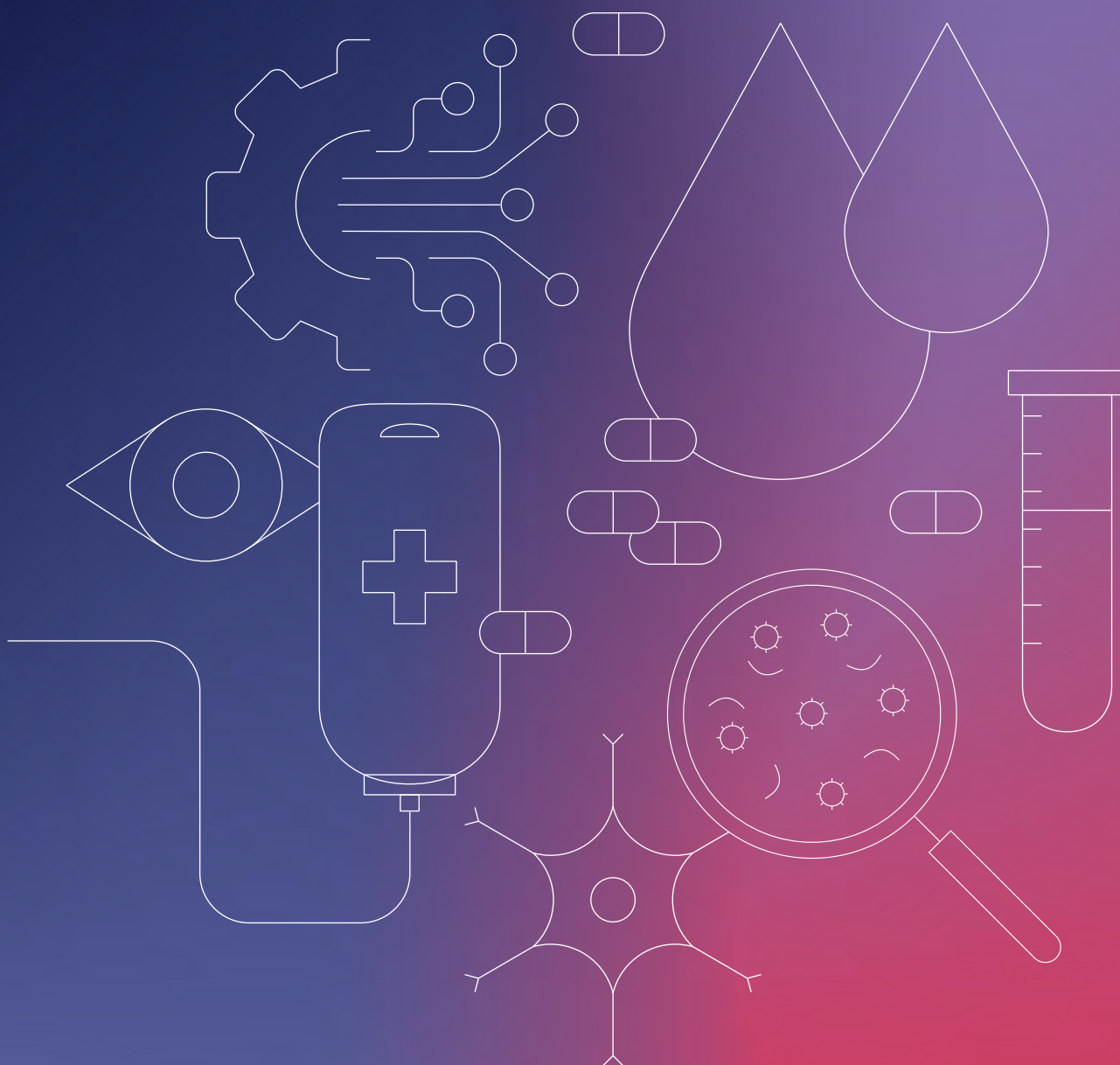


Remuneration system for the members of the Supervisory Board of Medios AG

("Remuneration System 2026")



REMUNERATION SYSTEM FOR THE MEMBERS OF THE SUPERVISORY BOARD OF MEDIOS AG (“REMUNERATION SYSTEM 2026”)

I. Review of Supervisory Board remuneration

The current remuneration of the Medios Supervisory Board has remained unchanged since the Supervisory Board remuneration system was last presented at the Annual General Meeting 2022. During this period, however, the responsibilities and time commitment of the members of the Supervisory Board have grown steadily due to increasing regulatory requirements and macroeconomic challenges.

The Supervisory Board took this as an opportunity to review the current structure of Supervisory Board remuneration with the assistance of an external, independent remuneration consultant. As part of the review, SDAX companies were used as a benchmark market. While the basic structure of the Supervisory Board remuneration is in line with market standards, the current remuneration of Supervisory Board members is at the lower end of the fixed remuneration range in the SDAX.

Since the Supervisory Board of Medios AG is also comparatively small with currently 5 members, and this increases the workload and time commitment of the members of the Supervisory Board and the committees, an adjustment to the Supervisory Board remuneration is warranted. The adjusted Supervisory Board remuneration is in line with regulatory requirements and is intended to ensure that remuneration remains attractive and in line with market standards in order to attract and retain qualified candidates for the Supervisory Board.

The revised Supervisory Board remuneration system and the key changes are outlined below.

II. Changes to Supervisory Board remuneration

The changes to Supervisory Board remuneration are as follows:

Remuneration component		Remuneration System 2022	Remuneration System 2026
Base remuneration		EUR 30,000	EUR 40,000
Differentiation		2 : 1 : 1	2 : 1 : 1
Committee remuneration	Audit Committee	Chairman: EUR 40,000 Member: EUR 10,000	Chairman: EUR 40,000 Member: EUR 20,000
	Other committees	Chairman: EUR 20,000 Member: EUR 10,000	Chairman: EUR 20,000 Member: EUR 10,000
Other	ESG Officer	EUR 10,000	n/a

To ensure that Supervisory Board remuneration remains in line with market standards, the fixed remuneration for Supervisory Board members will be increased from EUR 30,000 to EUR 40,000. The Chairman of the Supervisory Board will continue to receive double the base remuneration.

At the same time, the remuneration for membership on the Audit Committee will be increased from EUR 10,000 to EUR 20,000. This is intended, in particular, to appropriately reflect the increased responsibilities of Audit Committee members in recent years as well as their expanded duties. The chairman of the Audit Committee receives double the remuneration. This standardizes the distinctions between the chairman and members for all committees.

Since the Supervisory Board has now formed an ESG Committee, the additional remuneration for the ESG Officer is no longer applicable.

Otherwise, Supervisory Board remuneration remains unchanged.

III. Principles of the remuneration system

The system for compensating Supervisory Board members is based on legal requirements and considers, in particular, the recommendations and suggestions of the German Corporate Governance Code.

Medios AG always pursues a long-term perspective in its business activities.

The Supervisory Board advises and monitors the Management Board and is closely involved in important operational and strategic issues of corporate management. Supervisory Board remuneration is also a key factor in ensuring the Supervisory Board's effective performance. This remuneration should be commensurate with the duties of

the Supervisory Board members and the company's financial situation (see Sec. 113 para. (1) sent. 3 AktG of the German Stock Corporation Act (AktG)) and should also ensure that the Company's Supervisory Board remains attractive to suitable candidates in a competitive environment. Appropriate and market-based Supervisory Board remuneration thus supports the business strategy and long-term development of Medios AG.

The Supervisory Board's role is to advise and oversee the Management Board, which manages the company on its own responsibility and conducts its business. Members of the Supervisory Board should be appropriately compensated for their work. To this end, the remuneration—both in terms of its structure and amount—should take into account the requirements of the office and the associated duties, the time commitment required to perform the duties of a Supervisory Board member, and their responsibility toward the Company.

At the same time, it is ensured that the remuneration of Supervisory Board members does not exceed the customary level without good cause. To assess the customary nature of the remuneration, a horizontal (external) comparison is conducted, and for the purposes of the remuneration system, a peer group of companies in the SDAX is formed as part of the horizontal remuneration comparison.

The Supervisory Board remuneration system as described here is to apply from January 1, 2026, and thus already for the current fiscal year 2026.

IV. Determination, implementation, and review of the remuneration system pursuant to Sec. 87a para. (1) sent. 2 no. 10 AktG

The Annual General Meeting is responsible for determining the specific remuneration and the remuneration system; pursuant to Sec. 113 para. (3) AktG, it passes a resolution on the remuneration of Supervisory Board members at least every four years.

Upon the recommendation of the Company's Management Board and Supervisory Board, the Annual General Meeting resolves on the Supervisory Board's remuneration system. The Management Board and Supervisory Board will review the remuneration of the Supervisory Board members regularly and on an ongoing basis in accordance with Sec. 113 para. (3) sent. 1 and 2 AktG and submit it at least every four years for a – if applicable, confirmatory - resolution to the Annual General Meeting. Pursuant to Sec. 113 para. (3) sent. 5 in conjunction with Sec. 120a para. (3) AktG, in the event that the Annual General Meeting does not approve the remuneration system, a revised remuneration system must be submitted for resolution at the Company's next Annual General Meeting at the latest.

The Management Board and Supervisory Board continuously review the Supervisory Board remuneration set by the Annual General Meeting for its compatibility with any new legal requirements, the recommendations of the German Corporate Governance Code in its currently valid version, and the expectations of the capital market, and evaluate its appropriateness. If the Management Board and Supervisory Board identify a need for change in this regard, they shall develop an adjusted remuneration system and submit it to the Company's Annual General Meeting for a resolution. If necessary, an external and independent remuneration consultant shall be consulted.

By its very nature, the Supervisory Board acts in its own interest when submitting proposals to the Annual General Meeting regarding the determination of Supervisory Board remuneration. However, this is in accordance with the procedure provided for by the German Stock Corporation Act. Ultimately, however, the decision regarding the remuneration of the Supervisory Board itself rests with the Annual General Meeting. Conflicts of interest in the revision of the remuneration system are thus precluded by the Annual General Meeting's final and sole decision-making authority. In addition, subject to the statutory requirements, shareholders have the option to place the remuneration system and the remuneration of Supervisory Board members, along with any proposed amendments, on the agenda of a General Meeting pursuant to Sec. 122 AktG, or to submit corresponding (counter) motions regarding the resolutions proposed by the Management Board and the Supervisory Board pursuant to Sec. 126 AktG.

This is intended to ensure that the Company remains able to attract highly qualified candidates with valuable, industry-specific knowledge to serve on the Company's Supervisory Board and to ensure optimal advice and oversight of the Management Board by the Supervisory Board.

V. Description of the remuneration system and remuneration components

The following description relates to the remuneration of the Supervisory Board based on the proposed new determination of Supervisory Board remuneration, which is intended to apply starting with the current fiscal year 2026.

(1) Remuneration components

The remuneration system for members of the Supervisory Board can be summarized as follows:

Base remuneration

Chairman
EUR 80,000

Deputy Chairman
EUR 40,000

Member
EUR 40,000

Committee remuneration

Audit Committee
Chairman: EUR 40,000
Member: EUR 20,000

Other committees
Chairman: EUR 20,000
Member: EUR 10,000

Other

Reimbursement of expenses, including sales tax on remuneration and expenses
D&O insurance

a. Base remuneration

Under the proposed remuneration system, the annual base remuneration for each ordinary member of the Supervisory Board is EUR 40,000 and is double that amount for the Chairman of the Supervisory Board.

b. Additional remuneration for committee roles

In addition to the base remuneration, each ordinary member of a Supervisory Board committee receives a fixed annual remuneration of EUR 10,000 (in words: ten thousand euros), payable at the end of the fiscal year, for each committee membership, and each ordinary member of the Audit Committee receives a fixed remuneration of EUR 20,000 (in words: twenty thousand euros). The Chairman of a Supervisory Board committee receives double this amount in each case.

(2) Contribution of the remuneration to the promotion of the business strategy and long-term development pursuant to Sec. 87a para. (1) sent. 2 no. 2 AktG

The remuneration for members of the Supervisory Board at the Company consists exclusively of a fixed amount and thus complies with Recommendation G.18 of the German Corporate Governance Code (GCGC), as well as the recommendations of most investors and proxy advisors and the prevailing practice among listed companies. Within the framework of applicable German Stock Corporation Law, this practice is consistent with the body's function as an independent advisory and supervisory body. From the perspective of the Management Board and the Supervisory Board, a purely fixed, performance-independent remuneration package—without linking remuneration to the Company's business performance—is consistent with the function of an advisory and supervisory body. At the same time, the remuneration system also

incentivizes Supervisory Board members to actively promote the business strategy by appropriately taking into account, in accordance with Recommendation G.17 of the GCGC, the greater time commitment of the Chairman—who, pursuant to Recommendation D.6 of the GCGC, must be particularly closely involved in discussions regarding strategy, business development, risk situation, risk management, and compliance—as well as of the committee members.

(3) Due date and pro-rata payment

The remuneration of Supervisory Board members becomes due for payment at the end of the fiscal year.

Supervisory Board members who serve on the Supervisory Board or a committee of the Supervisory Board for only part of a fiscal year, or who hold the office of Chairman of the Supervisory Board or of a committee for only part of a fiscal year, receive pro-rata remuneration.

(4) Reimbursement of Expenses

In addition to the annual remuneration, the Company reimburses the members of the Supervisory Board for expenses reasonably incurred in the performance of their duties on the Supervisory Board, as well as any value-added tax payable on their remuneration and expenses.

(5) D&O Insurance

The insurance premium for directors' and officers' liability insurance (so-called D&O insurance) to be taken out by the Company for the members of the Supervisory Board is borne by the Company.

(6) No variable remuneration and no remuneration-related legal transactions

Since the remuneration of the Supervisory Board is determined directly by resolution of the Annual General Meeting, no remuneration-related legal transactions pursuant to Sec. 87a (1) sentence 2 no. 8 AktG are concluded with the members of the Supervisory Board. Furthermore, the remuneration systems do not include any commitments regarding severance pay or pension and early retirement provisions.

Since the remuneration system does not include variable remuneration components, there is no need to disclose the relative proportion of fixed and variable remuneration components within the meaning of Sec. 87a para. (1) sent. 2 no. 3 AktG. Furthermore, disclosures pursuant to Sec. 87a para. (1) sent. 2 nos. 4, 6, and 7 AktG are not required.

**(7) Inclusion of the remuneration and employment conditions of employees
pursuant to Sec. 87a (1) sent. 2 no. 9 AktG**

A legally binding link is not enshrined in the resolution of the Annual General Meeting, does not correspond to the functional distinction of the Supervisory Board as a non-executive body, and would unduly restrict the shareholders' freedom to decide on the remuneration of the Supervisory Board.

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