

2026 Modern Slavery Statement

Modern Slavery Statement overview

This statement describes Solventum Corporation's and its subsidiaries' ("Solventum" or the "Company") actions regarding modern slavery and human trafficking in our business and supply chains for calendar year 2025 (January 1 – December 31).

This statement is published in accordance with the provisions of the United Kingdom (UK) Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth), the California Transparency in Supply Chain Acts, the Norway Transparency Act, the German Supply Chain Due Diligence Act (LkSG), the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canadian Act") and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

The entities listed below have been determined to fall within the scope of the listed local modern slavery and human rights legislation, based on criteria such as turnover, employee count, revenue threshold, or stock exchange listing. These entities include:

- KCI Medical Limited t/a Solventum UK (UK);
- KCI Medical AS (Norway);
- Solventum Canada Limited;
- KCI Medical Canada Inc./Fournitures Medicales KCI du Canada Inc.; and
- KCI Medical Australia Pty Ltd.

This statement was produced in consultation with our subsidiaries to identify and assess modern slavery risks that may exist. Solventum consulted relevant entities through a structured scoping and review process. Entity applicability was assessed in collaboration with Solventum's Legal Affairs team based on country-specific thresholds, with targeted consultation of functional leaders responsible for entity-level policies and data. Legal Affairs provided jurisdiction-specific validation, and final consultation occurred through executive review and sign-off for entities in scope. Additionally, the following corporate functions periodically meet and discuss the actions described in this statement:

- Ethics & Compliance;
- Human Resources;
- Global Procurement.

This Statement for Solventum, for the entities listed above, was approved on 15 May 2026 by the members of the Executive Team of Solventum whose signatures are set forth below, in Solventum's capacity as the principal governing body for 2025. Additionally, the required board approvals for Australia, the United Kingdom and Norway were formally completed during board meetings in May and duly recorded in the official meeting minutes. Solventum's global Modern Slavery Statement is available on our [website](#) and aligned with each applicable jurisdiction's procedural requirements to ensure full compliance. The signatories below maintain ongoing oversight of modern slavery matters, with Marcela Kirberger holding operational responsibility for compliance and Paul Harrington for supply chain management.

We have authority to bind the Solventum entities listed above. In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the report for the entities listed above. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the report is true, accurate, and complete in all material respects, to the best of our knowledge, information and belief for the purposes of the Canadian Act, for the reporting year listed above.

Marcela Kirberger

Marcela Kirberger
Chief Corporate & Legal Affairs Officer
Member of Solventum's Executive Committee

Paul Harrington

Paul Harrington
Chief Supply Chain Officer
Member of Solventum's Executive Committee

Solventum business structure, operations and supply chain

Our business structure

Solventum is a leading global healthcare company with a long legacy of creating breakthrough solutions for our customers' toughest challenges. We pioneer game-changing innovations at the intersection of health, material and data science that change patients' lives for the better — while empowering healthcare professionals to perform at their best. Solventum spun off from 3M Company ("3M") on April 1, 2024.

In September 2025, Solventum completed the sale of its Purification & Filtration (P&F) business to Thermo Fisher Scientific Inc. The information presented in this statement includes P&F operations up until the time of sale. Additionally, in December 2025, Solventum completed the acquisition of Acera Surgical, further strengthening our portfolio and advancing the company's strategic growth initiatives. The information presented in this report excludes Acera unless otherwise noted. All references are to the 2025 fiscal year unless otherwise stated.

The Company operates as part of a global corporate group. The ultimate parent company holds controlling ownership interests in a network of direct and indirect subsidiaries, including through intermediate holding companies, across multiple jurisdictions supporting manufacturing, commercial and shared service activities.

The parent company establishes the group's governance framework, including enterprise-wide policies, risk management standards and oversight mechanisms. This includes policies and controls relating to human rights and the prevention of modern slavery and human trafficking. These policies are implemented across the group, with local adaptation where required to meet jurisdictional legal and regulatory requirements. While individual subsidiaries are responsible for their day-to-day operations, they operate within the group's governance and control environment, including adherence to group standards on ethics, compliance and responsible business conduct.

Oversight is exercised through a combination of delegated authorities, reporting structures and central monitoring functions to ensure alignment with group expectations. This structure enables the group to maintain consistent standards while appropriately managing jurisdictional risks, including those related to labour practices and supply chain integrity.

Our operations and supply chain

Solventum is a global organization with major centers throughout the world, including Solventum's U.S. principal office located at 1750 Yankee Doodle Road, Eagan, Minnesota. Additionally, the Company owns, leases or otherwise has rights to use approximately 270 facilities, including administration, research and development, manufacturing, warehousing, distribution and other facilities across the United States and globally. This includes 7 manufacturing facilities in the United States and 14 outside of the United States, including Canada (where we both produce and import goods), China, Germany, Ireland, Mexico and Poland. Many of these facilities serve more than one of our business segments and multiple functions across our business.

Solventum's innovative portfolio spans Medical Surgical, Dental Solutions and Health Information Systems. Each business segment aims to transform the patient journey and enhance accessibility by delivering safer, smarter and more effective care solutions. Read more about our business and its segments in our [2025 Annual Report on Form 10-K](#).

Our global supply chain encompasses nearly 15,000 suppliers in more than 282 subcategories and 71 countries and plays a key role in our ability to solve customer needs and move healthcare forward.

Policies and standards

We strive to ensure our suppliers use responsible business practices through robust policies, due diligence and risk assessments. Our global Due Diligence Management System aligns with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance and the United Nations Guiding Principles (UNGP) on Business and Human Rights. As part of our human rights and supplier engagement efforts, Solventum participates in key stakeholder initiatives, including leveraging EcoVadis for customer requests, engaging with the Responsible Minerals Initiative (RMI) for conflict minerals and utilizing Sedex to support our human rights due diligence.

Our supply chain expectations, covering labor, health and safety, environment, ethics and other areas, are communicated through the following policies. These policies are reviewed periodically and updated as needed, with potential violations triggering review through our established investigations process. In 2025, there were no significant changes made to the below policies.

Our [Code of Conduct](#) details our ethical standards and serves as our framework to guide us in our business practices. We promote safe and healthy human rights work practices and prohibit forced labor, child labor, slavery, and human trafficking. The Code of Conduct applies to all Solventum employees, and we expect our suppliers to share this commitment to compliance, responsibility and sustainability. Solventum's Code of Conduct is owned by the Solventum Ethics and Compliance team and went into effect on April 1, 2024.

Our [Human Rights Policy](#) outlines our commitment to internationally recognized human, labour and workplace rights. In accordance with United Nations (UN) Standards and applicable federal, state and local law, Solventum's Human Rights Policy includes key commitments on work hours and wages, Freedom of Association, child labor, forced labor and workplace security and safety. The Human Rights Policy applies to all employees worldwide, contingent workers, candidates for hire at Solventum and others acting on Solventum's behalf. The Human Rights policy is owned by the Human Resources team and was effective on April 1, 2024.

Our [Supplier Responsibility Code](#) (SRC) communicates our expectations in the areas of labor, health and safety, environment, ethics and management systems. Topics covered include business integrity, anti-corruption, conflicts of interest, non-discrimination and non-harassment, and freely chosen employment. The code is based on our corporate values for sustainable and responsible operations and aligns with the Ten Principles of the United Nations Global Compact. The Supplier Responsibility Code is owned by the Global Procurement team and was effective on April 1, 2024.

As outlined in our supplier contracts and purchase order terms and conditions, which pertain to Solventum tier 1 suppliers, we require full compliance with our Supplier Responsibility Code, as well as adherence to all applicable laws and regulatory requirements.

This code explicitly prohibits forced labour, bonded labour, human trafficking, and child labour, and requires fair wages, working hours and safe conditions. Our tier 1 suppliers are expected to cascade these standards to their own supply chain and hold their vendors, contractors, subcontractors and agents accountable to comply with all applicable laws, rules and regulations. Solventum or our designated third-party providers reserve the right to evaluate, audit and inspect suppliers' facilities, operations and records at any time to confirm compliance. We encourage and expect our suppliers to periodically assess themselves and their suppliers for conformance.

Our [Environmental Health and Safety \(EHS\) Policy](#) highlights our commitment to creating safe and sustainable operations through implementation of our management system, standards and programs. We actively engage our employees, contractors and contingent workers in our EHS process, as detailed in our EHS Policy.

Our [Recoupment Policy](#) was adopted by Solventum's Board of Directors to foster a culture of compliance, further develop a compensation scheme that rewards integrity and accountability and to reinforce Solventum's pay-for-performance and compliance compensation philosophy.

Due diligence management system and risk assessment

In our operations:

Solventum is committed to upholding human and workplace rights in all Solventum operations globally. Solventum's Human Rights Policy outlines our expectations and underscores basic tenets of respect for the dignity and worth of all individuals and the provision of equal opportunity. Additionally, Solventum's responsible recruitment practices are governed through our Human Rights Policy, which applies to candidates for hire and prohibits unfair, coercive or discriminatory labor practices in alignment with International Labor Organization (ILO), UNGP and OECD standards.

Within Solventum, our approach to managing and protecting human rights, including protection against modern slavery, is guided by our Code of Conduct. Our ethics program prioritizes honesty and fairness in our operations. All employees worldwide are expected to act with high ethical standards and follow our Code of Conduct and internal policies, as well as

applicable government regulations where we operate. We have a structured process for mergers and acquisitions that phases in newly acquired companies through comprehensive risk assessments and compliance checks, including key topics like quality, ethics, responsible procurement and information technology (IT).

Our Code of Conduct outlines our commitment to high ethical standards, legal compliance and the stewardship of Solventum's values. The code — available in 17 languages which correspond to the languages spoken by workers in the Company's own operations and supply chain — serves as the ethical bedrock of our organization, creating an inclusive workplace and guiding how we do business. It covers a range of topics, from respectful work environment, to human rights, to conflicts of interest.

While we do not have any unionized facilities in the US, our relationship with employee-representative organizations outside the U.S. takes many forms. This includes engaging with representative bodies for employees located in the European Union, such as employee forums, works councils and trade unions, in accordance with local law.

Solventum encourages all employees to ask questions, raise concerns and report all suspected violations of law or our Code of Conduct. We provide feedback channels that allow employees to share experiences, express needs and offer insights. Additionally, we have established multiple avenues to report misconduct that are equally accessible to workers within our supply chain, with reporting channels available in over 20 languages. Anonymous reporting is available where permitted by law. To report a concern, employees and others can contact, as applicable:

- Managers or supervisors;
- Human Resources;
- Solventum Legal Affairs Team;
- Solventum Ethics & Compliance; or
- [SolventumEthics.com](https://www.solventumethics.com).

Leaders play a pivotal role by setting a positive example, fostering an open environment for questions and concerns, and addressing issues appropriately. In addition, members of our Ethics & Compliance Department work across our organization to raise awareness about our Code of Conduct and ethics and compliance policies, standards and procedures.

Solventum takes all reported concerns about business conduct seriously. A team of experienced investigators reviews each concern thoroughly and conducts an investigation when necessary. Solventum maintains the confidentiality of all reported concerns in accordance with legal requirements and in the best interest of the organization and those involved. Solventum does not tolerate retaliation for anyone who raises a genuine concern and educates employees on our non-retaliation stance, which is part of our Code of Conduct.

Violations of our Code of Conduct or any related policies, standards and procedures are addressed promptly, with appropriate consequences that may include disciplinary action, up to and including termination. These measures help ensure accountability and maintain the integrity of our ethical framework.

Solventum's executive leadership sets and promotes ethical standards within the organization, ensuring a strong operational compliance program. With this support, Solventum identifies new or evolving risks and develops strategies to prevent, detect and respond to ethics and compliance related issues. The board of directors receives periodic updates on the effectiveness of Solventum's compliance program, including updates on modern slavery-related risks, complaints and escalations from senior functional leaders and Solventum's Chief Ethics and Compliance Officer.

In addition, Solventum regularly reviews local HR policies and practices at our manufacturing sites globally, including a more formal review every three years. This review process also includes assessing compliance with the Human Rights Policy. All reviews include identification of strengths and opportunities for improvement and established actions, where necessary.

We comply with U.S. Federal Acquisition Regulation 52.222-50 which prohibits human trafficking, including slavery, servitude, forced and compulsory labor, and coercion to induce a commercial sex act or to procure the same.

Our Global Investigations function measures the health of our "speak up" culture by monitoring the number of calls to our reporting system and the anonymous call rate. A high call rate indicates employees are proactive in raising potential concerns and feel comfortable engaging through Solventum's established channels. We're proud that our call rate exceeds

the 2025 benchmark of 1.5 reports per 100 employees, provided by Navex, a company which hosts the world's largest database of employee incident reports, when compared to companies in the same industry, size and geographic footprint. Our anonymity rate is lower than industry benchmarks, indicating a high level of trust in our investigation process.

In our supply chain:

Supplier modern slavery risk assessments

Conformance with the SRC is required in our supplier contracts and purchase order terms and conditions, and is mandatory for all suppliers globally and applies to any material or service provided. It explicitly prohibits forced labour, bonded labour, human trafficking, and child labour, and requires fair wages, working hours and safe conditions. We expect suppliers to operate with the highest integrity and hold their vendors, contractors, subcontractors and agents accountable to comply with all applicable laws, rules and regulations.

We partner with a leading sustainable supply chain provider, Sedex, to continuously improve our suppliers' responsible business practices. Our Responsible Procurement team manages our Due Diligence Management System. This system guides our efforts to establish strong policies, identify and assess risks in the supply chain, develop and implement strategies to respond to identified risks, audit our supply chain and report on supply chain due diligence activities. Our Procurement Compliance team implements our supplier risk mapping, assessment and auditing program on an annual basis, with oversight by our Procurement leadership team and a cross-functional committee. Our Due Diligence Process has successfully been audited by the NHS Labor Standards Assurance System (LSAS).

Our supply chain risk assessment process applies to all suppliers and prioritizes higher-risk suppliers identified by geography and relevant commodity categories, including direct production material commodities and raw materials that contain conflict minerals (e.g., chemicals, molding, paper and electronics). The assessment process begins with a self-assessment questionnaire (SAQ) aligned with our Supplier Responsibility Code requirements to evaluate supplier programs and practices.

Solventum or our third-party partners may conduct on-site assessments as part of a verification process for higher-risk suppliers or as a follow-up audit to SAQ responses. These audits are conducted by a third-party using the Sedex Members Ethical Trade Audit (SMETA) standard. If noncompliance with the SRC is detected, we address any deficiencies through a corrective action process, which may include additional audits. If a supplier is unable or unwilling to resolve any gaps or findings, the corrective action process leads to escalation to Procurement leadership. If the supplier is still unwilling to work on the gaps or can't resolve them in a reasonable amount of time, a cross-functional team considers alternative actions to elevate and resolve the situation, which may include terminating the business relationship.

High-risk commodity procurement

In addition to our global Supplier Responsibility Code expectations, certain areas require additional and specific formal expectations to drive more sustainable, responsible practices. Conflict-free supply chains are an integral part of our responsible procurement program and Supplier Responsibility Code. We support the goals and objectives of Section 1502 of the Dodd-Frank Act and report our due diligence efforts in our Specialized Disclosure Report to the U.S. Securities and Exchange Commission ("SEC") annually which can be found [here](#). See our [Responsible Minerals Policy Statement](#) for more details.

Timber-based forest products pose potential risk of deforestation, forest degradation, free, prior and informed consent violations or unsafe labor practices. To positively influence practices throughout the forest product supply chain, we require suppliers to sign contracts and purchase order terms stating that Solventum will only receive materials containing plant derivatives that are legally sourced, harvested and exported from their country of origin. Suppliers are expected to establish policies and management systems in compliance with applicable global laws, and to ensure their own suppliers also adopt these standards.

Audit results

In 2024, we established the structures and processes necessary for due diligence management system compliance. We partnered with a leading sustainable supply chain provider, Sedex, who specializes in human rights due diligence, to enable us to efficiently and comprehensively meet due diligence requirements.

In 2025, we commenced supplier audits and did not identify any instances of modern slavery or child labor for the suppliers who have undergone a SAQ or onsite Audit; however, common audit findings included inadequate policies, insufficient

employee training and environmental, health and safety (EHS) deficiencies. In partnership with Sedex, we worked with the respective suppliers to address corrective actions and document closure of the identified findings.

We are committed to continuing these audits in future reporting periods to ensure ongoing compliance with due diligence standards.

Modern slavery risk training

Employees are assigned training based on their role and areas of responsibility, with courses including both e-learning and live training opportunities. Solventum provides internally developed training globally to Solventum employees to communicate and reinforce the expectation and requirement that they will comply with the law, our Code of Conduct, and supporting policies, standards, and procedures, including those related to human rights. For example, all employees are required to complete the Code of Conduct course upon hire and then annually thereafter. Additionally, we are expanding our functional team training to include sessions on responsible procurement, material compliance and supplier quality, ensuring alignment with our Supplier Responsibility Code.

We expect our suppliers to share our commitment to maintaining compliant, responsible, safe and sustainable operations and practices. In addition to full compliance with all applicable labour and human resource laws, we expect our suppliers to be committed to upholding the human rights of workers and to treating them with dignity and respect as understood by the global community. Through our third party system, we offer comprehensive supplier training on Modern Slavery and Human Rights. This collaboration ensures that our suppliers are well-informed and compliant with the latest standards and practices, reinforcing our commitment to ethical and responsible procurement.

Ongoing commitment

We are dedicated to continuous improvement in the areas of Modern Slavery and Human Rights. Our commitment to ethical practices drives us to regularly enhance our processes and training programs, ensuring that we remain at the forefront of responsible procurement and supplier compliance. We continuously review and enhance our business practices based on lessons learned, stakeholder engagement and benchmarking against industry standards.

Solventum will continue to monitor evolving global disclosure regulations and align our reporting practices with these frameworks as applicable.