



ESG POLICY (EN)

Invacare embraces its corporate responsibilities as a leading manufacturer and distributor of innovative home and long-term care medical products that help promote recovery and active lifestyles. Our commitment to the environment, associates, shareholders, communities, customers, and to consumers ensures our resources are prioritized to make the most meaningful impact on all stakeholders. At Invacare, this commitment to stewardship values is established and realized by our Environmental, Social, and Governance (ESG) directive.

A significant cornerstone of a substantive ESG program is compliance with associated legislation and adopted standards. Invacare ESG provides the resources needed to adapt to the evolving regulatory landscape and continuously improve our management systems as we strive to protect people and the environment. This accommodating approach allows for the development of progressive objectives within the framework provided by Invacare ESG.

In pursuit of excellence and incorporating ESG in everything we do and how we do it, Invacare challenges every employee to exemplify these guiding principles in their roles, responsibilities, and endeavors:

- *Provide safe, sustainable, quality products that continue Making Life's Experiences Possible®*
- *Be a responsible steward of the environment and for social responsibility throughout all value streams of our operations*
- *Consider efficient solutions in our products and in our facilities to save resources and help prevent/reduce pollution and emissions.*
- *Remain a supportive and influential member in our communities*
- *Partner with responsible suppliers to provide ethical sourcing of materials and services*
- *Provide a safe and healthy work environment*
- *Mentor talented professionals who will guide Invacare's future*
- *Embrace Diversity, Equity and Inclusion*

Our ESG commitment is a rewarding journey that positively impacts the environment, our associates, and our communities. Together, throughout all levels of the organization, our actions promote and drive stewardship as we achieve our goal of *Making Life's Experiences Possible®*.

28-Sep-2026

A handwritten signature in blue ink, appearing to read "Madeleine Gloy".

Electronically signed by: Madeleine Gloy
Reason: I have reviewed and approve the document.
Date: 28-Sep-2026 09:09:35 GMT+2

Madeleine Gloy
VP Regulatory Affairs and Sustainability