



## Energy, Environmental, and Occupational Health & Safety (EEOHS) Policy According to ISO 14001, ISO 45001, and ISO 50001

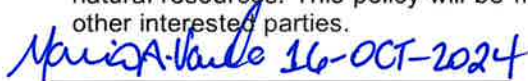
The Production Units of Business Unit Generics & I.V. Fluids – North America of Fresenius Kabi USA, LLC (PU Grand Island, PU Melrose Park, PU Wilson) hereby commit to implement and maintain an Integrated EEOHS Management System (IMS) to protect the environment as the basis of life, provide safe and healthy working conditions and a safe work environment, and manage our energy resources to promote conservation and efficiency. This includes the prevention of pollution, work-related incidents, occupational injuries and illnesses, and the reduction of wasteful energy consumption. We also commit to the responsible and sustainable use of all resources.

To continuously improve our processes within the IMS, we commit to:

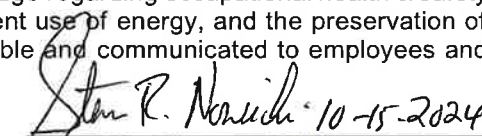
- Create a culture that promotes safety, high awareness among workers for environmental protection, the proper usage of natural resources, and the sustainable consumption of energy.
- Motivate workers' commitment to support the environment, health and safety, and energy conservation.
- Fulfill legal and other compliance obligations.
- Set objectives with regards to energy, environmental, and occupational health & safety performance, derived from this IMS policy.
- Act in compliance with corporate policies.
- Identify significant energy users and environmental aspects and their impacts.
- Identify, monitor, and continually improve energy consumption, environmental impacts, and all relevant IMS key performance indicators.
- Identify and eliminate hazards and reduce occupational health & safety risks and thereby reduce occupational injuries and illnesses.
- Avoid accidental emissions of substances or wasteful use of energy.
- Consider energy, environmental, and occupational health & safety criteria when designing or procuring products, processes, machinery, equipment, and services, considering their life cycle and energy demand, environmental aspects and impacts, and occupational hazards and risks.
- Provide the necessary resources and information to set and achieve EEOHS objectives and targets.

We periodically check and evaluate our IMS policy and all management activities. We will update our policy if we identify any relevant changes in the context of our organization or our compliance obligations.

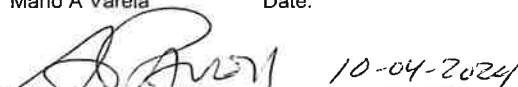
Employees and workers' representatives will participate and be consulted throughout the implementation, execution, and management of the IMS system. They will be trained on IMS-related topics to continuously broaden their knowledge regarding occupational health & safety requirements, environmental protection, the efficient use of energy, and the preservation of natural resources. This policy will be made available and communicated to employees and other interested parties.

  
VP, EHS – Region US  
Mario A. Varela Date: 16-OCT-2024


VP, EHS – Region US  
Mario A. Varela Date:

  
VP, and Plant Manager – PU Melrose Park  
Steven Nowicki Date: 10-15-2024

VP, and Plant Manager – PU Melrose Park  
Steven Nowicki Date:

  
Plant Manager – PU Grand Island  
Anthony Pavell Date: 10-04-2024

Plant Manager – PU Grand Island  
Anthony Pavell Date:

  
Plant Manager – PU Wilson  
Hector Gonzalez Date: 10-08-2024

Plant Manager – PU Wilson  
Hector Gonzalez Date: