

Mission Statement Vantive in Germany

At Vantive in Germany*, we consider the protection of human rights to be a central element of our corporate responsibility. We base our commitment to respect human rights in line with the requirements of the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognized human rights and environmental regulations and respecting them in our business activities and along our value chains. This includes, in particular, the prohibition of child and forced labor, the prohibition of all forms of slavery and discrimination, and the strengthening of freedom of association.

We are also committed to compliance with occupational health and safety, the payment of appropriate wages and the minimization of environmental pollution. We recognize that no person or community shall be deprived of their property, land, or access to land and water without proper legal justification or due process. We are guided by the United Nations Guidelines on Business and Human Rights.

We place great emphasis on environmental compliance and optimized operations throughout our value chain and actively seek ways to minimize our environmental footprint and mitigate risks, including with regard to the Minamata, POP and Basel Conventions.

This statement illustrates our fundamental commitment to respect for human rights, which is already reflected in other company policies. We have embraced Vantive's commitments, principles, policies and goals and act collectively as "we".

As a global healthcare company that operates in more than 80 countries Vantive is committed to effective business management, compliance with the law, and a culture of ethics and compliance within the organization. Vantive was a wholly-owned subsidiary of Baxter International Inc. until January 1, 2025. Baxter was one of the first companies to adopt formal guidelines for corporate governance back in 1995. Improving our practices and setting new standards is an ongoing process and our current corporate governance policies reflect this evolution.

- Code of Conduct <https://www.vantive.com/code-conduct>
- Human Rights Policy <https://www.vantive.com/global-human-rights-policy>

As stated in our Global Human Rights Policy, we respect human rights, dignity and diverse contributions of all individuals. The promotion of human rights in our direct and indirect actions takes many forms and is evident in many corporate principles and initiatives; in areas such as hiring practices, privacy, security, supply chain, ethical behavior, and access to healthcare.

In this way, we are committed to expanding, promoting and maintaining an inclusive and diverse workforce to better meet the needs of our employees, customers, suppliers, patients and family caregivers.

Vantive's Environment, Health, Safety & Sustainability Program is based on the Environment Health Safety & Sustainability Policy
<https://www.vantive.com/environmental-health-safety-and-sustainability-policy>

- EHS&S and the related Global Procedures, Framework & Resources (EHS&S) requirements, which set out the minimum standards that all Vantive companies must meet and maintain. Vantive follows a systems approach to management guided by its worldwide EHS&S requirements; by using ISO 14001 to systematically manage environmental aspects and ISO 45001 to appropriately address hazards that pose a risk to employees. The EHS&S review process is designed to ensure that the Company's facilities have adequate EHS&S programs that comply with regulatory requirements and Vantive's EHS&S requirements, targets, and objectives.

In addition, Vantive has committed itself to the highest ethical standards in a large number of statements.

Opinions

- Bioethics Position Statement <https://www.vantive.com/bioethics-position-statement>
- California Safe Drinking Water and Toxic Enforcement Act of 1986: Proposition 65 <https://www.vantive.com/california-safe-drinking-water-and-toxic-enforcement-act-1986-proposition-65>
- California Transparency in Supply Chain Act <https://www.vantive.com/california-transparency-supply-chains-acts>
- Climate Change and Energy Position Statement <https://www.vantive.com/climate-change-energy-position-statement>
- Conflict Minerals Policy & Position Statement <https://www.vantive.com/conflict-minerals-policy-position-statement>
- Diversity, Equity and Inclusion Reporting Will not be on the corporate websites for now
- E-commerce collaboration (cooperations on e-commerce) <https://www.vantive.com/ecommerce-collaborations>
- Medical Materials Use Position Statement <https://www.vantive.com/medical-materials-use-position-statement>
- Pandemic Planning Statement <https://www.vantive.com/vantives-pandemic-planning-efforts>
- Pharmacovigilance Privacy Statement <https://www.vantive.com/pharmacovigilance-privacy-statement>
- REACH EC 1907/2006 (regulations for compliance with the EU Regulation REACH) <https://www.vantive.com/reach-ec-19072006>
- WEEE 2012/19/EU Directive (WEEE Directive 2012/19/EU) <https://www.vantive.com/weee-201219eu>

We comply with applicable local laws. In cases where international human rights are restricted by local laws, we strive to promote the principles behind international standards without conflicting with local laws. If local laws go beyond international standards, we will follow them.

As a company in the pharmaceutical industry, we have the opportunity to strengthen the protection of human rights in a variety of ways. However, we are also aware of the possible human rights risks that can be associated with our business activities. We strive to analyze and document our risks and their specific connection to our company step by step and regularly through structured risk assessments in our own business activities, the supply chain and in relation to our products and services. The results of this risk analysis, which

is carried out at least once a year (but also on an ad hoc basis), are incorporated into relevant business processes, in particular into our supplier management system.

We also expect our suppliers and other business partners to commit to complying with the principles set out herein and to implement appropriate processes to respect human rights. This includes providing information on how to comply with these principles when requested.

To do business with Vantive, suppliers and other business partners must commit to adhering to our Vantive Supplier Standards. These encourage suppliers to be sustainable, reduce energy, comply with employment standards and fulfill various requirements.

Through the supplier standards and requirements, Vantive commits to adhering to labor, ethical, environmental, health and safety standards throughout its supply chain. Vantive expects its suppliers to commit to respecting human rights as set out in its Human Rights Policy. Where risks exist in this context, we implement appropriate preventive measures.

We are already observing the following principles, which we will supplement and expand if necessary:

- Supplier selection and evaluation: We take human rights and selected/specific environmental criteria into account when selecting and evaluating our suppliers.
- Measures for the health and safety of our own employees: The health and safety of our employees is our top priority. By implementing uniformly high standards, we are continuously working to create a safe and health-promoting working environment. Our employees take part in regular training courses to promote safety-conscious behavior.
- Product safety measures: As part of our various safety and quality programs, we continuously review the safety of our products with regard to health and environmental risks.

If a violation or threatened violation of a human rights and/or environmental obligation is identified or suspected within Vantive or at a direct supplier, Vantive will promptly conduct an investigation and take appropriate remedial action or require Supplier to take appropriate remedial action without delay to stop the violation or minimize the extent of the violation. The remedy depends on the nature of the infringement found and is decided on a case-by-case basis. The effectiveness of the remedial measures will be reviewed annually and on an ad hoc basis. Possible compliance violations or possible violations of a human rights or environmental obligation under the LkSG can be reported via Vantive's <https://secure.ethicspoint.com/domain/media/en/gui/94646/index.html> helpline. This Helpline has been set up as an independent channel for complaints. It provides the possibility for employees, suppliers and anyone else to contact Vantive 24 hours a day, seven days a week in different languages and report violations of laws, compliance requirements and company policies by Vantive, its employees or suppliers. The report can be made online or by telephone.

A separate set of rules of procedure (RULES of PROCEDURE for the complaint procedure) has been drawn up for the reporting of possible violations of the Supply Chain Due Diligence Act. This is available under www.vantive.eu.

In addition, it is possible to submit questions, suggestions and complaints to the e-mail address: hechingen_lksg@vantive.com.

* **Gambro Dialysatoren GmbH**, a company of the Vantive Group, is subject to the Supply Chain Due Diligence Act from 1 January 2024.

The responsibility for compliance with the human rights obligation set out here lies with the Managing Director of Gambro Dialysatoren GmbH. A local team is responsible for the operational implementation of our human rights strategy. This team led by the Human Rights Commissioner has knowledge in the areas of environmental protection, respect for human rights, labour law, supply chain management and compliance.

Gambro continuously documents the steps to implement the due diligence obligations in accordance with the LkSG. The documentation is kept for at least seven years.

Gambro prepares the annual report with all legally binding information in accordance with § 10 para. 2 LkSG, publishes it no later than four months after the end of the financial year and keeps it available for retrieval on the website for at least seven years.