

Vantive

EXTENDING LIVES >>>
EXPANDING POSSIBILITIES

Sustainability Report 2025



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A Message from Our CEO

At Vantive, sustainability is integral to how we extend lives and expand possibilities for patients around the world. It informs the way we support employees, patients, and care teams — and how we operate our business — helping shape access to high-quality care and the long-term health of the communities we serve.

I am pleased to share Vantive’s 2025 Sustainability Report. As our first full sustainability report as an independent company, it reflects the progress we have made and the foundation we are building for the future.

While we began operating independently in February 2025, our legacy in kidney care spans more than 70 years. Over the past year, we have focused on embedding sustainability into the way we work and advancing priorities that matter most to patients, customers, employees, and communities.

In 2025, we advanced key areas of our sustainability agenda. We made progress toward our goals for energy use and greenhouse gas emissions, while continuing to expand access to care globally. Through partnerships with organizations such as the National Kidney Foundation in the United States and the International Society of Nephrology, we supported education and awareness efforts that help identify and manage chronic kidney disease earlier, with the goal of improving outcomes for patients worldwide.

Sustainability at Vantive also comes to life through the actions of our people. Across all of our manufacturing sites, from Castlebar and Swinford in Ireland to Guangzhou and Suzhou in China, teams are leading efforts to improve efficiency, strengthen safety, and give back to their local communities. These efforts reflect our values of Care, Trust, Innovate, and Own It, and how we support one another and the communities where we live and work.

Looking ahead, we will continue to strengthen our capabilities and enhance our transparency, including aligning with evolving regulatory expectations such as the European Union’s Corporate Sustainability Reporting Directive. Importantly, we will continue applying sustainable practices in ways that help us better serve patients, customers, and partners.

We are proud of what we accomplished in our first year at Vantive and are even more energized by the opportunity ahead. This report highlights our progress and the actions we are taking to help therapy fit more easily into providers’ practices and patients’ lives.

Thank you for your continued support and interest in Vantive.

Chris Toth
Chief Executive Officer



A Message from Our Head of Corporate Sustainability

At Vantive, our commitment to making a positive contribution to patients, communities, and the world through responsible governance and sustainability is central to our business strategy.

As Head of Sustainability, I see this work as both a responsibility and an opportunity — to help ensure that the way we operate today supports the impact we seek to have tomorrow.

As a newly independent company, Vantive is building a sustainability program designed to support long-term value creation and responsible business growth. Our approach focuses on strengthening governance, integrating sustainability considerations into decision-making, and establishing the foundations needed to support the evolving expectations of patients, customers, employees, and communities.

We recognize that sustainability extends beyond environmental performance alone. It includes the ways we support access to care, invest in our people, operate with integrity, manage resources responsibly, and contribute positively to the communities where we live and work. Through these efforts, we seek to create lasting value while supporting our mission to extend lives and expand possibilities.

During the year, we continued to advance the development of our sustainability strategy and governance framework. This work helps position sustainability as an integrated business priority that supports innovation, operational excellence, resilience, and responsible growth across the organization.

Meaningful progress requires collaboration. We work closely with teams across the enterprise to embed sustainability into our business processes, helping ensure that considerations related to governance, people, communities, and the environment are reflected in how we operate and create value. As our company continues to evolve, our sustainability strategy will evolve with it, supporting both our business objectives and our broader commitment to stakeholders.

Matthew Gillis
Head of Corporate Sustainability



About This Report

This report presents Vantive’s standalone corporate sustainability programs and performance during fiscal year 2025 (January 1, 2025, to December 31, 2025). All references are to the 2025 fiscal year unless otherwise stated and may include information and data from before Vantive’s formal separation from Baxter International Inc. in February 2025.

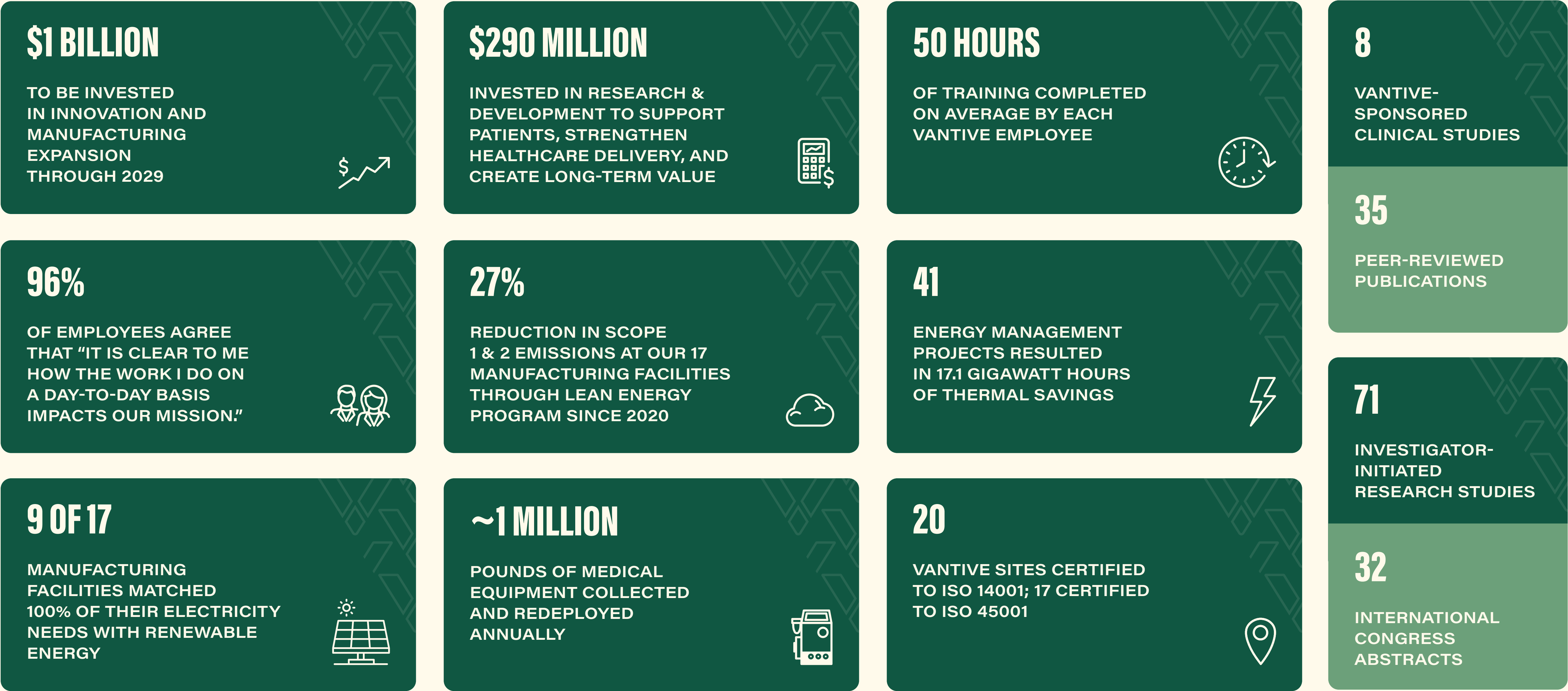
The report is intended to provide a clear, balanced, and functional view of our priorities, progress, and ongoing areas of focus across our operations and value chain. It reflects our continued effort to integrate sustainability into core strategy for patient impact and our business targets, while enhancing transparency for stakeholders, including customers, employees, and partners.

In preparing this report, we have aligned relevant disclosures with the Sustainability Accounting Standards Board (SASB) Healthcare — Medical Equipment and Supplies standard and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We are also in the process of strengthening our reporting processes and internal controls to support future compliance with the European Union’s Corporate Sustainability Reporting Directive (CSRD). As part of this effort, we continue to assess material topics, refine data collection systems, and expand the scope and rigor of our disclosures over time. As Vantive’s first year

as an independent company, 2025 serves as a baseline year for key sustainability, operational, and environmental data. During the year, we focused on establishing reporting processes, governance structures, and data collection systems to support consistent measurement, management, and disclosure. Future reports are expected to include year-over-year performance comparisons and expanded reporting as these capabilities continue to mature.

Our Scope 1 and Scope 2 greenhouse gas emissions data for 2025 have been independently reviewed with a limited level of assurance by Ernst & Young LLP. The independent assurance statement is available in the [Appendix](#).

2025 Highlights



About Vantive

Vantive is a vital organ therapy company on a mission to extend lives and expand possibilities for patients and care teams globally.

For 70 years, our team has driven meaningful innovations in kidney care. Today, Vantive's people, solutions, and services deliver over 1 million touchpoints each day to patients around the world. As we build on our legacy, we are focused on elevating the dialysis experience through digital solutions and advanced services, while looking beyond kidney care and investing in transforming vital organ therapies. Our goal is to provide therapies that fit more easily into providers' practices and patients' lives. Greater flexibility and efficiency in therapy administration for care teams, and longer, fuller lives for patients — that is what Vantive aspires to deliver.

A PIONEERING AND TRANSFORMATIVE FORCE

We have helped shape kidney care innovation — from the first commercially available dialysis system to advancements in home-based peritoneal dialysis (PD), hemodialysis (HD), and continuous renal replacement therapy (CRRT). Today, we are building on that foundation with integrated digital solutions, advanced services, and investments that expand our impact across vital organ therapies.



EXTENDING LIVES >>> EXPANDING POSSIBILITIES

Vantive's people, solutions, and services deliver over 1 million touchpoints each day to patients around the world. We aspire to expand access to our life-sustaining and life-saving therapies and increase our global patient impact in the years to come.



70-YEAR
LEGACY AS PART OF
BAXTER KIDNEY CARE



1 MILLION+
DAILY TOUCHPOINTS
WITH PATIENTS AROUND
THE WORLD



~23,000
EMPLOYEES DEDICATED
TO ADVANCING VITAL
ORGAN THERAPIES

DIGITAL
SOLUTIONS



Optimizing Care
Quality and Efficiency
with Digital Solutions



Prioritizing the
Patient and Clinician
Experience Through
Advanced Services

ADVANCED
SERVICES

THERAPIES



Preserving
Patient
Freedom with
Home Dialysis

<<<



Expanding
the Potential of
Hemodialysis

>>>



Extending
Our Impact in
CRRT and Multi-
Organ Support

TRANSFORMING VITAL ORGAN THERAPIES

We are integrating digital solutions and advanced services to deliver on the promise of our therapies and empower patients and care teams.

OUR MISSION

Our mission, **Extending Lives >>> Expanding Possibilities**, drives us to develop innovative solutions that meet the needs of patients and make a difference in the lives of those we serve.

OUR CULTURE VALUES

At Vantive, we are guided by four core culture values: **We Care, We Trust, We Innovate, We Own It.** Built on the principles of **Integrity and Inclusion**, our culture is the foundation of our success — shaping our daily experiences, including how we interact, embrace challenges, and deliver for the patients and care teams who rely on us.

FROM OUR 2025 EMPLOYEE EXPERIENCE SURVEY



96% AGREEMENT
"It is clear to me how the work I do on a day-to-day basis impacts our mission."



92% AGREEMENT
"Vantive's culture values guide me in my work on a day-to-day basis."

At Vantive, we...

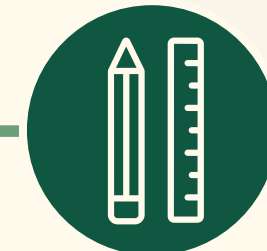


OUR VALUE CHAIN

UPSTREAM



OWN OPERATIONS



**PUBLIC & PRIVATE
HEALTHCARE
PROVIDERS**

**GROUP
PURCHASING
ORGANIZATIONS**

DISTRIBUTORS

DIALYSIS CLINICS

DOWNSTREAM



WHAT WE DELIVER

CHRONIC PORTFOLIO

Home and In-Center Dialysis Therapies

ACUTE PORTFOLIO

Critical Care and Multi-Organ Support Therapies

DIGITAL PORTFOLIO

Connected Care Platforms and Digital Services

Sustainability at Vantive

Sustainability at Vantive is guided by two core pillars — Social Impact and Environmental Impact — which define the primary outcomes we seek to achieve.

These are enabled by a foundation of transparent governance and reporting and further supported through responsible procurement practices that help advance sustainability priorities across our business.

Together, this framework provides a practical structure for embedding sustainability into day-to-day decision-making and business processes across the company.

SOCIAL IMPACT

Improving patient outcomes and expanding access to care, while supporting our employees and communities. This includes advancing innovation, promoting access to care, investing in our people and our communities, and fostering employee well-being by providing a healthy and supportive workplace where employees can thrive and grow.

ENVIRONMENTAL IMPACT

Reducing the footprint of our operations and products across their life cycle. This includes advancing energy efficiency and emissions reduction, managing water and waste responsibly, and pursuing opportunities to improve resource efficiency and circularity across our value chain.

TRANSPARENT GOVERNANCE AND REPORTING

Transparent governance and reporting support each pillar by reinforcing integrity, ethics and compliance, and effective oversight, ensuring that sustainability priorities are managed responsibly and communicated with clarity.

SUSTAINABLE SUPPLY CHAIN

Our sustainable supply chain efforts seek to enable the integration of sustainability across our value chain through responsible sourcing and procurement practices that consider the impacts on people, the planet, and future generations.



SUSTAINABILITY GOVERNANCE

Corporate Sustainability is a dedicated team within Vantive's Corporate Affairs division. Led by the Head of Corporate Sustainability, this team develops and implements the organization's corporate sustainability strategy and manages related reporting and compliance.

The corporate sustainability governance structure is designed as an evolving tiered governance model to address priorities at different levels of the organization. At the highest level, Board oversight of sustainability is provided by the **Compensation and Governance Committee**, ensuring accountability and alignment with Vantive's enterprise priorities.

Supporting the Board's oversight duties, the **Senior Sustainability Council** provides strategic direction and supervision. This group includes senior leadership sponsors from key functions such as Human Resources, Research & Development, Commercial, Quality, Legal, Finance, Engineering, Corporate Affairs, and Communications, and is responsible for aligning sustainability priorities with broader business objectives and decision-making.

At the intermediate level, the Sustainability Working Group serves as the primary coordination and implementation body for the program. Comprising strategic leaders, subject-matter experts, and environmental, social, and governance pillar leads, the group supports cross-functional collaboration, identifies interdependencies, assesses risks and opportunities, and helps drive the execution of sustainability initiatives across the organization. This group also elevates key issues to senior leadership as appropriate.

At the foundational level, the Sustainability Function drives day-to-day program leadership, coordination, and review of sustainability activities across functions. The team is responsible for advancing the sustainability strategy, supporting internal governance processes, coordinating reporting and disclosure activities, and enabling implementation across functions. Topic owners throughout the business contribute subject-matter expertise and support the execution and monitoring of sustainability-related initiatives within their respective areas.



DOUBLE MATERIALITY ASSESSMENT

In 2025, we conducted Vantive's first double materiality assessment as an independent company, aligning with European Sustainability Reporting Standards (ESRS) guidance under the European Union's Corporate Sustainability Reporting Directive (CSRD). The assessment process validated and built upon an assessment conducted prior to Vantive's separation. We identified additional impacts, risks, and opportunities (IROs) based on our evolving business context and priorities.

The assessment identified and evaluated environmental, social, governance, and human rights topics relevant to Vantive’s key activities and business relationships. Using this as a basis, we updated our list of potentially material IROs, which was then validated and refined through direct and indirect engagement with internal and external stakeholders and experts. Impacts were scored based on scale, scope, irremediable character, and the likelihood that the evaluated impact would occur. Risks and opportunities were scored against likelihood and magnitude across operational, brand and reputation, and legal and regulatory dimensions. Final scoring and selection of materiality thresholds were validated through additional research and consultation with internal subject-matter experts.

Insights from the assessment will guide the ongoing development and implementation of Vantive's sustainability strategy and associated reporting, including the company's preparations for future compliance with CSRD. We also plan to monitor and report on additional topics on a voluntary basis.

Through the assessment, Vantive identified the following ESRS-aligned material topics (with the related topic standard denoted in parentheses):

CLIMATE CHANGE AND EMISSIONS MANAGEMENT (E1)



HUMAN RIGHTS AND LABOR PRACTICES (S1, S2)



BELONGING, INCLUSION, AND WELL-BEING (S1)



BUSINESS MODEL AND RESILIENCE (S4)



DATA PRIVACY AND CYBERSECURITY (S4)



PATIENT SAFETY AND PRODUCT QUALITY (S4)



ETHICAL GOVERNANCE AND CORPORATE INTEGRITY (G1)



PRODUCT INNOVATION AND R&D (S4)



ACCESS AND AFFORDABILITY (S4)



Caring for Patients and Communities

Patients are at the heart of everything we do at Vantive. Through innovation, operational excellence, and efforts to expand access to care, we work to improve outcomes and help therapy fit more easily into providers' practices and patients' lives.

Beyond our products and services, we engage in global partnerships, advocacy, and philanthropy to strengthen healthcare infrastructure and improve care equity for the patients and communities we serve.



Access and Affordability

Vantive is committed to expanding access to advanced therapy options for more patients around the world. We work to address global challenges, advance patient-centric research, and advocate for policies that enhance treatment affordability.

STRATEGIC ENGAGEMENT AND PARTNERSHIPS

Vantive works with a global network of partners, including the International Society of Nephrology (ISN) and the Noncommunicable Disease (NCD) Alliance, as well as regional, national, and community groups to meet patient needs closer to home.

All collaborations are governed by strategic principles to ensure we partner meaningfully with organizations poised to create the most impact for patients. While global in nature, these partnerships are implemented locally to ensure our resources drive meaningful change. We are currently developing policies to enhance enterprise-level supervision and strategic alignment by coordinating partnerships and strategic engagements through a dedicated business function.

For example, our HomeTime campaign in the UK has been advocating for the National Health Service (NHS) to develop a modern service framework (MSF) for addressing chronic kidney disease (CKD). Part of the NHS reform process, MSFs will prioritize treatment of certain chronic conditions, guide clinical approaches, and determine allocation of resources over the coming years. Vantive believes that including a CKD framework alongside clear home dialysis use targets can support

more sustainable and equitable kidney care by expanding patient access to home-based treatment options, improving patient choice, and helping health systems allocate resources more efficiently. In 2025, uptake in the UK averaged 16.5%, below the 20% national target.

Increasing home dialysis supports the UK government’s goals of shifting care closer to home. It may also reduce pressures on the NHS and improve patient choice and experience. Among the potential socioeconomic benefits, home dialysis can reduce the time patients spend traveling to and receiving treatment in dialysis centers, saving an average of 624 hours annually per patient. These time savings may reduce productivity losses and support greater workforce participation, as nearly 29% of patients can either return to work or participate more fully in the workplace.

In addition to advocating with the NHS and the UK’s Office for Life Sciences, our campaign has included outreach to Parliament and engagement with organizations such as Kidney Research UK, Kidney Care UK, and the National Kidney Federation.



ACCESS TO CARE

Due to long-standing inequities in access to healthcare, resources, and early diagnosis, kidney disease disproportionately affects lower-income communities and underserved populations around the world.¹ Vantive invests in global and community-led initiatives to bridge these gaps, focusing particular attention on populations that may face barriers to accessing the full range of kidney and acute therapies available today.

For example, in the United States, Vantive partners with The Links, Incorporated (U.S.) for our **Black K.A.R.E.** (Kidney Awareness, Resources, and Education) community program, which collaborates with community, faith, and healthcare partners to provide community-based CKD education and prevention programming. It has supported hundreds of events aimed at increasing awareness of kidney disease and related conditions across the U.S., including the Black Family Wellness Expo in March 2025. In 2024-2025, Black K.A.R.E. chapters in 24 states worked with more than 980 partners and reached over 7 million people through in-person and virtual events, social media, billboards, and newspaper advertisements. Vantive also provides data to help identify geographic areas with high CKD rates and expand the reach of the program.

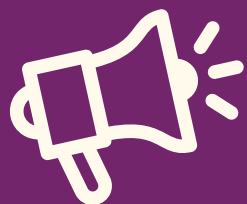
At a global level, advancing access to care is one of our core partnership objectives. For example, as a founding member of the International Home Dialysis Consortium (IHDC), Vantive supports the IHDC manifesto to ensure that kidney replacement

therapy is available and affordable for every patient, regardless of geography.

Improving access to care also requires addressing the unique challenges faced by Indigenous communities in some of the markets we service. In Australia, we launched our first Vantive Reconciliation Action Plan (RAP) in 2025 to support the national reconciliation movement and self-determination of Aboriginal and Torres Strait Islander peoples. These populations are disproportionately impacted by kidney disease, and our Australian RAP represents a commitment by Vantive to building relationships, respect, and trust so that we can provide the support they need. Our network of clinician and technical support teams across Australia leaves us uniquely qualified to fill this role. We are the primary provider of dialysis therapy in the Northern Territory, where nearly half of the Aboriginal and Torres Strait Islander population over 50 has chronic kidney disease or its clinical biomarkers.

In Canada, we are advancing similar efforts through initiatives designed to strengthen engagement with Indigenous communities and better understand their healthcare needs. In 2025, we hosted an Indigenous and First Nations insights education session for employees and launched a dedicated patient support team within Customer Care to provide additional, proactive support for remote patients, many of whom are Indigenous people living on reserves.

1. United States Renal Data System. 2022 USRDS Annual Data Report: Epidemiology of Kidney Disease in the United States. National Institute of Diabetes and Digestive and Kidney Diseases, National Institutes of Health, US Department of Health and Human Services; 2022.



SUSTAINABILITY IN ACTION EXPLORING BARRIERS TO HOME-BASED THERAPIES AMONG INDIGENOUS PEOPLES

Vantive recently funded a study that examined how Indigenous peoples experience and decide on home dialysis.² Based on qualitative research from countries including Australia, Canada, New Zealand, and the United States, it found that connection to land, family, and community is central to decision-making. Although home dialysis can support remaining in the community, uptake is often constrained by structural barriers such as inadequate housing, unreliable utilities, caregiver burden, limited culturally safe education, and mistrust rooted in colonial healthcare systems.

The study's results underscore that expanding home dialysis requires more than innovative technology. It calls for culturally safe engagement, authentic partnership with Indigenous communities, and meaningful attention to infrastructure and social factors to ensure equitable and sustainable access to home-based kidney care. Vantive is proud to support this important work and remains committed to helping break down these systemic barriers, to raise awareness and improve access to home-based therapies, a key objective of many of our partnerships.

2. Przybylak-Brouillard, Antoine et al. "Perspectives of Indigenous Peoples on Home Dialysis: A Systematic Review and Meta-Synthesis of Qualitative Studies." *Clinical Journal of the American Society of Nephrology* : CJASN vol. 21,6 (2026): 1010-1020.



CHARITABLE GIVING

Our financial contributions reflect a commitment to sustainable communities and align with Vantive’s leadership role in our industry. Grounded in our cultural values of Care, Trust, Innovate, and Own It, with integrity and inclusion as our foundation, Vantive’s charitable giving strategy aims to deliver value to the people at the heart of our organization. We aim to multiply our impact by supporting the communities, organizations, and services that allow our patients and employees to thrive.

One of the tangible ways that we support our patients and expand access to vital organ therapies is by contributing to care during times of crisis, whether caused by conflict, natural disasters, or persistent gaps in access to medical products and treatment.

For example, we helped fund the creation of the Global Humanitarian Kidney Support Initiative. This collaborative effort led by Direct Relief, the American Society of Nephrology, the European Renal Association, and ISN ensures that patients have access to kidney care amid devastating natural and humanitarian disasters. As part of our ongoing contributions to Direct Relief, we are also supporting the development of a nephrology-focused transplant kit, which will contain all necessary prescription medications, consumables, personal protective equipment, and other items to enable continuity of care for a pilot of 50 kidney transplant patients in emergency settings.

As we continue to evolve our charitable giving strategy, we are prioritizing philanthropic investments that improve access to care for underserved populations, strengthen healthcare systems, and support the well-being of the communities where we live and work. By combining strategic partnerships, crisis and emergency relief, local community engagement through our “Site-First” approach, and targeted investments in innovative pilot programs, we seek to create measurable, sustainable impact that extends beyond individual contributions and helps build stronger, more resilient communities.



SUSTAINABILITY IN ACTION EMBRACING VOLUNTEERISM AT OUR GUANGZHOU MANUFACTURING FACILITY

Vantive encourages community outreach across all the company’s locations, with support for children and other vulnerable populations among our priorities. Employees at our manufacturing facility in Guangzhou, China, exemplified this commitment throughout 2025.

Among their initiatives, a team of volunteers visited a vocational school to guide students with autism or Down syndrome — ages 16 to 26 — on how to apply for jobs and interview. The Vantive employees broke down the application process to match each student’s cognitive abilities and engaged them in one-on-one practice interviews to enhance their skills and confidence.

Guangzhou employees also invited local seventh graders to the facility for an event aimed at improving their emergency response capabilities and awareness of general health and safety issues. It included CPR training and simulated fire extinguisher usage, a talk on the dangers of uremia, and a demonstration of Vantive’s peritoneal dialysis products.

Other outreach activities during the year underscored the importance of environmental conservation and protection. For example, a tree planting day for Vantive parents and their children provided an opportunity to explain the importance of carbon sequestration. A separate wilderness cleanup event at nearby Baiyun Mountain highlighted that area’s fragile ecology.

ADVANCING RESEARCH

Evidence generation is a foundational pillar of our approach to sustainability. Vantive invests heavily in investigator-initiated research programs and Vantive-led studies to enable the generation of high-quality, patient-centered evidence that informs both clinical practice and health system decisions. This work is essential to building scientific credibility, deepening our understanding of patients’ lived experiences, and ensuring that education and engagement are grounded in robust data.

In 2025, we invested significantly in global evidence-generation activities, prioritizing studies on expanding access to home dialysis and vital organ therapies. This includes eight clinical studies, five of which finished recruitment in 2025. Continued scientific engagement with global academic communities has supported investigator-initiated research in both chronic dialysis (30 studies) and vital organ therapies (41 studies). Our efforts also resulted in 35 peer-reviewed publications and 32 international congress abstracts authored by Vantive teams, reinforcing our commitment to advancing science in a meaningful and responsible way.

Vantive supports collaborative research projects, including the global longitudinal real-world evidence study, [Peritoneal Dialysis Outcomes and Practice Patterns Study](#). Publication highlights in 2025 included results of a randomized clinical trial showing the usability and improved communication with the **MyPD** app,³ a study on the cost of PD versus in-center hemodialysis (HD), and a real-world data study demonstrating the benefits of continual renal replacement therapy versus intermittent HD in U.S. critical care units.⁴

In addition to the clinical research and evidence generated by our Worldwide Medical team, Vantive’s health economics, market access, and reimbursement (HEMAR) professionals generate evidence to better understand the needs and challenges facing payers, providers, and patients. Through systematic literature reviews, real-world evidence studies

and health economic analysis, the team evaluates clinical outcomes, healthcare resource utilization and the total cost of care across Vantive’s product portfolios.

This includes investing in global HEMAR studies that help capture the economic benefits of these health technologies. Studies are predominately designed as real-world evidence and are across different geographies. Evidence can impact patient access to therapies related to PD, Acute, and Vantive’s digital ecosystem.

By generating evidence on clinical outcomes, healthcare resource utilization, and total cost of care, these studies support more informed coverage, reimbursement, and treatment decisions across health systems. This work aligns with Vantive’s social sustainability priorities by helping identify pathways to expand equitable access to vital organ therapies and improve the affordability and long-term sustainability of care for patients and healthcare systems.

In 2025, these efforts included a systematic literature review aimed at identifying UK-based healthcare resource use of peritoneal dialysis alone and compared with other management options for end-stage kidney disease. Real-world evidence collaborations are also underway with the U.S. Department of Defense and Henry Ford Hospital, and we expect to publish data from both in 2027.

Vantive also contributes to broader industry dialogue on health economics and outcomes research. Members of the HEMAR team participate in the [International Society for Pharmacoeconomics and Outcomes Research](#), and our Global VP, HEMAR, serves as an industry member on the UK [National Institute for Health and Care Excellence](#) Technology Appraisal Committee. This committee is responsible for evaluating and recommending the use of new and existing health technologies within the country’s National Health Service.



3. Cely, Javier et al. "Engagement and usability of a mobile health app for peritoneal dialysis patients: A pilot randomized controlled trial." *Peritoneal Dialysis International : Journal of the International Society for Peritoneal Dialysis* vol. 46,3 (2026): 223-232.

4. Neyra, Javier A. et al. "Association of hospital-level continuous kidney replacement therapy use and mortality in critically ill patients with acute kidney injury." *Intensive Care Medicine* vol. 51,7 (2025): 1271-1281.

PATIENT-CENTERED POLICY ADVOCACY

In many regions, kidney care infrastructure is still developing and access to home dialysis remains limited. Penetration for home therapies is below 20% in several of our markets, while research suggests that at least 50% of all patients would choose home dialysis if given the choice.⁵

Vantive works closely with ministries of health, clinical communities, and global organizations to build foundational support for home treatment options. For example, we partnered with Thailand’s National Health Security Office in 2025 to boost awareness by launching a campaign titled “Live Your Life to the Fullest” across a variety of media. Vantive also engaged more than 2,000 patients directly at 24 Thai hospitals. We found that 85% of them were interested in peritoneal dialysis.

Recognizing the critical role of policy in shaping access to care, Vantive advocates for the expansion of policies that support access to home dialysis for patients worldwide. Our Government Affairs team advocates for these policies on the local and regional level and additionally informs the global work of our Sustainability and Global Partnerships teams as they aim to improve access to care within and across health systems. In addition, our Medical Affairs and Global Strategic Marketing teams help drive shared decision-making among the global nephrological communities.

Vantive also engages in advocacy for sustainable kidney care programs to improve patient well-being and care for our impact on the environments where patients live. This includes supporting the ISN’s Global Environmental Evolution in Nephrology and Kidney Care **(GREEN-K) Initiative** and serving as a partner in the EU co-funded research network KitNewCare.

5. Rutherford, Peter et al. “A nationwide nephroprotection program and its impact on dialysis transition in Colombia: TRADITCO study.” *Kidney International Reports* vol. 11,4 Suppl. (2026): 104370.



POLICY ADVOCACY IN THAILAND: ENABLING HEALTH SYSTEM SAVINGS THROUGH ‘PD FIRST’

Thailand’s experience illustrates how targeted, evidence-based policy advocacy can improve equitable access to kidney care while reducing system costs at scale. Under Thailand’s Universal Health Coverage scheme, a PD-first policy introduced in 2008 provided fully covered PD for patients with kidney failure, while ensuring access to hemodialysis HD for those medically unsuitable for PD. Developed through a rigorous evidence-based process, the policy expanded equitable access to dialysis and supported efficient use of healthcare resources for more than a decade. However, following a 2022 policy change that allowed unrestricted modality choice, the number of patients initiating dialysis surged to ~56,000 — 86% of whom received HD. Projections estimated dialysis spending could reach nearly 30% of the universal health coverage budget while serving less than 1% of beneficiaries, creating significant sustainability risks.

In response, Vantive’s Thailand team successfully worked with national stakeholders to assess the potential consequences of the policy change and the effects on patients. This resulted in a return to a “PD-first” policy and a broader package of reforms grounded in robust data and systems modeling, including global budget caps, pre-authorization to guide appropriate modality selection, and stronger quality oversight.

The PD-first policy aims to ensure that all new end-stage kidney disease patients can access fully covered PD, transplantation, or conservative care without out-of-pocket costs — significantly improving financial protection and equity.

Policy targets now aim to increase PD uptake to 50% of new patients and contain dialysis spending to within ~10–12% of the national health budget, directly addressing cost drivers while expanding access to life-sustaining treatment. By aligning incentives, strengthening governance, and embedding data-driven decision-making, this advocacy on behalf of our patients has helped transition Thailand toward a more efficient, patient-centered renal care model that improves outcomes and safeguards long-term health system sustainability.

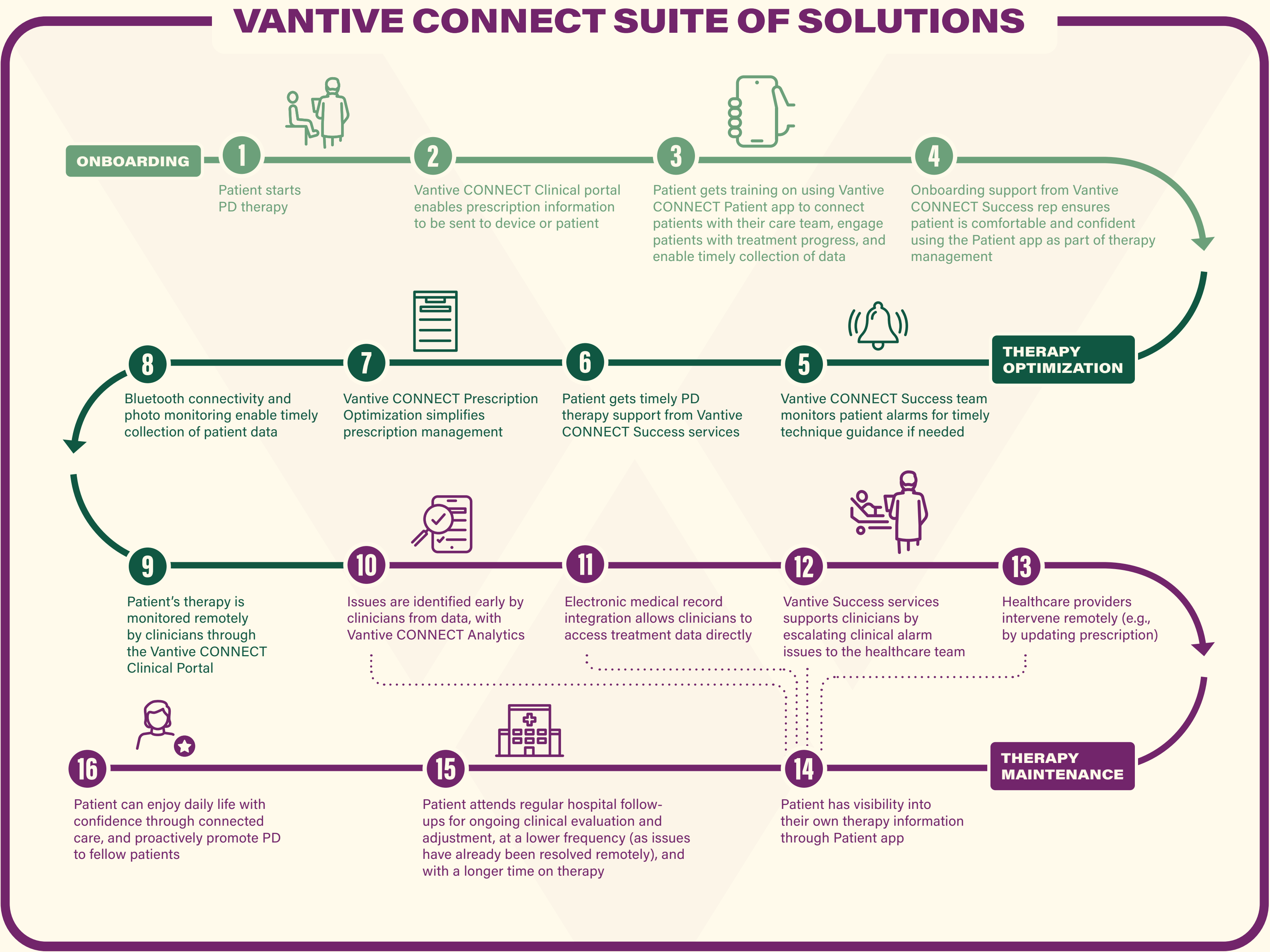
Innovation and Empowerment

How and where therapy is delivered can directly impact patient outcomes and quality of life. Our goal is to expand access to more efficient, connected, and personalized care through digital innovation and tailored education and support programs.

Vantive plans to invest more than \$1 billion in innovation and manufacturing expansion through 2029, to advance kidney care and vital organ support, including through digitally enabled therapies. From home dialysis to critical care products and services, Vantive aims to expand access to therapy, power proactive and informed clinical decision-making, and enhance patient-care team connectivity across care settings.

DIGITAL INNOVATION

Better care is possible when clinical teams have the right tools to intelligently manage, monitor, and optimize care. Through the Vantive CONNECT suite of digital solutions, timely data is harnessed to support efficient and effective treatment delivery and empower care teams and patients through advanced digital tools, actionable insights, and continuous support. The goal is to ensure therapy is easier to start, manage, and sustain.



ENHANCING HOME DIALYSIS: HOMEADVANTAGE

Our **HomeAdvantage** therapy ecosystem is a fully integrated approach for home dialysis therapies. The **HomeAdvantage** ecosystem comprises peritoneal dialysis (PD) therapies, supply ordering, technical support services, and robust educational programs — all of which are powered by Vantive CONNECT, a suite of digital solutions developed to help patients and care teams stay connected, informed, and confident throughout the home dialysis therapy process. In addition to addressing patients’ medical needs, Vantive aims to address the mental and emotional challenges of therapy through digital solutions including remote connection and proactive support.

VANTIVE CONNECT CRITICAL CARE

The Vantive CONNECT Critical Care digital tool helps hospitals optimize acute therapy programs through connected digital solutions that provide greater visibility, actionable insights, and expert consultation. By combining EMR integration, remote monitoring, analytics, and data-driven guidance, the Vantive CONNECT Critical Care digital tool streamlines clinical workflows, supports quality improvement initiatives, and enables care teams to drive more consistent therapy delivery and operational efficiency in high-acuity environments.

CLINICIAN TRAINING

Informed care teams create informed patients. Through Vantive Learning Services, we deliver structured, high-quality educational offerings that enable clinical teams to feel confident in delivering safe and effective care. Since its launch, our U.S.-based PD Excellence Academy has trained over 2,500 nurses through accredited programs designed to improve home dialysis practices and standardize care delivery. These efforts represent not only educational activities, but a scalable model to drive consistency, safety, and quality across healthcare systems.

In 2025, Vantive continued to advance patient access to life-sustaining therapies through scientific engagement, evidence-based education, and non-promotional medical exchange across both home-based and acute care settings. By equipping healthcare professionals with the knowledge, confidence, and clinical insights needed to deliver high-quality care, these initiatives supported informed clinical decision-making, strengthened adoption of evidence-based practices, and contributed to improved patient outcomes across kidney care and broader vital organ therapies.

During the year, Vantive delivered over 600 medical education events globally, the majority of which focused on end-stage kidney disease and broader vital organ therapies. Beyond the scale of these programs, their impact was reflected in the reach and engagement of the healthcare community. In the Americas region alone, around 8,500 healthcare professionals participated in Vantive-supported scientific and educational initiatives throughout 2025. These efforts demonstrate how scientific exchange and clinician education can strengthen healthcare system capability, improve quality of care, and support the long-term sustainability of patient-centered healthcare delivery.

The relevance and accessibility of content are critical. Healthcare professionals increasingly engage with curated scientific content to enable continuous learning beyond traditional in-person events.

Globally, our educational footprint continues to expand, with more than 1,000 care providers in Southeast Asia trained in PD through programs endorsed by the International Society for Peritoneal Dialysis. These initiatives support hospitals in achieving safety and quality goals while reinforcing evidence-based practice.



PATIENT EDUCATION

We believe informed patients make better decisions about their care. Vantive partners with a range of patient and professional associations to support education and advocacy, with the goal of helping patients have proactive discussions with their clinicians on their condition, including treatment options and support needs.

In 2025, Vantive partnered with the National Kidney Foundation (U.S.) to develop a bilingual digital campaign. It has helped raise awareness about home dialysis as a therapy option and provides patients and caregivers with valuable resources. The campaign [landing page](#) includes therapy information and a quiz that patients and their caregivers can take to learn more about home dialysis and assess whether it may be a good option for them. The first phase resulted in millions of impressions and more than 4,700 quiz completions.

Vantive’s product-agnostic resource destinations, including the **My Kidney Journey** education program and PD Empowers, help patients understand how to live well with end-stage kidney disease through appropriate treatments. This information is available in over 30 languages across the world to meet patients where they are with information that meets their needs when they require it.

In the UK, our two education centers allow patients to stay for several nights with support from on-site nurses and educators, while being trained on how to implement their therapy independently.

Vantive is developing a formalized chronic kidney disease education series that clinicians can share with patients before they reach end-stage kidney disease. This will help patients better understand their treatment options while giving healthcare professionals ready access to materials that can support and streamline those conversations. We are also developing a patient experience within our Vantive Learning Services ecosystem to provide more tailored educational experiences at each stage of the patient journey.

UK EDUCATION CENTER HIGHLIGHTS



13,000

PATIENTS TRAINED ON PD BY NURSES SINCE 2006

794

PATIENTS TRAINED IN 2025



86%

REMAINED ON THEIR THERAPY OF CHOICE AT 90 DAYS

66%

OF PATIENTS REMAINED ON THEIR THERAPY OF CHOICE FOR >365 DAYS



Operational Excellence

Our company and patient care offerings are built on a foundation of quality, safety, and compliance.

As we continue to evolve as an independent organization, we are placing renewed focus on strengthening how we operate — embedding operational excellence more deeply and consistently across the business. Whether through strong supplier partnerships, advanced manufacturing practices, or a robust quality management system, our culture informs every business decision and reinforces confidence in the care we help deliver.

PATIENT SAFETY AND QUALITY OVERSIGHT

Patient safety and the quality of our products and services are everyone’s responsibility at Vantive, from our Board of Directors and management to employees across our teams. The Board’s Quality, Regulatory, and Compliance Committee handles oversight. At the management level, our Chief Executive Officer leads safety and quality, and leadership extends to the Chief Quality & Regulatory Officer and to the Vice President of Worldwide Medical. In 2025, we also established a Medical Governance Committee, formalizing the collaboration among several existing teams. This committee was the latest addition to our longstanding system of dedicated global teams focused on both drug and device safety, ensuring oversight across all products.

QUALITY MANAGEMENT SYSTEM

Vantive’s QMS is designed to ensure patient safety and product quality across the entire life cycle of our products. It supports sustainability by promoting consistent, efficient processes and supporting long-term product quality and regulatory compliance. The foundation of our QMS is the Vantive Quality Policy, which outlines our commitment to providing safe and effective products and services. It includes a focus on employee accountability for safety, continuous assessment of our quality system, and compliance with key global regulations and standards.

To ensure our products meet the highest standards of quality and safety, we conduct routine and ad hoc signal detection activities, escalate issues as needed, and perform trend analyses through periodic safety update reports. In addition, we hold quarterly quality management reviews to track performance and quality metrics, safety signals, regulatory changes, and manufacturing site audits. We prioritize comprehensive risk identification, assessment, and mitigation across the entire product life cycle — particularly during development and manufacturing — helping to ensure regulatory compliance, minimize the probability of failure, enhance product quality, and reduce process inefficiencies and waste.

Globally, we require employees to complete training on reporting patient safety and quality issues as part of the onboarding process. We renew and refresh this training regularly. As Vantive continues to grow, we are committed to continuously evolving our quality management system to ensure patient safety and product quality remain at the core of everything we do.



EXPERT TECHNICAL SERVICES

As an essential part of our commitment to patient safety, we offer expert technical services and training to ensure our products deliver consistent, high-quality therapy as intended. Our product specialists, trained to the highest standards, provide expert technical support and training using only approved components and parts for our devices.

IMPROVING OPERATIONAL EFFICIENCY THROUGH VANTIVE UNLOCKED

Our Operational Excellence efforts are further supported by enterprise-wide transformation initiatives focused on simplifying how we work, improving performance, and creating value across the organization. Through “Vantive Unlocked,” employees across functions are identifying opportunities to reduce complexity, streamline processes, and improve the way we serve patients, customers, and one another.

The examples on this page reflect how teams are challenging legacy approaches, working across organizational boundaries, and implementing solutions that deliver both operational and environmental benefits.

Together, these examples highlight how Vantive is embedding continuous improvement principles to simplify work, strengthen performance, and create value. Through initiatives like Vantive Unlocked, teams across the organization are finding new ways to improve customer experience, optimize resources, and support a more sustainable business.

IMPROVING LOGISTICS AND CUSTOMER EXPERIENCE

A cross-functional team spanning Planning & Fulfillment, Customer Care, and Manufacturing conducted a value stream mapping exercise to better understand demand generation and fulfillment processes for peritoneal dialysis products in the United States. Through this analysis, the team identified opportunities to reduce reliance on alternative shipping methods, which can increase costs and negatively impact customer experience. By aligning on more efficient deployment strategies and refining lead-time assumptions, the team reduced unnecessary shipments and improved overall service delivery. This effort demonstrates how cross-functional collaboration can drive both improved customer outcomes and more efficient resource utilization across the supply chain.

STREAMLINING PACKAGING TO IMPROVE EFFICIENCY

In Japan, Vantive’s peritoneal dialysis products were historically packaged in more than 100 variations of cartons, each tailored for specific customers. A cross-functional team representing manufacturing and commercial operations areas of the business reassessed this approach and developed a simplified solution using standardized cartons with printable labels. This change reduced carton variations by 98%, improved storage and logistics efficiency, enhanced customer privacy, and delivered measurable cost savings. By implementing a more streamlined approach, the team simplified operations, reduced material use, and created value across the supply chain.

REDUCING PAPER USE THROUGH PROCESS SIMPLIFICATION

Quality teams at Vantive’s manufacturing facilities in Valtellina, Italy, and Tijuana, Mexico, identified an opportunity to reduce unnecessary paper usage by evaluating existing documentation requirements and workflows. By challenging legacy practices and digitizing or eliminating nonessential documents, the teams reduced paper consumption by more than 43,000 sheets, preserving natural resources and lowering associated emissions. This initiative reduced environmental impact, while simplifying internal processes and improving operational efficiency.

Investing in Our People

From fostering employee engagement and professional growth to ensuring a safe and inclusive workplace, Vantive invests in our people through purposeful programs and initiatives that support development and well-being.



Employee Development and Retention

At Vantive, we are committed to creating an environment where employees can grow, contribute meaningfully, and build rewarding careers. Guided by our values — **We Care, We Trust, We Innovate, We Own It** — we support continuous development through ongoing feedback, career planning, and development opportunities that help employees build skills, expand capabilities, and prepare for future opportunities.

Our performance and talent processes are designed to support growth at every stage of an employee’s career. Through A.C.E. (Align, Check-In, Enable) and our annual Talent Review & Planning process, employees receive regular feedback, development support, and opportunities to align their goals with Vantive’s priorities while exploring future career paths.

Learning is an important part of the employee experience at Vantive. On average, employees complete approximately 50 hours of training annually and have access to VLearn, our global learning platform. VLearn offers more than 400,000 learning resources spanning compliance, leadership, professional, and technical skill development. Through a mix of structured curricula, digital learning, assessments, and experiential opportunities, employees can access flexible, role-relevant learning.

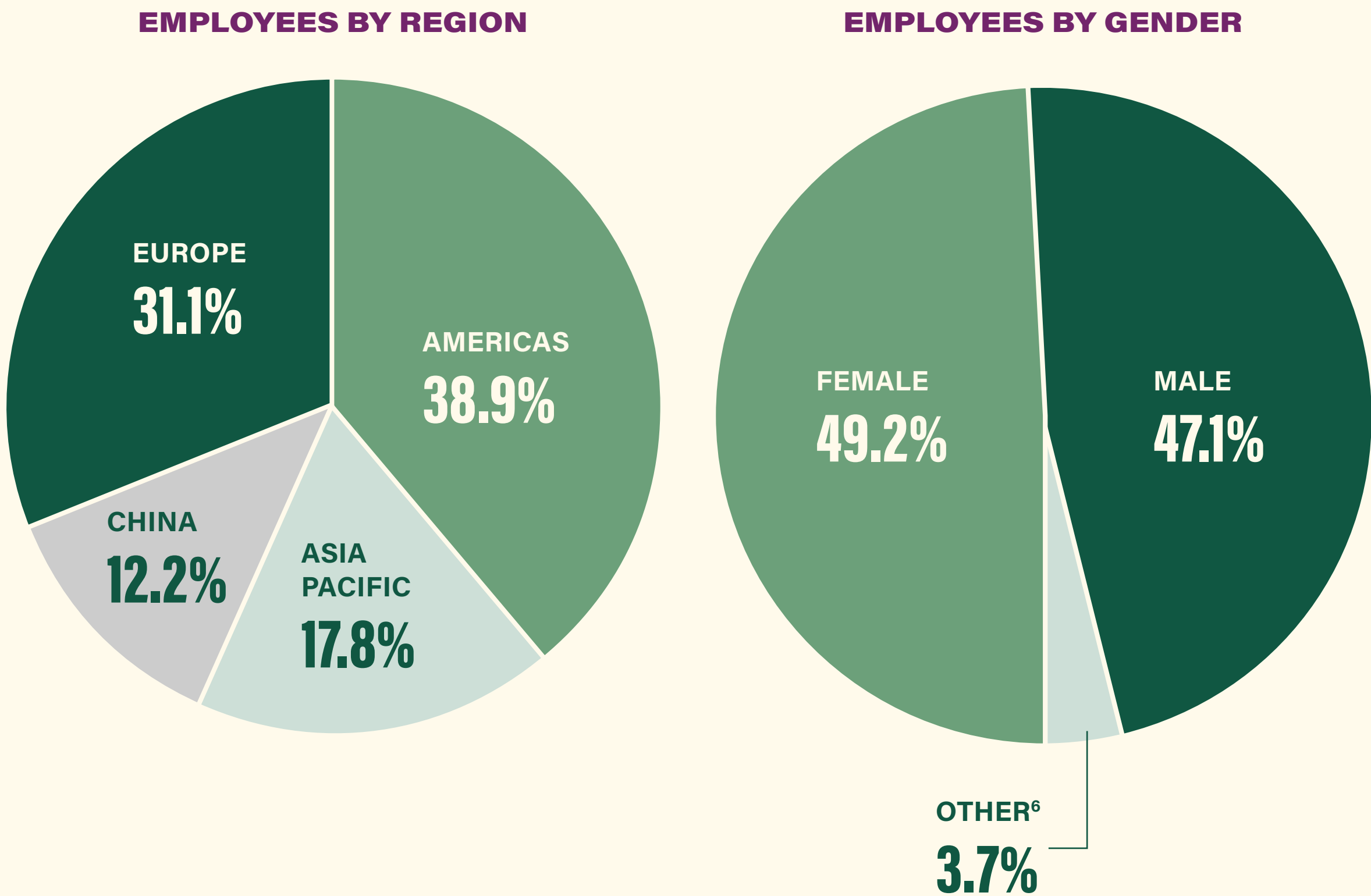
We monitor learning participation and effectiveness through a combination of compliance, engagement, and assessment metrics, while also encouraging employees to take ownership of their development through self-assessment and personalized learning opportunities.

Listening to employees is another important part of our approach to engagement and retention. Through our “We Listen, We Share, We Take Action” strategy, we gather feedback through employee surveys, pulse checks, focus groups, and onboarding/offboarding surveys. In 2025, employees shared over 39,000 listening survey responses, providing insights that help us shape actions to strengthen the employee experience and support development, engagement, and retention.

Supporting these efforts is our Survey Champions Network, a group of employee representatives who help promote participation, increase awareness, and build trust in the listening process. By encouraging open dialogue and feedback across the organization, they help ensure employee voices contribute to continuous improvement across Vantive.



Employee Development and Retention (cont.)



6. Includes employees who declined to self-identify.

INVESTING IN LEADERS WHO SHAPE OUR FUTURE

In 2025, we expanded our investment in leadership development through coaching, Liz Wiseman's Multipliers Effect training, and the Vantive | MIT Sloan Leadership Development Series. These programs equip leaders with the skills and perspectives needed to navigate change, support employee growth, and help drive Vantive's strategy forward.

TALENT LIFE CYCLE

Act on insights from talent reviews and accelerate development for successors identified for critical roles

ROLE TRANSITION

Prepare leaders stepping into new or expanded responsibilities to navigate greater complexity

GROWTH ACCELERATION

Develop leaders to expand their impact, build stronger teams, and drive meaningful impact

AMPLIFY IMPACT

Empower leaders to drive business strategy and deliver on our mission

VANTIVE | MIT SLOAN LEADERSHIP DEVELOPMENT SERIES

Build future-ready skills across Leading Yourself, Leading Your Team, and Leading the Business

MULTIPLIERS EFFECT

Lead in a way that multiplies our culture values and behaviors

COACHING

Targeted support for leaders

Belonging, Inclusion, and Well-Being

At Vantive, we believe our people are strengthened by their diverse experiences, perspectives, and backgrounds. Employees are encouraged to bring their unique selves to work each day, knowing they play an important role in advancing innovations that extend lives and expand possibilities for patients around the world.

We are committed to fostering an environment where employees feel connected, supported, and able to thrive. By promoting well-being, encouraging inclusion, and creating opportunities for employees to contribute and grow, we seek to build a workplace where people can do their best work and feel a strong sense of belonging.

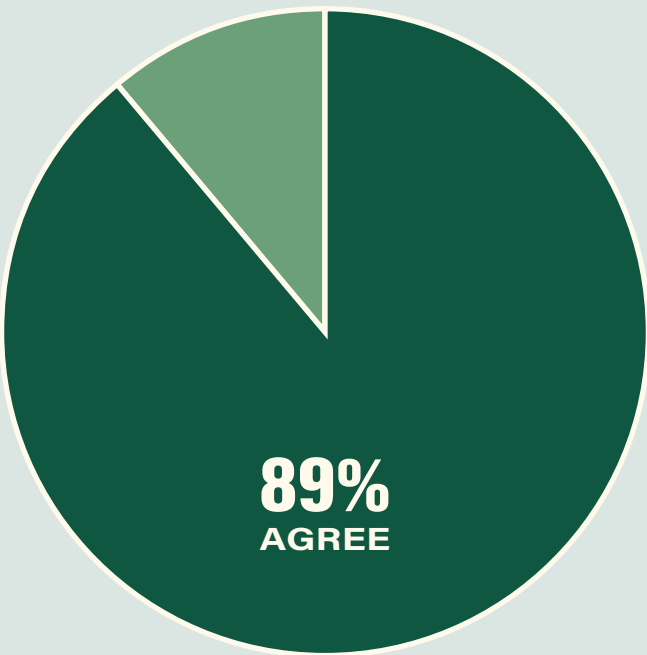
Listening to employees is an important part of this commitment. Through pulse surveys, our annual Employee Experience Survey, and onboarding feedback, we gather insights that help shape actions to strengthen employee engagement and workplace culture. The November 2025 Employee Experience Survey achieved a 90% response rate and an overall engagement score of 89%. Among respondents, 90% agreed that their manager works effectively with people who have different backgrounds and perspectives.

To support global participation, Vantive’s listening surveys are offered in at least 14 languages, helping ensure employees across regions can share feedback and experiences. These insights help guide initiatives that strengthen inclusion, well-being, and employee engagement throughout the organization.

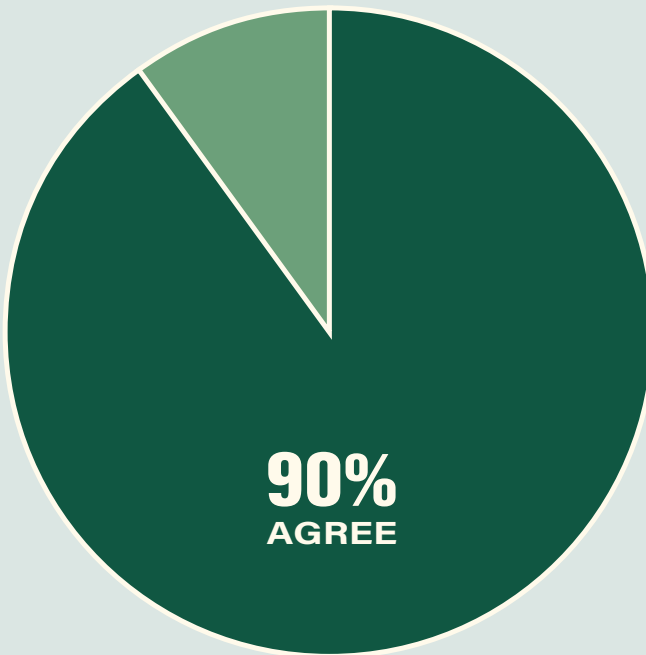
We also encourage locally led activities that reflect the cultures, communities, and experiences of our employees around the world. These initiatives help foster connection, celebrate diverse perspectives, and reinforce a sense of belonging across Vantive.

In 2025, Vantive teams organized 29 local Belonging, Inclusion, and Well-Being activities across 12 countries, demonstrating broad participation and strong local ownership. Events included See the Uniqueness, Embrace Diversity at our Guangzhou plant in China; Celebrating Diversity and Inclusion in Cuernavaca, Mexico; and International Men’s Day in Liverpool, UK. We also hosted an awareness campaign involving all Italian colleagues as part of International Day for the Elimination of Gender-Based Violence.

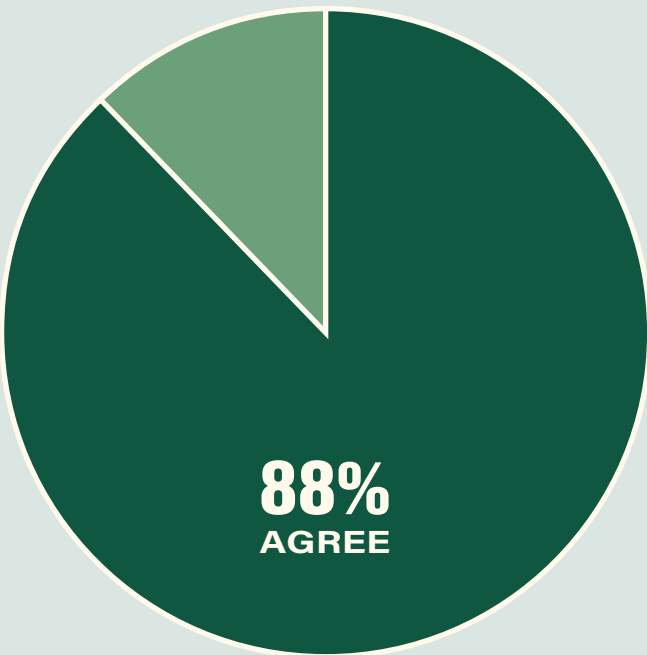
These activities focused on cultural celebrations, health and well-being, community engagement, and inclusion awareness, reflecting the many ways employees build connection and support one another. Collectively, these efforts reflect our commitment to creating an inclusive workplace where employees feel seen, supported, and engaged. They also illustrate the important role locally led initiatives play in advancing our culture and sustainability priorities.



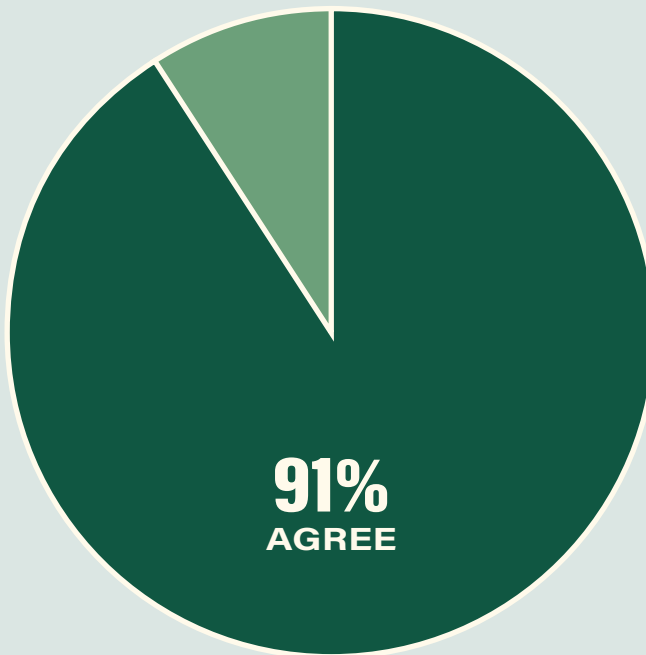
“My immediate manager genuinely cares about my well-being.”



“My manager works effectively with people different from themselves.”



“I feel a strong sense of belonging to Vantive.”



“There is good cooperation within my team (we make things happen, together).”

Employee Health and Safety

We have embedded Vantive’s commitment to safety and well-being across all levels of our organization. Our global **Environmental, Health, Safety, and Sustainability (EHS&S) Policy** is subject to annual review and attestation by applicable employees and leaders, reinforcing our shared responsibility for a zero-harm workplace.

We regularly report safety performance, trends, and actions to senior leadership and engage cross-functional teams to analyze incidents and emerging risks and develop mitigation strategies. In collaboration with our operational workforce, we continuously enhance safety programs, improve controls, and aim to reduce injury risks.

Through enhanced digital analytics and our hazard-identification program, we engage employees and supervisors to flag potential injury risks and identify opportunities for improvement. In 2025, this engagement led to an increase in reported potential hazards. For each identified hazard, Vantive evaluates the risk, takes action as needed, and tracks progress to resolution.

In the past year, we prioritized high-risk areas through initiatives such as our Powered Industrial Trucks program, which includes training, traffic management plans, engineering controls, and equipment investments. We also introduced two new global standards related to use of personal protective equipment and to minimize slips, trips, and falls.

All employees are covered by our occupational health and safety management system. To ensure that health and safety practices are consistent and sustained across the organization, we strengthened our management systems through ISO certification as a stand-alone business. As of year-end 2025, 17 sites — including 70% of our manufacturing facilities — have been certified to ISO 45001. Additionally, environmental management systems at 20 sites have been certified to ISO 14001.

We have also invested in our EHS teams by certifying leaders and selected team members across regions as ISO 14001 and ISO 45001 auditors. In addition to regulatory audits, we conduct internal and external management system audits to ensure continuous improvement.

As a newly independent organization, we seek to maintain our culture of excellence around health and safety and continue to build on safety-culture initiatives. These include our safety and environmental weeks across various company sites as well as our EHS Marathon in China.

A structured, site-wide operating model, EHS Marathon embeds EHS ownership into daily operations, transforming it from a functional requirement into a shared responsibility across all organizational levels. Among its features, EHS Marathon includes monthly safety-performance competitions and annual recognition of top-performing individuals and teams.



EMPLOYEE HEALTH & SAFETY
AWARDS AND CERTIFICATIONS

We are proud to be recognized for our continued commitment to safety and wellness across our global operations:

U.S.

2025 Fleet Safety Award by the National Private Truck Council and 2025 Minnesota Governor’s Workplace Safety Silver Award

CASTLEBAR AND SWINFORD, IRELAND

Three National H&S Awards from the National Irish Safety Organization

CUERNAVACA, MEXICO

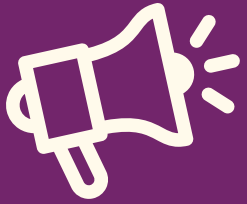
2025 Employee Wellness Program Award from the Mexican Business Coordinating Council

GUANGZHOU, CHINA

Diamond-Level certification for 2025–2026 and 2026–2027 by the Global Center for Healthy Workplaces

OUED ELLIL, TUNISIA

2025 National Occupational Health and Safety Award from the Ministry of Social Affairs in Tunisia



SUSTAINABILITY IN ACTION
PROMOTING HEALTH, SAFETY,
AND WELL-BEING AT OUR FACILITIES
IN IRELAND

Vantive works to create safe and healthy working environments for our employees and promote their well-being. In Ireland, safety representatives at our Castlebar and Swinford operations are three-time recipients of the National Safety Representative Award and share their expertise with other Irish companies that want to enhance their own health and safety programs.

In 2025, our combined Irish operations were recognized for their achievements with two All Ireland Occupational Health and Safety Awards. They also received the award for best manufacturing operations for the fifth consecutive year.

Both plants hosted a variety of free events throughout 2025 to promote well-being, with topics ranging from cardiovascular health to smoking cessation and menopause. They also offered health stations where employees could check their weight, blood pressure, and other health indicators and receive confidential reports.

In addition, each facility has teamed up with Vhi Healthcare to provide mental health first aid training. Vhi has certified approximately 20 employees across both sites to recognize when someone is facing mental health or substance abuse challenges. In addition to giving initial support, trained employees can provide referrals for professional treatment.

Protecting the Environment

Responsibly addressing the environmental impacts of our operations is a natural extension of Vantive’s mission and values and an important part of how we do business each day. Our key priorities include working to reduce greenhouse gas emissions and effectively manage energy, water, waste, and material use across our value chain.



Environmental Management

Environmental management at Vantive is designed to identify, assess, and reduce environmental impacts while supporting regulatory compliance and operational excellence.

Our global **Environmental, Health, Safety and Sustainability (EHS&S) Policy** establishes expectations for environmental stewardship across the organization. Manufacturing sites and other operational facilities are responsible for identifying environmental aspects and impacts, maintaining compliance with applicable legal requirements, implementing operational controls, and establishing objectives designed to improve environmental performance.

Vantive’s environmental management framework is aligned with the principles of **ISO 14001**. Environmental management systems certified to ISO 14001 are currently in place at 20 locations globally. These systems incorporate risk assessment, compliance monitoring, operational controls, performance measurement, management review, internal auditing, and continuous improvement processes.

Environmental performance is monitored through company-wide data collection and reporting processes covering energy use, greenhouse gas emissions, water consumption, waste generation, and regulatory compliance. Site performance is reviewed regularly by environmental and

operational leaders, while significant environmental incidents, emerging risks, and compliance concerns are escalated through established governance processes.

To support consistency across our global operations, Vantive uses centralized environmental reporting and compliance tools, including systems that support environmental data management, performance tracking, and monitoring of evolving regulatory requirements. Internal and external audits are conducted to evaluate management system effectiveness and identify opportunities for improvement. Findings are addressed through corrective and preventive action processes designed to strengthen controls and prevent recurrence.

As Vantive’s first year as an independent company, 2025 was an important milestone in strengthening our environmental data and reporting capabilities. During the year, we established baseline environmental performance metrics across greenhouse gas emissions, energy, water, and waste and continued to enhance the systems and controls that support transparent environmental reporting and decision-making.



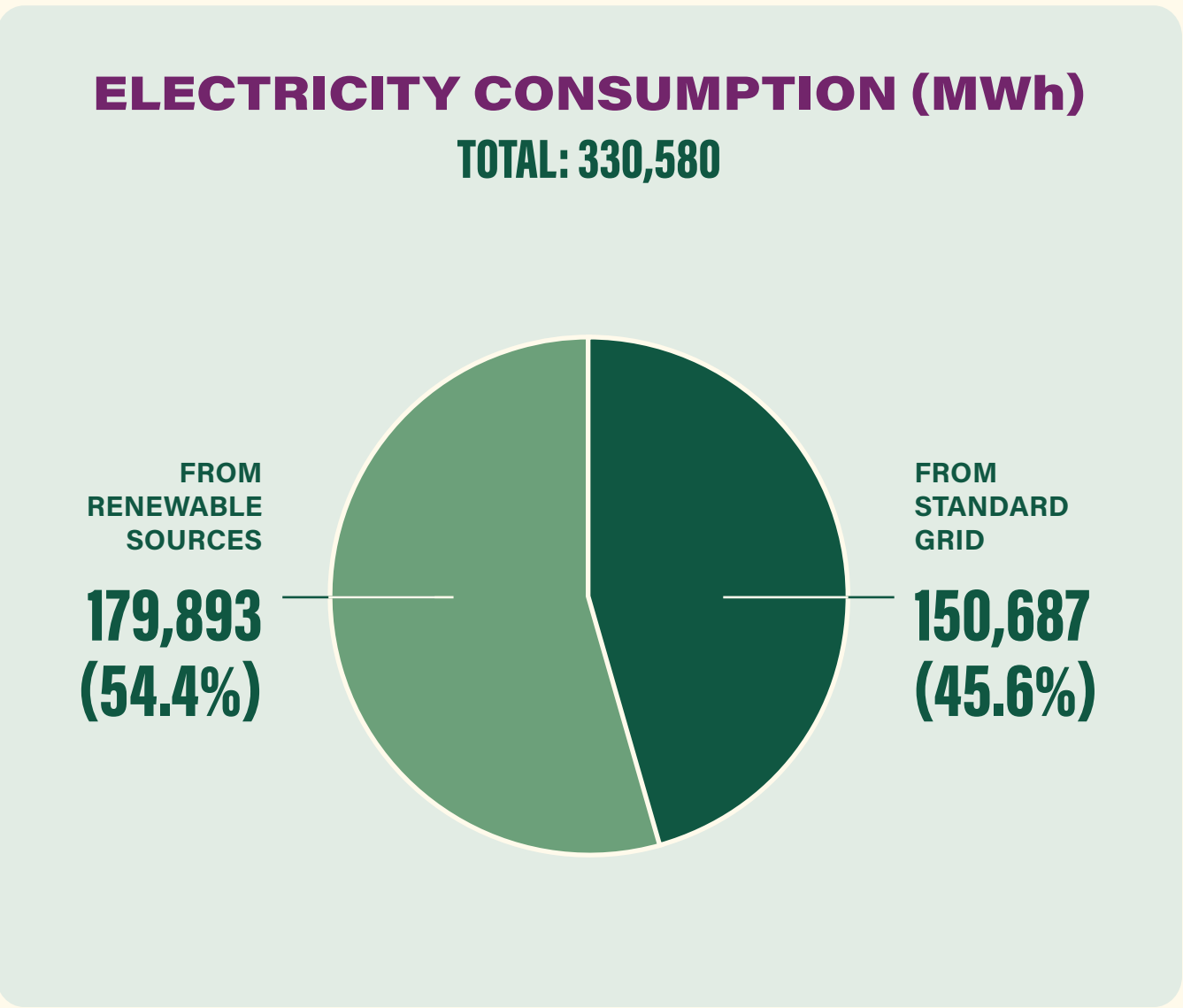
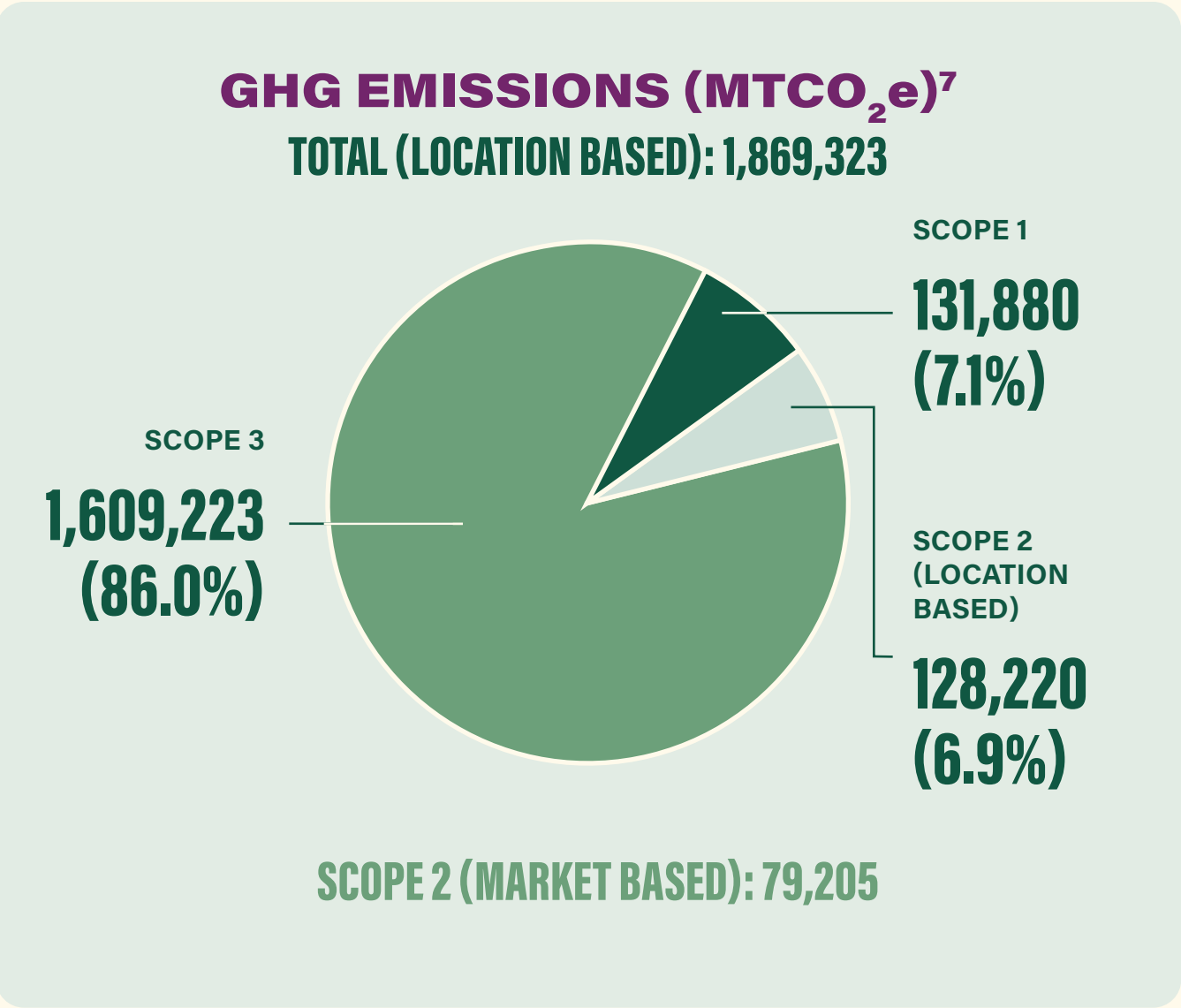
Energy and Climate

Climate change has implications for human health, healthcare delivery, and operational resilience. Our efforts to reduce greenhouse gas (GHG) emissions and address climate change that threatens human health support our ability to serve patients and communities over the long term. To read more about our perspective, see [Vantive’s Climate Change & Energy Position Statement](#).

ENERGY AND GHG ACCOUNTING

In 2026, we completed initial baseline accounting of energy and GHG emissions following Vantive’s establishment as an independent company. We calculated our FY25 Scope 1, 2, and 3 GHG inventory in accordance with the World Resources Institute and World Business Council for Sustainable Development’s GHG Protocol Corporate Accounting and Reporting Standard. Our Scope 1 and Scope 2 GHG emissions data for 2025 have been independently reviewed with a limited level of assurance by Ernst & Young LLP. Additional information on our GHG inventory boundary, methodologies, assumptions, and calculation approaches is provided in the [Appendix](#).

As a next step, we plan to formally set a new emissions-reduction target. In the meantime, our manufacturing sites continue to track their performance against the targets that were in place prior to separation: to achieve carbon neutrality for direct operations by 2040 and to reduce absolute Scope 1 and Scope 2 market-based emissions by 25% by 2030, compared to a 2020 baseline. These goals are aligned with a well-below-2°C science-based target.



SUSTAINABILITY IN ACTION ADVANCING ENVIRONMENTAL EFFORTS IN SINGAPORE

Vantive’s Woodlands manufacturing facility in Singapore has been working on a variety of initiatives to help lower its energy use, increase recycling, and promote water conservation. The installation of solar panels across the entire site is expected to reduce annual energy use by 8 million kWh, enough to power 1,500 households. That represents an 18% reduction compared with 2024. The first two phases have been implemented, with the final phase targeted for completion in late 2027.

As part of its collaboration with Singapore’s National Environment Agency, the facility is also focused on reducing plastic and metal waste. For example, plans are underway to install a reverse vending machine as part of the country’s Return Right campaign, allowing employees to return approved empty plastic drink bottles and aluminium cans. To promote water conservation, Woodlands participated in Singapore World Water Day in March 2026. The event was celebrated over two days with interactive information booths and water conservation activities for employees.

7. Additional detail on data scope, definitions, and methodologies is provided in the [Appendix](#).

ENERGY MANAGEMENT PROGRAMS

Vantive prioritizes energy efficiency and emissions-reduction initiatives, with emphasis on our manufacturing sites. By focusing on reducing our energy consumption and emissions footprint, we not only help protect the environment but also support key business objectives, including enhancing resilience, minimizing costs, and fostering continuous improvement and innovation in our operations. Our formal energy and emissions programs have been in place for decades, demonstrating a track record of success while continuing to develop a robust pipeline of future projects.

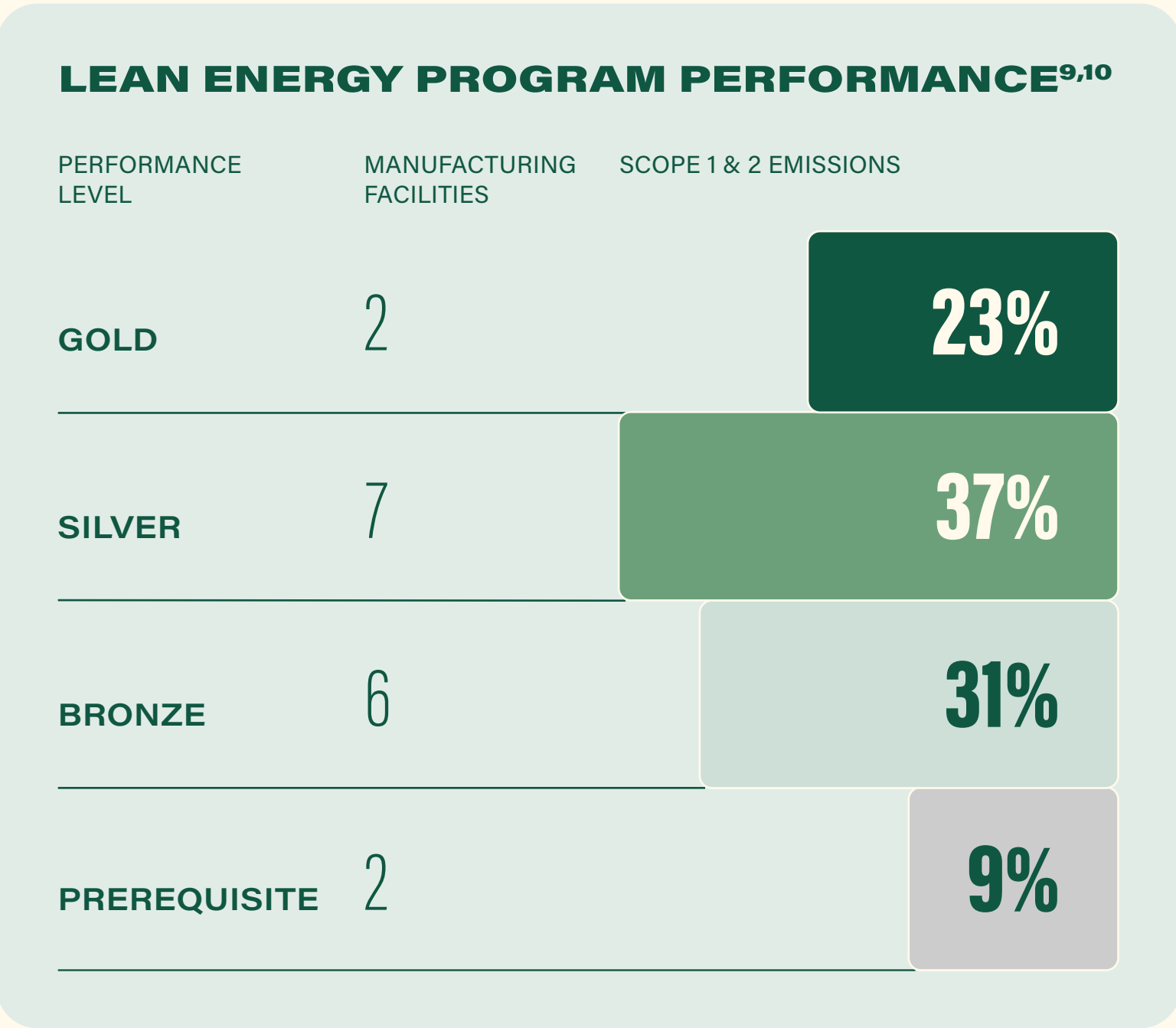
Through our Global Energy Program, we monitor site-level performance and prioritize projects based on factors including feasibility, cost, emissions impact, and potential to be repeated or scaled across multiple sites. In 2025, we completed 41 projects at a cost of approximately \$2.4 million. They delivered a combined 17.1 gigawatt-hours (GWh) of thermal savings, equivalent to 4,393 tons of CO₂e and a further 7 GWh of electricity savings.⁸

Examples of projects recently completed include:

- > **Implementing a heat pump and related system upgrades at our facility in Sondalo, Italy, replacing gas-fired steam with renewable heat. This solution supports the facility’s HVAC systems and reduces annual emissions by approximately 107 metric tons of CO₂e.**
- > **Upgrading flash steam recovery equipment at our Liverpool, UK, site, reducing annual emissions by 99 metric tons of CO₂e. Additionally, we installed a heat exchanger to recover waste heat for preheating process water, which is expected to lower emissions each year by another 350 metric tons of CO₂e.**

One of the core elements of our Global Energy Program is the Lean Energy Program, which recognizes manufacturing facilities for advancement through four levels of achievement (Prerequisite, Bronze, Silver, and Gold), based on adherence to established program criteria and technical requirements (see table below). In addition, 11 of our 17 manufacturing sites — representing 59% of Scope 1 and 2 manufacturing emissions — are certified to the ISO 50001 standard for energy management systems.

From 2020 through 2025, the Lean Energy Program helped drive a reduction of approximately 27% in Scope 1 and 2 emissions (location-based) at our manufacturing facilities.



RENEWABLE ENERGY

Where feasible, Vantive purchases certified renewable energy, either directly from the grid or indirectly via renewable energy certificates or guarantees of origin. We also continue to explore opportunities for on-site solar and/or private-wire renewable energy installations at specific facilities. As of year-end 2025, nine of our 17 manufacturing facilities matched 100% of their electricity needs with renewable energy, while five facilities met a portion of their needs with on-site solar energy systems.

VALUE CHAIN EMISSIONS

While our core efforts focus on energy and emissions at our manufacturing sites, we are also taking steps to address emissions in the broader value chain. Key measures include engaging with our suppliers, enhancing the energy efficiency of our office buildings, and seeking to reduce emissions from transportation and distribution of our products.

8. Estimated energy and financial savings and GHG emissions reduction are calculated for the 12 months following project implementation. GHG emissions reduction is calculated using the location-based approach with Vantive's internal benchmarking tool. These figures are approximate and are not part of the Scope 1 and Scope 2 GHG inventory subject to external assurance.

9. As of Dec. 31, 2025.

10. Scope 1 and Scope 2 percentages presented in this table are based on estimated emissions calculated using Vantive's internal benchmarking tool. These figures are approximate and are not part of the Scope 1 and Scope 2 GHG inventory subject to external assurance.



SUSTAINABILITY IN ACTION
LOWERING ELECTRICITY USE AND CARBON EMISSIONS IN CASTLEBAR AND SWINFORD

Vantive’s manufacturing facilities in Castlebar and Swinford, Ireland, have implemented 25 projects over the past five years to reduce their energy use and carbon emissions. Together, they lowered electricity consumption over this period by more than 1.5 million kilowatt-hours (kWh), with gas use dropping by 9.6 million kWh. As a result, these facilities avoided 1,750 metric tons of carbon emissions, the equivalent of removing 1,200 cars from the road.

For example, Castlebar’s initiative to detect and repair compressed air leaks reduced the amount of compressed air the facility needed to produce and lowered electricity consumption by nearly 800,000 kWh. Also at Castlebar, we determined that the heated water used to sterilize our **Physioneal** solution and acute product tanks was safe to reuse for steam generation in the facility’s boiler house. This reduced natural gas consumption by more than 1.6 million kWh, carbon emissions by 306 tons, and water consumption by 13,600 cubic meters.

Both plants are currently upgrading their infrastructure to meet more of their heating needs through electricity rather than oil or gas. Swinford, which has more modest heating requirements, is replacing its oil boiler with a heat pump that will enable its transition to a fully electrified, low-carbon system. Vantive also recently updated this plant’s emergency lighting to run on electricity rather than diesel.



SUSTAINABILITY IN ACTION
DRIVING REDUCTIONS IN ENERGY USE AND EMISSIONS IN CHINA

Vantive’s Guangzhou and Suzhou manufacturing facilities in China have made significant strides in reducing energy use and carbon emissions. Guangzhou lowered its annual power consumption by 3.53 million kilowatt-hours (kWh) in 2025, while Suzhou has reduced carbon emissions by more than 3,600 metric tons (MTs) since 2020. The latter represents a 27.6% decrease, which has already surpassed the facility’s 2030 target.

For example, installation of solar panels in Guangzhou will yield 700,000 kWh each year — enough to meet the facility’s annual electricity needs. Upgrades to its steam deaerators will reduce energy waste in thermal systems by another 570,000 kWh annually. Among Suzhou’s initiatives, replacement of existing induction motors with high-efficiency permanent magnet motors is expected to reduce annual energy consumption by at least 20,000 kWh.

The Guangzhou facility also lowered annual process water consumption by 54,000 cubic meters. Among its water-use reduction projects, optimizing the circulation of injection water as well as water used for cleaning and disinfection will reduce consumption by 4,120 cubic meters annually.

Both the Guangzhou and Suzhou facilities were recognized for their 2025 environmental accomplishments. Guangzhou was named National Green Factory of the Year and Guangdong Green Factory of the Year, while Suzhou was awarded a National Green Factory Certificate. Guangzhou’s key green factory indicators include achieving zero waste and a 99.1% water reuse rate. Guangzhou also received ISO 50001 certification for its energy management system and ISO 14001 certification for its environmental management system.

Water

Water is a vital resource for our products and the communities where we operate. Vantive manages site-level water with a risk-based approach that targets high-impact locations, allowing us to prioritize initiatives where they are needed most.



WATER USE MANAGEMENT

In 2023, we conducted water risk and resilience assessments at five Vantive manufacturing sites where water is especially critical to our operations. Each assessment applied industry-accepted standards to assign resilience and risk ratings to key water-related assets. These ratings were then used to develop implementation plans outlining priority actions to reduce risk and improve resilience, both at the targeted facilities and throughout Vantive’s entire network. In 2026, we plan to conduct an updated water risk assessment of Vantive manufacturing sites, which will inform future actions. In addition, our recent climate risk assessment identified and evaluated operational sites with a high likelihood of exposure to water availability constraints across time horizons and climate scenarios. For more information, see the [TCFD-Aligned Disclosure](#) in the Appendix.

We actively seek opportunities to implement water conservation and efficiency projects, with the goal of driving incremental reductions in use. Examples of 2025 projects include the following:

- > Recovered and reused 85,609 cubic meters of water from sterilization autoclaves at our operations in Mexico.
- > Introduced a new process to recover and reuse hot water previously discharged during the cleaning of mix tanks in Castlebar, Ireland, saving 13,600 cubic meters of water and 1.68 million kilowatt-hours of energy annually.
- > Optimized cleaning activities and invested in more efficient equipment in Grosotto, Italy, saving 2,192 cubic meters of water annually.
- > Upgraded the steam condensate system in Tianjin, China, saving 489 cubic meters of water annually.

Vantive is a member of the Alliance for Water Stewardship (AWS), a global collaboration dedicated to advancing responsible water stewardship. Central to its programming is the AWS Standard, an auditable framework that helps water users understand their use and impacts and take credible action to address local and catchment-level water challenges. During 2026, we plan to undertake a pilot assessment at one of our significant water-using sites to evaluate its performance against the AWS Standard.

WATER PERFORMANCE SUMMARY (m ³) ¹¹	
	2025
TOTAL WATER CONSUMPTION	2,448,646
TOTAL WATER WITHDRAWAL	6,641,393

11. Data is for manufacturing sites only. Additional detail on data scope, definitions, and methodologies is provided in the [Appendix](#).

Waste and Circularity

Vantive is committed to continuous improvement in resource management and minimizing waste across our operations and value chain. This includes prioritizing initiatives from optimizing raw material usage in manufacturing to extending product lifecycles through refurbishment and reuse.

WASTE PERFORMANCE SUMMARY (METRIC TONS)¹²

	HAZARDOUS	NON-HAZARDOUS	TOTAL
TOTAL WASTE GENERATED	12,050	21,609	33,659
DIVERTED FROM DISPOSAL	511	15,223	15,734
DIRECTED TO DISPOSAL	11,539	6,386	17,925

MANAGING ENVIRONMENTAL IMPACTS IN OUR SUPPLY CHAIN

Our commitment to addressing the environmental impacts of our business extends to our supply chain. For more information on how we work with suppliers to advance environmental protection, see [Responsible Procurement](#).

12. Data is for manufacturing sites only. Additional detail on data scope, definitions, and methodologies is provided in the [Appendix](#).

13. Reported devices accepted for take-back are estimated using the average number of patients served during the reporting period and country-specific patient discontinuation rates. As such, reported figures may differ from the actual number of devices collected, refurbished, and redeployed.

WASTE MANAGEMENT

Through targeted initiatives and continuous monitoring, we strive to minimize waste generation at our facilities while enhancing recycling and responsible disposal practices.

For example, at Vantive’s facility in Medolla, Italy, we designed and implemented a project to capture and recycle high-grade sodium bicarbonate and polyethylene and polypropylene plastics used in manufacturing cartridges for Vantive dialysis machines. Working with our Production Engineering and Facilities Management teams, we developed systems to separate the plastics from the bicarbonate and prepare them for sale via secondary markets. The recycled bicarbonate is currently being sold to a chemical company for use in manufacturing washing machine tablets, while the plastics are being used to create high-quality recycled feedstock. This not only keeps these commodities in productive use but also significantly decreases waste management costs at the Medolla site.

At our operations in Mexico, we recycled 93% of nonhazardous waste in 2025. For example, more than 8,000 plastic drums that stored lactic acid and sodium hydroxide were reconditioned for reuse through a process approved by SEMARNAT, the Mexican ministry responsible for environmental protection. Additionally, we repaired and reused 71% of wooden pallets.

In 2025, Vantive’s facility in Amata, Thailand, received an Amata Best Waste Management Award at the Platinum level. The award recognizes companies operating in Amata Industrial Parks for their efforts in implementing the principles of reduce, reuse, and recycle, with the Platinum-level award specifically recognizing companies reducing landfill waste or achieving zero waste to landfill.

CIRCULARITY

We are integrating circular economy principles into product development and seek opportunities to enhance resource efficiency and product life cycle management across our portfolio. This includes identifying and implementing strategies for the useful application of materials, extending the lifespan of products and parts, and promoting smarter product use and manufacturing.

We recertify and redeploy acute and home dialysis therapy devices in good working condition at the end of their initial lease periods, extending their service life under the same strict safety standards. For example, we currently redeploy more than 35,000 PD cyclers per year, totaling approximately 1 million pounds of electromechanical equipment.¹³ This process enhances access and affordability and reduces or delays the environmental impacts of manufacturing new hardware.

We also continue to implement plans to reuse critical accessories such as cellular modems for Vantive home dialysis products, to reduce costs and waste. In addition, we are piloting remote service-support capabilities for the **PrisMax** critical care systems used by hospitals. The program aims to avoid or reduce service deployments, thereby reducing energy and emissions impacts. It also enhances continuity of care by reducing the time that equipment is nonoperational.

In 2025, we initiated a Life Cycle Assessment and Product Carbon Footprint program for key products within the Vantive portfolio. Beginning with peritoneal dialysis (PD) therapy, these assessments aim to identify and analyze the environmental impacts of our products and therapies, inform decision-making, and enhance transparency.

Materials

Material choices play a central role in our environmental footprint. Our approach prioritizes regulatory compliance while also seeking to minimize environmental impacts across the full life cycle of our products.

MATERIALS OF CONCERN

Vantive is committed to providing safe and effective products and services, and to continuous improvement in our environmental performance. All Vantive products undergo rigorous product testing to ensure that they are safe, effective, and meet applicable regulatory requirements. Vantive uses a science-based approach to the development and adoption of materials used in our products. Vantive has incorporated global materials-of-concern restrictions into our quality system and maintains compliance through change-management procedures and subject-matter-expert engagement. We have also established a cross-functional chemical governance team to help anticipate changing regulations and areas of concern to patients, customers, and external stakeholders. For example, Vantive continues to implement plans to transition to non-di(2-ethylhexyl)phthalate (nDEHP) for relevant applications across our product portfolio. We are also working to eliminate, where feasible, polyvinyl chloride, nitrosamines, and polycarbonate plastics.

MATERIALS DISCLOSURE

Vantive provides materials-related disclosures to ministries of health and customers through key channels including our website, safety data sheets, and compliance certificates. We also use third-party testing and supplier engagement to better understand product materials and inform our product design decisions.



Promoting Responsible Business Practices

Upholding the highest standard of business integrity is fundamental to Vantive's mission and values. We are committed to advancing responsible business practices by fostering a culture of ethics and compliance, safeguarding data privacy, strengthening cybersecurity, and responsibly managing our supply chain.



Ethics and Compliance

As a global healthcare company, Vantive is committed to effective corporate governance and a culture built on a foundation of integrity.

Led by Vantive’s Chief Compliance Officer, our Ethics and Compliance (E&C) team is responsible for the foundational elements of the E&C program, including policy development, compliance training and communications, monitoring, assessments and audits, our Speak Up program, and internal investigations. The team also provides proactive counseling and guidance to employees to support overall business strategies and day-to-day operations. The E&C Program is overseen by the Quality, Regulatory, and Compliance Committee of the Board.

In addition, Vantive has established Ethics and Compliance Committees (ECCs) to operationalize the E&C Program and integrate ethics and integrity into our business strategy and day-to-day operations worldwide. Each ECC meets periodically to discuss various risk and compliance topics and issues that help further drive Vantive’s culture of integrity throughout the organization.

COMPLIANCE POLICIES AND PROCEDURES

Various policies and procedures support Vantive’s E&C program and help guide employee conduct.

Vantive’s [Code of Conduct](#) helps us operate with ethics and integrity in every aspect of our work. It defines the core principles that govern employee behavior and provides tools and resources to help our employees comply. The Code applies to all entities within Vantive’s corporate structure, including all employees, officers, and directors.

All third parties working on behalf of Vantive — including suppliers, agents, contractors, and business partners — must also adhere to the Code’s principles.

We conduct annual employee training on compliance-related topics, including the Code of Conduct and other important Vantive policies. In addition, select employees receive specialized training on ethics- and compliance-related matters relevant to their job functions. Vantive’s Global Interactions Policy defines the principles and rules governing our interactions with government officials and members of the medical community. It helps us maintain compliance with applicable anti-corruption, anti-bribery, transparency, healthcare, and other laws.

Vantive’s Third-Party Anti-Corruption Policy requires that we work only with reputable and ethical third parties. The policy sets forth processes for the selection, retention, and monitoring of select third parties that perform certain services and activities on behalf of Vantive, including periodic due diligence on third parties to assess risk. Third parties must also complete required training to meet Vantive’s expectations, including compliance with relevant anti-bribery and anti-corruption laws and regulations.

MONITORING AND ASSESSMENT

As part of the E&C Program, we monitor select transactions and activities across our global operations, allowing us to identify and address potential compliance risks in real time. In addition, we perform annual assessments and targeted audits to evaluate operational compliance with internal policies and regulatory requirements, identify any potential gaps or issues, and implement appropriate corrective actions as needed.

SPEAKING UP AND THE ETHICS AND COMPLIANCE HELPLINE

Through our Speak Up approach, we require all employees to report potential compliance issues — whether through the Ethics & Compliance Helpline or directly to management, subject-matter experts, or the E&C team. All managers are responsible for maintaining an environment that enables employees to raise and discuss issues safely. Vantive does not tolerate retaliation against anyone for raising a concern or for participating in an investigation of potential misconduct in good faith.

We provide confidential avenues for employees and others to report suspected violations of our Code, our policies, laws, or regulations. Our E&C Helpline is an independent online and telephone resource available to employees, suppliers, customers, and other Vantive stakeholders to ask questions or report concerns about potential ethics and compliance issues. The Helpline is available 24/7 in numerous languages, and reporters may choose to remain anonymous, where permitted by law.

Vantive takes all reports of potential misconduct seriously. We promptly investigate them in an independent and impartial manner, report to senior management as appropriate, and take corrective action where necessary.

Human Rights

Support for human rights is central to corporate responsibility at Vantive. Our **Global Human Rights Policy** outlines Vantive's commitment, which includes respect for the dignity and diverse contributions of all individuals.

Among our objectives, we work to ensure fair employment practices within Vantive and across our supply chain, provide comprehensive compensation and benefits, foster an environment of open communication, and promote a safe and healthy work environment.

We have aligned our approach with the **United Nations Universal Declaration of Human Rights** and the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**. As such, we advocate for freedom of association, the elimination of all forms of slavery, and the effective abolition of child labor. We also recognize that no person or community may be deprived of their property, land, or access to land and water without proper legal justification or due process.

For more information on how we promote respect for human rights in our supply chain, see **Responsible Procurement**.



Data Privacy

Vantive is committed to protecting the privacy of those who entrust us with their personal information, including patients, customers, website visitors, employees, clinical research participants, and all those who do business with us.

The Global Privacy Office is responsible for developing, updating, and implementing key internal policies and procedures, conducting privacy impact assessments, and training employees. It manages all privacy incidents and data subject requests and serves as the main point of contact for privacy regulatory authorities.

The Chief Privacy Officer leads the Global Privacy Office with the support of in-region privacy counsel and subject-matter experts. In addition, a Privacy Champions Community composed of key business stakeholders supports the privacy team’s efforts by raising privacy awareness, cascading messaging, and identifying potential gaps in privacy compliance.

As the centralized authority for privacy governance, the Global Privacy Office works closely with the business on alignment with Vantive’s overall global business strategy. As a result, leadership receives timely, actionable insights on emerging risks, supporting informed decision-making and continuous improvement in privacy practices throughout the organization.

Our publicly available [Privacy Notice](#) defines our privacy standards and guides our global operations to follow similar controls for protecting personal and patient health information. We review this notice annually and have not made any changes to it since Vantive became a stand-alone company. Additionally, we require all Vantive employees to complete an online privacy training course every year, as well as bespoke privacy training, depending on their role.

Cybersecurity

Vantive is committed to the implementation of industry standards and practices to safeguard the security and resilience of our systems and sensitive information.

Our Cybersecurity and Compliance function employs a range of tools, policies, and procedures to detect, prevent, and respond to cyber incidents and threats and to uphold the confidentiality, integrity, and availability of sensitive data. Our cybersecurity compliance framework and evaluation process are grounded in the standards established by the National Institute of Standards and Technology and are regularly evaluated through both internal and external security audits. We also maintain ISO 27001 security certification for our product environment and associated enterprise controls, as well as several other industry- and region-specific compliance certifications, to demonstrate our commitment to the protection of our company assets and environment.

Vantive’s Chief Information Officer maintains oversight of the company’s information technology functions, including cybersecurity matters, as well as the company’s use of artificial intelligence (AI). The Chief Information Security Officer (CISO) is responsible for the company’s Security Operations, Identity and Access Management, Cloud Security Architecture, and Governance Risk & Compliance functions. The CISO also oversees a network of regional information security officers that are dedicated to supporting regional cybersecurity and compliance initiatives.

In addition, Vantive’s internal efforts are bolstered by access to a network of experts, leveraged supplier agreements, and risk transfer tools.



RESPONSIBLE USE OF AI

Vantive is committed to advancing the ethical and responsible development and use of AI, including maintaining compliance with applicable laws and regulations and contributing to the development and application of relevant industry standards. To further these efforts, the company has established an AI Governance Board to oversee and guide its approach to AI development and deployment.

Responsible Procurement

Vantive’s Responsible Procurement program promotes sustainable and ethical purchasing practices that prioritize the welfare of people, the planet, and future generations. By prioritizing responsible practices, we strengthen our resilience and enhance our ability to innovate and provide transformative solutions to patients and their care teams.

The Responsible Procurement program works collaboratively with Corporate Sustainability and other functional teams to support the incorporation of ethical sourcing considerations into procurement processes and supplier engagement activities. In addition, a Responsible Procurement working group comprising representatives from across the business coordinates priority initiatives and compliance with supply chain regulations. This cross-functional approach helps uphold the company’s commitment to responsible purchasing, mitigate potential supply chain risks, and promote practices that align with global expectations for sustainability, fairness, and respect for human rights.

Vantive’s Supplier Code of Conduct sets forth the standards and guidance that we expect suppliers to follow as part of ethical, sustainable, and legally compliant business practices. We also expect suppliers to uphold our Global Human Rights Policy within their own operations, supply chains, and business relationships whenever possible.

We work closely with suppliers to promote transparency and accountability and to advance our overall sustainability goals. External assessments provide insights into environmental, social, and ethical performance. We also collaborate with small businesses to foster innovation and enhance responsiveness across our supply chain.

To uphold our compliance obligations, Vantive provides additional transparency statements and reports related to human rights and fair working conditions, including our Canadian Forced Labour in Supply Chains Report, Conflict Minerals Policy & Position Statement, and Statement on California Transparency in Supply Chains Acts.

PROCUREMENT RISKS

Vantive embeds corporate responsibility requirements into its supplier management processes to support consistent, risk-based compliance oversight. Supplier assessments — including sustainability questionnaires, EcoVadis evaluations, and enhanced due diligence reviews — alongside risk mapping based on geographic location, and the goods or services provided, help identify suppliers with elevated corporate responsibility risks. These insights support risk-based due diligence and help ensure alignment with Vantive’s standards and applicable regulatory requirements.



Appendix



Data Tables

Non-financial information is subject to inherent measurement uncertainties due to data limitations and methodological variability; different acceptable measurement techniques may yield materially different results.

EMPLOYEES BY REGION (HEADCOUNT)	2025	% OF TOTAL
Americas	8,999	38.9%
Asia Pacific	4,109	17.8%
China	2,824	12.2%
Europe	7,177	31.1%
Total	23,109	100.0%

EMPLOYEES BY GENDER (HEADCOUNT)	2025	% OF TOTAL
Male	10,883	47.1%
Female	11,364	49.2%
Other ¹⁴	7	0.0%
Not reported	855	3.7%
Total	23,109	100.0%

EMPLOYEES BY CONTRACT TYPE (HEADCOUNT)	MALE	FEMALE	OTHER	NOT REPORTED	TOTAL
Permanent employees	10,517	10,780	7	654	21,958
Temporary employees	366	584	0	201	1,151
Non-guaranteed hours employees ¹⁵	—	—	—	—	—
Total	10,883	11,364	7	855	23,109

14. Includes employees who declined to self-identify.

15. Non-guaranteed hours employees are not considered a material category of employment for Vantive and are therefore excluded from the scope of this disclosure.

16. Recordable incident rate represents the number of incidents per 200,000 hours worked during the reporting period, consistent with U.S. Occupational Safety and Health Administration methodology.

17. Defined as VP and above.

EMPLOYEES BY COUNTRY (TOP 10 >50 EMPLOYEES, HEADCOUNT)	2025
Mexico	3,266
United States of America	2,949
China	2,699
Colombia	1,659
Singapore	1,552
Ireland	1,403
Italy	1,315
Tunisia	1,245
Germany	1,215
India	983

18. Employee engagement score represents the average percentage of survey participants who responded favorably (“strongly agree” or “agree”) across several engagement-related survey questions.

19. Total electricity consumption includes all Vantive sites, with actual data provided for all manufacturing facilities. Where actual data was not available for other sites, estimations were made based on historical and adjacent-month data or estimated using site square footage and average intensity factors based on Commercial Buildings Energy Consumption (CBECS 2018) energy intensities per building type.

EMPLOYEES BY GENERATION (%)	2025
Baby Boomers (1946-1964)	4.7%
Generation X (1965-1980)	31.9%
Generation Y / Millennials (1981-1996)	49.4%
Generation Z (1997-2009)	14.0%
Generation Alpha (2010 onwards)	0.0%
Not reported	0.0%

EMPLOYEE HEALTH AND SAFETY	2025
Percentage of employees covered by occupational safety and health management system	100.0%
Number of fatalities from recordable work-related ill health	0
Number of recordable work-related accidents	87
Rate of recordable work-related accidents ¹⁶	0.37
Number of cases of recordable work-related ill health	0
Number of days lost to recordable work-related accidents or ill health	224

GENDER DISTRIBUTION AMONG MANAGEMENT (HEADCOUNT) ¹⁷	2025	% OF TOTAL
Male	42	70.0%
Female	17	28.3%
Other ¹⁴	0	0.0%
Not reported	1	1.7%
Total	60	100.0%

ADDITIONAL EMPLOYEE METRICS	2025
Turnover rate (%)	16.6%
Employee engagement (%) ¹⁸	89.0%
Total amount of fines, penalties, and compensation recognized for incidents of discrimination and other human rights incidents (\$USD)	0

ENERGY (MWh)	2025	% OF TOTAL
Total electricity consumption ¹⁹	330,580	100.0%
From standard grid	150,687	45.6%
From renewable sources	179,893	54.4%

Data Tables (cont.)

GHG EMISSIONS (MTCO ₂ e) ²⁰	2025	% OF TOTAL
Scope 1 emissions ²¹	131,880	7.1%
Scope 2 emissions (location-based) ²²	128,220	6.9%
Scope 2 emissions (market-based) ²²	79,205	—
Scope 3 emissions ²³	1,609,223	86.0%
1: Purchased Goods and Services	529,678	28.3%
2: Capital Goods	22,093	1.2%
3: Fuel and Energy-Related Activities (location-based)	55,655	3.0%
4: Upstream Transportation & Distribution	446,625	23.9%
5: Waste Generated in Operations ²⁴	38,785	2.1%
6: Business Travel	14,421	0.8%
7: Employee Commuting (including remote work)	21,301	1.1%
8: Upstream Leased Assets	72	0.0%
9: Downstream Transportation and Distribution	62,172	3.3%
11: Use of Sold Products	88,291	4.7%
12: End-of-Life Treatment of Sold Products	310,884	16.6%
13: Downstream Leased Assets	16,575	0.9%
15: Investments	2,671	0.1%
Total GHG emissions (location-based)	1,869,323	100.0%

Direct biogenic Scope 1 emissions ²⁵	22,294	—
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WATER (m ³) ²⁶	2025
Total water consumption ²⁷	2,448,646
Total water withdrawal	6,641,393

WASTE (METRIC TONS) ²⁸	HAZARDOUS	NON-HAZARDOUS	TOTAL	% OF TOTAL
Total waste generated	12,050	21,609	33,659	100.0%
Diverted from disposal	511	15,223	15,734	46.8%
Reuse	0	104	104	0.3%
Recycling	511	15,119	15,630	46.4%
Other recovery operations ²⁹	0	0	0	0.0%
Directed to disposal	11,539	6,386	17,925	53.2%
Incineration	10,694	2,812	13,506	40.1%
Landfill	1	812	813	2.4%
Other disposal operations	844	2,762	3,606	10.7%

20. Vantive calculated its Scope 1, 2, and 3 GHG inventory in accordance with the World Resources Institute (WRI) and World Business Council for Sustainable Development's (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard, including Scope 2 Guidance and Scope 3 Standard. Vantive accounts for GHG emissions from all global operations over which it has the authority to introduce and implement operating policies including facilities, vehicle fleet, and other assets. Non-operational sites and assets without operational control (e.g., joint ventures, shared offices) are excluded from Scope 1 and Scope 2 and included in Scope 3 where relevant. The reporting period for this inventory is January 1–December 31, 2025. Greenhouse gases included in the inventory are CO₂, CH₄, N₂O, and HFCs; PFCs, SF₆, and NF₃ are not applicable to Vantive's operations.

21. Scope 1 emissions are direct GHG emissions from sources Vantive owns or controls, such as stationary combustion, mobile, and fugitive emissions. Emissions data is based on actual metered or invoiced data when available, or based on historical or adjacent-month data when actual data is not available, or estimated using site square footage and average intensity factors based on Commercial Buildings Energy Consumption (CBECS 2018) energy intensities per building type. Fugitive emissions are based on reported refrigerant leakage or, when needed, estimated using square-footage-based intensities from the World Bank Group's 2014 GHG Inventory Management Plan. In the absence of specific refrigerant data, R-410A is assumed.

22. Scope 2 emissions include purchased electricity, district heating, cooling, and steam, and are reported using both the location-based and market-based methods. When actual consumption data is unavailable, estimates are derived from historical consumption or using CBECS 2018 intensity factors. Market-based reporting reflects Vantive's procurement of renewable energy certificates (RECs) and other energy attribute certificates, as well as on-site solar generation and virtual power purchase agreements (VPPAs) in Italy, Mexico, Ireland, Germany, the United States, France, and the United Kingdom.

23. Vantive's Scope 3 emissions relate to activities within the company's value chain but outside of Vantive's direct control. Scope 3 emissions are calculated using a combination of methodologies, including spend-based environmentally extended input-output (EEIO) models, activity-based data, and hybrid approaches, depending on data availability. Categories 10 and 14 are not relevant to Vantive's activities and have been excluded from the inventory.

24. In accordance with the WRI and WBCSD GHG Protocol Corporate Standard, waste data for facilities without available records was estimated using waste intensity ratios based on average waste generation by facility type and treatment classification.

25. In accordance with the WRI and WBCSD GHG Protocol Corporate Standard, biogenic CO₂ emissions are presented separately from other Scope 1 GHG emissions. These emissions are generated from wood chips at one Vantive manufacturing site.

26. Water consumption data is limited to manufacturing operations for which Vantive has operational control and excludes water use from offices and other non-manufacturing sites.

27. Water consumption is the calculation of water withdrawn from main supply and wells minus water discharged.

28. Waste data is limited to manufacturing operations for which Vantive has operational control and excludes waste from offices and other non-manufacturing sites.

29. Other recovery operations refers to waste incinerated with energy recovery.

CODE	METRIC	RESPONSE
AFFORDABILITY & PRICING		
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Our customers include dialysis clinics, hospitals, governments, and other organizations. Both in and outside the United States, hospitals and other customers have joined purchasing entities such as integrated delivery networks and public contracting authorities, to enhance purchasing power. Product pricing is typically discussed with customers and third-party suppliers as part of the contracting process, prior to signature. Pricing variations during the life of the contract are managed in accordance with the contract.
HC-MS-240a.3	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Vantive does not disclose this information.
PRODUCT SAFETY		
HC-MS-250a.1	(1) Number of recalls issued, (2) total units recalled	In 2025, Vantive issued 8 product recalls where product was recalled or corrected, affecting approximately 2,866,057 units in total. As required by law and regulations, these were all reported and discussed with the relevant national regulatory authorities, including the U.S. Food and Drug Administration (FDA): > 3 medical device product recalls that were reported to U.S. FDA > 4 medical device product recalls that were reported to the relevant non-U.S. national regulatory authorities > 1 drug product recall that was reported to the relevant non-U.S. national regulatory authority
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	Products included in public medical product safety or adverse event alert databases are those where adverse reactions are reported by patients/consumers, healthcare professionals, or by companies to health authorities who maintain such databases. Vantive does not have a single list of all such products due to its wide geographic footprint, extensive product portfolio (some of which are country or region specific) and variations in local reporting requirements. However, as an example, for products investigated or marketed in the U.S. (our largest country market), information can be found on the U.S. FDA website. As of Dec. 31, 2025, the MedWatch: The FDA Safety Information and Adverse Event Reporting Program database included one correction for the following Vantive products (filed under Baxter due to the Baxter/Vantive split timing): > <u>Peritoneal Dialysis Set Correction: Baxter Issues Correction for MiniCap Extended Life Peritoneal Dialysis Transfer Sets Due to Risk of Patient Exposure to Higher Than Allowable Levels of Toxic Compound NDL-PCBA and/or NDL-PCBs</u>

CODE	METRIC	RESPONSE
PRODUCT SAFETY (cont.)		
HC-MS-250a.3	Number of fatalities associated with products	Based on the regulations from relevant national regulatory authorities, manufacturers and device user facilities must report information that reasonably suggests a medical device may have caused or contributed to a fatality. Vantive does not have a single list of all such devices due to its wide geographic footprint, extensive product portfolio (some of which are country or region specific), and variations in local reporting requirements. However, as an example, for medical device products investigated or marketed in U.S. (our largest country market), such reports are available on the <u>U.S. FDA Website</u>. Please also note, per 21 CFR 803.16: “A report or other information submitted by a reporting entity under this part, and any release by FDA of that report or information, does not necessarily reflect a conclusion by the party submitting the report or by FDA that the report or information constitutes an admission that the device, or the reporting entity or its employees, caused or contributed to the reportable event. The reporting entity need not admit and may deny that the report or information submitted under this part constitutes an admission that the device, the party submitting the report, or employees thereof, caused or contributed to a reportable event.”
HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Vantive had no enforcement actions taken in response to GMP violations or equivalent standards.
ETHICAL MARKETING		
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2025, Vantive had no monetary losses due to legal proceedings associated with false marketing claims.
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	The Vantive <u>Code of Conduct</u> and Vantive’s Global Policy on Interactions with the Medical Community and Government Officials (Global Interactions Policy) strictly prohibit off-label promotion. See <u>Ethics and Compliance</u> for information about the company’s approach in this area.

SASB Index (cont.)

CODE	METRIC	RESPONSE
PRODUCT DESIGN & LIFECYCLE MANAGEMENT		
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	See Materials , p. 36.
HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	We recertify and redeploy acute and home dialysis therapy devices in good working condition at the end of their initial lease periods. We currently redeploy more than 35,000 PD cyclers per year, totaling approximately 1 million pounds of electromechanical equipment. Reported devices accepted for take-back are estimated using the average number of patients served during the reporting period and country-specific patient discontinuation rates. As such, reported figures may differ from the actual number of devices collected, refurbished, and redeployed.
SUPPLY CHAIN MANAGEMENT		

HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	(1) In 2025, approximately 75% of Vantive's total Manufacturing facilities worldwide completed third-party audits based on ISO 13485 (including through the Medical Device Single Audit Program) or ISO 9001; approximately 55% of our manufacturing facilities completed ministry of health or equivalent audits (depending on location) related to manufacturing and product quality. (2) Approximately 28% of Vantive's Tier 1 suppliers have obtained third-party certification.
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CODE	METRIC	RESPONSE
SUPPLY CHAIN MANAGEMENT (cont.)		
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	To meet global requirements, Vantive's Quality Management System establishes core controls to ensure material traceability and unique product identification across the supply chain. We manage material traceability from supplier to production through defined identification requirements in supplier agreements and specifications. This includes ensuring that all production records reference unique part numbers, allowing parts to be tracked from receipt to finished product release, and the use of electronic verification systems that help ensure the correct materials are used. Where required, Vantive assigns unique identifiers to registered medical device and pharmaceutical products, enabling traceability from manufacturing through to the customer. Barcoding and serialization support electronic track-and-trace, and enterprise resource planning systems are used to manage traceability to the point of sale. Agreements with wholesalers extend traceability across distribution channels. Vantive also maintains several compliance-focused programs, including Medical Device Regulation (MDR) and unit-level serialization, to support track-and-trace capabilities and alignment with regulations such as the EU Falsified Medicines Directive and the FDA Drug Supply Chain Security Act.
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	See Vantive's Conflict Minerals Policy & Position Statement .

BUSINESS ETHICS		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Vantive had no monetary losses due to legal proceedings associated with bribery or corruption.
HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	The Vantive Code of Conduct and the Global Interactions Policy define the principles and requirements that govern the company's interactions with healthcare professionals. Vantive also has country-level annexes that outline additional requirements and considerations when interacting with healthcare professionals in specific countries. These written standards align with applicable laws, regulations, and industry codes.
ACTIVITY METRICS		
HC-MS-000.A	Number of units sold by product category	Acute therapy: 2,063,308 sets Hemodialysis: 20,160,000 sets Peritoneal Dialysis: 41,325,036 sets (includes leased equipment)

TCFD-Aligned Disclosure

This disclosure has been prepared with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and is intended to complement other corporate-sustainability-related content and data presented in this report and on our [website](#).

GOVERNANCE

Oversight of sustainability, including climate-related matters, is provided by the Compensation and Governance Committee of the Board, ensuring accountability and alignment with Vantive’s enterprise priorities. The Board’s oversight duties are further supported by management-level bodies including the Senior Sustainability Council, various topic-specific working groups, and the dedicated Sustainability Function.

Vantive’s Corporate Sustainability team, led by the Head of Corporate Sustainability, develops and implements the organization’s corporate sustainability strategy and manages related reporting and compliance, including on climate-related matters.

For more details, see [Sustainability Governance](#).

STRATEGY

In 2026, we embarked on an exercise to better understand prospective climate impacts on our business and test the resilience of our operations and wider value chain activities to climate risk. In line with TCFD Recommendations, we have undertaken an inaugural scenario analysis — an established approach to determining how climate change may impact our business in the future.

The assessment included evaluating potential exposure of our direct operations and critical suppliers to physical risks and transition risks and opportunities across a range of plausible future scenarios.

To assess risks arising from the changing frequency and/or intensity of climate hazards, we considered scenarios developed by the Intergovernmental Panel on Climate Change (IPCC).

When considering the risks and opportunities arising from the transition to a low-carbon economy, we utilized scenarios developed by the Network for Greening the Financial System (NGFS).

To help us better understand the near-term action needed versus longer-term planning and integration of climate impacts into strategy, we considered climate-related risks and opportunities over multiple time horizons: short (2030), medium (2040), and long term (2050).

Future physical risk exposure across our direct operations and value chain is considered low. However, there are hotspots of risk driven by geographical locations and the nature of operations at particular sites.

Our scenario analysis revealed that physical climate hazards are projected to have a low to moderate impact on our operations and supplier network in the future. However, we identified enhanced exposure in certain locations with associated prospective impacts.

Given the overall low to moderate exposure we face, we defined material physical climate risks as those that may impact multiple geographies and time horizons, and that which may affect our people, assets, and operations.

PHYSICAL CLIMATE SCENARIOS UTILIZED

SCENARIO	TEMPERATURE ALIGNMENT	DESCRIPTION
“Optimistic” (SSP1-2.6)	<2°C	A low emissions scenario aligned with the ambitions of the Paris Agreement.
“Middle of the road” (SSP2-4.5)	<3°C	A medium-emissions scenario resulting in warming over 1.5°C by 2050 and nearly 3°C by 2100.
“Pessimistic” (SSP5-8.5)	>4°C	Highest-emission warming scenario, projecting temperatures of over 4°C by 2100.

TRANSITION CLIMATE SCENARIOS UTILIZED

SCENARIO	TEMPERATURE ALIGNMENT	DESCRIPTION
Net Zero 2050	<1.5°C	Consistent with limiting warming to 1.5°C by 2100, assuming immediate, coordinated policy action and rapid decarbonization across all sectors.
Delayed Transition	~2°C	Consistent with limited warming to ~2°C by 2100, assuming policy action is postponed, leading to more abrupt and disruptive emissions reductions and high transition risks later.
Current Policies	>3°C	Highest-emission and warming scenario, projecting temperatures of over 4°C by 2100.

MATERIAL PHYSICAL RISKS AND ASSOCIATED IMPACTS

PHYSICAL CLIMATE RISK	POTENTIAL BUSINESS IMPACT(S)	DESCRIPTION
Wind gusts	> Potential damage or destruction of operational infrastructure, leading to delayed and/or reduced production > Potential threats to workers' health and safety > Business interruption resulting from supporting infrastructure, such as electricity substations and pylons, experiencing damage	> Republic of Ireland > Taiwan > Sweden
Water stress and drought	> Potential operational constraints at water-dependent sites in regions with limited water availability, leading to delayed and/or reduced production > Potential increases in costs and localized supply chain disruptions where critical operations are exposed to water stress	> Saudi Arabia > United Arab Emirates > Chile > Israel > Mexico

The transition to a low-carbon economy presents both risks and opportunities to our direct operations and wider value chain activities.

While we are well positioned to leverage possible opportunities, we are also aware there are mitigation measures that we may benefit from implementing to enhance resilience against the risks arising from global movement toward a net-zero future. The key drivers of risk within the context of our business are regulatory expectations and market conditions as global policies evolve.

RISKS AND OPPORTUNITIES THAT MAY MATERIALIZE IN THE TRANSITION TO A LOW-CARBON ECONOMY

TCFD CATEGORY	TRANSITION RISK OR OPPORTUNITY	VALUE CHAIN ACTIVITY AFFECTED	POTENTIAL BUSINESS IMPACT(S)
Policy & Legal	Risk Circular economy pressures	Supply chain	> Circular economy expectations may evolve more quickly in Europe (e.g., EU Packaging and Packaging Waste Regulation), potentially leading to earlier requests for material traceability, recyclability, and end-of-life visibility. > The U.S. may experience an uneven and fragmented transition, with state-level approaches creating variability for suppliers to adapt to. > Enhanced documentation may be required for suppliers in the UK and Australia, as the nations move toward tighter circularity frameworks, which could affect costs associated with finished goods.
Policy & Legal, Market	Risk Increased cost of raw materials	Direct operations, Supply chain	> Upward pressure on energy costs in Europe could increase volatility in raw material pricing and lead to earlier cost pass-throughs from suppliers. > North America may see energy and feedstock inflation develop unevenly, suggesting the need for flexible sourcing and contracting. > Asia and Latin America may face pronounced increases in electricity and petrochemical costs under ambitious scenarios, potentially raising exposure for material-intensive categories and reinforcing the value of dual sourcing.
Market	Risk Changing consumer behavior	Direct operations, Downstream	> In our larger markets, customers are adjusting sustainability expectations faster. This could mean countries where we have enhanced presence coincide with where shifts in procurement criteria and performance expectations may materialize first.
Market	Risk New stakeholder requirements	Direct operations, Supply chain	> Global regulations related to sustainability and climate topics are advancing, raising expectations on reporting, traceability, and responsible sourcing, which may reshape our commercial and procurement conversations.
Resource Efficiency	Opportunity Energy transition	Direct operations, Supply chain	> We are well positioned to capture opportunities related to cleaner energy sourcing, efficiency improvements, and load-optimization measures aligned with our operating model.
Market	Opportunity Access to new markets	Direct operations	> By staying ahead of sustainability regulations and outperforming transparency expectations across our operations and supply chain, we could unlock growth, access new geographies, meet stricter buyer requirements, and strengthen our regulatory position.
Resilience	Opportunity Strategic value	Direct operations, Supply chain	> We can gain strategic value from enhancing our operational continuity, supply chain stability, and partner coordination through a changing climate.

STRATEGY (cont.)

Adapting to a changing climate to enhance resilience and encourage growth is integral to a successful strategy.

Overall, the scenario-based assessment indicates that exposure to climate-related physical and transition risks are expected to be low to moderate over time and, in many cases, concentrated in a limited number of sites or markets. This, naturally, limits the prospective impact on our business, strategy, and financial planning, but also affords flexibility in managing impacts that do arise. As well as implementing measures to manage energy use and emissions, we have developed an Implementation Plan that identifies adaptation and mitigation measures for each material risk determined by our scenario analysis. As a result of these efforts, we remain well-positioned to mitigate and adapt to climate-related risks under multiple future scenarios and will utilize the Implementation Plan as a live monitoring tool to update and embed into our risk management practices in the future.

RISK MANAGEMENT

The completion of our inaugural scenario analysis of climate-related risks and opportunities across our direct operations and wider value chain activity has contributed to our evolving approach to risk management across the business.

Our approach to identifying and assessing climate-related risks and opportunities follows the TCFD guidance on Scenario Analysis for Non Financial Companies. For our inaugural assessment, we have partnered with the global sustainability consultancy Anthesis Group to execute a comprehensive assessment. Our approach combines data reflecting the location and nature of our direct operations and wider value chain activities with climate projections aligned with scenarios reflecting different plausible future pathways.

When identifying physical climate risks to the business, we considered a range of possible hazards, including flooding, storms, water stress, and drought, utilizing 50+ climate indicators underpinned by the latest science available from sources such as the IPCC. The analysis evaluated the likelihood and intensity of exposure for over 350 sites in our direct, global operations and critical supplier network. The nature and location of operations at each site was input into a climate risk analytics platform to generate risk scores for each acute and chronic climate-related event.

To assess the risks and opportunities arising from the transition to a low-carbon economy, we evaluated how potential shifts in policy, legal, market, technology, and macroeconomic conditions may affect our operations and value chain over time. Anthesis derived quantitative risk and opportunity scores through assigning indicators based on location and type of activities across our global network, with indicators selected from the Network for Greening the Financial System (NGFS) database.

Results of our scenario analysis have yet to be integrated into wider risk management practices as we continue to establish our Enterprise Risk Management (ERM) framework. However, it has directly contributed to the development of tools to enable us to more effectively identify and monitor climate risks and leverage opportunities. This includes ongoing development of our Implementation Plan, which is designed to help determine suitable adaptation and mitigation measures for material risks across our organization. Responsibility for the Implementation Plan currently sits with Vantive’s Corporate Sustainability team, though it is in the process of being disseminated to key functions (e.g., Risk, Finance, Operations). Progress against the adaptation and mitigation actions will be reviewed on a regular basis to ensure we are closely monitoring and evolving our approach to risk management, supporting a more resilient future for Vantive.

METRICS AND TARGETS

Vantive currently tracks and publicly reports the following energy and GHG metrics:

- > Energy consumption and production, including renewable energy
- > Scope 1, 2, and 3 emissions

We monitor additional metrics on water, waste, and materials to support resource efficiency and manage climate-related risks and opportunities. For 2025 performance, see [Data Tables](#).

We are in the initial stages of reviewing and potentially revising our emissions reduction targets. In the interim, our manufacturing sites continue to track performance against targets that were set prior to our separation from Baxter International Inc.: achieving carbon neutrality in direct operations by 2040 and reducing absolute Scope 1 and Scope 2 market-based emissions by 25% by 2030, relative to a 2020 baseline.³⁰ These targets are aligned with a well-below-2°C science-based pathway.

30. An initial version of Vantive’s [Sustainability Overview](#) misstated the Scope 1 and 2 emissions target as 30% instead of 25%.

Independent Assurance Statement



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Independent Accountants’ Review Report

To the Management of Vantive Health LLC

We have reviewed Vantive Health LLC’s Schedule of Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions (the “Subject Matter”) included in Appendix A and as presented in Vantive Health LLC’s 2025 Sustainability Report for the year ended December 31, 2025 in accordance with the criteria also set forth in Appendix A (the “Criteria”). Vantive Health LLC’s management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Vantive Health LLC and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.



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As described in Appendix A the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in Vantive Health LLC’s 2025 Sustainability Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying Schedule of Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions for the year ended December 31, 2025 included within Appendix A in order for it to be in accordance with the Criteria.

Ernst & Young LLP

July 22, 2026

Independent Assurance Statement (cont.)



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Appendix A

Vantive Health LLC
Schedule of Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions
For the Year Ended December 31, 2025

Metric	Amount	Unit	Criteria
Scope 1 GHG Emissions ¹	131,880	Metric tonnes of carbon dioxide equivalent (mtCO2e)	World Resources Institute (WRI)/World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, as amended by the GHG Protocol Scope 2 Guidance (collectively, the GHG Protocol)
Scope 2 LocationBased Method (LBM) GHG Emissions ²	128,220		
Scope 2 MarketBased Method (MBM) GHG Emissions ³	79,205		
Total Sope 1 + Scope 2 LBM GHG Emissions	260,100		
Total Scope 1 + Scope 2 MBM GHG Emissions	211,085		

Reporting boundary: Vantive uses the operational control approach to define its boundary for Scope 1 and Scope 2 LBM and MBM emissions consistent with the approaches outlined by the GHG Protocol. Under this approach, Vantive accounts for GHG emissions from all global operations over which it has the authority to introduce and implement operating policies including facilities, vehicle fleet, and other assets.

No exclusions have been applied to Vantive's greenhouse gas inventory within the defined organizational boundary. The reporting year for Vantive encompasses data from January 1December 31. Although Vantive became a standalone entity following its formal separation from Baxter International Inc. on January 31, the greenhouse gas inventory includes the full calendar year (January 1–December 31) in accordance with the GHG Protocol Corporate Standard.

¹ Scope 1 emissions include stationary combustion, mobile, and fugitive emissions. Emissions data is based on actual metered or invoiced data when it is available. For stationary combustion, site usage with no actual data is estimated using two different estimation methods. Sites with missing months' current year consumption are estimated using historical or adjacent month's energy consumption, where available. Any remaining missing data is estimated using site square footage and average intensity factors based on Commercial Buildings Energy Consumption (CBECS 2018) energy intensities per building type. For mobile sources, the emissions calculations are based on activity data (fuel used and distance traveled). Where mobile activity data is not available, spend data and average country specific 2025 price of fuel is used. Fugitive emissions are calculated from actual refrigerant leakage where available based on maintenance records. Where such records are not available, refrigerant data is estimated using the intensity per square foot from the World Bank Group's 2014 Greenhouse Gas Emissions Inventory Management Plan. In the absence of actual data, Vantive assumes refrigerant usage from R-410A for all sites. In accordance with the WRI/WBCSD GHG Protocol Corporate Standard, biogenic CO2 emissions are presented separately from other Scope 1 GHG emissions. These emissions are generated from wood chips at one Vantive manufacturing site and consist of 22,294 tCO2e. The emissions factors used to calculate biogenic emissions come from the 2025 US Environmental Protection Agency (EPA) Emission Factors for GHG Inventories.

² Scope 2 emissions include purchased electricity, district heating, district cooling, and steam. See Footnote 1 for detail on the actual data used and data estimation approaches applied, which are consistent between Scope 1 and 2. Vantive reports its Scope 2 emissions in accordance with both location-based (LBM) and market-based (MBM) methodologies.

³ In the reporting year 2025, Vantive procured a variety of energy attribute certificates (e.g., renewable energy certificates (RECs)), through a third party which are reflected in the reported Scope 2 MBM emissions. Some of Vantive's sites utilize on-site solar energy generation and virtual power purchase agreements (VPPAs). Where Vantive does not retain RECs through the contractual agreements and for sites where Vantive did not purchase renewable energy, the MBM reflects residual mix emission factors. For countries where residual mix factors are not currently available, emissions were calculated using location-based grid averages, which may result in double counting of voluntary purchases of renewable energy between electricity consumers.

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The vast majority of reported CO2e emissions are CO2 (>95%), with the remainder being composed of CH4 and N2O from electricity, steam, direct combustion and HFCs within refrigerant emissions. The remaining three greenhouse gases, PFCs, SF6, and NF3, are not applicable to Vantive's reported emissions.

Notes to Schedules:
Note on Sources of Emissions Factors and Global Warming Potentials:

Metric	Emission Factors	Global Warming Potentials
Scope 1 GHG emissions	US Environmental Protection Agency (EPA) Emission Factors for GHG Inventories (published January 2025) UK Government Department for Energy Security and Net Zero GHG Conversion Factors for Company Reporting (DESNZ 2025, v1.0) Ministero dell'Ambiente e della Sicurezza Energetica (MASE 2025) Oficina Catalana del Canvi Climàtic (OCCC 2022) Australia National Greenhouse Accounts Factors (2025) CO2emissiefactoren.nl (2025) CO2emissiefactoren.be (2025)	2014 Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6)
Scope 2 LBM GHG emissions	US EPA Emission Factors for GHG Inventories (published January 2025) UK Government Department for Energy Security and Net Zero GHG Conversion Factors for Company Reporting (DESNZ 2025, v1.0) Environment and Climate Change Canada (2025) CO2emissiefactoren.be (2025) CO2emissiefactoren.nl (2025) Energiforetagen Överenskommelse i Värmemarknadskommittén (2024) Ecoinvent 3.8 2021 Interational Energy Agency (IEA) Emission factors for International Electricity usage (kWh) (2025) Australia National Greenhouse Accounts Factors (2025) Red Eléctrica Española (2025)	

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Metric	Emission Factors	Global Warming Potentials
Scope 2 MBM GHG emissions	IEA Emission Factors for International Electricity Usage (kWh) (2025) Green-e Residual Mix Emissions Rates (2025)Association of Issuing Bodies European Residual Mix Factors (AIB 2025) UK Government Department for Energy Security and Net Zero GHG Conversion Factors for Company Reporting (DESNZ 2025, v1.0) Environment and Climate Change Canada (2025) CO2emissiefactoren.be (2025) CO2emissiefactoren.nl (2025) Energiforetagen Överenskommelse i Värmemarknadskommittén (2024) Ecoinvent 3.8 2021 Australia National Greenhouse Accounts Factors (2025) ⁴	

Note on Non-financial Reporting:
Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements techniques may also vary.

⁴ Green-e is an adjusted green-average emission factor that accounts for all unique Green-e Energy certified sales in the United States. A complete adjusted emission factor (i.e., residual mix that counts for all voluntary renewable energy claimed) is not available for the U.S. at this time.

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The Vantive logo features a stylized 'V' icon composed of two overlapping shapes, followed by the word 'Vantive' in a bold, sans-serif font.

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