

# OHS POLICY

As executives of Gedeon Richter Plc, we take overall responsibility for occupational health and safety (OHS), which we implement through a dedicated management system (OHSMS).

We ensure the integration of the system requirements into business processes and the consistency of the OHS Policy and the OHSMS objectives with the company's strategic objectives. We provide the resources needed to maintain and continuously improve the system. We develop and support a corporate approach that promotes the achievement of the goals of the OHS Management System. We support employees in identifying and reporting incidents, risks and opportunities.

We are committed to

- ensuring safe and healthy working conditions in order to prevent injuries and damage to health at work;
- complying with legal and other requirements;
- identify OHS hazards and reducing the resulting risks;
- continuously developing the OHS Management System;
- consulting with employees and their representatives.

Based on our Company's risk profile, our OHS goals are defined as follows:

- training and informing our employees, raising safety awareness among them;
- informing external stakeholders, cooperating with authorities and institutions;
- in the context of chemical safety,
  - ensuring that preparations and active ingredients are manufactured in closed systems, thereby preventing exposure to hazardous chemicals and mitigating fire and explosion risks,
  - substituting carcinogenic and mutagenic substances, where possible,
  - preventing major industrial accidents;
- managing the risks associated with work equipment and workplaces;
- reducing ergonomic risks;
- reducing psychosocial risks;
- reducing local and whole-body vibration exposure;
- managing radiation risks in the affected workplaces;
- reducing the risks of biological factors;
- reducing the strain caused by personal protective equipment by using collective protective equipment;
- maintaining our emergency preparedness at a consistently high level.



---

Erik Bogsch  
Chairman



---

Gábor Orbán  
CEO