



From German to European Leading Specialty Pharma Platform

Company Presentation - May 2026



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



1 Medios at a Glance


2 Business Model

3 Key Investment Highlights

4 Financial Overview, FY 2025

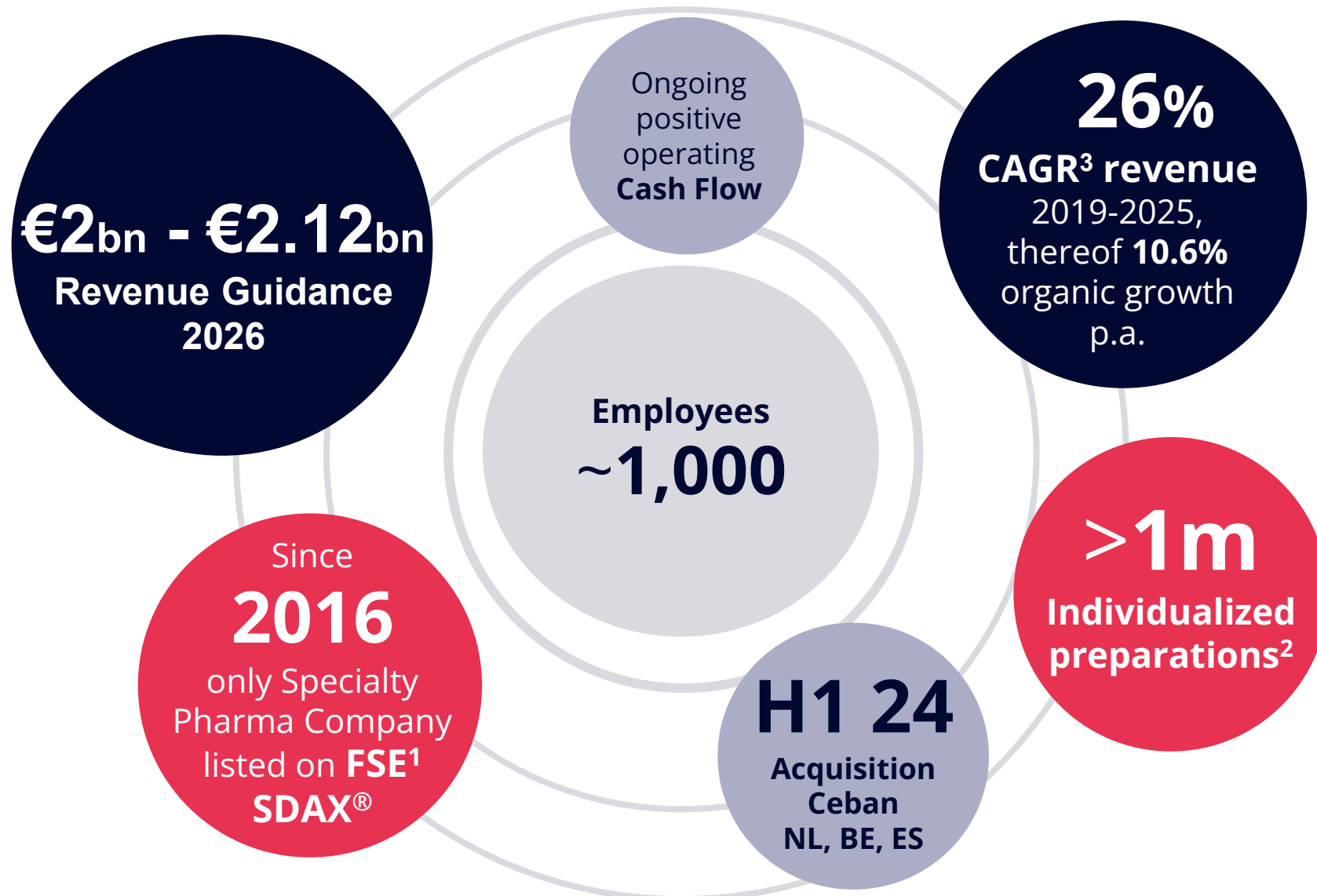
5 Outlook

Appendix

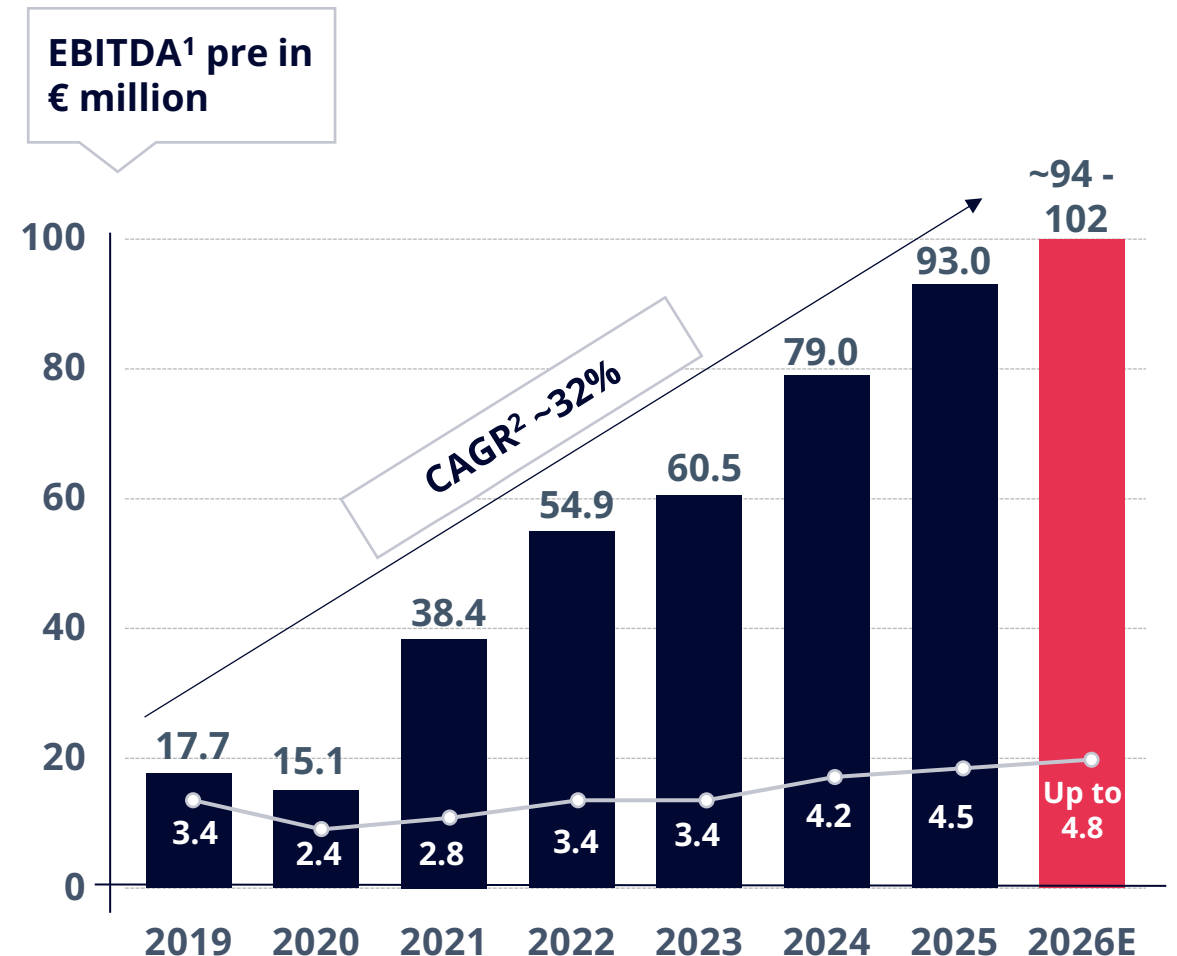
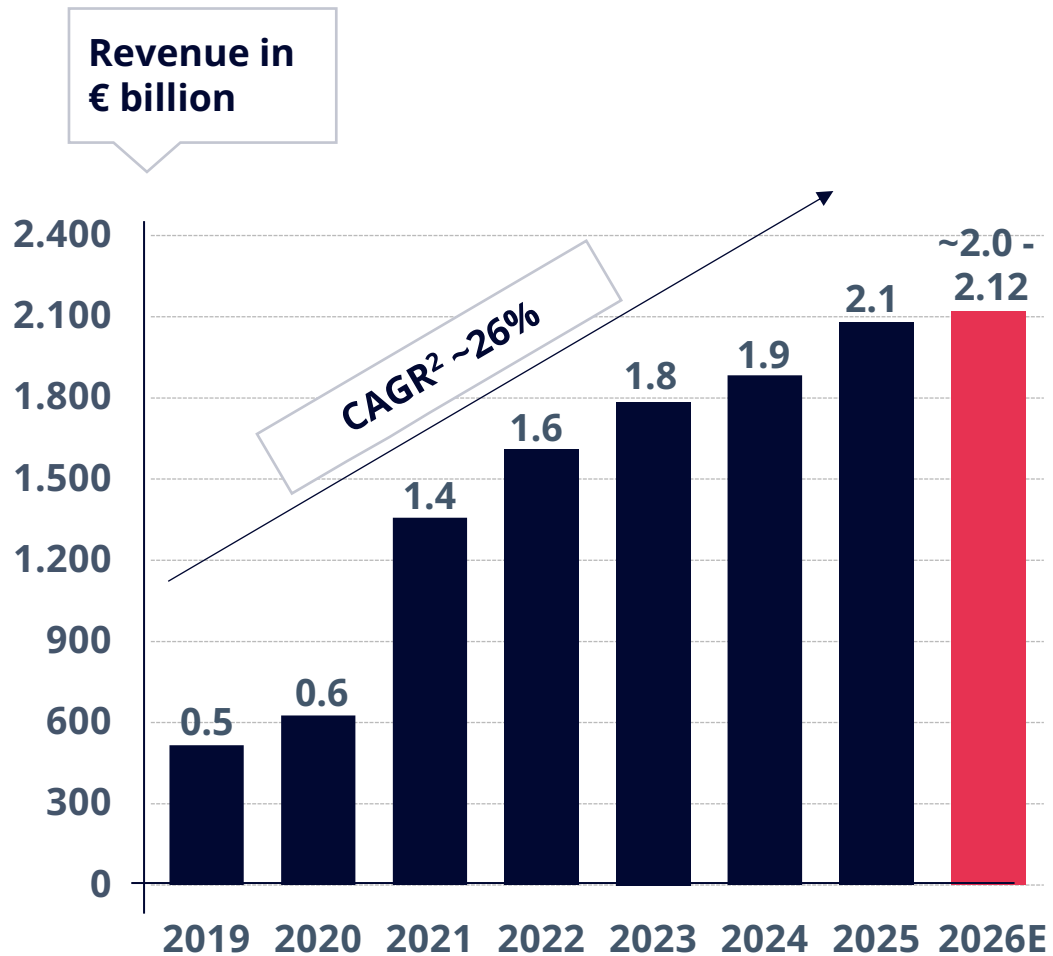


Specialty Pharma: Complex and cost-intensive treatment of life-threatening, chronic or rare diseases e.g. Cancer, Hemophilia, HIV, Hepatitis

A leading position in Specialty Pharma in Europe



Sustainable revenue and EBITDA pre growth 2019 – 2025



Scope of synergistic and well-diversified activities



- **Individualized medication compounded** 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



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

PRESENCE 

SEGMENT IB



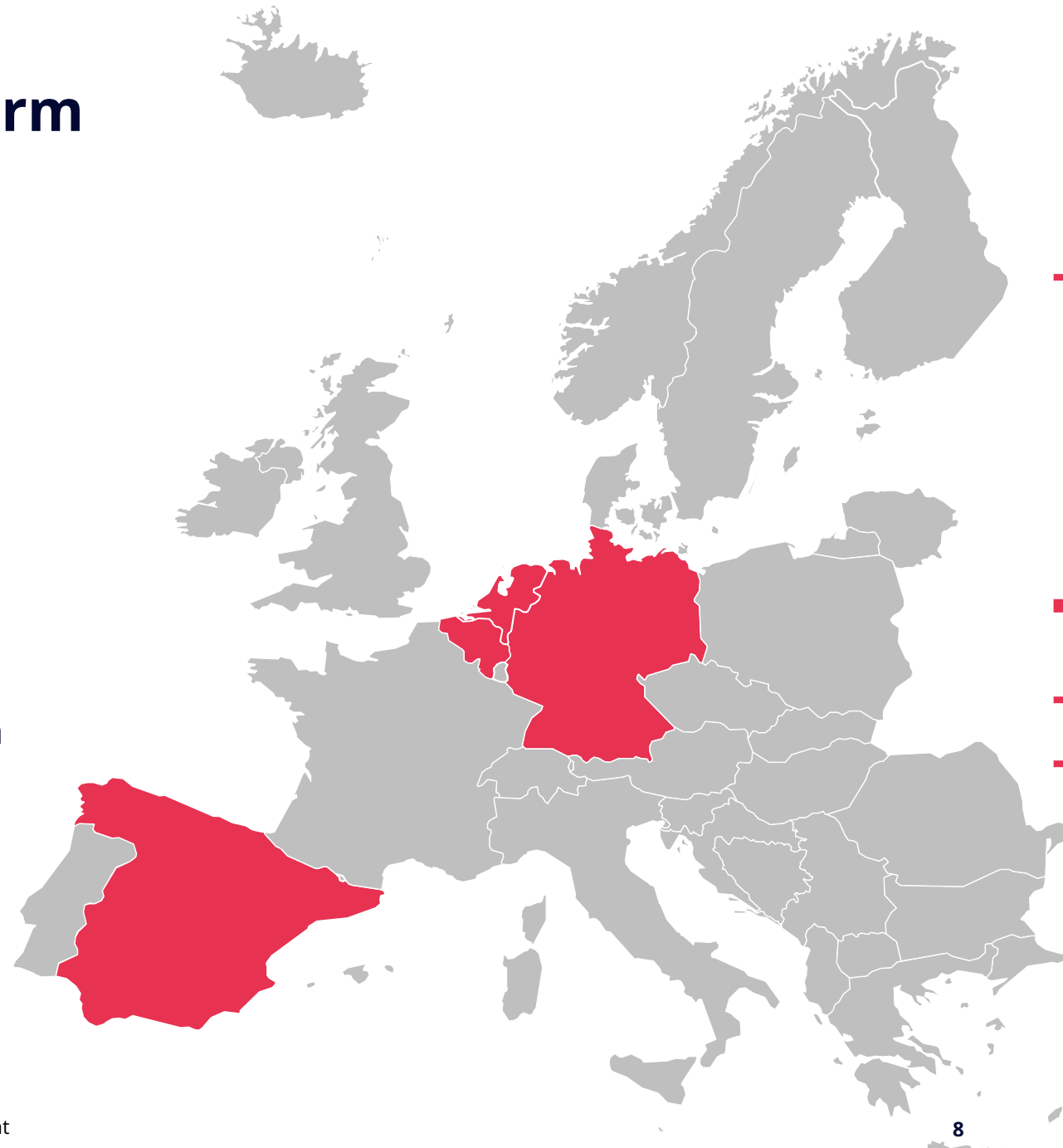
- Provides finished **(specialty) pharma products** to own compounding labs, pharmacies and hospitals
- 4 **warehouses**: 3 in Germany, 1 in the Netherlands

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 API¹ repackaging facilities** in Antwerp, Belgium and Barcelona, Spain
- **20 owned pharmacies** operating under Medsen brand in the Netherlands
- **~900 partner pharmacies** in Germany

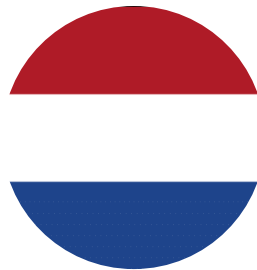


Ceban Pharmaceuticals

- 4 GMP*-compliant clean room laboratories
- Manufacture (sterile & non-sterile)
- API¹-Services for pharmacies with their own production
- Own pharmacy chain with 20 branches in the Netherlands (Medsen)



Founded
2004



Netherlands
#1



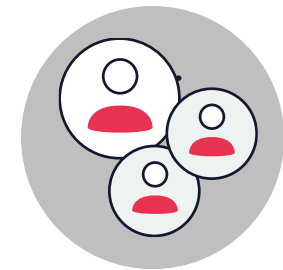
Head Quarter
**Breda,
Netherlands**



Belgium
#3



Spain
#4



Employees
~500



“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

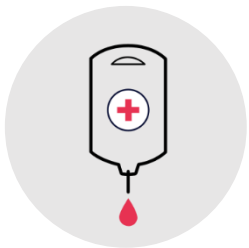
Pharmaceutical
Supply (PS)



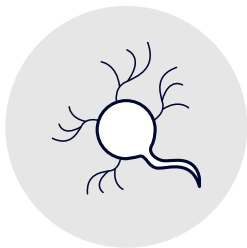
Patient-Specific
Therapies (PST)



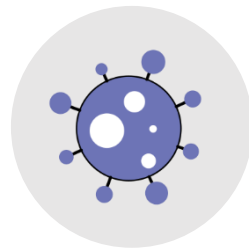
International
Business (IB)



Oncology



Neurology



Autoimmune
Diseases



Ophthalmology



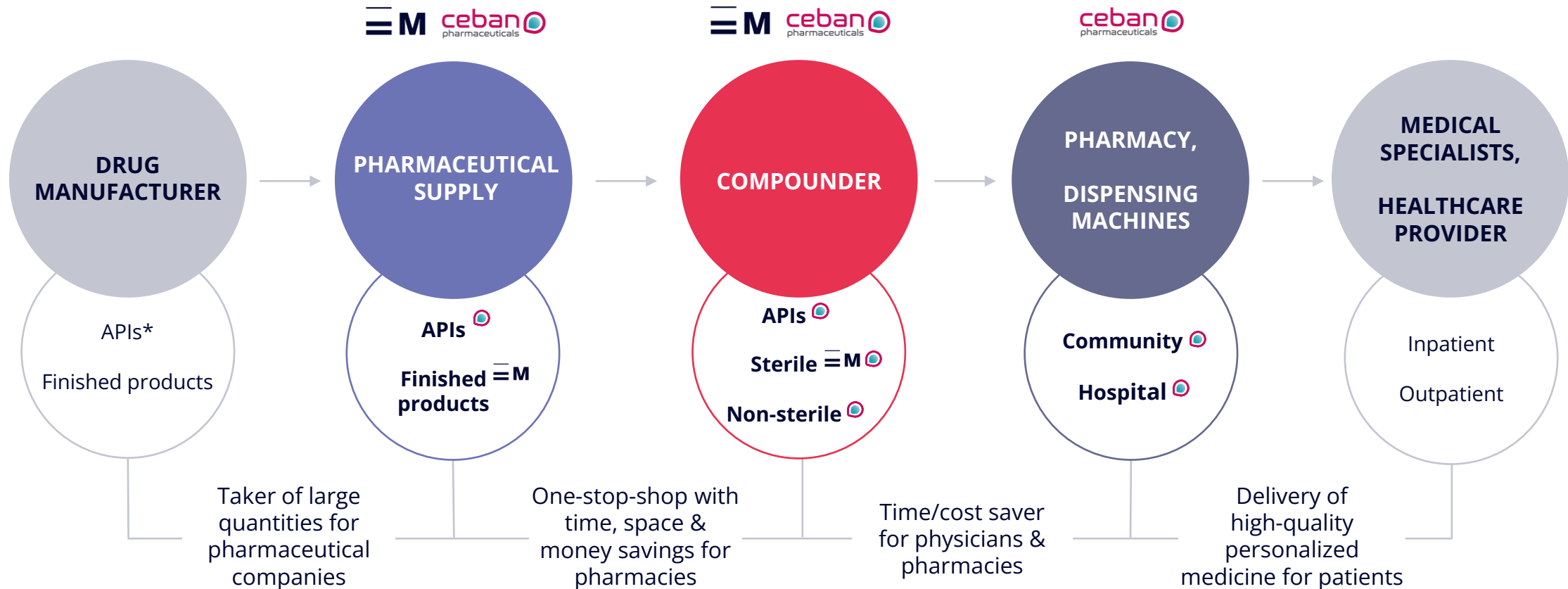
Infectious
Diseases



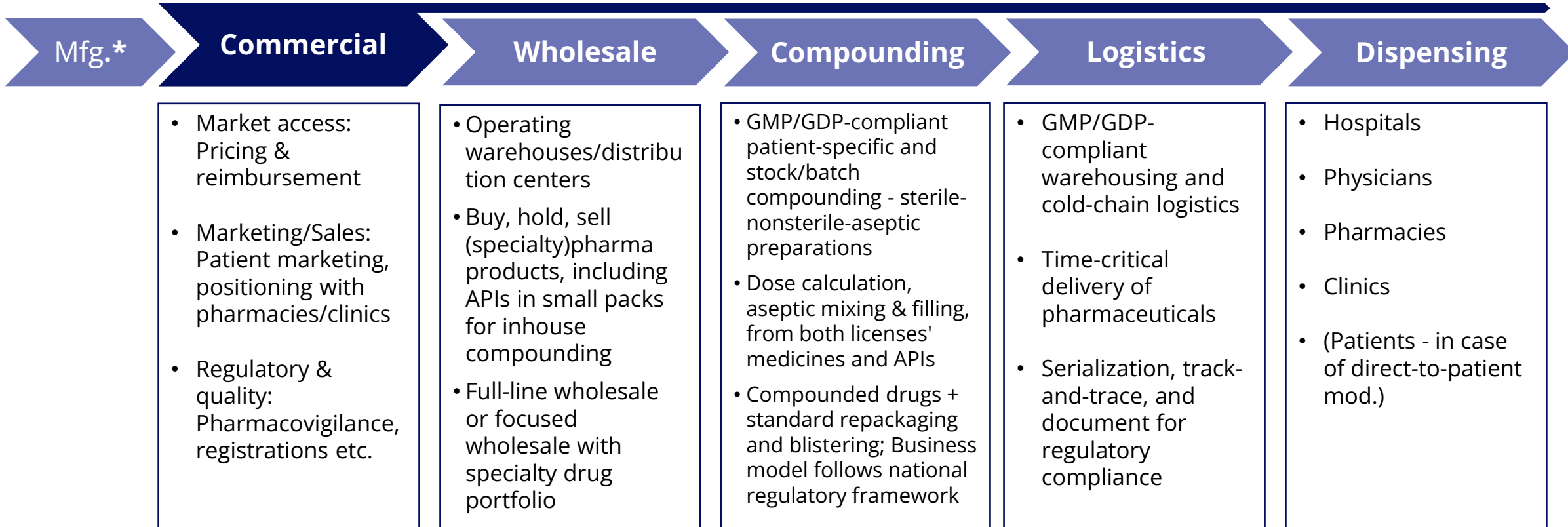
Hemophilia



Medios' position in the simplified pharmaceutical value chain



Our Market System (1/2)



Pharmaceutical Supply (PS)

Patient-Specific Therapies (PST)

International Business (IB)

20 community pharmacies acquired with Ceban in NL (Medsen)



Our Market System (2/2)



Pharmaceutical Supply (PS)

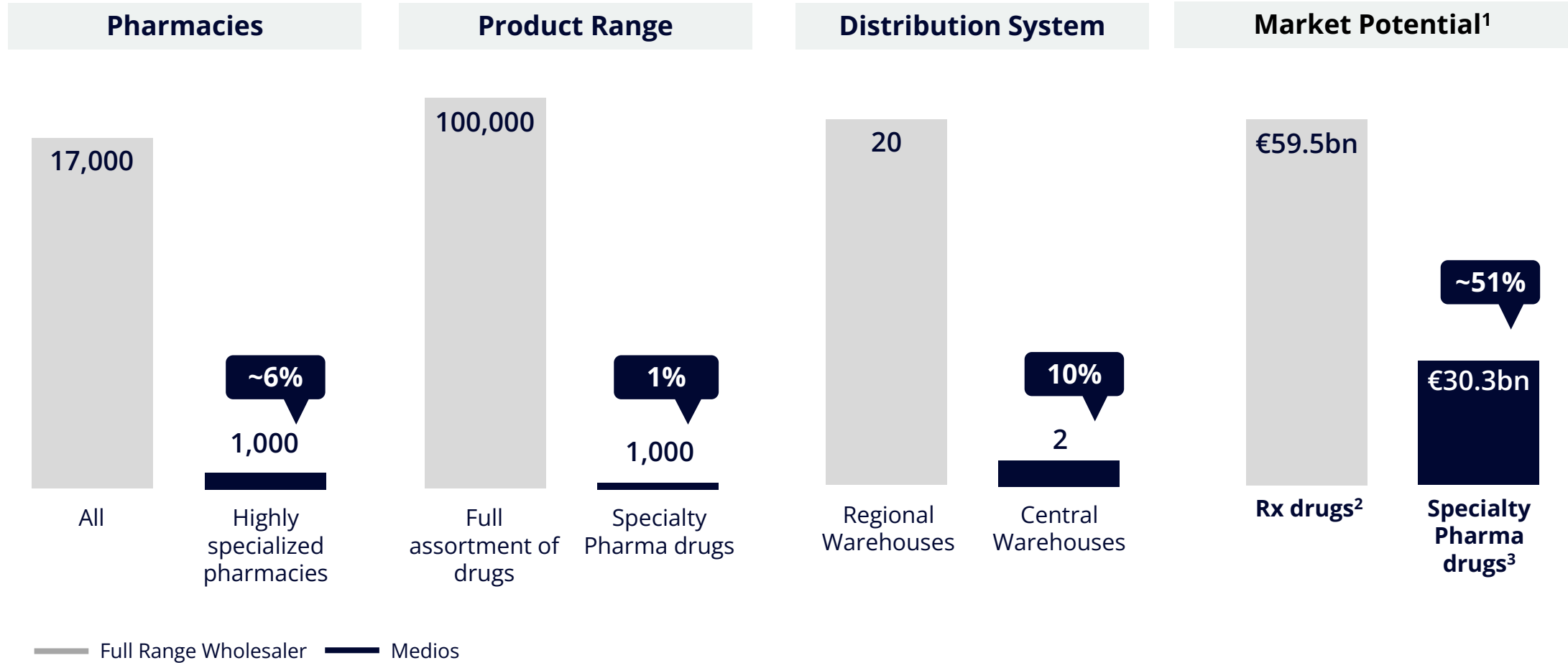
Patient-Specific Therapies (PST)

International Business (IB)

MEDIOS Business units	Commercialization services ¹	Incl. generalist wholesale	Compounding	Logistics	Pharmacies only ²
Market size	~ €10 - 15bn	~ €260bn	~ 30bn	~ €7bn	~ €300bn
Margin	~ 15 - 25%	~ 1 - 3% Specialty ca. 3 - 5%	~ 10 - 20%	~ 10 - 20%	~ 3 - 10% ³
Market CAGR	9 - 10% ↗	~ 5 - 6% ↗	~ 5 - 15% ↗	~ 8 - 10% ↗	~ 5 - 6% ↗
Summary	High growth market with high margins	Medium growth market with low margins	Very high growth market with high margins	High growth market with high margins	Medium growth market with varying margins

¹ Incl. market access, medical affairs, patient marketing etc. | ² Incl. OTC & non-pharma revenue | ³ Other EU markets up to 15%
 Source: EvaluatePharma, FDA, GIRP, PHAGRO, IQVIA, ABDA, World Bank, Expert interviews, BCG Analysis, own estimates | *Manufacturing

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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Key Investment Highlights

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 €10m 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
- Non-transparent 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* certification
- Less cost-effective manufacturing

Pharmaceutical Supply

Patient-Specific Therapies



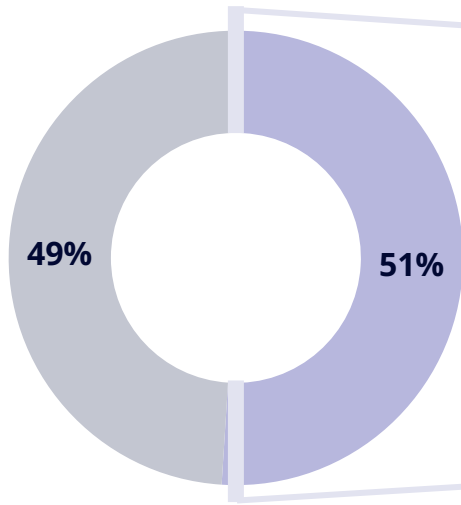


Key Investment Highlights

Undisputed market leader in Pharmaceutical Supply

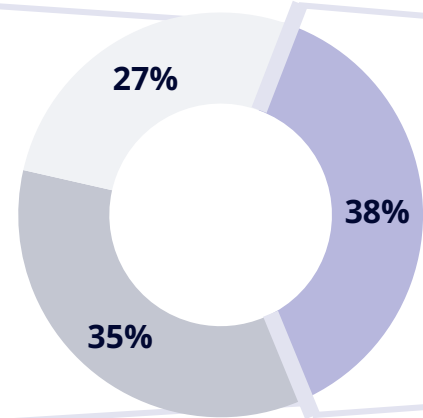
Rx Drug Sales

€59.5bn¹



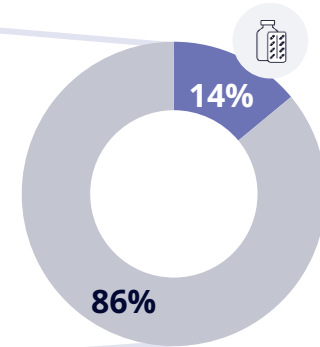
Specialty Pharma Drug Sales

€30.3bn²



Specialty Pharma Wholesale Market

€11.7bn



- Specialty Pharma Drugs
- Standard Drugs

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

- **MEDIOS**
- Other

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

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 H2-2026 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

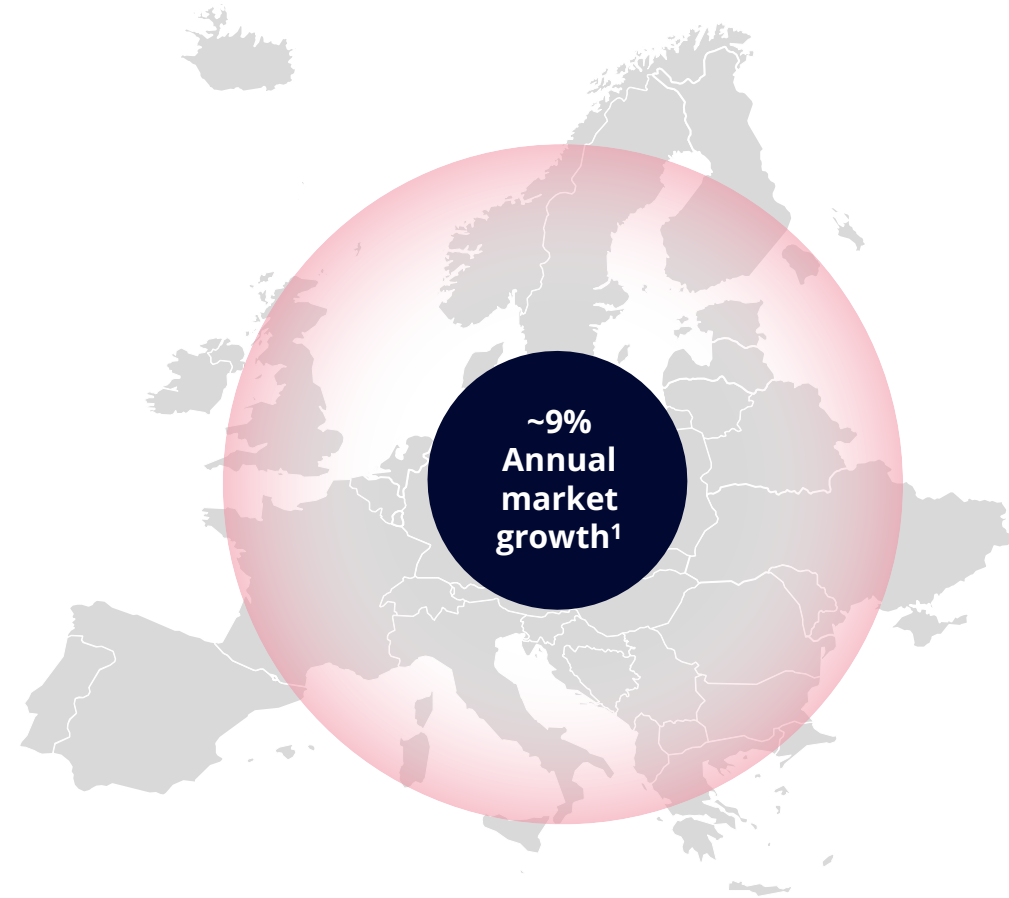
Rising prevalence of chronic disease

Individualization

New patient-tailored therapies

Focus on quality and efficiency

Increasing rate of outsourcing to GMP² facilities



Key Investment Highlights

Specialty Pharma growing faster than the pharma market

Revenue of Pharmacies in Germany in 2024

€70.4bn
+6.1% yoy

Total revenue¹

thereof

€59.5bn
+6,8% yoy

Rx drugs revenue¹

thereof

€30.3bn
+8.6% yoy

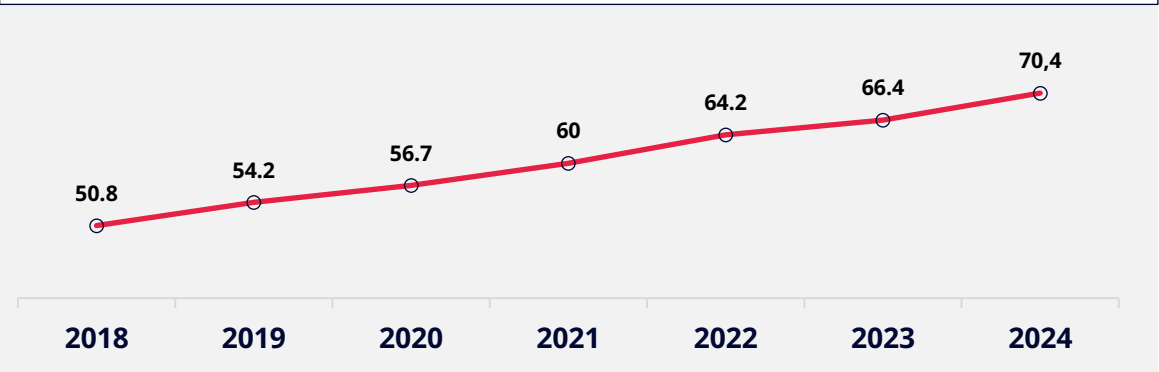
Specialty Pharma
drugs revenue²

thereof

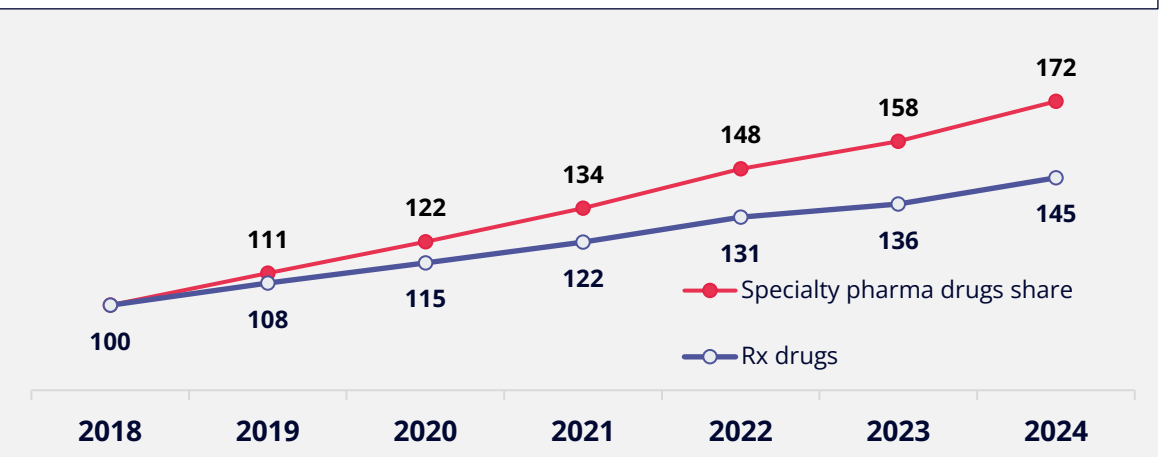
~€2.0bn
~7.0%

Medios market
share³

Pharmacies revenue in Germany (in € bn)¹



Revenue Specialty Pharma drugs² vs. Revenue all RX drugs¹ in Germany (indexed, in %)



Key Investment Highlights

ESG Achievements

Regulatory development:

- **Non-financial report** in accordance with the European Sustainability Reporting Standards (ESRS²) of the **CSRD**¹ as a reporting framework

Milestones achieved:

- **Conducted** a KPI* survey as a basis for reviewing, adapting, and further developing the ESG strategy
- **Integration** of mandatory ESG reporting requirements
- **Established standards** for group-wide ESG management

Awards:

- **ESG Transparency Award as Leading Company** by EUPD Research** (Nov 2025)



Culture, leadership and sustainability as key enablers

Key Investment Highlights

ESG highlights 2025

Sustainability Report in full accordance with Corporate Sustainability Reporting Directive (CSRD)

Proportion of women

65%

in workforce



43%

in management

0.01%

Customer complaint rate



We are committed to the **UN Global Compact Corporate Responsibility Initiative** and its principles in **the areas of human rights, labor, environment and anti-corruption**

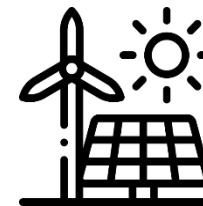
Complete Scope 3



Analysis in all relevant categories

43%

Share of green electricity
(85% in Netherlands: e.g. via new solar panel)

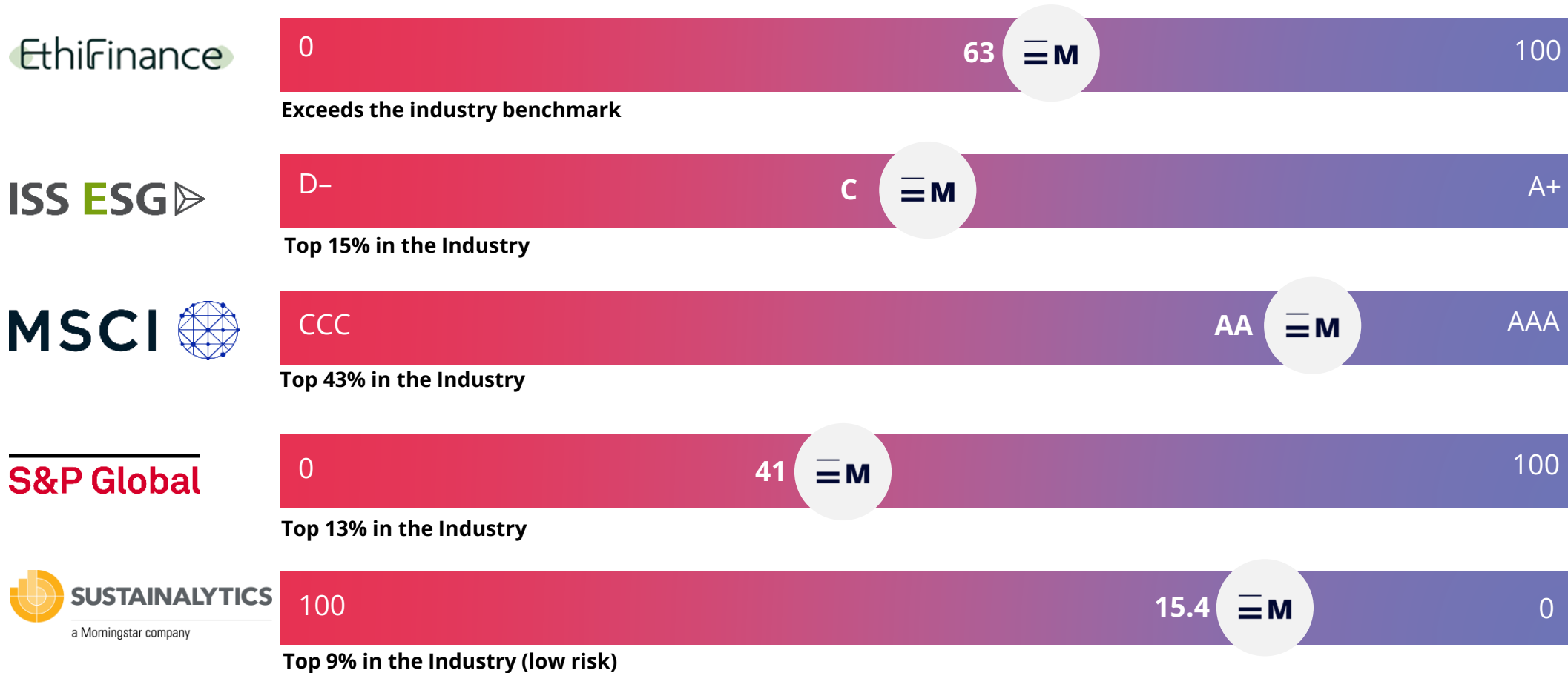


WE SUPPORT



Key Investment Highlights

Average to above-average ESG Ratings (May 2026)





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

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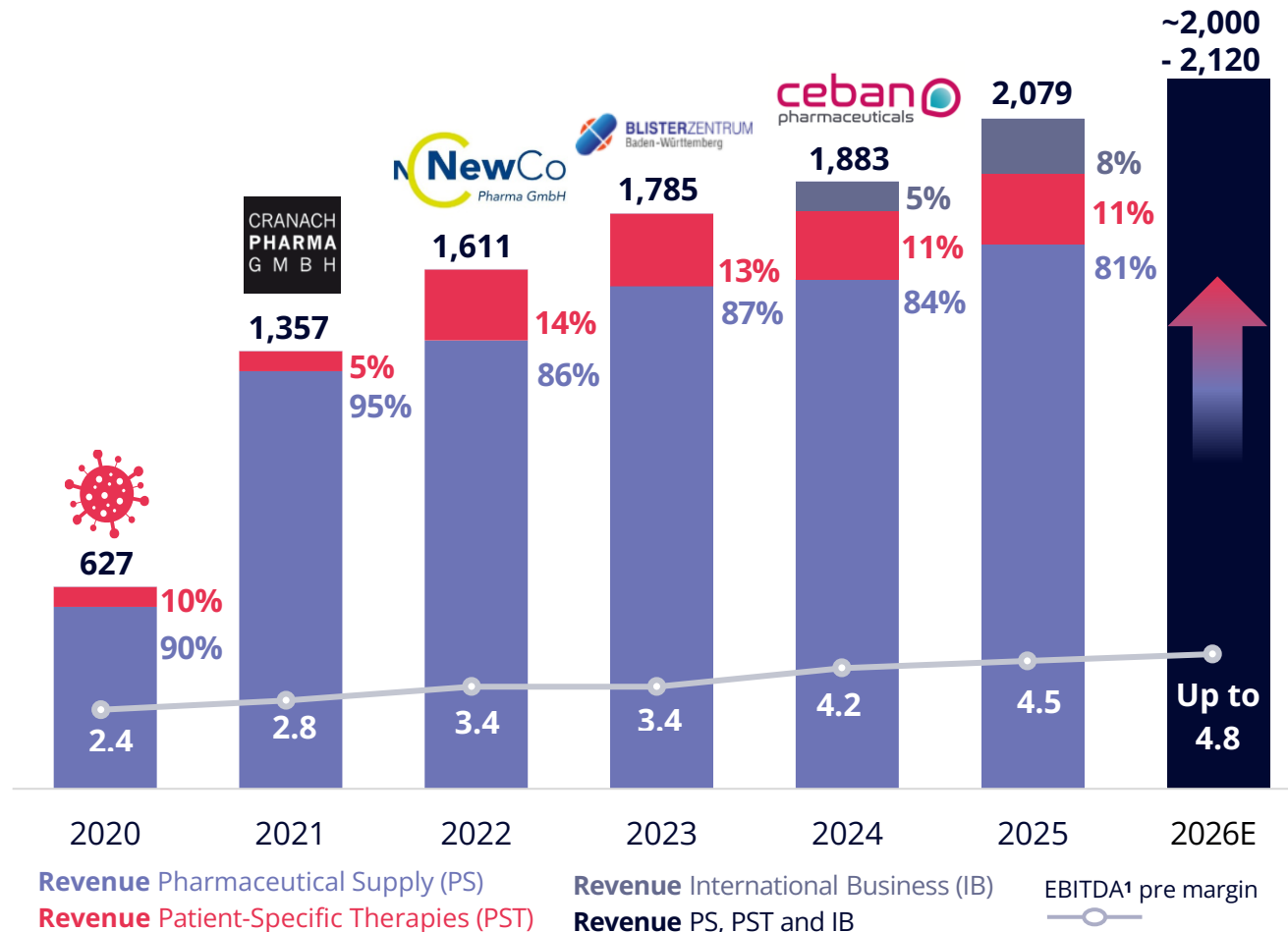
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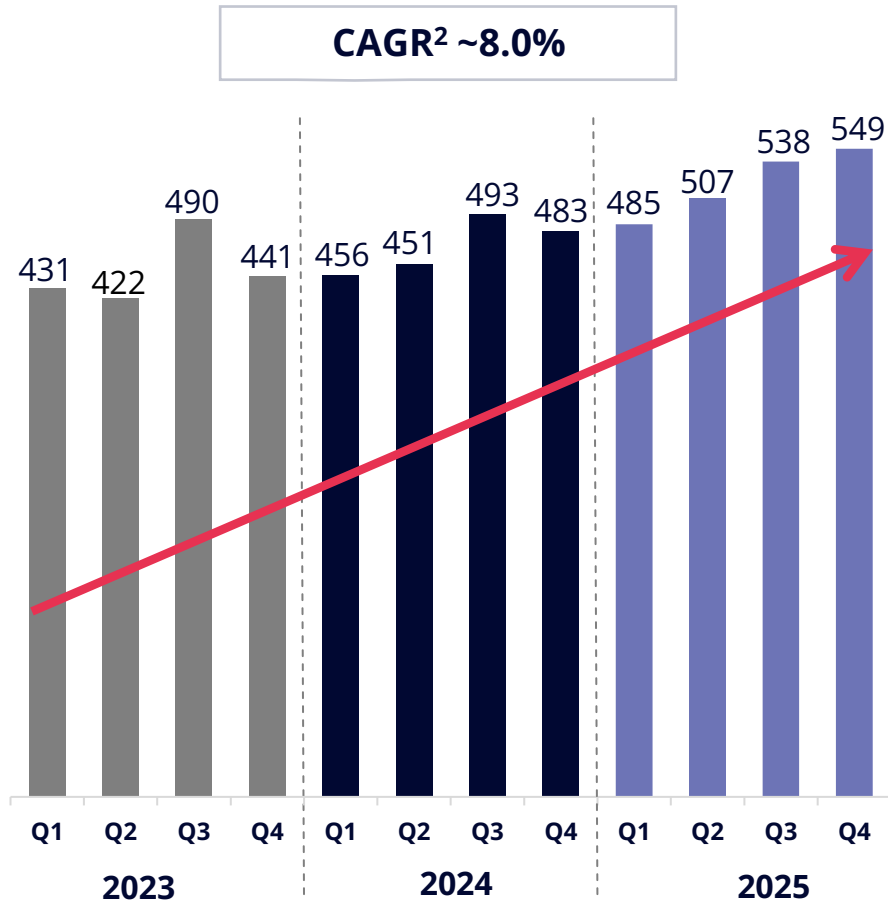
Ongoing growth and significant EBITDA pre margin increase

Segment revenue, EBITDA pre¹ margin (in €m, %)

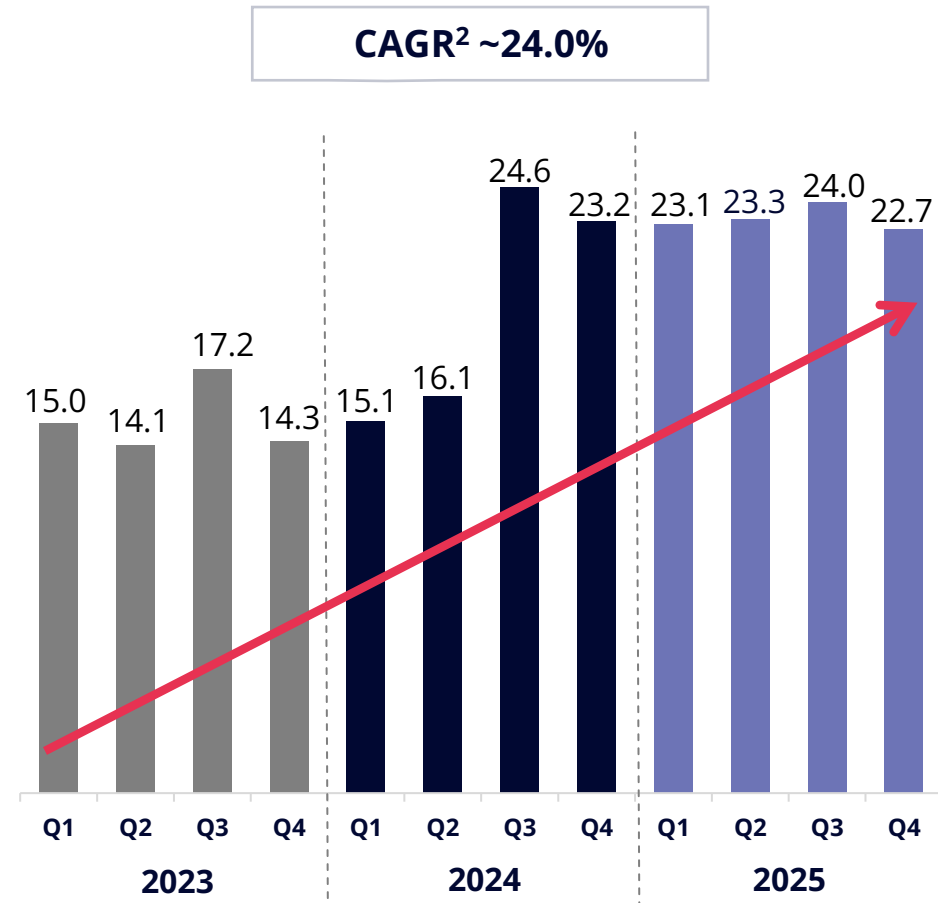


QoQ – Revenue and EBITDA pre

Revenue (€m)



EBITDA pre¹ (€m)



¹ 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, from expenses for ERP-System implementation, for 2024 for performance-based payments for the acquisition of compounding volumes as well as from 2025 one-time expenses due to change in the Executive Board | ² CAGR Compound Annual Growth Rate

Financing Structure

- **Syndicate loan** concluded in Nov 2024 : **€225m**, consisting of
 - **term loan of €125m**, term: 5 yrs, annual redemption €25m; **value** as of 31 December 25: **€100m**and
 - **Revolving credit facility (RCF) €100m**, term 5 (+1 +1) yrs; drawn as of 31 December 25: €55m, potential contractual step-up option of up to €50m
- **Attractive covenant based-margin grid**
- **Net debt** as of 31 December 25 of approx. €120m leading to an **attractive leverage ratio of approx. 1.3**
- **Estimated annual free cash flow:** c. €40m - €50m available for redemption, interest payments and financing future growth



FY 2025 – EBITDA pre posted strong disproportionate growth

YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Services		IFRS consolidation		Group	
	FY 25	FY 24	FY 25	FY 24	FY 25	FY 24	FY 25	FY 24	FY 25	FY 24	FY 25	FY 24
Segment revenue – extern. delta (yoy in %)	1,688 6.9%	1,580	220.1 3.0%	213.6	169.2 90.6%	88.8	0.5 -15.3%	0.6	n/a	n/a	2,078.7 10.4%	1,883.0
EBITDA pre ¹ delta (yoy in %)	52.6 5.3%	50.0	22.2 -4.6%	23.3	29.1 78.9%	16.3	-10.8 3.5%	-10.5	n/a	n/a	93.1 17.8%	79.0
EBITDA pre margin (% of revenue external)	3.1%	3.2%	10.1%	10.9%	17.2%	18.3%	<-100.0%	<100.0%	n/a	n/a	4.5%	4.2%

FY 2025 – Solid Group financials

In € million	FY 2025	FY 2024	Δ in %
Revenue	2,078.7	1,883.0	10.4%
Gross profit¹	203.7	154.6	31.6%
<i>gross margin in %</i>	9.8%	8.2%	1.6pp
EBITDA pre²	93.1	79.0	17.8%
<i>margin in %</i>	4.5%	4.2%	0.3pp
Conversion rate in % (EBITDA pre/gross profit)	45.7%	51.1%	-5.4pp
EBIT	46.2	31.7	45.9%
Net Income	15.4	12.5	22.4%
EPS (€), undiluted	0.61	0.51	19.6%
EPS (€), adjusted³	1.94	1.61	20.5%
CF from operating activities	52.3	73.7	-29.0%
CF from investing activities	-4.0	-222.3	-98.2%
Free cash flow⁴ (before M&A)	44.0	67.4	-34.7%
CF from financing activities	-72.6	183.8	<-100%
	31 Dec 2025	31 Dec 2024	Δ in %
Inventories	93.3	92.4	0.9%
Cash & cash equivalents	81.8	106.0	-22.8%
Equity	514.2	510.2	0.8%
<i>ratio in %</i>	56.9%	54.6%	2.4pp
Liabilities	388.8	424.2	-8.3%
<i>ratio in %</i>	43.1%	45.4%	-2.3pp

Comments

Revenue growth of 10.4% mainly driven by strong organic growth of PS, and first-time full-year consolidation of Ceban

Segments IB & PS: Key drivers of improved profitability

Gross profit increased by inorganic growth from IB, by organic revenue growth of all operational segments, and focusing on higher margin revenue; further by elimination of performance-based expenses of €6.2m in PST segment

- **EBITDA pre** rose by 17.8% driven by an **organic growth of PS and IB** and mainly by a strong **inorganic** contribution of IB (full-year)
- **EPS** increased by 19.6% to €0.61/ share due to increased net income - despite one-time material financial expenses (€9.2 m) from revaluation of NCI-liabilities; **EPS adjusted by one-offs and PPA effects** amount to €1.94/share
- Strong **Operating CF**, yet down vs. prior year driven by higher WC and rising tax payments (+€3.8m)
- **Investing CF** of €-4.0m mainly consists of capex (€8.3m), subsequent acquisition costs for Ceban (€2.3m) and divestments (€5.9m) and interest received (€0.7m); FY 24: dominated by payments for Ceban acquisition
- **Financing CF** resulted from scheduled term loan repayments of €25m and net repayments of the RCF €20m, interest payments for loans (€10m), repurchase of treasury shares €12.6m and redemption of lease liabilities (€-5 m)
- **Cash & cash equivalents** consisted mainly of freely available bank deposits

¹ **Gross profit** = Revenue - Cost of materials | ² **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, from expenses for ERP-System implementation, for 2024 for performance-based payments for the acquisition of compounding volumes as well as from 2025 one-time expenses due to change in the Executive Board | ³ **Adjusted EPS** is based on the period result, adjusted for special charges, acquisition-related PPA amortizations, the revaluation of NCI-liabilities and the resulting adjusted tax expense | ⁴ Calculated as follows: Operating CF less CAPEX | **RCF** Revolving Credit Facility | **NCI** Non Controlling Interests



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

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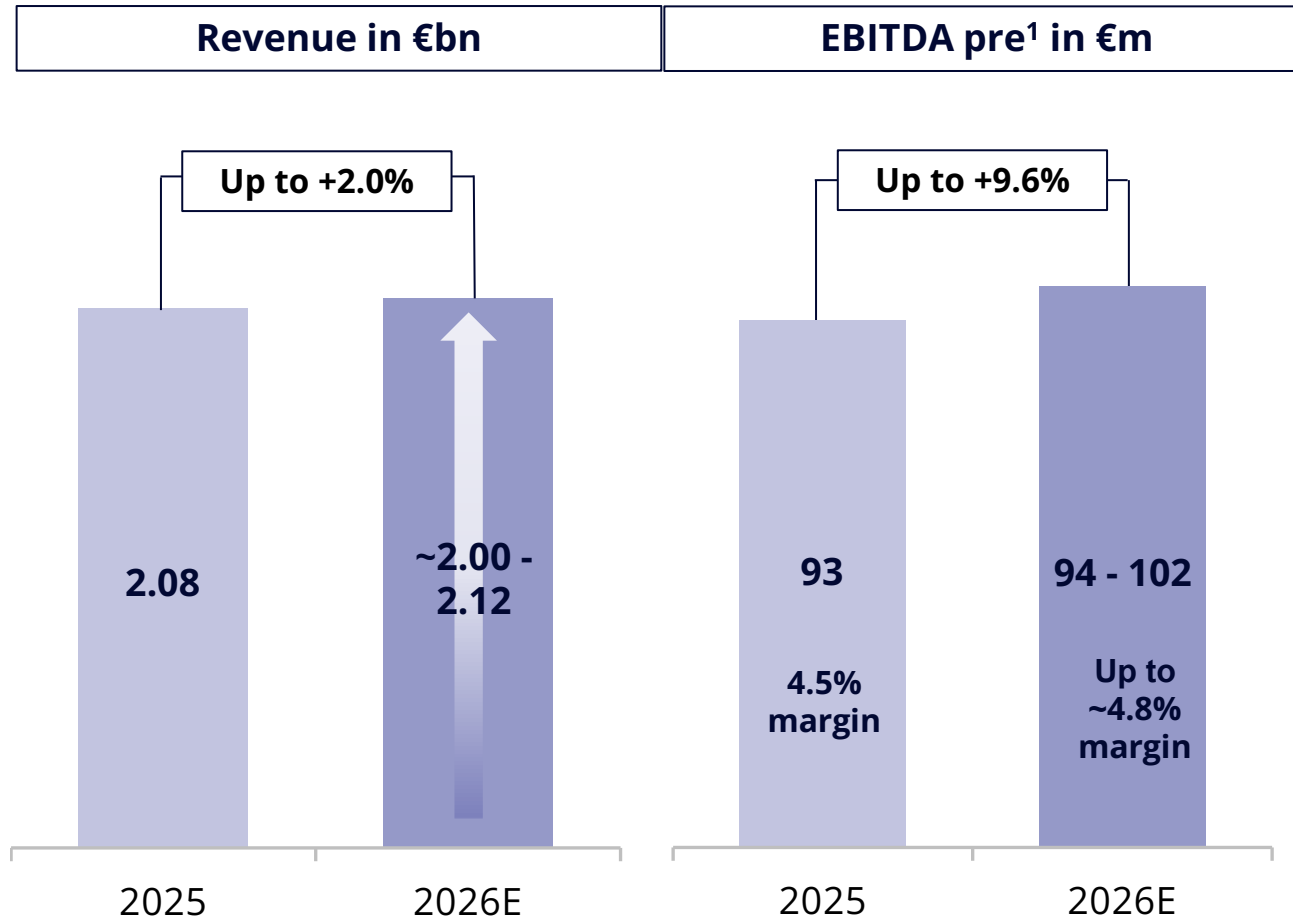
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Outlook

Guidance 2026



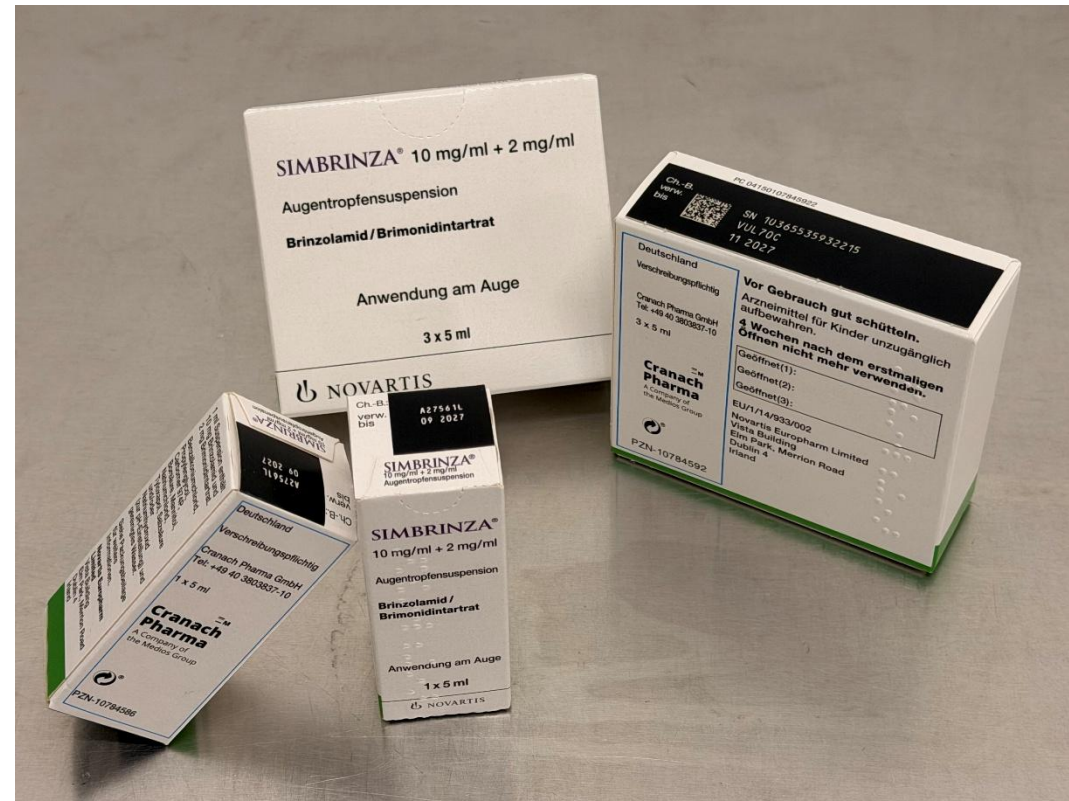
Comments

- **Revenue expected: €2.0 - €2.12bn** (growth up to **+2.0%** compared to 2025)
- **EBITDA pre¹ expected: €94 - 102m** in 2026 (growth up to **+9.6%** compared to 2025)

We Secure Supply

Extension of Pharmaceutical Supply business as pharmaceutical entrepreneur (Pharmazeutischer Unternehmer (PhU))

- **Exclusive distribution** for Germany and full regulatory management for established originator products (e. g. Novartis)



International Business – Medicine Shortages

Promethazine 25 mg tablets

Shortage

- Early 2025: risk of shortage identified by sole generic supplier
- Market demand: >500,000 tablets/month
- Confirmed supply depletion in Q3 2025
- Import exemptions insufficient to meet demand

Development

- Early development initiated before confirmed shortage
- Available as compounded product since January 2026

Impact

- Current volume: **65,000 tablets/month** and growing



Focus Activities 2026



One Team Medios

- Harmonize business- & planning processes for compounding & pharmacy supply business
- ERP/SAP(S4HANA) roll-out for Medios Pharma
- Ensure better insights and teamwork resulting in faster decisions



Operational excellence

- Network optimization - based on a Capital Master Plan
- Business integration - based on a Digitalization Roadmap



Accelerate organic growth

- Increase compounding business segment growth-rate with current and new customers
- Benefit from market trends and regulatory adjustments



Selective M&A

- Value accretive bolt-on acquisitions



Outlook

Medios 2nd Capital Markets Day

Date: 28-29 Sep 2026

Where: Breda, The Netherlands

WELCOME AT Ceban in Breda





**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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Ceban (IB) - Compounding value chain

	Compounding Services	API Services	Pharmacies
Description	<ul style="list-style-type: none"> Tailor-made medication compounded at GMP-compliant facilities for pharmacies, hospitals, clinics, and homecare Compounding facilities: <ul style="list-style-type: none"> Breda, NL: Sterile and non-sterile compounding Oostrum, NL: Sterile compounding Wilrijk, BE: Non-sterile and sterile compounding 	<ul style="list-style-type: none"> Sourcing, repacking and distributing APIs and excipients to pharmacies and hospitals compounding in-house Repacking facilities: <ul style="list-style-type: none"> Wilrijk, BE Barcelona, ES 	<ul style="list-style-type: none"> 20 owned pharmacies across the Netherlands under the "Medsen" chain Automated digital services, including 24h dispensing machines
Presence	Netherlands, Belgium	Belgium, Spain	Netherlands
Synergies with Compounding Services		<ul style="list-style-type: none"> ✓ Timely access to APIs ✓ Strong supply chain ✓ In-depth relationships with pharmacies, hospitals and clinics ✓ Starting point for Compounding Services 	<ul style="list-style-type: none"> ✓ Providing insight in market demand and dynamics ✓ Negotiation power over wholesalers ✓ Access to other pharmacies through sale of dispensing machines ✓ Flexibility in distribution



Repacking of APIs, Belgium



Capsule filling, the Netherlands

← Accretive services to core compounding business

FY 2025 – Key Figures (1/2)

in € thousand	FY 2025	FY 2024	Δ in %	Q4 2025	Q4 2024	Δ in %
Revenue	2,078,652	1,883,038	10.4%	548,655	482,533	13.7%
Pharmaceutical Supply	1,688,799	1,579,989	6.9%	449,323	388,765	15.6%
Patient-Specific Therapies	220,133	213,642	3.0%	54,116	52,068	3.9%
International	169,195	88,787	90.6%	45,045	41,530	8.5%
Services	525	620	-15.3%	171	170	0.6%
EBITDA	84,057	62,953	33.5%	20,422	18,886	8.1%
<i>Margin (in % of Revenue)</i>	4.0%	3.3%	21.2%	3.8%	3.9%	-2.9%
EBITDA pre¹	93,053	78,995	17.8%	22,702	23,216	-2.2%
<i>Margin (in % of Revenue)</i>	4.5%	4.2%	7.1%	4.1%	4.8%	-12.7%
Pharmaceutical Supply	52,539	50,013	5.1%	13,756	12,971	6.1%
Patient-Specific Therapies	22,209	23,268	-4.6%	4,064	6,534	-37.8%
International	29,124	16,292	78.8%	7,125	6,513	9.4%
Services	-10,818	-10,451	3.5%	-2,243	-2,675	-16.2%
EBIT	46,196	31,665	45.9%	10,979	9,350	17.4%
<i>Margin (in % of Revenue)</i>	2.2%	1.7%	29.4%	2.0%	1.9%	3.2%
Comprehensive income before minority interests	15,365	12,548	22.4%	-4,546	2,114	<-100.0%

¹ **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, from expenses for ERP-System implementation, for 2024 for performance-based payments for the acquisition of compounding volumes as well as from 2025 one-time expenses due to change in the Executive Board

Financial Overview

FY 2025 – Key Figures (2/2)

in € thousand	FY 2025	FY 2024	Δ in %	Q4 2025	Q4 2024	Δ in %
Earnings per share (in €)						
Undiluted	0.61	0.51	19.6%	0.19	0.08	>100.0%
Diluted	0.61	0.51	19.6%	0.19	0.08	>100.0%
Adjusted ²	1.94	1.61	20.5%	0.44	0.37	18.9%
Investments (CAPEX)	8,291	6,308	31.4%	3,576	2,751	30.0%
Cash flow from operating activities	52,273	73,663	-29.0%	-391	46,086	<-100.0%
Free cash flow³ (before M&A)	43,982	67,355	-34.7%	-3,967	43,335	<-100.0%
Extraordinary expenses	8.997	16.042	-43.9%	2.280	4.330	-47.3%
Expenses from stock options ¹	1,242	1,675	-25.9%	609	588	3.6%
Other M&A expenses ¹	1,166	5,528	-78.9%	272	1,213	-77.6%
Performance-related expenses for the acquisition of manufacturing volumes ¹	0	6,171	-100.0%	0	1,418	-100.0%
ERP implementation costs ¹	5,060	2,669	89.6%	1,280	1,111	15.2%
Special expenses in connection with the change of executive board members	1,529	0	n/a	119	0	n/a
Full-time employees as of December 31	982	1,003	-2.1%			
Employees (average)⁴	977	843	15.9%			
	Dec 31, 2025	Dec 31, 2024	Δ in %			
Total assets	903,041	934,357	-3.4%			
Equity	514,219	510,192	0.8%			
Equity ratio (in %)	56.9%	54.6%	2.3pp			

Appendix

Q4 2025 – Financials

YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Services		IFRS consolidation		Group	
	Q4 25	Q4 24	Q4 25	Q4 24	Q4 25	Q4 24	Q4 25	Q4 24	Q4 25	Q4 24	Q4 25	Q4 24
Segment revenue – extern. delta (yoy in %)	449.3 15.6%	388.8	54.1 3.9%	52.1	45.0 8.5%	41.5	0.2 0.4%	0.2	n/a	n/a	548.7 13.7%	482.5
EBITDA pre¹ delta (yoy in %)	13.8 6.1%	13.0	4.1 -37.8%	6.5	7.1 9.4%	6.5	-2.2 -16.2%	-2.7	n/a	n/a	22.7 -2.2%	23.2
margin (% of revenue external)	3.1%	3.3%	10.1%	10.9%	17.2%	18.3%	<-100.0%	<-100.0%	n/a	n/a	4,5	4,2

FY 2025 – Revenue Growth Mainly Driven By PS And IB

YoY Revenue in €m	FY 24	Organic	Inorganic	FY 25	Comments
Pharmaceutical Supply (PS)	1,580.0	108.8		1,688.8	<ul style="list-style-type: none"> • Inorganic growth attributable to Ceban (IB) • Organic growth mainly driven by PS, but also contributions and IB and PST • PST contributed €6.5m, of which €6.2m was attributable to the elimination of performance-related expenses for the acquisition of compounding volumes
Patient-Specific Therapies (PST)	213.6	6.5		220.1	
International Business (IB)	88.8	17.2	63.2	169.2	
Services	0.6	-0.1		0.5	
Medios Group total	1,883.0	132.4	63.2	2,078.7	
Medios Group total in %		7.0%	3.4%	10.4%	

Revenue bridge



FY 2025 – Strong EBITDA Pre Growth Mainly Due To IB

YoY EBITDA pre ¹ in €m	FY 24	Organic	Inorganic	FY 25	Comments
Pharmaceutical Supply (PS)	50.0	2.5		52.5	<ul style="list-style-type: none"> • Organic growth of EBITDA pre by 2.7% driven by PS and IB • Ceban (IB) contributes inorganically an EBITDA pre¹ of €12.0m
Patient-Specific Therapies (PST)	23.3	-1.1		22.2	
International Business (IB)	16.3	0.8	12.0	29.1	
Services	-10.5	-0.3		-10.8	
Medios Group total	79.0	2.1	12.0	93.1	
Medios Group total in %		2.7%	15.1%	17.8%	

EBITDA pre¹ bridge



Appendix

The Medios share

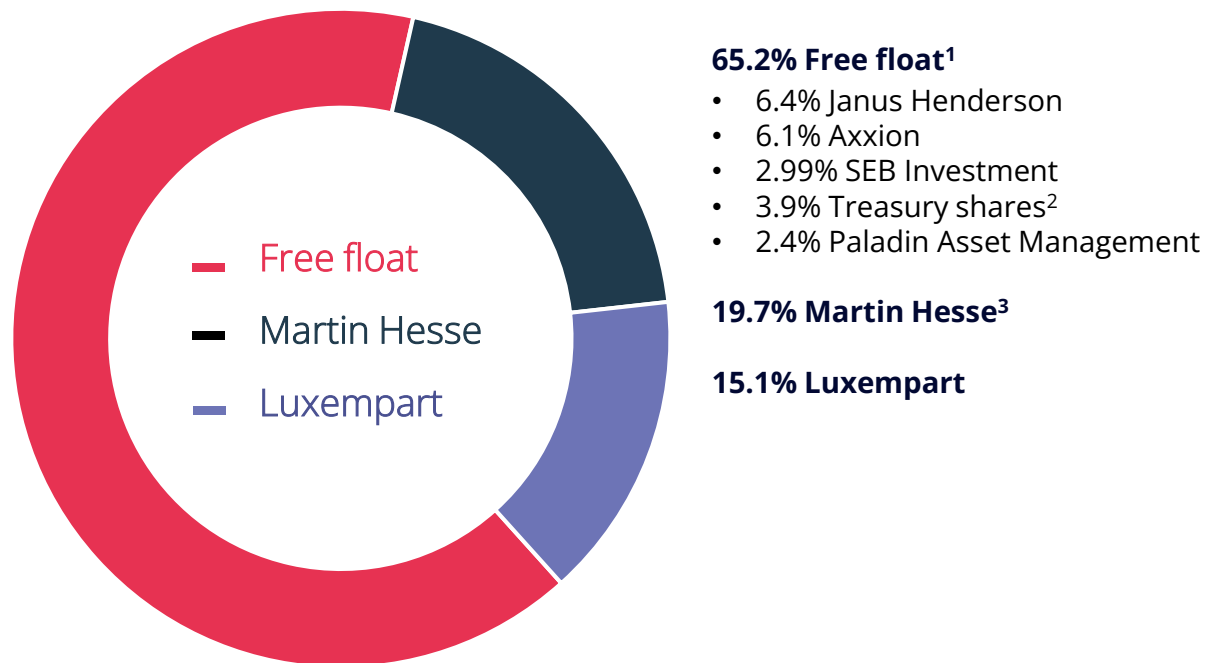
Basic Information

Share Capital	€25,505,723
No. of shares	25,505,723
Share class	No-par value bearer shares
ISIN / Ticker	DE000A1MMCC8 / ILM1
Segment	Regulated Market Frankfurt (Prime Standard)
Index	SDAX

Analyst Coverage

Covered by five international investment banks / brokers

Shareholder Structure



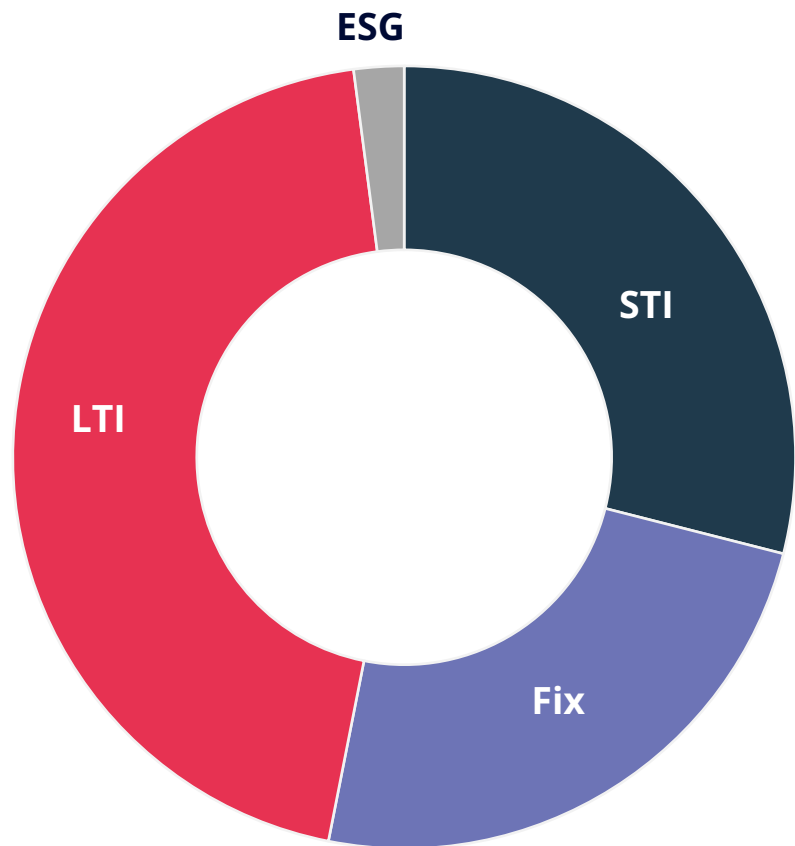
¹ Free Float as defined by Deutsche Börse Group

² Treasury shares from the share buy-back offer do not carry voting or dividend rights (treasury shares as of July 17, 2025: 1,000,000 shares)

³ Incl. attribution of BMSH GmbH

All figures according to voting rights notifications by the notifying parties and as defined by Deutsche Börse Group

Total Target Remuneration



Remuneration System For The Executive Board

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

- Revenue growth (20%)
- EBITDA growth (30%)
- EBITDA margin (30%)
- Operational cash flow (20%)

2. **ESG** bonus (short-term) 2 – 3%

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

Sum 100%

Successful Share Buyback Offer - July 2025

- **Offer Share buyback:** Up to **1,000,000** bearer shares of **current share Capital:** €25,505,723 (approx. 3.92%)
- **Offer price per share: €12.50**
(Approx. **+9.3% premium** over the 5-day XETRA average closing price)
- **Authorization:** Granted by the AGM on June 21, 2023 (valid until June 20, 2028)
- **Purpose:** For **all uses** permitted by the AGM 2023 resolution:
Amongst others, to distribute those shares as part of **share-based compensation** or **employee participation programs** or to offer them as **consideration in the context of M&A** projects
- **Shares tendered:** 1,077,813, **allocation quota 92.78%**



Medios Management – Executive and Supervisory Board



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Contact



Claudia Nickolaus
Head of Investor & Public Relations, ESG
Communications
Phone +49 30 232 566 800
Claudia.Nickolaus@medios.group

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From German to European Leading Specialty Pharma Platform

Company Presentation - May 2026