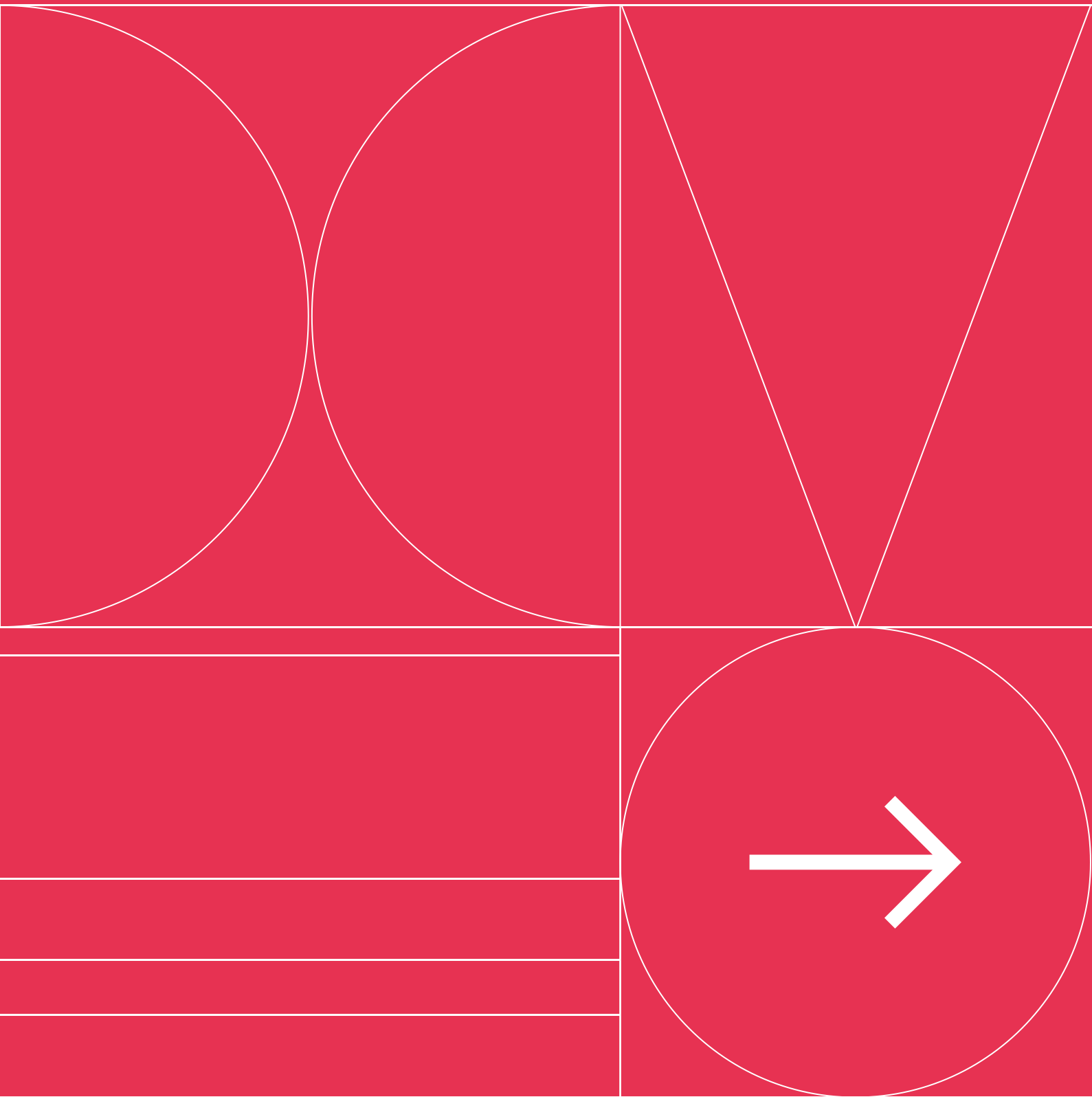


Rules of Procedure

for the ESG Committee of the Supervisory Board of Medios AG



At its meeting on August 14, 2024, the Supervisory Board established an ESG Committee from among its members and gave it the following Rules of Procedure:

Rules of Procedure for the ESG Committee of the Supervisory Board of Medios AG

Section 1 Position and Responsibilities

The ESG Committee performs its activities in accordance with the law, the Articles of Association of Medios AG, the Rules of Procedure and the resolutions of the Supervisory Board, these Rules of Procedure and in the spirit of responsible corporate governance. Its members are obliged to act in the best interests of the company with equal rights and obligations and are not bound by orders or instructions.

Amendments to these Rules of Procedure require a resolution by the Supervisory Board.

Section 2 Tasks

1 Environment, social affairs and good corporate governance

The ESG Committee deals with sustainable corporate governance and the company's business activities in the areas of the environment, social affairs and good corporate governance (ESG). This includes, in particular, the procedure for integrating sustainability into the business strategy, the definition of sustainability targets, mandatory ESG and CSRD reporting and, if applicable, its audit, the opportunities and risks as well as the organizational structures and processes in the ESG areas, unless the Audit Committee is competent in each case.

Within its area of competence, the ESG Committee advises and monitors the Management Board, makes recommendations and prepares any potential Supervisory Board resolutions.

2 ESG in Management Board remuneration

The tasks of the ESG Committee also include supporting the Remuneration and Nomination Committee in setting ESG targets for the remuneration of the Management Board.

Section 3 Chair

1 Election

The Chair of the ESG Committee is elected by the Supervisory Board.

2 Profile

The Chair of the ESG Committee should have experience in sustainability matters and in the area of ESG. The Supervisory Board ensures that the members of the ESG Committee have the knowledge, skills and professional experience required to properly perform the tasks of the committee.

Section 4 Internal order

1 No decision-making committee

The ESG Committee makes recommendations that are merely of a preparatory nature. Recommendations are made by a majority of the votes cast. In the event of a tie, the Chair of the ESG Committee has two votes.

2 Rules of Procedure of the Supervisory Board

The provisions of the Rules of Procedure for the Supervisory Board apply accordingly, unless otherwise stated in these Rules of Procedure.

3 Reporting to the Supervisory Board

The Chairman of the ESG Committee reports on the activities of the ESG Committee at the meetings of the Supervisory Board.
