

## ENVIRONMENTAL, HEALTH, AND SAFETY (EHS) POLICY

In line with Heraeus Medevio's vision of improving 100 million lives every year, we are committed to conducting our operations in a safe, healthy, and environmentally responsible manner. As a leading contract development and manufacturing organization, we recognize our responsibility to protect the well-being of our employees, stakeholders in our supply chain, customers, patients, and the communities in which we operate. We are dedicated to upholding the highest standards of Environmental, Health, and Safety (EHS) practices while promoting sustainability throughout our organization. We aim to achieve these objectives by implementing and maintaining a robust EHS system and policy.

### Compliance with Legal and Regulatory Requirements:

We are committed to complying with all applicable EHS laws, regulations, and other requirements related to our operations, products, and services. We actively monitor changes in legislation and promptly adapt our practices to ensure ongoing compliance.

### Prevention of Pollution and Reduction of Environmental Impact:

To minimize the environmental impact of our activities, products, and services, we continue to implement pollution prevention measures, waste reduction initiatives, and resource conservation practices. As a company, we set and evolve objectives and targets to improve our environmental performance.

### Hazard Identification, Risk Assessment, and Incident Prevention:

We prioritize the health and safety of our employees, customers, and stakeholders by continuously identifying workplace hazards, assessing risks, and implementing appropriate controls to eliminate or minimize the potential for accidents, injuries, and occupational illnesses. We actively promote a culture of incident prevention and provide comprehensive training to help ensure a safe working environment.

### Employee Engagement and Participation:

We recognize that our employees are key contributors to our success. They are encouraged to be actively involved with EHS initiatives and provided with the necessary training and resources to fulfill their responsibilities. We foster a culture of open communication, ensuring that employees have opportunities to immediately provide feedback, report incidents, and contribute to EHS improvements.

### Continuous Improvement:

To continuously improve our EHS and sustainability performance, we establish measurable objectives and targets, regularly monitor our progress, and conduct periodic management reviews to ensure the effectiveness of our systems. We consistently learn from our experiences and actively seek opportunities to enhance our EHS practices.

### Stakeholder Engagement:

Engagement and open communication with our stakeholders, including customers, suppliers, and contractors, on matters related to EHS and sustainability, remains a priority. We strive for transparency in our operations by sharing relevant information and addressing concerns efficiently and effectively.

### Sustainable Practices:

We are dedicated to promoting sustainability throughout our organization by incorporating sustainable practices into our decision-making processes, such as energy efficiency, waste reduction, and responsible use of resources. We actively seek opportunities to positively contribute to the environment and society.

The leadership team at Heraeus Medevio is fully committed to the principles outlined in this policy, and we expect all employees to uphold and actively participate in the implementation of our EHS and sustainability objectives.