

Corporate Governance Statement

2025



Corporate Governance Statement pursuant to Secs. 289f and 315d of the German Commercial Code (“HGB”) of Medios AG, Berlin (unaudited part of the Group Management Report)

In accordance with Sections 289f (1) sentences 2 and 315d HGB and Principle 23 of the German Corporate Governance Code (GCGC), the Executive Board and Supervisory Board hereby report jointly on behalf of Medios AG and the Group on the company's corporate governance during the reporting period. The Executive Board and Supervisory Board issue the Corporate Governance Statement jointly and are each responsible for the parts of the report that concern them. Further information on corporate governance – including internal compliance regulations, the rules of procedure for the Supervisory Board and its committees, and the Corporate Governance Statements for previous financial years – is available on the company website at <https://investors.medios.group/corporate-governance>.

COMPLIANCE STATEMENT FOR THE GERMAN CORPORATE GOVERNANCE CODE

The Executive Board and Supervisory Board of Medios AG (“company”) declare in accordance with Section 161 of the German Stock Corporation Act (AktG) on the recommendations of the “Government Commission on the German Corporate Governance Code”:

Since the last Compliance Statement issued in March 2025 and the update to the Compliance Statement issued in July 2025, Medios AG has complied with all recommendations of the “Government Commission on the German Corporate Governance Code” in the version dated April 28, 2022, as published by the Federal Ministry of Justice and Consumer Protection on June 27, 2022, in the official section of the Federal Gazette (Code) with the following exceptions and will continue to comply with them:

Recommendation B.5 of the Code: An age limit should be set for members of the Executive Board and stated in the Corporate Governance Statement.

The Executive Board and Supervisory Board are of the opinion that a general age limit for members of the Executive Board and Supervisory Board is not an appropriate criterion for the selection or exclusion of members of these bodies. Rather, the selection criteria are the necessary knowledge, skills, and professional experience. Any further explanation or disclosure in the Corporate Governance Statement is therefore unnecessary.

Recommendation C.1 of the Code: The Supervisory Board should specify concrete objectives for its composition and develop a competency profile for the entire Board. In doing so, the Supervisory Board should pay attention to diversity. The competency profile of the Supervisory Board should also include expertise on sustainability issues that are important to the company. Proposals by the Supervisory Board to the Annual General Meeting should take these objectives into account and at the same time strive to fulfill the competency profile for the entire board. The status of implementation should be disclosed in the Corporate Governance Statement in the form of a qualification matrix. This should also provide information on the number of independent shareholder representatives deemed appropriate by the shareholder representatives on the Supervisory Board and the names of these members.

Recommendation C.2 of the Code: An age limit should be set for Supervisory Board members and stated in the Corporate Governance Statement.

In order to ensure that it can perform its statutory duties in a proper manner, the Supervisory Board will continue to base its election proposals primarily on the knowledge, skills, and experience of the candidates under consideration.

The Supervisory Board has published a general competency profile and a qualification matrix in the Corporate Governance Statement. Beyond this, the company believes that reaching an age limit does not allow any conclusions to be drawn about the competence of a Supervisory Board member. While the Supervisory Board pays attention to diversity, the Board does not consider it necessary or appropriate to set specific targets or quotas in advance that go beyond the legally required target quota for women on the Supervisory Board pursuant to Section 111 (5) of the German Stock Corporation Act (AktG), as this would restrict the selection of suitable candidates across the board with a Supervisory Board consisting of only five members. Accordingly, the Corporate Governance Statement does not report on any targets in this regard. The current proportion of women on the Supervisory Board is 20%, in line with the target proportion for women (Section 111 (5) AktG).

Recommendation G.7, sentence 1 of the Code: The Supervisory Board should set performance criteria for each Member of the Executive Board for all variable remuneration components for the coming financial year, which should be based primarily on strategic objectives in addition to operational objectives.

Recommendation G.8 of the Code: A subsequent change to the target values or comparison parameters should be excluded.

The 2025 Annual General Meeting on May 27, 2025, approved a new remuneration system for the members of the Executive Board ("2025 Executive Board Remuneration System"). The 2025 Executive Board Remuneration System was then applied retroactively to January 1, 2025, to existing service contracts of the members of the Executive Board. The retroactive application of the 2025 Executive Board Remuneration System led to the replacement of an STI target and to a change in the weighting of STI targets already agreed for the current 2025 financial year. These actions were taken solely to implement the 2025 Executive Board remuneration system and the intended adjustment of the STI targets to the operational performance indicators. An adjustment of target values was therefore not intended. As a precautionary measure, however, a deviation from recommendations G.7 sentence 1 and G.8 of the Code is declared. The STI target values for the 2026 fiscal year were determined in accordance with the provisions of the Code.

Berlin, March 25, 2026

Medios AG
Executive Board and Supervisory Board

SUGGESTIONS OF THE GERMAN CORPORATE GOVERNANCE CODE

Medios AG also voluntarily complies with the suggestions of the Code without deviation.

CORPORATE GOVERNANCE – MATERIAL PRINCIPLES AND PRACTICES

Consistent compliance with legal, social, and environmental rules and standards, as well as ethical principles, forms the basis of the Medios Group's corporate culture. At all levels of the company, internal business ethics principles guide decision-making processes and all actions.

Rules, principles and practices

UN Global Compact – The Medios Group has joined the UN Global Compact's corporate responsibility initiative and is committed to its principles in the areas of human rights, labor, the environment, and anti-corruption. Medios also adheres to the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labor Organization (ILO). Medios explicitly rejects child labour, forced labour, and labor based on human trafficking.

Internal rules and regulations – The management and supervisory bodies of Medios AG are committed to the principles of good and responsible business conduct, which have been incorporated into an internal set of regulations as part of the group-wide management and monitoring structures. These codes, policies, and procedures contain the fundamental principles, rules, and codes of conduct for behavior within the Medios Group and in relation to external partners and the public. They are publicly available on the company's website at: <https://investors.medios.group/en/corporate-governance>. To ensure compliance with legal, social, and environmental rules and standards throughout the company, Medios employees receive regular training on all important compliance issues. Beyond compliance with legal rules and its own standards, entrepreneurship in the Medios Group is characterized by the guiding principle of "partnership intelligence." This guiding principle brings together the values of Medios AG; Further information on this can be found on the company website: <https://career.medios.group/en/values-attitude>. In addition to a Code of Conduct for employees, there is also a Code of Conduct for Suppliers, who are also expected to comply with applicable laws, regulations, industry guidelines, contractual terms and conditions, as well as to uphold human rights and high sustainability standards. The Medios Group's overarching

vision is “Enabling the most innovative therapies for all people” and is described in more detail on the company’s website at <https://medios.group/uebermedios/en/vision-mission>.

Sustainability – The sustainability report integrated into the 2025 annual report, which includes the 2025 **Sustainability Statement** in accordance with CSR-RUG, contains information on the topic of sustainability. In this statement, Medios reports on sustainability issues. The aim is to generate sustainable economic value by integrating good business conduct, social responsibility, and ecological commitment into the core business of the Medios Group. The Medios Group understands sustainability to mean all aspects of sustainable business practices (“corporate social responsibility”), including occupational safety, employee satisfaction, Energy efficiency, and minimum standards in the Supply chain. Reliability towards all Stakeholders is at the heart of Medios AG’s corporate philosophy. The company’s purpose is to promote human well-being through high-quality, comprehensive pharmaceutical care. In its day-to-day business, the company uses energy and resources such as water and natural raw materials as sparingly as possible. Processes for conserving resources are optimized whenever and wherever there is potential to do so. Further information on sustainability can be found on the company website at <https://medios.group/uebermedios/en/sustainability>.

Data protection – In addition to handling information and personal data with care, Medios attaches great importance to the protection of trade and business secrets. This includes observing confidentiality regarding data related to the company and its business activities.

Equal treatment – Medios has zero tolerance for discrimination of any kind.

Multiple-eye principle – Medios places particular emphasis on promoting employee responsibility while also applying the dual control principle. As part of their personal responsibility, employees should critically examine whether it is appropriate to involve other employees in risky decisions. This mix of competencies reduces the risk of wrong decisions and potential abuse to a minimum. In addition, it is internally stipulated for numerous constellations that decisions of considerable legal, economic, or factual significance must be made by at least two people.

Respect and appreciation – Treating customers, suppliers, and **employees** with respect is a matter of course.

Trust and responsibility – At Medios, business relationships and working relationships are characterized by responsibility and trust, without any ifs, ands, or buts.

Transparency and openness – Medios is convinced that an open and transparent approach to employees promotes their commitment. Employees are therefore involved in decisions by their superiors.

Risk management system

The responsible management of business risks is one of the principles of good corporate governance. The Executive Board regularly informs the Supervisory Board about existing risks and their development. There is an appropriate risk management and risk control system in place, as well as an internal audit system; details on risk management at Medios AG are presented in the annual report (management report) under the sections on **risk, opportunities, and forecast reports**, as well as **risk reporting on the use of financial instruments**.

Compliance management system

The entire compliance management system (CMS) is continuously reviewed to ensure that it is adapted to current legal and social developments, and is optimized and further developed accordingly. Breaches of applicable law and internal policies are sanctioned appropriately. Where necessary, corrective or preventive actions are taken to avoid similar incidents in the future. Material components of the CMS are described below.

- **External Group Compliance Officer** – The external compliance officer responsible for the CMS reports to the CEO and the Chairman of the Supervisory Board of Medios AG.
- **Compliance regulations** – In addition to the Codes of Conduct for employees and suppliers (see above), there are policies (anti-corruption, anti-discrimination, conflicts of interest, antitrust law, etc.) that clearly define the risks and how to deal with them, and so-called procedures that bring the policies to life with rules of conduct where necessary.
- **Training** – Training is part of Medios compliance. Special compliance software makes it possible to provide employees with all policies in a qualified manner and to link them to training courses.

- **Compliance risk analyses** – The external compliance officer regularly conducts compliance risk analyses – for the purpose of identifying and assessing compliance risks and defining strategies and actions, right through to the ongoing review of the compliance risk landscape.
- **Whistleblower system** – To ensure compliance with laws and ethical standards, employees and external persons have the opportunity to report any concerns regarding any type of illegal behavior within the company or behavior that violates internationally recognized conventions via an EU-compliant whistleblower system. If necessary, the external compliance officer initiates internal investigations to investigate and clarify possible compliance violations.
- **Compliance audits** – The external compliance officer conducts compliance audits to systematically examine business processes to ensure that they comply with applicable laws, regulations, and policies.
- **Conflicts of interest** – Members of the Executive Board and Supervisory Board are required to report any conflicts of interest to the Supervisory Board immediately. Material transactions between the company and members of the Executive Board or persons closely associated with them require the approval of the Supervisory Board. Consulting and other service and work contracts between the company and members of the Supervisory Board also require the approval of the Supervisory Board. The Supervisory Board reports to the Annual General Meeting on any conflicts of interest and how they are handled. In the reporting year, no conflicts of interest arose among members of the Executive Board or the Supervisory Board.
- **Ban on insider trading** – Medios AG maintains a system for compliance with the prohibition of insider trading (Article 14 of the Market Abuse Regulation – MAR) and, within this framework, keeps insider lists in accordance with Article 18 MAR. The persons concerned are informed of their legal obligations and the sanctions applicable. All employees have been and continue to be informed about the rules for complying with insider trading laws and avoiding conflicts of interest. In addition, there is a communications and ad hoc committee that reviews the ad hoc and insider relevance of information and ensures that it is handled in accordance with the law.
- **Share transactions by Board members** – Members of the Executive Board and Supervisory Board are legally obliged under Article 19 of the Market Abuse Regulation (MAR) to disclose their own transactions involving shares or debt instruments of Medios AG or related derivatives or other related financial instruments, provided that the Total amount of transactions carried out by the member or persons closely associated with them within a calendar year reaches or exceeds €50,000 (until December 31, 2025: €20,000) is reached or exceeded. The transactions reported to Medios AG in the past financial year have been duly published and are available on the company's website at <https://investors.medios.group/en/corporate-governance/managers-transactions>.
- **Transparency** – As part of its investor relations work, Medios informs capital market participants and the interested public on a quarterly basis about the company's economic situation, business development, financial and results of operation, and new information in accordance with legal requirements. The investor relations website also contains announcements in accordance with the German Securities Trading Act and MAR, analyst presentations, press releases, and the annual financial calendar. The annual financial report (IFRS) and the separate financial statements in accordance with the German Commercial Code (HGB), the half-yearly financial report (IFRS), and the quarterly reports (IFRS) are published within the specified deadlines and announced to the public in advance by means of a notice. Voting rights notifications concerning Medios AG are published immediately in accordance with legal requirements. Information for shareholders that goes beyond the statutory disclosure requirements is provided on the company's website at www.medios.group.

WORKING PRACTICES OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

Medios AG is a stock corporation under German law and therefore has three main bodies: the Executive Board, the Supervisory Board, and the Annual General Meeting, as described in more detail below.

DUAL MANAGEMENT SYSTEM

The working methods of the Executive Board and Supervisory Board of Medios AG are characterized by the German dual management system. The Executive Board manages the company on its own responsibility. The Supervisory Board appoints, monitors, and advises the Executive Board. If decisions of fundamental importance to the company are pending, the Supervisory Board is directly involved.

COOPERATION BETWEEN THE EXECUTIVE BOARD AND SUPERVISORY BOARD

At Medios AG, the Executive Board and Supervisory Board work closely together for the benefit of the company. To this end, the Executive Board coordinates the strategic direction of the company with the Supervisory Board and discusses the status of strategy implementation with it at regular intervals. The Supervisory Board has laid down approval requirements in the rules of procedure for the Executive Board for more specifically defined transactions of materiality. Between Supervisory Board meetings, the Chairman of the Supervisory Board also maintains regular contact with the Executive Board, in particular with the Chairman of the Executive Board, and discusses with him issues relating to the company's strategy, planning, business development, risk situation, risk management, and compliance. The Chairman of the Supervisory Board is informed immediately by the Chairman of the Executive Board of any important events that are of material importance for the assessment of the situation and development as well as for the management of the company.

EXECUTIVE BOARD

The Executive Board manages the company on its own responsibility and, as such, is bound by the interests of the company and committed to increasing its sustainable value. The members of the Executive Board are jointly responsible for the overall management of the company and decide on fundamental issues of business policy and corporate strategy, including the sustainability strategy, as well as on annual and multi-year planning; however, each member of the Executive Board is generally responsible for the Executive Board portfolio assigned to them in accordance with the rules of procedure and the schedule of responsibilities. As of December 31, 2025, the company's Executive Board

consisted of four members. The Executive Board informs the Supervisory Board regularly, promptly, and comprehensively about all relevant issues relating to business development, planning, financing, Strategy, and the business situation. Further information on the composition and distribution of responsibilities among the executive bodies can be found in the notes to the 2025 Annual Report under [note 38](#).

LONG-TERM SUCCESSION PLANNING FOR THE EXECUTIVE BOARD

The Supervisory Board strives for continuity on the Executive Board and maintains close contact with the Executive Board in the context of personnel and succession planning. For necessary new appointments to the Executive Board, there is traditionally a list of possible internal candidates, which is continuously updated; at the same time, possible external candidates are also discussed. Succession planning for executives below the Executive Board level is the responsibility of the Executive Board. However, there is close communication on personnel matters, including emergency, Medium-term, and long-term scenarios. A requirements profile has been developed for internal and external candidates, which is based on various criteria:

- Personal suitability
- Integrity
- Convincing leadership qualities
- Professional qualifications for the respective department
- Previous achievements
- Knowledge of the company
- Identification with the company's vision

CURRENT MEMBERS OF THE EXECUTIVE BOARD

Thomas Meier – Chairman of the Executive Board (Chief Executive Officer, CEO, since February 1, 2026)

Falk Neukirch – Chief Financial Officer (Chief Financial Officer, CFO)

Christoph Prusseit – Member of the Executive Board (Chief Business Officer Germany, CBO Germany)

Constantijn van Rietschoten – Member of the Executive Board (Chief Business Officer International, CBO International)

MEMBERSHIP IN THE SUPERVISORY BOARD OR CONTROL BODIES

Thomas Meier is Chairman of the Board of Directors of AdRegeneer AG, Basel, Switzerland, and a member of the Board of Directors of Viollier AG, Allschwil, Switzerland.

Beyond that, there are no other memberships to be disclosed in accordance with Section 285 No. 10 of the German Commercial Code (HGB).

SUPERVISORY BOARD

The Supervisory Board consists of five members who are elected by the Annual General Meeting. The Chairman of the Supervisory Board is elected by its members. The Supervisory Board appoints the members of the Executive Board. It monitors and advises the Executive Board in the management of the company. Material decisions of the Executive Board require the approval of the Supervisory Board. The Supervisory Board consults regularly. The Supervisory Board also reports on the scope of its work in its report to the Annual General Meeting. The other core tasks of the Supervisory Board include reviewing and approving the annual and consolidated financial statements, including the (consolidated) management report, reviewing the proposal for the appropriation of net retained profits, submitting proposals for resolutions on all items on the agenda of the Annual General Meeting, the review of the non-financial group statement, referred to as the sustainability statement, in accordance with CSR-RUG.

COMMITTEES

The Supervisory Board has formed three non-decision-making committees (Audit Committee, Compensation and Nomination Committee, ESG Committee). No decision-making committees were formed due to the size of the company; the three committees can only make recommendations. The work is carried out on the basis of rules of procedure, which can be accessed on the company website at <https://investors.medios.group/en/corporate-governance/supervisory-board>.

Audit Committee – Dr. Anke Nestler and Mr. Florian Herger have been appointed as members of the Audit Committee, which is chaired by Dr. Nestler. The Audit Committee is primarily responsible for reviewing the financial statements, monitoring the accounting process, the effectiveness of the internal control system, the risk management system and the internal audit system, as well as the audit of the financial statements and compliance.

Compensation and Nomination Committee – Dr. Yann Samson and Joachim Messner have been appointed as members of the Compensation and Nomination Committee, with Dr. Samson serving as Chairman of the Committee. The Compensation and Nomination Committee nominates suitable candidates to the Supervisory Board for its proposals to the Annual General Meeting for the election of Supervisory Board members. It also submits proposals to the Supervisory Board for resolution on the determination of the remuneration of individual members of the Executive Board,

on the remuneration system, including the requirements of Section 87 (2) of the German Stock Corporation Act (AktG), and on its regular review. The Compensation and Nomination Committee also prepares the Supervisory Board's personnel decisions regarding the Executive Board; in particular, it makes proposals for the appointment and termination of the appointment of members of the Executive Board.

ESG Committee – Dr. Yann Samson and Mr. Jens Apermann have been appointed as members of the ESG Committee, with Dr. Samson serving as its chairman. The ESG Committee deals with sustainable business conduct and the company's Business Activities in the areas of environment, social affairs, and good business conduct (ESG). Within its area of responsibility, the committee advises and monitors the management in integrating sustainability into the business strategy and in setting sustainability goals. Unless this falls within the remit of the Audit Committee, the committee also monitors ESG reporting and, where necessary, its auditing. In addition, the ESG Committee supports the Compensation and Nomination Committee in setting ESG targets for the compensation of the Executive Board.

SELF-ASSESSMENT OF THE SUPERVISORY BOARD

At the end of 2022, the Supervisory Board decided to have an independent self-assessment carried out every two years starting in 2023, in accordance with the recommendation of the GCGC, with the support of an external consultant. In addition, the Supervisory Board independently reviews each year how effectively the Supervisory Board as a whole and its committees perform their duties.

The second self-assessment took place in the 2025 financial year, and the results were presented by the external consultant commissioned by the Chairman of the Supervisory Board at the beginning of 2026. As part of the self-evaluation, the Supervisory Board was asked around 100 questions, which were evaluated on a weighted basis. Despite interim personnel changes in the committee, the activities of the supervisory body – in particular its effectiveness, decision-making quality, onboarding of the two new members, and cooperation with the Executive Board – were once again rated as good to very good.

Specifically, cooperation with the Executive Board and within the Supervisory Board is professional, constructive, open, and based on a high degree of trust. The Supervisory Board can base its work on a well-established, comprehensive supply of information. The organization, composition, and structure of the Supervisory Board, including its committees, were once again rated as effective and efficient. No fundamental

need for change has been identified. Previous individual suggestions were implemented in a timely manner. The next self-assessment will take place in 2027.

CURRENT MEMBERS OF THE SUPERVISORY BOARD

Dr. Yann Samson – Chairman of the Supervisory Board

Dr. Anke Nestler – Deputy Chairman of the Supervisory Board

Joachim Messner

Florian Herger

Jens Apermann

MEMBERSHIP IN OTHER SUPERVISORY BOARDS OR CONTROL BODIES

Dr. Yann Samson was Vice Chairman of the Supervisory Board of Avemio AG, Wiesbaden, until November 30, 2025.

Dr. Anke Nestler was Deputy Chairman of the Supervisory Board of GK Software SE, Schöneck/Vogtl, until June 2025.

Florian Herger is a member of the Supervisory Board of Nexus AG, Donaueschingen, and a member of the Supervisory Board of technotrans SE, Sassenberg.

Jens Apermann is a member of the Supervisory Board of easyApotheke (Holding) AG, Düsseldorf.

Beyond this, there are no other memberships to be disclosed in accordance with Section 285 No. 10 of the German Commercial Code (HGB).

ANNUAL GENERAL MEETING AND SHAREHOLDERS

At the Annual General Meeting, the shareholders, i.e. the owners of the company, exercise their rights. Pursuant to Section 119 Para. 1 AktG, the Annual General Meeting decides, among other things, on

- Appointment of the members of the Supervisory Board
- Discharge of the Executive Board and Supervisory Board
- Appointment of the auditor
- Appropriation of profits
- Amendments to the articles of association
- Capital measures

DIVERSITY CONCEPT

Medios AG's diversity concept is significantly influenced by two factors. (1) The company operates in an industry that is traditionally characterized by a high proportion of women at almost all levels of a corporation. At Medios AG, women are therefore disproportionately represented compared to many other industries, resulting in a high level of diversity that exceeds legal requirements. (2) Against this background, it should be noted that Medios operates in a highly specialized industry and strives to retain the best talent at all levels on a long-term basis. For this reason, the Supervisory Board selects the members of the Executive Board solely on the basis of their qualifications, educational background, and professional experience, regardless of gender, nationality, or age. The Executive Board fills downstream management positions according to the same principles. The proposals for the Supervisory Board elections at Medios AG are also selected solely on the basis of qualifications, independence, and educational and professional background, regardless of gender, nationality, or age. At Medios AG, the criterion of "professional background" includes, among other things, special knowledge of the markets that are important for Medios. The Supervisory Board will define additional diversity criteria if it deems this appropriate and expedient. For further information on diversity and the proportion of women, please refer to the following sections.

Independence, competence profile, diversity concept, age limit, and length of membership for the Supervisory Board

The Supervisory Board aims to have at least two members who are independent. In the opinion of the Supervisory Board, all of its current members are to be regarded as independent within the meaning of the German Corporate Governance Code (GCGC). No specific targets for the composition of the Supervisory Board have been defined to date, but there is a general competency profile. This is because the Supervisory Board believes that it can only perform its statutory duties properly if nominations are based primarily on the knowledge, skills, and experience of the candidates under consideration.

However, the Supervisory Board has set a target of 20% for the proportion of women on the Supervisory Board, corresponding to one woman, by June 30, 2027 (Section 111 (5) AktG). The company also believes that neither the length of service nor the attainment of an age limit allows conclusions to be drawn about the competence of a Supervisory Board member. The length of service on the Supervisory Board is disclosed for each member on the company's website at <https://investors.medios.group/en/corporate-governance/supervisory-board>.

The competency profile of the Supervisory Board of Medios AG stipulates that the members as a whole should be familiar with the Sector in which the company operates. In addition, at least one member of the Supervisory Board should have the following knowledge, skills, and professional experience so that the Supervisory Board as a whole covers all the necessary areas of expertise:

- Industry, management, and committee expertise
- Personnel competence
- Regulatory competence
- Balance sheet expertise
- Competence in sustainability issues.

The general requirements for all supervisory board members include

- Integrity and personality
- Willingness and ability to commit sufficient time and effort
- Sufficient time to perform the mandate with the necessary regularity and diligence.

Implementation of the objectives for the composition of the Supervisory Board in 2025

The Supervisory Board believes that it has consistently met the above objectives in the 2025 financial year. The Supervisory Board meets the target of 20% female representation. The members of the Supervisory Board are collectively familiar with the sector in which the company operates. Dr. Nestler and Mr. Herger have expertise in the field of accounting. In addition, Dr. Nestler, Dr. Samson, and Mr. Herger have expertise in the field of auditing. Dr. Nestler is also Chair of the Audit Committee. Dr. Samson has particular expertise in sustainability issues, is Chairman of the Supervisory Board's ESG Committee, and is also a member of the Sustainability Committee. Further details on the members of the Supervisory Board and their CVs are published on the company's website at <https://investors.medios.group/en/corporate-governance/supervisory-board> and updated annually. The status of implementation of the competency profile is disclosed below in the form of a qualification matrix, together with further qualifications.

Qualification matrix for the Supervisory Board of Medios AG

	Dr. Yann Samson	Joachim Messner	Dr. Anke Nestler	Jens Apermann	Florian Herger
Duration of affiliation					
Member since	Termination AGM ³ 2015	Termination AGM ³ 2016	Termination AGM ³ 2021	Termination AGM ³ 2024	Termination AGM ³ 2024
Personal suitability					
Independence ¹	#	#	#	#	#
No overboarding ¹	#	#	#	#	#
Diversity					
Date of birth	1973	1961	1969	1968	1981
Gender	Male	Male	Female	Male	Male
International experience					
Nationality	German	German	German	German	German
Europe	#	#	#	#	#
America	#		#		#
Professional suitability					
Leader experience	#	#	#	#	#
Technology	#			#	
Sustainability	#		#		#
Purchasing/Sales	#	#		#	o
Production/R&D				#	
Finance			#		#
Financial expert ²	#		#		#
Risk management	#		o	#	o
Law/Compliance	#	#	o	#	o
Personal	#	#	o		#
Business field/sector familiarity	#	#	o	#	#

1 As defined in the German Corporate Governance Code (GCGC).

2 Pursuant to Section 100 (5) of the German Stock Corporation Act (AktG) and Recommendation D.3 of the GCGC.

3 AGM: Annual General Meeting.

Core competence

o Secondary competence

Note: The classification of competencies is based on self-assessment and is derived, among other things, from existing qualifications, knowledge and experience acquired in the course of serving as a member of the Supervisory Board, or continuing education measures regularly undertaken by all members of the Supervisory Board. Competence is defined as the ability to at least understand the relevant issues well and make informed decisions.

Diversity concept for the composition of the Executive Board

The Supervisory Board has set a target for the proportion of women on the Executive Board in accordance with Para. 5 of Section 111 of the German Stock Corporation Act (AktG) of at least 20% or at least one woman on the Executive Board by June 30, 2027.

Implementation of the diversity concept for the Executive Board in 2025

This target for the proportion of women on the Executive Board was consistently met until Mrs. Mi-Young Miebler left the company in June 2025. No successor has yet been appointed for Mrs. Miebler. Following the departure of Matthias Gärtner, the search for a new Chief Executive Officer (CEO) focused on qualifications.

Target women's quotas for both management levels below the Executive Board

The Executive Board has decided that the proportion of women in the first management level below the Executive Board should not fall below 36% by June 30, 2027 (Section 76 (4) AktG). The first management level below the Executive Board comprises all managers with disciplinary responsibility for personnel and cost centers. There is no second management level below the Executive Board at Medios AG, so no decision needs to be made in this regard. In addition, the Executive Board pays attention to diversity and equal opportunities when filling management positions throughout the Medios Group. Further information on this can be found in the [2025 Sustainability Statement](#).

Fulfilment of the target quota for women at the management level below the Executive Board in 2025

The target set out in Section 76 (4) of the German Stock Corporation Act (AktG) is currently being met (5 women out of 14 executives).

REMUNERATION REPORT AND REMUNERATION SYSTEM

The remuneration report and the auditor's note pursuant to Section 162 AktG, the remuneration system for the members of the Executive Board pursuant to Section 87a (1) and (2) Para. 1 AktG, and the resolution of the Annual General Meeting pursuant to Section 113 (3) AktG on the remuneration of the members of the Supervisory Board are published at <https://investors.medios.group/en/corporate-governance>. The remuneration report pursuant to Section 162 AktG for the 2025 financial year is also printed in the chapter of the same name in this annual report.

Berlin, March 25, 2026

Signed for the Executive Board: Thomas Meier

Chairman of the Executive Board

Signed for the Supervisory Board: Dr. Yann Samson
Chairman of the Supervisory Board

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