

SECTION 172 (1) STATEMENT

Directors of Vantive Limited are required to act in the way they consider, in good faith, to be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have regard (amongst other matters) to:

- the likely consequences of any decision in the long term,
- the interests of the Company's employees,
- the need to foster the Company's business relationships with suppliers, customers and others,
- the impact of the Company's operations on the community and the environment,
- the desirability of the Company maintaining a reputation for high standards of business conduct, and
- the need to act fairly as between members of the Company.

To assist them in discharging their duty under s172 Companies Act 2006, Directors collaborate with a broad range of stakeholders - including communities, customers, employees, healthcare providers, industry associations, investors, non-government organisations, patients and patient advocacy groups, payers, regulators/policy makers and suppliers - to understand their perspectives and inform how we address our 2030 Corporate Responsibility Commitment and Goals as well as our cross-cutting consequences, including to the reputation of the Company when making decisions. We routinely engage with our primary stakeholder groups, including through professional membership associations, to assess the Environmental, Social and Governance topics that are most relevant to our business.

Employees

Vantive's culture is the foundation of our success. It shapes our daily experiences; how we interact, embrace challenges, and deliver on our strategy. At Vantive, we are guided by four core values: We Care, We Trust, We Innovate, We Own It. Each of these values ties directly to patient care, reinforcing our mission of Extending Lives and therefore Expanding possibilities. Additionally, Integrity and Inclusion are at the foundation of our values, where we can bring our authentic selves to work. We are in the process of embedding the values into established processes from new employee inductions to monthly employee-manager check-ins. This framework was launched in August 2024 and we are in the early stages of our journey of embedding the new culture values and shaping this into behaviours and competencies.

In addition to Vantive being a newly formed company, we are in the process of redefining the strategy and execution of Equity, Belonging & Well-being initiatives at a global level which will result in localized actions under a global framework, with tools and resources.

We foster an environment of inclusion and engagement with our employees and listen carefully to their feedback. Actions that have been undertaken are:

- Hosting in-person focus groups;
- Undertaking employee surveys including follow-up pulse surveys. The Employee Experience Survey achieved a 90% rate of participation with more than 6,000 comments;
- Conducting 1:1 interviews with the Senior Leadership Team members to align on our future culture;
- Executed culture workshops with leaders and employees to align our future state culture traits; and

SECTION 172 (1) STATEMENT (continued)

Employees (continued)

- Conducted Virtual Focus Groups to gather feedback and ideas around our desired values and behaviours

The Company continues its practice of keeping employees informed of matters affecting them as employees and of the financial and economic factors affecting the performance for the Company. This is achieved through:

- Meetings with the Employee Euroforum which meets annually; and
- Quarterly employee townhalls (by region and function) where employees are encouraged to participate in a live Q&A.

Suppliers

Performance of the Company's Procure-to-Pay process is assessed based on several KPI's. The Company continued with its efforts to improve our payment-on-time metric.

Vantive's suppliers must commit to respecting human rights, either in accordance with our Global Human Rights Policy or under their own similar policies. Any suppliers with whom Vantive contracts must confirm they agree to comply with our Supplier Quality and Ethics and Compliance Standards for Vantive Suppliers. Vantive suppliers under an assigned contract are under Baxter Supplier code of conduct until a Vantive Supplier Code of Conduct is created and released to the suppliers.

Annual Reporting on the UK Modern Slavery Act provides the Company's Board with insights into how global suppliers are assessed and monitored to ensure a wide range of human rights and environmental performance standards are met, and any issues identified can be mitigated or managed accordingly.

Customers

Our mission is EXTENDING LIVES >>> EXPANDING POSSIBILITIES. We exist to empower patients, their families and the clinicians who care for them. To achieve this, we aim to transform healthcare by helping to improve productivity, cost and time efficiencies through new care pathways including home care pathways and digital solutions, enhance workflow efficiency and enable cost-effective care. Vantive seeks to improve health outcomes by delivering high quality, innovative and accessible healthcare solutions. We support patients and healthcare professionals across the UK through trusted products, services and partnerships that make a meaningful difference in kidney care. Our primary customers include NHS Trusts and private providers in secondary care. We also engage with patient advocacy groups, regulatory bodies and procurement organisations to ensure our offerings meet high standards of efficacy, value and compliance. We further support patients and healthcare professionals directly through education, patient training, adherence programmes and digital tools designed to enhance health outcomes and patient experience.

Community

At Baxter, we are committed to doing business the right way, ensuring that we empower our patients, protect our planet and champion our people and communities. We are proud of our longstanding dedication to Corporate Responsibility and are committed to sharing information about our priorities, programs, and performance in our annual [Corporate Responsibility Report \(CRR\)](#). Baxter actively engages

SECTION 172 (1) STATEMENT (continued)

Community (continued)

with and supports communities through charitable giving, employee volunteering, and focusing on underserved populations.

In 2023, Baxter announced three new collaborations to support financially in-need students from multicultural backgrounds in the UK & Ireland. Baxter's funding will support 10 students in total over the 2024/ 2025 academic years.

In the UK, we are collaborating with Young Lives vs Cancer, designating them as our Charity of the Year for 2024-2026, with a fundraising goal of £15,000. This initiative is employee-driven, featuring regular fundraising events. Baxter employees are also provided with paid volunteering time to assist with local activities like litter clean-ups. Beyond our Charity of the Year, our sites actively participate in local fundraising events to support community causes.

Baxter also has an established scholarship programme to assist children of Baxter employees who plan to continue third level education. In 2024, this programme supported children of several UK employees.

Environment

Baxter's 2030 Corporate Responsibility Commitment and Goals, launched in 2021, represent a framework to help create lasting environmental, social and economic value across three critical pillars: Empower Our Patients, Protect Our Planet and Champion Our People and Communities. We consistently measure and evaluate our performance, identify opportunities to drive even greater impact and communicate our progress in our annual Corporate Responsibility Report. Each of our 2030 Corporate Responsibility Goals is advanced through clearly stated initiatives, financial support and governance measures, to help ensure progress and accountability. Vantive continues to align with this framework and goals until the time when we launch our own company specific programme.

In 2021, Baxter published its first global climate roadmap, outlining its global strategy to reach carbon neutrality for its direct operations by 2040. In December 2023, they issued their inaugural report against the framework established by the Task Force on Climate-related Financial Disclosures (TCFD), and our current TCFD index is appended to our 2023 Corporate Responsibility Report. Each of these Baxter reports, include Vantive operations. Because materials use is a key driver of Baxter's and Vantive's environmental footprint, we work to reduce materials use in products without affecting efficacy, and to avoid or minimise materials of concern.

SECTION 172 (1) STATEMENT (continued)

Ethics & Compliance

Maintaining a reputation for high standards of business conduct is a critical success factor for the Company. The Company has an active Ethics and Compliance committee to further integrate ethics and compliance in strategic plans and day-to-day activities across the Company with focus on the implementation of the Company's policies and procedures, and the identification and mitigation of risks. The Committee also encourages and ensures opportunities for the open discussion of key issues and challenges throughout our workforce. Employee completion of key trainings in this area is strong, for example in 2024, over 99% of employees completed the Company's annual Code of Conduct Training.

The Vantive UK&I Clinical Governance Committee (CGC) contributes to the safety and quality of patient care. The CGC assures that there are mechanisms in place for the early identification of risks and concerns that lead to individual, team and wider organisational learning. The CGC is a cross functional group providing oversight of activities affecting patients and are accountable to the UKIN leadership team.