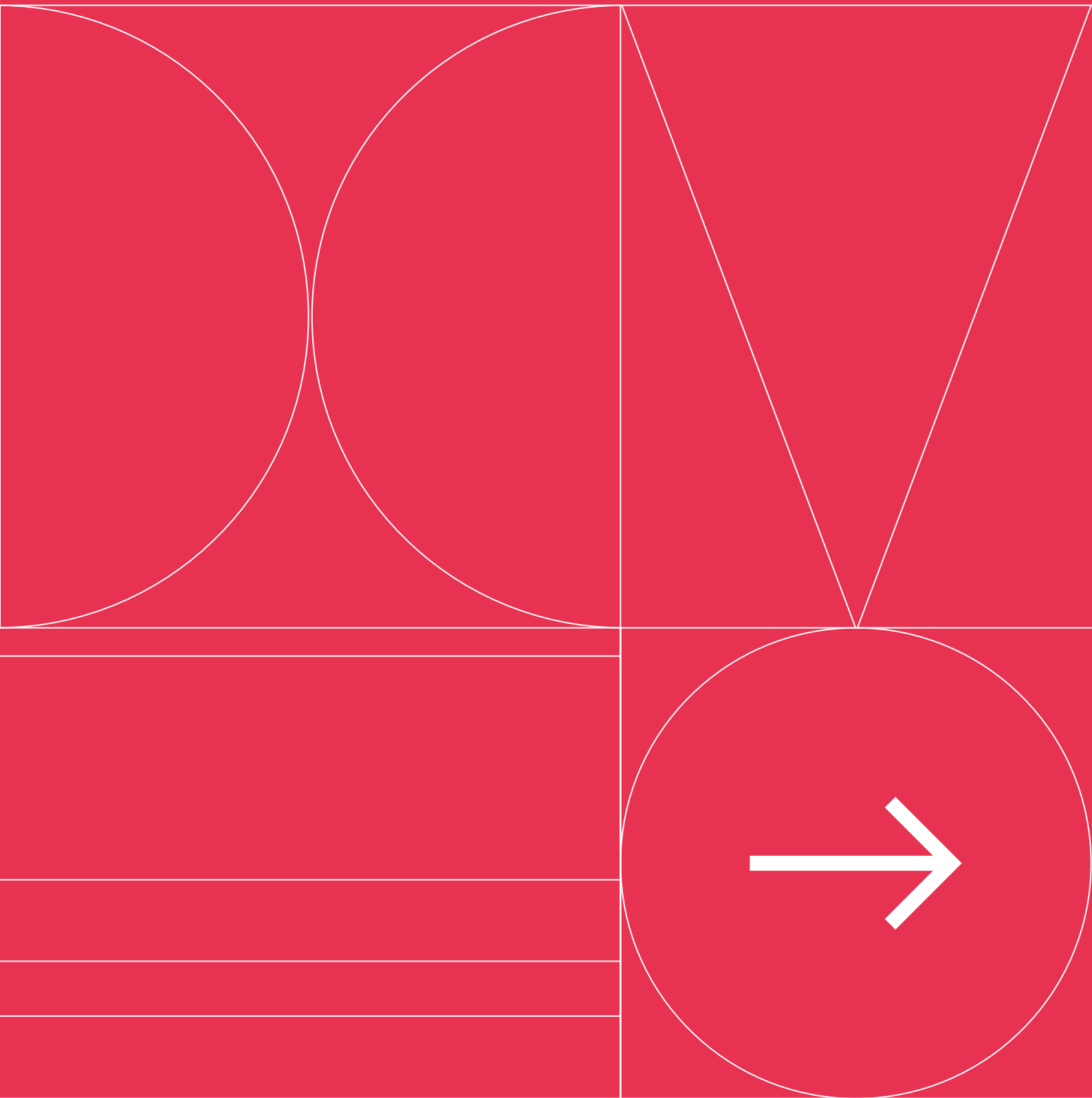


Annual Declaration

2024



Medios AG, Berlin
Securities identification code (WKN): A1MMCC
ISIN: DE000A1MMCC8

2024 ANNUAL DECLARATION

Declaration of the Executive and Supervisory Boards of Medios AG on the recommendations of the "Government Commission for the German Corporate Governance Code" pursuant to Section 161 of the German Stock Corporation Act (AktG)

Pursuant to Section 161 of the German Stock Corporation Act (AktG), the Executive and Supervisory Boards of Medios AG ("the company") declare the following:

Declaration of the Executive and Supervisory Boards of Medios AG on the recommendations of the "Government Commission for the German Corporate Governance Code" pursuant to Section 161 of the German Stock Corporation Act (AktG) Pursuant to Section 161 of the German Stock Corporation Act (AktG), the Executive and Supervisory Boards of Medios AG ("the company") declare the following:

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

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

Recommendation C.1 of the Code: The Supervisory Board should specify concrete objectives regarding its composition and develop a profile of skills and expertise for the entire board. In doing so, the Supervisory Board should pay attention to diversity. The competence profile of the Supervisory Board should also include expertise on sustainability issues of importance to the company. Proposals by the Supervisory Board to the Annual General Meeting should take these objectives into account and at the same

time strive to fill out the skills profile for the entire board. The status of implementation should be disclosed in the form of a skills matrix in the declaration on Corporate Governance. This should also provide information on what the shareholder representatives consider to be an appropriate number of independent shareholder representatives on the Supervisory Board and the names of these members.

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

In order to ensure that it performs its statutory duties in accordance with its obligations, the Supervisory Board will continue to be guided in its election proposals primarily by the knowledge, skills and experience of the candidates under consideration. The Supervisory Board has published a general skills profile and a skills matrix in the declaration on Corporate Governance. Beyond this, the company is of the opinion that reaching an age limit in particular does not allow any conclusions to be drawn about the competence of a Supervisory Board member. While the Supervisory Board pays attention to diversity, the board does not consider it necessary or appropriate to set specific targets or quotas in advance that go beyond the legally required target quota for women on the Supervisory Board in accordance with Sec. 111 Para. 5 AktG, as this would generally restrict the selection of suitable candidates with a Supervisory Board consisting of only four members. Accordingly, the declaration on Corporate Governance does not include any reporting on objectives in this regard. The proportion of women on the Supervisory Board currently stands at 25%, in line with the target quota for women (Sec. 111 Para. 5 AktG).

Berlin, March 26, 2024

Medios AG
Executive and Supervisory Boards

