MEDIOS

Q3/9M 2025 Results

Matthias Gaertner, CEO
Falk Neukirch, CFO
November 11, 2025

> **“We are creating the leading European Specialty Pharma platform to treat diseases optimally with individualized medicine.”**
>
> Matthias Gärtner, CEO Medios AG

Highlights 9M 2025

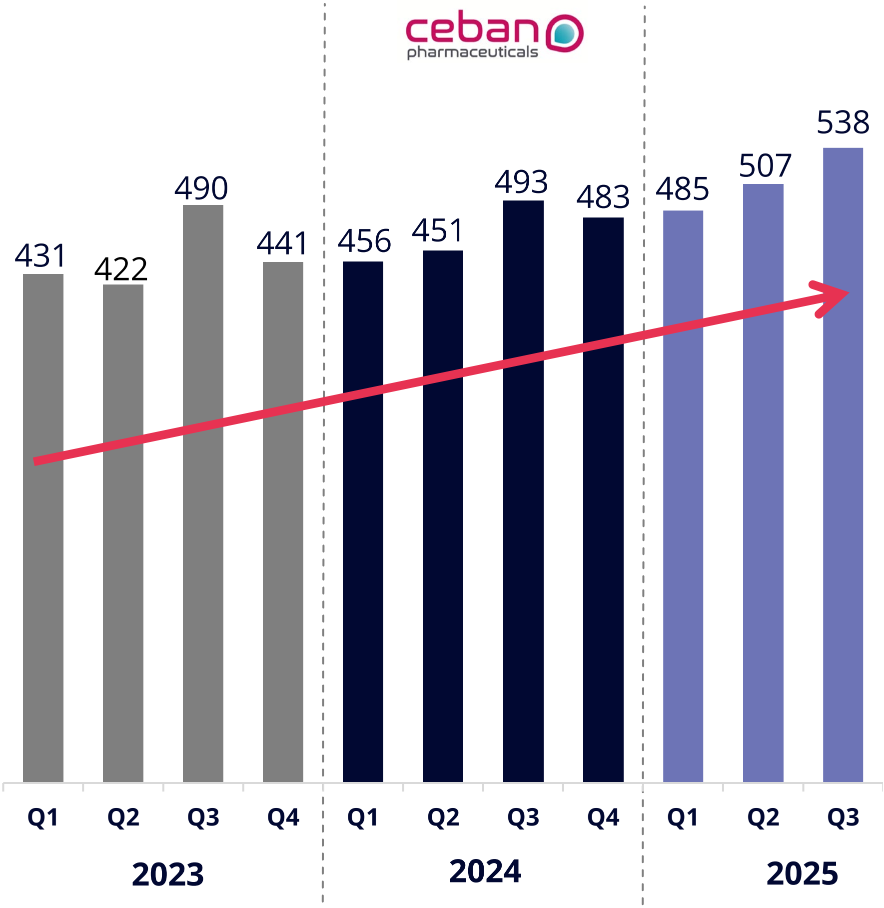
Financials	**9M 2025:** Overall, solid financials • **Revenue up** by 9.2% to €1.5bn (Q3 2025: **record revenue** of €538m) • Disproportionate **EBITDA pre** increase to €70.4m **(+26.1%)** leading to an **EBITDA pre margin expansion** of 4.6%; **5.1% organic** EBITDA pre growth driven by all three operational segments • **EPS** up by 84.0% to €0.79; **EPS adjusted** up to €1.50
Strategic and Operational	• **New CEO** from Feb 1, 26: Thomas Meier will succeed Matthias Gaertner • Medios again member of Deutsche Börse **SDAX** selection index • **New major investor** Janus Henderson (6.4%) • **New coverage: Montega AG** (Buy, PT: 24€) • The build-up of **Advanced Therapies** is progressing well
Guidance 2025	**Guidance 2025[1] confirmed** • **Revenue** €2.0bn (+6.0%), **EBITDA pre[1]** €96m (+21.5%) • Disproportional **EBITDA pre growth** • Assumption: Organic growth in the mid-single-digit percentage range

[1] Guidance published on March 4, 25 | **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, for 2024 for performance-based payments for the acquisition of compounding volumes, from 24 expenses for ERP-System implementation as well as from 25 one-time expenses due to change in the Executive Board | **Adjusted EPS** is based on the period result, adjusted for special charges, acquisition-related PPA amortizations, and the resulting adjusted tax expense

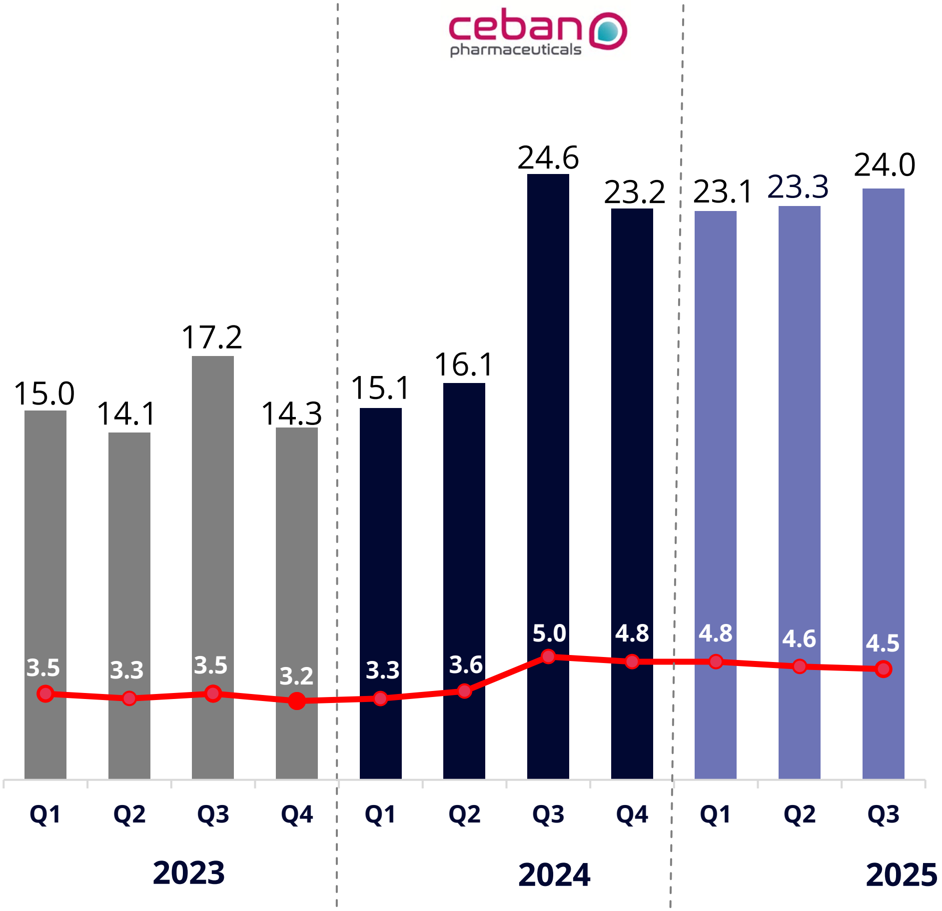
Executive summary

QoQ – Revenue and EBITDA pre growth

Revenue (€m)



EBITDA pre[1] (€m)



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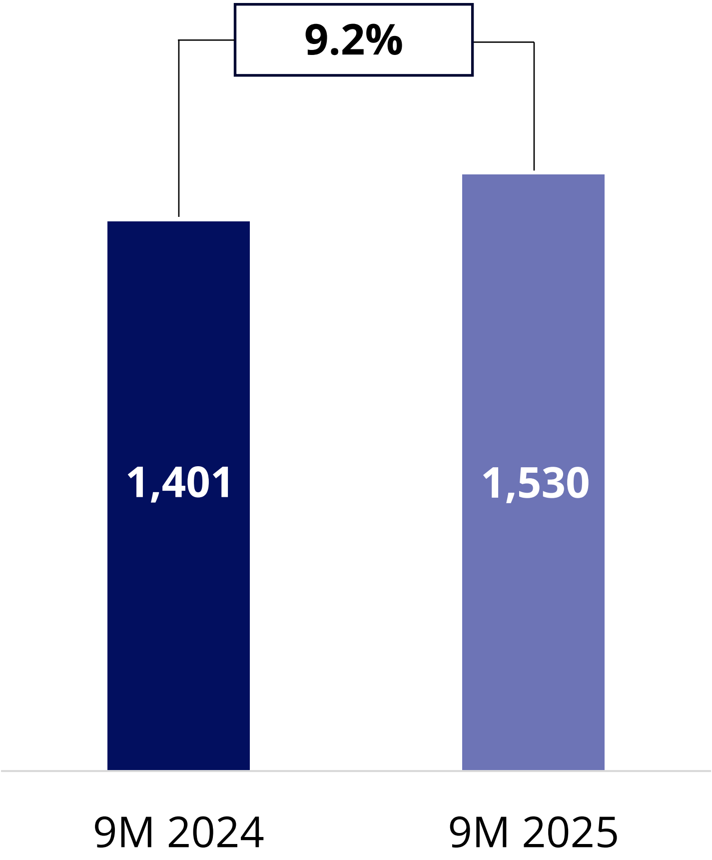
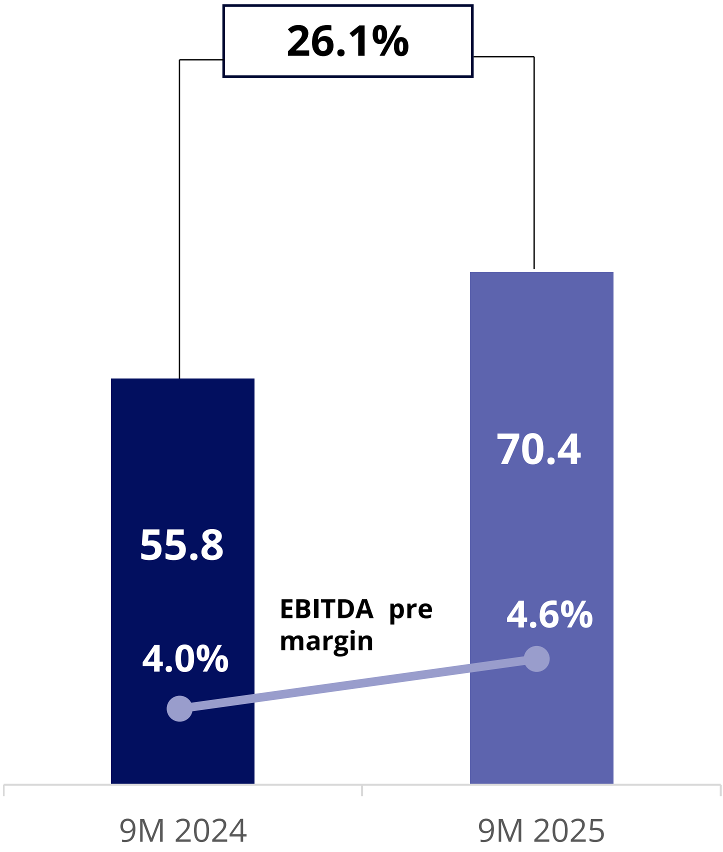
Executive summary

YoY 9M 2025: Strong EBITDA pre margin improvement

Revenue in €m



EBITDA pre[1] in €m



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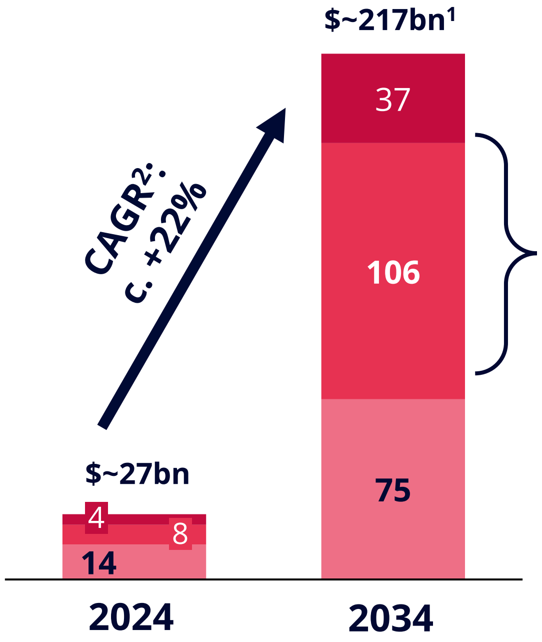
Advanced Therapies (AT) & Personalized Cancer Vaccines (PCV)

Global Market Advanced Therapies



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

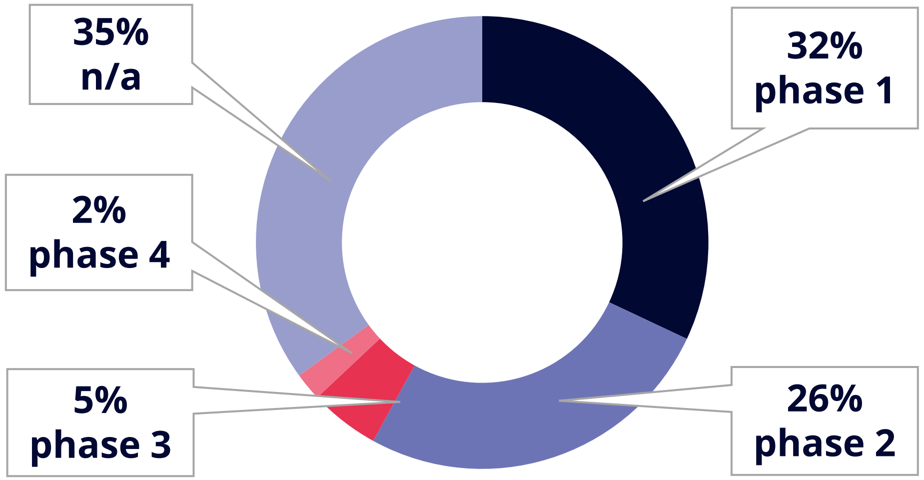
Gene therapies: $106bn total
Genes or gene editing tools to **replace** missing or repair non-functional genes

Of that mRNA-based Personalized Cancer Vaccines (PCV): $27.9 bn
Therapeutic vaccine against cancer using individual tumor‘s antigens to elicit an antigen-specific immune response

Tissue engineering
Used to repair damaged human **tissue** or **replace missing tissue**

Study phases[3]

5.965 total studies	2.563 completed	930 terminated	2.472 active



- Double-digit global market growth (22% CAGR)[1] – incl. mRNA-based Personalized Cancer Vaccines (PCV)
- In addition, growth in the field of peptide-based PCVs identified (20.3% CAGR)[1]
- ATs and PCVs do have the potential to replace conventional cancer therapies and to cure cancer

 [1]**Source**: internal data | [2] **CAGR** compound annual growth rate | [3] **Source:** ClincalTrials.gov: „Gene AND Cell Therapy“ on: October 7, 2025)

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3 Guidance 2025, strategy

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Financial overview

9M 2025 – Solid Group financials

In € million	9M 2025	9M 2024	*Δ in %*
Revenue	1,530.0	1,400.5	*9.2%*
Gross profit[1]	151.5	107.3	*41.3%*
gross margin in %	*9.9%*	*7.7%*	*2.2pp*
EBITDA pre[2]	70.4	55.8	*26.1%*
margin in %	*4.6%*	*4.0%*	*0.6pp*
Conversion rate in % *(EBITDA pre/gross profit)*	*46.4%*	*52.0%*	*-5.6pp*
EBIT	35.2	22.3	*57.8%*
Net Income	19.9	10.4	*90.8%*
EPS (€), undiluted	0.79	0.43	*84.0%*
EPS (€), adjusted[3]	1.50	1.19	*25.8%*
CF from operating activities	52.7	27.6	*91.1%*
CF from investing activities	-2.3	-221.3	*-99.0%*
Free cash flow[4] **(before M&A)**	47.9	24.0	*99.6%*
CF from financing activities	-63.0	190.3	*<-100%*
	30 Sep 2025	**31 Dec 2024**	*Δ in %*
Inventories	92.1	92.5	*-0.4%*
Cash & cash equivalents	93.4	106.0	*-11.9%*
Equity	518.1	510.2	*1.6%*
ratio in %	*55.2%*	*54.6%*	*0.6pp*
Liabilities	421.2	424.2	*-0.7%*
ratio in %	*44.8%*	*45.4%*	*-0.6pp*

Comments

Revenue growth of 9.2% driven by inorganic growth of IB and organic growth of all other operational segments, mainly PS

All operational segments contributed to the increase in profitability:

- **Gross profit** increased by inorganic growth from IB , by organic revenue growth of all operational segments, and focusing on higher margin revenue; elimination of performance-based expenses of €4.8m in PST segment
- **EBITDA pre** rose by 26.1% driven by a **strong organic growth of PS and PST** and **inorganic** contribution of IB
- Strong **EPS** increase by 84.0% to €0.79 / share, due to increased net income; **EPS adjusted by one-offs and PPA effects** amount to €1.50/share
- **Operating CF very strong** mainly due to cash-generating operating earnings
- **Investing CF** of €-2.3m mainly consists of capex (€4.7m), accrued purchase price payments for Ceban acquisition (€2.3m) and divestments (€3.4m); 9M 24: dominated by Ceban acquisition
- **Financing CF** resulted from scheduled term loan repayments €18.8 and net repayments of the RCF €20m, interest payments for loans (€6.4m) and of payment of lease liabilities (€3.8m) and repurchase of treasury shares €12.6m
- **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, for 2024 for performance-based payments for the acquisition of compounding volumes, from 24 expenses for ERP-System implementation as well as from 25 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, and the resulting adjusted tax expense |[4] Calculated as follows: Operating CF less CAPEX | **RCF** Revolving Credit Facility

9M 2025 – Revenue growth driven by International Business

YoY Revenue in €m	9M 24	Organic	Inorganic	9M 25	Comments
Pharmaceutical Supply (PS)	1,191.2	48.3		**1,239.5**	• *Inorganic growth attributable to Ceban (IB)* • *Organic growth mainly driven by PS, but also contributions of PST and IB*
Patient-Specific Therapies (PST)	161.6	4.4		**166.0**	
International Business (IB)	47.3	11.6	65.3	**124.2**	
Services	0.5	-0.1		**0.4**	
Medios Group total	1,400.5	64.2	65.3	**1,530.0**	
Medios Group total in %		***4.5%***	***4.7%***	***9.2%***	

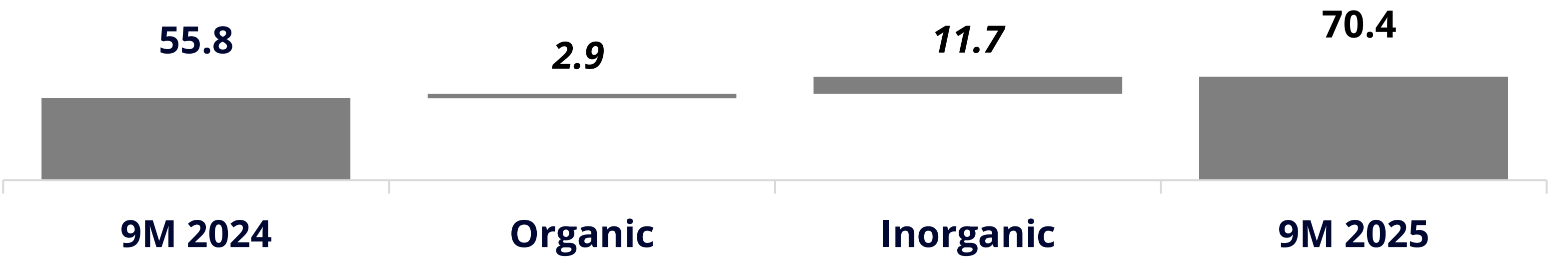
Revenue bridge

[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, for 2024 for performance-based payments for the acquisition of compounding volumes, from 24 expenses for ERP-System implementation as well as from 25 one-time expenses due to change in the Executive Board

9M 2025 – Strong EBITDA pre growth mainly due to IB

YoY EBITDA pre[1] in €m	9M 24	Organic	Inorganic	9M 25	Comments
Pharmaceutical Supply (PS)	37.0	1.8		**38.8**	• Significant **organic growth** of EBITDA pre by 5.1% driven by PS, PST and IB • Ceban (IB) contributes **inorganically** an EBITDA pre[1] of €11.7m
Patient-Specific Therapies (PST)	16.7	1.4		**18.1**	
International Business (IB)	9.8	0.5	11.7	**22.0**	
Services	-7.8	-0.8		**-8.6**	
Medios Group total	55.8	2.9	11.7	**70.4**	
Medios Group total in %		*5.1%*	*21.0%*	*26.1%*	

EBITDA pre[1] bridge



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Financial overview

9M 2025 – EBITDA pre posted strong growth

	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Services		IFRS consolidation		Group	
YoY in € million	**9M 25**	9M 24	**9M 25**	9M 24	**9M 25**	9M 24	**9M 25**	9M 24	**9M 25**	9M 24	**9M 25**	9M 24
Segment revenue – extern. delta (yoy in %)	1,239.5 *4.1%*	1,191.2	166.0 *2.8%*	161.6	124.2 *>100%*	47.3	0.4 *-21.6%*	0.5	*n/a*	n/a	1,530.0 *9.2%*	1,400.5
EBITDA pre[1] delta (yoy in %)	38.8 *4.7%*	37.0	18.1 *8.4%*	16.7	22.0 *>100%*	9.8	-8.6 *10.3%*	-7.8	*n/a* *n/a*	n/a	70.4 *26.1%*	55.8
EBITDA pre **margin** (% of revenue external)	*3.1%*	*3.1%*	*10.9%*	*10,3%*	*17.7%*	*20.7%*	*-86.1%*	*-92.1%*	*n/a*	*n/a*	*4.6%*	*4.0%*

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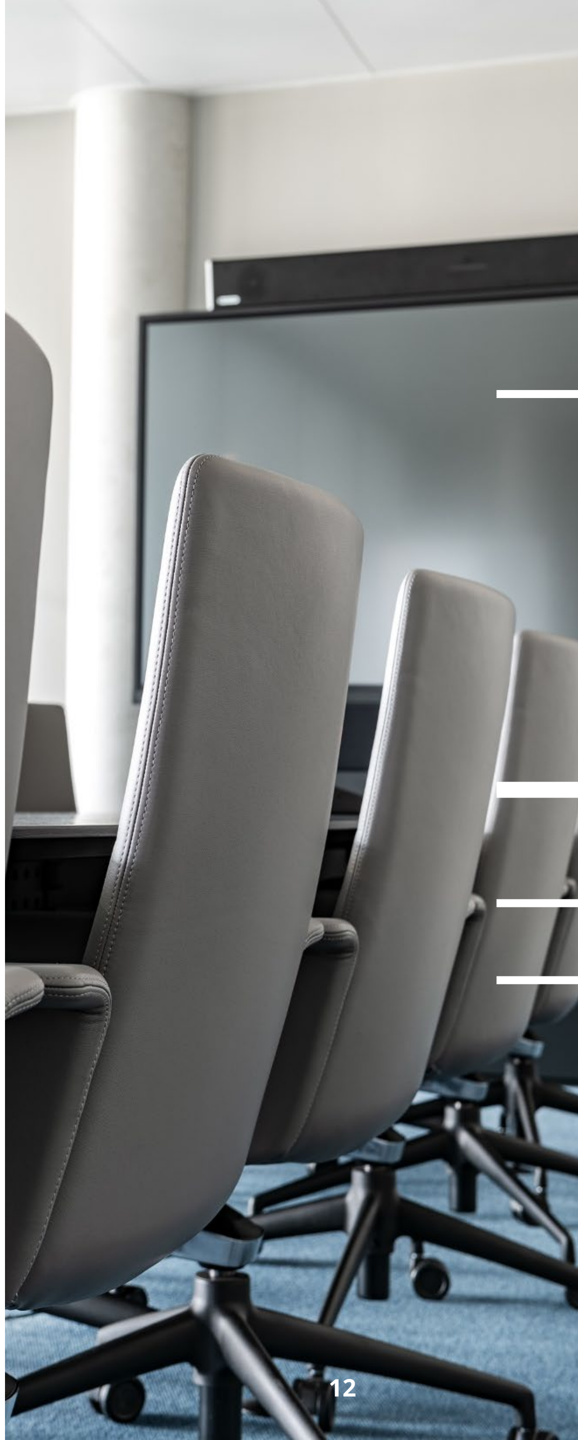
Financing Structure

- **New Syndicate loan** concluded in Nov 2024 : **€225m**, consisting of
    - **term loan of €125m**, term: 5 yrs, annual redemption €25m starting March 25

  and

    - **Revolving credit facility (RCF) €100m** (step-up option €50m), term 5 (+1 +1) yrs
- **Covenant based margin grid**
- **Net debt** of approx. €100m leading to an **attractive leverage ratio of approx. 1.1** as of 30 Sep
- **Estimated** annual **free cash flow:** c. €40m - €50m



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

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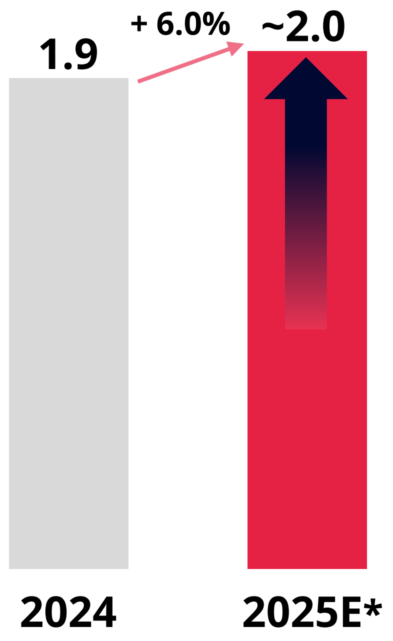
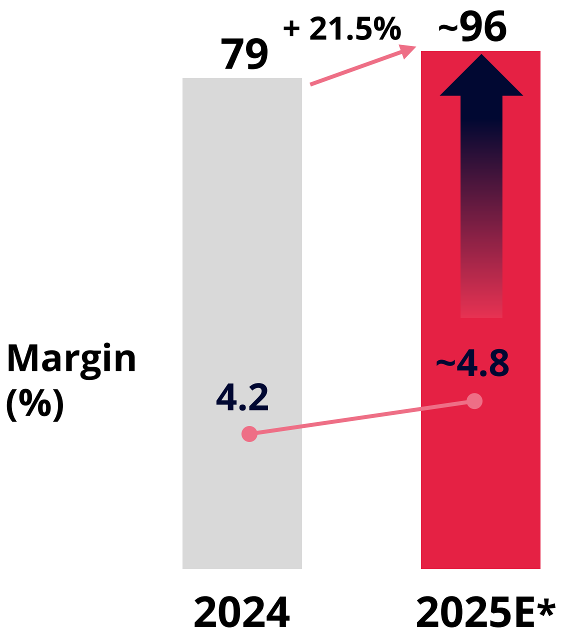
Guidance 2025

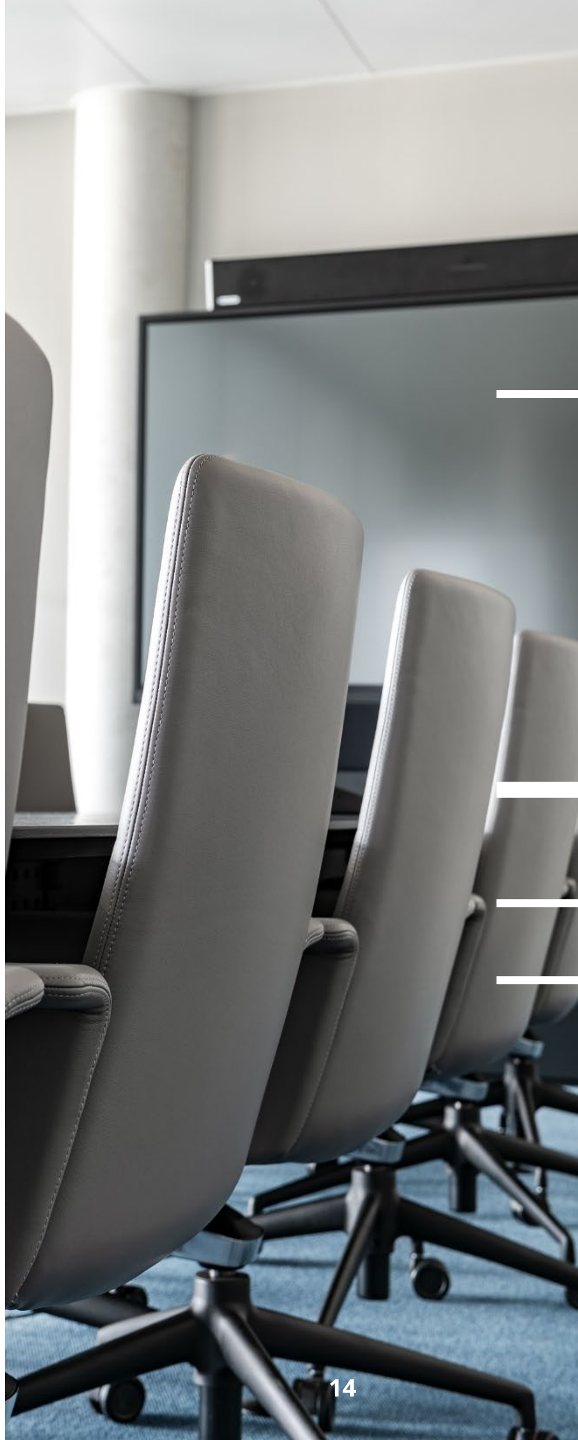
Disproportionate EBITDA pre increase expected

Revenue (€bn)



EBITDA pre[1] (€m)





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THANK YOU!

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

Appendix

Successful AGM 2025 – Selected agenda items

Approval of adjusted Compensation system for the Executive Board

- **Realignment of the Short-Term Incentive (STI)**
  New financial KPI: Operational cash flow
  - Objective: stronger focus on operational performance indicators
  - Promotion of **efficiency, profitability, and liquidity generation**
  - Background: previously 40% weighting on M&A transactions as part of the STI

Creation of Stock Option Plan 2025 (SOP 2025) and of new Conditional Capital 2025/I

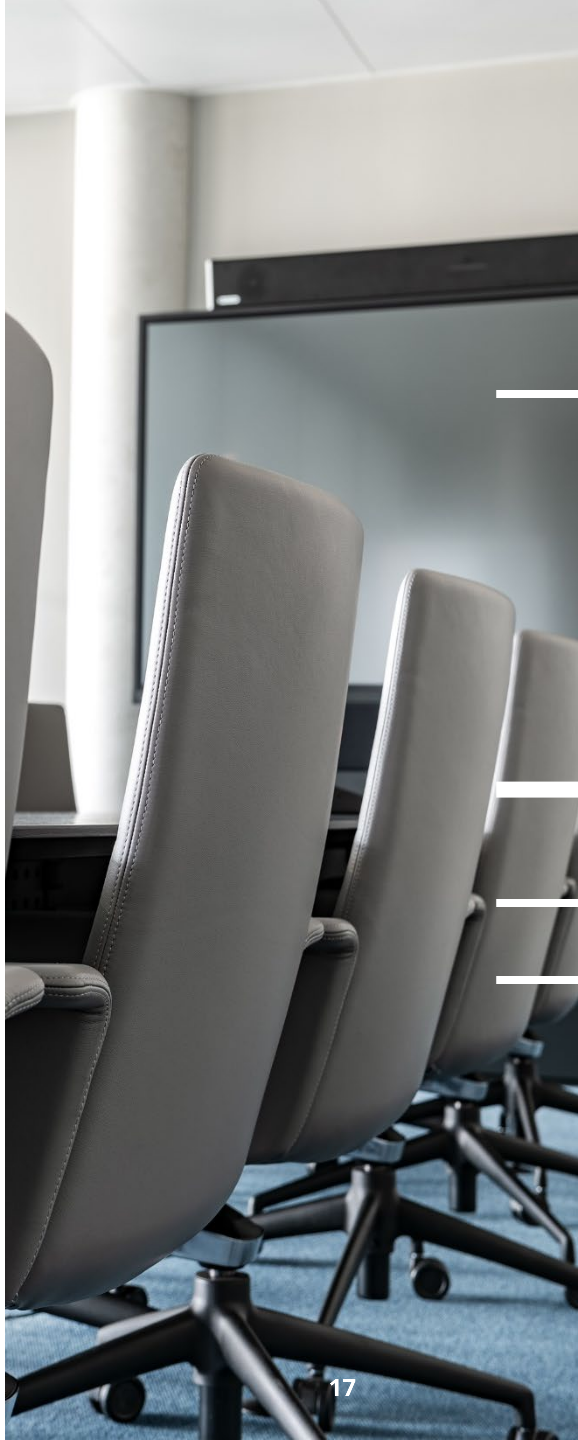
- Volume: total of **899,697 subscription rights**
- **Performance target** (share price): **€17 - Exercise price**: **€15**
- **Total** conditional capital reserved for **SOPs** = max. **10%** of the share capital

New authorization to issue convertible bonds until **May 26, 2030,** with the possibility of **exclusion of subscription rights**

- **Conditional Capital 2025/II of €2,550,572** to fulfill conversion rights for up to 2,550,572 new shares (**10% of share capital**)
- **Simplified exclusion of subscription rights** for new shares of max. **10%* of the share capital** (general cross-deduction/cap with Authorized Capital 2024/I)

Approval of all proposed resolutions with a large majority

* In total, only 10% of new shares can be issued/created while excluding subscription rights due to alternative utilization of the existing Authorized Capital 2024/I and the new Conditional Capital 2025/II, as a total cross-offsetting/cap shall occur (regardless of whether subscription rights are excluded)



ESG highlights 2025

Proportion of women

69%

in workforce

47%

in management

0.1%

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**

WE SUPPORT UN GLOBAL COMPACT

16% reduction

of CO_2 emissions to 1.208 t CO2e* (Scope 1 & 2 in Germany) vs. 2023

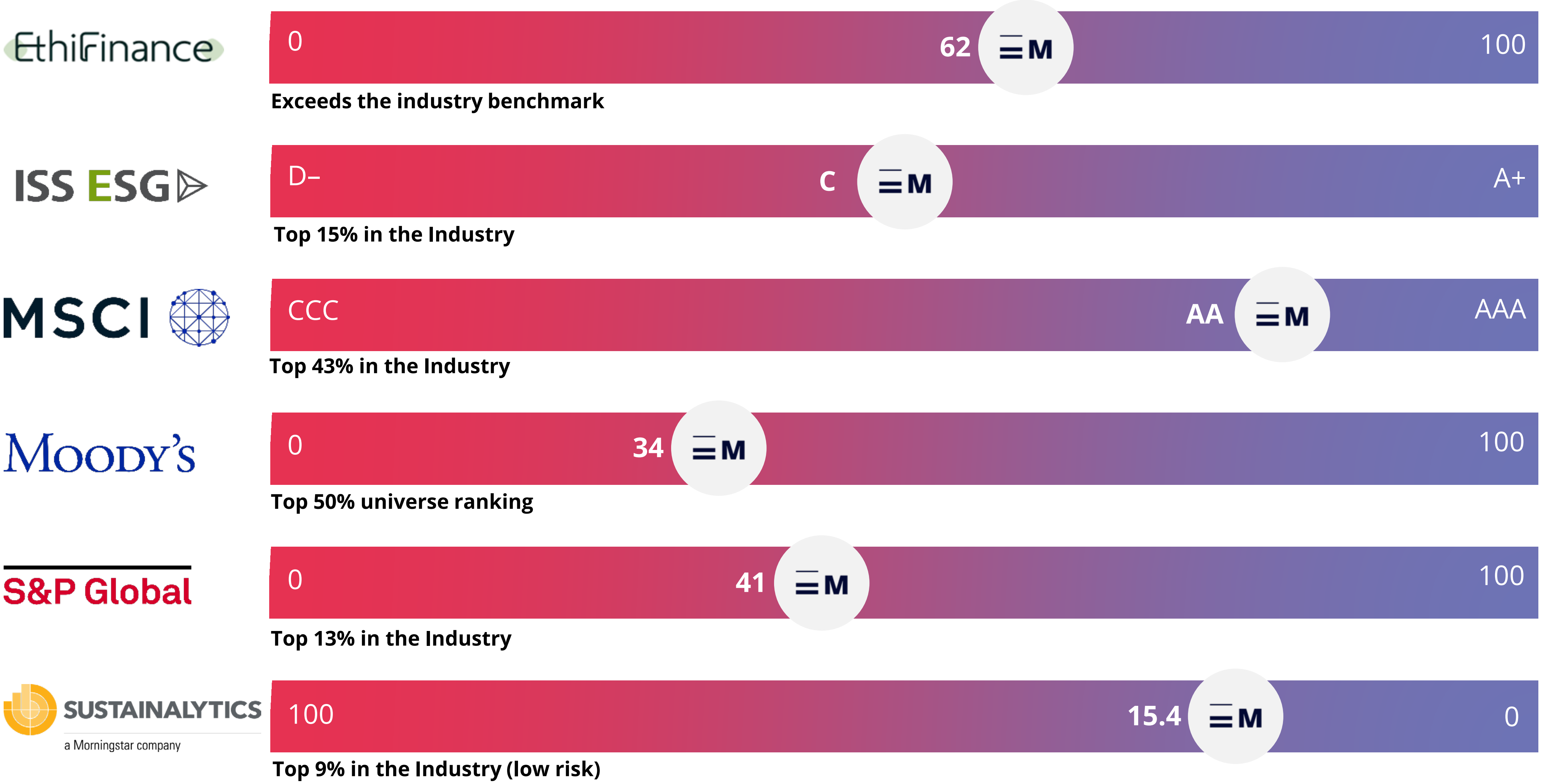
64%

Share of green electricity (83% in Netherlands: e.g. via new solar panel)

*t **CO2e:** tonnes of **CO2**-equivalents

Appendix

ESG highlights 2025 (Nov 2025)



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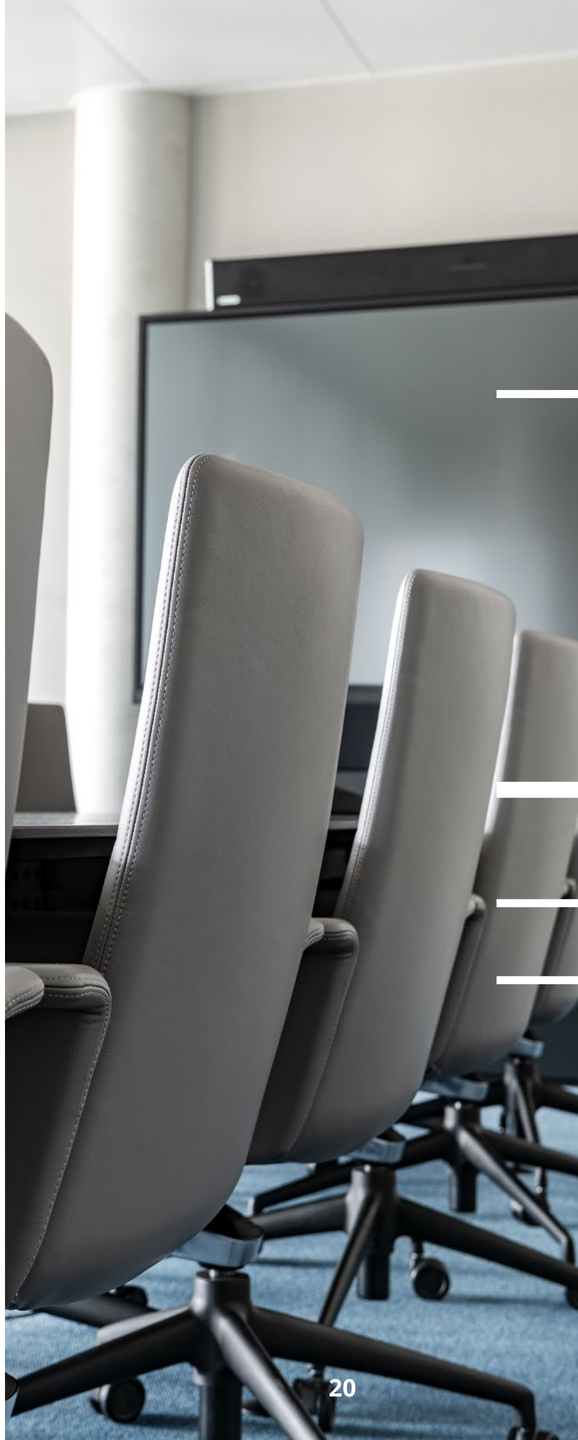
Successful Share Buyback Offer

- **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%**

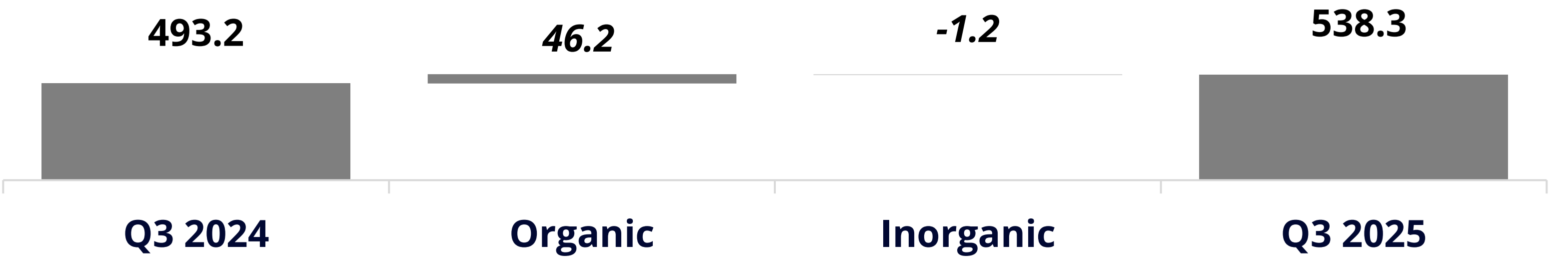


Appendix

Q3 2025 - Revenue growth driven by Pharmaceutical Supply

YoY Revenue in €m	Q3 24	Organic	Inorganic	Q3 25	Comments
Pharmaceutical Supply (PS)	403.3	*36.1*		**439.4**	• Organic growth 9.3%: a result of strong PS revenue increase and also contribution of PST and IB
Patient-Specific Therapies (PST)	54.1	*1.7*		**55.8**	
International Business (IB)	35.7	*8.5*	*-1.2*	**43.0**	
Services	0.2	*-0.1*		**0.1**	
Medios Group total	493.2	*46.2*	*-1.2*	**538.3**	
Medios Group total in %		***9.3%***	***-0,2%***	***9.1%***	

Revenue bridge



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Q3 2025 - EBITDA pre at strong level of Q3 2024

YoY EBITDA pre[1] in €m	Q3 24	Organic	Inorganic	Q3 25	Comments
Pharmaceutical Supply (PS)	14.2	*-1.8*		**12.4**	• Organic growth by IB and PST • Decrease by PS
Patient-Specific Therapies (PST)	5.9	*0.2*		**6.1**	
International Business (IB)	7.1	*0.7*	*0.4*	**8.2**	
Services	-2.5	*-0.2*		**-2.6**	
Medios Group total	24.6	*-1.1*	*0.4*	**24.0**	
Medios Group total in %		***-4.3%***	***1.8%***	***-2.5%***	

EBITDA pre[1]

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Appendix

Key figures (1/2)

in € thousand	9M 2025	9M 2024	Δ in %	Q3 2025	Q3 2024	Δ in %
Revenue	1,529,997	1,400,505	*9.2%*	538,285	493,244	*9.1%*
Pharmaceutical Supply	1,239,476	1,191,224	*4.1%*	439,366	403,294	*8.9%*
Patient-Specific Therapies	166,017	161,574	*2.7%*	55,789	54,057	*3.2%*
International	124,151	47,257	*>100%*	43,013	35,674	*20.6%*
Services	353	450	*-21.6%*	117	220	*-46.8%*
EBITDA	63,634	44,047	*44.4%*	21,439	19,505	*9.9%*
Margin (in % of Revenue)	*4.2%*	*3.1%*	*1.1pp*	*4.0%*	*4.0%*	*0*
EBITDA pre[1]	70,351	55,779	*26.1%*	24,020	24,646	*-2.5%*
Margin (in % of Revenue)	*4.6%*	*4.0%*	*0.6pp*	*4,5%*	*5.0%*	*-0.5pp*
Pharmaceutical Supply	38,782	37,042	*4.7%*	12.407	14,183	*3.9%*
Patient-Specific Therapies	18,145	16,734	*8.4%*	6.085	5,854	*15.2%*
International	21,998	9,779	*>100%*	8,171	7,092	*6.4%*
Services	-8,574	-7,776	*10.3%*	-2,642	-2,483	*-2.5%*
EBIT	35,218	22,315	*57.8%*	11,855	9,693	*22.3%*
Margin (in % of Revenue)	*2.3%*	*1.6%*	*0.7pp*	*2.2%*	*2.0%*	*0.2pp*
Comprehensive income before minority interests	19,912	10,434	*90.8%*	7,228	4,027	*79.5%*

Key Performance Indicator (KPI): Figures used to manage the Company's success

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Appendix

Key figures (2/2)

in € thousand	9M 2025	9M 2024	Δ in %	Q3 2025	Q3 2024	Δ in %
Earnings per share (in €)						
Undiluted	0.79	0.43	*84.0%*	0.29	0.16	*84.2%*
Diluted	0.79	0.43	*84.0%*	0.29	0.16	*84.2%*
Adjusted[2]	1.50	1.19	*25.8%*	0.52	0.48	*9.0%*
Investments (CAPEX)	-4,716	-3,557	*32.6%*	-1,832	-1,773	*3.3%*
Cash flow from operating activities	52,664	27,577	*91.1%*	29,299	-6,464	*<-100%*
Free cash flow[3] (before M&A)	47,948	24,020	*99.6%*	27,467	-8,237	*<-100%*
Extraordinary expenses	**6,717**	**11,712**	***-42.6%***	**2,582**	**5,150**	*-49.8%*
Expenses from stock options[1]	632	1,086	***-41.8%***	211	532	*-60.3%*
Other M&A expenses[1]	894	4,315	***-79.3%***	879	2,180	*-59.7%*
Performance-related expenses for the acquisition of manufacturing volumes[1]	0	4,753	***-100.0%***	0	1,418	*-100.0%*
ERP implementation costs[1]	3,781	1,558	***>100%***	1,380	1010	*36.6%*
Special expenses in connection with the change of executive board members	1,410	0	*n/a*	112	0	*n/a*
Full-time employees as of June 30	999	1,000	*-0.1%*			
Employees (average)[4]	982	784	*25.2%*			
	Sep 30, 2025	Dec 31, 2024	*Δ in %*			
Total assets	938,328	**934,357**	*0.5%*			
Equity	518,110	510,192	*1.6%*			
Equity ratio (in %)	*55.2%*	***54.6%***	*0.6pp*			

[1] Related to **EBITDA** | [2] Adjusted **EPS** is based on the period result, adjusted for special charges, acquisition-related PPA amortizations, and the resulting adjusted tax expense | [3] Calculated from cash flow from operating activities less CAPEX | [4] Employees excluding Executive Board members, directors and trainees

Appendix

Q3 2025 – Strong financials

YoY in € million	Pharmaceutical Supply 'PS'		Patient-specific Therapies 'PST'		International Business 'IB'		Services		IFRS consolidation		Group	
	Q3 25	Q3 24	Q3 25	Q3 24	Q3 25	Q3 24	Q3 25	Q3 24	Q3 25	Q3 24	Q3 25	Q3 24
Segment revenue – extern.	439.4	403.3	55.8	54.1	43.0	35.7	0.1	0.2	n/a	n/a	538.3	493.2
delta (yoy in %)	*8.9%*		*3.2%*		*20.6%*		*-46.8%*				*9.1%*	
EBITDA pre[1]	12.4	14.2	6.1	5.9	8.2	7.1	-0.3	-0.2	n/a	n/a	24.0	24.6
delta (yoy in %)	*-12.5%*		*3.9%*		*15.2%*		*6.4%*				*-2.5%*	
margin (% of revenue external)	*2.8%*	*3.5%*	*10.9%*	*10.9%*	*19.1%*	*19.9%*	*-80.4%*	*<-100%*	n/a	n/a	*4.5%*	*5.0%*

[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, for 2024 for performance-based payments for the acquisition of compounding volumes, from 24 expenses for ERP-System implementation as well as from 25 one-time expenses due to change in the Executive Board

Appendix
The Medios share

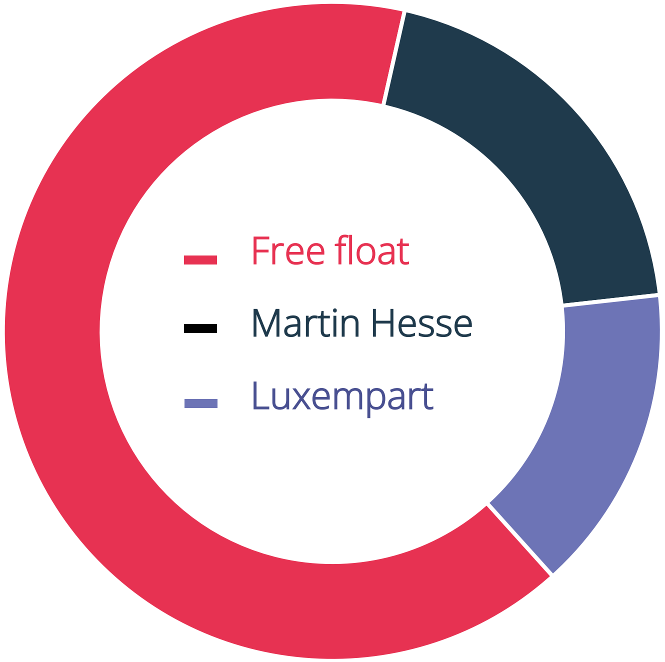
Basic Information

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 six international investment banks / brokers

Shareholder Structure



65.2% Free float[1]
- 6.4% Janus Henderson
- 5.1% Paladin Asset Management
- 4.7% SEB Investment
- 3.9% Treasury shares[2]
- 3.3% Axxion

19.7% Martin Hesse[3]

15.1% Luxempart

[1] Free Float as defined by Deutsche Börse Group

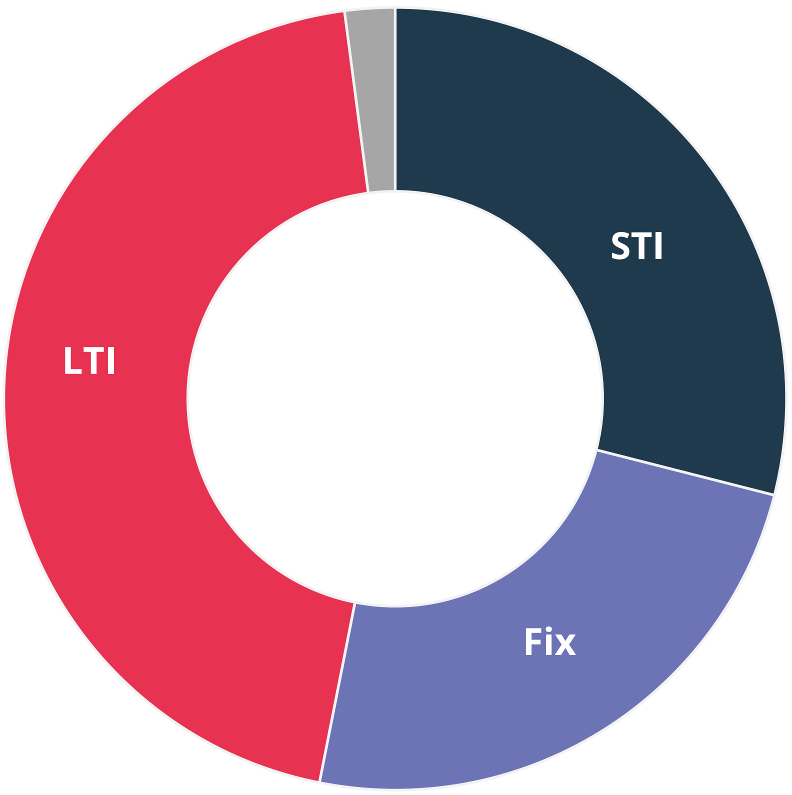
[2] Treasury shares from the share buy-back offer do not carry voting or dividend rights (treasury shares as of July 17, 2025: 1,000,000 shares)

[3] Incl. attribution of BMSH GmbH

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

Appendix

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%) *thereof*	28 – 35%,
• 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%**

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Q3/9M 2025 Results

Matthias Gaertner, CEO
Falk Neukirch, CFO
November 11, 2025