

Sustainability Overview 2025



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Cautionary Statement:

The information in this publication is believed to be accurate at the date of its publication and is given in good faith, but no representation or warranty as to its completeness or accuracy is made. Statements in this publication are merely views based on the best knowledge available to Vantive. Some statements and in particular forward-looking statements, by their nature, involve risks and uncertainties because they relate to events and depend on circumstances that will or may occur in the future and actual results may differ from those expressed in such statements as they depend on a variety of factors beyond Vantive's control. Minor corrections to historical data may be made to improve accuracy or based on methodology updates.

A Message from Our CEO

In 2025, Vantive was established as an independent healthcare company dedicated to advancing vital organ therapies. As we build on our 70-year legacy of kidney care innovation, we are guided by our mission of extending lives and expanding possibilities. This is the foundation of every decision we make.

Today, Vantive's people, solutions, and services deliver over one million daily touchpoints to patients around the world. This provides us with over one million opportunities each day to make a difference for patients, their loved ones, and the care teams who support them. With our Vantive culture values—Care, Trust, Innovate, and Own It—at the center of everything we do, we continue to invest in expanding our global impact and helping therapy fit more easily into providers' practices and patients' lives.

For Vantive, sustainability is not separate from our business; it is how we ensure our impact endures for patients, communities, and the planet. This interim report is a meaningful step forward in that commitment, offering a transparent view of our progress as we build a strong, responsible foundation for the years ahead.

In this new chapter, we have developed and begun implementing a Vantive-specific business strategy that re-examines what matters most to us and to our stakeholders. As part of this process, we conducted a double materiality assessment—a comprehensive topical review of what matters most to us—laying the groundwork for our corporate sustainability strategy. This strategy will continue to evolve into 2026 as we further identify impacts, risks, and opportunities.

One of our most significant investments will be in product and process innovation—sustainably designing and delivering therapies that empower patients and care teams while supporting the communities we serve. For us, this means putting patients first, supporting our workforce, protecting the environment, investing in innovation, and ensuring ethical governance rooted in integrity and inclusion.

Looking ahead, we plan to publish our first full-length sustainability report in 2026. That report will provide a comprehensive view of our progress and outline our key environmental, social, and governance goals for the years ahead. In the meantime, we are proud to share an interim update that reflects our promise to lead with responsibility and vision as we work to transform vital organ therapies.

Together, we continue to care deeply, build trust, innovate boldly, and own our commitments.

Chris Toth
Chief Executive Officer



ABOUT THIS REPORT

This interim sustainability report provides an overview of Vantive's ongoing programs and initiatives aimed at promoting environmental stewardship and social responsibility within our organization. As we move forward, we will continue to refine our strategies and enhance our sustainability goals. We plan to publish our first full-length sustainability report in 2026.

About Vantive

Vantive is a newly independent vital organ therapy company built on decades of leadership in kidney care innovation. We are committed to advancing our mission to extend lives and expand possibilities by empowering the patients, families, and clinical teams we serve throughout the care process.

A PIONEERING AND TRANSFORMATIVE FORCE

Our journey began 70 years ago when we produced the first commercially available dialysis system. We introduced peritoneal dialysis (PD) for patients at home and have transformed both continuous renal replacement therapy (CRRT) in the intensive care unit setting (ICU) and hemodialysis (HD) delivered in a clinic setting. Over the years, we have relentlessly advanced these therapies with innovative products, integrated digital solutions, and services aimed at saving and extending lives and improving patient quality of life.

Now we are deepening our commitment to elevating the dialysis experience through digital solutions and advanced services while evolving our organ support therapies beyond kidney care.



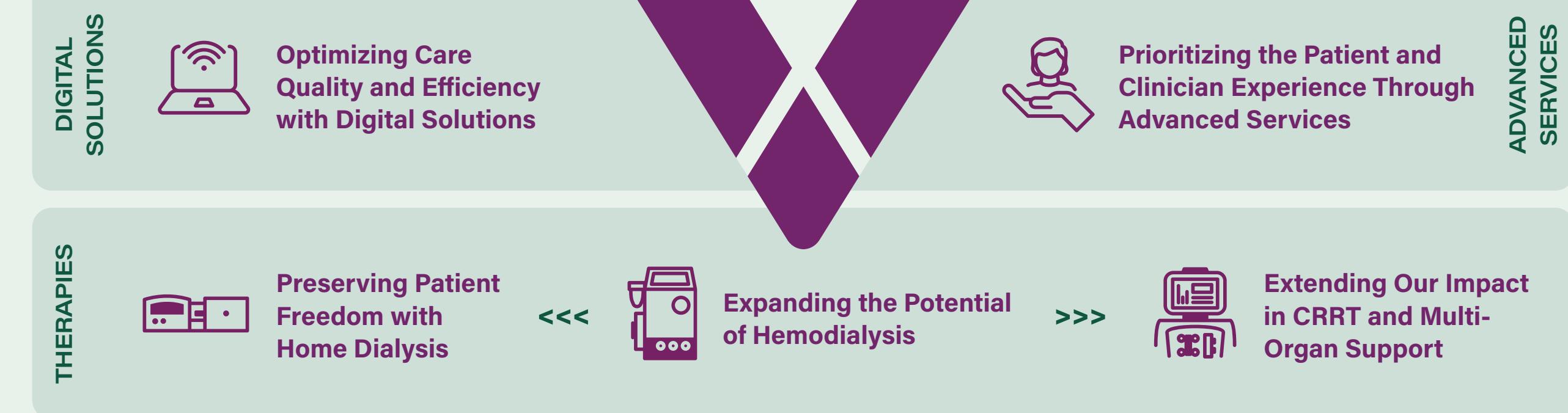
LONGER AND FULLER LIVES FOR MORE PATIENTS

Today, Vantive's people, solutions, and services deliver over one 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.

6P
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



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 and Values

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 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, providers, and caregivers who rely on us.

IN THE 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...



CARE

We make a difference in the lives of those we serve



OWN IT

We embrace challenges and own our growth and success

EXTENDING LIVES >>> EXPANDING POSSIBILITIES



TRUST

We rely on one another to do the right thing



INNOVATE

We improve the patient and employee experience through agility, curiosity and empowerment

INTEGRITY & INCLUSION

Sustainability at Vantive

Vantive's commitment to upholding responsible corporate governance and positively contributing to our communities and the world is integral to the way we conduct business. Our sustainability strategy encompasses efforts to continuously improve how we care for patients and communities, invest in our people, reduce our environmental impact, and advance responsible business across our value chain.

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 sustainability-related reporting and compliance.

The Corporate Responsibility Council governs sustainability at Vantive, meeting biweekly to align initiatives across functions. It includes strategic leaders; subject-matter experts; and environmental, social, and governance pillar leads responsible for synthesizing issues and coordinating senior management engagement. Topic owners within key functions advise on, implement, and monitor strategies under the Council's direction.

These efforts are complemented by functionally driven working groups, which focus on operational improvements in areas such as employee health and safety, environmental compliance, responsible procurement, and chemical governance. The functional working group initiatives, along with the overarching approach of the company's sustainability strategies, are presented to the Vantive Management Team for oversight.

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 EU'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.

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)
- > Access and Affordability (S4)
- > Business Model and Resilience (S4)
- > Data Privacy and Cybersecurity (S4)
- > Patient Safety and Product Quality (S4)
- > Product Innovation and R&D (S4)
- > Ethical Governance and Corporate Integrity (G1)

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.

Caring for Patients and Communities

Patients are at the heart of everything we do at Vantive. We drive impact through three pillars: access, innovation, and operational excellence. By integrating community outreach, digital solutions, and rigorous internal standards, we ensure the delivery of safe, high-quality care wherever patients need it.

Beyond our internal programs and initiatives, Vantive engages in global partnerships, advocacy, and philanthropy to strengthen healthcare infrastructure and improve care equity for the patients and communities we serve.



Access

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



STRATEGIC PARTNERSHIPS AND COMMUNITY ENGAGEMENT

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 principles are implemented locally to ensure our resources drive meaningful change. Two strategic priorities include advancing health equity and supporting patients in crisis.

HEALTH EQUITY

Due to long-standing disparities in access to healthcare, resources, and early diagnosis, kidney disease disproportionately affects lower-income communities, minority populations, the elderly, and other underserved communities around the world. Vantive invests in global and community-led initiatives to bridge these gaps. For example, in the United States, Vantive partners with The Links, Incorporated (U.S.) for our **Black Kidney Awareness, Resources, and Education (K.A.R.E.)** medical services program. This effort has supported hundreds of community-based events aimed at increasing awareness of kidney disease and related conditions in the Black community across the U.S. In 2024-2025, the program worked with over 980 partners and reached over seven million people through in-person and virtual events and other channels.

At a global level, driving health equity 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 kidney replacement therapy is available and affordable for every patient, regardless of geography.

CRISIS RELIEF

Vantive is committed to supporting access to vital organ therapies during times of crisis, whether caused by conflict, natural disasters, or persistent gaps in access to medical products and treatment. For example, in 2025, we contributed to 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. Our support reflects Vantive's dedication to health resilience and equity, even in the most challenging circumstances.

ADVANCING RESEARCH

In 2025, Vantive 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).

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

Evidence generation activities also include studies related to health economics, market access, and reimbursement (HEMAR). Vantive is investing in global HEMAR studies that help capture the economic benefits of the Acute and Chronic portfolios. 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.

PATIENT-CENTERED POLICY ADVOCACY

In many regions, kidney care infrastructure is still developing and access to home dialysis remains limited. Vantive works closely with ministries of health, clinical communities, and global organizations to build foundational support for home therapy. 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.

Vantive also engages in advocacy for sustainable kidney care programs to improve patient well-being and care for our impact on the environment 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-cofunded research network KitNewCare.



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.

Over the next five years, Vantive plans to invest more than \$1 billion in innovation and manufacturing expansion 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 ecosystem 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.

ENHANCING CRITICAL CARE: TRUEVUE

In the ICU, the Vantive CONNECT digital tool supports continuous renal replacement therapy and other organ support therapies. By leveraging advanced connectivity and data, **TrueVue** insights help care teams adopt and optimize acute therapy programs. Integrated digital tools streamline workflows, enable data visualization, and help quality improvement programs be successful, which is critical in high-acuity environments.

CLINICIAN TRAINING

Informed care teams create informed patients. Through Vantive Learning Services, we deliver educational offerings for 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 in accredited courses to improve home dialysis practices. In Southeast Asia, more than 1,000 care providers have enrolled in PD training endorsed by the International Society for Peritoneal Dialysis (ISPD). Globally, over 13,000 care providers have accessed our blended learning critical care program, supporting hospitals in achieving safety and quality goals.



PATIENT EDUCATION

We believe informed patients make better decisions about their care. Through partnerships with patient organizations and the provision of global educational resources, we aim to help ensure patients have the information they need to 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 fund, develop, and launch a bilingual digital campaign to raise awareness about home dialysis as a therapy option and provide patients and caregivers with educational 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.

Vantive's product-agnostic resource destinations, including **My Kidney Journey** educational services, Kidney Campus, and PD Empowers, help patients understand how to live well with end-stage kidney disease (ESKD) 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.

We continue to explore ways to build on our innovative portfolio and provide educational resources and services tailored to patients' needs. 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 do their therapy independently.



UK EDUCATION CENTER HIGHLIGHTS



12,000

PATIENTS TRAINED ON PD BY NURSES SINCE 2006

758

PATIENTS TRAINED IN 2024



95%

OF PATIENTS REMAINED ON THERAPY OF CHOICE AT 90 DAYS

79%

OF PATIENTS REMAINED ON THERAPY OF CHOICE FOR >365 DAYS

Operational Excellence

Our priority is to ensure that patient care remains safe and uncompromising in quality. Through strong supplier partnerships, state-of-the-art facilities, and a robust quality management system (QMS), we are cultivating a culture of safety and compliance that informs every business decision and gives patients confidence in the care they receive.

PATIENT SAFETY AND QUALITY OVERSIGHT

Patient safety and quality issues are overseen by the Quality, Regulatory, and Compliance Committee of the Board of Directors. At the management level, our Chief Executive Officer leads safety and quality, and leadership extends to the Vice President of Regulatory Affairs and Quality Assurance and the Vice President of Worldwide Medical. In the last year Vantive also established a Medical Governance Committee, as well as 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 lifecycle of our products. At its foundation 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 lifecycle—particularly during development and manufacturing—helping to ensure regulatory compliance, minimize the probability of failure, enhance product quality, and reduce process inefficiencies and waste.

Quality and safety are a priority across Vantive. This is why employees are required to complete training on reporting patient safety and quality issues. 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.



Investing in Our People

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



Employee Development and Retention

Our vision is to create an environment where employees thrive, contribute meaningfully, and grow professionally.

Our cultural values—**We Care, We Trust, We Innovate, We Own It**—shape how we work, collaborate, and deliver on our strategy. Employees are proud to embody these values, reinforcing a strong sense of belonging and alignment with our mission. We are committed to fostering a culture of continuous growth and learning for all employees. Our performance management approach, A.C.E. (Align, Check-In, Execute),

serves as the cornerstone for ongoing feedback and development, enabling employees to receive real-time insights that support their professional journey. Each year, we conduct a comprehensive Talent Review process to assess both performance and potential, ensuring that development actions are tailored to individual needs and career aspirations. To further empower learning, all employees have access to VLearn, our digital learning platform offering a wide range of online training programs and skill-building courses designed to enhance capabilities and prepare our workforce for the future.

We actively monitor employee engagement and the effectiveness of our talent programs through our listening strategy: “We Listen, We Share, We Take Action.” Feedback is gathered via pulse surveys, our annual employee experience survey, virtual focus groups, and onboarding/offboarding surveys. To date we have received over 39,000 pieces of employee feedback. These insights help us identify initiatives to strengthen development and retention. Our Survey Champions Network, composed of employee representatives, promotes participation and ensures feedback is shared across teams to inform action plans.



INVESTING IN LEADERS WHO SHAPE OUR FUTURE

In 2025, we introduced development programs dedicated to leaders and new managers. Through coaching, leaders unlock their potential, elevate performance, and create conditions where people and ideas thrive. The framework below outlines how this coaching supports effective talent management, role transitions, continuous growth, and meaningful contribution to our mission.



TALENT LIFECYCLE

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



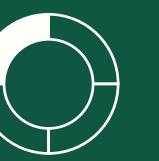
ROLE TRANSITION

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

Belonging, Inclusion, and Well-Being

At Vantive, our employees are encouraged to bring their unique selves to work every day, knowing that they are part of finding pathways for meaningful innovations that extend lives and expand possibilities for patients around the world.

We are also committed to fostering employee well-being by providing a healthy and supportive workplace where employees can thrive and grow. We want our employees to not only feel—but actively know—they are valued, appreciated, empowered, and supported based on their uniqueness and connection to the organization and the communities we work in and serve.

To cultivate a strong sense of belonging and inclusion, employees in regional offices are empowered to initiate, organize, and participate in local community activities that celebrate and honor local differences. These opportunities are conducted in adherence to all relevant regulatory standards and reflect our commitment to ensuring every individual feels valued and supported as part of our dedication to social sustainability.



Following nine months of operating independently, the results of the Employee Experience Survey indicated that 88% of respondents expressed agreement with the statement: "I feel a strong sense of belonging."

Employee Health and Safety

Our commitment to safety and well-being is embedded across all levels of the organization. As of 2025, Vantive's 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 such as powered industrial truck operations through our Powered Industrial Trucks program, which includes training, traffic management plans, engineering controls, and equipment investments. We also introduced two new global standards: personal protective equipment and slips, trips, and falls.

To ensure health and safety practices are consistent and sustained across the organization, we strengthened our management systems through ISO certification as a stand-alone business.

We have certified environmental management systems to ISO 14001 for 20 locations and occupational health and safety management systems to ISO 45001 for 17 locations.

We've also invested in our EHS teams by certifying leaders and select 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 have sought to maintain our culture of excellence around health and safety and continue to build on safety culture initiatives. These include our main safety culture initiative, Start When Certain, as well as EHS marathons and safety and environmental weeks, across various sites at Vantive.



EHS AWARDS & CERTIFICATIONS

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

- U.S.—2024 Fleet Safety Awards: excellence in safe driving by the National Private Truck Council and International Motors
- Castlebar and Swinford, Ireland—three national health and safety awards from the National Irish Safety Organisation
- Cuernavaca, Mexico—2025 Employee Wellness Program Award by the Mexican Business Coordinating Council
- Guangzhou, China—2024 Diamond Level certification by the Global Centre for Healthy Workplaces
- Singapore—2025 recognition on World Water Day by Singapore National Water Agency
- Oued Ellil, Tunisia—2024 National Occupational Health and Safety Award by the Ministry of Social Affairs

Protecting the Environment

Responsibly addressing the environmental impacts of our operations is a natural extension of Vantive's purpose and values and a key 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.



Energy and Climate

Climate change is among the most pressing global challenges facing the world today, posing risks for humans and natural ecosystems. Our commitment to reducing greenhouse gas (GHG) emissions and addressing climate change that threatens human health supports our mission at Vantive to extend lives and expand possibilities. To read more about our perspective, see [Vantive's Climate Change & Energy Position Statement](#).

ENERGY AND GHG ACCOUNTING

As a newly independent company, Vantive is currently working to establish baseline accounting of energy and GHG emissions to be shared in a future report. We also intend to formally set a new emissions-reduction target. Our current climate-related targets are to achieve carbon neutrality for direct operations by 2040 and to reduce absolute Scope 1 and 2 emissions 30% by 2030, compared to a 2020 baseline. These goals are aligned with a well-below 2°C science-based target.



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. Examples of projects completed in recent years include:

- > Invested in vertical integration of active pharmaceutical ingredient (API) manufacturing at our finished goods plant in Castlebar, Ireland. This reduces carbon intensity from the API manufacturing process and transportation, avoiding emissions of 900 metric tons of carbon dioxide equivalent (MTCO₂e) per year.
- > Replaced thermal oxidizers at our Mountain Home, Arkansas, facility with modern catalytic oxidizer abatement equipment. This technology reduces natural gas use and delivers annual emissions savings of 27,000 MTCO₂e.
- > Upgraded chilled water, compressed air, HVAC, and lighting systems at facilities in Cuernavaca, Mexico, and Suzhou and Guangzhou, China, reducing emissions by more than 2,100 MTCO₂e per year. The Suzhou and Guangzhou facilities have also received Provincial Green Factory Certification in their respective jurisdictions.

ENERGY MANAGEMENT PROGRAMS (cont.)

Through our Lean Energy Program, manufacturing facilities are recognized for advancement through four levels of achievement (Prerequisite, Bronze, Silver, 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 2024, the Lean Energy Program helped drive a reduction of approximately 19% in Scope 1 and 2 emissions at our manufacturing facilities.

LEAN ENERGY PROGRAM PERFORMANCE

PERFORMANCE LEVEL	NUMBER OF FACILITIES	SCOPE 1 & 2 EMISSIONS
GOLD	2	21%
SILVER	7	31%
BRONZE	6	27%
PREREQUISITE	2	21%

As of Dec. 31, 2024.



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 2024, eight of our 17 manufacturing facilities met 100% of their electricity needs with renewable energy, while six facilities met a portion of their needs with on-site solar energy systems.

THERMAL ENERGY

Another key pathway for emissions reduction is the transition to alternative sources of process heat. Vantive's facility in Hechingen, Germany, recently achieved an annual reduction of 2,200 MTCO₂e through recovery of waste heat enabled by heat pump technology. Similarly, the installation of a biomass generator at our facility in Grosotto, Italy, has enabled a reduction of 6,000 MTCO₂e per year, and a similar installation is currently being planned at another site. As of year-end 2024, five of our 17 manufacturing facilities are operating on-site cogeneration, heat pump, or biomass systems. We also continue to explore the feasibility of other emerging emissions-reduction technologies such as electrode boilers and biogas.

SCOPE 3 EMISSIONS

While our core efforts focus on energy and emissions at our manufacturing sites, we are also taking steps to address Scope 3 emissions across our value chain. Key measures include engaging with our suppliers, enhancing the energy efficiency of our office buildings, and reducing emissions from transportation and distribution of our products.

Water and Waste

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

We are currently working to establish a companywide inventory of water and waste impacts. Meanwhile, our manufacturing facilities continue to measure and report relevant metrics as part of their monthly sustainability reporting submissions, which are used to identify and prioritize improvement initiatives.

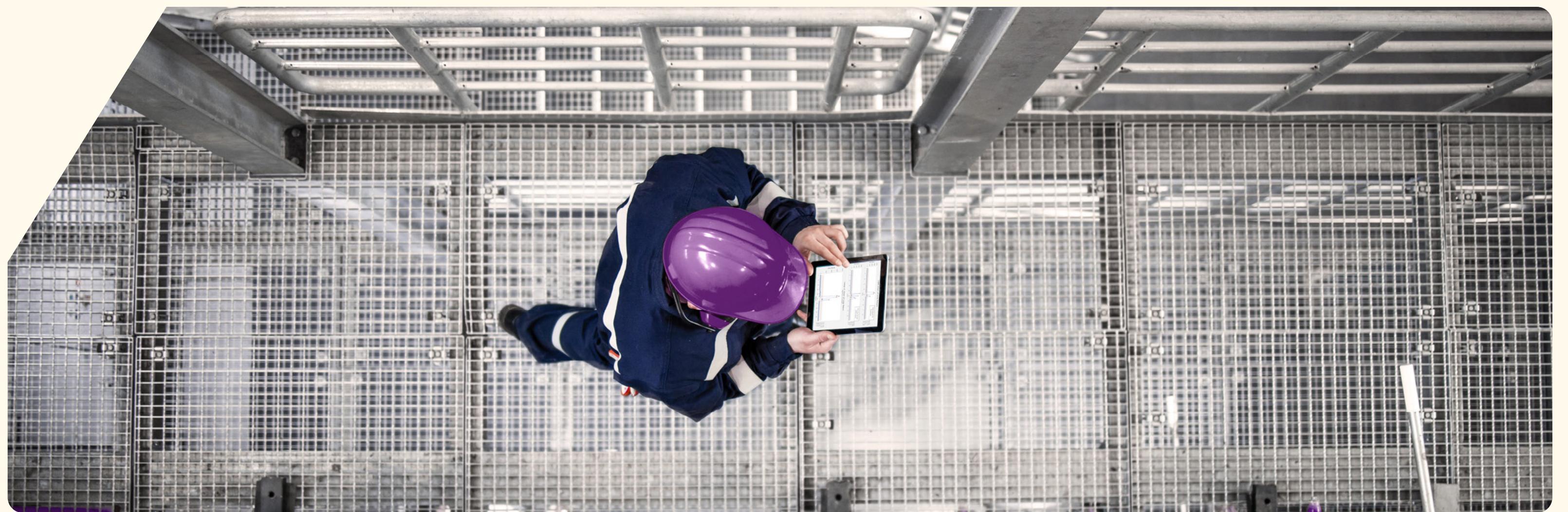
WATER USE MANAGEMENT

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.

We actively seek opportunities to implement water conservation and efficiency projects with the goal of driving incremental reductions in use. For example, in 2025, Vantive's facility in Castlebar, Ireland, introduced a new process to recover and reuse hot water previously discharged during the cleaning of mix tanks. By designing and installing a new water

recovery system, we realized savings of 1.68 million kilowatt-hours of energy and 13,600 cubic meters of water each year, reducing waste and enhancing operational efficiency.

Vantive is a member of the Alliance for Water Stewardship (AWS), a global collaboration dedicated to advancing responsible water stewardship. Central to the AWS is their 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.



WASTEWATER COMPLIANCE

Each manufacturing site has a compliance program designed to keep effluent water quality aligned with applicable permit and regulatory standards. The program identifies, evaluates, and manages wastewater considerations with a focus on ensuring compliance. These activities can include performing compliance assurance assessments, reviewing permits to understand compliance measures, and engaging external consultants to perform evaluations of wastewater-treatment operations at key facilities to identify improvement opportunities.

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.

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. Recent examples of waste management projects implemented at the Amata site include:

- > Optimizing the size of slip sheets used in logistics and material handling, reducing annual paper use by 6.5 tons
- > Optimizing the size of directions for use, reducing annual paper use by 12.15 tons
- > Reusing sodium chloride (NaCl) from production for pretreatment of process water, reducing annual NaCl disposal by 5 tons

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](#) section.



Materials and Circularity

In addition to minimizing environmental impacts associated with our manufacturing processes, Vantive works to address other issues related to environmental stewardship and the lifecycle of our products, including material use and circularity.

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 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.

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.

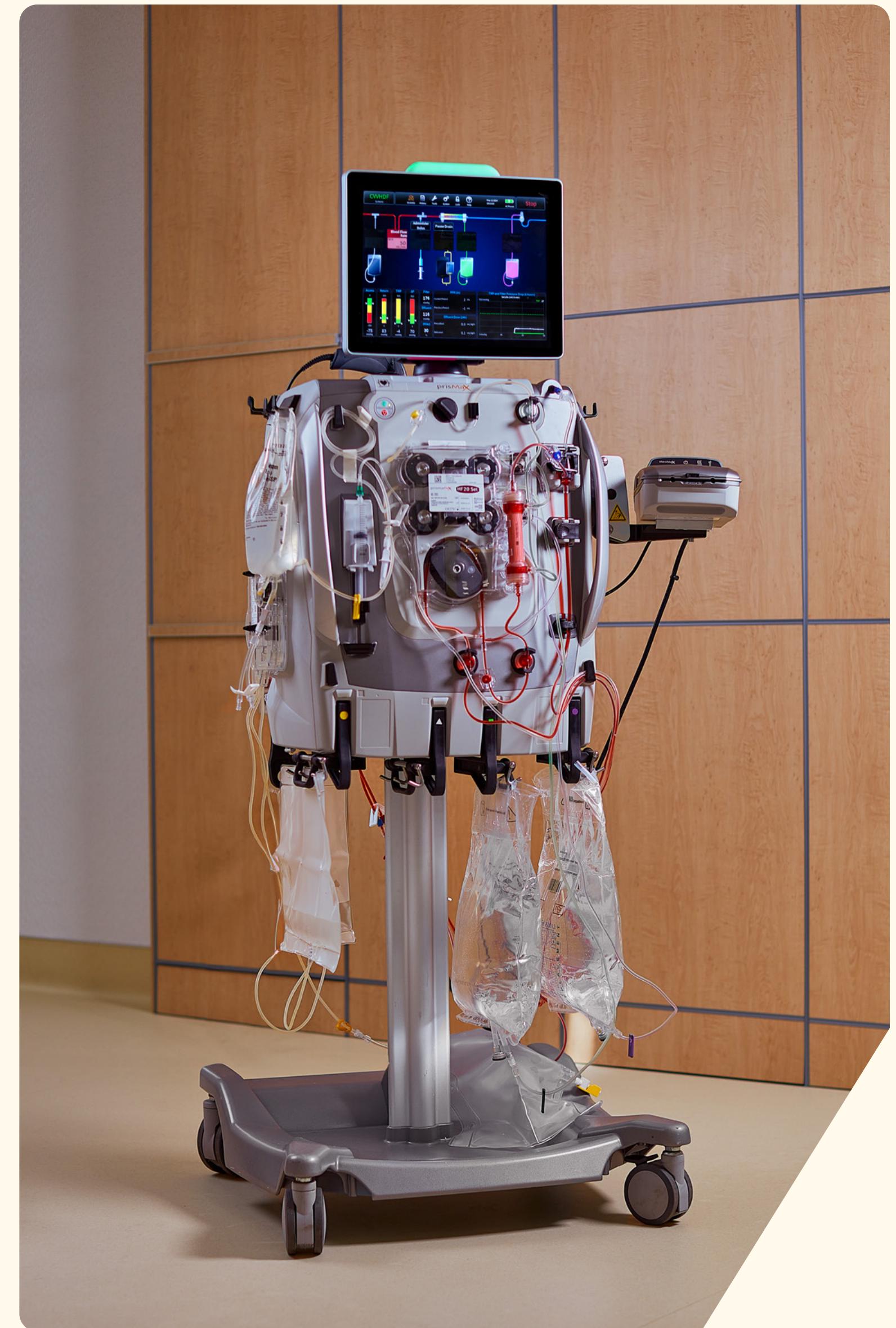
CIRCULARITY

We are integrating circular economy principles into product development and seek opportunities to enhance resource efficiency and product lifecycle 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 lease periods, extending their service life under the same strict safety standards. This enhances access and affordability and reduces or delays the environmental impacts of manufacturing new hardware.

We are also implementing plans to reuse critical accessories such as cellular modems for Vantive home dialysis products, to reduce costs and waste impacts. 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 time that equipment is nonoperational.

In 2025, we initiated a Life Cycle Assessment and Product Carbon Footprint program for key products in 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.



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, Vantive's 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 regularly to discuss various risk and compliance topics and issues that help further drive Vantive's culture of integrity throughout the organization.



CODE OF CONDUCT

Vantive's Code of Conduct is our guide to ensuring we 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 in 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 principles set forth in the Code.

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.

THIRD-PARTY DUE DILIGENCE

We require select third parties to undergo a due diligence process to assess risk. These third parties also complete required training prior to working with Vantive. We monitor in-scope entities through our third-party risk management program and perform periodic due diligence refreshes on any active third parties.

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.

GLOBAL INTERACTIONS POLICY

Vantive's Global Interactions Policy defines the principles and rules governing our interactions with government officials and members of the medical community, in order to maintain compliance with applicable anti-corruption, antibribery, transparency, healthcare, and other relevant laws.

COMMUNICATION AND GUIDANCE

Open communication is central to our commitment to integrity. We offer numerous channels to educate and counsel employees, as well as confidential avenues to report suspected violations of laws and policies. All concerns are promptly investigated and reported to senior management as appropriate. Managers are responsible for maintaining an environment that enables employees to raise and discuss issues safely. In addition, Vantive's Code of Conduct explicitly prohibits retaliation against anyone for raising a valid concern or for participating in an investigation of potential misconduct.

Vantive's helpline is an independent telephone and web resource available to employees, suppliers, customers, and other Vantive stakeholders to raise concerns and openly communicate about possible company ethics and compliance issues. Callers can report an issue or seek guidance in numerous languages, 24 hours a day, seven days a week, and may choose to remain anonymous.



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. All privacy incidents and data subject requests are managed by the privacy team. The Office also serves as the main point of contact for privacy regulatory authorities.

The Global Privacy Office is led by the Chief Privacy Officer and supported by 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 to ensure alignment between data privacy initiatives and the overall Vantive 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. All Vantive employees are required to complete an online privacy training course.

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 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 ensure that ethical sourcing standards are integrated throughout the supply chain. 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 suppliers are expected to follow in order to support 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.

Our strategy includes working closely with suppliers to promote transparency and accountability and to advance our overall sustainability goals. We leverage EcoVadis assessments to provide insights into environmental, social, and ethical performance, and we perform assessments to identify risks and take corrective actions when necessary. 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.



The logo for Vantive, featuring the word "Vantive" in a white, sans-serif font. The letter "V" is stylized with a diagonal line through it, and the "tive" part has a small "i" with a dot.

**EXTENDING LIVES >>>
EXPANDING POSSIBILITIES**

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