

Environmental, Health, Safety & Sustainability (EHS) Policy

Eastern Europe GE HealthCare S&S is committed to EHS excellence across all functions. Management and employees share responsibility for maintaining a safe, healthy workplace, protecting the environment, and supporting the communities where we operate. We integrate sustainability principles into our business and continuously improve our EHS systems, culture, and performance. Our approach includes strong leadership, active employee participation, and compliance with ISO standards (9001:2015, 14001:2015, 45001:2018), local regulations, the GEHC EHS Framework, and all relevant programs. This policy applies to all **Eastern Europe employees** and operations (excluding Supply Chain), as well as subsidiaries and joint ventures under our operational control.

Policy Requirements:

- Comply with all applicable environmental, energy, health, and safety laws, regulations, and voluntary standards.
- Prevent workplace illness and injury by providing a safe, healthy work environment that supports good mental health.
- Identify hazards, prioritize key risks, and implement strong controls to eliminate or reduce risks from our facilities, products, services, and activities.
- Set, track, and regularly review measurable EHS performance targets and apply a risk-based EHS governance process.
- Evaluate operational, legal, and reputational EHS impacts before starting or changing any activity, project, or business venture.
- Advance environmental sustainability by reducing negative impacts, aligning with science-based approaches and best available techniques, cutting greenhouse gas emissions toward net zero by 2050, preventing pollution, conserving resources, and protecting local biodiversity.
- Improve energy efficiency and reduce energy use from our facilities, company vehicles and business travel.
- Supports the procurement of energy efficient products/vehicles and services that impact energy performance.
- Include energy-efficient practices when designing or revising operational workflows and service delivery models.
- Assess environmental and energy impacts from our sales and services operations.
- Drive operational excellence to avoid unnecessary waste (spare parts, travels, ...)
- Review this policy annually or when business needs change.

Top Management Responsibilities:

- Own and be accountable for EHS performance within their operations, setting policies and objectives aligned with our strategy.
- Provide the leadership, resources, and support needed to meet EHS commitments and adapt strategies to mitigate emerging risks.
- Establish, implement, and maintain an EHS Policy that ensures safe and healthy working conditions and reflects the organization's purpose, size, context, risks, and opportunities.
- Regularly evaluate EHS performance, the effectiveness of programs, and the impacts of business activities.
- Support monitoring systems across the organization to ensure compliance with legal and policy requirements.
- Communicate responsibly with employees, communities, customers, and government agencies on EHS matters in coordination with the EHS organization.

Managers Responsibilities:

- Track and support execution of EHS KPIs through management reviews and operating mechanisms.
- Strengthen EHS culture by demonstrating visible leadership and commitment to EHS priorities.
- Provide sufficient resources for EHS programs and support management of change to identify risks in new or modified operations, services, and products before launch.
- Establish measures to ensure compliance with this policy, applicable laws, regulations, and voluntary requirements.
- Immediately notify line management of significant events with potential EHS impacts.
- Promote a strong STOP WORK culture by empowering employees to stop unsafe work and report hazardous conditions.
- Collaborate with customers, partners, contractors, suppliers, and other stakeholders to ensure our relationships support this policy.
- Proactively escalate emerging risks from operations.

Employee Responsibilities:

- Know and support the EHS priorities and all requirements of the organization to protect health and safety of our people, as well as the communities and environment in which we operate.
- Follow this policy, applicable laws and regulations and the site EHS policies, procedures, and rules to protect Health and Safety of self, other workers, public and the environment.
- Promptly report any incidents/concerns/near misses or EHS violations or emerging risk to direct manager, EHS manager, HR, Legal counsel, or other designated person.
- Stop work and alert management or EHS professionals if they perceive that risk to people, the environment or assets is not being properly controlled.
- Participate in EHS activities, programs, and actions.

President & CEO (Country)

Adochiei Mihaela
GM Romania & Moldova

Spyridon Gkikas
GM Greece, Cyprus & Balkans

Rubis-Liolios Grazyna
GM Poland, Baltics & Ukraine

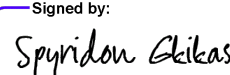
Jutas Foldvari
GM Central Eastern Europe

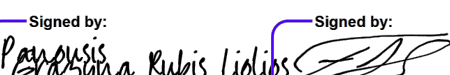
GM Operations

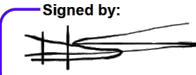
Dimitris Kappos
General Manager EE & IMI

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Replaces: rev 1