



Sustainability Report **2022**





Editorial

1. This is Med-X-Press!
2. Important signals from Brussels
3. Information: Collect – Analyse – Realise
4. The Three Pillars Principle
 - 4.1 Environment
 - 4.2 Social
 - 4.3 Governance / Corporate Management
5. Outlook

Editorial

Commitment to sustainability

We are pleased to present the second sustainability report of Med-X-Press GmbH and MXP Werbemittel GmbH. A lot has happened since our first publication last year - and the positive feedback on our report has confirmed and motivated us to consistently pursue our goals.

The year 2022 had begun on a hopeful note, as we finally saw light at the end of the tunnel in the development of the pandemic. However, Russia's attack on Ukraine has turned our lives and daily work upside down in a way we could not have imagined before. The explosion of energy prices and the simultaneous transformation of the energy sector is just one challenge. Additionally there are still unstable supply chains - and in the health sector increasing supply shortages for important medicines.

Challenges that did not discourage us from our path to more sustainability and we have achieved a lot in 2022. We want to inform you about our achievements and about general developments in the regulatory process!



Christian Frede
Managing Director

Lars Dörhage
Owner and Executive Partner



Our mission

The guiding principles of Med-X-Press

All employees are guided in their behaviour by the Med-X-Press mission statement, which forms the guideline for the actions of the individuals among themselves and for our external relations. Our mission includes a commitment to cost-conscious and responsible action.



Med-X-Press – our guiding principles

Med-X-Press GmbH is a medium-sized, owner-managed service company for companies in the pharmaceutical and healthcare industries. The core business with logistical offers is completed by a range of high-quality, innovative outsourcing solutions. We operate nationally and internationally according to the markets of our customers, who reflect the entire spectrum of the pharmaceutical industry, from small niche providers to the globally present pharmaceutical corporations.

Customer satisfaction and service quality are the driving force for us to optimally execute our workflows and processes. We act reliably, quickly and flexibly. Our external relationships with customers, suppliers and partners are characterised by fairness, transparency and mutual trust.

What applies to us externally also forms the basis of our internal actions.

The employees treat each other with respect, kindness and mutual appreciation. This maxim is also the basis for the behaviour of the management towards the employees. The management promotes employees according to their abilities and potential.

The health care system and the pharmaceutical market in particular are highly regulated. We operate within the framework of all legal requirements in all work processes, fulfil all necessary quality and safety standards and align our actions with the compliance rules and the code of conduct for the pharmaceutical industry. In the interest of our customers, we go one step beyond the standard measure.

To ensure that our work meets the high requirements, staff members receive qualified training and are given the opportunity to further their education within the scope of their tasks.

In addition to economic responsibility and our profit orientation, we act cost-consciously and responsibly in the areas of ecology and sustainability.

We are committed to social causes in the region and support charitable projects.

Together we develop sustainable outsourcing models along the value chain of our customers, secure jobs and the expansion of the company with the claim of the most reliable logistics service provider in the pharmaceutical industry.

Goslar, September 2019

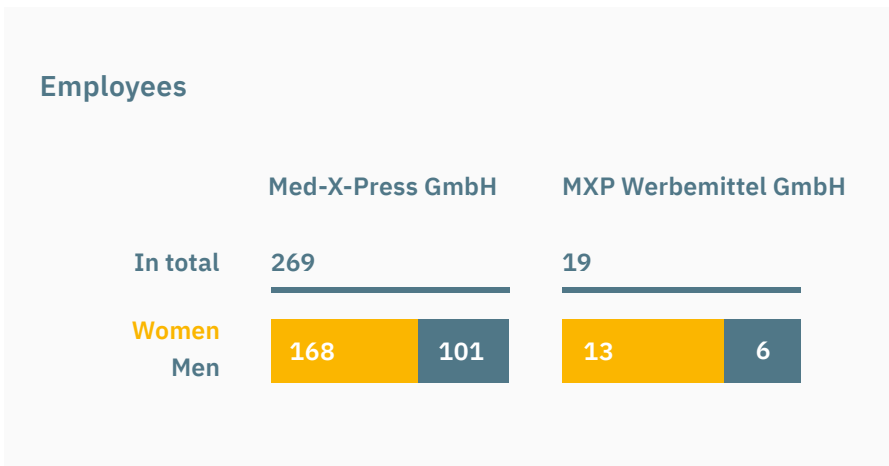
Lars Dörhage

Christian Frede



1. This is Med-X-Press!

By the end of 2022, the teams of Med-X-Press and MXP Werbemittel had a total of 288 employees. 269 employees work in pharmaceutical logistics, 168 of them women and 101 men. The team of our sister company for advertising materials has 19 employees, 13 women and 6 men.



The proportion of women in management positions is an important part of our corporate philosophy. Ten women hold management positions with personnel responsibility at Med-X-Press.

The topic of inclusion is also part of sustainable action. Med-X-Press employs 11 people with disabilities, whose working environment we have adapted, equipped and designed accordingly.





2. Important signals from Brussels

Last year we published our first report on a voluntary basis, and this year we are not (yet) obliged to report as well.

Nevertheless, a lot has happened in EU legislation in 2022. The legislative process for the Corporate Sustainability Reporting Directive (CSRD) was completed with its publication in the Official Journal of the EU on 16th of December 2022. The group of companies subject to reporting requirements has expanded. The criteria are based on the key figures for the number of employees, turnover and balance sheet total. Med-X-Press is one of the companies that fulfil two of the three criteria. Specifically: the number of employees is over 250 and the turnover is more than 40 million euros per year. The reporting obligation for this group of companies for the year 2025 starts with the submission of the report on the 1st of January 2026.

According to the latest information from Brussels, this categorisation will soon also apply to the EU Supply Chain Act, the scope of which had not previously covered this group of companies. For CSRD reporting, the EU has announced the publication of sector-specific requirements, but these are not yet available.





3. Information:

Collect - Analyse - Realise

Since we will have to collect and document all relevant data from 2025 onwards, we have used the year 2022 to create some necessary conditions for this task.

We have initiated the following measures:

- Formation of a „Sustainability“ project group
- Networking
- Information procurement
- Expansion of internal communication

In connection with the publication of our first sustainability report, we have formed a project group that discusses topics in regular meetings and develops strategies for our further approach. Above all, the volume and the differentiated presentation of the data to be collected requires a decision on the use of tools for data collection as well as a concept for the implementation of software.

We have looked into the advantages and disadvantages of various offers and are still in the testing phase. Our network was very helpful, as the majority of companies, especially in the SME sector, are facing new tasks and the exchange of experiences can provide important suggestions. Events and webinars, such as those organised by the Bundesverband der Arzneimittelhersteller e.V. (BAH), provided fundamental impulses from experts. And finally, we are also active ourselves and share our experiences, for example as a member of the Environment and Sustainability Committee of the German Pharmaceutical Industry Association (BPI).

Last year, we already described the importance of the mindset, the anchoring of the sustainability issue in the minds of the

entire team. To this end, we have developed site-specific guidelines that promote resource-conserving behaviour within the company. We use the combination of information and recommendations for action to reduce our ecological footprint as a building block of our instructions.

The communication of these sustainability issues is actively and consistently supported by the company's top management.



In order to be perceived as a sustainably operating pharmaceutical logistics company by business partners and the public, we decided to undergo an assessment process with the Ecovadis platform. The globally active company assesses according to globally accepted standards and defines the strengths and weaknesses of the audited company. After an elaborate process, we were very pleased with the bronze medal we achieved in the ranking and will continue to improve our key figures.

MED X PRESS
PHARMALOGISTICS AT ITS BEST

Energie sparen heißt Umwelt schützen und Geld sparen!

**End nicht vergessen:
PC/ Laptop,
Bürogeräte und
Licht ausschalten!**

MED X PRESS
PHARMALOGISTICS AT ITS BEST

Leitlinien für umwelt- und ressourcenschonendes Verhalten am Arbeitsplatz

Dech nicht nur das Unternehmen selber sondern auch jeder einzelne Mitarbeiter kann durch eigene – oft kleine – Verhaltensänderungen deutlich Energie und Kosten sparen und somit ganz persönlich zum Schutz der Umwelt beitragen:

1. Unternehmen, die nach Feierabend die Temperatur absenken, sparen deutlich Energie – selbst wenn man die benötigte Energie zum Aufheizen am Morgen berücksichtigt. **Ga wir keine zentrale Nacht- oder Wochenendheizung haben, sollte die Heizung von Hand am Freitag heruntergedreht (auf 1) werden.**
2. Eingeschaltete Geräte, wie z.B. Computer, Drucker, Kopierer, etc., die nicht benutzt werden, verbrauchen nicht nur Energie. Über ihre Abwärme sorgen sie zudem für einen unnötigen Wärmebeitrag und für Überhitzung im Sommer. **Daher sollten Geräte nur laufen, wenn sie auch genutzt werden. Während der Mittagspause oder einer Dienstpause und insbesondere nach- ausgeschaltet werden. Denn auch im Schlaf- oder Standby-Modus verbrauchen Bürogeräte unnötig Energie. Das häufigere Ein- und Ausschalten hat auf ihre Lebensdauer übrigens keinen Einfluss. Und zumindest der Monitor ist schnell aus- und wieder eingeschaltet.**
3. Räume, die über einen längeren Zeitraum nicht genutzt werden, sollten Mitarbeiter beim Verlassen das Licht ausschalten. Dies gilt etwa für Aufenthaltsräume, Besprechungsräume oder Toiletten.

MED X PRESS
PHARMALOGISTICS AT ITS BEST

4. **Papierverbrauch reduzieren (und Druckernach Bedarf):** Statt automatisch einen Druckbefehl zu erteilen, sollte vorher kurz überlegt werden: Muss das Dokument wirklich in gedruckter Form vorliegen oder genügt eine elektronische Archivierung? Bei längeren Dokumenten gilt: Nur die benötigten Seiten ausdrucken. Fehldrucke lassen sich über die Druckvorschau vermeiden. **Ungewollt drucken:** Papier hat zwei Seiten. Bei Geräten mit automatischer Duplex-Funktion lässt sich Papier auf Knopfdruck beidseitig bedrucken. Dies spart auf einfache Weise 50 Prozent des Papierverbrauchs.
5. **Mülltrennung** ist in vielen Haushalten selbstverständlich, also nicht auch am Arbeitsplatz ein paar Schritte mehr zu Sammelstelle gehen? Wichtig ist, die dort aufgeführten Trenntipps zu beachten, damit der Recyclingkreislauf funktionieren kann.
6. Umgang mit Wasser ist neben technischen Vorrichtungen insbesondere die Eigenverantwortung der Mitarbeiter. Sie können zur Ressourcenschonung wie folgt beitragen:
 - **Einfach mal abschalten:** Wer seine Hände wäscht mit angewärmtem Trinkwasser. Kostbares Wasser kühlt ab, wenn es während des Einseifens weiterläuft.
 - **Defekte melden:** Tropfende Wasserhähne oder Wasserpoßkäsen lassen pro Monat mehrere Liter Wasser ungenutzt ablaufen. Jeder Mitarbeiter vollständig fündig, defekte Vorrichtungen unmittelbar der Haus Technik zu melden.



In order to make our future reporting more compact in accordance with EU requirements, we have changed the structure of this report - compared to the previous year - and based it on the ESG three-pillar principle:

4.1 Environmental

4.2 Social

4.3 Governance / Corporate Management





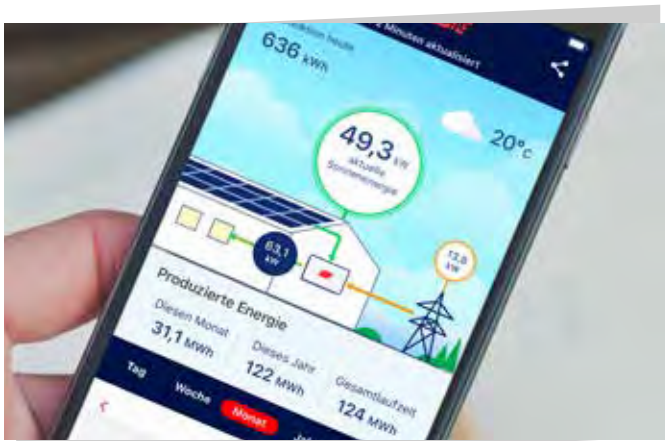
4.1 Environment

In the environmental sector, we took a big step forward with the commissioning of our new narcotics warehouse.

Energy

With the expansion of our storage capacities, we are the largest service provider in narcotics logistics on the German market. For us, this is a promise of quality, to which we are also

dedicated with our ecologically oriented construction method. What we described as construction measures on the way to climate neutrality in the last report has now become the present.



Sustainable construction: The new narcotics warehouse.

The photovoltaic system on the green roof of the warehouse is the heart of the energy supply system. Since the end of 2022, we have been able to check the current status of solar energy production and our own consumption 24/7 via an app. The figures for monitoring the production of renewable energy prove the success of the measure to us on a daily basis.



The photovoltaic system is a milestone on the way to a self-sufficient supply of renewable energy.



Benefits for the environment

saved CO2 emissions	equivalent in planted trees
48.672,6 kg	1.453



The data on the reduction of CO2 emissions through the solar panels are particularly impressive, as they currently amount to 48,672.6 kilograms and this reduction is equivalent to 1,453 planted trees.

Compared to retrofitting or converting existing buildings, we had the opportunity to include all environmentally relevant factors in the planning of our new building. Due to its construction, our green roof retains the amount of water during heavy rain and then releases it in a controlled manner. In this way, the roof not only makes a significant contribution to temperature control in the building, but also improves the inner-city climate.

As already described, the inclusion of environmental criteria in a new building is much less complicated than converting or retrofitting existing buildings. Nevertheless, we have consistently continued our measures for the environmentally relevant equipment of our warehouse, production and office areas in 2022.

For example, with the following measures

- Replacing conventional light sources with LEDs
- Installation of e-charging points at all locations
- Replacing company cars with electric or hybrid vehicles
- Energy-efficient technical equipment



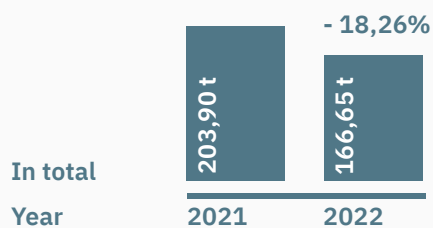
With the right choice of seeds, greenery is possible even in winter temperatures.

Waste recycling management

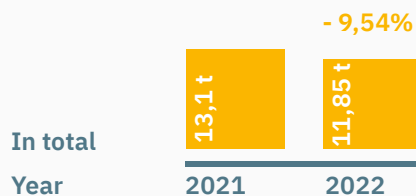
In addition to the material prerequisites for savings, it was also important to us last year to sensitise our employees to sustainability issues and to encourage them to actively participate in the process of the circular economy. Through the reduction of paper

consumption it was possible to reduce the volume of our waste paper from 203.90 tons in 2021 to 166.56 tons in 2022. We have reduced the volume of waste plastic film from 13.10 tons to 11.85 tons in the same period.

Recycled paper



Foils

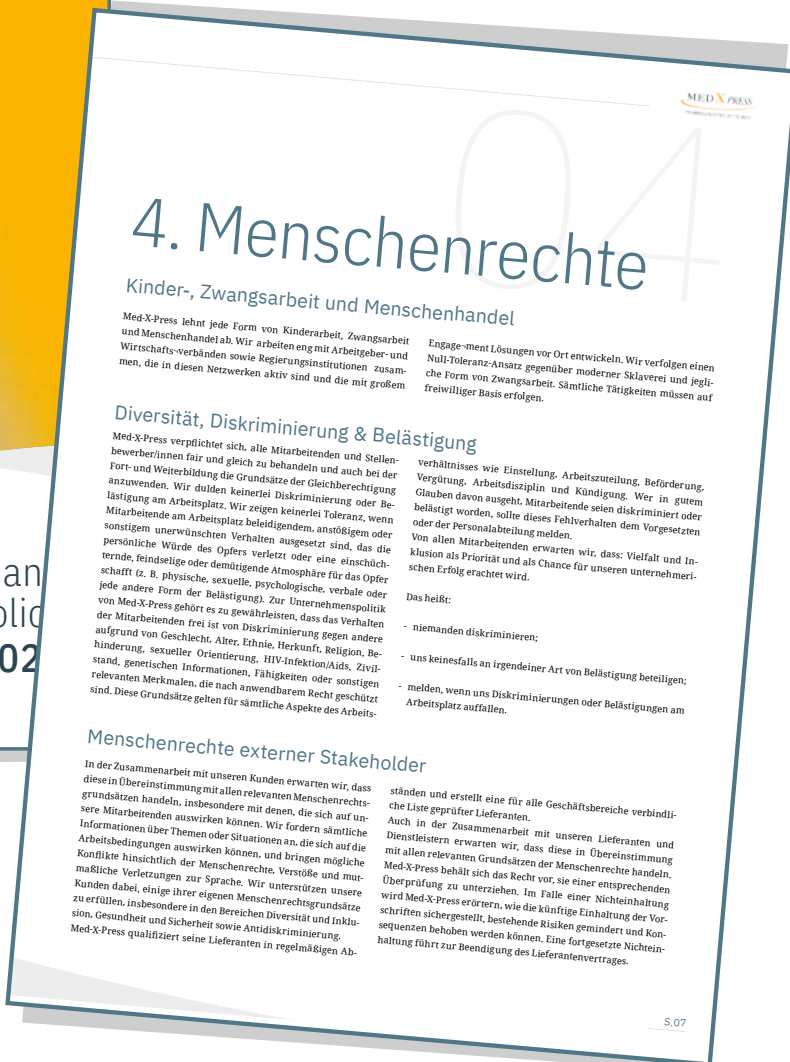




4.2 Social

In connection with the increasing demands on human and labour rights, we have formulated and adopted a comprehensive mission statement.

This directive goes beyond the boundaries of the company and determines our actions along the supply chains relevant to us. This sector is therefore of particular importance, as the Supply Chain Act passed by the German government could be amended if the current EU proposals are adopted and implemented into national law.



Health & Safety



Health

The company provides a range of benefits for employees to ensure their health and well-being at work and in their private lives. The physiotherapy service is in great demand and, as a free service during paid working hours, is extremely well received. This is documented by this figure: 165 employees have used the physiotherapy service so far.

In cooperation with our physiotherapist, we had the office equipment, i.e. desks and office chairs, assessed and replaced with ergonomic furniture on the expert recommendation.

165

of our employees have used the physiotherapy service so far.

Occupational safety

The external conditions for occupational safety are constantly monitored and controlled. All relevant issues are discussed in the regular meetings of the occupational safety committee (ASA) with the aim of permanently improving protection at the workplace.

All employees take part in basic training, which includes instruction on fire protection, safety-relevant issues or hygiene rules. At all locations, there are qualified employees who are trained as safety officers or fire safety assistants, for example. The number of these training courses increased from 696 in 2021 to 923 in 2022.

In pharmaceutical logistics, however, safety also means process reliability in the handling of medicines at different storage and transport temperatures, with cytostatics and, in particular, for the handling of narcotics. In the highly regulated medicinal products market, extensive criteria for handling sensitive products are prescribed by law. In order to keep the expertise of employees up to date, regular specialist training is provided in the individual business units.

In addition, we take part in external training and information events, which are not included in the number. In this area, we focus on health policy topics that are decisive for the actions of our customers and for our behaviour in the market. We have not yet centrally recorded the total number of training courses, further education and participation in external, specialised events, but are currently compiling the data from our individual departments.

In addition, a „lexicon“ was developed last year to provide information on company-specific topics and to serve as an online reference work for quick answers. It makes it easier for new employees to get started and is a reliable source for the entire team.

Compared to the previous year, the number of basic trainings increased by

32%



4.3 Governance/ Corporate Management

In the field of ethical corporate governance, we are in the process of compiling data for the documentation of our non-financial reporting, which will then be given the same status as our financial corporate reporting from 2025.

Internal and external communication

The management stands for transparent communication within the company. To this end, „Hall discussions“ have been introduced. These are staff meetings at the individual locations. The two managing directors inform about current developments, planned measures, discuss with the employees and answer questions. We have firmly established this format in our calendar after the pandemic.

Independently of the personal exchange, the managing directors also provide „unscheduled“ information about important events in our internal e-mail distribution list.

We use various channels for external communication. We regularly publish our Pharma Logistics Letter three times a year and publish our Med-X Press Blog twice a month via social media on a wide range of current topics.





Network

Our memberships in industry associations and regional business associations are important platforms for networking. The management is active in the associations of the pharmaceutical industry, their national organisations and also in logistics-related associations. This ensures that we have access to the latest information and can help to determine positions and opinions.

In the region of our headquarters in Goslar, the company management is well networked in all directions. The introduction of benefits for employees, for example, is often based on an informal exchange at regional network meetings. Such events give us important impulses, just as we can give others information about special measures. Discount cards are a classic example of a win-win situation. Our employees receive price advantages and strengthen regional, stationary trade by shopping locally. In addition, we also use such events for employer branding in the search for skilled personnel.

Therefore, in the past year, we were present at various events with our management:

For example with the

- City anniversary: 1,100 years of Goslar
- Harz Economic Forum, a cross-state initiative of the Magdeburg Chamber of Commerce and Industry and the Braunschweig Chamber of Commerce and Industry
- Krafraum Goslar, a new interactive format for location marketing

Belonging to national or regional associations offers many advantages, but is also an obligation to act in a value-oriented manner. The BPI, for example, expresses this as follows: „Our member companies undertake to act according to the principles of fairness, openness, transparency and integrity“.



Krafraum: new format for location marketing Goslar and the district.



Presence in the region: Harz Economic Forum 2022 in Goslar.



Networking in Berlin: Silke and Lars Dörhage with Timm Nolte from the German Pharmaceutical Industry Association (BPI) at the Entrepreneurs' Day.



5. Outlook

With the presentation of our second sustainability report, we have continued a long journey that is far from over.

With the reporting obligation, we will enter a new phase of the sustainability process, which we have to prepare this year.

In the area of tension between regulation and over-regulation, many questions remain unanswered, which often make responsible management in the sense of the sustainability goals more difficult.

However, after the experiences of the past year, we are in a positive mood as the Med-X-Press team to master the challenges ahead and see our strategy as an opportunity for an ecologically, economically and socially balanced working and living environment - for us and for future generations.

Our
certificates:



Imprint:

Med-X-Press GmbH
Pracherstieg 1 · 38644 Goslar
Germany

Phone: +49 (0) 5321 311 30-0 Fax: -1180
vertrieb@med-x-press.de
www.med-x-press.de

Responsible for content: Lars Dörhage
Editor: Ursula Jung, Goslar
Concept & design: design office GmbH, Bad Harzburg
Picture credits: © Med-X-Press GmbH, © BPI/Kruppa,
© adobestock.com

