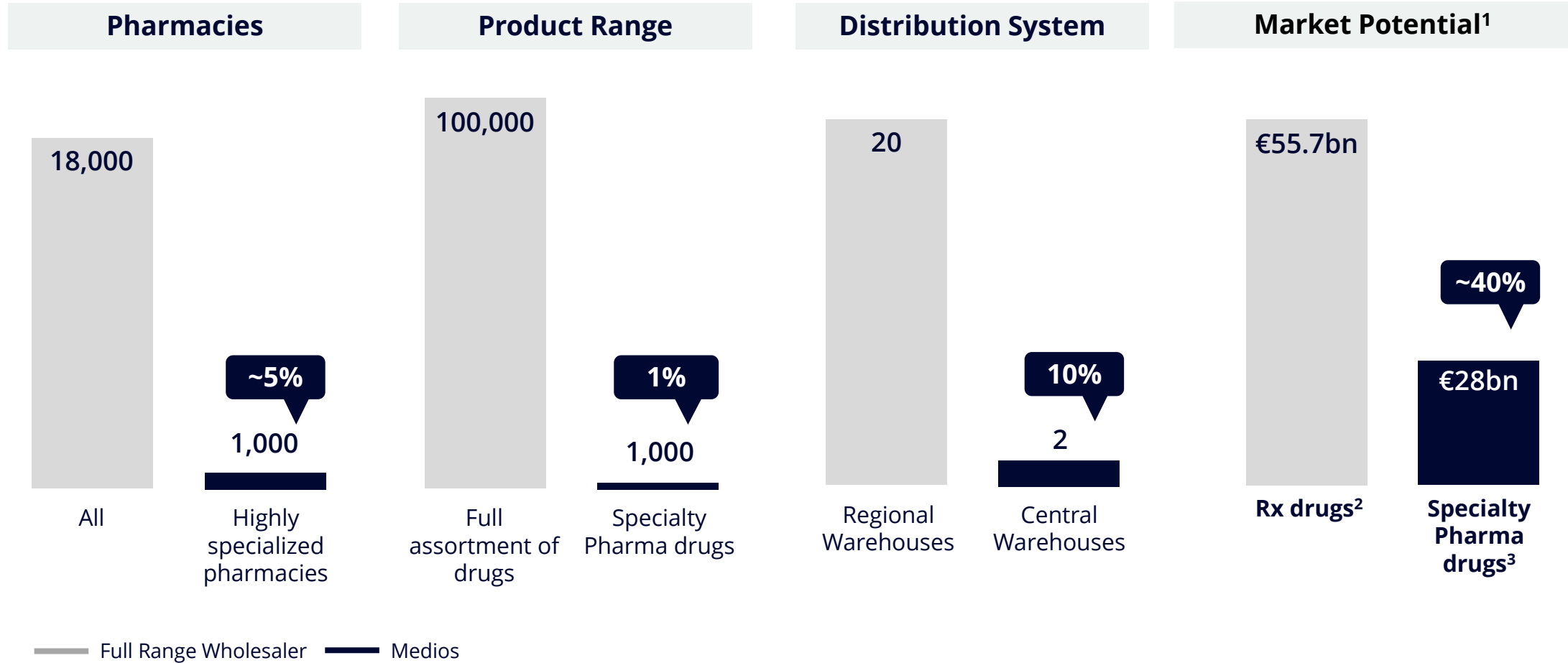
Hemophilia



# Medios' position in the simplified pharmaceutical value chain



# Highly focused & efficient



A portrait of Dr. Yann Samson, a middle-aged man with short dark hair, wearing a dark suit, white shirt, and a striped tie. He is smiling and looking directly at the camera. The background is a plain, light-colored wall.

**“I am convinced that close cooperation, knowledge sharing and transparency are key to deliver successfully on our ESG commitments.”**

Dr. Yann Samson, Chairman of the Supervisory Board  
ESG Expert

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# Compelling Investment Case

**A leading position**  
in Specialty Pharma  
compounding in  
Europe



**Unique business model** with  
compounding and  
supply networks  
supported by  
digital  
platform



**Attractive and  
rapidly growing  
market** in Europe



Leveraging market  
leadership in  
Germany to **build  
European  
Specialty Pharma  
platform**



**Culture,  
leadership and  
sustainability** as  
key enablers



**Strong and  
profitable  
growth** with solid  
balance sheet and  
cash generation



# Low risk business profile

**Largely independent** of economic cycles

**Sustainable annual cash flow generation**

**Low** capital intensity  
Capex €12m p. a.

Market with **steady, long-term growth**

**Critical size with scale effects** to benefit from increasing need for quality and efficiency

**As market leader,** potentially benefitting from regulatory changes in the mid to long term





# Strong position among market players



## Wholesale Companies

- Full-line wholesalers (~100,000 products)
- Primarily a logistics partner not a consulting partner
- Mandatory legal inventory range of 14 days
- Intransparent discount structures

## Specialized Merchants

- Limited range
- Focus on niche segments and special processes

## Manufacturing Companies

- Mainly regional focus
- Primarily manufacturers, not consulting partners
- Limited range

## Pharmacies

- ... more than 200 pharmacies with clean room
- No GMP<sup>1</sup> certification
  - Less cost-effective manufacturing

## Pharmaceutical Supply

## Patient-Specific Therapies

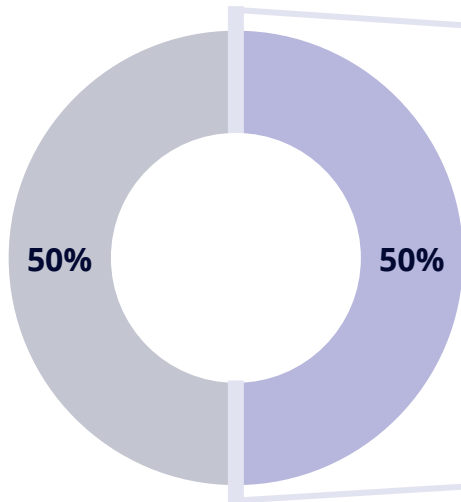




# Undisputed market leader in Pharmaceutical Supply

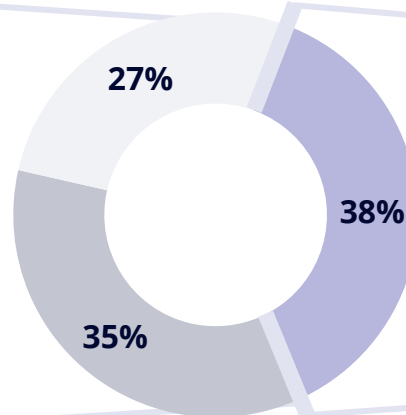
## Rx Drug Sales

€55.7bn<sup>1</sup>



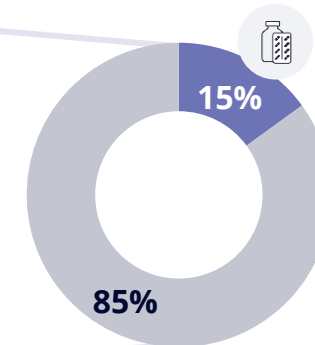
## Specialty Pharma Drug Sales

€27.9bn



## Specialty Pharma Wholesale Market

€10.6bn



- Specialty Pharma Drugs
- Standard Drugs

- Specialty Pharma Wholesalers
- Direct Sales to Pharmacies from Pharmaceutical Companies
- General Wholesalers

- **MEDIOS**
- Other

# Key Investment Highlights

## Snapshot Ceban Pharmaceuticals



Founded  
**2004**



Headquarters  
**Breda, Netherlands**



Employees  
**~600**

### Financials 2023



**~€160m Revenue**

**~€29m EBITDA adj.**

**~18% EBITDA Margin adj.**

### Market position per country\*



Netherlands  
**Market leading**



Belgium  
**#2**



Spain  
**#5**

- **Leading full-service compounding services platform**
- **Diversified business model covering the full compounding value chain:**
  - Compounding Services (non-sterile and sterile)
  - API<sup>1</sup> Services
  - Chain of pharmacies (24 pharmacies operating under 'Medsen' brand)
- **Operating 4 well-invested GMP-compliant facilities**
  - 2 in the Netherlands: non-sterile and sterile compounding
  - 1 in Belgium: API repacking and (non)sterile compounding
  - 1 in Spain: API repacking
- **Services >200 hospitals & clinics, and >3,300 retail pharmacies**
- **Realized an organic revenue CAGR of ~10% (2021-2023)**
- **Highly committed management team** with strong track record

# Key Investment Highlights

## Compounding Services



- **Market leader in Compounding Services**
  - Complete non-sterile offering
  - Expanding sterile offering
  - Highly innovative – quick go-to-market
- **Unique business model, characterised by:**
  - Covering the full-value chain – anticipation on developments
  - Supply chain security & strong logistics
  - Robust product development capabilities
- **Well-positioned to benefit from the outsourcing trend**

Oostrum Compounding Site		Breda Compounding Site	
Facility size	2,000 sqm	Facility size	3,000 sqm
Workforce	72	Workforce	81
Clean rooms	30	Clean rooms	22
Capacity (in use)	25-30%	Capacity (in use)	70%

### Growth drivers

- ✓ Favourable regulatory environment, allowing for sterile and non-sterile outsourcing
  - Strong and developed non-sterile market
  - Rapidly growing sterile market
- ✓ Healthcare providers focusing on core activities, fuelling demand for outsourcing
- ✓ Regulation imposing increasingly strict quality & safety requirements while reducing costs
- ✓ Collaboration with hospitals and growth of clinics driving strong growth in sterile market
- ✓ Valuable insights - Medsen pharmacies and API Services

# API-Services and Compounding Services



## API Services

- Leading player in APIs for pharmacies and hospitals compounding in-house in Belgium and Spain
  - Complete offering of APIs and related products
  - Customers in 7 European countries
  - Product offer expanded following shortages/discontinuations
- Well-positioned to benefit from demographics, drug shortages and drug discontinuations

## Compounding Services

- Starting in Q4-24 with Compounding Services
  - State-of-the-art new facility in Wilrijk (Belgium)
  - Approvals received from authorities to start with compounding (sterile and non-sterile)

## Growth drivers

- ✓ Accessibility
  - Drug shortages and discontinuations
  - Supply chain disruptions
- ✓ Personalization – need for tailor-made medicines
  - Dose and/or format alteration
  - Combination therapies
- ✓ Demographics – ageing population, ...
- ✓ Favorable regulation towards outsourcing of compounding (regulatory changes in 2019 and 2021)
- ✓ Increased regulation for hospital compounding requires substantial investments, driving outsourcing
- ✓ Liberalization results in slowly increasing outsourcing levels, fueling compounding market growth

# Benefitting from the megatrends

## Ageing population

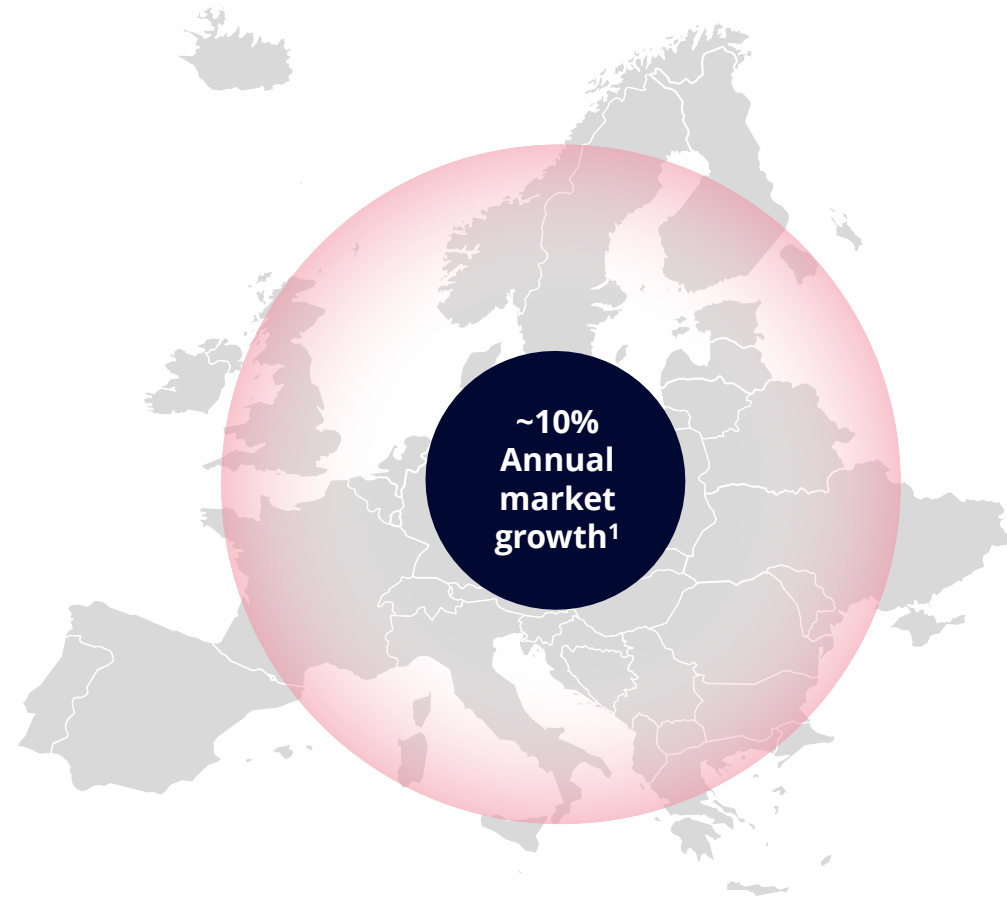
Rising prevalence of chronic disease

## Individualization

New patient-tailored therapies

## Focus on quality and efficiency

Increasing rate of outsourcing to GMP<sup>2</sup> facilities



## Key Investment Highlights

# Specialty Pharma growing faster than the pharma market

### Revenue of Pharmacies in Germany in 2023

**€66.4bn**  
+3.4% yoy

Total revenue<sup>1</sup>

thereof

**€55.7bn**  
+3.6% yoy

Rx drugs revenue<sup>1</sup>

thereof

**€27.9bn**  
+6.5% yoy

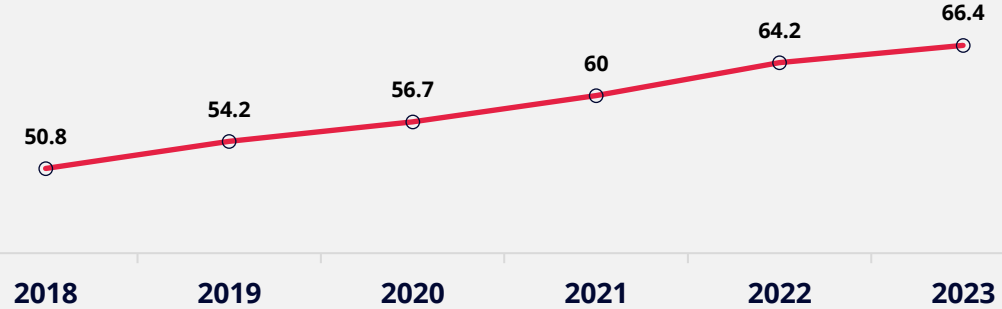
Specialty Pharma  
drugs revenue<sup>2</sup>

thereof

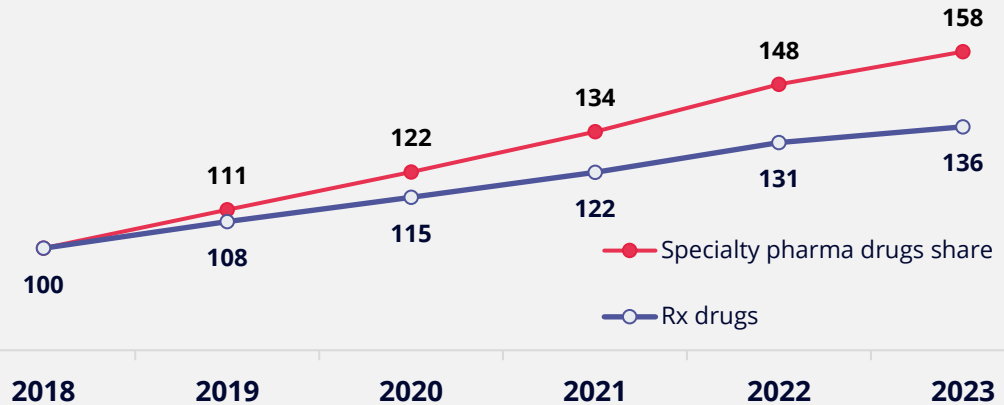
**~€2.0bn**  
7.0%

Medios market  
share<sup>3</sup>

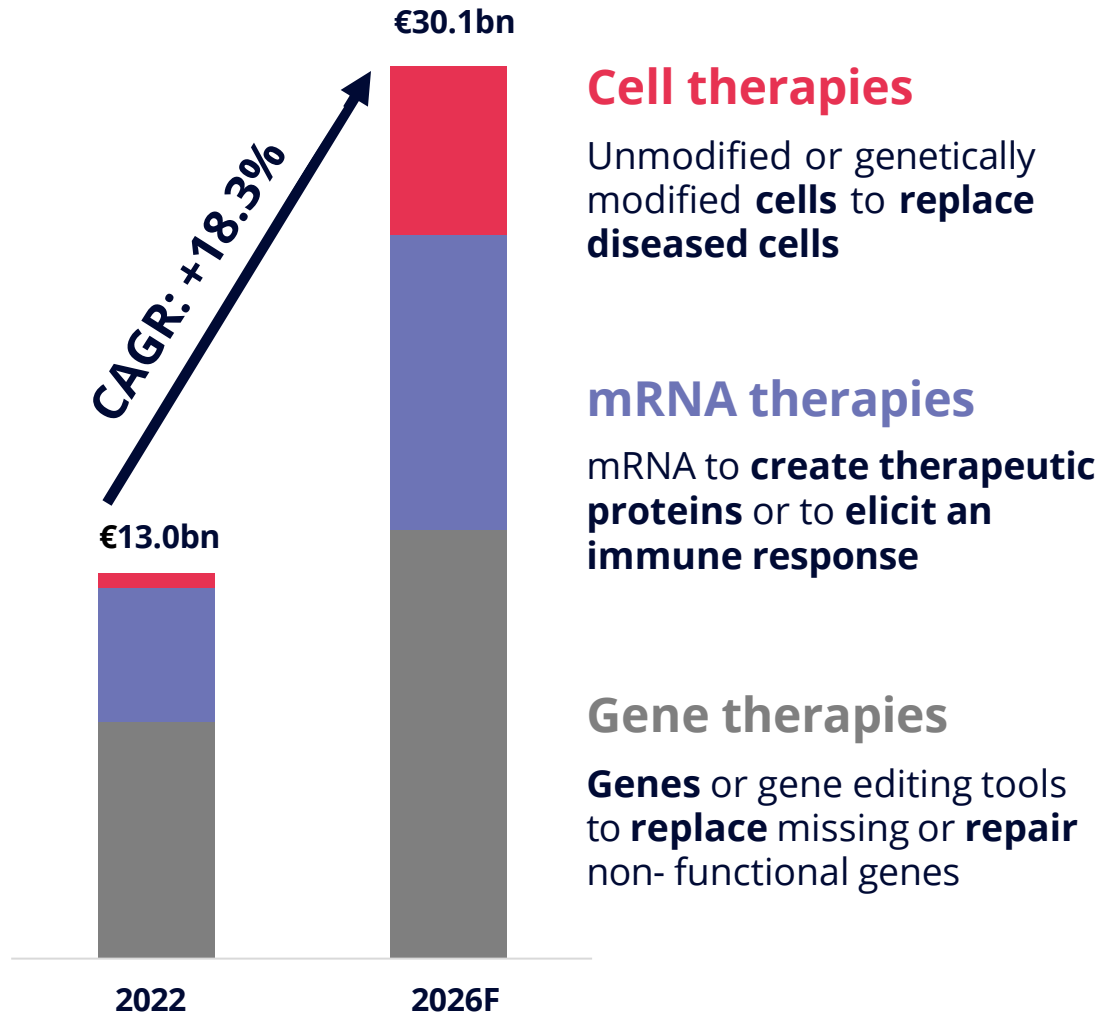
### Pharmacies revenue in Germany (in € bn)<sup>1</sup>



### Revenue Specialty Pharma drugs<sup>2</sup> vs. Revenue all RX drugs<sup>1</sup> in Germany (indexed, in %)



# Global advanced therapeutics market\*



## Cell therapies

Unmodified or genetically modified **cells** to **replace** diseased cells

## mRNA therapies

mRNA to **create therapeutic proteins** or to **elicit an immune response**

## Gene therapies

**Genes** or gene editing tools to **replace** missing or **repair** non- functional genes

Leveraging market leadership

**Advanced Therapies will revolutionize patient care – Medios' platform is an enabler**

Expert in patient-specific **GMP<sup>1</sup> manufacture** of therapies in **smallest batches**

Comprehensive **network of pharmacies and logistics for personalized medicine**



## Key Investment Highlights

# ESG embedded in management

Comprehensive **“ESG strategy 2025”**  
as part of Corporate strategy

**ESG Committees:** Responsibility at all levels

- Sustainability Committee: Chaired by CEO
- Chair of the ESG Committee: Chairman of the SB

**High Transparency** through:

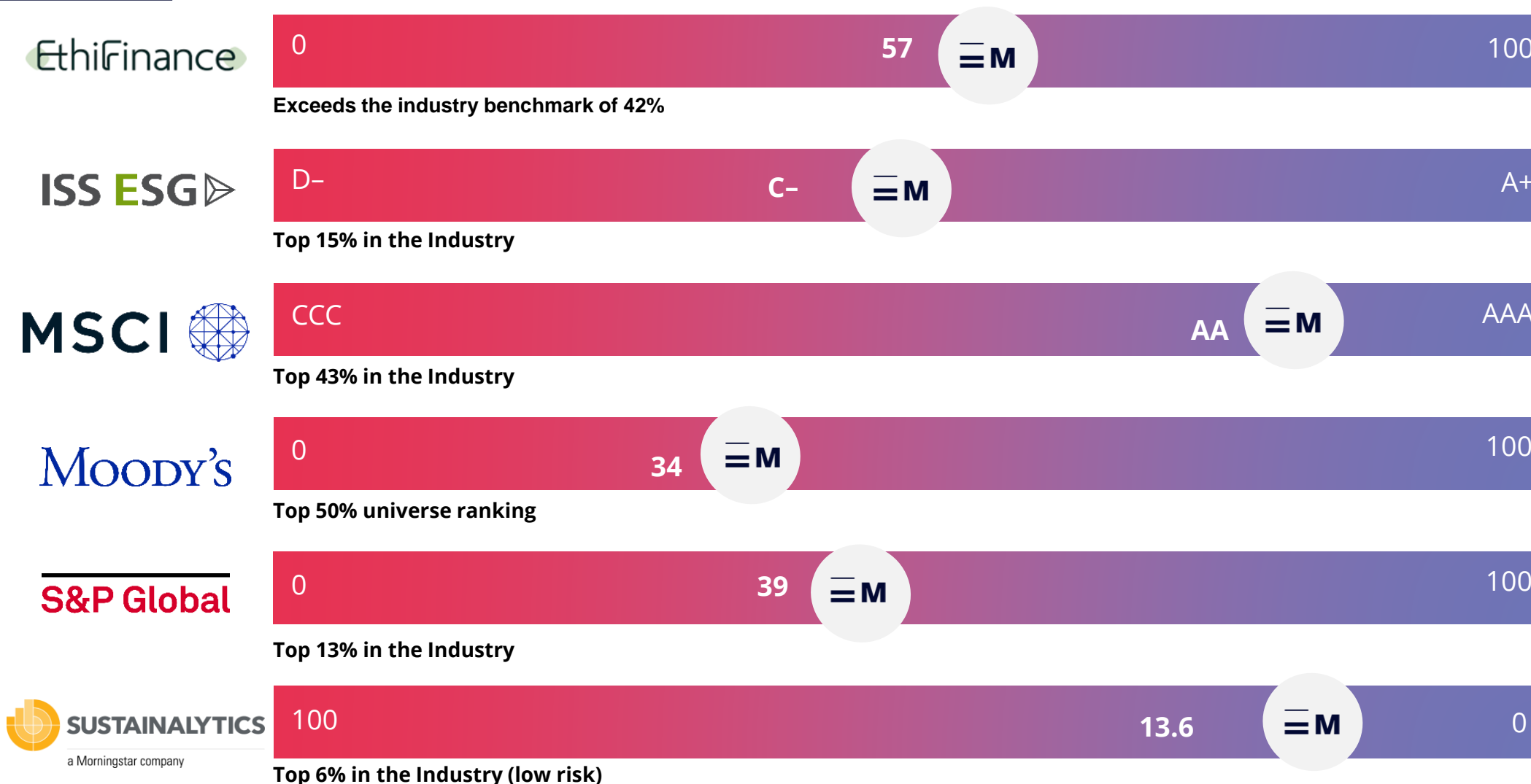
- Voluntary Annual Nonfinancial Reports until 2023, starting in 2024, mandatory reporting that fully complies with new European standards (CSRD<sup>1</sup> and ESRS<sup>2</sup>), highly increasing transparency



**Culture, leadership and  
sustainability as key enablers**

# Key Investment Highlights

## Average to above-average ESG Ratings (as of Sept 2024)





**“I am passionate about working for Medios because patient care is at the center of what we do.”**

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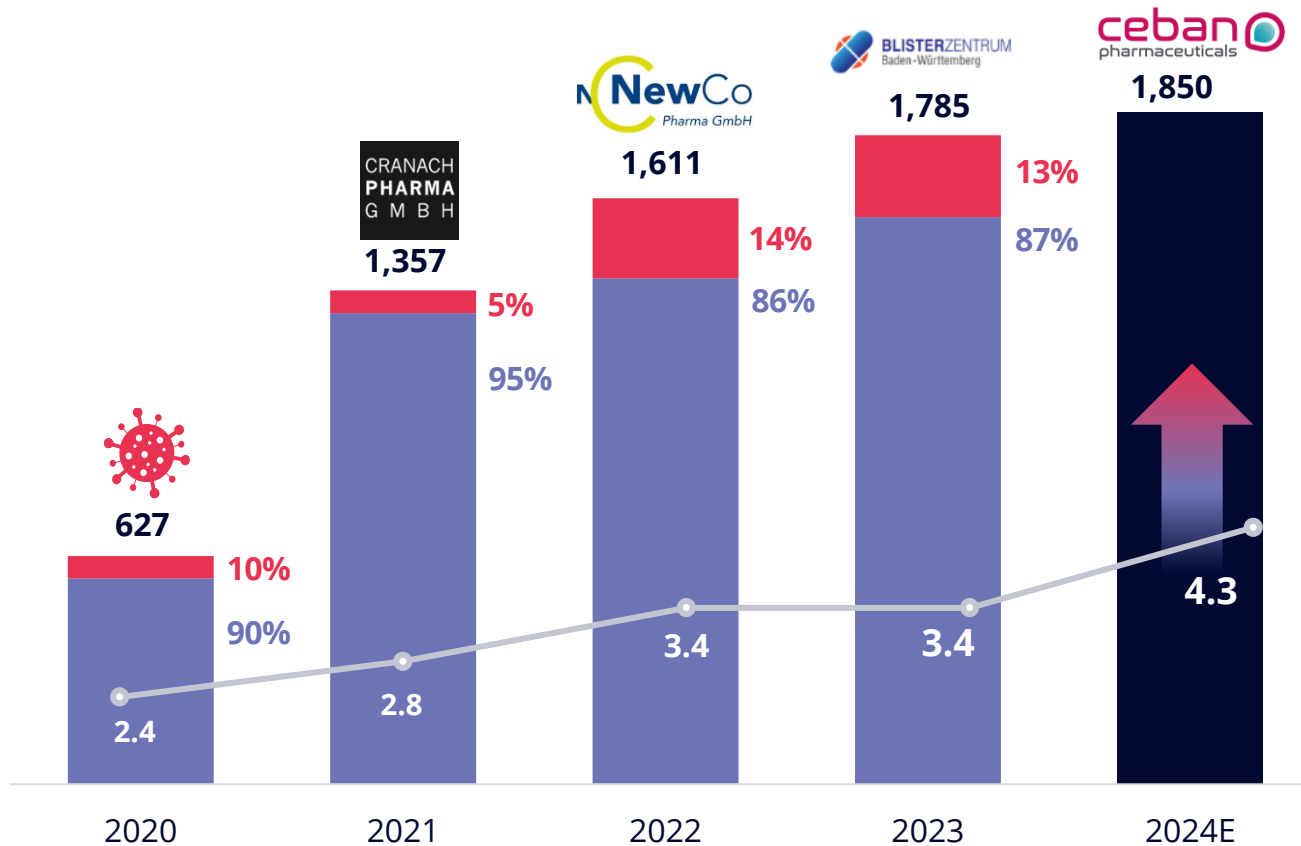
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# Strong PS and IB (four months); PST impacted by regulatory effects

YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Internal Services		IFRS consolidation		Group	
	9M 24	9M 23	9M 24	9M 23	9M 24	9M 23	9M 24	9M 23	9M 24	9M 23	9M 24	9M 23
Total segment revenue delta (yoy in %)	1,297.7 2.0%	1,271.8	172.7 -14.2%	201.3	47.3	n/a	8.4 26.6%	6.7	-125.6 -7.9%	-136.4	1,400.5 4.2%	1,343.5
Revenue – external delta (yoy in %)	1,191.2 2.0%	1,168.0	161.6 -7.7%	175.0	47.3	n/a	0.5 -8.7%	0.5	n/a	n/a	1,400.5 4.2%	1,343.5
EBITDA pre <sup>1</sup>	37.0	33.7	16.7	17.8	9.8	n/a	-7.8	-5.3	n/a	n/a	55.8	46.3
margin (% of revenue – total)	2.9%	2.6%	9.7%	8.9%	20.7%		-92.1%	-79.0%			4.0%	3.4%
margin (% of revenue –external)	3.1%	2.9%	10.4%	10.2%	20.7%		<-100%	<-100%			4.0%	3.4%

# Ongoing growth and significant EBITDA pre margin increase

Segment revenue, EBITDA pre<sup>1</sup> margin (in €m, %)



**4.3%**  
Medios Group  
EBITDA pre<sup>1</sup>  
margin 2024E

Revenue Pharmaceutical Supply (PS)

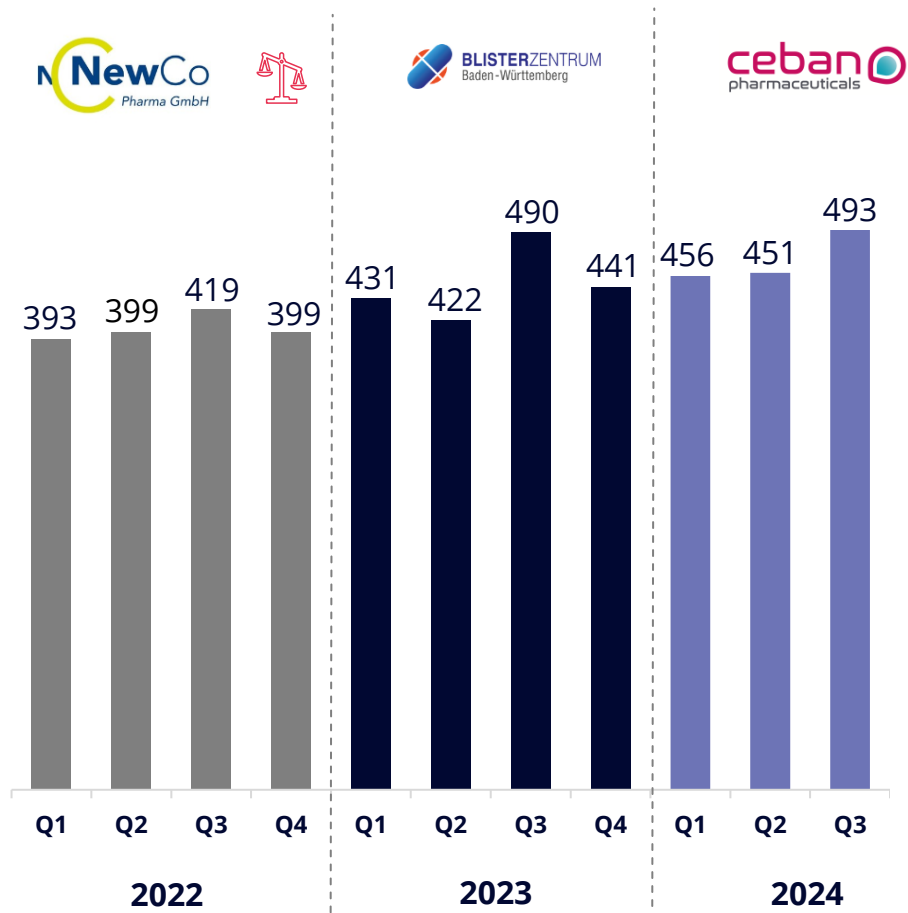
Revenue Patient-Specific Therapies (PST)

Revenue PS, PST and IB

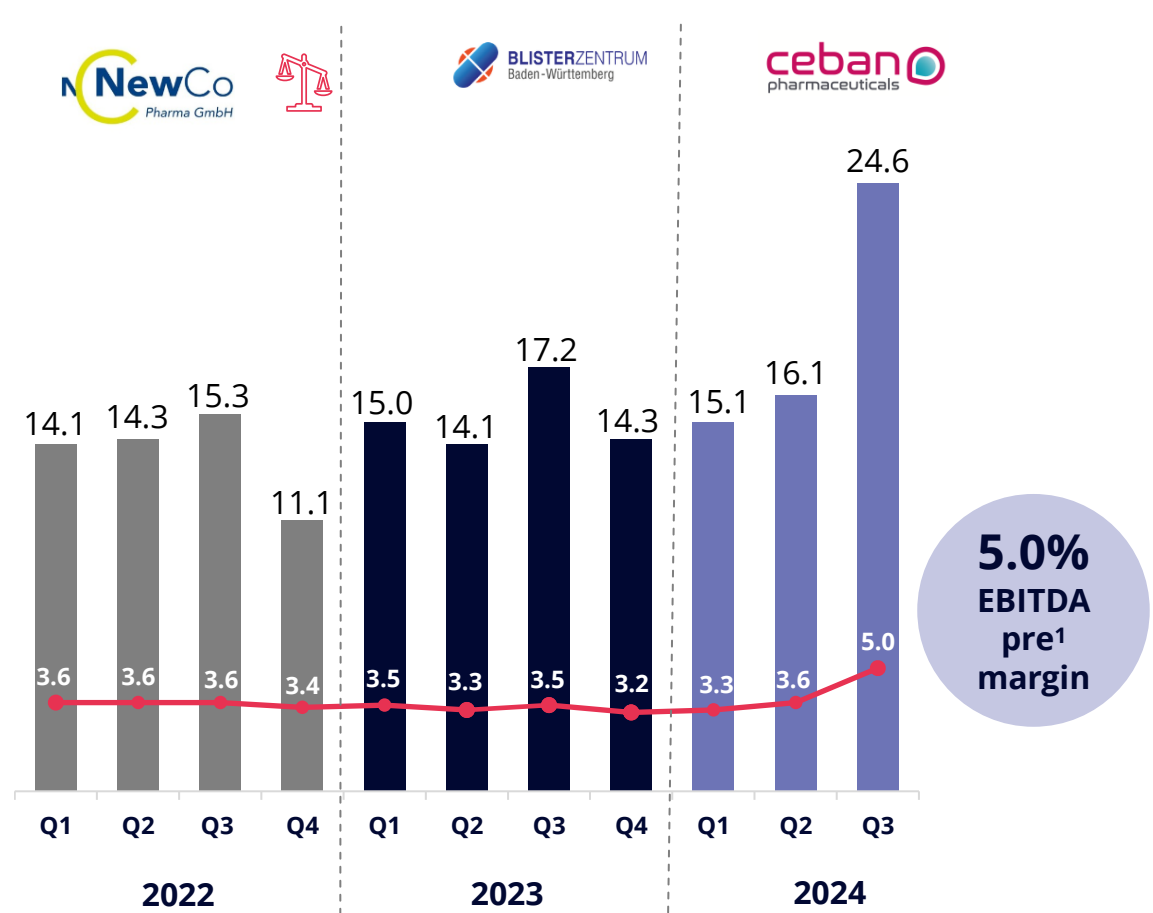
—○— EBITDA pre<sup>1</sup> margin

# QoQ – Record revenue and EBITDA pre; outstanding EBITDA pre margin

Revenue (€m)



EBITDA pre<sup>1</sup> €m



# 9M 2024 – Good Group financials and strong operating CF

In € million	9M 2024	9M 2023	Δ in %
<b>Revenue</b>	1,400.5	1,343.5	<b>4.3%</b>
<b>Gross profit<sup>1</sup></b> <i>gross margin in %</i>	107.3 <b>7.7%</b>	83.6 <b>6.2%</b>	28.3% <b>24.2%</b>
<b>EBITDA pre<sup>2</sup></b> <i>margin in %</i>	55.8 <b>4.0%</b>	46.3 <b>3.4%</b>	<b>20.6%</b> <b>17.6%</b>
Conversion rate in % <i>(EBITDA pre/gross profit)</i>	<b>52.0%</b>	<b>55.3%</b>	<b>-6.0%</b>
EBIT	22.3	25.7	<b>-13.2%</b>
<b>EPS (€), undiluted</b>	0.43	0.69	<b>-37.7%</b>
CF from operating activities	27.6	10.8	<b>&gt;100.0%</b>
CF from investing activities	-221.3	-16.8	<b>&gt;100.0%</b>
CF from financing activities	190.3	-3.7	<b>&lt;-100.0%</b>
<b>Free cash flow<sup>3</sup> (before M&amp;A)</b>	24.0	9.9	<b>&gt;100.0%</b>
	<b>30 Sep 2024</b>	<b>31 Dec 2023</b>	<b>Δ in %</b>
Inventories	76.9	59.3	<b>29.6%</b>
Cash & cash equivalents	67.6	71.0	<b>-4.8%</b>
Equity <i>ratio in %</i>	507.5 <b>55.6%</b>	468.8 <b>78.8%</b>	<b>8.3%</b> <b>-29.4%</b>
Liabilities <i>ratio in %</i>	405.8 <b>44.4%</b>	125.9 <b>21.2%</b>	<b>&gt;100.0%</b> <b>&gt;100.0%</b>

## Comments

Financials including the strong contribution of **Ceban (segment International Business “IB”)** for four months

- **Revenue growth** driven by PS segment (+€23.2m) and Ceban acquisition (+€47.3m) (segment IB)
- **Gross profit** increased by +28.3% (+€23.7m) mainly due to IB (+€23.1m) and PS (+€4.1m); PST decreased (-€4.0m) due to lower revenue, deconsolidation of KB, regulatory headwinds, and higher performance-based payments
- **EBITDA pre** rose by 20.6% driven by +€9.8m contribution of **IB** and by a disproportionate growth of **PS** (+€3.3m); **PST** lower EBITDA pre (-€1.1m) was mainly due to lower revenue and regulatory headwinds; **Services** decreased by -€2.5m as a result of higher personnel and other expenses due to integration, marketing, and IT
- **Operating cashflow increasing** by €16.8m to €27.6m
- **Investing CF** of c. -€221.3m resulting from consideration transferred of Ceban acquisition (€100m), repayment of existing loan liabilities (€127m) less cash contributed by Ceban (€6m)
- **Financing CF** of €190.3m reflects the drawing of the bridge loan for the acquisition of Ceban (€200m) less interest payments (-€5 m), payments for lease agreements (-€3 m) and repayments of other short term financing facilities (-€1m)
- **Cash & cash equivalents** consisted mainly of unrestricted bank deposits

## Status Debt-Financing

- **Net debt** of approx. €166m on 30 September 2024
- **Includes fully drawn bridge loan** for Ceban acquisition of **€200m**, syn loan not drawn as of 30 September 2024
- Concluded new financing structure in November 2024: **€225m**, thereof
  - €125m as **term loan**, term: 5 yrs, repayment will start in March 2025, and
  - €100m as **Revolving credit facility (RCF)**, term 5 (+1 +1) yrs plus
    - RCF step up option of further €50m
- **Estimated future free cash flow after interest payments** (c. €30m - €40m) available for redemption of credit facility starting as of March 2025







**“Medios delivers the best quality – reliably, competently and fast. These are key criteria for the optimal care of our patients.”**

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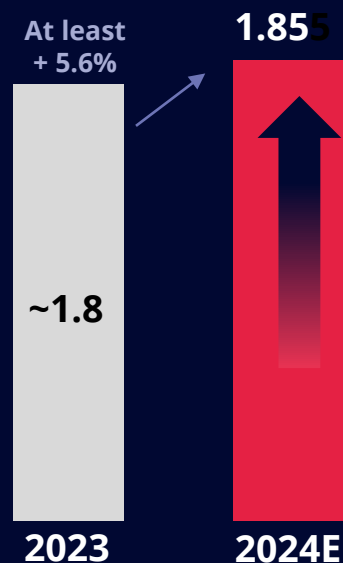
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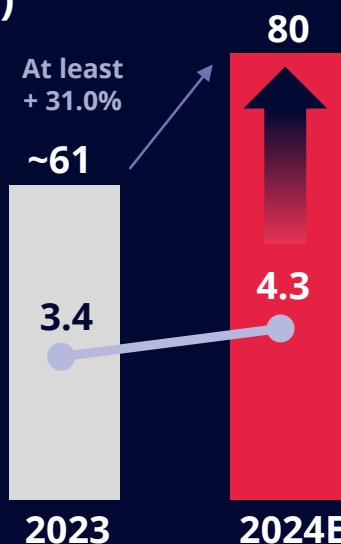
Appendix

## Guidance 2024 specified in December 2024

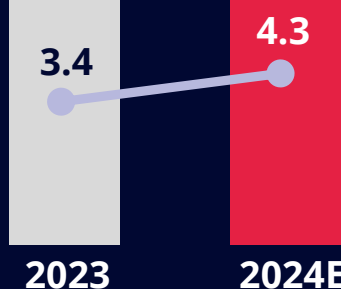
### Revenue (€bn)



### EBITDA pre (€m)



### Margin (%)



## Guidance 2024 & growth story

# New Group: Significant revenue & EBITDA pre increase expected

### Guidance confirmed:

- One month later than planned consolidation of Ceban as of June 1, 2024 (previously as of May 1, 2024 expected); regulatory pricing headwinds in Germany
- Therefore burden on the EBITDA pre guidance; growth of **EBITDA pre will be c. 31%** with a substantially **higher** EBITDA pre **margin** of c. 4.3%
- EBITDA pre<sup>1</sup> adjusted by certain one-off-expenses
- EBITDA pre<sup>1</sup> not adjusted by integration costs

Medios

New Medios Group:  + 

<sup>1</sup> EBITDA is defined as consolidated earnings before interest, taxes, depreciation and amortization. EBITDA pre is adjusted for special charges for stock options, expenses for M&A activities and for performance-based payments for the acquisition of compounding volumes as well as from 2024 expenses for ERP-System implementation



**Thank you very much  
for your attention!**



**“I work for Medios because I can contribute to patient care that meets the highest quality standards.”**

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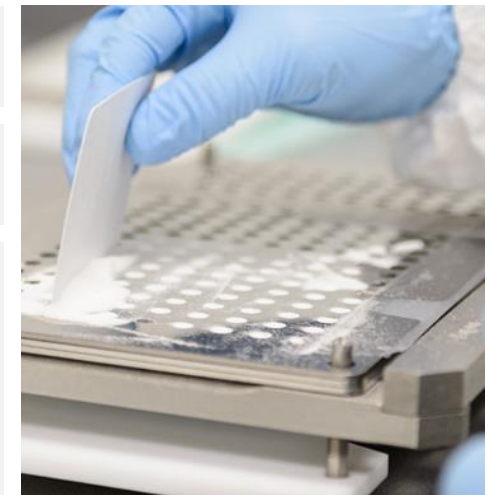
**Appendix**

# Synergistic positions across the compounding value chain

	Compounding Services	API Services	Pharmacies
Description	<ul style="list-style-type: none"> <li>Tailor-made medication compounded at GMP-compliant facilities for pharmacies, hospitals, clinics, and homecare</li> <li>Compounding facilities:                             <ul style="list-style-type: none"> <li>Breda, NL: Sterile and non-sterile compounding</li> <li>Oostrum, NL: Sterile compounding</li> <li>Wilrijk, BE: Non-sterile and sterile compounding</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Sourcing, repacking and distributing APIs and excipients to pharmacies and hospitals compounding in-house</li> <li>Repacking facilities:                             <ul style="list-style-type: none"> <li>Wilrijk, BE</li> <li>Barcelona, ES</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>24 owned pharmacies across the Netherlands under the "Medsen" chain</li> <li>Automated digital services, including 24h dispensing machines</li> </ul>
Revenue breakdown	~45%	~15%	~40%
Presence	Netherlands, Belgium	Belgium, Spain	Netherlands
Synergies with Compounding Services		<ul style="list-style-type: none"> <li>✓ Timely access to APIs</li> <li>✓ Strong supply chain</li> <li>✓ In-depth relationships with pharmacies, hospitals and clinics</li> <li>✓ Starting point for Compounding Services</li> </ul>	<ul style="list-style-type: none"> <li>✓ Providing insight in market demand and dynamics</li> <li>✓ Negotiation power over wholesalers</li> <li>✓ Access to other pharmacies through sale of dispensing machines</li> <li>✓ Flexibility in distribution</li> </ul>



Repacking of APIs, Belgium



Capsule filling, the Netherlands

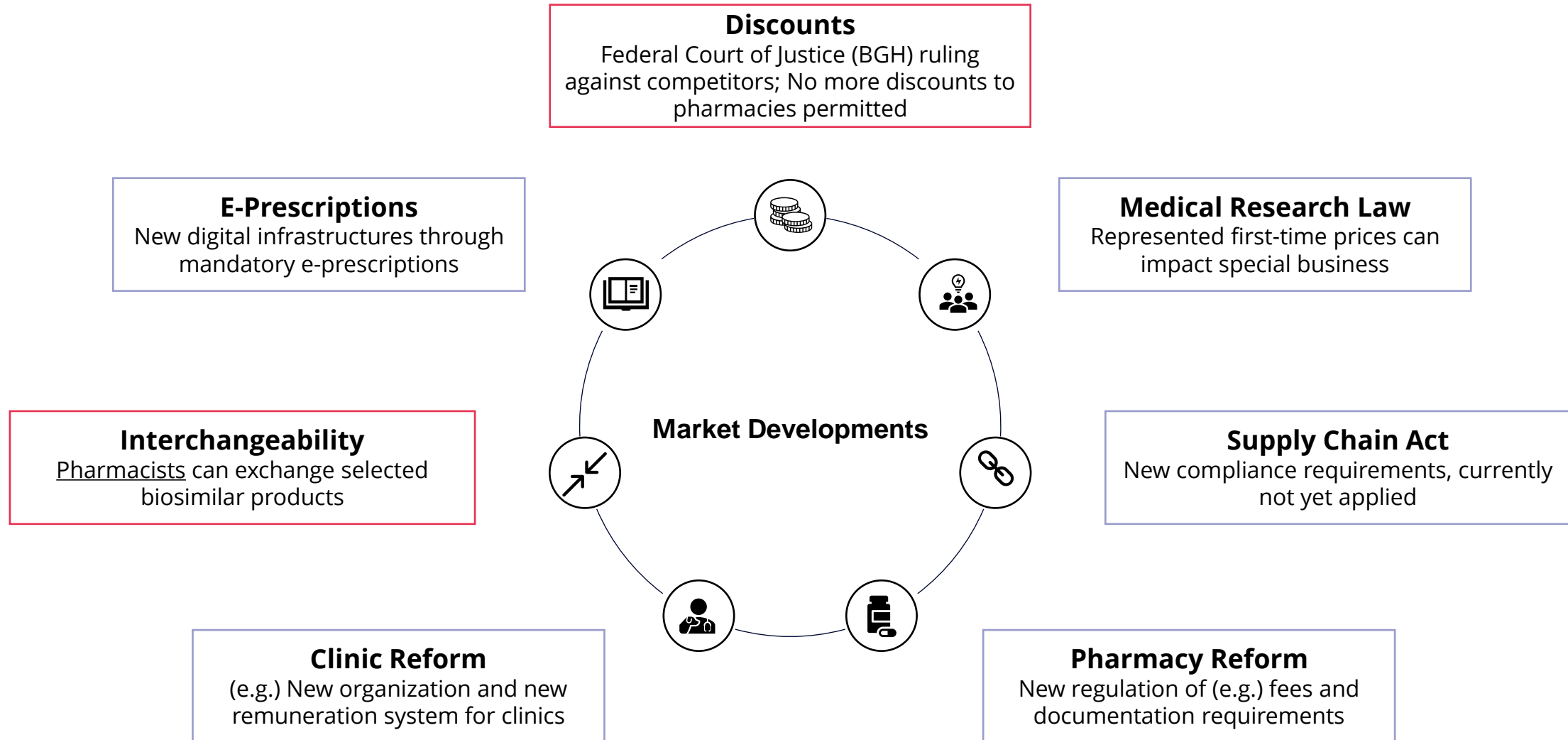


Accretive services to core compounding business

# Transformative and value enhancing acquisition

<b>Internationalization</b>	<ul style="list-style-type: none"><li>• <b>First step in Medios internationalization</b></li><li>• <b>Immediate market entry</b> into three European countries: NL, BE, ES</li><li>• A leading position in compounding in Northwestern Europe</li></ul>
<b>European Platform</b>	<ul style="list-style-type: none"><li>• <b>First building block</b> to establish the leading European compounding platform</li><li>• <b>One-stop-shop on international scale</b></li><li>• Improve healthcare and <b>maintain accessibility for patients across Europe</b></li></ul>
<b>Product diversification</b>	<ul style="list-style-type: none"><li>• <b>Expanding the value chain</b> through 23 own pharmacies in NL</li><li>• <b>Entry into high-margin segment of APIs</b></li><li>• Also covering <b>high-margin non-sterile business</b></li></ul>
<b>Substantial synergies</b>	<ul style="list-style-type: none"><li>• Significant international <b>cross-selling opportunities</b> across borders for API</li><li>• <b>International sourcing</b> expertise to fight drug shortages</li></ul>
<b>Attractive purchase price</b>	<ul style="list-style-type: none"><li>• <b>Purchase price</b> comprises a <b>cash component of €235.3m</b> and 1.7m Medios shares (~€23.9m*):</li><li>• Only small portion of equity-linked financing</li><li>• Attractive multiple</li><li>• Immediately <b>accretive to EBITDA pre and EBITDA pre margin</b></li></ul>

# Regulatory developments Germany



## Q3 2024 – Record quarter: Disproport. EBITDA pre increase with outstanding margin

YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Internal Services		IFRS consolidation		Group	
	Q3 24	Q3 23	Q3 24	Q3 23	Q3 24	Q3 23	Q3 24	Q3 23	Q3 24	Q3 23	Q3 24	Q3 23
Total segment revenue delta (yoy in %)	439.2 -6.8%	471.1	57.3 -5.8%	60.8	35.7	n/a	2.8 33.7%	2.1	-41.8 -5.3%	-44.1	493.2 0.7%	490.0
Revenue – external delta (yoy in %)	403.3 -7.1%	433.9	54.1 -3.5%	56.0	35.7	n/a	0.2 >100%	0.01	n/a	n/a	493.2 0.7%	490.0
EBITDA pre <sup>1</sup>	14.2	13.8	5.9	5.3	7.1	n/a	-2.5	-1.9	n/a	n/a	24.6	17.2
margin (% of revenue – total)	3.2%	2.9%	10.2%	8.7%	19.9%	n/a	-87.8%	-88.6%			5.0%	3.5%
margin (% of revenue – external)	3.5%	3.2%	10.8%	9.5%	19.9%	n/a	<-100%	<-100%			5.0%	3.5%



# FY 2023 – Strong PS business; PST impacted by regulatory effects

FY YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		Internal Services		IFRS consolidation		Group	
	FY 23	FY 22	FY 23	FY 22	FY 23	FY 22	FY 23	FY 22	FY 23	FY 22
Total segment revenue delta (yoy in %)	<b>1,696.3</b> 16.1%	1,461.7	<b>256.4</b> -4.1%	267.3	<b>8.9</b> 13.9%	7.8	<b>-176.9</b> 40.5%	-126.0	<b>1,784.7</b> 10.8%	1,610.8
Revenue – external delta (yoy in %)	<b>1,558.1</b> 12.1%	1,390.3	<b>226.0</b> 2.7%	220.0	<b>0.6</b> 14.1%	0.5	n/a	n/a	<b>1,784.7</b> 10.8%	1,610.8
EBITDA pre <sup>1</sup> margin (% of revenue – total)	<b>46.7</b> 2.8%	38.0 2.6%	<b>21.8</b> 8.5%	23.7 8.9%	<b>-8.0</b> -90.0%	-6.8 -87.4%	n/a	n/a	<b>60.5</b> 3.4%	54.9 3.4%
margin (% of revenue – external)	<b>3.0%</b>	2.7%	<b>9.7%</b>	10.8%	<b>-13.5%</b>	-13.1%			<b>3.4%</b>	3.4%

# Appendix

## The Medios share

### Basic Information

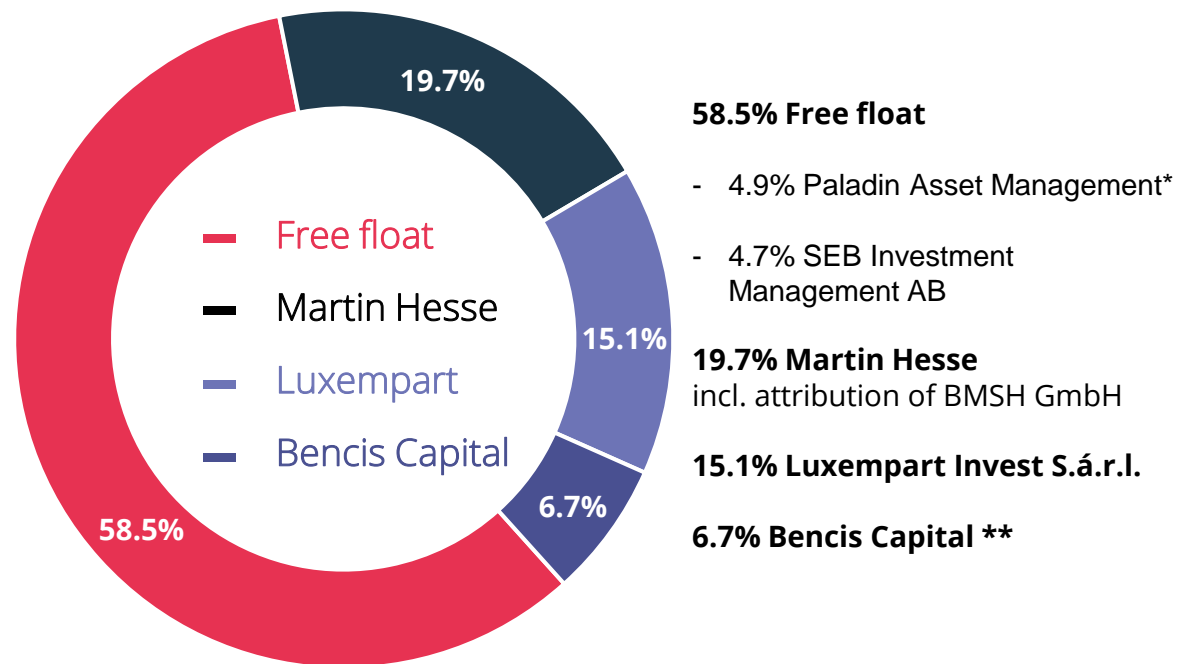
Share Capital	25,505,723€
No. of shares	25,505,723
Share class	No-par value bearer shares
ISIN	DE000A1MMCC8
	DE000A409682*
Segment	Regulated Market Frankfurt (Prime Standard)

### Analyst Coverage

Covered by eight international investment banks / brokers

\*Note pursuant to Sec. 7 German Stock Exchange Admission Regulation (*Börsenzulassungsverordnung – BörsZulV*): From a capital increase in kind registered with the commercial register on 11 June 2024, 1,700,000 newly issued shares came into existence, which bear a separate ISIN (DE000A409682) and which are currently not admitted to trading.

## Shareholder Structure

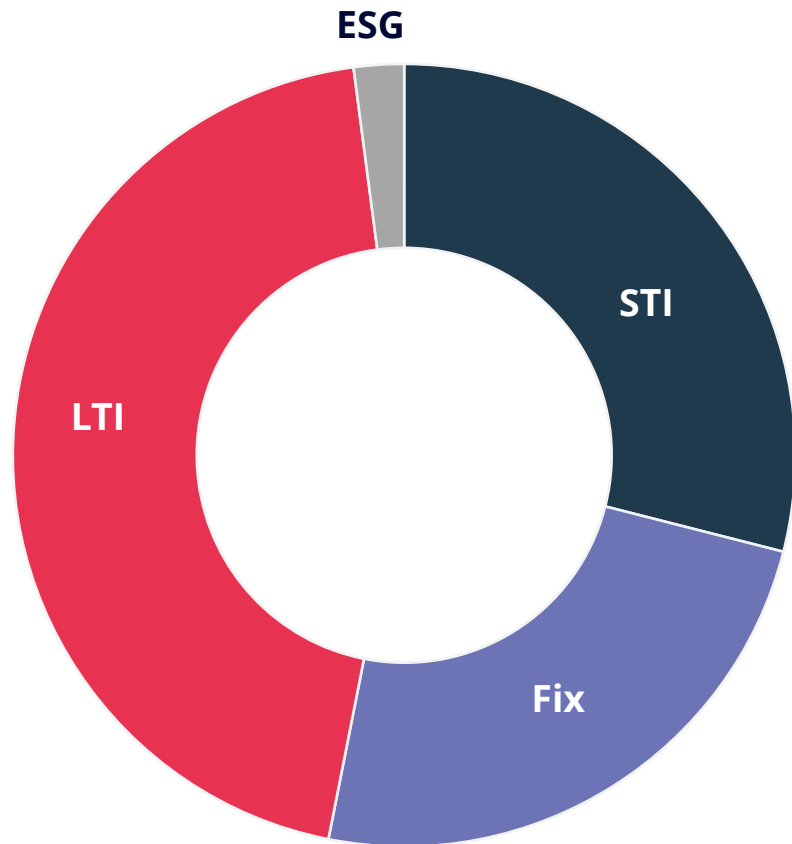


All figures according to voting rights notifications by the notifying parties

\* Paladin Asset Management Investment stock corporation with variable capital and sub-funds

\*\* In the course of a capital increase in kind in connection with the acquisition of Ceban Pharmaceuticals B.V., 1,700,000 new shares (ISIN DE000A409682) have been issued to Bencis Buyout Fund V GP B.V., acting for the risk and for the account of Bencis Buyout Fund V C.V., Amsterdam, the Netherlands („Bencis“). These new shares are subject to a lock-up agreement entered into between Medios AG and Bencis, pursuant to which the disposal of the new shares is restricted for a period of 24 months upon completion of the transaction. Therefore, these shares will not be admitted to trading during the lock-up period.

# Total target remuneration



## Remuneration System for the Executive Board (March 2023)

### Compensation structure of the total target remuneration

**Non-performance related fixed remuneration** 28 – 35%

**Performance related remuneration** 65 – 72%

1. Annual Short-Term-Incentive (STI) (target: 100%) 28 – 35%,  
*thereof*

- M&A\* (40 %)
- Revenue growth (20 %)
- EBITDA growth (20 %)
- EBITDA margin (20 %)

2. **ESG** bonus (short-term) 2 – 3%

3. Long-Term-Incentive (LTI): Stock options 29 – 42%

**Sum** 100%

\* dependent on performance & price of target(s)

# Appendix

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# Contact

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**MEDIOS**



# From German to European Leading Specialty Pharma Platform

Company Presentation | January 2025