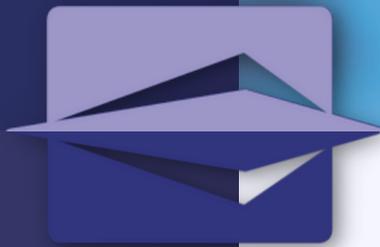




MEDI-GLOBE GROUP
THE SPIRIT OF INNOVATION



HR
CORPORATE
POLICY
MANUAL

2021



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Corporate Value Culture

We are driven by a Spirit of Innovation



S — Service

Customer-focused trading and continuously striving to support our valued clients worldwide. We analyse the needs of our customers and operate proactively, serving them promptly and accurately. We answer inquiries reliably and bindingly. This allows us to sustainably increase customer benefits and customer satisfaction.

P — Performance

Joint development of ecological, ethical and social goals for the success of the company and its customers. We involve the workforce in our planning, strategies and decisions, considering them our most important resource.

Without pressure, we deploy our employees according to their talents and offer them continuous training. We take advantage of the potential offered by digital transformation. Overall, we secure our success as well as that of our customers and partners.

Corporate Value Culture

We are driven by a Spirit of Innovation



I — Innovation

Innovation determines and drives the expansion of our leading market position. We develop and market highest-quality innovative medical technology solutions, taking market trends into account at an early stage. We open the innovation process to the outside world by involving partners and users in idea creation and realization. Through innovation, we secure competitive advantages for ourselves and for our clients.

R — Responsibility

Our responsibility goes far beyond economic success and environmental sustainability. We strive to keep the balance between the environment, people and profit through ecologically, socially and economically compatible actions.

We treat our employees, partners and competitors just as consciously as we treat our environmental responsibility. This enhances our internal and external image and our appeal as an employer.

Corporate Value Culture

We are driven by a Spirit of Innovation



I — Integrity

Through integrity we create identity and loyalty. We comply with laws, guidelines and rules. Respect and esteem for all motives and external parties are a matter of course for us, as is the equal treatment of all people. Employees, customers and suppliers can rely on us as a role model. We create a common identity and establish trust in our company.

T — Teamwork

We see teamwork as fair cooperation and coexistence of dynamic groups across borders. We encourage entrepreneurial thinking and create an atmosphere of trust. Our employees are characterized by continuous learning. We are willing to share our knowledge and experience with one other. By pooling our strengths, we optimize processes and increase the willingness of our employees to perform for our mutual success.

Operational Excellence

Spirit of Innovation also means a Spirit of Care



MEDI-GLOBE GROUP

THE SPIRIT OF INNOVATION



**Benefits
&
Rewards**



**Teamwork
&
Teamspirit**



**Personal
Development**



**HR
Reporting**



**Diversity
&
Inclusion**

Operational Excellence





Benefits & Rewards

Operational Excellence

Medi-Globe Group is committed to providing state-of-the-art benefits to its employees. Benefits contribute to individual and family health, increase financial security, and help create a comfortable work-life balance that improves quality of life. We ensure a high level of social protection in our workplaces. We are constantly working to increase the benefits we provide and our goal for the future is to have the highest level of social protection available for all employees.

An important principle of our benefits and rewards approach is to link employees' compensation to their performance, incentivizing personal growth and achievement. Regular benchmarking against job market sets base salaries in line with the requirements of each position. Salaries are then supplemented by performance-related compensation and extensive additional benefits.



Competitive Pay & Benefits



Work-Life-Balance



Employees Health & Safety

Teamwork & Teamspirit

Operational Excellence



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Team and Personal development is crucial and one of the most important ways we can support their development is through yearly feedback. Alongside our Performance Management approach, we use our individual Development Dialogue to strengthen Medi-Globe's feedback culture and the development of our employees.



Personal Development

Operational Excellence



Medi-Globe invests continually in the recruiting, promotion and professional development of its employees, positioning itself as an attractive employer in the competition to gain talented individuals and countering the shortage of skilled workers. Medi-Globe also aspires to recruit many skilled workers and managers from its own ranks. This creates attractive opportunities for professional development and keeps qualified, motivated employees loyal the company over the long term.

- Onboarding
- Mentoring
- Internal Jobs
- Leadership Development
- Training Programs
- Job Rotation
- Medi-Globe Campus



Diversity

Operational Excellence



Diversity and inclusion are especially important in terms of our employees, as we need dedicated employees who reflect the diversity of our global market and our customers.

We support equal opportunities for all people and consciously oppose discrimination of any kind. No one may be disadvantaged for reasons of race, ethnic origin, gender, religion or ideology, disability, age or sexual identity. In our company, cooperation is characterized by mutual respect. Our dealings are open, fair and appreciative.

With our Corporate Compliance Officer we ensure that unethical behavior and breaches of the Code of Conduct can be reported and further measures can be taken.

As a preventive measure, the compliance manual, which also includes the General Equal Treatment Act, provides transparency on the behavior and treatment of individuals.

In addition, regular online trainings are conducted to prevent discrimination.

We Are Medi-Globe Group

JOIN TODAY!



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