MEDICE HEALTH FAMILY

Together for a healthier world

SUSTAINABILITY REPORT

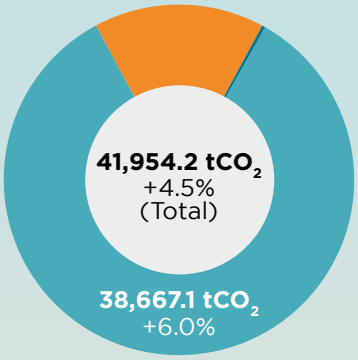
2025

MEDICE
THE HEALTH FAMILY

At a glance

E1-7
E1-8

CO_2 EMISSIONS IN 2025

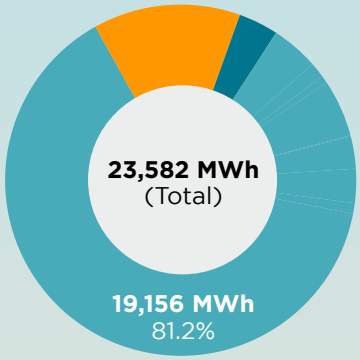


- Scope 1
- Scope 2
- Scope 3

TOTAL ENERGY CONSUMPTION 2023/2024/2025

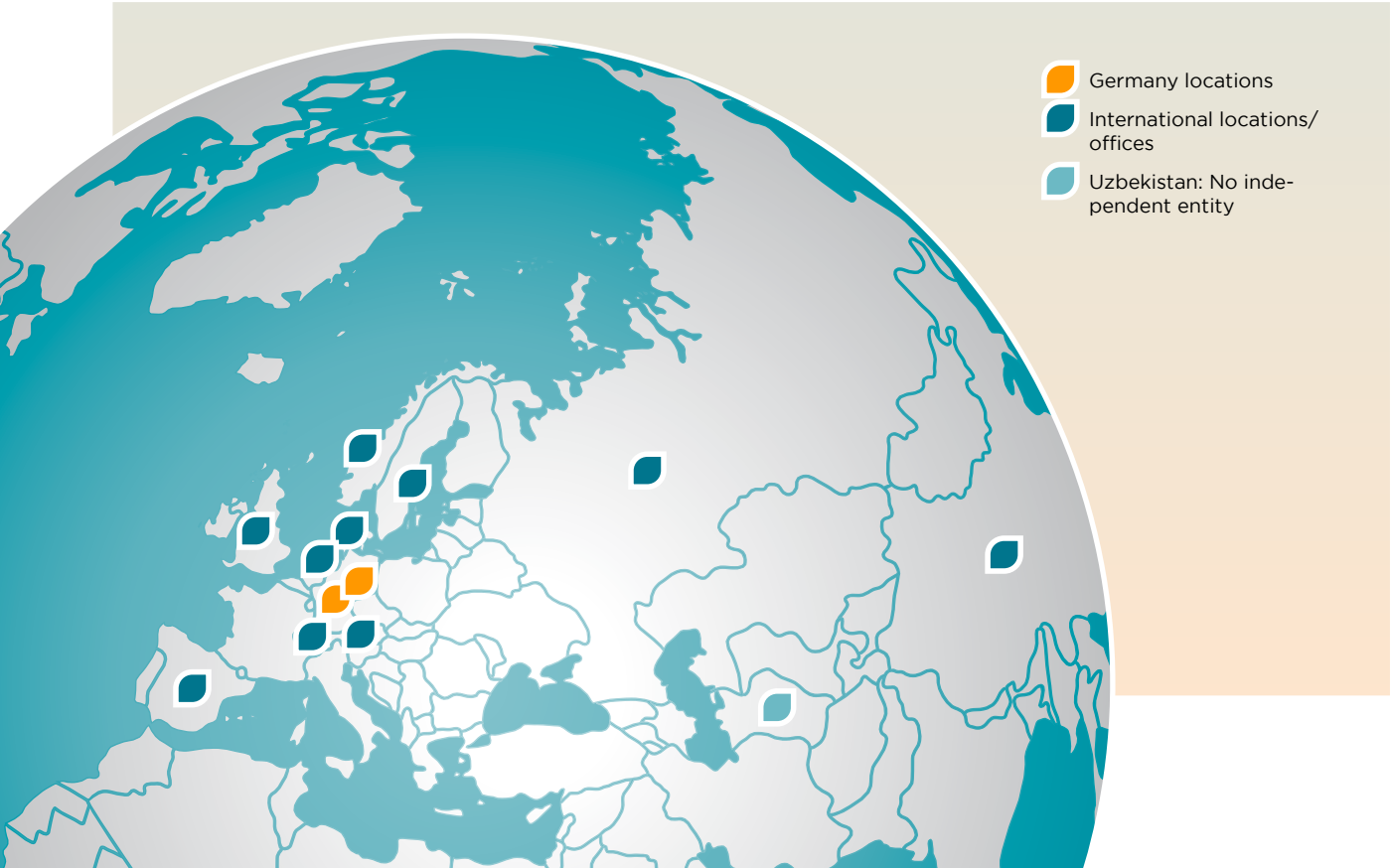
- 2023
- 2024
- 2025

ENERGY CONSUMPTION 2025 (LOCATION-BASED)

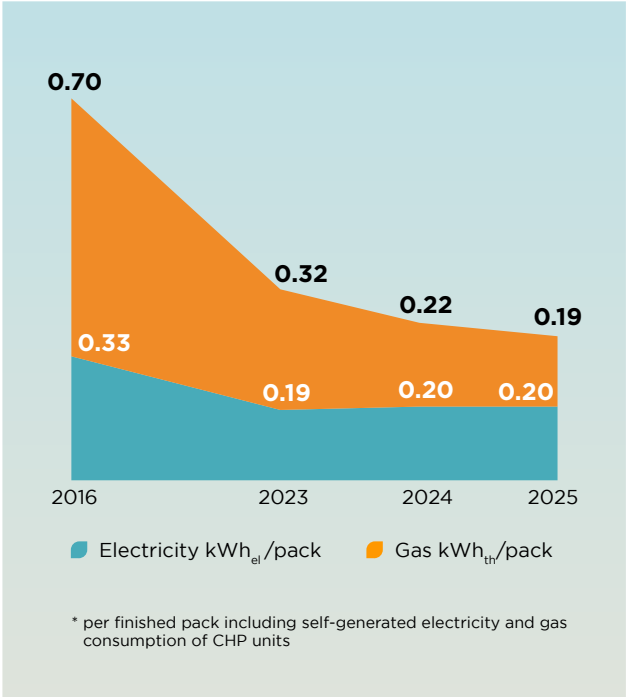


- Iserlohn site
- Salzgitter site
- Other locations

LOCATIONS – MEDICE HEALTH FAMILY

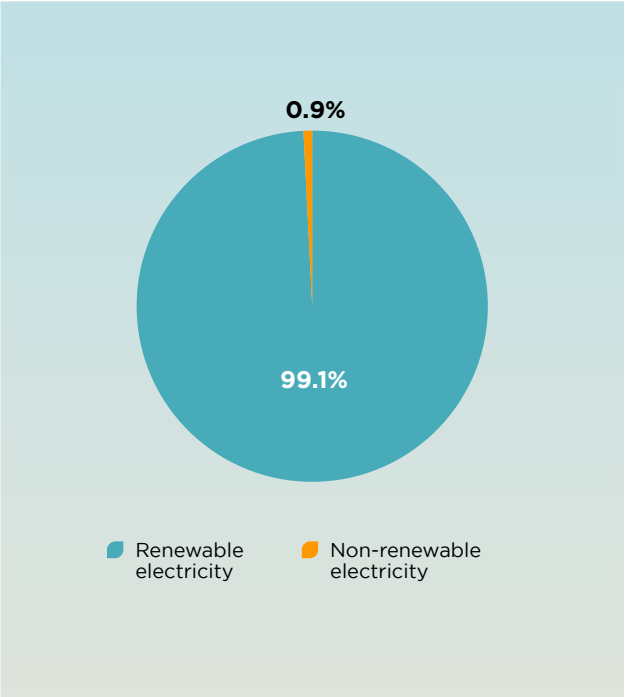


ENERGY INTENSITY PER PACK (ELECTRICITY AND GAS)*

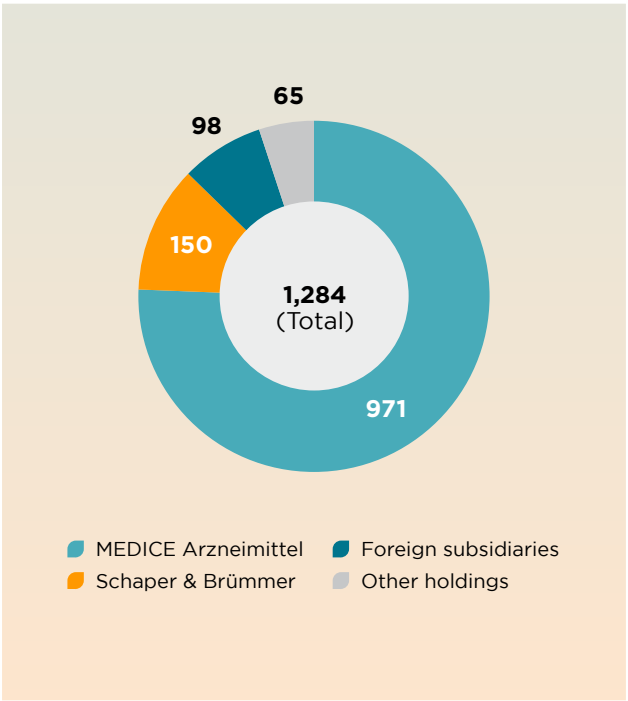


* per finished pack including self-generated electricity and gas consumption of CHP units

SHARE OF RENEWABLE IN TOTAL ELECTRICITY CONSUMPTION

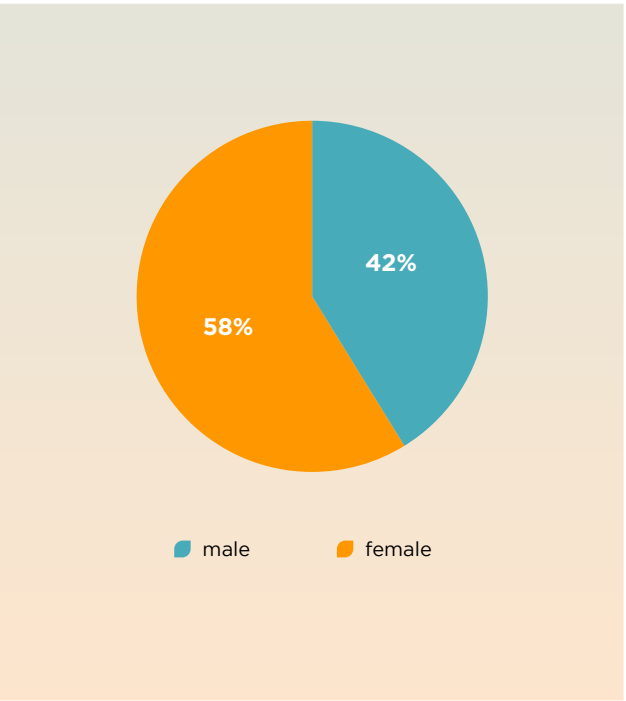


EMPLOYEES (HC) – MEDICE HEALTH FAMILY (AS AT 31/12/2025)



EMPLOYEES BY GENDER IN PER CENT (AS AT 31/12/2025)

S1-5



Together for a healthier world.

Dear reader,

Health is about much more than just the absence of illness. It arises from the interplay between physical and mental well-being, social relationships and a healthy natural environment. This broader approach to health shapes our actions and forms the three pillars of our understanding of health: physical and mental health, social health and environmental health.

Scientific evidence shows that intact natural ecosystems are an important prerequisite for human health. That is why we do not view environmental responsibility as an isolated task, but as an integral part of our understanding of health. We believe the continuous reduction of emissions, the responsible use of resources and the long-term safeguarding of natural resources make an important contribution to a healthy environment for present and future generations. Our specially established company sustainable4U GmbH supports our commitment by developing holistic and future-focused solutions in the fields of nutrition and the environment.

RESPONSIBILITY IN A DYNAMIC ENVIRONMENT

While our integrated understanding of health remains central, we must not lose sight of the fact that we are also a commercial enterprise. That is precisely why we must address the far-reaching changes that have shaped the operating environment for businesses in recent years. Geopolitical tensions and uncertainties in the energy and commodities markets are posing major challenges for many sectors. Furthermore, health policy debates in Germany also have implications for companies in the pharmaceutical industry. At the same time, technological developments and new forms of connectivity are creating opportunities to rethink health.

The MEDICE Health Family is responding to this environment with clarity, innovative strength and a commitment to actively shaping the future. Over the past few years, we have initiated transformation processes, optimised structures and made targeted investments. Today, we are increasingly seeing the results of this work reflected in our company's development, in our multimodal health solutions and in the area of sustainability.

The MEDICE Health Family is also performing well in economic terms. Despite challenging conditions, we continue to grow. But this growth does not happen by itself. It is the result of carefully considered investments, decisions with a long-term impact and the consistent further development of our business model. We are building on our strengths, exploiting new potential and continuously evolving.

BUILDING A RESILIENT FUTURE FOR HEALTH

Current geopolitical developments highlight the importance of resilient structures. The responsible use of energy and resources is therefore not only an environmental issue, but also a strategic one. The gradual phase-out of fossil fuels, the diversification of our energy supply and the expansion of our own renewable energy generation will strengthen our resilience in the long term.

At the same time, we are building resilient and reliable supply chains, with a strong focus on European partners. We are thereby creating the conditions we need to remain agile and reliable, even in a dynamic environment.

At the same time, we are continuously developing our business models and increasingly combining pharmaceutical therapies with digital solutions and nutritional concepts. On this basis, we are creating

integrated health solutions that provide people with more comprehensive support and open up new ways of thinking about health in a holistic manner.

RESULTS OF CONSISTENT SUSTAINABILITY EFFORTS

For us, sustainability means translating responsibility into concrete action. In the 2025 reporting year, we made significant progress in this regard. For the second year running, we managed to reduce our Scope 1 and 2 emissions (market-based) by a double-digit percentage (-10.7% compared with the previous year). We are thereby continuing on our path towards successfully combining economic growth with sustainable development.

This trend is particularly evident when viewed over the long term: while we have more than doubled our production output over the past ten years, we have halved our Scope 1 and 2 emissions (market-based) during the same period. This development is the result of consistent, long-term efforts to improve.

REPORTING IS NOT AN END IN ITSELF

This is already our third voluntary sustainability report. By publishing it, we are establishing a robust and transparent framework that makes it possible to track developments and measure progress.

However, what matters most is not the reporting itself, but what we learn from the insights gained. The collected data helps us identify areas for improvement, set priorities and initiate measures. We therefore do not view sustainability reporting as an end in itself, but as a tool for continuously developing our company and making small improvements every day across all areas.

Despite all this change, we remain true to our values. As a family-owned company, our approach is future-focused, value-creating and family-oriented. Together with our employees, partners and stakeholders, we are actively shaping the future of health – responsibly, innovatively and with a clear goal in mind:

Together for a healthier world.

Dr. med. Katja Pütter-Ammer
Managing Partner of MEDICE

Dr. med. Dr. oec. Richard Ammer
Managing Partner of MEDICE

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About the MEDICE Health Family

2 SBM-1 As a medium-sized pharmaceutical company specialising in prescription and pharmacy-only medicinal products, people's health lies at the heart of our corporate identity and our business model. Rooted in North Rhine-Westphalia and connected to the world, almost 1,300 employees and an extensive international network of doctors, pharmacists and scientists work every day on pioneering medicinal products, ideas and care concepts for a healthier world.

The family-owned company, now in its third generation, was founded in 1949 in Iserlohn by Gustav Pütter – inventor of the Pütter bandage, which is still sold today – as *Chemisch-pharmazeutische Fabrik GmbH*. Gustav Pütter's son Sigurd, a distinguished physician, invested in pioneering technology and logistics and transformed MEDICE into a modern pharmaceutical company.

In 2002, Sigurd Pütter's daughter Katja and shortly afterwards her husband Richard Ammer, both physicians themselves, joined the company. Together with their father, they systematically expanded its market position, modernised its entire structure and internationalised the sales activities. Before their father's passing in 2021, they jointly acquired Rentschler Pharma's OTC division, as well as a majority stake in the long-established company Schaper & Brümmer. Further strategic investments in the areas of digital health, gastrointestinal health and nutritional concepts round off the product portfolio.

Today, the two Managing Partners, Dr. med. Katja Pütter-Ammer and Dr. med. Dr. oec. Richard Ammer head a five-member management team. Together, they steer an integrated company specialising in health solutions from its headquarters in Iserlohn on the basis of a clearly defined set of values: MEDICE works in a future-focused, value-creating and family-oriented way.

MEDICE, with its broad range of well-researched, evidence-based medicinal products, stands for German quality standards and reliability. Working closely with its partners, the company has attained a leading position in the healthcare sector. For us, 'Made in Germany' means our products are genuinely manufactured in Germany, not merely approved there on paper.

The patient is at the heart of everything we do. To further improve patient care, we draw on our pharmacological expertise to develop clinically validated, multimodal health solutions that combine medicinal products, digital tools and nutritional concepts.

We thereby reduce gaps in care and support people at every stage of their illness. These interrelated elements naturally form the basis for our key areas of corporate commitment.

Our mission
Together we take care of improving people's health in as many areas as possible. With our healthcare solutions consisting of pharmaceutical therapies, digital treatments and nutritional concepts, we aim to provide patients with the best possible care during every stage of their disease.

Our path to the future
Our core business is and will remain the development and manufacture of high-quality prescription and over-the-counter medicinal products. With our well-researched, evidence-based medicinal products, we contribute to security of supply in the German healthcare market and our international markets.

As our core competence, pharmaceutical therapies will remain the basis and focus of our business in the future. To further improve patient care, we draw on our pharmacological expertise to develop clinically validated, multimodal health solutions. These are created through the synergistic interplay of pharmaceutical therapies, digital treatments and nutritional concepts.

In parallel, the aim is to further deepen the integration of the company, optimise its innovation structures and shape its transformation into a leading international developer and provider of indication-based, integrated health solutions.

2 SBM-1 The integrated health concept at MEDICE

As a family-owned company with a strong sense of community, we have been working with researchers, doctors, pharmacists, pharmacy technicians and partners for three generations to improve people's health. In this context, we understand health in all its dimensions – physical, mental, social and environmental. This holistic understanding of health lies at the heart of our corporate identity and is reflected in the first sentence of our mission statement.

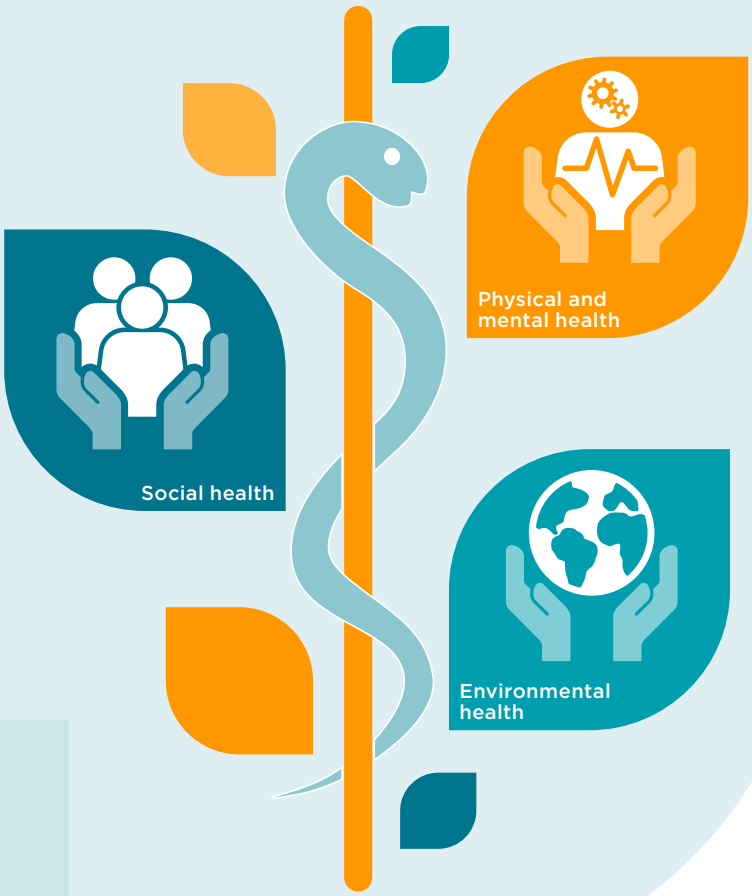
Physical and mental health
Suitable treatment concepts are developed for each stage of an illness – from onset to acute symptoms – with pharmaceutical, digital and nutritional expertise interlinked and interwoven as part of an innovative approach to therapy management. In this way, we help to improve treatment, reduce gaps in care, and support patients and doctors throughout every phase of their condition. We thereby make a significant contribution to improving our patients' health and quality of life, as well as to clinical patient management – not only through medicinal products, but also through innovative health services and non-pharmacological intervention options.

Social health
Our goal is to strengthen social cohesion in the region through our cultural and social commitment and thereby create lasting social conditions for good health. People need a sense of community. Loneliness and stress are proven risk factors for numerous diseases. That is why we support projects that promote social cohesion, physical activity and cultural exchange, particularly for children and young people. Regional cultural sponsorship, targeted partnerships in local elite and grassroots sport, a wide range of initiatives to enrich working life at our corporate headquarters in Iserlohn, and the establishment of a foundation for social and health-related purposes are all expressions of our understanding of social health.

Environmental health
We have been highly committed to pharmaceutical progress for over 75 years. During this time, we have realised that the ongoing destruction of the environment is having a considerable impact on people's health. For us, one thing is clear: sustainable health can only be achieved – both today and for future generations – if society and business act in harmony for the benefit of the environment. We therefore counteract the reckless use of natural resources and the destruction of natural habitats through targeted projects and measures.

With our subsidiary sustainable4U GmbH, we develop holistic and future-focused concepts for the areas of nutrition and the environment. These are structured around three levels of action: CREATE, DEVELOP and CONSERVE. At the CREATE level, we promote natural spaces and biodiversity. DEVELOP encompasses products and concepts for healthy eating and the responsible use of natural resources, including sustainable catering for employees and guests provided by Friend-Ship Gastronomie GmbH. Under the CONSERVE heading, we develop concepts for the resource-efficient use of resources. With our company Green Guides GmbH, we optimise processes in commercial kitchens, reduce food waste and conserve resources.

THREE LEVELS OF OUR CORPORATE COMMITMENT



2 SBM-1 Together for a healthier world

Health is complex. Medication alone is often not enough to bring about a lasting improvement in patients' quality of life. For us, 'multimodal' means interlinking therapy and care concepts in different ways. In doing so, we focus on our core therapeutic areas of mental health and renal care in the prescription (Rx) sector, as well as on women's health, gastrointestinal health, skin health and respiratory diseases in the over-the-counter (PCC) sector. The multimodal care required in these key therapeutic areas requires integrated collaboration across all business divisions of the MEDICE Health Family.

The structure of these business divisions reflects our strategic focus on the future fields of integrated health solutions. It combines a clear market and customer orientation with a dynamic commitment to innovation. The development of high-quality medicinal products, their manufacture in Germany and their distribution both domestically and internationally form the core of the MEDICE Health Family.

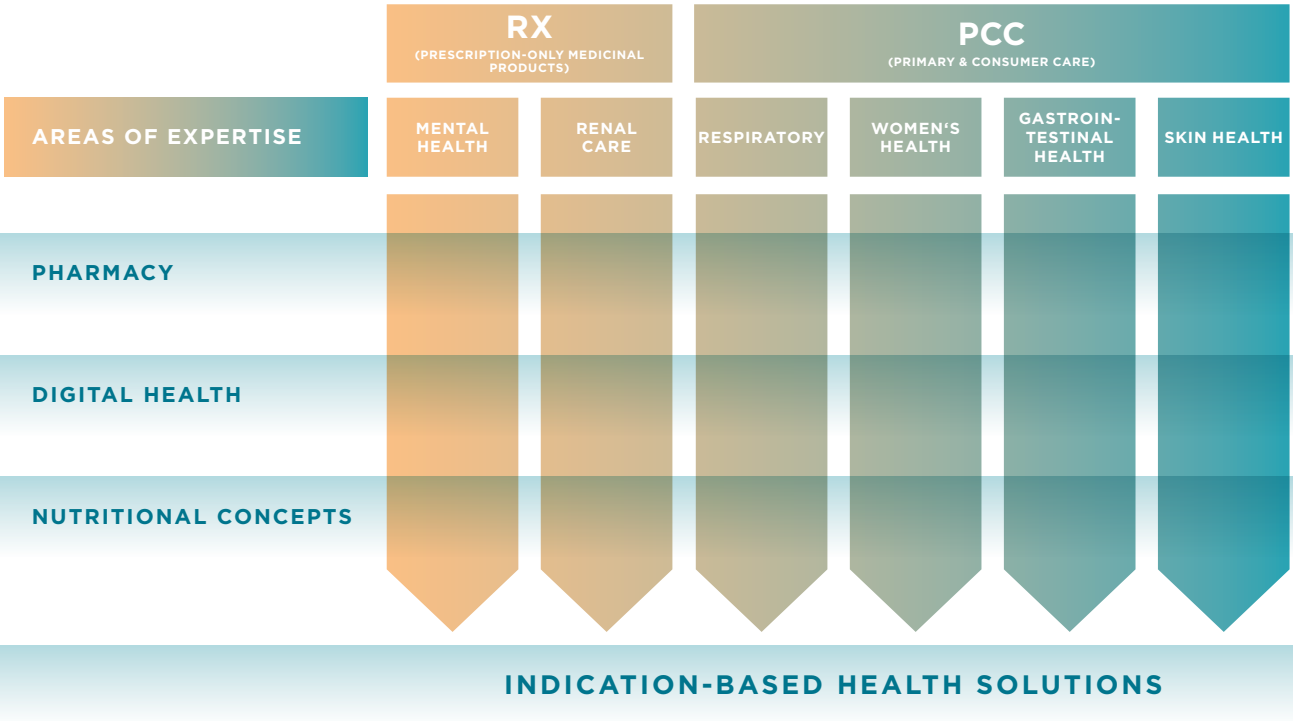
RX

In the Rx division, the focus is on prescription-only medicinal products. Our development work is based on innovative galenic formulations and new clinical indications. In production, we have expertise in solid, semi-solid and liquid dosage forms. We differentiate ourselves with pellet technology and sterile filling and are also able to produce chemical and plant-based products. In international markets, MEDICE positions itself as a competent and professional niche provider, a leader in the field of mental health and a major player in the area of renal care (nephrology and urology). Our driving force is our unwavering focus on creating real value for our customers and patients, who are always at the heart of everything we do.

Mental Health

Through its Mental Health division, MEDICE brings together its decades of experience in mental health to create a central pillar of its multimodal health solutions. Our ambition is clear: We support people at every

HEALTH SOLUTIONS WITH THREE AREAS OF EXPERTISE



stage of life with integrated, evidence-based treatment concepts that can be tailored to individual needs. We take a holistic view of health – from pharmacological care to digital therapies to nutritional concepts. Our aim is to offer patients the optimal combination of pharmacological and non-pharmacological therapies – tailored to their circumstances, their needs and the individual course of their illness. Through dialogue with healthcare professionals and digital partners, we develop an integrated approach that strengthens and empowers people and provides them with lasting support.

Renal Care
For more than 35 years, MEDICE has been committed to nephrology with passion and a strong sense of responsibility. What began with the targeted development of in-house expertise in nephrology has evolved into a comprehensive range of therapies for patients with chronic kidney disease, particularly those undergoing dialysis. Our aim is to bring about a noticeable improvement in the quality of life of those affected, while providing doctors, nursing staff and relatives with the best possible support. After all, kidney disease never affects just the body – it changes the lives of patients and those around them. That is why, at MEDICE, we combine pharmaceutical expertise with components from digital and nutritional medicine. This gives rise to multimodal health solutions that do not merely treat symptoms, but take a holistic view of the individual and their environment.

PCC

The Primary & Consumer Care (PCC) division covers all non-prescription medicinal products and other pharmacy-only items (OTC), as well as medicines that are prescribed by doctors but not covered by health insurance (OTX).

Drawing on decades of experience in the pharmaceutical industry, MEDICE has developed a diverse portfolio that combines quality, efficacy and trust. Our products help to effectively treat common everyday ailments, strengthen the body's natural defences and maintain good health in the long term. The aim of our work is to consistently improve primary healthcare. With innovative, high-growth products in the areas of colds and respiratory health, women's health, gastrointestinal health and skin health, we combine medical expertise with practical relevance. In this way, MEDICE helps to make good health part of everyday life.

Our market development strategy focuses on healthcare professionals (doctors, pharmacists, pharmacy technicians), with an emphasis on providing ongoing support for their day-to-day work through high-quality training and professional development, complemented by patient information materials. In addition to our existing channels for reaching patients, we are optimising access to our products so that, in future, our integrated health solutions can be easily found and made available to every patient at any time.

Shaping the future with phytotherapy expertise
An important cornerstone of the PCC division is the Phytocompetence Centre at Schaper & Brümmer. The expertise built up over decades in the field of phytopharmaceuticals is being further enhanced through collaborations with universities and other companies.

DIGITAL HEALTH

We serve our established markets both with the pharmacological portfolio described above and with complementary digital interventions in the Rx and PCC segments.

Digital therapeutics and diagnostic solutions will enable more patients to receive better care more quickly, physicians and therapists to derive greater satisfaction from their work and people to manage their health better. To this end, we combine our expertise in the medicinal products segment with new technologies to create health solutions based on psychology, algorithms and information technology. In various areas, we are trialling the use of wearables, virtual reality and artificial intelligence (AI) to make interventions simpler and easier to integrate into everyday life.

With the establishment of our own Medigital® unit and the acquisition of Selfapy® in 2025, we have expanded this multimodal approach. Today, the MEDICE Health

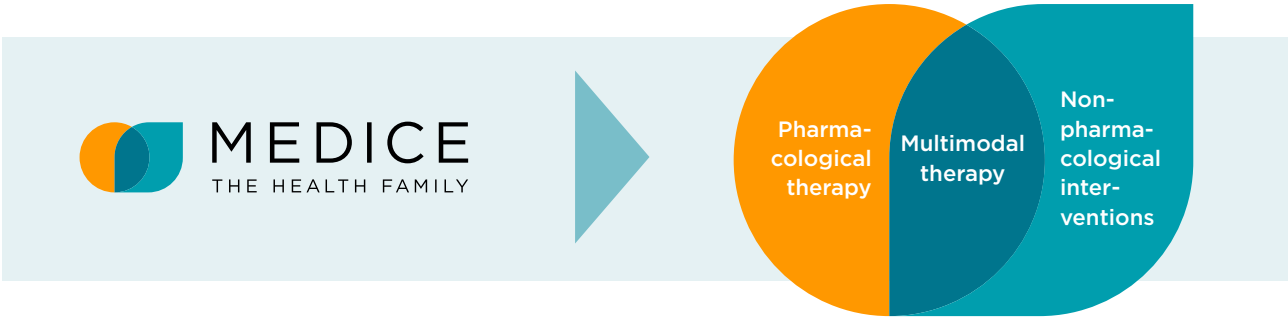
Family is Germany's leading provider of digital health applications (DiGAs) for mental health. These evidence-based therapy programmes provide prompt, flexible and guideline-compliant care as an integral part of established treatment concepts – regardless of where the patients live and without lengthy waiting times.

NUTRITIONAL CONCEPTS

The gut plays a vital role in human health. It is not only where essential nutrients are processed, but also where a large part of the immune system is located. Around 80% of all active immune cells are located in the intestine. It is therefore the body's largest immune organ and plays a key role in immune defence and overall health. It is considered a driving force for our well-being. If it falls out of balance, many processes in the body can be disrupted.

As part of the MEDIBIOM programme, we have therefore developed a unique approach to supporting gastrointestinal health, offering people with gut-related complaints, bowel movement issues or food intolerances a coordinated programme that addresses the underlying causes – for a better quality of life. By adopting a phased approach, all levels of the intestinal barrier are taken into account: intestinal flora, intestinal mucosa and intestinal wall cells. The model is based on findings from research carried out by the Luxembourg Institute of Health (LIH).

In close collaboration, we have already studied the links between diet, the gut microbiome and gut function. With the MEDIBIOM programme, we are combining research, development and the marketing of health concepts to improve people's quality of life and pave the way for personalised medicine.



2 SBM-1 Overview of business performance

The MEDICE Group's development, which has been characterised by the continued establishment and expansion of the MEDICE Health Family and its transformation into a global healthcare company, also proved successful in the financial year just ended. Overall, Group revenue grew by 17.0% compared with the previous year. Key drivers included the very positive performance of the Rx business, continued high supply capability in relevant therapeutic areas and positive effects from the expansion of the international business.

Economic performance and distributed value

In the 2025 financial year, revenue – a key indicator of business performance – totalled EUR 528.6 million (2024: EUR 451.8 million), representing an increase of EUR 76.8 million on the previous year (2024: EUR 48.9 million). As a result, we are able to report an operating profit of EUR 84.5 million for 2025 (2024: EUR 68.6 million), which is EUR 15.9 million higher than in the previous year.

The company's continuous growth is also reflected in the development of the workforce, with personnel expenses rising by a further 12.9% as expected. Other operating expenses are below budget, mainly due to timing differences; however, at 11.0%, they are significantly higher than in the previous year, as expected. Research and development expenditure remains substantial and relates to both traditional pharmaceutical development projects and digital and data-driven product development.

2 SBM-1 The MEDICE Health Family value chain

The MEDICE value chain is complex and comprises many links that are often subject to strict legal requirements and regulated quality standards. At the heart of our corporate development is the ambition to create the best possible integrated solutions and, through innovation in our strategic areas of expertise, to support patients and healthcare professionals (HCPs) at every stage of their illness and treatment. Our service portfolio primarily comprises pharmaceuticals, digital health applications (DiGAs) and indication-based nutritional concepts.

Our value chain can be divided into 'upstream', 'own operations' and 'downstream', with numerous exchange and coordination processes characterising collaboration within the Health Family. Numerous stakeholders work together to ensure a safe and efficient supply of medicinal products – from the initiation and oversight of clinical trials (earliest entry point: Phase 3) as part of the regulatory authorisation process, to procurement and manufacturing in compliance with strict quality standards, through to distribution among customers, patients and HCPs.

Along the value chain, our activities have material impacts on the environment and society and give rise to risks and opportunities for the company. Value chain analysis therefore forms a key basis for identifying and assessing material topics, as well as the associated impacts, risks and opportunities. 2 SBM-3

Upstream

An early step in the upstream value chain is the research and development of new active ingredients. As MEDICE is not a traditional research company in the pharmaceutical sector, but generally uses established active ingredients that have already been developed, preclinical studies are a rare exception. The development of new, evidence-based dosage or application forms is one of our ongoing tasks carried out as part of the development of integrated health solutions in close cooperation with clinics, doctors and regulatory authorities.

The active ingredient or dosage form is tested in several phases to ensure safety, tolerability and efficacy and to obtain regulatory authorisation. This regulatory authorisation is an essential prerequisite for the market launch of a new medicinal product.

Own operations

With a history dating back 75 years, the MEDICE Health Family can draw on the skills and expertise of its employees, its established identity and an evidence-based product portfolio that meets comprehensive quality and compliance standards. We are characterised by a strong willingness to embrace change, and we seize opportunities to create a healthier world through innovation. This is particularly evident in our strong commitment to product development (galenics), which is supported by medical expertise and regular input from pharmacovigilance (PV) to continuously improve our products.

To manufacture a medicinal product, MEDICE requires either chemically produced or plant-based active ingredients, which are sourced from wild collection or cultivated in specific regions. As further product components, the excipients and packaging materials – particularly the primary packaging – are subject to strict monitoring, as well as regulatory authorisation/certification and regular auditing. In addition, energy, operating materials and capital goods are procured as non-product components, some of which have a relevant environmental and social impact during manufacturing.

In the labour market, MEDICE draws on a pool of well-trained specialists and, as an attractive employer, offers extensive training and development opportunities to support ongoing professional growth.

The manufacture of pharmaceutical products and DiGAs is a key component of the MEDICE value chain. With the exception of one active ingredient, which we have been manufacturing in-house since 2024, we source authorised active ingredients from certified suppliers and manufacture our products ourselves with a high level of vertical integration at our production sites in Germany. This includes the following steps:

- **Extraction and purification of plant-based active ingredients:** If natural active ingredients are used, they must be extracted and purified to isolate the active substances. This step is crucial to ensuring consistent and reproducible quality of the active ingredient.
- **Formulation:** The active ingredient is formulated into the desired dosage form, e.g. tablets, capsules, ointments or injections. The exact dosage is also determined at this stage.
- **Manufacturing:** The medicinal products are produced in state-of-the-art facilities in compliance with strict quality standards.
- **Packaging:** The finished medicinal products are filled into suitable packaging that meets the requirements with regard to hygiene and shelf life. The outer packaging is accompanied by the packaging insert containing important usage information for patients.

Downstream

Medicinal products are distributed via various national and international sales channels, which can only be described in very general terms here due to their diverse nature. They include pharmaceutical wholesalers, which distribute products to pharmacies, clinics and doctors‘ surgeries. As the most important distribution channel for prescription and over-the-counter medicines, pharmacies are supplied either directly or via wholesalers. These ensure that the medicinal products are handed over to the end consumer with the appropriate specialist advice.

Online sales of medicines are becoming increasingly important. As the fast and reliable availability of medicines is essential for hospitals, they are often supplied with medicinal products directly or via specialised wholesalers.

MEDICE goes to great lengths to provide doctors, pharmacies and patients with product information. This is done via various channels:

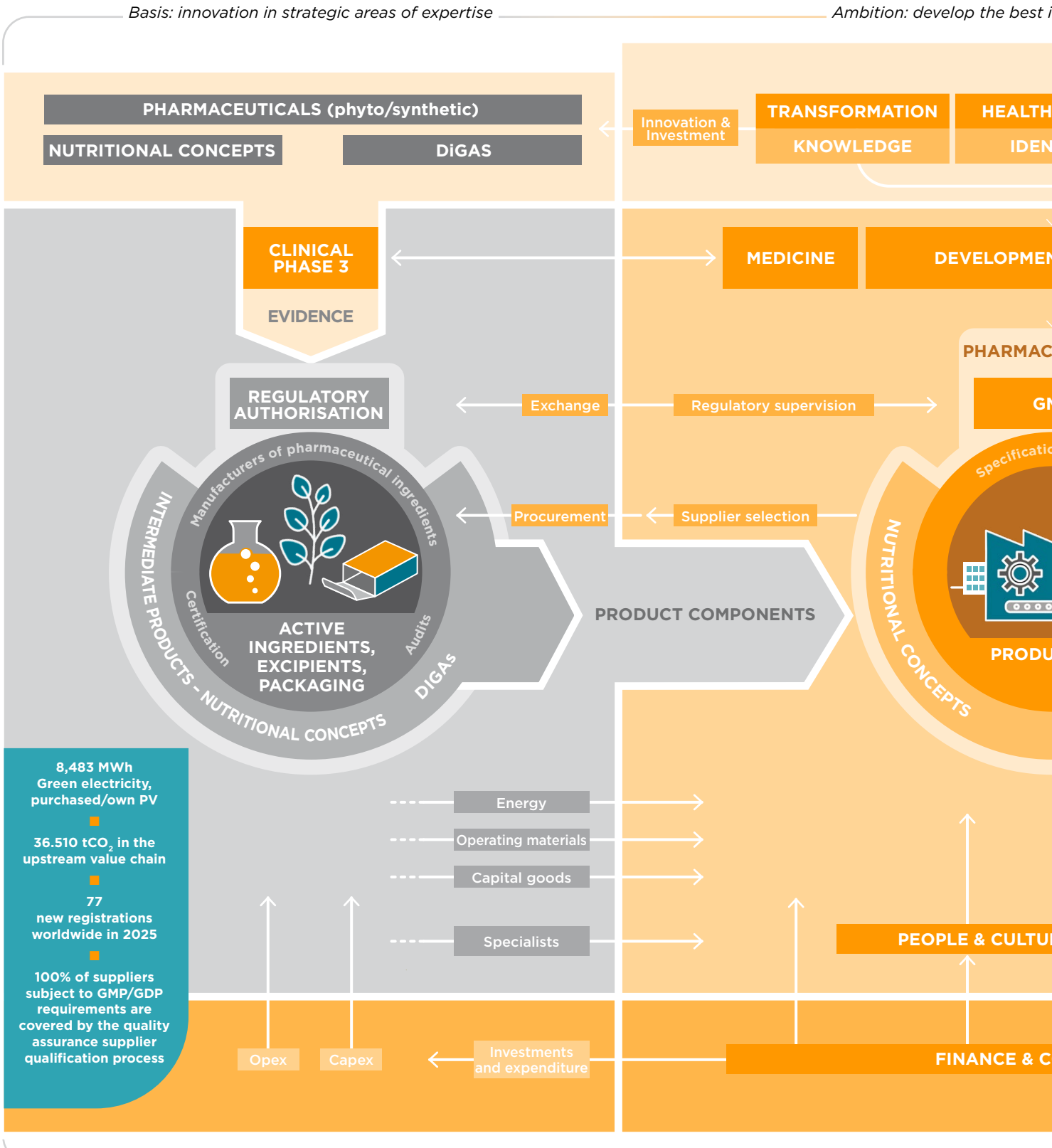
- **Pharmaceutical representatives:** Regular visits to doctors and pharmacists to provide information about the products and their use.
- **Information services:** Support for medical professionals and patients in the use of products, such as via hotlines or informational materials.
- **Specialist publications and events:** Comprehensive provision of expert information and research results.

Services related to pharmaceutical products will account for an important share of MEDICE’s value creation in future. By developing into an integrated healthcare company with digital health applications and indication-led nutritional concepts, MEDICE is helping to shape modern patient care (see material topic ‘Healthcare provision’).

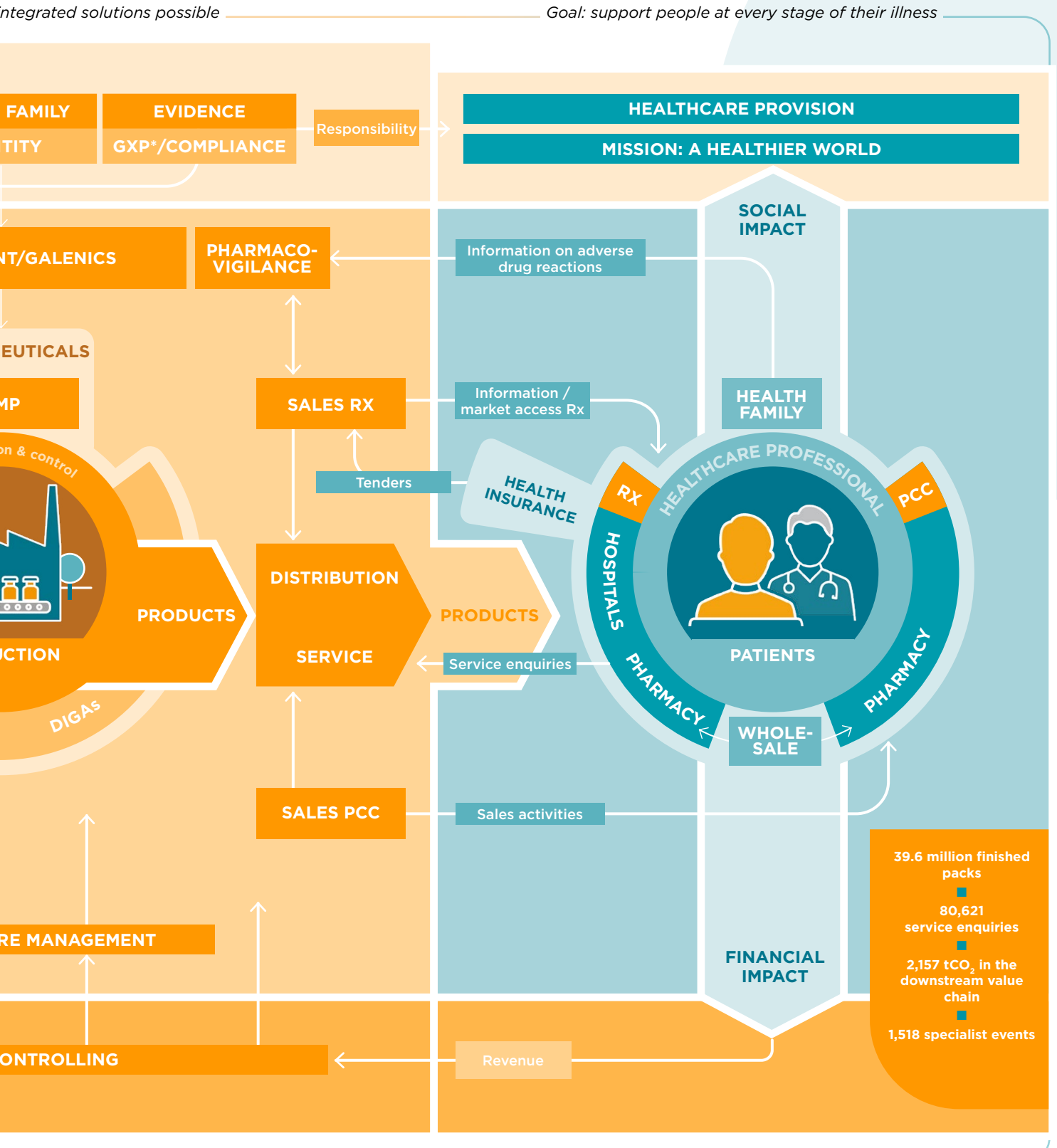
The sales revenue generated in the market flows into the operating processes via personnel expenses for wage and salary costs and social security contributions, the procurement of energy, raw materials and supplies, goods and services and capital goods, and finally into the company‘s profit after depreciation, amortisation and taxes.

In this way, we contribute to social development and prosperity. A significant portion of the proceeds also flows into the further development of our business model and thus into the development of further innovative health solutions. The evidence-based efficacy of our products is primarily aimed at improving people‘s quality of life. As the MEDICE Health Family, we thus help to ensure that healthcare provision remains reliable and is continuously improved for the benefit of society.

2 SBM-1 MEDICE – THE HEALTH FAMILY.



TOGETHER FOR A HEALTHIER WORLD.



2.SBM-1 Sustainable corporate development

For us as a family-owned company, transformation is a relevant form of progress. At MEDICE, we have embraced change since the company was founded by fostering a culture of self-motivation to take the next step – a culture we continue to nurture today. For decades, these processes have taken place side by side, encompassing both small and major steps in our development.

A strategy development process was launched in 2024 to keep pace with the company's dynamic growth and the increasingly complex business environment. The aim of this process is to identify the most relevant topics for the MEDICE Health Family in the medium term in order to derive measurable objectives and key results (OKRs). A strategic project landscape is emerging from these topics and being stringently implemented. The strategy development process was completed in 2025, and the following overarching objectives were derived from it for the period up to 2030:

1. We are growing through our transformation into a health solutions provider with marketable innovations in expanding markets.
2. We are significantly expanding our international presence and reach as a driver for further growth.
3. We have optimised our internal processes and workflows through digitalisation, automation and the expansion of internal expertise to enable us to scale quickly and agilely.
4. We want to embed sustainability in all relevant areas of the company, make it visible and substantially improve our climate and resource efficiency. In doing so, we want to become a role model in the German pharmaceutical industry.
5. We are future-focused, value-creating and family-oriented.

With the formulated goals, sustainability management is anchored as a key component of the overarching business strategy. To make performance in this area measurable, the following key results were defined for 2030: a 40% reduction in absolute CO_{2e} emissions (Scope 1 & 2) compared with the 2023 base year, and the achievement of a CO_{2e} intensity level (Scope 1 & 2) of less than 5 tCO_{2e} per million euros of gross revenue. E1-6

Changes in the global context

Nevertheless, new and changing aspects are emerging as we continue to develop. The dynamism, pace and, at times, disruptive potential present particular challenges. We have adapted to this structurally and with foresight. Global challenges such as demographic change, resource consumption, man-made climate change, social and geopolitical tensions and a growing focus on human rights across the value chain are setting the course for future-focused corporate development. We carefully considered this in our review of material sustainability topics conducted in early 2026.

Changes in the corporate context

The fact that we have remained competitive for decades with compelling customer solutions gives us confidence for the next innovative steps in our development. This will see us continue our transformation from a pharmaceutical company into a provider of integrated health services. Changes to corporate structures resulting from growth and the associated internationalisation are just as much a part of this as the shift from traditional HR administration towards a People & Culture approach. Despite increasing technological support through software tools, we will continue to focus on people and collaboration within the Health Family as our foundation. MEDICE will remain an internationally positioned, modern family-owned company. Being recognised as an attractive employer for highly qualified professionals is a key objective, which we pursue through extensive training and development opportunities and a wide range of health-promoting initiatives for our employees.

Strategic influences of sustainability management

2 SBM-3 The following section outlines how sustainability management is structurally embedded in corporate development. The extent of this integration still varies by topic, but it reflects our overall direction.

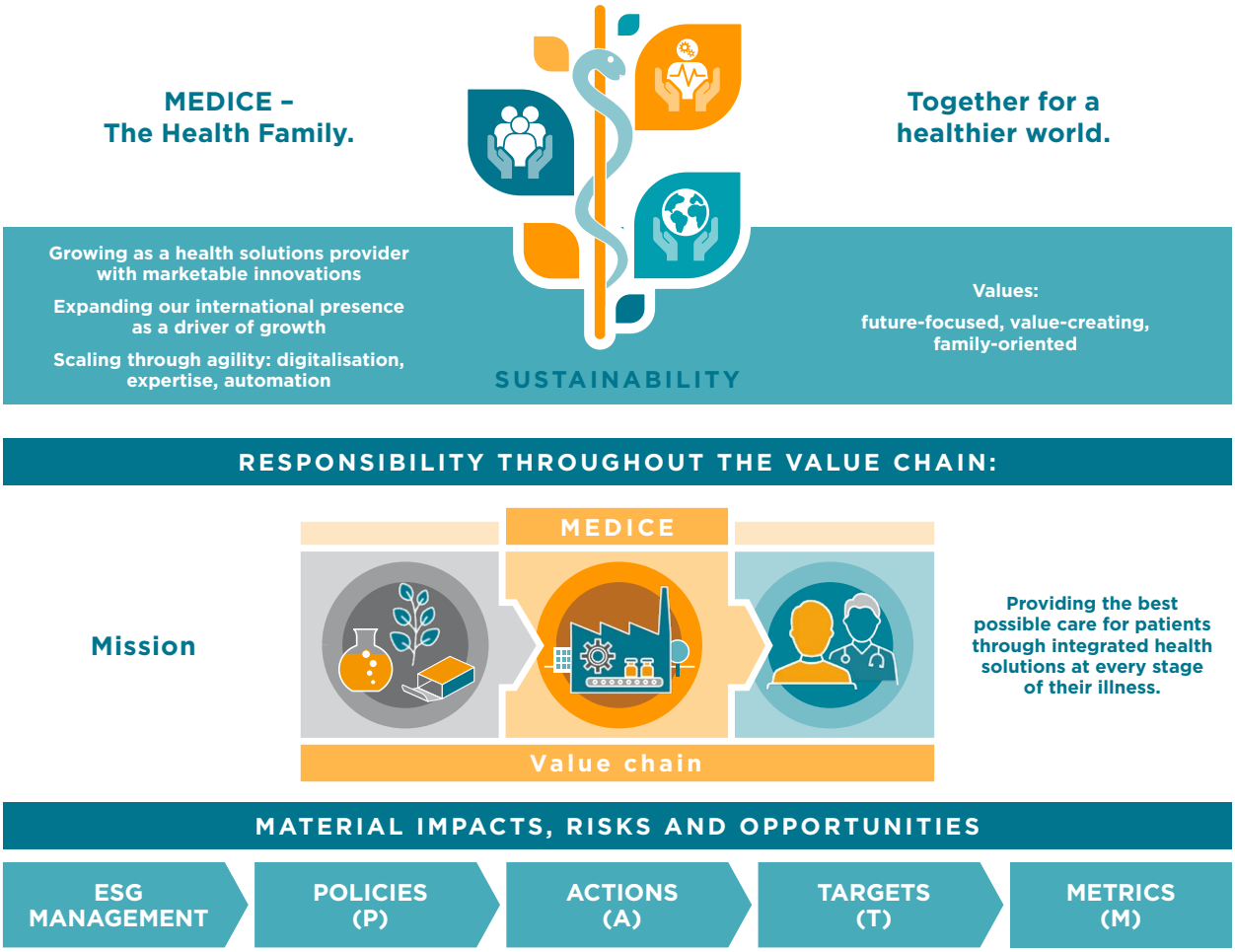
Sustainable corporate development is closely linked to the strategic objectives of the MEDICE Health Family. These form the framework for the further development of the business model across the three levels of our integrated understanding of health.

Taking responsibility along the entire value chain goes hand in hand with identifying material impacts, risks and opportunities (IROs). In this context, consideration is given to the contribution that MEDICE's activities can make to improving physical and mental health, strengthening social structures and addressing environmental interdependencies (impacts). At the same time, risks and opportunities along the value chain are assessed and incorporated into strategic management.

The IROs therefore influence strategic aspects such as the further development of integrated health solutions, efforts to strengthen patient care, the promotion of innovation, the advancement of internationalisation and digitalisation, and the assumption of environmental and social responsibility. The management of the 18 ESG topics identified as material, together with the corresponding assignment of IROs, ensures that they are systematically addressed through defined concepts, objectives, measures and outcomes, which are in turn subject to ongoing monitoring within enterprise risk management (ERM).

At the same time, the identified opportunities provide impetus for the further development of the service portfolio, particularly in relation to digital health

2 SBM-3 **SUSTAINABILITY MANAGEMENT IN THE MEDICE HEALTH FAMILY**



applications and evidence-based treatment approaches, with the aim of ultimately being able to offer patients multimodal health concepts. This ensures that sustainability is not viewed in isolation, but instead is an integral part of strategic management and contributes to MEDICE's long-term value creation.

Organisational structure of sustainability management

The fundamental developments outlined so far already clearly reflect MEDICE's deeply rooted commitment to sustainable corporate development. In addition, our policy statement on environmental and human rights and our Code of Conduct are publicly available online. G1-1

In the highly regulated pharmaceutical sector, where numerous management systems are well established, we are going one step further by implementing a structured sustainability management system together with reporting based on internationally recognised standards. We already laid the organisational foundations for this at the end of 2022 with the creation of the Corporate Responsibility department. Since the end of 2024, it has comprised three employees. The Head of Corporate Responsibility reports regularly and directly to the Managing Partner and to the Sustainability Board, which acts as a management unit (see page 26) and meets once a quarter.

To make structured progress, close interaction with Enterprise Risk Management (ERM) and the IT, Controlling and Compliance departments was established right from the start. Close dialogue also takes place with the specialised departments involved. The processes and responsibilities in ERM thereby make a decisive contribution to the identification of material risks and opportunities in the ESG context and to the assessment of financial materiality.

Materiality, management approaches, reporting 2 SBM-3

In summer 2023, we began the intensive process of analysing materiality, initially in accordance with the guidelines of the Global Reporting Initiative (GRI). Following the publication of the binding European Sustainability Reporting Standards (ESRS), we reviewed the results again in accordance with the EFRAG Guidelines and, from the end of 2025, subjected them to a review taking into account the draft ESRS 2.0. In this process, MEDICE's material impacts, risks and opportunities were evaluated and assigned to the 18 material topics. For these topics, we will develop suitable management approaches, including targets, performance indicators and appropriate measures, where these are not yet in place. Responsibilities are clearly assigned.

Contributions to the SDGs

We have been making relevant contributions to the United Nations Sustainable Development Goals (SDGs) in the three ESG focus areas for many years already. We distinguish between core and supporting contributions, which serve as a guide for prioritising attention and allocating resources as we continue to develop our sustainability management. It is clear that MEDICE, as a company in the healthcare sector, has a special responsibility and relevance for achieving the goals in the area of 'Good Health and Well-Being'. We also attach great importance to our contributions to the SDGs 'Decent Work and Economic Growth', 'Quality Education', 'Responsible Consumption and Production', 'Climate Action' and 'Life on Land'.

In addition, we make meaningful contributions to the SDGs 'Gender Equality', 'Industry, Innovation and Infrastructure', 'Peace, Justice and Strong Institutions', and 'Partnerships for the Goals'.

Relevant target contributions to the SDGs

Environmental	Climate protection, preservation of biodiversity and careful use of resources	
Social	Holistic treatment options for patients, reliable healthcare provision, decent work and contributions to education	
Governance	Integrity in business processes, promotion of information exchange and support for the 2030 Agenda	

Stakeholder engagement

2 SBM-2 For us, sustainability management today means not only engaging in early, targeted and open dialogue with our stakeholders, but also fostering genuine cooperation with them and obtaining concrete feedback on our performance. The insights gained through the stakeholder dialogue are systematically incorporated into the assessment of material impacts, risks and opportunities (IROs) during the reviews. They help to define the material topics and are taken into account in the further development of strategic action areas and in operational decisions.

MEDICE is therefore in continuous dialogue with its core stakeholder groups. These include, on the one hand, our patients and customers in pharmacies, and on the other, industry target groups such as general practitioners and hospital physicians – particularly in our therapeutic areas – as well as pharmacists, pharmacy staff and various research communities.

Added to this are our employees, suppliers, banks, insurance companies, authorities, industry associations, health insurers and local communities surrounding our sites. At Pharma Deutschland, we are actively involved in the Sustainability and Climate Protection Committee, where we regularly exchange views with experts on topics, focus areas and solutions in the context of sustainability.

We systematically evaluate customer satisfaction studies conducted by recognised market research institutes. Customer satisfaction is determined by taking into account our various business units with specialist partners in the relevant application areas. We also seek intensive dialogue with industry partners at information events. In 2025, numerous internal and external events took place again for this purpose.

We regularly consult with our customers, suppliers and technology partners on expectations and assessments of specific trends and developments, new requirements for the supply chain and product-specific solutions. Management and department heads are actively involved in expert networks through their work in committees and associations.

As a responsible employer and business partner, we maintain structured dialogue with employee representatives. Further tools for internal dialogue, such as the company suggestion scheme or channels for internal reporting, are described on Page 38. The Managing Partners also maintain close contact with representatives of civil society in the local and regional environment. We thereby assume social responsibility beyond the purely business context, which gives us a feel for the concerns of the people in the communities around our sites.

In these and other dialogue processes, we are seeing growing interest in sustainable development issues and corresponding expectations in a company-relevant context. Health services are no longer judged solely on their effect on patients, but also on their impact in a fair and responsible value chain. Discussions about the impact of our business activities, products and health services are now increasingly influenced by sustainability topics.

The Head of Corporate Responsibility initiated a process for preparing a materiality analysis back in 2023. The process structured the dialogue with internal and external stakeholders around current and potential impacts, risks and opportunities in the context of sustainability. This was continued in 2025 in order to remain agile in a volatile regulatory environment and preserve entrepreneurial resilience as a family-owned company. The process for determining the material topics is described in detail below.

S1-2
S2-2
S3-2
S4-2

Stakeholders	Dialogue formats	Material topics / Expectations
Employees	Works meetings, employee surveys, feedback meetings, workshops, day-to-day dialogue formats, and training and development discussions	Working conditions, job security, sense of purpose, work-life balance, health and safety, skills development, corporate culture, transformation of the working environment
Patients / Relatives / HCP	Visits by pharmaceutical representatives, specialist discussions, medical and scientific exchange, events, information services, pharmacovigilance reporting channels.	Efficacy and safety of therapies, evidence-based information, ease of use, support in day-to-day care, security of supply.
Suppliers / distribution partners	Supplier audits, quality checks, certification processes, operational coordination	Compliance with regulatory requirements, quality standards, security of supply, sustainable production and procurement practices
Health insurance funds, associations, regulatory authorities	Certification processes, tenders, bodies and committees	Regulatory authorisations, quality assurance, security of supply, representation of industry interests
Banks and insurance companies	Discussions with banks and insurance companies	Management of risks and opportunities
Society / local community	Involvement in sport, culture and social initiatives, charitable work, regional partnerships	Contribution to social cohesion, health promotion, social inclusion, regional responsibility

2 IRO-1 Process for determining materiality

Despite current regulatory uncertainty, MEDICE is preparing to report on material sustainability topics in accordance with the European Corporate Sustainability Reporting Directive (CSRD) and the requirements of the European Sustainability Reporting Standards (ESRS). The materiality analysis approach taken in 2023/2024 is described in detail in the 2023 report and is permanently available on the MEDICE website.

Below, we describe the process of determining materiality with regard to impacts, risks and opportunities (IROs) as the basis for this report.

An environmental analysis was carried out in 2023 to establish the context. The sustainability aspects discussed within the sector were determined, and affected parties and users of the information were identified as relevant stakeholders.

The existing or potential aspects identified were then discussed in structured interviews with the management, the responsible specialist managers, representatives of the works councils and representatives of relevant stakeholder groups.

Impacts, risks and opportunities were formulated on the basis of the identified strengths, weaknesses, opportunities and threats (SWOT analysis) and assigned to material topics.

The identification and assessment of impacts are coordinated by the CR department, while the identification and assessment of risks and opportunities form part of enterprise risk management (ERM).

To avoid repetition in this report, the material IROs are presented at the beginning of the material topic to which they have been assigned. The corresponding page references can be found in the list on the right and are linked in the PDF version.

LIST OF MATERIAL TOPICS

2 SMB-3

GOVERNANCE

- **Corporate culture and ethics** (ESRS G1: Page 28)
- **Governance, risk and compliance** (ESRS G1: Page 34)
- **Digitalisation and information security** (ESRS G1: Page 39)

ENVIRONMENT

- **Climate change** (ESRS E1: Page 42)
- **Environmental protection** (ESRS E2/E3: Page 50)
- **Biodiversity** (ESRS E4: Page 53)
- **Resource use and circular economy** (ESRS E5: Page 56)

SOCIAL

- **Responsible employer** (ESRS S1: Page 60)
- **Occupational health and safety** (ESRS S1: Page 67)
- **Training and skills development** (ESRS S1: Page 70)
- **Sustainable value chain** (ESRS S2: Page 74)
- **Healthcare provision** (ESRS S3: Page 75)
- **Corporate citizenship** (ESRS S3: Page 80)
- **Product quality and safety** (ESRS S4: Page 81)
- **Service quality** (ESRS S4: Page 86)
- **Marketing and labelling** (ESRS S4: Page 88)
- **Specialist events** (ESRS S4: Page 90)
- **Data protection** (ESRS S4: Page 92)

2 IRO-1 REVIEW FOR THE 2025 REPORTING YEAR

Based on the IROs identified in 2024, the current and potential impacts, risks and opportunities were reviewed by the relevant specialists for completeness and plausibility. This was carried out through a structured consultation process involving external experts, internal specialist departments and the project management team, based on the following criteria.

Impact materiality
Assessment of current or potential, positive or negative impacts, taking into account whether human rights aspects are affected, based on their severity, scale and irreversibility, as well as their likelihood of occurring in the short, medium or long term.

The criticality of an impact according to ESRS was assessed by deriving the severity of an impact multiplied by the probability of occurrence using a scoring model. The criticality of an impact was determined in the categories very low, low, relevant, important, significant and critical. All impacts rated at least 'important' as the defined threshold are considered relevant for reporting.

Financial materiality
Assessment of the financial impact of the risks and opportunities on MEDICE's pre-tax earnings and the likelihood of occurrence over the short, medium and long term.

The enterprise risk management (ERM) system within the Governance, Risk and Compliance (GRC) department was further expanded and is being continuously developed. The material sustainability-related risks and opportunities are recorded by the relevant specialist departments or by the individuals responsible for the respective risks and opportunities. In some cases, individual risks or opportunities are aggregated using Monte Carlo simulation.

The focus of the ERM has so far been on identifying and assessing opportunities and risks in the short and medium term, as well as monitoring the measures taken. The long-term outlook was then assessed centrally, based on the short- and medium-term assessments provided by the relevant specialists. A scoring model tailored to MEDICE was used to determine the threshold for financial materiality. Six categories were also defined to assess the extent of a financial loss when a risk occurs or the extent of a financial contribution when an opportunity is realised.

The 'financial criticality' score is calculated by multiplying the scores for the financial extent with those for the probability of occurrence. The financial materiality threshold for the assessment of risks and opportunities was set at 0.7 or higher. This corresponds to a financial impact of five to ten million euros with a probability of occurrence of 10 to 25% within the short-, medium- and long-term observation period.

Changed allocation of disclosures for the 2024 reporting year
The material topic 'Access to information' has been renamed 'Specialist events' to provide a clearer distinction. In this context, information-related aspects were assigned to the material topic 'Marketing and labelling'. The material topic 'IT and information security' has been renamed 'Digitalisation and information security', thereby bringing it into line with our strategic focus.

Governance structures

2 GOV-1 MEDICE is an independent, family-owned company that was founded by physicians and is still managed by physicians today. The MEDICE Health Family develops and markets innovative and diverse health solutions in around 50 markets worldwide and is one of the most successful owner-managed family businesses in the German pharmaceutical industry.

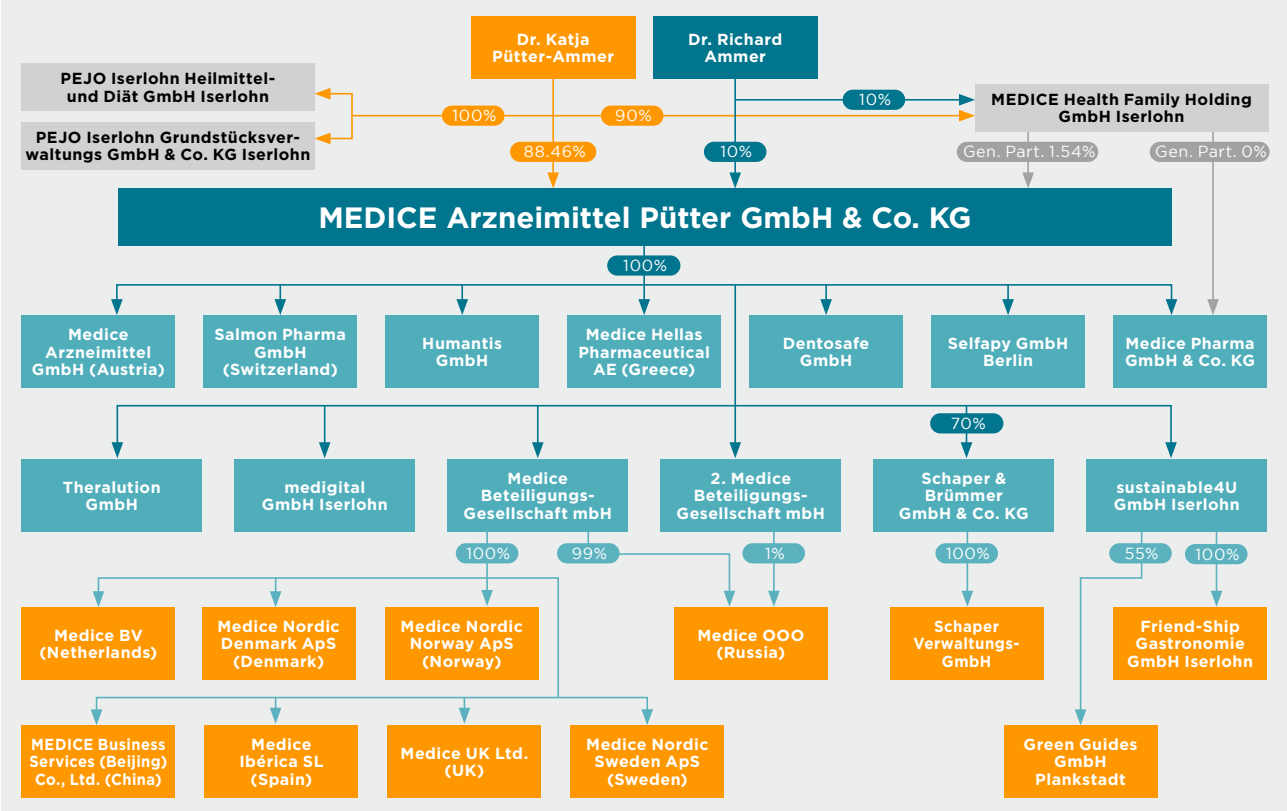
Governance structures

Since 2024, MEDICE Health Family Holding GmbH (previously MEDICE-Verwaltungsgesellschaft mbH), with its registered office in Iserlohn, has been the personally liable partner of MEDICE Arzneimittel Pütter GmbH & Co. The parent company of the Group, MEDICE Arzneimittel Pütter GmbH & Co. KG, has its registered office in Iserlohn and is entered in the commercial register at Iserlohn Local Court. The scope of consolidation includes the companies shown in the chart below, over which a controlling influence can be exercised. This sustainability report corresponds to the scope of consolidation for financial reporting.

Management

The company is managed by its general partner, MEDICE Health Family Holding GmbH, represented by its Managing Directors Dr. med. Katja Pütter-Ammer and Dr. med. Dr. oec. Richard Ammer, Eric Neyret, Dr. rer. nat. Uwe Baumann and Ms Annick Berreur-Igersheim. All Managing Directors are exempt from the restrictions of Section 181 BGB (German Civil Code). Dr. Pütter-Ammer and Dr. Ammer have sole power of representation. Eric Neyret, Dr. Baumann and Annick Berreur-Igersheim represent the company together with another Managing Director. The Management Board at Group level consists of five people: two women (40%) and three men (60%). 2 GOV-1 S1-8

GROUP STRUCTURE OF MEDICE ARZNEIMITTEL PÜTTER GMBH & CO. KG



2 GOV-1 **Structure and roles of the management and supervisory bodies**

Dr. med. Katja Pütter-Ammer has been a Managing Partner of MEDICE since 2001 . Following the death of her father, Dr. med. Sigurd Pütter in June 2021, she became the principal shareholder and now manages the company jointly with her husband, Dr. med. Dr. oec. Richard Ammer, who is also a Managing Partner.

Dr. Richard Ammer is a graduate in human medicine and business administration. Since 2003, he has been responsible for the Rx division and new business development at MEDICE, including research and development, production and international marketing. He has served on industry association boards since 2008 and is currently a board member of Pharma Deutschland, the largest association in the German pharmaceutical industry.

Our goal is to continue building on the medical and economic success of our company in a sustainable way. To ensure that we, as a medium-sized family-owned company from Iserlohn, also succeed at an international level, we have strengthened our management team with three Managing Directors who, with their extensive experience and expertise, are helping to shape our long-term business strategy and contributing to turning our mission into reality for the benefit of all.

The Managing Director Eric Neyret has been with MEDICE since 2012 and is responsible for the areas of Finance, Controlling and Administration. He is also a Managing Director of sustainable4U GmbH. The international expansion and dynamic growth of MEDICE in recent years required the establishment of new national and international structures, which Eric Neyret has been able to successfully implement at MEDICE thanks to his many years of experience.

Dr. Uwe Baumann, who holds a doctorate in microbiology, has been a Managing Director of MEDICE since July 2021 and is responsible for the PCC division. Since August 2021, he has also served as Managing Director of Schaper & Brümmer, which is part of the MEDICE Group.

The Managing Director Annick Berreur-Igersheim has been responsible for People, Culture & Transformation since January 2024, where she brings to bear her many years of experience in the area of human resources and transformation management gained at leading companies in the pharmaceutical sector.

Expertise in sustainability matters 2 GOV-1

All members of the Management Board are familiar with sustainability matters and the corresponding impacts on the strategy and business model. The Sustainability Board is regularly updated on new developments by the Corporate Responsibility department. Impacts, opportunities and risks relating to ESG matters are systematically taken into account in strategic decision-making processes. Details of the experience, qualifications and background of the members of the Management Board are publicly available on the company website.

Responsibility for governance, risk and compliance (GRC) 2 GOV-1

Responsibility for governance, risk and compliance matters lies with the Management Board and is managed operationally by the Governance, Risk & Compliance (GRC) department, which reports to the Global Governance Risk & Compliance Board (GGRC Board). The Board performs a supervisory and steering function and, as at the end of 2025, consisted of the following permanent members or their nominated representatives: Head of the Governance, Risk & Compliance (GRC) department, Junior Manager GRC, Data Protection, Legal, Corporate Responsibility, Quality Assurance, Business Process Management (Commercial), IT Security Management and Head of the Corporate Controlling department.

GRC considerations form an integral part of corporate governance and are taken into account in strategic decisions and operational planning processes. The shareholders' meeting exercises an overarching function in relation to the management and approves the consolidated financial statements.

Responsibility and communication relating to sustainable development 2 GOV-1

The Sustainability Board is responsible for monitoring and managing the material sustainability topics. It meets quarterly, with the participation of the management, the department heads and the Corporate Responsibility department. In 2025, the Sustainability Board met three times. Current ESG developments are also discussed during the meetings, and specialist information is shared to provide context and background.

The Head of Corporate Responsibility reports directly to the Managing Partner Dr. Katja Pütter-Ammer. She is regularly informed about relevant sustainability matters, while the Management Board is also informed on an

ad hoc basis, and decisions are made in line with the overarching sustainability strategy. The department heads are informed regularly and as required about specific sustainability issues.

The discussions primarily focused on the following aspects:

1. **Sustainability reporting**
2. **Sustainable corporate development**
3. **(EU) policy developments in the ESG context**
4. **Process optimisations from a sustainability perspective**

The Management Board is informed at least once a year about the status of monitoring impacts, risks and opportunities by the specialist departments represented on the GGRC Board. The Sustainability Report is approved by the Management Board. Given the strategic focus on sustainable corporate development, overall responsibility for sustainability rests with the Managing Partners.

Total remuneration paid to members of the Management Board

With regard to the disclosure of Managing Directors' remuneration, the company makes use of the protection clause under Section 286(4) HGB (German Commercial Code).

Number of employees

As at the reporting date of 31 December 2025, the parent company had 971 employees. Schaper & Brümmer GmbH & Co. KG had 150 employees. 98 people were employed in the overseas subsidiaries, and 65 at other affiliates. The total number of employees was 1,284 (2024: 1,188).

S1-2
S1-7 **Employee representation**

The dialogue with the employee representatives takes place via the Works Council. MEDICE is bound by collective labour agreements.

2 GOV-2 **Incentive schemes**

Strategic corporate objectives are generally linked to the existing incentive schemes. For 2025, the medium-term decarbonisation targets were reflected as key results within the business strategy. The aim is to gradually integrate ESG-related metrics into existing remuneration systems.

Key elements of due diligence and their inclusion in the report

The identification, assessment and management of impacts, risks and opportunities (IROs) take place as part of a structured and regularly reviewed process and form an integral part of the governance, risk and compliance structures.

The following overview shows where the individual key elements of due diligence are described in detail in the report.

2 GOV-3

KEY ELEMENTS OF DUE DILIGENCE	Page
a) Integration of due diligence into governance, strategy and business model	**19, 25 et seq.**
b) Engagement with affected stakeholders in all key steps of the due diligence process	**21**
c) Identification and assessment of negative impacts	**23**
d) Measures to prevent, minimise and remediate negative impacts	
overarching	**18**
assigned	**40, 44, 52, 55, 58, 68, 75, 89, 93**
e) Tracking the effectiveness of the measures and related communication	**26**

Risk aspects in ESG reporting 2 GOV-4

In addition, defined risk management and internal control processes are in place for sustainability reporting, covering its scope and the collection, validation and approval of material ESG data. The process is organised in close coordination between the specialist departments and the Corporate Responsibility department, and is managed by the ESG Controller with support from external experts. The processes are regularly reviewed and refined.

In this context, particular attention is paid to the completeness and integrity of the data, as well as to the appropriateness and traceability of estimates. All statements in the sustainability report are agreed with the heads of the relevant departments and the management.

Governance

Corporate culture and ethics

2 SBM-3 Context

Transformation is necessary, but also poses a special challenge for businesses. In this regard, our long-term focus on the MEDICE Health Family's fundamental values as a family-owned company is essential to us. Our work is founded on trust, responsibility and mutual respect. The success of our company is not only measured by what we achieve, but also by the way in which we do so. Our values-based approach, guided by our three core values – future-focused, value-creating and family-oriented – provides us with a reliable framework as we work towards achieving our strategic corporate objectives.

Our guiding principle is 'Let's take care'. Taking care of people has been our mission for over 75 years. We share this commitment with our partners in the healthcare sector and with everyone who is working towards a healthier world. Managing the material impacts, risks and opportunities that affect our corporate culture is therefore an overarching success factor.

G1-1 G1-3 Concept and objectives

As the MEDICE Health Family, we are committed to the highest ethical standards. Our actions are guided by binding internal guidelines and behavioural principles, particularly our Code of Conduct, which sets out clear requirements regarding ethical behaviour, the prevention of corruption and conflicts of interest, fair competition and compliance with legal requirements. These principles guide our actions and inspire us to make well-informed decisions every day. The Code of Conduct can be accessed online at any time.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Corporate culture and values An authentic corporate culture aligned with the Health Family's brand message has a positive effect on everyone involved.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Partnership-based business relations A partnership-based approach is reflected in the long-term nature of our business relationships with our partners.	**Current, positive impact**	**Upstream and downstream**	**Short-term, medium-term, long-term**
Agility Agility within a company has an impact on employees and is part of the corporate culture.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Knowledge, opportunity and change management Active knowledge, opportunity and change management has a direct impact on employees and the corporate culture.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Strengthening the MEDICE Health Family through sustainability initiatives The MEDICE Health Family's authentic positioning, based on the integration of the physical, mental, social and environmental aspects of health, builds trust among specialist partners, customers and patients and also provides a clear sense of purpose.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**

Sustainability as a family value

MEDICE consciously refers to its tradition as a family-owned company. The decisions we make today are intended to lay a solid foundation for future generations. This lived sense of responsibility leads to solutions that are sustainable and therefore built to last. Sustainability is a family value, and sustainable business development is our mission. The holistic concept of health, which encompasses physical, mental, social and environmental aspects, offers an opportunity to strengthen the MEDICE Health Family's authentic positioning through sustainable corporate development and to further build on the trust that has already been established. Through digital processes, automation and a high degree of agility in our operations, we generate the necessary economic potential to achieve this.

2 G1-1 **Communication culture**

Knowledge and awareness are the basis of good communication. At MEDICE, we consider open, honest and respectful communication to be the cornerstone of a successful and cooperative working environment. We develop our communication skills continuously, because effective communication promotes understanding, builds trust and drives innovation.

Knowledge, opportunity and change management

Active knowledge, opportunity and change management is a key component of our sustainable corporate development. The aim is not to view change in isolation, but to shape it holistically, with a focus on our employees, our corporate culture and our future viability. As part of our transformation projects, we take an integrated approach: technological innovations are consistently linked to the human aspect of change. The aim is to involve employees at an early stage, build knowledge transparently and provide guidance during periods of change. Change management ensures that changes are planned and supported in a structured manner and embedded sustainably within the organisation, with a clear focus on its people.

In this context, we pursue the following objectives in particular:

- **Strengthening the capacity of our organisation and employees to manage change**
- **Promoting transparency and understanding of strategic changes**
- **Early involvement and empowerment of all relevant departments**

> Continued on page 32

G1-1 OUR THREE VALUES GIVE US GUIDANCE

Living our values in the Health Family
As the Health Family, we share and embody our values. They give us guidance and create a reliable basis for our communication and decision-making. We make these values understandable and tangible, both personally and throughout the company, so that they shape our daily actions. We are committed to maintaining the highest standards and continuously striving for improvement in everything we do.

In all our projects and decisions, we are guided by three core values:

- FUTURE-FOCUSED
- VALUE-CREATING
- FAMILY-ORIENTED

This reflection helps us make the right decisions and remain true to our values.

Future-focused:
A future orientation and the desire for innovation associated with this creates security. Standing still means risk and danger.

Value-creating:
Creating value for society and health. This involves establishing better care through efficient health solutions. Values that are created, in turn, mean security for the company and its employees.

Family-oriented:
Family means cohesion in terms of shared goals. These values strengthen our sense of togetherness and shape our identity. At the same time, they also influence the positive perception of our authentic brand among all stakeholder groups.

In particular, a future-focused approach requires active management in order to maintain existing knowledge and make it structurally available, to promote willingness to change and to think in terms of opportunities.

* Most frequently mentioned terms.

- **Embedding knowledge and new ways of working in day-to-day operations**
- **Using change as an opportunity for innovation, efficiency and collaboration**

Knowledge, opportunity and change management therefore plays a key role in fostering a corporate culture that actively shapes change and implements it successfully in the long term.

Business partner integrity
We believe in conducting business based on partnership and mutual respect. We consider it essential to carry out thorough due diligence on business partners before working with them. The 'know your business partner' principle is not just a recommendation, but an obligation that we take seriously.

MEDICE maintains regular dialogue with its suppliers and partners. These relationships are governed mainly by our Supplier Code of Conduct. Further information can be found under the material topic 'Sustainable value chain' (see page 74). Furthermore, our delivery terms, payment terms and purchasing terms are all publicly accessible.

Measures and results

G1-2 **Corporate culture and values**
In the area of People & Culture, several initiatives originally proposed in 2024 were further developed during the reporting period and, in some cases, have already been implemented; these are designed to further strengthen the corporate culture and make the value orientation tangible in everyday working life.

At MEDICE, our values are not merely defined, but actively put into practice. One particular format used for this purpose is the value statements drawn up by employees, which are made available and published on the intranet for everyone to see. In these contributions, employees share personal experiences from their day-to-day work and describe what our values mean to them in practical terms. This creates an authentic and varied picture of how our corporate culture is put into practice. Individual perspectives bring our values to life, strengthen our shared understanding and foster open dialogue within the organisation.

Furthermore, during the 2025 reporting period, a new dialogue format known as the 'Wertelunch' (values lunch) was introduced to facilitate cross-departmental discussion on how the corporate culture is lived in practice. Employees from various departments can take part in these discussions with the Head of People, Culture & Transformation to talk about the three corporate values and how they are reflected in day-to-day work. The aim is to bring our values to life, strengthen dialogue between production and administration, and foster value-based cohesion within the company over the long term.

Another existing dialogue format, known as FamilyTimes – personal discussions between the management and individual specialist departments – was also continued. The focus in the reporting period was on involving our international sales offices. At FamilyTimes sessions, employees have the opportunity to engage in open dialogue with management and ask questions about the company's transformation, objectives and changes. For the management, this serves as a valuable tool for gathering feedback on the challenges associated with the change process.

Our sustained strong growth both nationally and internationally has led us to focus in particular on the systematic integration of new employees. Consequently, from spring 2025, the revamped 'Welcome Live Events' were introduced as a key component of our onboarding process for new colleagues, which extends over several months. The aim is to integrate new employees into the corporate culture at an early stage and foster a sense of belonging through personal interaction, interactive formats and direct contact with senior management and shareholders. One focus is on promoting corporate responsibility and a practical understanding of sustainability as an integral part of value-oriented work. Through regular formats, including international ones, MEDICE thereby strengthens long-term employee retention, cultural integration and sustainable value creation.

Code of Conduct
To demonstrate our commitment to the highest ethical standards, we fundamentally revised our Code of

Conduct in 2025. It is based on our corporate values and provides a clear, practical framework for our day-to-day actions. Through our Code of Conduct, we set clear expectations for ethical, responsible and sustainable conduct and address key topics such as business ethics, quality and safety, sustainability and an open speak-up culture. It serves as a framework to guide us in making ethically sound decisions throughout the entire value chain. By embedding these principles within the organisation, we strengthen our corporate culture and support the systematic implementation of our sustainability and compliance objectives.

Knowledge, opportunity and change management
Within our projects, we implement targeted measures that support both knowledge-building and cultural change.

In 2025, a particular focus was on developing and establishing a structured change management process, particularly in the context of the SAP implementation. As the transformation became increasingly complex, it was recognised at an early stage that, in addition to the technical implementation, a clear, systematic approach was required to support the organisational change. Building on this, a holistic organisational change management (OCM) approach was established to address the human side of the transformation and embed it sustainably within the organisation.

Key measures:

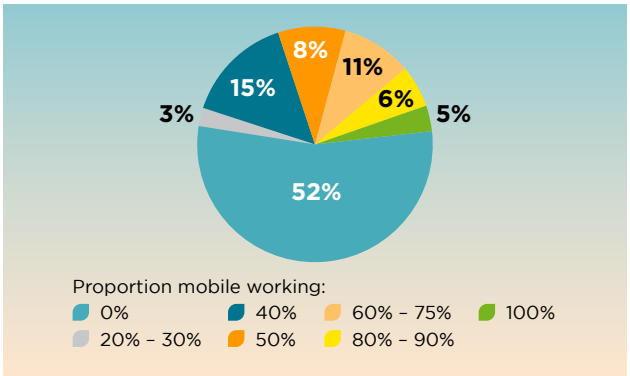
- **Development of a structured change management approach** with clearly defined focus areas such as communication, training, stakeholder engagement and change impact analysis
- **Systematic analysis of the need for change,** in order to identify and assess the impact on processes, roles and working practices as a basis for targeted measures
- **Establishment of dialogue and exchange formats** such as Change Circle or Key User Network to promote transparency, knowledge-building and cross-departmental exchange
- **Targeted knowledge-building and training** through structured information and training programmes for different target groups
- **Empowerment of managers as key multipliers** to actively support their teams through the change process
- **Ongoing communication with and involvement of employees** to promote understanding, guidance and acceptance

Payment practices
G1-6
Our commitment to acting responsibly and in a spirit of partnership towards our business partners also includes fair and reliable payment practices. We ensure we adhere to agreed payment terms, thereby helping to foster stable and trusting business relationships throughout our value chain. Unless expressly agreed in writing, we pay for purchased goods within 14 days of delivery and the invoice date (with a 2% discount) or within 30 days net.

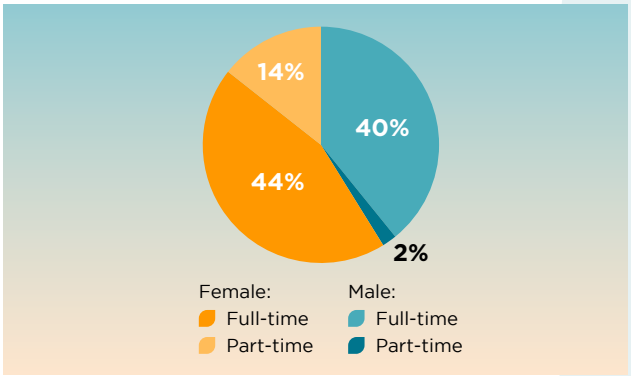
Facts and figures

- **Number of events for newcomers: 5** (2024: 7)

S1-5
S1-14
MOBILE WORKING IN THE MEDICE HEALTH FAMILY



FULL-TIME/PART-TIME EMPLOYEES*



*Calculation based on 1,273 employees

Governance, risk and compliance

2 SBM-3 Context

Responsible corporate governance is a key prerequisite for the long-term success of MEDICE. Clear governance structures, effective control mechanisms and consistent compliance with regulatory requirements form the basis for responsible business conduct.

Risk and compliance management ensures that potential risks are identified, assessed and managed at an early stage. At the same time, it ensures compliance with legal requirements and internal guidelines, thereby supporting the stability and integrity of business processes.

The identified impacts, risks and opportunities (IROs) in this area are closely linked to the strategic management of MEDICE. They influence the further development of governance and control structures, as well as the prioritisation of risk-based measures, and help to permanently embed regulatory requirements and corporate responsibility within the business model.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Governance structure Existing governance structures ensure stability while also allowing scope for agile decision-making.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Emergency and contingency planning Targeted preventive measures against natural disasters, sabotage and terrorism actively contribute to maintaining security of supply.	**Current, positive impact**	**Own activities, downstream**	**Short-term, medium-term, long-term**
Risk management With the help of a comprehensive enterprise risk management system, risks to employees, suppliers, society and the environment are identified and addressed in a structured manner.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Policies and guidelines Company-wide sustainability guidelines and policies provide employees with guidance, help to engage them and strengthen the integrity of business processes.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Protection of whistleblowers Easily accessible complaints procedures ensure anonymity and guarantee protection against reprisals.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Management of strategic transformation projects The dynamic nature of strategic transformation projects requires a precise definition of objectives and key results (OKRs) for the purposes of management and evaluation. Unclear OKRs can lead to problems being identified too late and targets not being met.	**Risk**	**Own activities**	**Medium-term, long-term**

Risks	Classification	Value chain	Time horizon
Challenges arising from growth and internationalisation Potential margin erosion and misallocation risks as organisational structures are adapted, while investment in new business areas is required at the same time.	**Risk**	**Own activities**	**Short-term, medium-term, long-term**
Deviation from approved processes Ensuring the consistent implementation of established quality and process standards is an essential prerequisite for meeting regulatory and operational requirements. Deviations may have an impact on process quality and compliance.	**Risk**	**Own activities**	**Short-term, medium-term, long-term**
Regulatory challenges for strategic expansions in the business portfolio Regulatory constraints may limit the design of the business model, preventing full use of the potential within the defined framework, which in turn could lead to competitive disadvantages and missed business opportunities.	**Risk**	**Own activities**	**Medium-term, long-term**
Compliance with requirements in new markets When entering new markets, regulatory and operational requirements are often not known early enough or in full. This creates a risk of delays in the market entry process. In addition, unforeseen costs may arise – such as for additional analyses, local requirements, modifications or set-up activities.	**Risk**	**Own activities**	**Medium-term, long-term**
Geopolitical risks Geopolitical developments in troubled regions, such as sanctions, regional conflicts, etc., may have a negative impact on business activities.	**Risk**	**Upstream and downstream, own activities**	**Medium-term, long-term**
Sanctions against Russia Further sanctions against Russia in response to the ongoing war in Ukraine may disrupt business activities and payment transactions in the region.	**Risk**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Integration of governance structures with controlling and business development The establishment of a company-wide risk management system can lead to synergies with controlling, corporate responsibility, sustainable supply chain management and even business development. Risk management can play an important role in weighing up opportunities and risks when making decisions and planning.	**Opportunity**	**Own activities**	**Medium-term, long-term**

G1-1 G1-3 Concept and objectives

GOVERNANCE

The Managing Partners share direct responsibility for the governance structures as active members of the Management Board. The aim is to work with stakeholders to continuously develop the governance structures and adapt them to the company's current development. The coexistence of different business models – from start-ups to mature production companies – poses special challenges in terms of governance and corporate culture. The existing structures are being continuously adapted in line with the company's ongoing growth and internationalisation. The management actively guides this transformation process in order to provide direction through the company's unchanged values profile. The success of

recent years provides the scope to actively manage the risks associated with growth and internationalisation. These include not only investment in efficient systems, but also challenges arising from changing organisational structures. Furthermore, new areas of business and multimodal forms of therapy are leading to changing requirements in terms of structures, expertise, and research and development.

CORPORATE RISK MANAGEMENT

Enterprise risk management (ERM) is the responsibility of the Governance, Risk & Compliance (GRC) department, which reports to the Managing Director responsible for Finance, Controlling and Administration. Key elements of the Group's risk management are identified, planned and coordinated there. In addition, the management is supported in an advisory capacity in GRC-relevant matters. The GRC department is in regular dialogue with the specialist departments and supports them in maintaining their risk systems. Furthermore, the GRC department systematically records and monitors the material risks reported by the individual specialist departments.

2 GOV-3 ERM at Group level supports our strategic and operational decision-making process, strengthens our management capabilities and monitors the aspects associated with our business model, including in the interests of our stakeholders. For ERM, we provide internal management resources in the form of a dedicated department, as well as funds for external consulting.

ESG risk management has been deliberately integrated into the ERM process so that ESG risks and opportunities can be systematically identified, assessed and managed, taking into account the entire value chain. When conducting the materiality analysis, the following risk categories were taken into account in the ESG context:

Legal & IP risks, governance & compliance risks, product development risks, production risks, product risks (Rx/PCC/digital/nutrition), quality risks (audit/GxP compliance/MDR compliance/regulatory affairs/vigilance), strategic risks, supply chain risks, export & customs risks, procurement risks, controlling & financial risks, HR risks, IT risks, market risks, CR/HSE & sustainability risks (physical/transition), risks to physical assets, international and national sales risks (PCC/Rx).

For risk management in manufacturing-related areas, MEDICE follows the ICH Q9 guideline.

COMPLIANCE

Ensuring and continuously improving our quality control processes is a top priority for us and deeply embedded in our corporate DNA. This is because the pharmaceutical sector is highly regulated. Responsible management of compliance with legal and industry-specific standards to ensure quality therefore forms the foundation of MEDICE's business activities. The Management Board is responsible for monitoring compliance with current and expected regulatory requirements.

In the context of internationalisation, new markets present a challenge, as country-specific regulatory and operational requirements vary. Meeting these complex requirements and fully capitalising on business opportunities requires considerable personnel and financial resources. The goal here is to also maintain the necessary capacities in the future, in order to continue meeting the growing demands of internationalisation in terms of staffing and expertise.

Compliance management system (CMS)

Our goal is to establish a dynamic document management system within the internal CMS, giving all employees access based on their respective areas of responsibility. The aim is to communicate changes to individual documents quickly and ensure that employees always have access to the latest documentation. Due to the stake in Schaper & Brümmer, internationalisation and the development of further business models, there is a need to formulate standardised management approaches and policies.

Anti-bribery/anti-corruption G1-1

The prevention of corruption and bribery is a key component of our compliance management and is underpinned by appropriate policies and control mechanisms that meet the legal requirements. We attach great importance to personal integrity and ethical behaviour in our company. These form the basis for strong, trust-based relationships with our colleagues and business partners.

We do not tolerate bribery or corruption in any form, whether in dealings with business partners, public officials, healthcare professionals or other third parties. Every employee is obliged to avoid situations that could create even the mere appearance of undue influence. Special regulations are in place for dealing with healthcare professionals and are regularly covered in training sessions. Employees with responsibility for public procurement procedures and those in key roles in countries with a high risk of corruption are particularly exposed to such risks and made aware of them.

Fair competition / antitrust
Fair competition is central to both our success and our ability to innovate. We compete in the market by impressing our customers with our innovations, reasonable prices and first-class products – that is our understanding of fair competition.

Protection of whistleblowers G1-1
The EU Whistleblower Directive has been transposed into German law through the Whistleblower Protection Act (HinSchG). The MEDICE Integrity Line is a structured, web-based whistleblowing system. Employees and external stakeholders are able to report potential breaches of legal requirements or internal policies confidentially via designated reporting channels. Incoming reports are reviewed in a structured manner and handled confidentially. This ensures that whistleblowers are protected.

G1-2 Measures and results

GOVERNANCE

As part of developing a Group structure aligned with its growth objectives, MEDICE is implementing measures to strengthen governance and further develop its overarching organisational and process structures, as well as its risk management. Against this backdrop, numerous adjustments were made to global governance structures in 2025:

Promotion of a company-wide governance culture
Employees are made aware of company-wide standards through training, guidelines and communication based on the updated Code of Conduct. The aim is to establish a shared understanding of responsible behaviour. Closely linked to this is the strengthening of values-based decision-making processes, which is being driven forward by the new People & Culture department.

Global Operations Pharma reorganisation project
As part of the reorganisation project within Global Operations Pharma, the Purchasing department was among those realigned in the reporting period. The aim was to organise procurement in a strategic, efficient and future-proof manner and to provide effective support for the company's transformation.

RISK MANAGEMENT

The GRC department started conducting a full survey of Group-wide risks and opportunities in 2024. This was continued in 2025. All key departments were involved in the process through interviews. A corresponding software solution was also implemented in 2025 to digitalise and partially automate the process of identifying, assessing and managing risks. As part of the roll-out of the risk management software, all relevant employees received training. This made it possible in 2025 to map and implement the entire risk management process digitally for the first time.

COMPLIANCE

Measures to prevent and avoid corruption and bribery constitute an integral part of our compliance management and are supported by appropriate training, guidelines and control mechanisms.

Compliance reporting system: Integrity Line
The reporting system allows concerns about misconduct to be reported quickly and easily, whether they relate to companies within the MEDICE Health Family or to the well-being of employees and third parties. In addition, reports can be submitted under the German Supply

Chain Due Diligence Act (LkSG) concerning issues within our supply chain. The address is: https://MEDICE.integrityline.com.

Examples include false invoices, the provision or acceptance of gifts, bribery, acceptance of advantages, price fixing, embezzlement, data breaches, harassment, G1-4 sexism, racism or other forms of discrimination. Fewer than five reports of potential misconduct were received in the reporting period. These were investigated via the Integrity Line. Following a final review, it was established that none of the cases involved the circumstances described above. Except for these reports, we are not aware of any cases relating to the circumstances described above. We are also not aware of any cases of discrimination or any form of violence or forced, compulsory or child labour.

S1-2 S2-2 S3-2 S4-2 **Other channels for raising concerns**

MEDICE employees who wish to clarify a matter that does not constitute a violation of the law, but still feels serious to them, can raise their concerns through the following channels (anonymously or openly):

- **Company suggestion scheme**
- **Works Council**
- **HR department**
- **Company doctor**

Development of a 'Responsible AI' policy

In 2025, the Group-wide policy on the responsible use of artificial intelligence was finalised. The policy takes into account the 'EU AI Act' and thereby establishes the framework for the proper use of AI applications within the MEDICE Health Family. Key elements of the policy include defining the term 'artificial intelligence' to establish a common understanding; introducing a central assessment process before deployment, integrated into existing requirements processes, such as those for software; and establishing a body to assess AI applications and support their conceptualisation and development.

Compliance training

The compliance training programme, which was thoroughly revised in 2024 as part of the implementation of a Group-wide CMS, is delivered annually to all employees across the MEDICE Health Family.

Political influence

Dr. Richard Ammer has been active at association level since 2008 and is currently a board member of Pharma Deutschland, the largest association in the German pharmaceutical industry. G1-5

G1-4 Facts and figures

- **Number of online training courses on the prevention and detection of corruption and bribery: 945** (2024: 794)
- **Number of convictions for breaches of corruption and bribery regulations: 0** (2024: 0)
- **Total fines for breaches of corruption and bribery regulations: EUR 0** (2024: EUR 0)
- **Total number and type of confirmed cases of corruption and bribery: 0** (2024: 0)
- **Number of confirmed cases in which the company's own employees were dismissed or disciplined for corruption or bribery: 0** (2024: 0)
- **Number of confirmed cases of contracts with business partners that were terminated or not renewed due to violations related to corruption and bribery: 0** (2024: 0)
- **Number of reports via the 'Integrity Line' whistleblowing system: <5** (2024: 0)
- **Number of employees trained in ERM and risk management software: 93** (2024: 0)
- **Total monetary value of donations for political purposes: EUR 39,299** (2024: EUR 0) G1-5

Digitalisation and information security

2 SBM-3 Context

Ongoing digitalisation is fundamentally changing the conditions in which businesses operate and is a key driver of efficiency, innovation and competitiveness for the MEDICE Health Family. Digital solutions enable the continuous development of internal processes and thereby support MEDICE's strategic positioning as a high-performing, future-focused company over the long term.

As digitalisation advances, IT security is also becoming increasingly important as a prerequisite for secure, stable and compliant business operations. The protection of sensitive data, the security of digital infrastructure and the availability of critical systems are essential for meeting regulatory requirements, ensuring business continuity and maintaining the trust of patients, customers, employees and business partners.

Digitalisation and IT security are therefore closely linked in both practical and strategic terms: While digital technologies form the basis for growth, scalability and innovation, robust IT security provides the necessary safeguards and resilience to realise this potential in a responsible and sustainable manner.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
IT security A potential loss of sensitive patient, employee or customer data could have serious consequences for those affected or for the company.	**Potential, negative impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Digitalisation of business processes The digitalisation of work processes has a positive effect on employees by improving efficiency, work quality and job satisfaction, and by automating routine tasks.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Cyber attacks Cyberattacks targeting MEDICE's networks or those of its cloud service providers could impair operations, lead to the compromise or loss of sensitive data, or even result in a complete shutdown of the business.	**Risk**	**Upstream, own activities**	**Short-term, medium-term, long-term**
Technical dependence on cloud services MEDICE uses cloud solutions provided by external service providers, which could result in significant disruption to business operations in the event of failure.	**Risk**	**Upstream, own activities**	**Medium-term, long-term**
SAP implementation The ongoing SAP implementation entails financial risks and the risk of delays. Technical problems can result in additional work. Furthermore, pending regulatory approvals pose compliance risks.	**Risk**	**Own activities**	**Short-term**

Opportunities	Classification	Value chain	Time horizon
Digitalisation of processes Digitalising processes and standardising them with Schaper & Brümmer will simplify data exchange between the systems.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**
Further development and standardisation of the Group-wide IT infrastructure Efficient, Group-wide IT systems with structured data management and high-quality master data improve process efficiency and boost productivity.	**Opportunity**	**Own activities**	**Medium-term, long-term**
Use of AI The growing availability of AI-powered tools opens up new opportunities for MEDICE to improve efficiency and speed up processes. With the appropriate organisational capabilities, development times can be shortened, innovation accelerated and additional strategic potential unlocked.	**Opportunity**	**Own activities**	**Medium-term, long-term**

G1-1 G1-3 Concept and objectives

Our digitalisation strategy in the MEDICE Health Family aims to shape digital working practices across the Group in such a way that collaboration, the flow of information and transparency are noticeably improved in day-to-day operations, and employees can work together efficiently across sites and functions. To this end, we use integrated collaboration and communication tools, together with a centralised, cloud-based file storage system, to make information easier to find.

With a view to creating a scalable digital infrastructure, the long-term aim is to establish a largely standardised system landscape and a common technological foundation that enable content and digital services to be developed in a structured manner and remain interoperable across the Group. Alongside this, we are promoting digital literacy, because sustainable digitalisation depends not only on tools, but also on empowered users. Through training programmes, we help employees to use digital applications confidently and efficiently, adapt to new developments and actively communicate their needs. In addition, our digitalisation objectives are geared towards making processes more data- and user-centred, further standardising collaboration, and designing digital services in such a way that they provide organisational support for the growth and internationalisation of the MEDICE Health Family.

IT SECURITY

The CFO/CDO is responsible for IT security. Due to the importance of information security for MEDICE, a monthly meeting is held between IT, IT Security, Data Protection, the Works Council, People & Culture and Quality Assurance. The GGRC Board also meets monthly to coordinate information security and IT aspects. The aim is to ensure uninterrupted supply and operational continuity through structured business continuity management. Dedicated security concepts are in place for this purpose and are to be incorporated into an overarching information security strategy.

G1-2 Measures and results

DIGITALISATION

MEDICE is continuously implementing measures designed to further develop the digitalisation of its business processes in line with its needs and embed it permanently in the company's day-to-day operations. The focus here is on the gradual development of digital structures and working methods.

SAP implementation

As part of the ongoing digitalisation process, MEDICE is driving forward the introduction of an integrated SAP system landscape as a key component of its strategic development. The aim is to meet the increasing demands of a growing and increasingly international business through efficient, standardised

and interconnected processes, and to bring about a sustainable improvement in transparency, data quality and manageability throughout the entire value chain. In the 2025 reporting year, the focus was on defining and implementing the future process landscape, systematically integrating the relevant core processes and moving into the system-side design and validation of the SAP solution. This laid important foundations for efficient, compliant and future-ready corporate management.

Integration of AI into the existing software landscape
In the 2025 reporting year, MEDICE made targeted preparations for introducing an AI-supported assistance function into its existing working environment. On the basis of a Group-wide needs assessment, expectations, risks and desired uses were systematically recorded. At the same time, the organisational and employment law framework was established in consultation with the employee representatives and through binding internal regulations, in order to ensure that the system is deployed responsibly and in compliance with the law. This preparatory work paved the way for the system's launch in spring 2026 and supports the overarching aim of reducing the burden on employees associated with research, structuring, content creation and documentation, while improving collaboration and efficiency in knowledge work without replacing human expertise. To support the integration, a comprehensive range of training courses will be made available to all users from spring 2026.

IT SECURITY
Although MEDICE is implementing successful measures to prevent cybercrime, the dangers are increasing considerably, especially for sensitive industries. To achieve the objectives described above, qualification, training, appropriate access rights management and online monitoring of IT systems are used as preventive measures. Backup structures and project processes are randomly examined in audits. Major disruptions to process flows and application downtime caused by third-party interference were avoided during the reporting period.

NIS 2 Directive
In 2024, the 'Network and Information Security Directive (EU) 2022/2555' (NIS 2 Directive) significantly expanded the group of companies affected by cybersecurity obligations and tightened the requirements for cybersecurity. This includes extended cybersecurity expertise and areas of application for various sectors, obligations for management bodies, risk management measures, reporting obligations, regulatory oversight and additional legal provisions such as the Cyber Resilience Act. The NIS 2 Directive was transposed into national law on 6 December 2025. The regulations applicable to MEDICE are now to be implemented company-wide as part of an overarching strategy, taking into account existing measures.

Training
IT security is only ever as good as the awareness and skills of users. That is why we organise regular training sessions and offer ongoing training measures. During the 2025 reporting period, a targeted simulated phishing campaign was conducted. The initiative is designed to improve our employees' ability to recognise fraudulent emails, while also helping them to develop safe email habits and reduce the risk of security incidents. In addition, work was carried out in 2025 to migrate the IT security training courses to a new e-learning platform, which is designed to enhance the security awareness of employees through interactive learning models. The switch to the new platform took place in spring 2026.

Responsible use of AI
To ensure responsible, compliant and ethically sound use of artificial intelligence (AI), a Group-wide policy on the responsible use of AI was introduced in the 2025 reporting period. It establishes a binding regulatory framework for the use of AI applications, taking into account the requirements of the EU AI Act. Key elements include a standardised definition of AI, a mandatory assessment process prior to the deployment of AI systems, and the involvement of an interdisciplinary AI Council to evaluate applications and provide expert guidance.

Facts and figures

- **Phishing simulations**
- **Training on data sharing and Internet use**
- **Expansion of the IT security team**

Environment

Climate change

2 SBM-3 Context

Climate protection is a key component of MEDICE's sustainable corporate strategy and a core corporate objective. The focus is on decarbonising the company's own operations and its upstream and downstream value chain, as well as on the efficient and responsible use of energy.

Governance

The Sustainability Board, which meets four times a year with the participation of the management, monitors climate-related impacts, risks and opportunities and their influence on the overall business strategy. It ensures that responsibilities for setting targets, allocating resources, implementing measures and conducting reviews are clearly defined. The Head of Corporate Responsibility is responsible for managing the company's sustainable development and reports directly to the Managing Partner Dr. Katja Pütter-Ammer at a fortnightly meeting. A framework for incorporating climate-related performance into management incentive schemes is currently being developed.

Risk management

Climate-related opportunities and risks are recorded under the overall responsibility of the CFO as part of enterprise risk management and are reviewed and updated as part of the annual risk inventory. A scenario analysis based on climate models and development paths is still pending. E1-2

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Energy consumption The use of fossil fuels harms the environment and the climate through emissions and interference with ecosystems.	**Current negative impact**	**Own activities**	**Short-term, medium-term, long-term**
Direct and indirect GHG emissions (Scope 1, 2 & 3) The direct and indirect emissions of the MEDICE Health Family contribute to climate change.	**Current, negative impact**	**Own activities (Scope 1 & 2), upstream and downstream (Scope 3)**	**Short-term, medium-term, long-term**
Climate change adaptation and resilience Forward-looking measures support climate change adaptation.	**Current positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Risks posed by climate change in the supply chain Transitory and physical climate risks may disrupt the supply chain and affect production sites in India and China. This could jeopardise the supply of active ingredients and excipients and lead to supply bottlenecks.	**Risk**	**Upstream**	**Medium-term, long-term**

E1-1 E1-3 E1-4 E1-6 Concept and objectives

Transition plan for climate change mitigation and management of actions to avoid greenhouse gas emissions
Our goal is to make a positive contribution to the transition towards a climate-neutral economy. This is linked to the development and implementation of a decarbonisation strategy and a transformation concept, the design of which will be further detailed in the coming years. In this context, offsetting measures for unavoidable emissions are only considered at the end of a chain of measures, as we are aware of the uncertainties associated with offset certificates. Our initial focus is on identifying and developing in-house concepts for avoidance and reduction. In terms of Scope 1 and Scope 2 emissions, the greatest savings potential lies in the company's own vehicle fleet and the use of gas and oil for heating. The Management Board and the relevant specialist departments are in close dialogue on options for electrifying processes that currently rely on fossil fuels.

For Scope 3 emissions, the greatest decarbonisation potential lies in purchased goods and services. The stringent regulatory framework poses a major challenge to the reduction of Scope 3 emissions in the pharmaceutical industry. This means that suppliers of key pharmaceutical ingredients cannot simply be replaced, as a change of supplier has a direct impact on the regulatory authorisation of a medicinal product already on the market. At the same time, the data set is subject to uncertainties due to the limited availability of primary data. Our current aim is therefore to continuously improve data quality, particularly through targeted dialogue with suppliers, while also raising awareness among our suppliers and partners of the need to decarbonise their processes.

Energy management in accordance with ISO 50001
MEDICE has had an ISO 50001-certified energy management system in place at its Iserlohn site since 2015. The following strategic energy targets were set for this location for the period 2023 to 2025, all of which were achieved on schedule: E1-4

- **Further improvement in GHG emissions – savings of 500 tCO_{2eq} compared with the 2022 financial year** E1-6
- **Energy savings in the area of heat and electricity: reduction of 5% per finished pack compared with the 2022 financial year**
- **Expansion of energy self-sufficiency – increase of 5% compared with the 2022 financial year**

At the end of the 2025 reporting period, the energy management system at the Iserlohn site was successfully recertified according to ISO 50001. Within this framework, the following strategic energy targets for the period 2026 to 2030 were adopted:

E1-6
- **A 5% improvement in the efficiency of compressed air generation compared with 2025**
- **A 5% improvement in the efficiency of refrigeration compared with 2025**
- **Optimisation of the district heating supply by improving the utilisation rate by 10% compared with 2025**

Climate change adaptation and resilience E1-3

Through forward-looking site planning and development, particularly at production sites, we are addressing the need to adapt to climate change and build the necessary resilience. The focus here is on ensuring the site's resilience to an increase in extreme weather events.

Internal carbon pricing E1-10

Internal carbon pricing is not currently applied. Whether introducing such a system would be appropriate in the future is reviewed regularly in light of the further development of the European Emissions Trading System (ETS 2).

99.1%
Renewable electricity consumption

E1-5 Measures and results

Transition plan for climate change mitigation and management of actions to avoid greenhouse gas emissions

Based on the CO_2 emissions recorded for the 2023 and 2024 reporting periods, intensive work was undertaken in the reporting year to develop the decarbonisation plan for Scope 1 and Scope 2 emissions. At the same time, the connection of the Iserlohn production site to the local district heating network, as described in previous annual reports, was fully completed.

Significant progress is being made in reducing CO_2 emissions. A key lever for further decarbonisation is the electrification of the vehicle fleet, which accounted for 49% of total Scope 1 and 2 emissions. Work began on the electrification of the vehicle fleet in the reporting year, and approximately 20% of the fleet was electrified. This has already had an impact on the carbon footprint (-142 tCO_{2eq} compared with the previous year). As part of this, the 20 electric vehicle charging points installed in the previous year were also put into operation, and two additional fast-charging points were added. It is reasonable to assume that the ongoing electrification of the vehicle fleet will be reflected in the carbon footprints from 2026 onwards, as we anticipate continued strong demand from employees for further electric vehicles in the 2026 financial year.

As part of the decarbonisation planning, infrastructure-related challenges were identified, particularly concerning the heating and hot water supply at the production site of the subsidiary Schaper & Brümmer and gas-fired steam generation at the Iserlohn site. In addition to the infrastructure challenges, it is currently difficult to carry out a reliable economic assessment due to uncertainties relating to factors such as the future price of CO_2.

To implement our concept for Scope 3 emissions, we held our first supplier dialogues in 2025. We initially focused on two key partners in the areas of finished products and excipients. Through structured discussions, we were therefore able to gain a better understanding of these partners' sustainability ambitions. It is already becoming apparent that this approach is helping to improve data quality for purchased goods and services.

E1-4
E1-7 **Energy management in accordance with ISO 50001**

MEDICE has already implemented extensive measures in recent years to save energy and reduce its carbon footprint at the Iserlohn site and can already point to significant progress in improving energy efficiency. Over the last ten years, specific energy consumption per finished pack has been reduced by 39.5% (electrical) and 72.4% (thermal), respectively. At the Iserlohn site, for example, the specific electricity and gas consumption per finished pack was 0.33 kWhel (electrical) and 0.70 kWhth (thermal) in 2016, compared with only 0.20 kWhel and 0.19 kWhth per pack in 2025.

The target of reducing GHG emissions by 500 tCO_{2eq} compared with the 2022 financial year was achieved by decommissioning the company's own combined heat and power plants in 2024. The energy-saving target for heat and electricity was significantly exceeded, with a 48% reduction per finished pack compared with 2022. Thanks to the ongoing expansion of the company's own PV systems, energy self-sufficiency increased by 7.5% compared with 2022.

Thermal energy efficiency per finished pack increased by a further 11.1% year on year, while electrical energy efficiency fell by 1.4% following the decommissioning of the CHP units and the resulting rise in electricity consumption. Total energy consumption at the Iserlohn site amounted to 19,156 MWh. Despite a 17.0 % increase in revenue, energy consumption was reduced by 1.4% compared with 2024.

The new buildings at the Iserlohn site already meet high energy efficiency standards and were partly constructed in line with sustainable building principles, including the relevant DGNB certifications. Both the new administration building and the new distribution centre meet modern-energy efficiency standards. Measures to reduce energy consumption – such as energy-efficient refurbishments, motion detectors and better lighting control – have already been implemented in all other existing buildings.

At both production sites, on-site electricity generation was further expanded through the installation of additional solar panels. Following the expansion of the PV systems at the Iserlohn site by around 1,000 kWp in 2024, a further 99 kWp façade-mounted system was commissioned. The large-scale expansions carried out in both years have led to a significant increase in the amount of electricity generated on-site to more than 1.3 million kWh (+179% compared with 2024). The PV system installed at the Salzgitter site in 2024 was also able to cover a significant proportion of the site's own electricity requirements. A large-scale expansion of the PV systems by 500 kWp is planned at the site.

Facts and figures

E1-7 **Energy consumption and energy mix**

MEDICE's total energy consumption across all sites, including international subsidiaries, amounted to 23,582 MWh in the reporting period. Consumption figures were recorded in a standardised manner across the Group. In individual cases, the electricity and heating requirements for office locations were estimated using average values based on the square metres rented. Heat and steam generation accounts for the largest share of total energy consumption, at 38.2%. This includes gas consumption (4,619 MWh, 19.6%) and district heating (2,200 MWh, 9.3%) at the Iserlohn site, oil consumption at the Salzgitter site (2,178 MWh, 9.3%), and heat supply at the international subsidiaries (54 MWh) through gas heating. The energy intensity in the reporting period is calculated by dividing the total energy consumption of 23,582 MWh by net revenue of EUR 528.6 million, which results in 44.61 MWh/million EUR.

E1-7 ENERGY CONSUMPTION 2025

MEDICE Health Family	2024	2025				Delta 2024 > 2025	
	MWh	MWh				MWh	%
	Total	Total	Iserlohn	Salzgitter	Other locations*		
Purchased electricity and self-generated electricity from PV systems*	7,934	**8,557**	6,986	1,481	91	**623**	**7.9**
of which for electric mobility	83	308	235		73	225	271.2
of which generated on-site by PV systems	594	1,367	1,284	83		773	130.0
Petrol consumption for owned or leased vehicles	481	**498**	127	0	371	**17**	**3.6**
Diesel consumption for owned or leased vehicles	5,948	**5,530**	5,279	49	202	**-418**	**-7.0**
Gas consumption**	6,464	**4,619**	4,565	0	54	**-1,845**	**-28.5**
Oil consumption	1,957	**2,178**		2,178		**221**	**11.3**
District heating/cooling	734	**2,200**	2,200	0	0	**1,466**	**199.5**
Total energy consumption	23,518	**23,582**	19,156	3,708	718	**64**	**0.3**

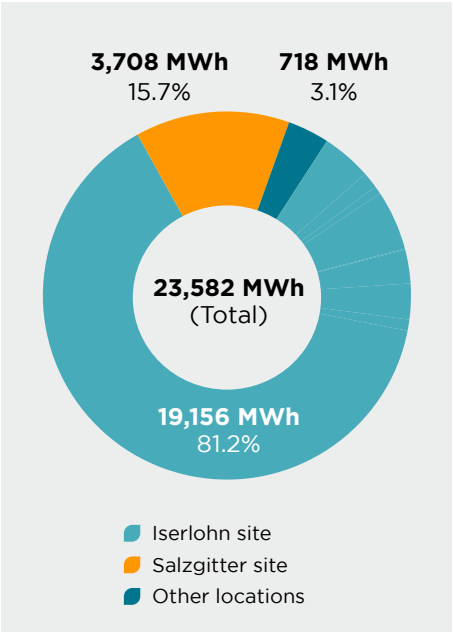
* Overseas branches and, from 2025, Selfapy.

** Including 85 MWh for the operation of CHP units in 2024.

INCREASE IN SPECIFIC ENERGY EFFICIENCY AT THE ISERLOHN SITE

	2016		2024		2025		Efficiency increase 2024/2025	
	Electricity kWh_{el}/pack	Gas kWh_{th}/pack	Electricity kWh_{el}/pack	Gas kWh_{th}/pack	Electricity kWh_{el}/pack	Gas kWh_{th}/pack	Electricity %	Gas %
En energy consumption (electricity or gas)/finished pack	**0.330**	**0.700**	**0.197**	**0.217**	**0.200**	**0.193**	**-1.4%**	**11.1%**

BREAKDOWN OF ENERGY CONSUMPTION BY SITE IN MWh



Emissions

E1-8 Scope 1

Scope 1 covers greenhouse gas emissions from gas consumption for heating, air-conditioning and steam generation at the Iserlohn site, oil consumption for heat supply at the Salzgitter site, direct natural gas use in leased office space at the company's other locations, fuel consumption from the entire vehicle fleet and machinery, as well as emissions from volatile organic compounds (VOCs – primarily ethanol and isopropanol) and refrigerants.

Emissions from the consumption of fossil fuels – crude oil, natural gas, diesel and petrol – were calculated using the emission factors published by the Federal Office for Economic Affairs and Export Control (BAFA) in its information sheet on CO_2 factors, version 3.3, from 20 May 2025. The VOC emissions were calculated using emission factors published by DEFRA (2007). The emissions from refrigerant losses were calculated using the emission factors of the Federal Office for

the Environment (FOEN) – Swiss Confederation from the overview of the most important refrigerants (version February 2025). Scope 1 emissions totalled 3,173.34 tCO_{2eq} in the reporting period. This corresponds to an absolute reduction in emissions of 464.55 tCO_{2eq} and a percentage reduction of 12.8% compared with the previous year.

E1-8 Scope 2

Scope 2 includes the CO_{2eq} emissions from the electricity purchased by the two production sites in Germany and the other sites, the electricity required for electric vehicles and the district heating purchased at the Iserlohn site. Scope 2 emissions from purchased electricity were calculated using the market-based method and information provided by the electricity suppliers. The location-based Scope 2 emissions were calculated using the official average values for the respective countries. Scope 2 emissions in 2025 amounted to 113.75 tCO_{2eq} on a market basis and 2,613.26 tCO_{2eq} on a location basis. The comparatively low market-based value is mainly due to the fact that 99.1% of the electricity is from renewable sources. For example, since the beginning of 2023, MEDICE has been sourcing 100% renewable electricity from Stadtwerke Iserlohn for its production sites in Iserlohn and Salzgitter. Compared with 2024, a slight increase in Scope 2 emissions can be observed. This is largely attributable to district heating being used throughout the year for the first time at the Iserlohn site. The result is a shift of emissions from Scope 1 to Scope 2. Overall, this results in a significant reduction in emissions because the district heating purchased has a lower specific emission factor than natural gas.

E1-8 Scope 3

System boundaries and framework conditions

The system boundaries for the Scope 3 calculation cover the economic activities of MEDICE, Schaper & Brümmer and the other subsidiaries in the scope of consolidation in 2025. The organisational boundaries determine which emission sources are attributed to the company and how they are classified within the Scope 3 categories. For the greenhouse gas inventory presented in this report, the organisational boundaries are based on financial control. The results presented in this report for the individual Scope 3 categories were calculated using various methods and comply with the requirements and methodologies of the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol) (See table in Annex on page 97).

Methodology of the CCF Scope 3 calculation

The calculation of the Scope 3 inventory takes into account the greenhouse gases covered by the Kyoto Protocol and other gases with a climate impact, based on the BAFU:2025 database and the IPCC 2021 GWP 100a impact assessment method. The emission factors used for the calculation are drawn from various sources, which are documented in an internal register.

Accounting methods and emission factors

The methods used for the assessment and the sources of the emission factors for each of the Scope 3 categories analysed are listed in the annex on Page 97. Of the 15 categories in Scope 3, all upstream categories (3.01 – 3.08) and three of the downstream categories were analysed. As no active ingredients are currently sold on to other companies and all products are finished medicines or products, no downstream processing takes place (Scope 3.10). Of the downstream categories, downstream transportation and distribution (3.09), use of sold products (3.11) and end-of-life treatment of sold products (3.12) are relevant to MEDICE.

Greenhouse gas emissions

The calculated Scope 3 emissions for the reporting year amounted to 38,667.1 tCO_{2eq}. Purchased goods and services (Scope 3.01) account for the largest share, at 78.2%. Capital goods (Scope 3.02) account for the second-largest share at 6.2%, followed by downstream transportation and distribution (Scope 3.09) at 3.1%.

E1-8 CO_2 EMISSIONS

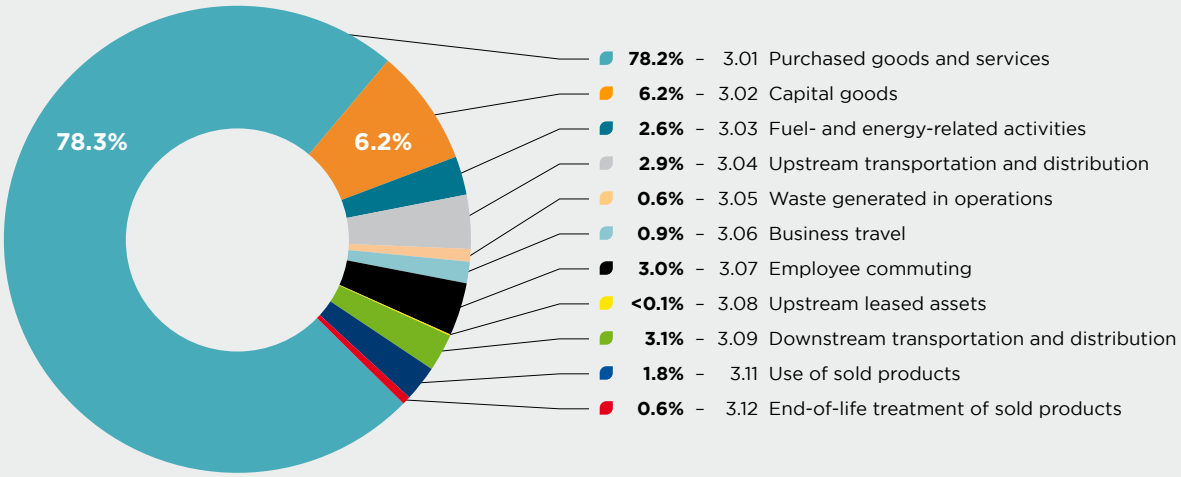
Scope	2024 tCO_{2eq}	2025 tCO_{2eq}	Change vs 2024 in tCO_{2eq}	Change from vs 2024 in %
Scope 1: Direct emissions	**3,637.9**	**3,173.3**	**-464.6**	**-12.8**
Scope 2: Indirect emissions from purchased energy				
market-based	**43.8**	**113.8**	**70.0**	**159.8**
location-based	2,668.6	2,613.3	-55.3	-2.1
Scope 3: Indirect emissions from the upstream and downstream value chain	**36,469.9**	**38,667.1**	**2,197.1**	**6.0**
Scope 3.01 Purchased goods and services	26,893.0	30,245.1	3,352.1	12.5
Scope 3.02 Capital goods	2,956.6	2,389.4	-567.2	-19.2
Scope 3.03 Fuel- and energy-related activities	974.3	1,007.2	32.9	3.4
Scope 3.04 Upstream transportation and distribution	1,362.0	1,133.1	-228.9	-16.8
Scope 3.05: Waste generated in operations	319.3	214.1	-105.1	-32.9
Scope 3.06 Business travel	542.1	358.4	-183.7	-33.9
Scope 3.07 Employee commuting	1,337.1	1,143.0	-194.2	-14.5
Scope 3.08 Upstream leased assets	33.6	19.3	-14.3	-42.5
Scope 3.09 Downstream transportation and distribution	943.4	1,215.4	272.0	28.8
Scope 3.11 Use of sold products	898.8	709.0	-189.7	-21.1
Scope 3.12 End-of-life treatment of sold products	209.7	233.0	23.3	11.1
Total Scope 1 and 2 (market-based)	**3,681.7**	**3,287.1**	**-394.6**	**-10.7**
Total Scope 1, 2 and 3 (market-based)	**40,151.6**	**41,954.2**	**1,802.6**	**4.5**

We view the complex Scope 3 accounting process as an ongoing effort aimed at continuously improving the quality of the data used for calculation year by year. As part of this process, the Scope 3 result may be subject to certain fluctuations due to the inclusion of new data sources and improvements in data quality. The 6.0% year-on-year increase in Scope 3 emissions is primarily attributable to revenue growth, which is clearly reflected in the 12.5% rise in Scope 3.01 emissions (purchased goods and services). Emissions from capital goods (Scope 3.02), the second-largest Scope 3 category, fell by 19.2% year-on-year due to cyclical fluctuations linked to investment. Downstream transportation and distribution (Scope 3.09) rose by 28.8% compared with the previous year, driven by increased production output and ongoing internationalisation, while upstream transportation and distribution fell by 16.8% due to reorganisation and efficiency improvements.

Emissions intensity

The market-based emissions intensity for Scope 1 and 2 per MWh of energy consumed was: 0.139 tCO_{2eq}/MWh and for Scope 1, 2 and 3* 1.784 tCO_{2eq}/MWh. The revenue-based emissions intensity for Scope 1 and 2 is 6.2 tCO_{2eq} per million EUR revenue; for Scope 1, 2 and 3, it is 79.4 tCO_{2eq} per million EUR revenue.

MEDICE SCOPE 3 EMISSIONS BY SHARE IN PER CENT



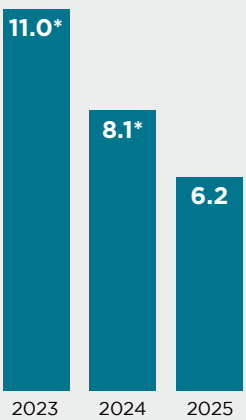
Compared with 2024, the energy-related market-based emissions intensity for Scope 1 and 2 was further reduced by 11.5%. Market-based emissions for Scope 1 and 2 per finished pack were 17% lower year on year and now stand at 0.083 $kgCO_{2eq}$ per pack (2024: 0.100 $kgCO_{2eq}$ per pack). Further efficiency gains are also expected in 2026. Over the past ten years, we have succeeded in halving our total Scope 1 and 2 emissions while doubling our production output in finished packs.

Product carbon footprint (PCF)

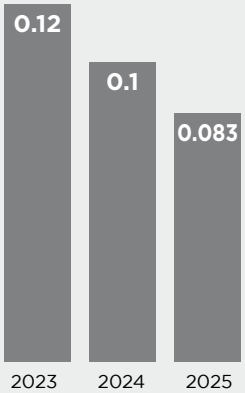
For the first time, MEDICE has calculated the greenhouse gas emissions generated throughout the entire life cycle (product carbon footprint – PCF) of a digital health application (DiGA). hiToco is a digital parenting programme for parents of children with ADHD aged 4 to 11. The assessment of hiToco was carried out in accordance with ISO 14067:2018 and covered the greenhouse gas emissions arising from the manufacture, including regulatory authorisation and marketing, as well as the operation and use of hiToco. A PCF of 0.19 kg CO_{2eq} per treatment was determined for hiToco.

EMISSIONS INTENSITIES (MARKET-BASED) OF THE MEDICE GROUP

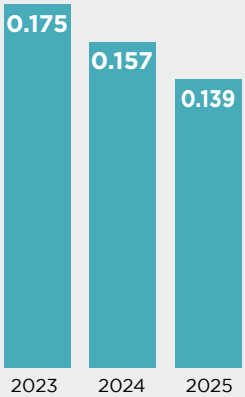
tCO_2 SCOPE 1 & 2 PER MILLION EUR GROSS REVENUE



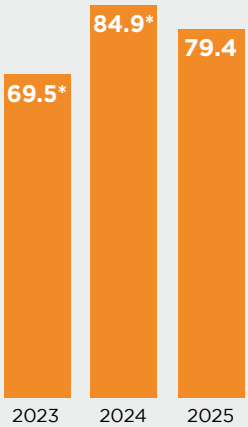
$kgCO_2$ SCOPE 1 & 2 PER FINISHED PACK



tCO_2 SCOPE 1 & 2 PER MWH CONSUMED



tCO_2 SCOPE 1, 2, 3 PER MILLION EUR GROSS REVENUE



* Recalculated values for 2023 and 2024 based on gross revenue.

Environmental protection

2 SBM-3 Context

The current consumption of natural resources and overexploitation of environmental systems are pushing the planet beyond its limits. The MEDICE Health Family also contributes to this development, as our activities have a direct impact on ecosystems. It is important, however, to take a balanced view and recognise our positive contribution to human health.

The responsible protection of the environment is therefore an integral part of our corporate strategy and our broader understanding of health, which recognises clean water and clean air as fundamental prerequisites for long-term human health. Our measures to prevent water and air pollution therefore not only contribute to environmental protection, but also ensure the long-term viability of our business model as a provider of integrated health solutions.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Wastewater disposal The release of environmentally hazardous substances and chemical compounds by companies or in the upstream chain can have a negative impact on the environment and people's health.	**Potential, negative impact**	**Upstream**	**Short-term, medium-term**
Air pollution The company's own vehicle fleet and third-party transport contribute to noise and air pollution.	**Current, negative impact**	**Upstream and downstream, own activities**	**Short-term, medium-term**
Water consumption Extensive water withdrawal and/or consumption may cause environmental damage through drought and water shortages for people, particularly in upstream areas facing potential water scarcity.	**Potential, negative impact**	**Upstream**	**Medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
EU Urban Wastewater Treatment Directive Manufacturers of medicinal products for human use and cosmetics are to contribute to the costs of the 'fourth treatment stage' required under the EU Urban Wastewater Treatment Directive to remove micropollutants such as pharmaceutical residues and cosmetic ingredients from municipal wastewater.	**Risk**	**Downstream, own activities**	**Long-term**

E2-1 E2-3 E3-1 E3-3 Concept and objectives

Wastewater disposal

MEDICE aims to supply customers and end users with products manufactured in an environmentally responsible way. A large proportion of pharmaceutical active ingredients now come from China and India. This gives rise to potential environmental problems due to inadequate wastewater treatment and lower environmental standards. Furthermore, many production sites are located in regions experiencing high water stress, which results in local environmental and health impacts. As there are often no alternatives available in global supply chains, MEDICE too is inevitably reliant on active ingredients from these countries. We support the political and pharmaceutical initiatives that promote increased production of active pharmaceutical ingredients in Europe and, consequently, greater

security of supply. However, this depends on society being prepared to accept higher prices in return for stricter environmental regulations.

MEDICE does not produce any synthetic chemical active ingredients itself and began manufacturing a natural active ingredient at its Iserlohn site in 2024. At the Salzgitter site, two plant-based active ingredients are produced in-house and supplied to third parties under contract manufacturing arrangements. At the production sites, wastewater, production water and rainwater are collected separately and discharged into the municipal sewer system in accordance with the applicable regulations. MEDICE has established appropriate monitoring mechanisms and the wastewater is regularly sampled. Furthermore, it is important that we prevent possible overloading of the wastewater system due to heavy rainfall by setting up sufficient retention capacities on our company premises.

However, the provisions of the European Urban Wastewater Treatment Directive also have significant implications for pharmaceutical companies operating in Germany and across Europe. This means that most of the wastewater from private households is contaminated with trace substances. These include pharmaceutical degradation products that are generated through human excretion and enter wastewater via sewage. The directive stipulates that at least 80% of the costs for the construction and operation of the so-called fourth treatment stage are to be borne by the producers of human medicinal products and cosmetics, in line with the polluter-pays principle. However, it is completely unclear what the EU has based this calculation on. The sums involved amount to billions and, as a result, have implications for Germany as a production location and for the environmental aspects described above, as well as for ensuring the security of supply for our healthcare system.

In the reporting period, seven pharmaceutical companies filed a legal challenge against this decision with the support of Pharma Deutschland, the leading industry association. The action was dismissed as inadmissible by the General Court of the European Union in February 2026. However, the court's decision should not be understood as substantive confirmation of the European Urban Wastewater Treatment Directive, as it leaves open the fundamental question of whether the implementation of extended producer responsibility (EPR) contravenes European law.

Water consumption E3-4

Against the backdrop of increasing global water scarcity, exacerbated by climate change and growing regulatory requirements, the responsible use of water as a resource is becoming increasingly important. We are not currently confronted with water shortages at our production sites, nor do we make any relevant contribution to them. However, the updated version of the Aqueduct Water Risk Atlas 4.0 from 16 August 2023 indicates that the water stress risk for Ringelheim is 20% to 40% (moderate to high). For Iserlohn, the water stress risk is low, at less than 10%. Water stress measures the relationship between total water demand and the available renewable surface and groundwater resources. Water demand includes consumption for households, industry, irrigation and livestock farming.

Furthermore, in the medium to long term, it is possible that the production of active ingredients and excipients in countries such as India or China will also contribute to local water shortages. India is recognised as a global supplier of active pharmaceutical ingredients in many regions with an extremely high risk of water stress (>80%).

Air pollution E2-4

We aim to avoid, or where possible reduce, the environmental impact of transport. Meetings, training sessions and courses are often held digitally and online. This is intended to reduce business travel.

A key pillar of mobility, and also a major source of air pollution, is the travel associated with sales activities by our own field sales force. The majority of our approximately 300 diesel- and petrol-powered cars are used for this purpose. In addition to exhaust emissions, air pollution caused by tyre wear and noise from traffic also play a significant role. MEDICE is aware of this environmental impact, which is why it developed and implemented a concept for electrifying the vehicle fleet in 2024.

Other relevant transport is triggered by the shipment of goods in the distribution chains. In Germany, goods are delivered through a central freight forwarder, while in our international markets, various freight forwarders are responsible for handling deliveries by road, air or sea. All of them are GDP-certified and regularly audited. Worldwide, other specialised logistics providers perform additional picking and packing functions on site. Although these transport operations can be continuously optimised through

complex logistics management, they can never be completely avoided. We aim to implement sustainable logistics concepts more effectively through in-sourcing in goods distribution. These concepts are reflected, for example, in the consolidation of goods distribution through the commissioning of the new dispatch centre at the Iserlohn site and the construction of the new central warehouse for controlled substances. Further information on this can be found in the 'Service quality' section (see page 86). This creates potential for efficiency gains in goods distribution, where we expect to have a direct and significant impact on saving resources by reducing complaints and returns.

Use of substances of concern and substances of very high concern E2-5

A register of hazardous substances is maintained to document the use of potential hazardous substances, e.g. in the quality control laboratory (QCL).

E2-2 E3-2 Measures and results

Wastewater disposal

In the 2025 reporting year, MEDICE was granted a water law permit in accordance with Section 58 of the Water Act (WHG) for the indirect discharge of industrial wastewater at its Iserlohn site. The authorisation was required because, by commencing the production of active ingredients, MEDICE had introduced additional processes relevant to wastewater management. The monitoring thresholds set by the authorities, together with mandatory internal and external monitoring, ensure that wastewater discharge is controlled and that there are no adverse effects on the public wastewater infrastructure or water bodies.

The company's positive growth requires the construction of additional functional buildings at the Iserlohn site. The associated sealing of surfaces through additional roof areas necessitates measures to regulate the discharge of rainwater into the public sewerage system. To ensure that future development does not overload the sewer system during heavy rainfall, a rainwater retention basin with a diameter of around 1.6 metres and a valve system for the controlled release of rainwater is already planned; the project is expected to be implemented in 2027 due to other construction activities.

E3-4 **Water consumption**

Active monitoring of water consumption at the Iserlohn site has not played a relevant role to date, as the costs were not considered to be significant. In 2025, 33,269 m^3 (2024: 25,388 m^3) of water was consumed at the Iserlohn site and 3,929 m^3 (2024: 3,500 m^3) at the Ringelheim site. The water consumption arises primarily from sanitary facilities and production processes. In this context, water is incorporated into the product in highly purified form, either as HPW or as steam. The expansion of purified water production was initiated in the reporting period and successfully completed in early 2026. The aim of the measure was to make the water supply for production and quality control more reliable, efficient and sustainable in the long term. Thanks to new facilities and optimised distribution systems, the supply has been stabilised and better adapted to rising demand, while the risk of disruption has been reduced.

We do not currently see any relevant opportunities to influence the specific water consumption for our active ingredients in the upstream value chain.

Air pollution E2-4

Centralised goods distribution from Iserlohn makes shipping considerably more efficient and was also implemented for Schaper & Brümmer products. This enables us to reduce the number of returns triggered by complaints. At 0.004‰ (2024: 0.003‰), the overall complaint rate for the 2025 reporting period also remained below the target of <0.01‰. The burden on the environment has also been reduced by the successful introduction of reusable transport boxes for distributing goods to pharmacies. This saved 507,273 litres of water and 22.7 tCO_{2e} in 2025.

To reduce air pollution caused by our predominantly petrol- and diesel-powered vehicle fleet, a new company agreement introduced at the end of 2024 gives employees entitled to a company car the option of choosing an electric vehicle. This scheme already proved very popular with our employees in its first year. By the end of 2025, approximately 20% of the vehicle fleet had been electrified.

E2-4 Facts and figures

- **In the reporting period, there were no instances of the specified parameters for wastewater, air pollution or soil contamination being exceeded** (2024: none)

E3-4
- **Total water consumption: 37,198 m³ (breakdown Iserlohn Schaper & Brümmer, see above)** (2024: 28,888 m³)
- **Water intensity (revenue): 0.37 m³ per million EUR revenue** (2024: 63.94 m³ per million EUR)
- **Water intensity (pack): 938.87 m³ per million finished packs** (2024: 782.47 m³ per million packs)

Biodiversity

2 SBM-3 Context

The preservation of biodiversity and natural habitats is an important aspect for MEDICE, as they are integral components of our integrated health concept. In addition, parts of our supply chain involve sourcing plant-based active ingredients for our medicinal products. Our many years of experience in handling natural active ingredients are brought together at the Phytocompetence Centre of Schaper & Brümmer. Preserving biodiversity is therefore not only an environmental responsibility, but also economically important and thus strategically relevant.

We therefore take care to protect habitats and promote biodiversity at our company sites. At the same time, we are aware that climate change not only threatens ecosystems, but also influences the availability and quality of natural active ingredients. We contribute to the protection of biodiversity through responsible use of resources and through cooperation with local communities and nature conservation organisations.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Use of natural active ingredients When sourced responsibly and managed sustainably, the use of natural active ingredients can create incentives to conserve natural resources over the long term and safeguard their availability.	**Potential, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Biodiversity-friendly design of sites Designing sites in a way that promotes biodiversity helps to preserve and enhance local biodiversity and ecosystem services.	**Current, positive impact**	**Own activities**	**Medium-term, long-term**
Wild collection The extraction of natural raw materials through wild harvesting as part of the value chain can have a negative impact on natural stocks.	**Current, negative impact**	**Upstream**	**Medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Changes in the concentration of defined marker substances in wild plants Changing environmental conditions can alter the composition of plant ingredients. These can be so far-reaching that the defined specifications can no longer be met, meaning that it is no longer possible to manufacture medicinal products in compliance with regulatory authorisation requirements.	**Risk**	**Upstream**	**Long-term**

E4-1
E4-2
E4-4

Concept and objectives

Transition plan and consideration of biodiversity and ecosystems in strategy and business model

We aim to minimise our negative impact on natural habitats and biodiversity in order to respect planetary boundaries and internationally agreed biodiversity targets. In the case of synthetically produced active ingredients, this mainly concerns the upstream value chain in China and India involved in active ingredient manufacturing. We are aware that the manufacturing practices in the countries mentioned have the potential to pollute the environment to a greater extent than would be permitted in Germany. However, the existing procurement markets, some of which have oligopolistic structures for specific active ingredients, offer us little room for manoeuvre or relevant opportunities to exert influence. Greater flexibility in procurement is also constrained by the complex procedures involved in obtaining regulatory authorisation.

MEDICE has been preparing for changes in natural habitats for many years in order to build the necessary resilience in its own business model. For example, we are adapting our strategic procurement concepts to ensure the reliable availability of the required quality of natural raw materials for plant-based active ingredients.

Changes in the content and stability of marker substances in medicinal plants

Over an extended period, we have observed changes in both the range of variation in the content values of individual components in plant raw materials and in the stability of these substances within the overall extract. It is a plausible hypothesis that environmental changes may be a causal factor: From controlled cultivation of crops, it is known that influences such as hours of sunshine, temperature and water quantity have an impact on the content of certain plant substances. A negative influence from globally changing climatic conditions is likely, even if it is difficult to provide concrete evidence of this.

The effort required by the Purchasing department to procure suitable plant material or extracts of the required quality has increased over the years. We counter this risk with two strategies. On the one hand, we began several years ago to cultivate the medicinal plants used for our most commercially important medicinal products or to have them cultivated on our behalf (cultivation projects).

On the other hand, we rely on the procurement of wild-collected herbal substances certified as GACP-compliant. Obtaining these in the necessary quantities with the required levels of marker substances from qualified traders on the global market is a challenge. Effective procurement management in this area involves maintaining and continuously updating a network of raw material suppliers and extract manufacturers that has been built up over many years with extensive experience and expertise.

Biodiversity-friendly design of sites

Designing our sites in a way that promotes biodiversity is an integral part of our multimodal understanding of health. Natural spaces, diverse ecosystems and accessible biodiversity not only help protect the natural foundations of life, but also have a positive impact on well-being, recovery and health literacy.

We therefore deliberately adopt a holistic approach that combines environmental responsibility with health-related benefits for employees and other stakeholders.

E4-3 Measures and results

MEDICE provides evidence that its wild-collected herbal substances are collected in compliance with Good Agricultural and Collecting Practices (GACP) and, wherever possible, uses medicinal herbs from controlled cultivation. In addition, we are making systematic efforts to reduce our own carbon footprint (see material topic 'Climate change', Page 42) as much as possible in order to minimise our impact on biodiversity changes potentially caused by climate change.

Local biodiversity measures

At our sites, we implement a comprehensive range of measures to promote biodiversity. This includes targeted support for pollinating insects, such as ten own bee colonies and a further 40 sponsored colonies, the provision of structurally diverse habitats, and the nature-friendly development and maintenance of our green spaces. The Health Family Park, which covers an area of approximately 2,400 m² and is home to both native wild plants and various species of insects, embodies this commitment. In this way, we deliberately combine environmental enhancement measures with elements that make them visible and accessible within the company, allowing biodiversity to be experienced as part of everyday working life.

Another key foundation is the continued development of in-house specialist expertise. Through specialised staff, such as a certified orchard education specialist and our own master gardener, as well as targeted training programmes, we are strengthening our ability to systematically develop measures that promote biodiversity while at the same time sharing knowledge about ecological interrelationships within the company.

Regional partnerships

In addition, our activities are closely embedded in regional partnerships, through which we contribute to the preservation of culturally diverse, biodiversity-rich landscapes while also providing impetus for environmental education. For example, we support Education for Sustainable Development (ESD) and cooperate with the Märkisches Sauerland Foundation to promote traditional fruit tree varieties and the Kalthof Foundation Farm. In this way, biodiversity is not only promoted at our own sites but also embedded in the local community as part of our social responsibility.

E4-5 Facts and figures

- **100% of wild-collected active ingredients with GACP certification** (2024: 100%)
- **13 ESD activities with 105 participants**
- **10 own bee colonies and 40 sponsored bee colonies**
- **1,821 kg honey harvest: used for sale and distribution**
- **Cultivation of medicinal plants in Germany**
- **Total expenditure for the promotion of local biodiversity: around EUR 88,000** (2024: EUR 313,000)
- **Long-term cooperation with local partners**

Resource use

2 SBM-3 Context

Despite the lower material input compared with other industries, the management of material flows is a relevant aspect of sustainability for the MEDICE Health Family. The responsible use of resources is strategically embedded in our business model and supports our aim of ensuring that MEDICE remains resilient and sustainable in the long term. Through resource-efficient processes, waste reduction and the gradual incorporation of circular economy principles, we are reducing our environmental impact throughout the value chain.

Furthermore, the efficient use of resources is essential for the stable manufacture, packaging and delivery of our products. Our focus is on avoiding, or at least reducing, negative environmental impacts along the entire MEDICE value chain.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Waste and hazardous waste By their very nature, waste and hazardous waste are a potential environmental burden.	**Current, negative impact**	**Own activities**	**Short-term, medium-term, long-term**
Automation, data management, workflow and processes Automation, data management, process reorganisation and software updates improve resource efficiency within the organisation.	**Current, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Resource use The processing of raw materials, excipients and active ingredients can cause environmental impacts along the entire value chain.	**Current, negative impact**	**Upstream, own activities**	**Short-term, medium-term, long-term**
Product and shipping packaging Product and transport packaging in the pharmaceutical sector often consists of mixtures of materials that are almost impossible to separate, which makes recycling difficult and causes environmental impacts.	**Current, negative impact**	**Own activities**	**Short-term, medium-term, long-term**
Resources for events Events and promotional materials used to support sales have an environmental impact.	**Current, negative impact**	**Own activities**	**Short-term, medium-term**

E5-1 E5-3 Concept and objectives

By procuring raw materials, excipients, active ingredients and operating supplies responsibly, embracing circular economy principles and focusing on resource-efficient production while avoiding waste, we play our part in minimising the environmental impact of our products. Efficient production control actively prevents machine downtime and the associated production waste. Our quality management focuses on resource-efficient solutions, and employees are made aware of their importance.

Resource use

We produce pharmaceutical dosage forms from active ingredients and excipients through processes such as

mixing, emulsifying, filtering and portioning. The active ingredients and excipients that MEDICE procures come primarily from German and European wholesalers and, in some cases, also from third countries such as India, China, the USA and Switzerland. These resources are essential for the production of our high-quality medicinal products. Due to the company's long-term growth, it can be assumed that the need for resources will continue to increase in the future. MEDICE is constantly striving to uncover further production efficiencies and reduce resource waste.

Use of natural active ingredients
At the Salzgitter site, some active ingredients are extracted from plant-based raw materials. MEDICE and Schaper & Brümmer make phytopharmaceuticals and other medicinal products from natural, renewable raw materials. Wherever possible, these medicinal plants are cultivated under controlled conditions or sourced from wild collection, with the process generally carried out in accordance with the principles of Good Agricultural and Collecting Practices (GACP). Schaper & Brümmer has developed a specific cultivation method for plants such as black cohosh and wild indigo. Thuja is grown on the company's own premises. Some plants cannot yet be cultivated in pharmaceutical quality, which is why wild plants have to be collected.

Product and transport packaging
In addition to the actual products, relevant material flows in our production processes can also be identified in the product packaging. Depending on the product, these comprise various types of primary packaging, such as blister packs, as well as secondary and tertiary packaging, usually made of cardboard. Our aim is to optimise our packaging in order to continuously minimise its environmental impact.

At present, the use of recycled materials for primary packaging is effectively not permitted under GMP guidelines. Changes to primary and secondary packaging require a new regulatory authorisation or at least an amendment of the authorisation in the dossier. This is both a time-consuming and cost-intensive process, as stability data has to be generated for each new packaging material over a period of years. Blister packs are often used as primary packaging. These are composite materials with correspondingly difficult recycling systems.

Waste and hazardous waste
Reducing waste as part of a systematic approach to recycling and the circular economy is an essential component of environmental and HSE management in a pharmaceutical manufacturing facility. The aim is to prevent waste at source wherever possible, and to separate recyclable materials by type and send them for high-quality recovery. At the same time, due to regulatory and hygiene requirements, certain volumes of waste cannot be completely avoided.

A significant waste stream consists of production dust and residues, which are produced in particular during the processing of powdered materials and during cleaning and maintenance work in cleanrooms. This waste is recorded in a controlled manner to protect employees, product quality and the environment. To avoid unnecessary packaging waste, the disposal of single-use plastic buckets has been switched to large-volume big bags (1 m^3) and container solutions, thereby reducing packaging waste, transport costs and handling.

Recyclables and waste management are carried out in accordance with the provisions of the German Circular Economy Act (KrWG) and the Commercial Waste Ordinance (GewAbfV). These regulations require waste to be collected separately, documented and

prioritised for recovery. For hazardous waste, such as certain chemicals, contaminated dusts or oil-containing substances, additional requirements apply in relation to labelling, storage, record-keeping and disposal. Disposal must be carried out exclusively by authorised specialist waste management companies.

Through structured processes, clear lines of responsibility and regular training, waste management makes an important contribution to environmental protection, health and safety at work, and compliance with statutory and internal company requirements.

Friend-Ship and Green Guides
Reducing food waste is a key priority for us. Thanks to our optimised production processes and the effective processing of food, our subsidiary Friend-Ship Gastronomie GmbH – a certified BIOLAND partner – makes a daily contribution to waste avoidance. Our aim is to identify and realise potential savings through continuous waste monitoring. Our subsidiary Green Guides GmbH uses state-of-the-art digitalised food waste management to reduce food waste in the canteen kitchens of hospitals and industrial companies.

Automation, data management, workflow and processes
Efficiency is in MEDICE's DNA – and a major focus of everything we do. For instance, by implementing SAP as our new ERP landscape, we expect to improve data availability and quality. This will make it easier to identify inefficiencies in analysis activities and to manage resource flows more effectively. Automation and digitalisation in production processes also help to identify potential bottlenecks or maintenance needs at an early stage and thereby ensure a more efficient production workflow. Access to better-quality data will improve year-on-year comparability, which will enable more accurate production planning and have a positive impact on resource consumption and production surpluses.

Event management
The MEDICE Health Family organises a large number of events each year in order to facilitate the necessary professional exchange with our stakeholders. In organising these events responsibly, we act not only out of intrinsic motivation but also out of a sense of duty to demonstrate our own commitment to the careful use of resources. This applies not only to customer and industry target groups, but also to our own employees.

Our long-term aim is to assess the events organised by MEDICE at the Iserlohn site against sustainability criteria. Within this framework, a holistic approach is adopted that takes into account mobility, accessibility, catering, accommodation, event execution and design, material use and circularity, as well as social, communication-related and financial aspects. For us, social, environmental and economic aspects are thus holistically linked to sustainable event planning and execution. Overall, we aim to gradually reduce our environmental impact in terms of emissions intensity and resource consumption.

E5-2
E5-4
E5-5

Measures and results

Circular economy measures
To avoid unnecessary disposable packaging in goods logistics, MEDICE relies on reusable plastic boxes. In 2025, 76,062 shipping cartons used for deliveries to pharmacies were replaced with these. This has resulted in a corresponding reduction in CO_2 emissions and water consumption in the upstream supply chain.

Event management
In the reporting period, a pilot project was launched to assess the sustainability performance of events held at the Iserlohn site. The project centres on calculating the footprint of selected event types in order to determine a per-capita CO_2 emissions figure on this basis and record additional indicators. This enables future events to be assessed and optimised in terms of their resource usage, which ultimately affects the event's CO_2 emissions. For this purpose, the travel to and from the event, overnight stays and catering provided for internal and external participants are recorded in detail, the associated CO_2 emissions calculated and the results subsequently assessed. The first results are expected in the third quarter of 2026.

For the first time, sustainable4U also organised an in-house promotional items fair incorporating sustainability criteria to give employees an overview of the food and non-food promotional items selected on the basis of resource-conscious criteria. More than 100 selected products from various categories were compared. One

of the highlights of the trade fair was the presentation of a scoring system that enables a transparent and traceable assessment of advertising materials against sustainability criteria, thereby supporting resource-efficient procurement.

Friend-Ship and GREEN GUIDES

Friend-Ship Gastronomie GmbH consistently takes regional and seasonal considerations into account in both employee catering and event catering. We source our high-quality food from the local area wherever possible. If we are unable to source products locally, we give priority to organic products and process our food in line with the local growing and harvesting seasons. Friend-Ship has been certified in accordance with the BIOLAND guidelines since 2022 and has been awarded 'Silver Partner' status.

On 5 December 2025, Green Guides GmbH in Düsseldorf was awarded the German Sustainability Prize in the 'Business: Audit and Consultancy' category. The jury particularly commended the company's contribution to a data-driven and resource-efficient food industry, as well as its pioneering role in combining digitalisation and sustainability. This award underlines our commitment to promoting resource-efficient approaches throughout the value chain and to acting as a driving force for sustainable business practices.

E5-5 Facts and figures

- **Number of shipping cartons saved annually through reusable transport boxes: 76,062** (2024: 45,120)
- **At 0.33% of revenue, destruction costs in 2025 were slightly above the target value of <0.30%** (2024: 0.34%)**.**

Type of waste	Quantity (tonnes)			Locations		Disposal method					Hazardous/ non-hazardous waste	
	2024	**2025**	+/-	MEDICE Iserlohn	Schaper & Brümmer	Special waste	Thermal recovery	Recy-cling	Landfill	Compost-ing/ fermen-tation	Haz-ardous waste	Non-hazard-ous waste
Plastic/composite packaging waste	161.6	**180.5**	**11.7%**	79.0%	21.0%	0.0%	40.5%	59.5%	0.0%	0.0%	0.5%	99.5%
Solvents, chemicals, oil waste	25.8	**30.3**	**17.4%**	86.3%	13.7%	27.7%	71.4%	0.9%	0.0%	0.0%	100.0%	0.0%
Waste from human medicine. Research, filters, protective clothing	2.4	**3.8**	**57.9%**	99.2%	0.8%	0.0%	100.0%	0.0%	0.0%	0.0%	5.8%	94.2%
Medicinal products	44.9	**62.9**	**40.1%**	70.7%	29.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Organic waste	116.6	**131.6**	**12.9%**	87.2%	12.8%	0.0%	17.9%	0.0%	0.0%	82.1%	0.0%	100.0%
Paper waste	142.2	**151.8**	**6.8%**	91.2%	8.8%	0.0%	6.5%	93.5%	0.0%	0.0%	0.0%	100.0%
Wood waste	29.1	**25.5**	**-12.4%**	84.5%	15.5%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
Sewage sludge	124.3	**144.8**	**16.5%**	96.2%	3.8%	0.0%	0.0%	0.9%	0.0%	99.1%	0.0%	100.0%
Electrical waste	1.7	**5.6**	**226.5%**	71.4%	28.6%	0.0%	0.0%	100.0%	0.0%	0.0%	22.5%	77.5%
Metal waste	38.8	**74.1**	**90.9%**	61.5%	38.5%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
Construction waste	173.8	**171.8**	**-1.2%**	74.1%	25.9%	0.0%	0.8%	99.2%	0.0%	0.0%	0.8%	99.2%
Glass waste*		**5.0**		100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
Total	**818.1**	**992.1**	**14.7%**	**82.3%**	**17.7%**	**0.9%**	**19.9%**	**53.8%**	**0.0%**	**25.5%**	**3.4%**	**96.6%**

* Not recorded separately in 2024; glass waste at Schaper & Brümmer is included in construction waste.

Social

Responsible employer

2 SBM-3 Context

Society and the healthcare market have been changing dynamically for years. We have responded to this at corporate level with the transformation into the MEDICE Health Family and will continue to make this transformation tangible through our evolving People & Culture approach.

The People & Culture division provides strategic support for sustainable corporate development and underpins the company's growth trajectory through dynamic organisational development and a 'cultural shift'. Strategic management of the material impacts, risks and opportunities (IROs) relating to the material topic 'Responsible Employer' falls within the remit of the Managing Director for People, Culture & Transformation. Organisational and procedural aspects are being developed further to ensure modern human resource management within an internationally operating company with complex responsibilities.

Our continued growth would not be possible without the cooperation and mutual support that shape our everyday work. After all, motivated, satisfied, qualified and high-performing employees are the key to our success. We help to ensure that change can be embraced by providing equal opportunities, fair pay and an attractive working environment, among other things.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Employee rights and collective bargaining partnership Safeguarding employee rights and maintaining a reliable collective bargaining partnership have a positive impact on employees.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Attractiveness to talents & specialists A strong employer brand enhances employee satisfaction and long-term retention.	**Potential, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Equal opportunities Equal opportunities ensure fair and inclusive conditions and prevent discrimination on the basis of individual characteristics.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Family friendliness Family-friendly working conditions have a direct positive impact on the employees concerned.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Wages/salaries/benefits Appropriate, market-based remuneration and additional benefits strengthen employees' financial security, motivation and satisfaction, while making the company more attractive as an employer.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Work-life balance Flexible working hours and remote working help employees achieve a better work-life balance.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Organisational development Dynamic organisational development and the 'cultural shift' enable growth through innovation, internationalisation and digitalisation.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**
Digitalisation of routine HR processes By digitalising HR processes, we are leveraging operational excellence in processes and systems to create scope for innovative HR services.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**

S1-1 S1-4 Concept and objectives

Values-based responsibility
MEDICE is a values-oriented family-owned company (see page 30) that promotes equal treatment and equal opportunities as fundamental values, and respects and protects the rights of its employees. We are fundamentally opposed to human trafficking, forced or compulsory labour and child labour, and have laid down corresponding provisions in our Code of Conduct. Our recruitment and employment practices ensure equal treatment regardless of gender, ethnic or social origin, religion, ideology, age, disability, health, sexual orientation, nationality, marital or parental status, pregnancy or trade union membership.

Transformation in the area of People & Culture
Our vision is to continue developing with a future-focused approach and to align our work in the areas of People, Culture and Transformation strategically with the modern world of work. Growth driven by innovative health solutions, internationalisation and

digitalisation requires more flexible working methods that not only foster creativity and personal responsibility but also respond to individual needs. To achieve this, it is necessary to clearly define the expectations of employees and managers and to provide training and support throughout the change process. This is linked to our goal of driving dynamic decision-making processes and a willingness to embrace change while also increasing efficiency. To this end, a realignment from traditional HR practices and organisation towards a comprehensive understanding of People & Culture was initiated back in 2024. Since then, the People & Culture department has been actively shaping organisational development and bringing the MEDICE culture to life across all areas. This applies to all business units in Germany and abroad, and it includes overcoming cultural and language barriers in the process of internationalisation.

Our approach is future-focused, value-creating and family-oriented. That is why we place great importance on open, respectful interaction and active communication. We have an open-door policy, maintain tried-and-tested core processes and are also aligning ourselves strategically with the modern world of work and the digital future. Promoting equal opportunities and enabling inclusion are integral to our identity, as they broaden our scope to develop more diverse and innovative solutions. We offer our employees fair pay as well as individual and/or collective agreements concerning their working conditions and hours. We increase our team performance with a balanced age structure of younger to older employees.

Operational and strategic levels in People & Culture
As shown in the illustration below, we have defined two levels for our work. For the employees in the People & Culture department, 'operational excellence' is the focus of their ongoing development and the professionalisation of processes, structures and services. The dynamic growth and internationalisation of the MEDICE Health Family make this necessary. On this basis, the cultural transformation of the entire MEDICE Health Family can also be driven forward in future. It is about living our values, developing our leadership culture and organisation and enabling change through communication. By closely interlinking the individual, interdependent elements, both levels can be worked on in parallel.

OPERATIONAL EXCELLENCE

The goal of our development efforts in Human Resources is to move away from traditional personnel administration and evolve into a department that actively shapes organisational development. By digitalising our own HR processes, we will boost efficiency. The goal is to digitalise the vast majority of standard HR management processes by 2030. Decentralising tasks can help with things such as maintaining personnel master data while ensuring data security.

CULTURAL TRANSFORMATION

In the medium to long term, the focus will be on the areas of ‘values and culture’, ‘leadership culture’, ‘organisational development’ and ‘change and communication’. In the short- to medium-term, we will lay the foundations for it by setting up the relevant processes and systems with the necessary tools as described above.

S1-2 ## VALUES AND CULTURE

Our values form the foundation of our corporate culture and shape the way we work together on a daily basis within the Health Family. They provide guidance, strengthen our sense of togetherness and establish a common framework for our decisions and communication. In this regard, it is particularly important to us not only to set out our values, but also to actively bring them to life in our day-to-day work. That is why we make a conscious effort to create a wide range of opportunities to foster dialogue, team spirit and a sense of belonging within the organisation.

Through a range of initiatives, activities and participation formats, we foster an open, appreciative and future-focused corporate culture. Alongside this, we create spaces for people to meet, work together and share experiences. Through these ongoing measures, we are strengthening the sense of belonging within the Health Family over the long term and fostering a culture characterised by trust, commitment and shared responsibility. At the same time, we view the further development of our values and corporate culture as an ongoing process. Going forward, we intend to further expand existing formats, create new momentum and embed our values even more firmly in our day-to-day operations.

LEADERSHIP CULTURE

The future-focused, learning-oriented leadership culture at MEDICE is closely linked to the company‘s mission and strategy. It serves as a compass for managers at all levels and is designed to be sustainable, results-oriented and values-based. We support our managers as they develop and adapt to the new demands of a changing environment.

ORGANISATIONAL DEVELOPMENT

The organisational structures of the MEDICE Health Family are also developing dynamically as a result of acquisitions and an expanded product and service portfolio. We aim to actively help shape these changes. The cultural change brought about by the development and expansion of new, multimodal health solutions poses special challenges. Key elements of overarching strategic planning in organisational development include a structured remuneration policy with defined benefits, as well as talent development and succession planning up to expert level.

CHANGE AND COMMUNICATION

It is important to explain the transformation processes in detail and accompany them with effective communication. The aim is to make the purpose of each step clear and enable employees to understand them in a familiar context amid all the dynamics. Our approaches to managing change are described in greater detail under the material topic ‘Corporate culture and ethics’ (see page 28).

Employer branding
Our goal is to develop into a holistic health services provider that is seen as an attractive employer and can acquire the necessary talent and expertise in the highly competitive market for skilled labour. To ensure MEDICE's continued growth, we rely on attracting new and additional members to our 'JobFamily'. The continuous growth of the MEDICE Health Family is based on a balance of tradition and modernity. MEDICE positions itself as a future-focused and determined company that is shaping the future with a clear mission.

By strengthening and actively communicating our employer brand, we aim to attract and retain motivated employees to drive our international growth. To this end, we are taking structured measures to remain an attractive employer for skilled professionals. At MEDICE, the term 'JobFamily' stands for mutual respect and a strong sense of unity. From a pharmaceutical company to the MEDICE Health Family and the JobFamily: Our family values run through every part of the organisation. Because, for us, 'family-owned company' is not just an empty phrase but a culture we live by.

S1-3 Measures and results

Operational excellence
To prepare our software landscape accordingly, we decided in 2024 to implement SAP SuccessFactors in several process stages. During the 2025 reporting period, we worked intensively on introducing the first modules. These were initially made available to all employees at the Iserlohn site in December 2025. The roll-out to all other companies in the MEDICE Health Family is planned for spring 2026. The system currently offers initial self-service functions that enable employees to view and amend their personal details and improve communication and data transfer with the People & Culture department. All SAP SuccessFactors functions will be fully implemented by the end of 2027 to ensure that our HR structures are prepared for the company's continued expansion.

Leadership culture
Based on the Code of Conduct updated in 2025, MEDICE is establishing a holistic management system that specifically aligns leadership with transformation and contributes to the company's holistic development. A company-wide Senior Leadership Programme, along with new programmes for junior and middle managers from mid-2026, will ensure the systematic development of all levels of management. In addition, the Leadership Principles introduced in 2025 set clear expectations for leadership, and a Leadership Handbook is also currently being developed. To support managers in their day-to-day work, a central HR toolbox was introduced in April 2026. Consultation sessions also help new managers to settle into their roles. These measures enhance the quality and consistency of leadership and, in turn, improve organisational performance.

Performance management
At the end of the 2025 reporting period, we carried out a fundamental overhaul of our performance management system. It serves as a central management tool for systematically linking corporate, team and individual objectives, while ensuring that economic, social and sustainability-related objectives are pursued in line with the corporate strategy. As a general rule, all employees participate in performance management. For employees in higher-impact roles, individual objectives are also defined. All other employees are primarily aligned through team and corporate objectives. A clearly defined framework for setting targets, regular feedback and transparent, comprehensible assessment criteria support employees in their professional and personal development. For employees with individual target agreements, adjustments during the year and digital process support provide a basis for fair, transparent and sustainable performance management. This strengthens employees' motivation, personal responsibility and contribution to the company's success over the long term.

Communication
At the biannual Town Hall Meeting, important developments relating to our People & Culture transformation process are announced and explained to all employees of the MEDICE Health Family. In addition, the regular newsletter 'HR Insights' helps ensure transparent communication of planned measures and provides context for them.

S1-10 **Benefits within the MEDICE Health Family**

MEDICE offers a wide range of options for balancing work and family life. These are being continuously refined and adapted in line with the company's business requirements. Examples include flexible working time models, part-time employment, mobile working and retirement leave. It is also possible to take one or more sabbaticals, which are managed via the demographic fund. In addition, subsidies are available for nursery childcare, as well as for long-term care and disability insurance. MEDICE actively promotes awareness of retirement provision through an occupational pension scheme.

Other initiatives at MEDICE include opportunities for personal development through the MEDIcampus, which also offers events for children. These aspects form the basis for an attractive and modern employer brand, which we are gradually strengthening both internally and externally.

Working environments

As part of the 'New Working Environments' initiative, we are systematically developing our workplaces to provide long-term support for organisational change, business growth and our cultural values. The aim is to create a future-focused working environment that fosters collaboration and innovation while also accommodating individual needs. In addition to the further development of the office space at our main administrative headquarters in Iserlohn, we are operating additional hubs in Berlin and Munich and establishing a new hub in Dortmund to strengthen regional proximity, networking and flexible working models. Employees are actively involved in this design process, including through an employee survey, enabling us to work together to create needs-based, attractive and sustainable working environments.

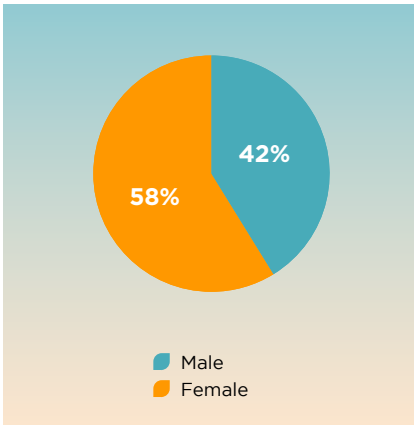
Equal opportunities

S1-9 With the position of Equal Opportunities and Inclusion Officer, we have installed a direct contact responsible for ensuring that concerns and requests can be addressed directly and that the legal requirements of the German Federal Equal Opportunities Act (BGleiG) are implemented at MEDICE. Our collective agreements define gender-neutral criteria for job evaluation and remuneration. Pay grades are determined on the basis of standardised criteria according to function, qualification and responsibility. Pay equity is thus embedded in our collective pay system. Salary determination is based on a value structure in which equivalent functions are assigned corresponding salary bands, and the criteria for job evaluation are always gender-neutral. Remuneration for employees not covered by collective agreements is also based on a gender-neutral pay system.

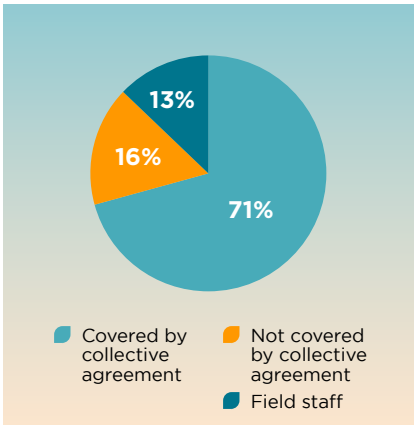
Facts and figures

S1-5 S1-7 S1-8 S1-9 S1-15

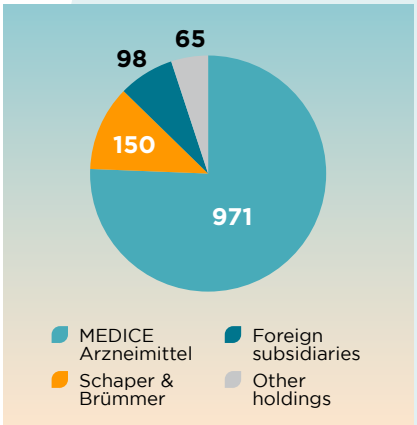
GENDER DISTRIBUTION MEDICE HEALTH FAMILY



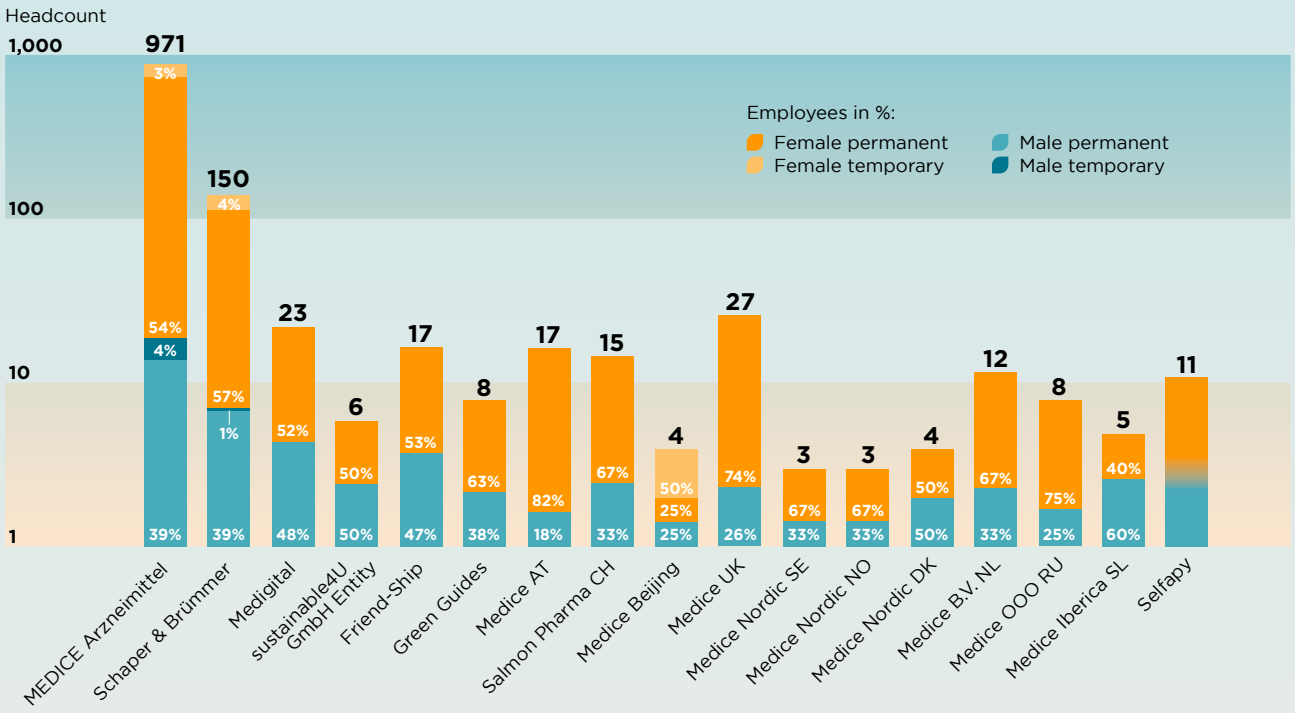
REMUNERATION STRUCTURE MEDICE HEALTH FAMILY



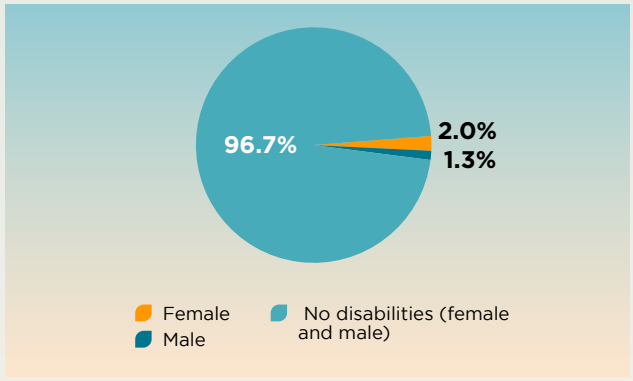
HEADCOUNT MEDICE HEALTH FAMILY – SUMMARY



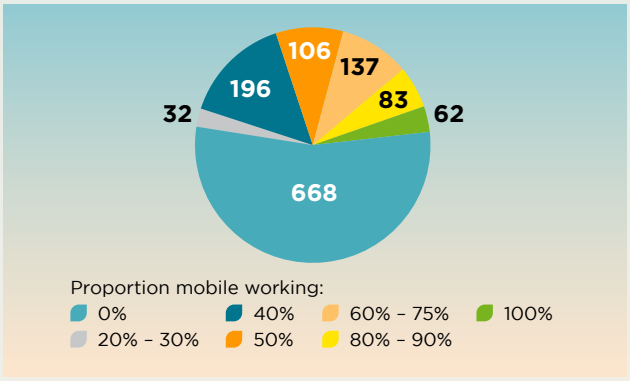
S1-5 EMPLOYEES IN THE MEDICE COMPANIES



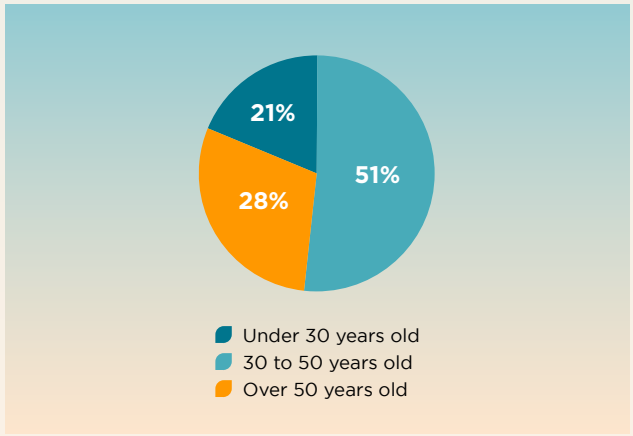
S1-11 PROPORTION OF EMPLOYEES WITH DISABILITIES



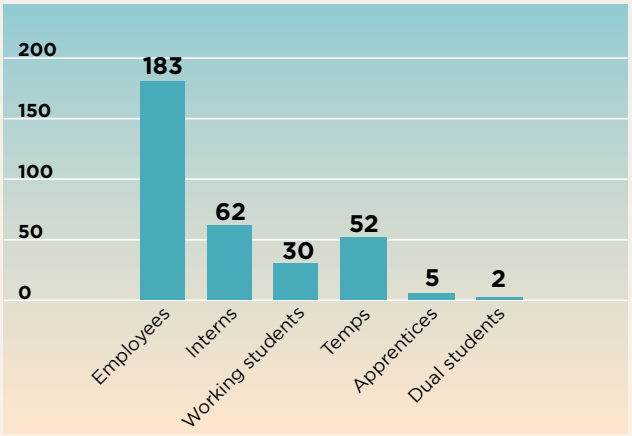
MOBILE WORKING IN THE MEDICE HEALTH FAMILY S1-14



S1-5 AGE STRUCTURE OF THE MEDICE HEALTH FAMILY



BREAKDOWN OF NEW HIRES IN THE MEDICE HEALTH FAMILY



Occupational health and safety

2 SBM-3 Context

As an employer and as the Health Family, we attach great importance to providing safe and healthy workplaces that support the well-being of our employees. Caring for their health reflects our ethical principles as a family-owned company and helps us maintain a capable, active and committed workforce. The aim set out in our mission statement – to improve people's health in as many areas as possible – also applies expressly to our own employees within the Health Family. Managing the material impacts, risks and opportunities (IROs) relating to occupational safety and preventive health protection therefore plays a defining role in the MEDICE Health Family's corporate culture.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Work-related accidents and occupational illnesses Work-related accidents and occupational illnesses among employees have a negative impact on business activities.	**Current, negative impact**	**Own activities**	**Short-term, medium-term, long-term**
Preventive health protection Health, nutrition and sports programmes strengthen our corporate culture and support our employees' health.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Workplace and commuting accidents Workplace and commuting accidents can adversely affect our employees' health – their most precious resource – and consequently result in lost working time.	**Risk**	**Own activities**	**Medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Maintaining employees' ability to work The continuous development of health, nutrition and physical activity programmes helps maintain employees' ability to work.	**Opportunity**	**Own activities**	**Medium-term, long-term**

S1-1 S1-4 Concept and objectives

Work-related accidents and occupational illnesses
Creating sustainable and healthy working conditions is of utmost importance to us, and a key management objective. Such conditions are a prerequisite for complex production processes and high-quality, flexible customer solutions. To actively shape our management approach, we define qualitative and quantitative targets as well as measurable, management-relevant key performance indicators (KPIs), guided by specific GMP guidelines.

We aim to consistently prevent accidents and actively manage lost working time using measurable targets. This applies not only to our own employees, but also to all those who work on our behalf and provide services that we would otherwise have to perform ourselves.

As a result of the dedicated GMP guidelines and their concrete implementation, MEDICE is in a position to obtain ISO 45001 certification for occupational health and safety at any time with minimal effort. Even though all the criteria are fully met, this is not being pursued due to the additional complexity it would introduce into the process. Accordingly, specific targets for improving occupational safety are regularly derived from regulatory

requirements and translated into concrete measures. In addition, operating and procedural instructions are in place, regular risk assessments are carried out and standard operating procedures (SOPs) are followed. Training is provided according to a structured process.

Two occupational health and safety specialists are on hand. From mid-2026, an external occupational safety specialist will also be appointed. Additional meetings are held weekly with external experts on the topic of occupational safety. Every six to eight weeks, an external management consultant is consulted to provide updates on regulatory changes affecting procedures. The Occupational Safety Committee meets quarterly, formal document control is in place, and structured inspections are carried out to review the effectiveness of these measures.

Employee well-being

For us, health is a multidimensional concept encompassing interconnected physical, psychological, social and environmental levels of action. We develop future-focused initiatives for our employees that take all of these dimensions into account.

Friend-Ship GmbH, a subsidiary of sustainable4U GmbH, is responsible for implementing a health-conscious nutritional philosophy in our staff restaurant. Balanced, wholesome ingredients are at the heart of our food concept, which focuses on regional and seasonal produce. Our Health Family staff restaurant is all about promoting healthy eating and offering a relaxed space for employees, friends and guests to come together. Along with our MediGym, the restaurant forms a key pillar of our company health promotion programme. Our staff restaurant has been a BIOLAND partner since 2022 and has been awarded Silver status. Out of approximately 160 BIOLAND catering partners, our employee restaurant is one of only four organic workplace restaurants in Germany.

The MEDIcampus training and development programme also offers a wide range of content and activities focused on preventive healthcare – from healthy cooking at home to stress management and tips on avoiding back problems. Our employees make extensive use of the offerings, which confirms the effectiveness of our approach. We are expanding our range of initiatives continuously, with a particular focus on supporting the physical, mental and social well-being of our employees.

S1-3 Measures and results

Occupational health and safety

The measures we have taken so far to prevent accidents and improve health in the workplace continue to prove effective. Occupational health and safety support is assessed annually on the basis of employee numbers and implemented throughout the financial year. Quarterly meetings of the Health and Safety Committee are held following preliminary site inspections, alongside regular safety inspections and employee training at least once a year. These measures enable identified risks to be addressed systematically and appropriate action to be taken.

There were no serious accidents in the 2025 reporting year. A total of ten reportable workplace accidents occurred in 2025. Of these, seven were commuting accidents. To date, MEDICE is not aware of any cases of occupational illnesses such as noise-induced hearing loss, skin irritations or back problems.

Health protection and well-being

We have been offering our employees a comprehensive programme of health-promoting measures for many years. These were further strengthened and optimised in 2025. For example, we continue to dedicate certain months of the year to specific health-related themes in order to raise awareness and encourage employees to take part in our initiatives. In 2025, we again held our Health Month in March and our Relaxation Month in November, with a total of 25 MEDIcampus programmes and 371 participants. The services range from health checks and stress management training through to meditation and massages. The company also offers health services such as skin cancer screenings and flu vaccinations, as well as an eye test for employees working at computer workstations. In addition, we regularly provide return-to-work support and offer occupational health check-ups.

MediGym

One of our special benefits is the MediGym. Employees can work out there every day free of charge. Across an area of almost 400 m , the facility offers modern cardio and strength-training equipment, as well as a free-weights area and a functional training hub. It is open from 6:00 a.m. until midnight, which makes it

easy for employees to fit health and fitness activities around their workday. Employees receive support from a personal trainer, who develops a personalised training plan for each individual. In addition, the MediGym offers a variety of fitness classes for employees, each focusing on different aspects of training and well-being. Some of them are even run by the company's own employees. In addition, all employees can benefit from a corporate fitness partnership that offers discounted membership fees.

For all employees who do not have access to the sports facilities at the Iserlohn production site, MEDICE has been offering a subsidy towards membership of a network of over 13,000 sports and wellness centres in Germany and Austria since 2025. The network gives participating employees access to a range of gyms, swimming pools, yoga studios, climbing centres and other sports and wellness facilities.

MEDIcampus

At MEDIcampus, professional development, language courses and specialist knowledge sharing go hand in hand with initiatives that promote physical and mental well-being. Social interaction is encouraged through a wide range of group activities, which show our employees that keeping fit can be fun. They include bike rides, sailing trips, skiing holidays, joint cooking events, and courses on healthy and sustainable nutrition.

Psychological risk assessment

In the reporting period, preparations were made for an internal psychological risk assessment. The aim of this survey was to identify risks to our employees' health, motivation and performance at an early stage, establish a sound basis for effective measures and make an active contribution to a healthy, attractive and sustainable organisation. The survey was conducted in May 2026.

S1-13 Facts and figures

Occupational health and safety

- **Reportable workplace accidents 2025: 10** (2024: 22)
- **Fatal workplace accidents: none** (2024: none)
- **Percentage of employees required to undertake compulsory health and safety training at MEDICE in Germany: 100%** (2024: 100%)

MediGym/staff restaurant

- **MediGym members: 847** (2024: 677)
- **Training sessions at MediGym: 5,270** (2024: 5,269)
- **Wholesome, responsibly produced meals served in the staff restaurant: 24,200** (2024: 23,200)

MEDIcampus

- **142 employees received a flu vaccination or donated blood** (2024: 139)
- **371 participants in 15 activities during Health Month and 10 activities during Relaxation Month** (2024: 380 participants)

Training and skills development

2 SBM-3 Context

To remain competitive in the global market for qualified professionals and future leaders, it is essential to respond flexibly to changing labour market demands and to the expectations of our employees. We are therefore focusing on a modern People & Culture approach that is closely aligned with the strategic management and ongoing development of the MEDICE Health Family. This forms the basis for the transition from traditional personnel development to future-focused, strategic personnel planning. The identified impacts, risks and opportunities (IROs) in this area have a corresponding influence on this.

Our approach encompasses all areas – from training, to the development and support of managers, through to proactive succession planning. Through this transformation, we are laying the foundations for successfully addressing future challenges and safeguarding our long-term competitiveness by providing structured development opportunities for qualified and committed employees.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Vocational training A wide range of training opportunities opens up good career prospects for young people.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Training and development A comprehensive range of training and development programmes for employees.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Training and development opportunities MEDICE offers a comprehensive range of professional development opportunities for its employees under the MEDIcampus umbrella.	**Current, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Strategic personnel development Securing knowledge and expertise as key resources within the organisation over the long term is a key driver of the company's qualitative objectives.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**
Employee and leadership development A comprehensive range of training and development opportunities enhances employees' and managers' skills, motivation and willingness to take responsibility, while strengthening their long-term commitment to the company.	**Opportunity**	**Own activities**	**Short-term, medium-term, long-term**

S1-1 S1-4 Concept and objectives

Employee development

A dynamic environment and constant change call for new expertise, the development of additional skills and the adoption of new methods. In this context, in-house training and professional development are key to personal and professional advancement. We therefore actively support our employees in this area. Within the MEDICE Health Family, we offer our employees a wide range of prospects and opportunities to develop their potential. Developing and nurturing this potential is a central element of our holistic People & Culture transformation strategy and a conscious and deeply rooted aspect of our corporate philosophy. Our employees' knowledge and motivation are among our most important resources. We therefore ensure we preserve and continuously improve their skills and abilities. To this end, we are further expanding our individual training programmes with internal and external courses, including internationally. Alongside personal development, the aim is also to ensure compliance with all regulatory requirements in the pharmaceutical industry.

Strategic personnel development

Our aim is to safeguard knowledge and expertise as a key resource within the organisation over the long term. Against this background, we are working to ensure transparency in personnel development by systematically identifying internal successors and preparing talented employees for future needs. With the generational change that lies ahead in the medium term, the focus is increasingly turning to knowledge transfer and a shift in mindset towards internationalisation. We therefore place particular emphasis on training and employee development, as well as on onboarding and talent management, including the development of future leaders. In addition, it is particularly important to us that all key positions are covered through deputisation arrangements and a permanent succession plan.

6.74

average number of training hours per employee MHF*

Personnel management and employee dialogue

It is a key priority for us to continuously improve individual skills and team effectiveness through constructive and respectful communication in HR management. Our systematic employee dialogue includes development meetings between managers and staff. In these discussions, topics such as professional experience, behavioural skills, technical expertise, potential indicators, performance and career development are covered. Based on this dialogue, employees are offered tailored training and development opportunities that specifically take into account the needs of both the individual and the company.

Leadership development

The development of our managers is a key component of our holistic People & Culture transformation strategy. To this end, we are currently developing targeted programmes to continuously enhance our managers' skills. These already include training on our ethical standards. Aspects relating to the management of cultural diversity are still being developed and will be integrated gradually. Our current focus is on developing the leadership skills of our managers through targeted development initiatives (see material topic 'Responsible employer'). Retaining valuable experience and market knowledge is a key component of our People & Culture philosophy in the medium to long term. Equal opportunities for men and women are a firmly established principle in our approach to both leadership and employee development. We thereby combine various perspectives from across the company and the wider industry with innovative management approaches.

* Average based on participation in MEDIcampus, in-house and external training courses, divided by total number of participants

S1-3 Measures and results

Strategic personnel development
We identify key positions throughout the company in order to secure long-term succession through targeted internal development or external recruitment. Succession candidates should be informed internally at an early stage and in a transparent manner and prepared for transformation processes in their future areas of responsibility through appropriate development measures. Our systematic employee dialogue was further strengthened at all levels and is a central element of our HR management.

Leadership development
During the reporting period, MEDICE has consistently driven forward the development of an integrated People & Culture approach. Key measures included the roll-out of a company-wide leadership development programme for senior leaders, as well as the creation of further programmes for new and mid-level managers, which will be implemented from mid-2026. To foster a consistent leadership culture, binding Leadership Principles were introduced and work began on developing a Leadership Handbook. These measures make a significant contribution to the systematic development of leadership skills, enhance the consistency of management decisions and strengthen MEDICE's organisational performance and future viability.

MEDIcampus
At our MEDIcampus, we bring together the training and development opportunities for all our employees – including those at international sites – and offer seminars, activities and events on a wide range of work-related topics. Employees have the opportunity to attend training seminars and events free of charge, such as in the areas of IT, AI, languages and methodological skills. The options are continuously adapted and expanded on the basis of employee feedback, changing markets and shifts in organisational culture. Through the MEDIcampus programme, we foster a sense of community within the organisation, create opportunities for cross-departmental dialogue and strengthen employees' identification with MEDICE and our values.

Training and development
Our training programmes provide employees with the specialist knowledge they need to support customers and users as competent partners throughout every stage of the customer relationship. All employees take part in the mandatory training courses, as well as role-specific training. In addition to internal training courses, employees have the opportunity to participate in specialist external training and development programmes.

Career entry opportunities
At MEDICE, we offer various ways for people to launch their career. For example, we provide in-house vocational training in a variety of professions, including chemical laboratory technician, industrial electrician, e-commerce clerk, industrial clerk, industrial mechanic, warehouse logistics specialist, plant mechanic, machine and plant operator, media designer and pharmaceutical technician. The range of vocational training and dual-study programmes is regularly expanded to include new options in line with the company's needs. In 2025, five apprentices began their careers at MEDICE.

In addition to apprenticeships, career entry is also possible through various forms of permanent employment, dual study programmes, voluntary or mandatory internships, student jobs, project and thesis work, or temporary roles. The range of fields is as diverse as one would expect from an internationally active company.

Training fairs and events
As the MEDICE Health Family, we take part in a variety of training fairs and information events to give school pupils in particular an insight into the diverse career and development opportunities that we offer. We also organise our own vocational training fair each year. In addition, MEDICE regularly takes part in various school open days. We also run a student enterprise together with a regional school, giving young people an early insight into the range of vocational training opportunities and the practical realities of working in a company.

Furthermore, MEDICE organised a parents' day at its Iserlohn site in November 2025. This gave parents and their children the opportunity to find out about the wide range of career and training opportunities at MEDICE and to get to know our company better. The event format was very well received and will be continued in 2026.

Trainee engagement
Our trainees have various opportunities to get involved in initiatives to complement their training. For example, as part of the Energy Scouts initiative of the South Westphalia Chamber of Commerce and Industry at Hagen (SIHK), our apprentices take part in a series of specialist workshops in which they learn how energy and resources are used within companies and where potential for improvement can be identified. In March 2025, MEDICE's Energy Scout team won the SIHK special award for resource efficiency and was invited to the national awards ceremony in Berlin.

In addition, we provide our apprentices with free in-house tuition to give them the best possible support with the theoretical aspects of their training.

S1-12 Facts and figures

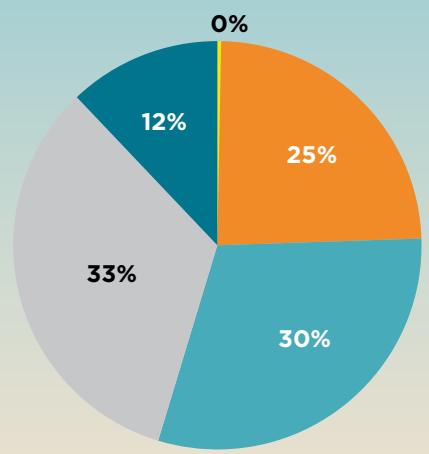
Personnel development

- **19 trainees in total** (2024: 27)
- **124 external in-person seminars attended as part of personnel development** (2024: 199)
- **158 external online seminars attended as part of personnel development** (2024: 91)
- **27 in-house seminars for various departments** (2024: 8)
- **37 participants in part-time study programmes** (2024: 65)

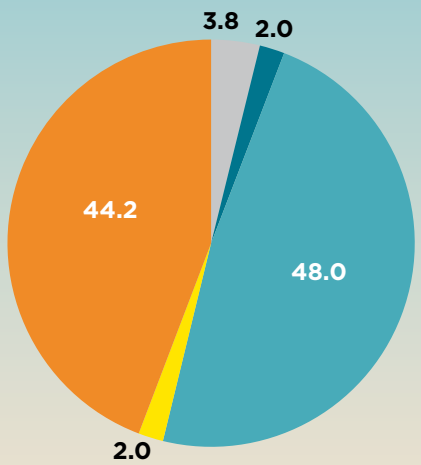
MEDIcampus

- **Average number of training hours per employee: 6.74** (2024: 10.90)
- **258 courses with a completion rate of 80.4%** (2024: 208 courses; 82.0%)
- **2,270 registrations** (2024: 2,075)
- **2,712 registrations for other training courses** (2024: 1,458)
- **Number of MEDIcampus training hours (skills, experts, IT, etc.) 3,317 hours** (2024: 1,081)

S1-5 **AVERAGE AGE OF MANAGERS AT MEDICE ISERLOHN**



QUALIFICATION LEVEL MEDICE* (ISERLOHN)



* Calculation based on 959 employees.

Sustainable value chain

2 SBM-3 Context

We are convinced that environmental and social responsibility form the basis for long-term business success. We therefore expect our suppliers and business partners to share these values and to actively incorporate them into their processes and structures. We also require our employees to embody the principles of sustainable, social and ethical conduct as part of our corporate culture. This is how we manage material impacts, risks and opportunities in the upstream value chain. As part of our Supplier Code of Conduct, which forms an integral part of all contractual agreements, we expressly call on our suppliers to adhere to our sustainability principles and thereby contribute to holistic and sustainable value creation. In this way, we ensure that the values we uphold are embedded throughout our upstream and downstream value chain.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Human rights, environmental and social standards in the supply chain Given the complexity of supply chains, potential infringements of human or labour rights cannot be ruled out, nor can adverse environmental impacts.	**Potential, negative impact**	**Upstream**	**Long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Declining availability of wild plants due to a reduced willingness to collect them from the wild Socio-economic changes in the regions of origin may lead to a decline in the number of available wild harvesters. This could reduce the supply of wild plants and increase procurement costs, particularly where cultivation is only possible to a limited extent.	**Risk**	**Upstream**	**Long-term**

S2-1 S2-4 Concept and objectives

Our current Supplier Code of Conduct serves to ensure transparent communication with suppliers, so that expectations and guidelines are clearly defined on both sides. In addition, we foster mutual understanding to enable sustainable collaboration. We aim to source responsibly while helping our suppliers to improve both their own sustainability performance and ours.

The Supplier Code of Conduct is based on national laws and regulations, as well as international conventions. These include the Universal Declaration of Human Rights of the United Nations, the Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization (ILO), and the United Nations Global Compact.

MEDICE uses a self-assessment questionnaire to check compliance with the standards and regulations stated in the Supplier Code of Conduct. In addition, the company reserves the right to conduct sustainability audits at suppliers' production sites. MEDICE also reserves the right to take appropriate measures against suppliers who do not fulfil these requirements, which can ultimately include the suspension or termination of the business relationship.

MEDICE aims to secure reliable procurement structures for the wild plants it requires through long-term contracts with GMP-qualified traders. Such agreements provide suppliers and stakeholders in the upstream value chain with greater planning certainty and can help to stabilise existing collection and delivery structures

in the long term. In this way, MEDICE helps to ensure the ongoing availability of suitable plant-based raw materials, particularly where cultivation is only possible to a limited extent.

S2-3 Measures and results

MEDICE continued to apply a risk-based approach to supply chain management in the reporting year. As sourcing is predominantly carried out directly within Europe, the inherent risks relating to human rights and fair working conditions are comparatively low. Although MEDICE has grown steadily in recent years, its scope for actively managing issues affecting workers in the value chain is limited by its comparatively low procurement volume.

MEDICE therefore continuously monitors regulatory requirements and industry developments in order to refine existing processes where necessary. There were no suspected breaches of our Supplier Code of Conduct in the reporting period.

S2-5 Facts and figures

- **100% of the suppliers audited in the reporting period were approved or requalified by MEDICE.**
- **In the 2025 reporting period, no suspected violations of our Supplier Code of Conduct were reported.**
- **We use our Integrity Tool to analyse our top 100 suppliers, who account for around 90% of MEDICE's procurement volume.**
- **In 2025, a total of 64 audits were carried out remotely or on site.**
- **For the reporting period, we are not aware of any cases of child, forced or compulsory labour in the supply chain or violations of the rights of indigenous peoples. Furthermore, we are not aware of any production sites or suppliers where the right to freedom of association and collective bargaining could be threatened.** S2-2

Healthcare provision

2 SBM-3 Context

Our products serve healthcare in general and make a significant contribution to demonstrably improving the state of health and quality of life of our patients, not only through pharmacological medicinal products, but also through innovative multimodal health solutions. Ensuring availability and continuous development are our core responsibilities. The material IROs listed below are relevant to management decisions.

In times of globalised but fragile supply chains, security of supply is a much-discussed topic. The MEDICE Health Family makes a positive contribution to this through the production and development of high-quality medicines and integrated health solutions at its long-established sites in Iserlohn and Ringelheim, and is aware of its responsible role in the value chain. That is our understanding of 'Made in Germany' – genuinely manufactured in Germany, not merely approved there on paper. It ensures that the treatments are effective and well tolerated.

2 IRO-2 Material IROs

Impact	Classification	Value chain	Time horizon
Affordability Efficient processes, a high degree of vertical integration and close relationships with suppliers help to reduce overall costs and ensure that the products remain affordable.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Digital health products Digital and evidence-based health products have a positive impact on recovery processes in patient care.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Digitalisation in the healthcare sector Digitalisation in the healthcare sector has a positive impact on the efficiency of healthcare provision.	**Potential, positive impact**	**Upstream and downstream, own activities**	**Short-term, medium-term, long-term**
Healthy nutrition Indication-based nutritional concepts complement existing therapeutic approaches and improve healthcare provision.	**Potential, positive impact**	**Own activities**	**Short-term, medium-term, long-term**
A healthier world MEDICE's products and services contribute to healthcare provision.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Health education Providing comprehensive information significantly enriches the debate on health.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Preventive healthcare MEDICE is working on preventive health education programmes that can have a positive impact on healthcare provision.	**Potential, positive impact**	**Downstream**	**Medium-term, long-term**
Availability of medicines Stable, predominantly European supply chains ensure a reliable supply of medicines.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
The use of AI in DiGAs The growing use of AI in digital health products is changing the expectations of users with regard to personalisation, interaction and user experience. Products that fail to take this trend into account risk losing market share.	**Risk**	**Downstream**	**Medium-term, long-term**
Shortages of intermediates, active ingredients and materials Shortages of intermediates, active ingredients and materials impair availability and can have an adverse impact on margins.	**Risk**	**Upstream**	**Long-term**
Single sourcing for active ingredients Reliance on a single supplier can impair our ability to supply in the event of a supplier failure, potentially affecting patient care.	**Risk**	**Upstream and downstream, own activities**	**Medium-term, long-term**

Risks	Classification	Value chain	Time horizon
Acceptance of DiGAs As a relatively new business area, DiGAs are currently in a development phase associated with the usual uncertainties regarding future market development.	**Risk**	**Downstream**	**Medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Gaining market share through an integrated therapeutic approach By expanding the existing product range to include multimodal services, MEDICE is increasingly pursuing an integrated approach combining therapy and therapy support. This integrated approach gives MEDICE the opportunity to gain market share in existing markets.	**Opportunity**	**Downstream**	**Short-term, medium-term, long-term**
A pioneer in the DiGA market Early entry into the German digital health applications market may also give rise to international market opportunities.	**Opportunity**	**Downstream**	**Medium-term, long-term**

S3-1 S3-4 Concept and objectives

Together, we work to improve people's health in as many areas as possible. With our health solutions, consisting of pharmaceutical therapies, digital treatments and nutritional concepts, we aim to provide patients with the best possible care during every stage of their illness.

MEDICE is transforming itself from a traditional pharmaceutical manufacturer into an integrated healthcare company with digital health applications and indication-led nutritional concepts. We contribute to the resilience of healthcare by enhancing our own ability to adapt in a world defined by volatility, uncertainty and complexity – through internationalisation, the growth of our established product portfolio and the development of innovative, multimodal therapy concepts. We aim to provide high-quality and safe healthcare. Promoting a healthy life for people of all ages and improving their well-being is one of the Sustainable Development Goals (SDG 3) defined by the United Nations. The MEDICE Health Family makes a special and inherent contribution to this in the domestic market and internationally by helping to ensure the provision of healthcare. The rapid pace of digitalisation and the call from practitioners and patients for interdisciplinary, patient-centric therapy concepts are changing the demands on the pharmaceutical industry and what is expected of healthcare. Artificial intelligence is also having a massive impact on the healthcare sector.

S3-2

The needs of healthcare professionals and patients are analysed continuously in each indication area. Evidence-based therapy solutions are developed in vertical and horizontal innovation processes involving the cross-sectional areas of expertise (see page 11). With these integrated health solutions and their ongoing development, MEDICE is creating a new dimension in healthcare. At the same time, we are also contributing to broad-based healthcare through our ongoing internationalisation. We provide effective, high-quality products and therapy concepts for an increasing number of people. Cost-reduction aspects in production are offset by rising expenses for regulatory authorisation processes and compliance with national regulations.

Affordability of medicinal products

As a pharmaceutical company manufacturing in Germany, MEDICE faces higher costs for energy, personnel, quality assurance and administrative processes than manufacturers producing in the Far East. It is therefore not surprising that more than three-quarters of the medicinal products available in Germany are now produced in the Far East, and only the final release takes place in Germany in order to be able to declare 'Made in Germany'. Manufacturing costs and pricing policy are therefore crucial for us in global competition. We aim to continuously monitor and reduce the cost of goods sold (COGS). To this end, we invest heavily in efficiency measures at our locations. We aim to further strengthen the customer's existing perception

of value for money. To achieve this, we work on pricing strategies in a structured manner and use specific market analyses to incorporate the opinions of our stakeholders and how they respond to price changes.

Health is a valuable asset worldwide. Since the price of a product reflects the value or benefit from the customer's point of view, the willingness to pay for effective medicines that provide relief in the event of illness is generally high. Nevertheless, the issue of affordability is much more relevant in many countries around the world than in relatively affluent industrialised countries. As a result, there is a particular focus on manufacturing costs and therefore greater flexibility in pricing. In strategic sourcing, price levels on the European markets are a key factor – particularly for certain active ingredients that are supplied by oligopolies or even monopolies. MEDICE benefits from a strong procurement setup. We manage the constant availability of active ingredients through long-term supplier relationships characterised by a high degree of flexibility. This stable network, which avoids short-term ad hoc purchases, helps reduce overall costs and thus supports the affordability of our products in international markets. On the active ingredient side, spontaneous changes are hardly possible due to the pronounced regulation in the GxP context.

Availability of medicines and public health
As a German manufacturer, MEDICE assumes responsibility for strengthening the supply of medicines. Shortening supply chains helps to increase security of supply at continental level. This is a key factor in public health, although acceptance of innovative DiGAs among customers and patients still varies from country to country. Forecasting also has a significant influence on the availability of medicines. MEDICE uses demand analysis methods and strategies for adapting flexibly to market changes, such as in the event of supply shortages among competitors. These aspects are integrated into its risk and opportunity management, including with regard to regulatory changes. The increasing complexity of global supply chains and growing geopolitical tensions can have widespread impacts and lead to supply shortages. We aim to further reduce our dependence on individual suppliers of active ingredients through strategic procurement in order to become more independent on the supplier side. We therefore try to maintain the share of our order volume with European supplier partners at over 90%.

We are investing extensively at the Iserlohn and Salzgitter sites in order to further optimise the required structures in terms of supply capability and efficiency. With a high level of vertical integration at our production sites, we ensure high supply reliability in our markets and pay particular attention to maintaining sufficient stocks of active ingredients. This ties up capital and places a noticeable strain on our working capital, but ultimately safeguards our ability to supply. By pursuing this location strategy and integrating sustainability aspects into our business strategy, we hope these factors will also be recognised as criteria in health insurance tenders. We can see that these practices are already being implemented in some other European countries. In the German market, initial developments are gradually emerging as some health insurers begin negotiating discount agreements.

Health education and preventive healthcare
MEDICE makes a significant contribution to enriching the health discourse with an extensive programme of training and educational events. Health education and preventive healthcare are key pillars of our multimodal health concept. The femfeel app is one example of our holistic concept for women aged 40 and over. Among other features, the app includes the course 'Progressive Muscle Relaxation for the Menopause', certified by the prevention certification body Zentrale Prüfstelle Prävention (ZPP). Many health insurers reimburse the cost of the course as a preventive healthcare benefit.

Mental Health: MEDICE has expanded its portfolio to include mental health services, enabling it to provide better support for patients at every stage of life. Katja Pütter-Ammer Foundation: The Managing Partner set up this foundation with the specific aim of promoting the mental health of children and young people, as well as their carers. Find out more about specialist events on Page 90.

S3-3 Measures and results

In the 2025 reporting period, the MEDICE Health Family systematically drove forward its ongoing transformation into an integrated healthcare company and thereby made a significant contribution to ensuring healthcare provision both nationally and internationally. By strategically expanding our portfolio in the existing therapeutic areas of Mental Health and Renal Care (nephrology and urology), as well as in Primary &

Consumer Care (PCC, OTC/OTX), through innovative, evidence-based medicinal products, digital solutions and nutritional concepts, we are making a significant contribution to the advancement of healthcare provision.

Internationalisation
Improving global access to effective and safe health solutions is at the heart of everything we do. In 2025, we further strengthened our international activities in both the over-the-counter (PCC, OTC/OTX) and prescription (Rx) segments. Through targeted regulatory authorisations and product launches, we help close existing care gaps and sustainably improve medical care in additional markets.

Expansion of existing therapeutic areas
With the launch of a new product within our well-known brand family in the field of respiratory diseases, we expanded our portfolio in 2025 to include a phytopharmaceutical medicine for acute treatment. The medicinal product is used as supportive therapy for viral colds.

Digital healthcare
The targeted expansion of digital health solutions is a useful complement to pharmacological care. Digital health applications (DiGAs) are making an important contribution to the transformation of the healthcare system. They enable personalised therapy options that help close gaps in care and strengthen patients' autonomy, and which are available anytime, anywhere.

In the reporting year, Medigital worked continuously on the further development of digital companion apps to horizontally supplement existing substance-based products. For example, DiGA designed to support parents of children with ADHD, as well as a DiGA for the digital treatment of adults with ADHD, received official regulatory authorisation from the Federal Institute for Drugs and Medical Devices in 2025. They can therefore be prescribed by doctors and reimbursed by statutory health insurers, making them part of standard healthcare provision in Germany. In addition, with the acquisition of the German digital health pioneer Selfapy in the reporting period, MEDICE has expanded its range to include evidence-based digital health applications in the field of mental health. This improves patients' access to mental healthcare and helps address existing gaps in provision, such as long waiting times for therapy. The initiative represents another important step on the journey from being purely a pharmaceutical manufacturer to becoming a provider of clinically validated multimodal health solutions.

Gastrointestinal health
There has been a growing global focus on microbiome research in recent years. Findings from science and research emphasise the relevance of the gut microbiome and its influence on health and the development of diseases. In this field, the MEDICE Health Family focuses on developing innovative health programmes to promote the microbiome and gastrointestinal health. Research results from the collaboration with the Luxembourg Institute of Health (LIH) on the microbiome, nutrition and the effects on gastrointestinal health already form the important basis of the MEDIBIOM programme.

The close integration of patients' health needs, experience from medical practice and new findings from microbiome research enables us to provide integrated health concepts for patients and treating physicians. By supporting the entire intestinal barrier, the MEDIBIOM programme promotes gastrointestinal health from the ground up and is therefore cause-oriented. We guide patients through the synergistic programme – including with digital solutions such as the MEDIBIOM app and our supporting phytonutrient products.

In the 2025 reporting year, MEDICE implemented key preparatory measures for the establishment of the MEDICE Nutrition Competence Centre (NCC). This included developing the concept for a scientifically sound overall programme, defining key areas for action, and establishing an interdisciplinary core team and an external network of experts in nutritional medicine and gastroenterology. Our long-term aim is to establish nutrition as an integral and practical part of everyday healthcare, strengthen the nutritional literacy of patients and healthcare professionals, and thereby promote preventive effects and support therapy across a range of indications.

S3-3 Facts and figures

- **Number of new authorisations in 2025, worldwide: 77** (2024: 57)
- **Overall result in the 2025 'markt intern' performance ranking of OTC providers: score 1.88 (overall ranking: 2)**

Corporate citizenship

2 SBM-3 Context

People's health is at the heart of our corporate identity. Rooted in North Rhine-Westphalia and connected to the world, almost 1,300 employees and an extensive international network of doctors, pharmacists and scientists work every day on new, pioneering medicinal products, ideas and care concepts for a healthier world. The positive contribution MEDICE makes to society through our regional sponsorship activities and social engagement directly reflects the social dimension of our understanding of health and is therefore an integral part of our corporate mission.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Regional sponsorship and social commitment Strengthening local communities and promoting regional development contribute to social success.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**

S3-1 S3-4 Concept and objectives

As a family-owned company, we are aware of our responsibility as a member of the local community. We see our social commitment as the outward expression of our values-based corporate culture.

Our goal is to strengthen social cohesion in the region through our cultural, social and environmental commitment and thereby support the social and environmental basis for health in the long term. This is because MEDICE does not view health in isolation as a medical matter, but rather as interrelated and mutually influencing dimensions. In turn, these form the structural basis for our social and regional initiatives.

S3-3 Measures and results

Promotion of regional culture
One focus is on promoting the coexistence of people in the region. A key objective of our support in this area is to preserve and increase cultural diversity.

Orgelstiftung Bauernkirche
The start of the 'OrgelGlanzLichter' organ concert series initiated by the Pütter-Ammer family marks the continuation of a project close to the heart of Dr. Sigurd Pütter. As a second-generation representative of the family, he played a key role in shaping MEDICE. Among his most significant recent projects, which he brought to fruition through his great dedication, are the restoration of the Bauernkirche country church and the donation of the newly built Grenzing organ. The four-manual organ, inaugurated in 2019, offers organists almost limitless possibilities in terms of sound and playing technique.

Elite and grassroots sport
We are actively involved in a wide range of sports – including ice hockey, basketball, football, tennis, table tennis and equestrianism. In doing so, we support the important work of sports clubs, which bring people together and provide opportunities to be active.

Iserlohn Roosters
One good example of our social commitment is our partnership with the Iserlohn Roosters. Since 2023, we have been the exclusive sponsor of the Roosters Kids Club and, among other things, organise a gathering in the MHF garden where children can discover nature through play. Furthermore, attending matches together during the season as team events strengthens interaction and camaraderie among our employees.

Iserlohn Kangaroos
Our support for the Iserlohn Kangaroos is focused on promoting basketball among children and young people. Through sport, they experience values such as social responsibility, team spirit and fairness, which also shape our corporate culture. For several years now, we have been organising the MEDICE Cup for young players, which has since evolved into the MEDICE World Championship.

Katja Pütter-Ammer Foundation
Since the Katja Pütter-Ammer Foundation was established in the spring of 2025, it has been dedicated to preventing psychological stress in children by providing targeted support for teachers and educational professionals. The foundation provides teachers and educational professionals with practical support through evidence-based lectures and coaching. The focus is on managing externalising behaviour such as inattention, restlessness, impulsivity and rule-breaking. Using scientifically proven and tried-and-tested strategies, the programme helps participants to cope with challenging situations, provide children with targeted support and further develop their own professional capabilities, with the aim of creating a school environment that promotes mental health over the long term.

The foundation is a charitable initiative set up by Dr. Katja Pütter-Ammer and operates independently of the business activities of the MEDICE Health Family.

S3-3 Facts and figures

- **Donations and grants to charitable organisations and associations in euros: EUR 127,364** (2024: EUR 124,550)
- **Sponsorship expenditure in euros: EUR 201,254** (2024: EUR 210,935)

Product quality and safety

2 SBM-3 Context

Ensuring product quality and safety is a fundamental prerequisite for the MEDICE Health Family's business operations and is closely linked to our commitment to providing reliable and effective healthcare. As a company in the healthcare sector, we have a special responsibility towards patients, the medical community and other stakeholders, which is reflected in our consistent adherence to high quality and safety standards.

Against the backdrop of our strategic development and our focus on evidence-based health solutions, the quality and safety of our products are of paramount importance in maintaining trust, ensuring security of supply and safeguarding the long-term success of our company. The targeted expansion of our sites in Iserlohn and at Schaper & Brümmer in Salzgitter helps to ensure a stable supply of high-quality products and to achieve our strategic growth and innovation objectives in the long term.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Health and well-being The development, production and distribution of innovative and evidence-based therapeutic solutions help to improve the quality of life of patients and those around them.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Product quality and safety (GxP) Closely monitored product quality ensures the corresponding level of product safety for patients.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
International pharmacovigilance As the company becomes increasingly international, the requirements for complying with different regulatory provisions on drug safety are also growing. Changes to the regulatory framework and collaboration with external business partners can present challenges when it comes to implementing and monitoring the relevant requirements.	**Risk**	**Own activities**	**Medium-term, long-term**
Pharmacovigilance processes Changes to business and organisational structures require the continuous development and adaptation of processes in the area of pharmaceutical safety. This entails risks associated with implementing new requirements on time and in compliance with regulatory requirements.	**Risk**	**Own activities**	**Medium-term, long-term**
Social media screening for reports of adverse drug reactions The increasing use of digital communication and information channels raises the requirements for identifying and processing safety-relevant information. Failure to record such information in full or in a timely manner can have regulatory and operational consequences.	**Risk**	**Own activities**	**Medium-term, long-term**
Increasing complexity in pharmacovigilance The continuous development of legal and regulatory requirements relating to drug safety calls for ongoing employee training and awareness-raising. Failure to adapt sufficiently to new requirements can lead to regulatory consequences and reputational risks.	**Risk**	**Own activities**	**Medium-term, long-term**
Medical Device Regulation (MDR) The increased requirements for medical devices arising from the European MDR may result in additional costs for further certifications.	**Risk**	**Own activities**	**Short-term, medium-term, long-term**
Variability of natural active ingredients The variability of natural active ingredients may mean that adjustments to a company's own processes – and, inevitably, to regulatory authorisations – become essential, resulting in additional costs.	**Risk**	**Own activities**	**Medium-term, long-term**

S4-1 S4-4 Concept and objectives

Given our special responsibility within the healthcare sector, our aim is to ensure the highest quality standards throughout the entire value chain and continuously improve our production and development structures.

Patient safety

The Health Family is deeply committed to creating a healthier world. To this end, MEDICE maintains continuous dialogue with industry target groups such as doctors, pharmacists and researchers. Our patients and their health and safety are at the centre of this exchange. The Medical department provides essential support in the regulatory authorisation process for pharmaceutical products. Applying ethical standards, we focus on the safety and efficacy of our products, which must be proven by preclinical and clinical data. As MEDICE is not a traditional research company in the pharmaceutical sector, but generally uses established active ingredients that have already been developed, preclinical studies are a rare exception and only take place within the framework of legal requirements. In contrast, clinical trials are being conducted to investigate the release kinetics, as well as the clinical efficacy and safety, of our medicinal products. Of course, all active ingredients and finished products pass through the required process stages up to regulatory authorisation.

2 GOV-3 **GxP framework (Good Manufacturing Practice – GMP; Good Distribution Practice – GDP; Good Clinical Practice – GCP)**

Quality management (QM), with its range of highly specialised and closely interlinked quality assurance and quality control measures, is of utmost importance to MEDICE as a pharmaceutical company. The overriding objective is to prioritise patient safety in every application.

The pharmaceutical industry is subject to GxP regulatory requirements. GxP is the collective term for quality and compliance standards covering specific regulated areas. The three central pillars of GxP are efficacy, safety and tolerability. They form the basis for all regulatory requirements and ensure that pharmaceutical products reliably produce the desired effect, are safe for patients and do not pose any unacceptable risks.

This includes, for example:

GMP = Good Manufacturing Practice
GDP = Good Distribution Practice
GCP = Good Clinical Practice
GEP = Good Engineering Practice
GVP = Good Pharmacovigilance Practice
GACP = Good Agricultural and Collection Practice
GAMP = Good Automated Manufacturing Practice

Within the MEDICE Health Family, compliance with GxP requirements is ensured by various clearly designated specialist departments, each of which has primary responsibility for its specific GxP area within the quality management system. Each of these departments also defines, documents and monitors the associated processes within its area of responsibility. MEDICE's quality management system thereby ensures that the strict regulatory requirements from the applicable national and international GxP guidelines are properly implemented internally by the specialist departments and can be verified at any time in an inspectable manner to continuously guarantee the high quality of our products. Quality assurance in the GMP and GDP areas begins as early as the supplier selection stage. All GMP/GDP-compliant suppliers are subject to the QS supplier qualification process. Purchasing may only order from QS-approved suppliers. A corresponding supplier qualification system has been established for this purpose, which also includes the auditing of the relevant manufacturers and service providers.

The Quality Management/Quality Assurance (QM/QA) department provides comprehensive systems and specifications for the implementation of quality assurance processes. These serve as the basis for official inspections, external audits and internal audits and must be documented in a comprehensible form. Digitised process descriptions, which are stored in the electronic document management system, are used for structuring and ensuring traceability. Documentation is structured in successive levels – from management handbook chapters and derived procedural instructions to detailed standard operating procedures (SOPs).

The Quality Control (QC) department is responsible for testing and releasing production batches for the market. As part of the goods-in process, it inspects all deliveries to ensure that the agreed quality specifications are met. This applies to all raw materials, packaging materials, intermediates and finished products.

Pharmacovigilance
Pharmacovigilance is an important aspect of patient safety. It is defined as all activities that deal with the detection, assessment, understanding and prevention of adverse drug reactions or other drug-related problems. The primary objective of pharmacovigilance is to protect people from harm caused by the adverse effects of medicinal products and to promote their safe and effective use. Pharmacovigilance thereby contributes to the protection of patients and public health. The main tasks of the Pharmacovigilance department are to evaluate reports of suspected adverse reactions to MEDICE products after regulatory authorisation and launch, and to continuously monitor the risks in relation to the benefits of each medicinal product. This regularly involves processing and evaluating adverse event reports and other safety-relevant information in accordance with a structured and highly regulated process. In this way, we ensure that risks are proactively minimised and communicated accordingly. The continuous monitoring of the risk-benefit ratio extends over the entire life cycle of a medicinal product. The processes are set out in standard operating procedures (SOPs) for pharmacovigilance. Pharmacovigilance at MEDICE therefore has the task of implementing the strict requirements of global regulations in an inspectable manner to ensure our products are always safe. These include the guidelines of the International Council for Harmonisation (ICH), the European Medicines Agency (EMA) and the Good Pharmacovigilance Practice (GVP) guidelines.

S4-3 Measures and results

Quality assurance and control processes for patient safety

2 GOV-3 Without our qualified employees at our sites, it would be impossible to develop integrated health products in line with market needs and to the highest international standards. Guaranteeing the customary, closely monitored product quality for the benefit of our customers is of utmost importance. MEDICE has established a comprehensive quality management system (QMS) that fulfils all legal and regulatory requirements, as well as the international requirements relating to quality, efficacy and safety. The QMS also ensures that the requirements of the applicable DIN EN ISO 13485 standard for medical devices are fully implemented.

The ‘Qualified Person’ according to Section 15 of the German Medicines Act (AMG) and Directive 2001/83/EC plays a central role within the company. They are responsible for ensuring that all pharmaceutical regulations are complied with during production, testing and batch release. MEDICE has appointed the legally required qualified persons for this purpose and integrated them into the corresponding areas of responsibility. For the area of medical devices, the role of Person Responsible for Regulatory Compliance (PRRC) has also been established in accordance with Article 15 of Regulation (EU) 2017/745 (MDR). At MEDICE, this responsibility is organised in a shared structure, with clearly defined duties assigned to several qualified individuals. This ensures that all regulatory requirements for the safety and performance of medical devices are met at all times and are demonstrably implemented as part of the QMS.

Good Manufacturing Practice (GMP)
The required GMP standards are complied with. This guarantees the consistently high quality of our products and the seamless documentation of all activities from receipt of the raw material to the final inspection of the finished product. A quarterly Quality Circle is held as a quality management review in accordance with EU GMP guidelines. Within this framework, the relevant heads of department coordinate current and regulatory issues and report on KPIs. The management team attends the meetings and is also informed in writing about the content and results discussed.

As part of our international expansion, preparatory measures for regulatory authorisations have been significantly expanded. Depending on whether Mutual Recognition Agreements (MRAs) – agreements on the mutual recognition of regulatory inspection systems – are in place, inspections are also carried out by international authorities. At the same time, the number of external audits by international distribution partners has increased significantly due to specific requirements for quality standards. The company will continuously monitor these developments and, if necessary, take targeted measures to fully comply with the regulatory requirements. In particular, this includes the strategic adjustment of resources in the Global Operations Pharma (GOP) area to ensure sustainable compliance and competitiveness. During the 2025 reporting period, our specific manufacturing processes in the sterile area were inspected by the relevant regulatory authority; we were able to successfully demonstrate compliance with regulatory requirements, and our existing manufacturing authorisation was consequently extended.

S4-2 **Pharmacovigilance**

Information on potential side effects or other risks when using a MEDICE product is received from studies, literature, doctors, pharmacists or other industry target groups, as well as from patients directly or via MEDICE employees. In addition, the structured analysis of possible dialogue formats, including social media channels, has also served as a source of side effects or other risks for some time. Some of these are screened by MEDICE employees or recorded using filter tools. The email address drugsafety@medice.de is available for persons wishing to send their own reports to MEDICE's Pharmacovigilance department. Pharmacovigilance is responsible for the scientific and medical evaluation of these reports and for forwarding them to the authorities and MEDICE's international partners in accordance with regulations and contracts.

Pharmacovigilance is also responsible for the qualified and compliant exchange with health authorities on patient safety issues relating to MEDICE products. This can take place in the form of requests from authorities or in the context of periodically prepared safety reports. Safety-relevant information received and identified by MEDICE Pharmacovigilance is evaluated both individually and on a regular, consolidated basis as part of signal management, with a focus on identifying new risks or new information relating to known risks. This serves to identify new risks as early as possible and to inform patients and healthcare professionals promptly. The established pharmacovigilance database will ensure efficient, harmonised and compliant processing of safety-related reports. Greater process automation, improved data structuring and a transparent overview of cases help to shorten processing times, reduce sources of error and provide targeted support for both internal and external communication. At the same time, the system is designed to cope with growing volumes of data, new partnerships and international requirements, thereby making an important contribution to ensuring product quality and patient safety on an ongoing basis as the company grows.

In addition, the Pharmacovigilance department regularly reviews the medical and scientific data with regard to new information on the safety of MEDICE medicinal products. It also evaluates this information in terms of significant risks and any resulting pharmacovigilance or risk-minimisation measures that should be implemented to protect patients. Pharmacovigilance negotiates pharmacovigilance agreements with partners and subsidiaries in order to establish and maintain international standards and processes for MEDICE products in compliance with the regulations. These standards and processes are continuously reviewed for deviations and analysed to determine the need for corrective and preventive actions. This deviation and CAPA (Corrective and Preventive Action) management includes not only MEDICE's partners and subsidiaries, but also the company's internal processes and standards.

Pharmacovigilance audits of subsidiaries and MEDICE partners are also carried out regularly to check the conformity of the agreed processes and ensure patient safety. Furthermore, MEDICE's pharmacovigilance system is regularly inspected by authorities such as the Federal Institute for Drugs and Medical Devices (BfArM).

S4-3 Facts and figures

Complaint rate due to pharmaceutical and technical defects

- **At 0.004‰ (2024: 0.003‰), the rate was well below the target value of <0.01‰. This corresponds to four complaints per million products sold.**

Rate DC procedure/production orders

- **Target value: <6.0%**
- **Actual value: 6.3%** (2024: 4.9%)

The rise in the figure is due to improved reporting practices and greater awareness. The increase should not be interpreted as a decline in quality, but rather as a positive outcome of an actively practised quality culture.

Service quality

2 SBM-3 Context

In a digitally connected healthcare market that we are actively helping to shape with innovative and integrated health solutions, high service quality is a decisive success factor. It enhances security of supply and builds confidence in our products and services. Reliability and security of supply remain essential in this regard. At the same time, speed, efficiency, personal availability and flexibility are becoming increasingly important. The evolution into the integrated and internationally positioned MEDICE Health Family is closely linked to a consistent focus on service. By systematically promoting customer satisfaction and further developing our services in line with the needs of pharmacies, clinics, wholesale partners and other stakeholders, we support both growth and internationalisation in equal measure, while managing the material impacts, risks and opportunities associated with these objectives accordingly. Service quality is therefore not merely an operational benchmark, but a strategic lever for effectively bringing our interconnected offerings to market and creating sustainable added value for our customers.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Customer satisfaction Providing services in line with customer needs has a positive impact on customer satisfaction.	**Current, positive impact**	**Downstream**	**Short-term, medium-term, long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Sustainable added value through services By systematically aligning our services with the needs of pharmacies, hospitals, wholesale partners and other stakeholders, and by harnessing digital innovation, we support the MEDICE Health Family's growth and internationalisation.	**Opportunity**	**Own activities, downstream**	**Medium-term, long-term**

S4-1 S4-4 Concept and objectives

Customer service is centralised within the Global Logistics & Customer Service Centre and acts as the main point of contact for orders, delivery status enquiries, returns and complaints. High availability across a range of modern communication channels, combined with close coordination with logistics and quality management, ensures reliable, solution-oriented support. The ongoing digitalisation of service processes and the use of defined key performance indicators promote transparency, efficiency and the continuous improvement of service quality.

Customer satisfaction and service

The MEDICE Health Family platform has been created as a central point of contact that will offer added value for end customers, pharmacies, doctors and practice teams. The integrated Service Cloud, an important contact channel for our Customer Service Centre, enables service enquiries to be handled in a structured and quality-assured manner, thereby making a significant contribution to continuously improving service quality and strengthening customer relationships over the long term. The Service Cloud enables us to respond flexibly to customer enquiries from across the market. We aim to process enquiries within one day, from receipt to completion. For returns and complaints, we need slightly longer due to the coordination processes with external service providers. As our product portfolio is progressively expanded to include digital health applications (DiGAs), first-level support for these applications is also provided by the Global Customer Service Centre.

Another important factor influencing customer satisfaction is availability. The availability of hotline staff from Monday to Friday between 8:00 a.m. and 6:00 p.m. is complemented by a 24/7 chatbot that can be used to check order status and access other information. By ensuring constant availability, we achieve good satisfaction ratings. The main users are pharmacies, pharmaceutical wholesalers, hospitals, key accounts and partners of our new business units, who contact us with a wide range of enquiries.

Logistics processes
We see the in-house management of logistics as a logical step in the further development of our customer relationship management. Through our logistics processes, we aim to meet the highest standards in terms of quality and flexibility, and to achieve high process reliability and cost efficiency. Delivering on time and in line with our customers' needs is extremely important to us. Our integrated goods distribution concepts enable efficient and effective logistics processes, thereby providing the basis for realising synergies between service orientation and logistics.

S4-3 Measures and results

Logistics processes
Our distribution centre, which was completed in 2024, was successfully put into operation in the reporting period. Through in-sourcing in the area of goods distribution, we can now exert greater influence over sustainable, service-oriented logistics concepts. This investment was necessitated by the strong growth momentum and increasing internationalisation of our business.

The successful go-live of the new distribution centre was accompanied by the introduction of a new warehouse management system in 2025. This has enabled us to further standardise and digitalise our core logistics processes. System-supported management of customer order processing, warehouse and inventory management, and export handling enhances process reliability and supports dependable, on-time delivery.

During the roll-out phase, processes were closely monitored and continuously optimised to ensure the sustained stabilisation of service quality.

New central warehouse for controlled drugs storage
With the construction of the new central warehouse for controlled drugs storage at our Iserlohn site, we are making a targeted investment in a future-proof, regulatory-compliant and scalable logistics infrastructure to ensure a high level of service quality. The project consolidates and safeguards controlled drugs logistics, optimises intralogistics and improves the reliable supply of national and international markets through greater availability, shorter response times and stable supply processes. Initial preparatory construction work began at the end of 2025.

S4-3 Facts and figures

- **Delivery accuracy (DA)**
  Delivery accuracy indicates how many orders were delivered without incidents resulting in incomplete or delayed deliveries. We express this as a proportion of the total number of orders. The defined DA target in 2025 was 95% (2024: 95%). The target was not achieved in 2025. The failure to meet the targets was primarily attributable to the changes described in the 'Measures and results' section. Over the course of the reporting period, a steady increase in the degree to which targets were met was observed. Accordingly, we are optimistic that we will achieve the target set from next year onwards.

- **Total returns rate**
  The total returns rate is made up of various return reasons, which we analyse in detail. The target returns rate set for 2025 was < 1.5%. With a returns rate of 1.2%, the target was achieved in the reporting period.

- **Total number of enquiries received by the Customer Service Centre in 2025: 80,621 customer enquiries** (2024: > 100,000)

- **Percentage of customers who rated the service transaction: 0.02%** (2024: 0.09%)

Marketing and labelling

2 SBM-3 Context

The marketing and labelling of medicinal products are subject to legal due diligence requirements. Advertising restrictions play an important role from both a risk and compliance perspective. In addition to the German Act Against Unfair Competition (UWG), there are further specific legal provisions governing the advertising of medicinal products. Of particular relevance is the German Drug Advertising Act (HWG), which regulates product-related advertising for prescription-only and pharmacy-only medicinal products, and to some extent for medical devices. MEDICE actively promotes appropriate communication practices in the pharmaceutical sector to ensure the quality of advertising claims or product information.

Our integrated understanding of health, together with the values we put into practice as a family-owned company, create the trust we need among our stakeholders as a business in the healthcare sector. Managing the material impacts and risks relating to marketing and labelling within the context of product communication has a significant influence on this.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Responsibility in sales and marketing Irresponsible product communication, involving exaggerated claims of efficacy or a lack of transparency, can result in unfair competition.	**Potential, negative impact**	**Own activities, downstream**	**Long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Risk of legal action, e.g. if product efficacy is exaggerated The PCC segment in particular is a highly competitive environment for MEDICE, in which litigation cannot be ruled out despite the utmost care being taken when formulating claims regarding product efficacy.	**Risk**	**Downstream**	**Medium-term, long-term**

S4-1 S4-4 Concept and objectives

We aim to place products on the market strictly in accordance with the specifications defined in the regulatory authorisation process. In addition to pharmaceutical qualities and effects, this also includes product labelling and consumer information.

Details on the packaging and the packaging insert are strictly regulated and form part of the regulatory authorisation process. They are therefore closely monitored internally and externally. As part of the GxP concept, they are subject to the management principles and audits already described at various points in this report. MEDICE has implemented a structured approval process involving various specialist departments in order to guarantee the quality of the advertising claims made or the necessary product information at all times. In 2023, MEDICE took over the sales activities of Schaper & Brümmer and now also oversees the related communication and labelling.

MEDICE itself actively influences communication practices in the pharmaceutical sector. For example, MEDICE's Head of Legal and IP has served as the Deputy Chairman of INTEGRITAS (association for ethical advertising of medicinal products) for years.

In addition to complying with statutory requirements, MEDICE follows the 'Kodex für Arzneimittel und Kooperation im Gesundheitswesen e.V.' (AKG Code of Conduct), published by AKG e.V., the largest organisation for voluntary self-regulation in the pharmaceutical industry. It defines the framework

governing how communication with healthcare professionals (HCPs) may be conducted and is a key instrument in combating corruption in the healthcare sector. Some of our foreign subsidiaries have also committed to their country-specific pharmaceutical codes of conduct.

To establish a Group-wide minimum standard and take account of the corruption and reputational risk in this area, a global guideline on dealing with HCPs has been drawn up, which – unless a country-specific pharmaceutical code of conduct specifies stricter rules – represents a kind of minimum standard for all MEDICE companies.

As part of the roll-out of our omnichannel strategy, our aim is to integrate marketing, sales and service activities across all channels to ensure consistent, transparent and target-group-specific communication. By centrally managing all relevant communication channels – from personal contact and digital platforms to newsletters – we lay the foundations for consistent communication with our business partners and end consumers. The key guiding principles here are customer focus, transparency of information and the consistent presentation of product and brand messages across all channels. S4-2

S4-3 Measures and results

The key measure taken in the 2025 reporting period to implement our omnichannel strategy was the migration of our corporate website to the new MEDICE Health Family platform. This has created a centralised, structured way of accessing product and health information. The platform has a hybrid structure and clearly distinguishes between generally accessible content for end users and more in-depth specialist information for healthcare professionals. The specialist portal forms a central pillar of the platform and provides product information, health solutions and further specialist content. The technical integration with the central product information management and digital asset management software (PIM/DAM system) ensures that content is maintained consistently, can be found quickly and is always up to date. Our PIM/DAM systems ensure the quality and consistency of product data and enable audit-proof approval workflows to be initiated.

S4-3 Facts and figures

- **In 2025, a preliminary injunction was issued against MEDICE in one case (2024: one case) relating to non-prescription products, requiring the company to refrain from using certain advertising claims in future.**
- **Number of active users across the entire Health Family platform: 31,436**
- **Number of registered users on the specialist portal (HCP): > 50,000**

Specialist events

2 SBM-3 Context

Every year, the MEDICE Health Family organises a large number of events at the company's Iserlohn site and in hotels and other event locations. These formats form part of our strategic stakeholder dialogue: They enable us to ensure reliable access to up-to-date, science-based information and enhance the quality of care through the exchange of knowledge and experience with our stakeholders.

We regard the regular provision of information on relevant product-related matters, changes to the product portfolio, and new indication-based findings and studies not only as a regulatory and professional obligation of a pharmaceutical manufacturer, but also as an important contribution to implementing our corporate strategy and advancing pharmaceutical and medical discourse. To this end, we actively manage the material impacts, risks and opportunities.

Our commitment to organising these events responsibly stems not only from intrinsic motivation, but also from our desire to demonstrate our holistic understanding of health.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Provision of information at specialist HCP events Comprehensive training and information for healthcare professionals help to improve the provision of health information.	**Current, positive impact**	**Own activities, downstream**	**Short-term, medium-term, long-term**
Communicating our integrated understanding of health through responsibly organised specialist events Through responsible event management, carefully selected promotional items and health-conscious catering, we raise awareness among customers and patients of the importance of using resources responsibly, while also strengthening 'The Health Family' umbrella brand.	**Current, positive impact**	**Own activities, downstream**	**Long-term**
Opportunities	**Classification**	**Value chain**	**Time horizon**
Responsible specialist events Strengthening business relationships by communicating the MEDICE Health Family's integrated understanding of health at resource-efficient specialist events and other events.	**Opportunity**	**Own activities, downstream**	**Medium-term, long-term**

S4-1 S4-4 Concept and objectives

Provision of information

Our goal is to meet the highest information standards in relation to our health solutions and to provide a wide range of information resources for our specific target groups. The Medical department, organised into three specialist teams, provides the relevant information. In a process governed by standard operating procedures (SOPs), the Information Officer is responsible for ensuring that scientifically substantiated product information is communicated in compliance with legal requirements and established quality standards. This ensures that access to information is clearly defined from an organisational perspective, verifiable and embedded within the internal control mechanisms. Qualified medical advisors ensure that MEDICE maintains a dialogue on specialist matters primarily with doctors and pharmacists, but also with end customers. Another part of our concept is to publish our own

scientific findings in specialist journals and to translate both these and other current, relevant publications into training and educational content. These are carefully tailored for our own field staff as well as for various industry target groups, ensuring the content is adapted to their specific formats and needs.

Communicating our integrated understanding of health
The ongoing development of concepts for sustainable events gives us the opportunity to convey our values, standards and credibility to stakeholders even more effectively through this communication channel. Within the market, there is already a growing awareness of this topic – from the choice of venue and travel arrangements to the selection of food and beverages and the materials used. Further information on the specific design of sustainable events can be found under the material topic 'Resource management' (see page 56).

S4-3 Measures and results

2 SBM-2 **Provision of information**
As part of train-the-trainer programmes, both internal and external experts receive ongoing information and training to enable them to engage knowledgeably with healthcare professionals (HCPs). The Medical department also supports the exchange of information at national and international specialist conferences by organising industry symposia and hosting 'Meet the Experts' sessions at exhibition stands. It also presents clinical trial data on MEDICE medicines at medical education events.

In the 2025 reporting period, hundreds of information events were held with relevant stakeholders from the specific therapeutic areas of our product portfolio and beyond. We thereby ensured access to information about our own products while also creating spaces for mutual knowledge transfer. The ideas arising from the events are systematically documented and used to drive new innovations.

When organising in-person events, attention is already given to existing sustainability certifications when selecting the venue. Online-only formats or hybrid events are also organised to limit the negative impact on the environment. To coordinate information related to event participation, MEDICE operates its own microsite, which also allows participants to book a Deutsche Bahn event ticket, for example. The aim is to make it easier to travel to the event by public transport rather than by car. Car pools can also be coordinated via the microsite.

Communicating our integrated understanding of health
At specialist events held on the Iserlohn campus, we always ensure that our integrated understanding of health and our sustainability ambitions are communicated in a way that is accessible to the audience, thereby raising awareness of sustainability topics. For example, sustainable4U had its own stand at our ADHD eXperience and PTA Family Event in May 2025, where it presented approaches to sustainable event management described under the material topic 'Resource management'. 2 SBM-2

S4-3 Facts and figures

- **In 2025, a total of 1,518 events were held with more than 20,450 participants.**
  (2024: 1,432 events with 23,650 participants)

Data protection

2 SBM-3 Context

Through a comprehensive data protection management system, MEDICE ensures the safety of personal data, the protection of privacy, the respect of personal rights and the upholding of the constitutional right to informational self-determination to the greatest possible extent. Data protection management is trust management. The responsible handling of health and customer data is therefore a core element of MEDICE's identity, making effective management of the material IROs listed below essential. The loss of sensitive customer or patient data can have long-term and often irreversible financial or social consequences for those affected.

Accordingly, data protection requirements are systematically integrated into the selection and implementation of new IT systems, into product development, and into study and research processes, and are further developed where necessary by adapting processes, roles and controls. In this way, MEDICE addresses both short-term operational requirements and long-term implications for reputation, market access and innovation capacity, and ensures that resources are made available for governance, training and technical safeguards.

2 IRO-2 Material IROs

Impacts	Classification	Value chain	Time horizon
Breach of data protection A breach of data protection relating to sensitive customer and patient data poses a potential negative impact and can have serious economic and social consequences for those affected.	**Potential, negative impact**	**Downstream**	**Long-term**
Risks	**Classification**	**Value chain**	**Time horizon**
Data breach When handling sensitive customer and patient data, there is always a risk of a data leak, which could result in a compliance breach under the GDPR and therefore be penalised with fines. Consequently, there is a risk of reputational damage.	**Risk**	**Own activities**	**Long-term**

S4-1 S4-4 Concept and objectives

The aim in the context of data protection is to strengthen the trust of patients, customers, HCPs, employees and business partners in data protection at MEDICE as the basis of our integrated health solutions and essential study and research projects. In addition, the focus is on reducing risks in connection with data protection breaches and penalties.

In the area of data protection, all requirements under the GDPR are met as far as possible. Patient data is handled with the utmost care. This applies to all data relating to clinical trials and to other areas, such as personnel management, pharmacovigilance (PV) and digital products of the MEDICE Health Family. Access to personal data is based on the 'need-to-know' principle. MEDICE processes personal data exclusively in accordance with the principles of data minimisation and purpose limitation as set out in the GDPR and, where applicable, the DiGA Regulation, and carries out ongoing checks to ensure that the privacy of data subjects is protected at all times.

MEDICE pursues a comprehensive data protection concept that ensures the greatest possible protection of personal data in all areas of the business. In accordance with the legal requirements, a Data Protection Officer (DPO) has been appointed, who is additionally supported in technical matters by a data protection

specialist. All employees and external data subjects can contact the data protection team at any time with any questions or concerns. The data protection team is also closely involved in the implementation of new software and apps, as well as prior to the launch of clinical trials, observational studies and other research projects involving the collection and processing of personal data. All employees receive regular training on data protection. To ensure ongoing compliance with data protection standards, regular audits are carried out in designated areas.

S4-3 Measures and results

In the case of clinical trials, observational studies and research projects, MEDICE processes only pseudonymised data if these are carried out on behalf of MEDICE by a contract research institute or a test centre, thereby largely eliminating any direct link to individuals.

When MEDICE conducts observational studies or product tests itself, participants' personal data (such as consent forms and contact details) is stored separately from the pseudonymised survey and test data, with appropriate access protection in place. Only the pseudonymised data is used for evaluating the observational studies and product tests, thereby largely excluding any direct link to individual participants.

During the 2025 reporting period, preparatory measures were taken to standardise and harmonise processes across the Group for conducting clinical trials, non-interventional studies, research projects and product testing, while also simplifying internal procedures such as reporting and information request processes. The aim of this standardisation is to ensure consistently high data protection standards across the Group.

MEDICE ensures that data protection standards are adhered to and continuously improved in this area through regular employee training and technical checks. The consistent authorisation concept and data encryption help prevent data protection incidents and strengthen the trust of those affected.

In 2026, all employees are to be trained in data protection standards via a new, dedicated training platform.

Facts and figures

S4-3 **As in 2024, no reportable breaches were identified and no fines were imposed in the 2025 reporting year.**

Annex

ESRS content index

2 IRO-2

MEDICE reports in accordance with the ESRS for the period from 1 January 2025 to 31 December 2025.

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	S4-3	Actions and resources related to consumers and end-users	84, 87, 89, 91, 93	
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E1-6 Accounting methods and sources of emission factors

Scope 3 categories	Accounting methods	Sources of emission factors
3.01 Purchased goods and services	Hybrid: Spend-based method Activity-based method	Exiobase[1], 2019 U.S. Government[1] (EPA) FOEN:2025 Database OpenIO-Canada[1] UK Government (BEIS[1]) Market Economics Limited[1] Cornerstone Sustainability Data Initiative, USA[1] Ifeu Institute Supplier PCF Report
3.02 Capital goods	Spend-based method	Exiobase[1], 2019 UK Government (BEIS[1]) Cornerstone Sustainability Data Initiative, USA[1] Watershed (CEDA)[1]
3.03 Fuel- and energy-related activities	Activity-based method	Carbon Footprint Ltd. 2023 German Environment Agency CCF factors, V2.1
3.04 Upstream transportation and distribution	Supplier-specific method Activity-based method	German Environment Agency CCF factors, V2.1 MEDICE Scope 3 calculation 2023
3.05 Waste generated in operations	Activity-based method	FOEN:2025 Database Transport emissions from service providers
3.06 Business travel	Supplier-specific method Activity-based method	CO_2 value calculation by MEDICE German Environment Agency CCF factors, V2.1 Exiobase[1], 2019 U.S. Government[1] (EPA) UK Government (DEFRA 2025) Cornerstone Sustainability Data Initiative, USA[1] Market Economics Limited[1]
3.07 Employee commuting	Distance-based method	German Environment Agency CCF factors, V2.1
3.08 Upstream leased assets	Activity-based method	German Environment Agency CCF factors, V2.1 Carbon Footprint Ltd. 2023
3.09 Downstream transportation and distribution	Distance-based method Scenario-based method	German Environment Agency CCF factors, V2.1
3.11 Use of sold products	Scenario-based method Distance-based method	MEDICE Scope 3 calculation 2023
3.12 End-of-life treatment of sold products	Activity-based method	FOEN:2025 Database

[1] Retrieved from the Climatiq database [4].

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External assurance
No external assurance was conducted.

Editorial notes

2 BP-1 MEDICE Arzneimittel Pütter GmbH & Co. KG's reports in accordance with the European Standards for Sustainability Reporting (ESRS Drafts, 11/2025). The sustainability report covers our own business operations. Based on our materiality analysis, our reporting extends to the upstream and downstream value chains, insofar as this applies to the respective policies, measures, key performance indicators and targets. The overview of the disclosures pursuant to ESRS 2 IRO-2 (ESRS content index) can be found on Pages 94 et seq.

This sustainability report is the third to be published by MEDICE Arzneimittel Pütter GmbH & Co. KG as part of its annual reporting cycle. The reporting period corresponds to the financial year from 1 January 2025 to 31 December 2025. In some cases, more recent information up to the editorial deadline in June 2026 has been included and clearly indicated.

For the sake of readability, gender-neutral language has been used throughout this report. For personal pronouns, the singular 'they' refers equally to all genders.

System limits

The reporting of MEDICE Arzneimittel Pütter GmbH & Co. KG was prepared on a consolidated basis and includes the scope of consolidation of companies over which a controlling influence can be exercised, as shown in the diagram on page 25. The scope of consolidation for the annual financial statements and the sustainability report are the same, unless otherwise indicated in connection with specific disclosures. The information from the following subsidiaries has not yet been fully incorporated due to their recent integration into the Group: Selfapy, Germany.

This sustainability report takes into account the material impacts, risks and opportunities of the MEDICE Health Family across its value chain. Sustainability aspects of both upstream and downstream activities have been carefully identified and assessed as part of the materiality analysis. The option has been exercised to omit information relating to intellectual property, know-how or innovation results. With regard to exemptions from reporting requirements due to differences in national law, use was made of the protection clause under Section 286(4) HGB (German Commercial Code) with regard to the disclosure of Managing Directors' remuneration.

Time horizons

The base year for all relative disclosures of development processes is the 2023 financial year, unless explicitly stated otherwise.
In preparing this sustainability report, MEDICE applies the time horizons set out in ESRS 1:

a) for the short-term time horizon: the period used by the company as the reporting period in its financial statements,
b) for the medium-term time horizon: the period from the end of the short-term reporting period referred to in point a) up to five years, and
c) for the long-term time horizon: more than 5 years.

Estimates relating to the value chain
In some cases, data on the upstream and downstream value chain have been estimated using indirect sources such as sector averages or other proxy data.

Estimates, sources of uncertainty and underlying assumptions are mentioned accordingly in the respective chapters.

Changes to sustainability information
The CO_2 factors for electricity and calorific values (Scope 1 and 2) were updated for 2024 on the basis of new findings and therefore differ from the figures set out in the Sustainability Report published for 2024.

Disclosures pursuant to other legal requirements
MEDICE has included information in this sustainability statement that is based on other legal requirements under which we are obliged to disclose sustainability information, or on generally recognised sustainability reporting standards and frameworks.

Incorporation of information by reference
No ESRS disclosure requirements have been incorporated by reference.

Phase-in options
In future, information on phased-in disclosure requirements (phase-in options) will be included in the tabular overview under ESRS 2 IRO-2 from Page 94. 2 BP-2

Together for a healthier world

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