



 **MEDIS**

**SUSTAINABILITY
REPORT
2025**

**SHAPING
TOMORROW**

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About the Report

Entity	Medis, farmacevtska družba, d.o.o.
Headquarters	Brnčičeva ulica 1, 1231 Ljubljana-Črnuče, Slovenia
Entity Identifier	SI50230484
Entity Identifier Scheme	https://euid.eu/
Reporting Period	1.1.2025 - 31.12.2025
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Decimal Separator	, (Comma)

This report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), released by the European Commission on 30 July 2025. The report is prepared on a consolidated basis, covering Medis, farmacevtska družba, d.o.o. and all subsidiaries listed in Chapter 1.

The reporting period covers the period from 1 January 2025 to 31 December 2025, with comparative data for 2024 and, where available, through 2022 to enable comparison of sustainability performance over time.

The report includes full disclosures from both the Basic and Comprehensive modules. In addition to the mandatory disclosures required under the VSME sustainability reporting standard, Medis voluntarily reports further environmental, social, and governance information aligned with the EcoVadis assessment framework. These voluntary disclosures reflect our commitment to transparency and continuous improvement beyond regulatory expectations. All voluntary disclosures are clearly marked with an asterisk (*) throughout this report.

Data used in this report originates from internal company systems, energy suppliers, property managers, and service providers. GHG emissions were calculated in accordance with the GHG Protocol and verified under the ISO 14064-3 standard.

Where direct measurement was not available - particularly for water withdrawal in certain rented spaces and waste quantities for offices outside Slovenia - estimates were used based on available data and established calculation methods. These methodologies are described in detail in Appendix B.

A Message from CEO

As a family-owned company, we are not only building a business for today and tomorrow, but preserving its strength, integrity, and environment for the generations that will follow. The decisions we make shape our company and also have an impact on society and the world around us.

This is why sustainability at Medis is not an add-on, but a responsibility we actively manage and measure.

The year 2025 marked the conclusion of our previous strategic period and laid a solid foundation for what comes next. With PRIME 2030, starting in 2026, we are entering a new phase that builds on our growth while bringing more focus, discipline, and clarity to how we make decisions.

This applies equally to how we grow our business and how we take responsibility for our impact.

In 2025, we made clear progress in translating sustainability into action.

We reduced our Scope 1 and 2 emissions intensity by 24.4% compared to our 2022 baseline, moving steadily toward our 2030 target. We also began producing our own renewable electricity through a newly built solar power plant and increased the share of renewable and carbon-neutral electricity in our total consumption.

We strengthened our commitment to responsible business by joining the United Nations Global Compact and aligning our operations with its principles on human rights, labor, environment, and anti-corruption.

At the same time, we continued to invest in our people and broader society. Employee satisfaction remained high, our team continued to grow, and we further improved employee retention.

We expanded health-focused initiatives, including preventive screening programs, and maintained a strong safety culture with zero work-related accidents.

We also made progress in governance and ethical standards - significantly increasing the share of employees trained in business ethics, strengthening our sustainable procurement practices, and maintaining our EcoVadis recognition.

Our contribution to society remains an important part of who we are - from supporting medical research through the International Medis Awards to contributing to patient associations and local communities.

This report reflects our commitment to transparency and continuous improvement. It has been prepared in accordance with the VSME Standard, providing a clear view of where we stand today and where we need to do better.

Alongside mandatory disclosures, we also voluntarily report additional environmental, social, and governance metrics to provide a more complete and balanced view of our impact - because for us, transparency is not just a regulatory requirement, but a way to take responsibility and continuously improve.

Thank you for reading.

Maja Strnad Cestar, CEO



Sustainability Highlights in 2025

Domain	Highlight
Climate Action	Achieved a 24,4% reduction in market-based Scope 1 & 2 GHG emissions intensity since the 2022 baseline, progressing toward our 50% goal by 2030.
Renewable Energy	Starting production of our own renewable electricity with a newly built solar power plant. Increased the shares of renewable electricity to 12% and carbon-neutral electricity to 83% of total electricity consumption.
UN Global Compact	Committing to the UN Global Compact, aligning our operations with the Ten Principles of the UN Global Compact in four key areas: human rights, labor, the environment, and anti-corruption.
Our People	Employee satisfaction score (scale 1–7): 5,65 Headcount grew from 385 to 413 employees, while the turnover rate improved from 13,33% to 11,06%. Free screening tests for the most common cancers in men and women
Zero Accidents	Zero work-related accidents recorded.
Business Ethics Trainings	Significantly increased the share of employees trained on business ethics issues from 54% (2024) to 91% (2025).
Society	For the eleventh consecutive year, sponsorship of the International Medis Awards for medical research Awarded German Business Award 2024/25 in the "Good Employer" category by the AHK (German-Slovenian Chamber of Commerce). Seventy-eight donations supporting patient associations and various charitable, cultural, and sports organizations.
Sustainable Procurement	Sustainable Procurement Policy and Supplier Code of Conduct implemented.
Recognition	Successfully maintained our EcoVadis 'Committed' badge, renewed in April 2025, reinforcing dedication to ethical and sustainable business practices.

About Medis

Medis is a family-owned company with 37 years of experience in Central and Eastern Europe, offering partners a fully integrated, end-to-end commercialization platform across 19 markets. Acting as a single regional partner, Medis provides one point of entry and accountability-from product launch to long-term growth.

With a strong local presence and deep regional expertise, Medis simplifies regulatory and operational complexity and enables fast patient access, particularly for specialty and orphan medicines. Partners benefit from proven market access and reimbursement capabilities, retain full control over pricing, and avoid distribution and payment risk.

All of this is supported by high compliance standards, strong local relationships, and the financial strength to invest in long-term success.

Mission

As a pharmaceutical company we strive to improve people's health by providing innovative therapeutic solutions.

Vision

To be the commercialization partner of choice for innovative pharmaceutical companies to achieve strong business growth in Central and Eastern Europe.

Healthy Values

Life is simple when we are true to ourselves and to healthy values. We live and work hard for our values:

- Dedication
- Teamwork
- Customer care
- Increasing the quality of service
- Exceeding all customer expectations
- Building long-term relationships with partners and suppliers
- Concern for a healthier environment, culture, and system of business ethics

PRIME 2030 Strategy

The PRIME 2030 strategy defines Medis' long-term direction and underpins our sustainability approach. It is built on five interconnected pillars:

People First

We aim to create a working environment where employees can grow, develop, and contribute meaningfully to the company's success. We support continuous learning, well-being, and inclusive leadership.

Results Driven

We pursue sustainable growth through responsible business practices and strong operational performance, ensuring long-term financial resilience.

Impactful Partnerships

Our success depends on long-term, trust-based partnerships with pharmaceutical innovators, healthcare professionals, and strategic partners across the value chain.

Mission for Health

Our activities are directed at improving patient outcomes by expanding access to innovative therapies, particularly in underserved markets and disease areas with high unmet need.

Environment & Ethics

We strive to operate responsibly by minimizing our environmental impact, reducing greenhouse gas emissions, and maintaining the highest ethical standards in all business conduct.

Section 1 — General Information

1.1 Basis for Preparation

This Sustainability Report is prepared in accordance with the EFRAG Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), Basic and Comprehensive modules, released by the European Commission on 30 July 2025. The report is prepared on a consolidated basis covering Medis, farmacevtska družba, d.o.o. and all subsidiaries listed below.

Disclosure	
Reporting option (modules)	Option B (Basic + Comprehensive)
Basis for reporting	Consolidated
Legal form	Private limited liability undertaking
NACE code(s)	G 46.46 – Wholesale of pharmaceutical and medical goods
Total assets (€)	97.308.133
Turnover (€)	182.231.444
Employees (headcount, year-end)	413
Country of primary operations	Slovenia
Sustainability certifications	EcoVadis 'Committed' badge (April 2025)

1.2 List of Subsidiaries

The table lists all subsidiaries consolidated in the Sustainability Report.

Subsidiary	Country	Registered Address
Medis GmbH	Austria	Campus 21, Europaring F15, AT-2345 Brunn am Gebirge
MEDIS Adria d.o.o.	Croatia	Buzinska cesta 58, 10010 Buzin, Zagreb
MEDIS International d.o.o. Sarajevo	Bosnia and Herzegovina	Ahmeta Muratbegovića 2, 71000 Sarajevo
Medis Pharma d.o.o. Beograd	Serbia	Milutina Milankovića 11b, 11070 Novi Beograd
Medis Makedonija DOOEL Skopje	North Macedonia	Ul. Naum Naumovski Borče 50/2-11, 1000 Skopje
Medis Hungary Kft.	Hungary	Hosszúrét utca 1, 2045 Törökbálint
Medis Pharma s.r.o.	Czech Republic	Národní 60/28, 11000 Praha – Nové Město
Medis Pharma Bulgaria EOOD	Bulgaria	31 Prof. Atanas Ishirkov street, 1700 Sofia
Medis Pharma Lithuania UAB	Lithuania	Kuršių g. 7-23, 48107 Kaunas
Medis Pharma Slovakia s.r.o.	Slovakia	Suché mýto 1, 811 03 Bratislava
Medis Poland Sp. z o.o.	Poland	Ul. Aleksandra Wejnerta 21/23, 02-619 Warszawa (virtual office)
Medis RO S.R.L.	Romania	22 Nicolae G. Caramfil Street, 014143 Bucharest (virtual office)

1.3 List of Sites and Geolocations

The following table lists all sites owned, leased, or managed by Medis and its subsidiaries, including GPS coordinates.

ID	Address	Postal Code	City	Country	GPS Coordinates
1	Brnčičeva ulica 1	1231	Ljubljana-Črnuče	Slovenia	46.0986, 14.5397
2	Brnčičeva ulica 3	1231	Ljubljana-Črnuče	Slovenia	46.0988, 14.5404
3	Buzinska cesta 58	10100	Zagreb	Croatia	45.7513, 15.9897
4	Campus 21, Europaring F15	2345	Brunn am Gebirge	Austria	48.1150, 16.2945
5	Ahmeta Muratbegovića 2	71000	Sarajevo	Bosnia & Herzegovina	43.8719, 18.4157
6	Milutina Milankovića 11b	11070	Novi Beograd	Serbia	44.8124, 20.4100
7	Ul. Naum Naumovski Borče 50/2-11	1000	Skopje	North Macedonia	41.9991, 21.4242
8	Hosszúrét utca 1	2045	Törökbálint	Hungary	47.4407, 18.8856
9	Národní 60/28	11000	Praha	Czechia	50.0825, 14.4202
10	31 Prof. Atanas Ishirkov street	1700	Sofia	Bulgaria	42.6474, 23.3450
11	Kuršių g. 7-23	48107	Kaunas	Lithuania	54.9370, 23.8900
12	Suché mýto 1	811 03	Bratislava	Slovakia	48.1471, 17.1073
13	Ul. Aleksandra Wejnerta 21/23 (virtual)	02-619	Warszawa	Poland	52.1931, 21.0170
14	22 Nicolae G. Caramfil (virtual)	014143	Bucharest	Romania	44.4774, 26.0926

1.4 Sustainability Strategy

Medis' sustainability strategy is an integral part of its overall business strategy and corporate culture, built on the company's mission, vision, values, and the PRIME 2023 strategy. It reflects a long-term commitment to balancing economic performance with environmental responsibility, social well-being, and ethical business practices. To achieve sustainable growth while meeting the needs of future generations Medis will focus on:

- **people** - ensuring excellent working conditions, development, and equal opportunities for all employees
- **environment** - protecting the environment for current and future generations
- **prosperity** - long-term business success and healthy growth while caring for the well-being of the wider community

Stakeholder engagement is an essential element of Medis' sustainability approach. Maintaining open and transparent communication with stakeholders helps the company identify expectations, manage risks, and improve decision-making. Medis interacts with a broad range of stakeholders, including:

- **employees** - who play a critical role in implementing the company's strategy and maintaining operational excellence. Engagement occurs through surveys, internal communication platforms, and regular dialogue with management.
- **healthcare professionals** - doctors, pharmacists, and healthcare institutions who are essential partners in ensuring patients receive appropriate therapies. Engagement occurs through professional conferences, training, and direct collaboration.
- **business partners** - companies that develop innovative therapies and rely on Medis as their commercialization partner across the region.
- **patients and patient organizations** - who provide valuable insights into the needs and challenges faced by individuals living with various medical conditions.
- **suppliers and service providers** - who support Medis' operations and contribute to the sustainability performance of the value chain.
- **regulatory authorities** - compliance with regulatory requirements is fundamental for the pharmaceutical industry, and ongoing dialogue with regulators ensures alignment.

1.5 Commitment to the SDGs

To place our commitment in a broader context, Medis has joined the United Nations Global Compact initiative, committing to act in accordance with universal principles in the areas of human rights, labor, the environment, and the fight against corruption. We have selected 10 of the 17 Sustainable Development Goals (SDGs) and are focused on their implementation:

SDG	Our Contribution
SDG 3: Good Health & Well-being	Access to innovative therapies in underserved countries; safe and healthy work environment; work-life balance through flexible hours
SDG 4: Quality Education	Employee training and development; support for healthcare professionals via donations and sponsorships; public and patient awareness
SDG 5: Gender Equality	Gender-neutral hiring and promotion; equal pay and bonuses; gender equality policy
SDG 7: Affordable & Clean Energy	Use of solar and carbon-neutral electricity; photovoltaic installations; target of 95% carbon-neutral and renewable electricity by 2030
SDG 8: Decent Work & Economic Growth	Safe jobs and career advancement; above-minimum wages; job creation through product launches and market expansion
SDG 9: Industry, Innovation & Infrastructure	Compliance with GMP and GDP; business digitalization; support for medical research via Medis Awards
SDG 10: Reduced Inequalities	Access to rare disease therapies in small countries; inclusive hiring regardless of nationality, gender, or background
SDG 12: Responsible Consumption & Production	Waste sorting and recycling; promotion of packaging reuse; use of recycled materials
SDG 13: Climate Action	Reduction of greenhouse gas emissions; investment in renewable energy; purchase of carbon-neutral energy
SDG 17: Partnerships for the Goals	Participation in EcoVadis and UN Global Compact; collaboration on pharmaceutical waste collection platforms

We monitor progress against the key sustainability goals related to the SDGs outlined in Section 1.6 through the indicators presented in this report. Based on a review of 2025 performance data, we are on track to achieve our targets. Notable progress has been achieved in reducing greenhouse gas (GHG) emissions, increasing the share of electricity from carbon-neutral and renewable sources, enhancing employee satisfaction, and maintaining ambitious standards of integrity and safety.

1.6 Practices, Policies and Future Initiatives

Medis has in place practices and policies that support the transition to a more sustainable economy. The Chief Sustainability Officer is the most senior employee, accountable for sustainability policies and their implementation.

Sustainability Issue	Description of Practices, Policies, and Future Initiatives
Climate Change	We will reduce our carbon footprint by using electricity from carbon-neutral and renewable sources, investing in our own photovoltaic power plants, reducing energy consumption, and gradually increasing the proportion of electric and battery-powered company cars. Target: 95% carbon-neutral and renewable electricity by 2030; 50% GHG intensity reduction vs 2022 baseline.
Circular Economy	We separate waste in offices and warehouses, encourage pallet reuse, use recycled materials wherever possible, offer decommissioned electronic devices for purchase to employees, or donate them to organizations for further use, and use rechargeable batteries.
Own Workforce	We provide our employees with a safe and stimulating work environment and equal working conditions regardless of gender, nationality, or religion. We offer education and training, implement a gender equality policy, and strive to create a positive work environment and equal opportunities for all.
Consumers and End-Users	Our quality system ensures the safety and reliability of our products. Our pharmacovigilance system enables rapid detection of adverse effects and reporting to manufacturers. By providing professional and ethical information about products, we ensure optimal information about prescription and use.
Business Conduct	Through our Code of Business Conduct and the Anti-Bribery and Anti-Corruption Policy, we set the highest standards of ethical and transparent business conduct. We regularly train our employees; in 2025, 91% of the workforce completed ethics training.

Sustainability Goals for 2030

Medis has established long-term sustainability objectives that guide its activities and strategic planning, embedded in the PRIME 2030 strategy. These goals represent measurable commitments across environmental, social, and governance dimensions.

Goal Category	Target
Environmental - GHG Emissions	Reduce Scope 1 and Scope 2 greenhouse gas intensity emissions by 50% versus the 2022 baseline by 2030
Environmental - Sustainable Electricity	Increase the share of carbon-neutral and renewable electricity to 95% by 2030
Social - Employee Satisfaction	Reach an average employee satisfaction score of at least 5,68 (scale 1-7) by 2030
Social - Diversity & Inclusion	Maintain high levels of gender balance, equal pay, and inclusive hiring practices
Business & Innovation	Launch at least 10 innovative therapies in strategic therapeutic areas including rare diseases, neurology, immunology, and oncology/hematology by 2030
Governance & Recognition	Achieve a ranking within the top 15% of companies in independent sustainability assessment by EcoVadis and secure an EcoVadis Silver Medal by 2028.

Goal Category	Target
Governance - Ethics	Maintain zero confirmed corruption incidents and sustain high compliance training coverage
Sustainable Procurement	At least 80% of strategic goods and service suppliers will accept the Medis Supplier Code of Conduct by 2028
Transition Plan	Adopt a formal climate transition plan the end of 2028

1.7 Business Model and Markets

Medis supplies the markets of Central and Eastern Europe and beyond with medicines, medical devices and equipment, diagnostics, simulators, OTC products, and medical aesthetics products. We operate across Albania, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Estonia, Greece, Hungary, Kosovo, Latvia, Lithuania, North Macedonia, Poland, Romania, Serbia, Slovakia, and Slovenia.

We offer our partners - who are manufacturers of these product groups - a complete end-to-end service that includes: market research; regulatory and market access services; quality and pharmacovigilance services; warehousing and distribution; promotion; and training of healthcare professionals. Medis specializes in therapeutic areas with significant unmet medical needs, including rare diseases, neurology, oncology, hematology, and immunology.

Medis provides two tailored distribution models, designed to match the specific needs of different partners and product types:

- Distribution via local wholesalers (for specialty medicines): the standard model across EU and non-EU markets. Products move from Medis's central hub to local markets through wholesalers, ensuring broad geographic coverage and fast delivery.
- Direct distribution (for orphan/high-value medicines): a controlled model where Medis retains product ownership until dispensing to the patient. Delivery goes directly to hospitals and pharmacies, protecting confidential commercial terms and ensuring maximum control over high-value therapies.

We work closely with more than 60 leading global manufacturers of medicines and medical technologies from the EU, Switzerland, and the USA. Our main channel is B2B and wholesale. Key customers are wholesalers, pharmacies, hospitals, and clinics.

1.8 Sustainable Procurement

At Medis, sustainable procurement is an important part of how we work. We have put our Sustainable Procurement Policy and Supplier Code of Conduct into practice as concrete steps toward responsible sourcing. We also started actively assessing our suppliers' sustainability performance to ensure our supply chain reflects our values.

By including environmental, social, and ethical factors in our purchasing decisions, we are building a stronger, more resilient supply chain that creates long-term value and contributes positively to people and the planet.

We have set the following goals:

Goal Category	Goal
Acceptance of the Medis Supplier Code of Conduct	At least 80% of strategic goods and services suppliers will accept the Medis Supplier Code of Conduct by 2028
Sustainability Practices Assessment	At least 80% of strategic goods and services suppliers will be assessed for their sustainability practices by 2028
Staff training	100% of procurement staff will be trained on sustainable procurement topics by 2026
Palm oil RSPO certification	At least 80% of the palm oil used in the manufacture of products sold by Medis will be RSPO certified by 2027

We set our sustainable procurement goals in 2025, which is also when we began implementing them. Therefore, this report lists only the indicators achieved in 2025. We will include these indicators in the relevant sustainability reports for each subsequent year.

Sustainable Procurement Indicator	Unit	2025
Acceptance of the Medis Supplier Code of Conduct	% of strategic suppliers	12%
Sustainability Practices Assessment	% of strategic suppliers	18%
Staff training	% of procurement staff trained	100%
Palm oil with RSPO certification	% used	100%

Section 2 - Environmental Performance

Environmental responsibility is an integral part of Medis’ sustainability strategy. As a pharmaceutical commercialization and marketing company, Medis recognizes that although its direct environmental footprint is smaller than that of manufacturing companies, it remains responsible for managing its impact systematically.

Medis reduces its environmental footprint by integrating sustainable practices into its operations and infrastructure. The company minimizes waste through recycling, eliminating single-use plastics, and transitioning to paperless processes. Investments in renewable energy—including a solar power plant that reduces CO₂ emissions by approximately 61 tons annually—and energy-efficient systems support long-term performance. Employees are encouraged to use energy responsibly contributing to lower GHG emissions. Medis also promotes biodiversity by cultivating meadows, planting native species, and creating habitats for wildlife.

2.1 Energy Consumption

Energy consumption is reported for electricity (purchased and self-generated) and fuels, with a breakdown between renewable and non-renewable sources. Medis has implemented several initiatives aimed at improving energy efficiency, including increased use of energy-efficient lighting and equipment; optimization of heating and cooling systems; monitoring and managing electricity consumption across all facilities; and installation of photovoltaic power systems.

Energy Indicator	Unit	2025	2024
Electricity purchased	MWh	504,09	557,37
- of which renewable (purchased)	MWh	8,09	0,00
Self-generated electricity (photovoltaic)	MWh	62,68	0
Total electricity consumption	MWh	566,77	557,37
Fuels (primarily company fleet)	MWh	3.647,55	3.414,43
Total energy consumption	MWh	4.214,32	3.971,80
Share of renewable & carbon-neutral electricity	%	95%	95%

Note: The increase in total energy consumption in 2025 reflects growth in the vehicle fleet aligned with business expansion. The share of renewable electricity increased significantly due to the commissioning of on-site photovoltaic generation.

Total energy consumption converted from MWh to GJ: 2024=14.298,48 GJ; 2025=15.171,55 GJ.

2.2 Greenhouse Gas Emissions

Medis reports Scope 1 and Scope 2 emissions using both location-based and market-based approaches, consistent with the GHG Protocol. Scope 1 emissions include direct emissions from company-controlled sources, primarily the vehicle fleet. Scope 2 emissions cover indirect emissions from purchased electricity and energy, reported under both location-based and market-based methods.

GHG Emissions Indicator	Unit	2022	2024	2025
Gross Scope 1 GHG emissions	tCO ₂ e	880,36	906,79	949,65
Gross Scope 2 (location-based)	tCO ₂ e	179,17	189,53	164,04

GHG Emissions Indicator	Unit	2022	2024	2025
Gross Scope 2 (market-based)	tCO ₂ e	421,33	35,82	35,21
Total Scopes 1+2 (location-based)	tCO ₂ e	1.059,53	1.096,32	1.114,70
Total Scopes 1+2 (market-based)	tCO ₂ e	1.301,69	942,61	984,90

GHG Emission Intensity

Intensity Indicator	Unit	2022	2024	2025
Location-based GHG intensity	tCO ₂ e / € turnover	0,0000087	0,0000075	0,0000061
Market-based GHG intensity	tCO ₂ e / € turnover	0,0000107	0,0000064	0,0000054
Market-based GHG intensity	tCO ₂ e / 1 mio € turnover	10,74	6,43	5,40
Reduction in market-based intensity vs 2022	%	N/A	-40,16%	-49,68%

Note: The reduction in intensity is driven by increased revenue and improved energy mix. The Scope 2 market-based figure is substantially lower than location-based due to the self generated photovoltaic electricity and procurement of carbon-neutral electricity.

2.3 Greenhouse Gas Reduction Targets and Transition Plan

Medis has defined greenhouse gas reduction targets with 2022 as the base year and 2030 as the target year. Targets apply to Scope 1 and Scope 2 emissions and are supported by a portfolio of concrete actions.

Indicator	Baseline 2022	Target 2030
Gross Scope 1 GHG emissions (tCO ₂ e)	880,36	530,00
Gross Scope 2 location-based (tCO ₂ e)	179,17	125,00
Gross Scope 2 market-based (tCO ₂ e)	421,33	10,00
Total Scopes 1+2 location-based (tCO ₂ e)	1.059,53	655,00
Total Scopes 1+2 market-based (tCO ₂ e)	1.301,69	540,00
Reduction in market-based intensity (vs 2022)	N/A	- 50%

Key Actions to Achieve Targets

- Purchase electricity from carbon-neutral and renewable sources, aiming for 95% by 2030.
- Install and expand photovoltaic power plants at priority sites.
- Electrify the vehicle fleet by increasing the share of hybrid and battery-electric vehicles.

- Improve energy management and upgrade to energy-efficient technologies such as heat pumps and LED lighting across facilities.
- Implement continuous monitoring of energy consumption across all sites
- Educate and encourage employees on responsible energy usage in office and warehouse environments, while using company cars and commuting to work
- The flexibility to work from home where job responsibilities make it feasible

Transition Plan

Medis has not yet implemented a formal climate transition plan. It plans to develop and adopt such a plan by the end of 2028.

Climate Risks

Medis has assessed potential climate-related physical and transition risks and based on current analysis, has not identified any material risks or transition impacts affecting its operations or strategy. To maintain transparency and VSME compliance, this disclosure is reported as: Not material / Not applicable.

2.4 Pollution of Air, Water and Soil

Medis primarily operates office-based and commercial facilities and does not operate industrial production sites. As such, there are no significant direct emissions to air, water, or soil from production processes. Medis is not required by law or other national regulations to report to competent authorities its emissions of pollutants. To maintain transparency and VSME compliance, this disclosure is reported as: Not material / Not applicable.

2.5 Biodiversity

Medis does not operate production or land-intensive facilities and does not manage assets in biodiversity-sensitive areas. Our direct operations are based in commercial and industrial urban areas and do not impact biodiversity-sensitive zones. We are committed to minimizing our environmental footprint and supporting biodiversity through actions, such as planting flowering shrubs, investing in a large, bee-friendly meadow, installing nesting houses and feeders on buildings and trees to encourage birds to stay year-round.

No biodiversity-specific disclosures were required under VSME. This topic is reported as Not material / Not applicable for the reporting period, disclosed here for transparency.

2.6 Water Withdrawal

Water consumption data includes all operational sites. Water use in Medis' operations is primarily for sanitary purposes in office environments. Water-stress analysis indicates no sites are located in high water-stress areas. For certain rented office spaces lacking measured consumption data, Medis applied a per-employee estimation methodology (approximately 5-6% of total water data is estimated; see Appendix B for full methodology).

Water Indicator	Unit	2024	2025
Total water withdrawal	m ³	1.473	1.527
Water withdrawal in high water-stress areas	m ³	0	0
Estimated proportion of water data	%	6%	5%

2.7 Circular Economy and Waste Management

Medis is committed to applying circular economy principles across its operations. Circular economy practices applied at Medis include:

- systematic waste separation in offices and warehouses,
- using reusable or returnable transport packaging,
- collection, baling, and delivery of waste film for recycling,
- use of recycled materials wherever possible,
- donation or sale of decommissioned electronic equipment to employees or charitable organizations,
- use of rechargeable batteries.

We promote waste separation among employees by providing clearly labeled bins for diverse types of waste in our offices. We also organize regular clean-up activities, where employees help maintain the areas around our buildings. In addition, we avoid purchasing bottled water and encourage the use of tap water.

Medis also participates in the take-back schemes for unused or expired medicines.

Breakdown of Waste by Type

LoW Code & Description	Hazardous	Waste directed to recycle or reuse (kg)	Waste directed to disposal (kg)	Total waste recycled, reused, and directed to disposal (kg)
12 01 02 - Ferrous metal dust	No	0	140	140
15 01 01 - Paper/cardboard packaging	No	15.546	56	15.602
15 01 02 - Plastic packaging	No	12.041	0	12.041
15 01 06 - Mixed packaging	No	0	4.957	4.957
15 01 07 - Glass packaging	No	1.400	691	2.091
16 03 06 - Organic wastes	No	0	595	595
18 01 01 - Sharps	No	0	879	879
18 01 08 - Cytotoxic/cytostatic medicines	YES	0	46	46
18 01 09 - Medicines other than 18 01 08	No	0	7.329	7.329
20 01 01 - Paper and cardboard	No	480	0	480
20 01 08 - Biodegradable kitchen/canteen waste	No	0	11.582	11.582
20 01 36 - Discarded EEE (non-hazardous)	No	433	0	433
20 03 01 - Mixed municipal waste	No	670	9.342	10.012
TOTAL HAZARDOUS	-	0	46	46
TOTAL NON-HAZARDOUS	-	30.570	35.571	66.141
TOTAL ALL WASTE	-	30.570	35.617	66.187

Total Hazardous and Non-Hazardous Waste

Waste Indicator	Unit	2024	2025
Total hazardous waste	kg	240	46
Total non-hazardous waste	kg	74.653	66.141
Total waste generated	kg	74.893	66.187
Non-hazardous waste recycled/reused	kg	29.156	30.570
Share of non-hazardous waste recycled	%	39%	46%

Note: Total hazardous and non-hazardous waste generated is reported by mass only, as volume data are not available. Approximately 11% in 2024 and 14 % in 2025 of total non-hazardous waste figures are estimated for offices outside Slovenia using a floor-area-based methodology (see Appendix B).

Section 3 - Social Performance

Employees are at the heart of Medis' success. The company is committed to providing a safe, inclusive, and motivating working environment that enables employees to grow professionally and personally.

High employee satisfaction ratings confirm that our efforts are meaningful and effective. Our commitment is also recognized externally—for example, Medis received the “Good Employer” award for 2024/25 from AHK - German-Slovene Chamber of Commerce and Industry.

The indicators in this section reflect robust performance across many areas, but they do not fully capture the range of activities we offer to employees. In 2025, these included:

- free screenings for common types of cancer,
- Medis Health Month initiative,
- sports activities and department team-building events,
- “Happy Medis” initiatives, from healthy breakfasts to peer recognition,
- Medis Book Club,
- events for employees’ children, including year-end celebrations,
- seasonal activities such as Carnival treats and office decorations,
- open house, picnic, and end-of-year gatherings,
- awareness initiatives such as Movember, and
- small gestures like greeting cards and other employee appreciation activities.

3.1 Workforce Composition

Medis reports workforce characteristics using headcount at year-end. Figures are comparable across 2022 and 2025. Our team represents 16 nationalities across the region.

Workforce by Contract Type

Workforce Indicator	Unit	2022	2023	2024	2025
Permanent employees	number	364	363	366	386
Temporary employees	number	16	21	19	27

Gender Distribution

Gender Indicator	Unit	2022	2023	2024	2025
Male employees	number	101	104	106	120
Female employees	number	280	280	279	293
Other / not reported	number	0	0	0	0
Women in whole organisation*	%	73%	73%	72%	71%
Women at top management level*	%	76%	74%	72%	72%

Gender Indicator	Unit	2022	2023	2024	2025
Women within the organization's board	%	67%	67%	75%	80%

Note: * Voluntary disclosures

Country of Employment

Country	2022	2023	2024	2025
Austria	13	11	11	12
Bosnia & Herzegovina	19	20	19	21
Bulgaria	13	15	18	17
Czechia	5	6	7	8
Croatia	51	49	48	57
Estonia	0	0	1	1
Hungary	11	11	6	4
Lithuania	6	8	8	9
North Macedonia	12	12	11	11
Poland	0	0	1	7
Romania	0	1	1	1
Serbia	30	27	27	28
Slovakia	3	3	4	6
Slovenia	218	221	223	231
TOTAL	381	384	385	413

Employee Turnover

Turnover Indicator	Unit	2022	2023	2024	2025
Employee turnover rate	%	13,56	16,93	13,33	11,06

Additional Workforce Characteristics

Additional Indicator	Unit	2022	2023	2024	2025
Female-to-male ratio at management level	%	3,1	2,9	2,6	2,6
Number of self-employed workers without personnel exclusively working for the company	number	0	0	0	0
Number of temporary-workers primarily engaged in employment activities	number	0	0	0	0

Additional Indicator	Unit	2022	2023	2024	2025
Employee satisfaction score (scale 1-7)*	score	5,64	5,70	5,71	5,65
Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization*	%	0,52%	0,26%	0,26%	0,24%
Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors)*	%	0	0	0	0

Note: * Voluntary disclosures

3.2 Health and Safety

The safety and well-being of employees is a top priority. Although the company's operations involve limited physical risk compared with industrial activities, workplace safety procedures and training are implemented to minimize risks across offices and warehouses. In 2025, Medis achieved zero recordable work-related accidents.

Health & Safety Indicator	Unit	2022	2023	2024	2025
Number of recordable work-related accidents	number	1	1	1	0
Rate of recordable work-related accidents	rate	0,28	0,27	0,26	0
Number of fatalities as a result of work-related accidents and work-related ill health	number	0	0	0	0
LTI severity rate - direct workforce*	rate	0,24	0	0	0
LTI severity rate - temporary workers*	rate	0	0	0	0
LTI frequency - direct workforce*	rate	1,40	1,37	1,29	0
LTI frequency - temporary workers*	rate	0	0	0	0
Total working hours*	hours	712.592	727.475	772.275	778.918
Number of days lost to work-related injuries, fatalities, and ill health*	Number	170	0	0	0
Number of fatalities as a result of work-related injuries and ill health*	Number	0	0	0	0

Note: * Voluntary disclosures

3.3 Remuneration, Collective Bargaining and Training

All employees receive pay equal to or above the national minimum wage or applicable collective bargaining agreement. Medis monitors and discloses a gender pay gap metric.

Remuneration & Training Indicator	Unit	2022	2023	2024	2025
Employees receive pay \geq minimum wage	yes/no	YES	YES	YES	YES
Employees covered by collective bargaining agreements	%	97%	96%	97%	97%
Average unadjusted gender pay gap	%	-1,71%	-2,44%	-0,53%	-3,37%
Employees covered by living wage analysis*	%	100%	100%	100%	100%
Employees paid below living wage*	%	0%	0%	0%	0%
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	%	-	575%	553%	401%
Average annual training hours - male employees	hours	42,17	34,02	35,80	41,88
Average annual training hours - female employees	hours	38,97	39,57	47,57	48,77
Average annual training hours per employee	hours	39,82	38,07	44,33	46,77

Note: * Voluntary disclosures

Training Activities

Professional development is an important part of Medis' human resources strategy. The company supports continuous learning through training programs, professional courses, and participation in industry conferences. Training activities include:

- Technical training related to pharmaceutical products and therapeutic areas
- Regulatory and compliance training, including GMP and GDP requirements
- Leadership development programs
- Digital skills development & information security
- Safety and well-being training

3.4 Human Rights Policies and Processes

Medis maintains a Code of Conduct and a dedicated human rights policy covering its own workforce and value chain. The policy explicitly addresses child labor, forced labor, human trafficking, discrimination, and accident prevention. A complaint-handling mechanism exists for employees to report concerns confidentially.

Human Rights Disclosure	Response
Code of conduct or human rights policy for own workforce	YES
Policy covers child labor, forced labor, human trafficking, discrimination, accident prevention	YES
Complaint-handling mechanism for own workforce	YES

Severe Human Rights Incidents

Human Rights Disclosure	Response
Confirmed human rights incidents in its own workforce	NO
Is Medis aware of any confirmed incidents involving workers in the value chain, affected communities, consumers, and end-users	NO

3.5 Giving Back to Society

Medis' Commitment to Society

Since our founding, we have prioritized giving back to the communities where we operate. One of Medis' core values is sharing our success with local and regional organizations, supporting their efforts to strengthen society.

In 2025, we awarded 35 grants to professional, amateur, and non-governmental organizations in the fields of charity, culture, and sports.

Supporting Patient Organizations and Healthcare Education

Aligned with Medis' mission and vision, we focus on empowering patient organizations and advancing the professional development of healthcare workers. In 2025, we allocated 43 grants to patient organizations in Central and Eastern Europe, enabling them to continue their vital work.

We also recognize the critical role of continuous education for healthcare professionals. To support this, we provided 76 grants to hospitals in the region, helping them train staff and improve patient care.

Celebrating Scientific Excellence

For over a decade, we have supported the outstanding scientific achievements of healthcare professionals in Central and Eastern Europe. For the 11th consecutive year, Medis sponsored the International Medis Awards for Medical Research, honoring doctors, and pharmacists for their groundbreaking contributions. These awards, held in 11 countries and 9 medical fields, foster scientific progress and inspire future innovations.

Section 4 - Governance

4.1 Governance Framework

Medis maintains a governance system centered on ethical business practices, transparency, and regulatory compliance. Our Code of Business Conduct and Anti-Bribery & Anti-Corruption Policy apply to all employees and form part of our corporate compliance foundation. The Human Resources Management Policy defines the relationship with employees, as well as their human and employee rights and responsibilities. Quality and Pharmacovigilance systems ensure product safety, regulatory compliance, and responsible market behavior.

The Chief Sustainability Officer is the highest-level employee responsible for sustainability policies and implementation. Governance accountability extends across all business functions and is regularly reviewed by senior management. Internal reporting mechanisms, including a whistleblower system, ensure transparent escalation of concerns.

Operating in the pharmaceutical sector requires strict adherence to regulatory standards. Medis maintains compliance programs to ensure alignment with pharmaceutical regulations, quality standards (GMP, GDP), and industry guidelines. Information security policies and procedures are designed to safeguard confidential data and ensure compliance with data protection regulations.

4.2 Anti-Corruption and Bribery

Anti-Corruption & Bribery Indicator	Unit	2022	2023	2024	2025
Convictions for corruption/bribery	number	0	0	0	0
Total fines for violations for corruption/bribery	EUR	0	0	0	0
Confirmed corruption incidents*	number	0	0	0	0
Confirmed information security incidents*	number	0	0	0	0
Reports related to whistleblower procedure*	number	0	0	0	0
Share of workforce trained on business ethics issues*	%	33%	59%	54%	91%

Note: * Voluntary disclosures

4.3 Revenues from Certain Activities

Is the undertaking deriving revenues from one of activities listed below?	Response
Revenue derived from controversial weapons (anti-personnel mines cluster munitions chemical weapons and biological weapons)	NO
Revenue derived from cultivation and production of tobacco	NO
Revenue derived from coal	NO

Is the undertaking deriving revenues from one of activities listed below?	Response
Revenue derived from oil	NO
Revenue derived from gas	NO

4.4 Exclusion from EU Benchmarks

Medis is not active in any of the controversial sectors listed in the VSME standard, including controversial weapons, tobacco, or fossil fuels. Medis is not excluded from any EU reference benchmarks aligned with the Paris Agreement.

EU Benchmark Indicator	Response
Excluded from EU Paris-aligned benchmarks?	NO

4.5 Gender Diversity in Governance

Governance Diversity Indicator	Unit	2022	2023	2024	2025
Number of members in governance body*	number	3	3	5	5
Number of women in governance body*	number	2	2	3	4
Gender diversity ratio in governance body	ratio	2,0	2,0	3,0	4,0

Note: *Voluntary disclosures

4.6 Certifications and Initiatives

Operating in the pharmaceutical sector requires strict adherence to regulatory standards. Medis maintains compliance programs to ensure alignment with pharmaceutical regulations, quality standards, and industry guidelines.

In addition to obtaining and maintaining formal certifications, Medis has joined organizations and initiatives that make a significant contribution to the professional, ethical, and compliance environment in which we operate.

Medis has obtained and maintains the following certifications:

- ISO 9001:2015
- ISO/IEC 27001:2022
- HACCP
- GMP
- GDP
- Tcertification by Ethixbase 360

Medis is a proud member of:

- Chamber of Commerce and Industry of Slovenia
- AmCham Slovenia
- AHK - German-Slovenian Chamber of Commerce
- WODA - World Orphan Drug Alliance
- eice - European Institute of Compliance and Ethics

Medis has joined the following initiatives:

- UN Global Compact
- EcoVadis

Section 5 - Methodology and Reporting Basis

This report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), released by the European Commission on 30 July 2025. The report includes disclosures from both the Basic and Comprehensive modules (Option B).

In addition to the mandatory disclosures required under the VSME sustainability reporting standard, Medis voluntarily reports further environmental, social, and governance information aligned with the EcoVadis assessment framework. These voluntary disclosures reflect our commitment to transparency and continuous improvement beyond regulatory expectations. All voluntary disclosures are clearly marked with an asterisk (*) throughout this report.

The reporting period covers the fiscal year from 1 January 2025 to 31 December 2025, with comparative information for 2024 and, where available, through 2022 to enable comparison of sustainability performance over time.

Data used in this report originates from internal company systems, energy suppliers, property managers, and service providers. The report is prepared on a consolidated basis, covering Medis, farmacevtska družba, d.o.o. and all subsidiaries listed in Section 1. Where direct measurement was not available - particularly for water withdrawal in certain rented spaces and waste quantities for offices outside Slovenia - estimates were used based on available data and established calculation methods. These methodologies are described in detail in Appendix B.

Appendix A - VSME Disclosure Index

Basic Module Disclosures

VSME Code	Disclosure Title	Report Location	Page
B01.000	Basis for preparation	Section 1.1	9
B01.100	List of subsidiaries	Section 1.2	9
B01.200	List of sites and geolocations	Section 1.3	10
B02.000	Policies/practices for sustainable transition	Section 1.6	12
B03.000	Total energy consumption	Section 2.1	15
B03.100	Breakdown of energy consumption	Section 2.1	15
B03.200	Estimated GHG emissions	Section 2.2	15
B03.300	GHG emission intensity	Section 2.2	16
B04.000	Pollution of air, water, and soil	Section 2.4	17
B03.300	GHG emission intensity	Section 2.2	16
B06.000	Water withdrawal	Section 2.6	17
B07.000	Description of circular economy practices	Section 2.7	18
B07.100	Waste breakdown by type	Section 2.7	18
B07.200	Total hazardous and non-hazardous waste	Section 2.7	19
B08.000	Workforce - General characteristics: type of contract	Section 3.1	20
B08.100	Workforce - General characteristics: gender distribution	Section 3.1	20
B08.200	Workforce - General characteristics: country of employment	Section 3.1	21
B08.300	Workforce - General characteristics: turnover rate	Section 3.1	21
B09.000	Health and safety	Section 3.2	22
B10.000	Remuneration, collective bargaining & training	Section 3.3	23
B11.000	Anti-corruption — convictions and fines	Section 4.2	25

Comprehensive Module Disclosures

VSME Code	Disclosure Title	Report Location	Page
C01.000	Strategy: business model & sustainability initiatives	Sections 1.7, 1.4	13, 10
C02.000	Practices, policies, initiatives for transition	Section 1.6	12
C03.000	GHG gas emissions reduction baseline and target year	Section 2.3	16
C03.100	GHG gas emissions reduction targets	Section 2.3	16
C03.200	Disclosure of list of main actions the entity seeks to achieve its targets	Section 2.3	16
C03.300	Transition plan for undertakings operating in high climate impact sectors	Section 2.3	17
C04.000	Climate risks	Section 2.3	17
C05.000	Additional (general) workforce characteristics	Section 3.1	21
C06.000	Additional own workforce information: Human rights policies and processes	Section 3.4	23
C07.000	Severe human rights incidents	Section 3.4	24
C08.000	Revenues from certain activities	Section 4.3	25
C08.100	Exclusion from EU Paris-aligned benchmarks	Section 4.4	26
C09.000	Gender diversity in governance body	Section 4.5	26

Other information

VSME Code	Disclosure Title	Report Location	Page
D99.000	Sustainable procurement	Section 1.8	13

Appendix B - Estimation Methodologies

In accordance with the VSME standard, where complete measured data were unavailable, Medis applied estimates based on reasonable assumptions to ensure completeness and accuracy of the report. The following estimation methodologies were applied:

Water Withdrawal Estimation

Water withdrawal for certain rented office spaces was estimated because actual water consumption data could not be obtained from building managers despite reasonable efforts. This limitation arose due to the absence of sub-metering or reporting systems in those locations.

Estimation method: Total measured water withdrawal across comparable sites was divided by the number of employees to obtain an average consumption per employee. This per-employee multiplier was then applied to sites without measured data.

- 2024: Approximately 6% of total water withdrawal data (approx. 88 m³ out of 1.473 m³) was estimated.
- 2025: Approximately 5% of total water withdrawal data (approx. 81 m³ out of 1.527 m³) was estimated.

Waste Quantity Estimation

Waste quantities for international offices were estimated because actual data could not be obtained from building managers. This limitation was due to the absence of waste tracking or reporting systems in those locations.

Estimation method: Annual waste amounts at Slovenian locations were divided by the total Slovenian office floor area to determine average waste per square meter. This per-square-meter value was then applied to office areas outside Slovenia.

- 2024: Approximately 11% of total non-hazardous waste (approx. 8.493 kg out of 74.893 kg) was estimated. Hazardous waste was fully measured.
- 2025: Approximately 14% of total non-hazardous waste (approx. 9.520 kg out of 66.187 kg) was estimated. Hazardous waste was fully measured.

Appendix C – Imprint & Disclaimer

Publisher

Medis, farmacevtska družba, d.o.o.

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For questions and comments regarding this Sustainability Report, please contact the Sustainability team at sustainability@medis.com.

Disclaimer

This Sustainability Report reflects the Medis' position as of 31 March 2026. The report includes management's current expectations and assumptions about the future. These statements involve risks and uncertainties, meaning actual results may differ from what is described here. Medis is not required to update any forward-looking statements, even if added information or future events emerge.

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