

Gedeon Richter Global Environmental, Health and Safety (EHS) Policy

The management of the Richter Group is fully committed and responsible for the health of its employees, the creation of a safe working environment and the maintenance of processes that have the least impact on the environment.

Improvements to our EHS processes are an integral part of our corporate culture and the company's top management expects all employees to strive for operational excellence. As a result, our EHS policy is fully interwoven with our business processes, which we consider equally valid for all our employees, suppliers and visitors worldwide.

In addition to complying with laws and regulations, we are committed to complying with the following guidelines:

- All accidents at work and occupational diseases are preventable, therefore we strive to create a safe and health-promoting working environment.
- We continuously assess EHS risks and take appropriate measures to identify, assess and mitigate them.
- We see EHS values as part of our corporate culture, thanks to which everyone takes responsibility for the safety of others and their own.
- We maintain and develop the awareness of our employees through trainings and information.
- We encourage employee participation in the development of our EHS processes.
- We are committed to preserving our environment and pay special attention to minimizing the environmental impact of our operations.
- Our goal is to promote sustainable operation by making proper use of natural resources, reducing the amount of waste, and placing great emphasis on improving energy efficiency.

In order to monitor the achievement of our EHS goals, we regularly measure and evaluate our performance and implement appropriate improvement measures based on the results. The company's management is committed to implementing the EHS policy and providing the necessary resources to achieve our goals.



Gábor Orbán
CEO