solventum

Sustainability and social impact report

2024

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Message from the CEO

As a new company, we are hyperfocused on building the foundation of our organization and advancing our mission: to enable better, smarter, safer healthcare to improve lives.

Our mission, and the values that guide our actions, are absolutely critical to our success.

To achieve our goals, we are taking a phased approach to our transformation. We started with engaging employees around our mission, developing talent, creating the structure critical to driving business growth and building the culture we want. This includes ensuring we provide an inclusive environment for our employees — one where they are comfortable and have a sense of belonging, since this will make us a better business. In subsequent phases, we are developing and implementing our long-range plan and optimizing our portfolio, which will unlock the profitable growth potential of our business.

By driving business growth, we can pioneer more game-changing innovations and offer our customers products and therapies that change patients' lives for the better while also decreasing the cost, time and risk to get those products to market. We strive to deliver high-quality and cost-effective solutions in a sustainable manner that complies with regulatory requirements, while saving healthcare professionals time and enabling them to perform at their best.

Because people, and their well-being, are at the heart of every scientific advancement we pursue.

Bryan Hanson
Chief Executive Officer

"When we choose to grow responsibly and invest in areas that matter, we're not only providing value for today but paving the way for a future where purpose and performance thrive together."

About this report

The Solventum 2024 Sustainability and Social Impact Report details our standalone environmental, social and governance (ESG) programs and progress during fiscal year 2024 (January 1, 2024 to December 31, 2024). The report includes data from Solventum and its subsidiaries. All references are to the 2024 fiscal year unless otherwise stated and may include information and data from when Solventum was formerly part of the 3M Health Care Business Group (now Solventum). Where appropriate, descriptions of our programs may reflect more current information.

Solventum, a newly independent healthcare company, spun off from 3M on April 1, 2024. In our first year, we have been focused on building our new organization and governance structures as we separate from 3M. We have instituted new programs, policies and processes specific to Solventum that will help us make a positive impact on the world. We are committed to building a healthier and more sustainable future for all.

This report was prepared with reference to the Global Reporting Initiative (GRI) standards. It also references the recommendations outlined by the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) standards, which have been incorporated into the International Financial Reporting Standards Foundation (IFRS) Sustainability Disclosure Standards, issued by the IFRS's International Sustainability Standards Board (ISSB). View our indices.

An independent, third-party assurance provider has supplied an assurance statement for select environmental metrics. View our 2024 assurance statement. As a part of the spin-off, 3M provided certain third-party assured metrics from 3M Health Care from 2021 to 2023. Therefore, we are able to provide specific historical data reflecting the operations of 3M Health Care before separation.

About Solventum

Solventum is a new healthcare company with a long legacy of creating breakthrough solutions for our customers' toughest challenges. We pioneer game-changing innovations at the intersection of health, material and data science that change patients' lives for the better — while empowering healthcare professionals to perform at their best.

At a glance

Publicly listed (NYSE: SOLV) on April 1, 2024

Approximately
22,000
employees

40
countries with Solventum operations

100,000+
customers and channel partners in 90+ countries

5,000+
global sales force

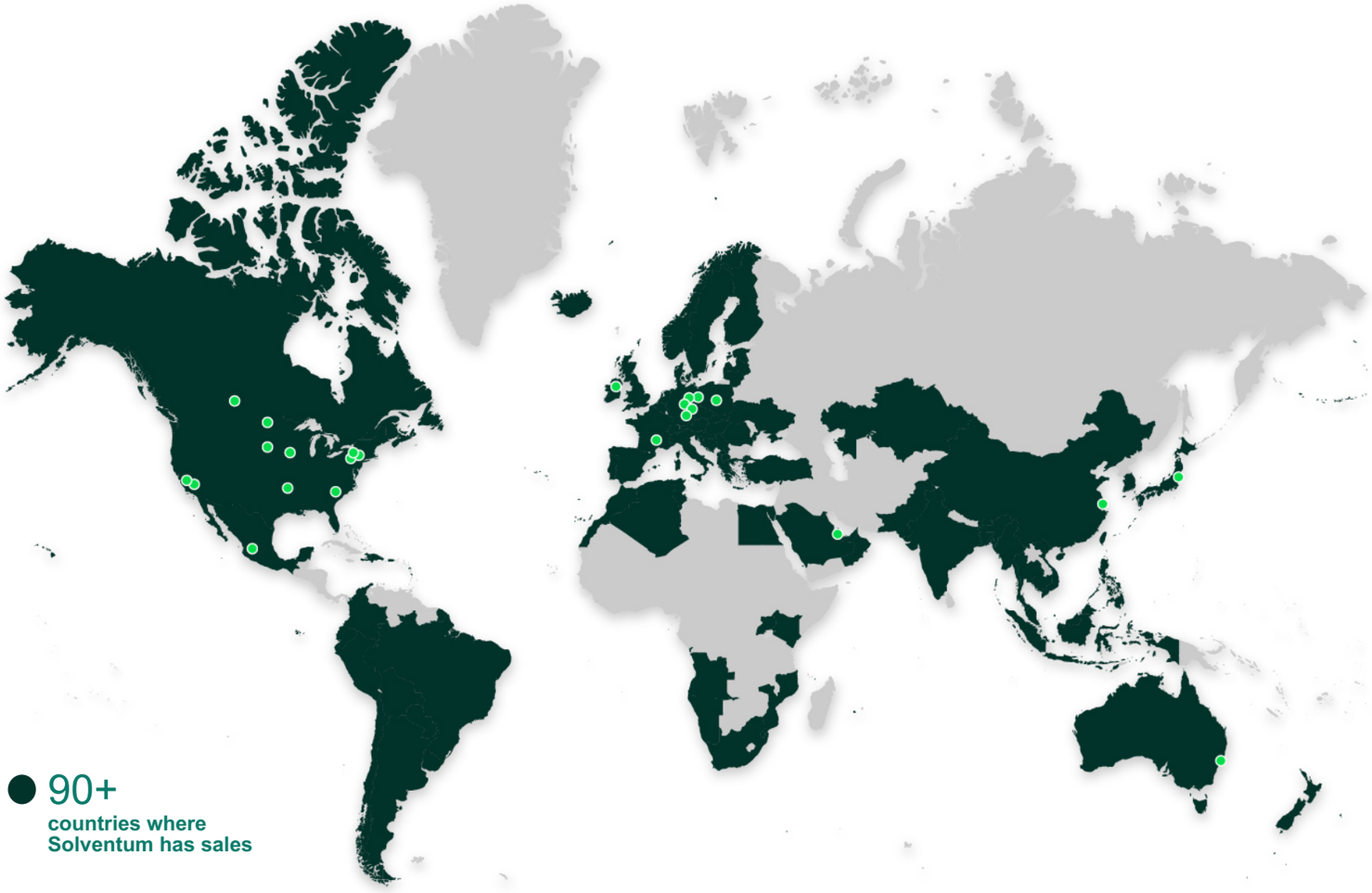
5,000+
manufacturing employees across 28 sites in 13 countries

Approximately
2,000
members of Global Research and Development (R&D) team

70+
years of innovation

7,300+
patents issued

$775 million
invested in R&D

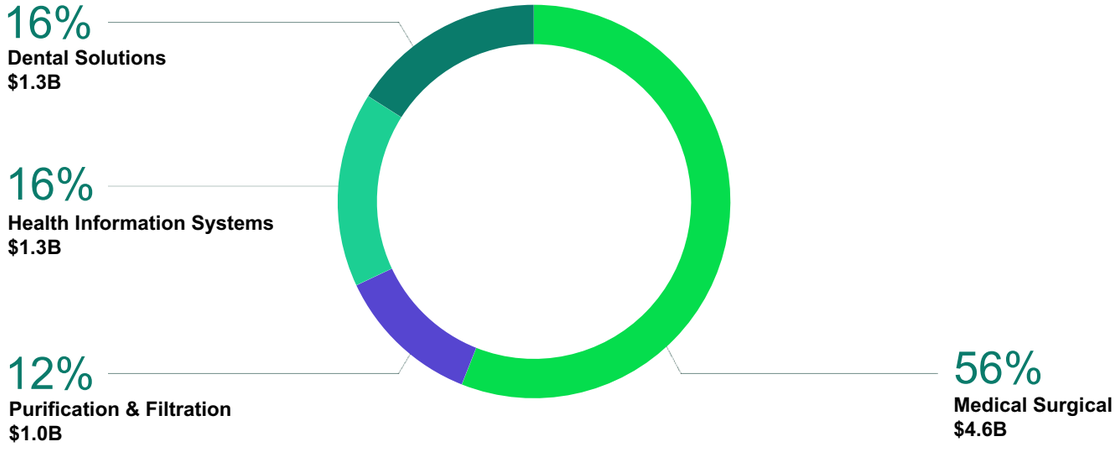


90+
countries where Solventum has sales

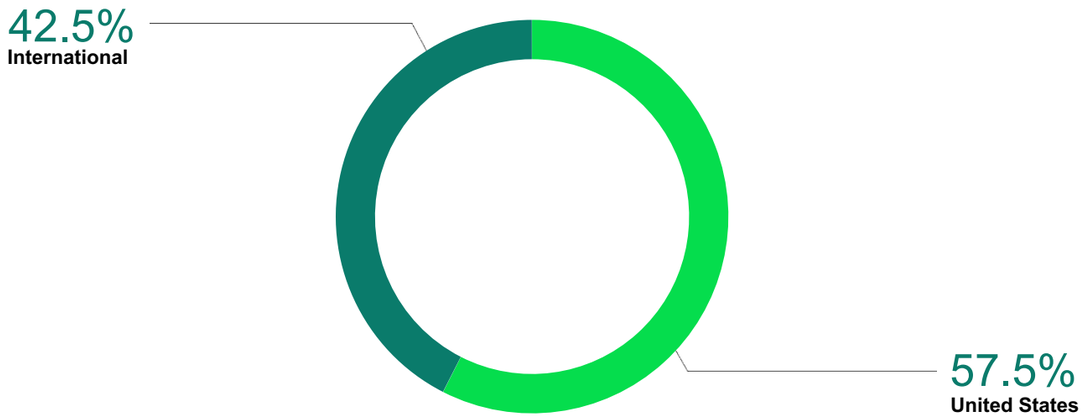
28
manufacturing site locations

Data sourced from Solventum's Proxy Statement published on Mar. 21, 2025, Solventum's Annual Report on Form 10-K published on Feb. 28, 2025, and Form S-4 published on Nov. 5, 2024.

Revenue by operating segment



Revenue by geography



Financial values provided as per our Annual Report on Form 10-K, published on Feb. 28, 2025.

Solventum originates from two words: "**solving**" and "**momentum**." "Solving" captures our dedication to finding breakthrough solutions. "Momentum" symbolizes swifter, nimbler innovation.

Our mission

Enabling better, smarter, safer healthcare to improve lives

Our values

Put people first

Win with excellence

Solve what matters

Advance together

Live with heart

Learn more about our mission and values

Our business segments

Medical Surgical

provides a broad range of innovative, advanced wound care and surgical solutions intended to accelerate healing, prevent complications and lower the total cost of care globally.

Business impacts

1.6 million

hard-to-heal wounds are treated annually with our solutions.

More than

400 million

patients worldwide have been warmed by the 3M™ Bair Hugger™ Temperature Management System.

(1) Page JC., Newswander B., Schwenke DC., Hansen M., Ferguson J. Retrospective analysis of negative pressure wound therapy in open foot wounds with significant soft tissue defects. Advances in Skin and Wound Care 2004;17:354-364.
(2) Yao, M., Fabbi, M., Hayashi, H., et al. A retrospective cohort study evaluating efficacy in high-risk patients with chronic lower extremity ulcers treated with negative pressure wound therapy. International Wound Journal. 2014; 11:483-488.
(3) Law A L., Krebs B., Karnik B., Griffin L. Comparison of Healthcare Costs Associated With Patients Receiving Traditional Negative Pressure Wound Therapies in the Post Acute Setting. Cureus 12(11):e11790.
(4) Recycling programs may vary by region.

Top products globally

3M™ V.A.C.® Therapy has been shown to reduce readmission risk and minimize reoperation[1], resulting in shorter hospital stays, and promoting faster wound healing[2] and fewer complications[1, 3].

3M™ Bair Hugger™ Temperature Management System helps maintain normothermia (normal core body temperature) during surgery, which has been shown to reduce the risk of complications associated with unintended hypothermia. We've reduced plastic use in our primary blanket packaging by 66% and use 100% LDPE, which contributes to easier recyclability[4] for our primary blanket packaging for blankets manufactured in Europe.

Our global repair service centers maintain, repair and refurbish the products above to extend their life span.

3M™ Prevena™ Therapy

3M™ V.A.C™ Therapy

solventum Tegaderm™ Vascular Access Solutions

solventum Tegaderm™ Wound Care Solutions

Littmann® Stethoscopes

Our business segments

Dental Solutions

provides a comprehensive suite of dental and orthodontic products that span the life of the tooth, which are intended to address clinical needs in prevention, restoration, replacement and malocclusion correction.

Business impacts

Since introduction, more than

2 billion

dental restorations have been completed worldwide using 3M™ Filtek™ products.

More than

18.3 million

patients per year — or 1.7 patients per second — are treated with 3M™ Clinpro™ varnish[1].

(1) Calculated using sales of doses sold in 2023, assuming two applications per person per year.
(2) Tree rosin is a known allergen and limits some patients' ability to receive the treatment.
(3) Tree rosin leaves a sticky residue that requires organic solvents to make the product spreadable on tooth surfaces.

Top products globally

3M™ RelyX™ Universal Resin Cement Automix Syringe results in 80% less cement waste per application. The syringe delivers a similar number of applications but with 50% less plastic waste per application compared to standard automix systems.

3M™ Clinpro™ Clear Fluoride Treatment's water-based formulation eliminates the use of tree rosin[2] while maintaining the performance of traditional fluoride varnish treatments. The product has no known contraindications and can be used by a wider range of patient populations than traditional fluoride treatments. Clinpro Clear aids in patient comfort by leaving the teeth slick[3], smooth and clean feeling with the aim to increase patient treatment compliance.

3M™ Filtek™
Dental Restoratives

CLARITY™

Our business segments

Health Information Systems

provides software solutions and services designed to create more time for clinicians to care for patients, improve accuracy in healthcare reimbursement and support the shift to value-based care.

Business impacts

75%

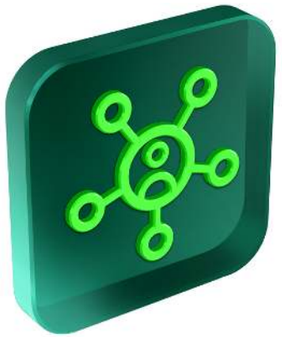
of hospitals in the United States use our coding solutions[1].

93%

of our data center servers are Electronic Products Environmental Assessment Tool (EPEAT®) certified[2].

Top products globally

The Solventum™ 360 Encompass System™ platform is a collection of applications that work together to help hospitals streamline revenue cycle processes, receive accurate reimbursement, promote compliance and make data-informed decisions.



Solventum™ Clinical Risk Groups Classification System is used by governments and health insurers to assess the illness burden of individuals. A recent enhancement incorporates social risk factors into the determination, recognizing that healthcare resources are impacted by social needs.

(1) This value is based on number of customers under contract.
(2) Based on number of owned servers within Solventum data centers.

Our business segments

Purification and Filtration

provides filters and membranes for the manufacturing of biopharmaceutical and medical technologies, microelectronics, and food and beverage products, as well as filtration for cleaner drinking water.

Business impacts

Our membrane technology is currently used annually in more than

25 million

life-saving dialysis treatments[1].

Solventum creates enough carbon filtration to filter over

18 billion

gallons of drinking water annually[2].

Top products globally

3M™ Harvest RC Chromatographic Clarifier family of products from Solventum can enable process intensification by combining multiple unit operations into one. This streamlined approach reduces waste and resource use, saves time, increases production output and contributes to sustainable biopharmaceutical production.

3M™ High Flow Water Filters from Solventum create cleaner, clearer, better tasting water and have a long filter life.

3M™ Membrana™
Membranes

3M™ Emphaze™
Hybrid Purifier

3M™ Zeta Plus™
Depth Filters

(1) Based on internal estimates.
(2) Based on filter capacity and number of filters sold in 2024.

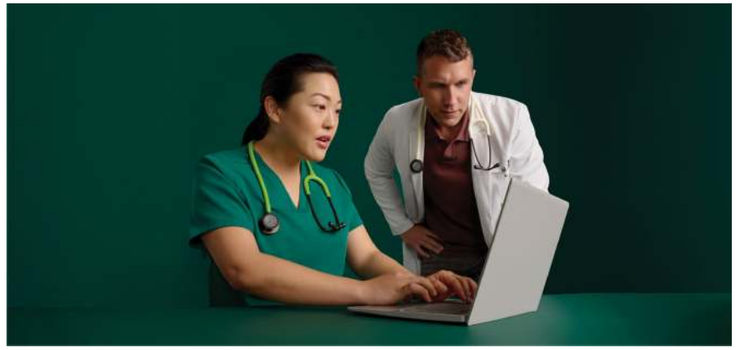
2024 Highlights

Social impact

- Donated more than $1.2 million to charitable community partners
- Launched employee matching gifts program in the United States
- Launched the Solventum Cares Assistance Fund globally to provide grants to employees experiencing natural disasters or personal hardships
- Launched the Inclusion and Belonging Council to foster a strong culture and support business success
- Initiated the legal entity formation and strategic groundwork for the Solventum Foundation

Environmental stewardship

- Committed to source 100% renewable electricity across worldwide operations by 2030
- Committed to achieving net-zero greenhouse gas (GHG) emissions by 2050 and meeting science-based GHG emissions reductions by 2030[1]
- Since 2021, transitioned 10 manufacturing sites to renewable electricity
- Generated or procured 47.4% of total electricity consumed from renewable sources
- Since 2021, reduced Scope 1 and 2 GHG emissions by 21.9%
- Reduced landfill waste with zero landfill status at 56.5% of manufacturing sites



Governance and accountability

- Company management created internal governance structures to oversee Solventum's sustainability strategy and drive cross-functional integration
- Provided Solventum's board of directors with periodic updates on sustainability strategy and social impact initiatives
- Appointed a board of directors to oversee the Solventum Foundation
- Conducted first double materiality assessment

(1) Climate goals set in early 2025.

Message from the CSO

As we pursue the important work of shaping a new company, we are committed to embedding social impact, environmental stewardship and strong governance into our planning and decision making, creating opportunities to generate positive impact across our business and throughout our value chain from the very beginning.

We began our work by creating internal governance structures to oversee our strategy and drive cross-functional commitment. We conducted our first double materiality assessment to inform our priorities and, throughout 2024, provided regular updates to our board of directors.

During our first year as a publicly traded company, we donated more than $1.2M to community partners, launched our global employee assistance program and pledged to source 100% renewable electricity by 2030. We also committed to achieving net-zero greenhouse gas (GHG) emissions by 2050 and meeting science-based GHG emissions reductions by 2030.

Our sustainability and social impact strategy is focused on creating a more sustainable future by prioritizing the good health, safety and well-being of our global workforce and the patients using our products.

We act with integrity to provide safe, effective and innovative products and services to help our customers and company thrive. We recognize that the health of the planet and human health are interconnected, so we continuously work to solve for responsible consumption and production in developing products, packaging, services and solutions that reduce our environmental impact. Our ethics program prioritizes honesty and fairness in our operations and we are committed to transparency as we advance together to achieve our targets and objectives.

By embedding sustainability into our long-term business strategy, we are positioning Solventum for enduring success, enhanced competitiveness and resilience in a rapidly evolving global landscape. We are proud to share this first report with you and look forward to accelerating our progress in years to come.

Aleksandra Dobkowski-Joy
Chief ESG & Sustainability Officer

“By focusing on what matters most, we’re taking action to meet — and exceed — the expectations of those who count on us: our investors, regulators, customers, patients, team members, suppliers and the communities we call home.”

Our strategic approach

We believe sustainability is a core driver of long-term value and business growth. Integrating sustainability practices into our corporate strategy fuels lasting success and positions us for a resilient future. As we continue to shape our new company, we are embedding sustainability into our programs, policies, processes and operations.

We tie our sustainability and social impact strategy back to our mission of enabling better, smarter, safer healthcare to improve lives. Sustainability and social impact considerations are part of our planning and decision making, creating opportunities to generate positive impact across our business and throughout our value chain.

For example, our innovative medical and surgical products can bring solutions to patients that promote faster healing and recovery times, leading to fewer complications, lower likelihood of readmission after a surgery and shorter hospital stays. These benefits may, in turn, result in efficient use of materials, reduced waste and lower emissions. Similarly, through our focus on building sustainability characteristics into new product design, such as developing long-lived filtration systems, we may eliminate waste over the life cycle of product use. We also look for opportunities to manufacture using less water and energy. We seek to optimize efficiencies, which can reduce the use of materials and generate cost savings for our customers and our business.

As we are at the beginning of our journey, we recognize our strategy will evolve. We'll continue to refine our key areas of focus, taking into account the results of our first double materiality assessment — how our business is affected by sustainability issues and how our activities impact society and the environment — and ongoing engagement with stakeholders.

Our sustainability and social impact strategy

Social impact

We care about global health needs, the well-being of our employees and the communities where we live and work. Key areas include promoting access to care and supporting employee health and safety, engagement and inclusion.

Sustainability

We care about the health of our planet and the ecosystems on which we all depend. Key areas include climate change, operational efficiency and integration of sustainability characteristics into product and packaging innovation.

We care about doing things the right way. We've established governance and accountability frameworks to serve as a foundation for our social impact and sustainability efforts and have established an internal ESG & sustainability advisory committee of senior executives to oversee progress. We uphold high ethical standards and act with honesty and integrity to win with excellence.

Double materiality assessment

Our focus on sustainability and social impact provides an opportunity for our company to create long-term value. Through our identification of and action on key priorities, we strive to meet the expectations of our stakeholders, including investors, regulators, customers, patients, employees, suppliers and the communities where we live and work.

After our spin-off in 2024, we conducted our first double materiality assessment. The assessment helped us to identify and prioritize sustainability issues related to our operations that could either significantly impact the environment and society, or that pose significant financial risks or opportunities for our business.

We worked with a third-party consultant to complete the assessment, aligning to the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and guidance issued by the European Financial Reporting Advisory Group (EFRAG). We applied the following five-step process:

1
Establish the business context

We convened a core team of cross-functional internal subject matter experts (SMEs) to document Solventum's activities, business relationships and value chain challenges and opportunities within an ESG framework. We identified and mapped relevant stakeholders for each topic.

2
Identify impacts, risks and opportunities

Based on Solventum's specific business context, we generated a long list of actual and potential impacts, risks and opportunities (IROs). Our SMEs validated the IROs and provided additional input related to time horizons, potential impacts and stages of the value chain. Stakeholder viewpoints were gathered via desktop research and document review. We then condensed the IROs to a shorter list of relevant topics to be scored.

3
Assess IROs and assign scores

Using a wide range of information and resources, we assessed and scored the IROs, as reflective of Solventum's business context. Impacts were scored in alignment with the European Sustainability Reporting Standards (ESRS) framework of scale, scope, irremediability and unmitigated likelihood of occurrence, taking into account human rights. We aligned the scoring of financial risks and opportunities to our Enterprise Risk Management framework, considering business impact, reputational effects, regulatory compliance, revenue implications and magnitude, all considered on an unmitigated basis.

4
Establish materiality thresholds

In partnership with our finance leadership and Enterprise Risk Management team, we set materiality thresholds for the IROs.

a. **Impacts** (positive or negative) were considered material where an impact was scored as "absolute" or "high" across scale, scope and irremediable character and assessed to have an "almost certain" or "high" likelihood of occurrence.

b. **Risks and opportunities** (positive or negative) were considered material where there was a "severe" risk or opportunity to the organization that is "likely" to occur. Risks or opportunities adjacent to this threshold were closely reviewed to render a final determination.

5
Validate and approve results

SMEs reviewed the outcomes of the double materiality assessment with their respective leaders for alignment. The final list of material topics and IROs were presented to and approved by the ESG & sustainability advisory committee and shared with the company's board of directors.

Results of Solventum's double materiality[1] assessment

Financial and impact materiality

- Patient safety
- Access to healthcare
- Corruption/bribery

Financial materiality

- Cybersecurity
- Product design and life cycle

Impact materiality

- Climate change
- Occupational health and safety

(1) While our materiality assessment identifies the topics with the greatest impact on our business and stakeholders as per EU CSRD guidance, our sustainability report includes additional topics to meet the needs of our diverse, global audience. As a company operating across multiple regions, we recognize that different markets and stakeholders prioritize different sustainability issues.

Support for the United Nations (UN) Sustainable Development Goals

We support the advancement of the 17 UN Sustainable Development Goals (SDG), aimed at creating a more sustainable future. We align to goals reflective of our material topics, including:

Good health and well-being

Our mission is to enable better, smarter, safer healthcare to improve lives. We prioritize the health, safety and well-being of our employees and the patients using our products.

Climate action

We recognize that the health of the planet and human health are interconnected, and we are committed to transparency as we strive to achieve our climate goals.

Responsible consumption and production

We continuously work to solve for our customers in seeking to develop products, packaging, services and solutions that reduce our environmental impact.

Peace, justice and strong institutions

We act with integrity to provide safe, effective and innovative products and services to help our customers and company thrive. Our ethics program prioritizes honesty and fairness in our operations.

Stakeholder engagement

We recognize that engaging with our stakeholders allows us to gain insights, share information, understand complexities, inform decision making and strategies, and build support for our efforts. Engagement with internal and external stakeholders also aligns with our value of advancing together.

As we continue to build these relationships, we will integrate our stakeholders' priorities, interests and concerns into further shaping and refining of our strategy and initiatives.

Employees

How we engage:
Town hall and department meetings, coaching and mentoring, ongoing communications, engagement surveys and listening events, performance feedback

Investors/shareholders

How we engage:
Investor calls, questionnaires and emails, periodic meetings, industry conferences, Investor Day

Customers and partners

How we engage:
Direct customer support and engagement, in-clinic visits, in-person or virtual product training, surveys, regular meetings, third-party platforms

Local communities and consumers

How we engage:
Volunteerism, grants, donations of products and resources

Government/regulators, non-profit organizations, NGOs and experts

How we engage:
Advisory networks, industry groups, trade organizations and councils, meetings and collaborations with local, state, federal and international government representatives

Academic/scientific organizations

How we engage:
Educational grants and fellowships, professional societies

Suppliers

How we engage:
Business review meetings, industry consortiums, procurement manager outreach, third-party portal for procurement opportunities

Social impact

We care about the health and well-being of patients, our employees and the communities where we live, work and play.

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30 Responsible procurement

Global workforce

Our team of approximately 22,000 employees worldwide brings unique attributes and capabilities that drive innovation and contribute to breakthrough solutions. With our spin-off, we are reimagining a more flexible, nimble, decentralized and less hierarchical structure that seeks efficiencies and ingrains our mission and culture into our work.

In late 2024, we established a new organizational structure to support our future success by driving accountability and empowerment deeper into our organization. This structure allows people to make decisions and move faster, removing barriers to accelerate innovation. To support our employees through our cultural shift, we're providing resources, change management courses and leadership guidance.

Culture and engagement

Culture provides a sense of belonging, shared identity and meaning to our work. Our new, emerging culture is brought to life by our actions, behaviors and decisions — together, they work to reinforce and support our mission. Our goal is to ensure that every employee understands both our mission and our values. This is important because our values serve as a universal compass that all employees can use to guide their decision making and actions, thereby increasing agility and empowerment throughout the organization.

During 2024, we conducted Founders Ceremonies across many of our sites globally, engaging with nearly 10,000 employees in nine months. At each Founders Ceremony, members of our leadership team connected in person with employees, explained our mission and values, and welcomed them as company founders. Each employee was presented with a medallion as a reminder of our mission, as well as our promise: *We never stop solving for you*.

In 2024, we introduced the first phase of our site engagement initiative to drive a sense of relationship and community among employees. This program brings local employees together at least once per quarter to network, celebrate and connect with peers and colleagues. Many of the events include a Solventum Cares partnership activity that helps give back to the communities in which we operate. We plan to expand our site engagement initiative to additional locations in 2025.

We are establishing employee listening capabilities to measure employee engagement and cultural health, and will use feedback to make improvements to the employee experience at Solventum. We plan to conduct our first all-employee survey in 2025.

Founders Ceremonies around the world

Bryan Hanson and the leadership team host Founders Ceremonies across our company to connect with employees in person so they understand why our mission is so important and how they are connected to it.

86
Founders Ceremonies were held across 39 countries, reaching nearly 10,000 employees.

"Our Founders Ceremonies are about engaging our employees around our mission and values, and they're also about connection. They bring people together to share our passion for our company and the culture we are building together. I want all of our solvers to understand their role in helping us to fulfill our mission."

Bryan Hanson
Chief Executive Officer

Recruitment and retention

At Solventum, we seek to attract a broad spectrum of talent to drive innovation and align with our mission. By expanding talent pools through key initiatives and partnerships, we aim to ensure a strong pipeline of skilled professionals. We leverage artificial intelligence and human resources technology to optimize recruitment, enhance candidates' and managers' experiences, and make impactful hiring decisions. Our talent acquisition recruiters serve as strategic brand ambassadors and talent advisors. We use market insights and analytics to align talent strategies with business goals and to position Solventum as an employer of choice.

We regularly enhance our talent and people strategies to support employee well-being, career growth and business continuity. We reinforce a culture of continuous learning through ongoing performance conversations and feedback. Our career growth resources help employees reflect on their career, support career planning and continually develop and grow.

Through our performance management and evaluation model, employees and managers meet monthly on a one-on-one basis to celebrate wins, learn from setbacks and align on priorities to support resilience and agility, which drive both personal growth and business results. All eligible global employees (approximately 80% of total employees) complete year-end performance evaluation processes, and managers share pay for performance statements with their direct reports.

Solventum is committed to fair and competitive compensation. We conduct an annual competitive market compensation analysis comparing our pay levels to peer companies. This pay analysis is conducted on a local basis that captures our global footprint.

Development and training

Our development resources support continuous learning, improve employee satisfaction, and promote engagement and retention. We provide functional and leadership development opportunities based on three pillars: assessing strengths and skills, gaining perspective and investing in career growth. Examples of learning activities include courses on seeking and receiving feedback, planning guides for career development, and opportunities for networking and mentoring.

Employees can also explore learning resources and content directly tied to our organizational priorities on Solventum Learn, our integrated learning and development platform. This customized, centralized environment allows employees to own their development and find the resources they need to grow in their career. The content is designed to boost performance, relationship and career development skills, as well as business-specific functional and technical skills. Solventum Learn is available to our entire global workforce.

Global recognition

In 2024, our global recognition tool provided an easy and convenient way to recognize fellow employees' day-to-day efforts, breakthrough results and meaningful achievements. Our entire workforce, both production and non-production employees, were able to share appreciations with each other.

Inclusion and belonging

We are focused on fostering an inclusive environment that aligns our strategies and programs with the needs of our business, team members and broader communities.

To advance our culture of inclusion, we are helping leaders and employees adopt behaviors that will support and foster a stronger sense of belonging. We are implementing targeted learning approaches, fostering relationship development across a broad range of communities and increasing collaboration.

Additionally, inclusion and belonging principles are reinforced as enablers in our people strategies and are included in our Code of Conduct, which all employees must acknowledge and sign annually.

Inclusion and Belonging Council

The launch of our new Inclusion and Belonging Council demonstrates our commitment to support a thriving workplace and workforce. The council is composed of employees from across our company and around the globe who collectively champion inclusion and belonging as a business and people imperative, and is sponsored by executives on our leadership team.

As one of the council's first projects, members designed a process to engage with a wide range of key stakeholders through an open, transparent and inclusive process focused on gaining feedback to inform our future employee network strategy. The project helps strengthen our organizational culture and shape future initiatives that will support our global employees and advance our business goals.

Our chief inclusion officer partners with the Inclusion and Belonging Council, leadership and internal and external stakeholders to guide our overarching strategies and vision for the future as we advance inclusion and belonging.

Representative workforce

We are committed to attracting top talent and advancing representation at all levels of our organization. We believe our workforce should reflect the world in which we live and work and the customers we serve.

A multi-dimensional healthcare workforce is uniquely equipped to offer a broader range of solutions and experiences with community healthcare issues, which helps us find more effective and empathic care solutions. Our employees have rich technical qualifications and deep healthcare industry experience, as well as varied backgrounds, experiences and talents that enrich our company and help us succeed.

Our commitment

We believe in nurturing an inclusive workplace that fosters belonging. We put our people first and advance together, which are two of our Solventum values. We are committed to inclusion and belonging in its broadest sense and embrace the unique dimensions of our talent, including their unique attributes and perspectives. We empower employees to share their ideas and strive for them to feel seen, heard and understood. We are committed to maintaining an environment of respect and dignity.

"Our employees represent the heart of our organization and play an important role in bringing their best thinking to our business. As we fully embrace the richness of the many dimensions and ideas they represent, I know we will experience winning results and make tremendous strides in inclusion and belonging."

Cheryl Kern
Chief Inclusion Officer

Employee well-being

To promote a holistic culture of health and well-being, we focus on physical, emotional and financial wellness.

Our Total Rewards program provides our employees and their eligible dependents comprehensive benefits that include medical, dental and vision plans, mental health and employee assistance programs, resources for parents, work-life balance programs and flexible work arrangements.

We offer up to 20 weeks of parental leave (10 weeks paid and 10 weeks unpaid) to eligible U.S. employees who have a newborn or newly adopted children.

Learn more about our parental leave metrics

Our Work Your Way program offers non-production employees flexibility in working style. People leaders are empowered to make decisions on how their employees work based on business priorities and the needs of their team. With their manager's approval, employees can work primarily onsite, remote or a hybrid of the two. The program supports employee well-being while advancing business goals and maximizing productivity.

In addition, many of our global production employees have opportunities for work flexibility, such as shift swapping, adjustable start and end times, part-time models and job rotations. The options can vary by site and geography.

We further support employee well-being through disease prevention resources, employee assistance programs and comprehensive health benefits.

Employees can also receive support through the Solventum Cares Assistance Fund, which provides grants to team members in need of financial assistance after an unforeseen disaster or personal hardship.

Governance

The Board of Directors' Talent Committee responsibilities include review of compensation practices and policies, succession planning for executive officers and strategy and outcomes related to human capital management.

Learn more about our employee demographics

Employee health and safety

Solventum values the safety, health and well-being of our employees. Our Environmental, Health & Safety (EHS) Vision, Values & Global Policy highlights our commitment to creating safe and sustainable operations through implementation of our management system, standards and programs.

We are committed to putting people first, cultivating a culture of caring and actively engaging our employees in our EHS process, as detailed in our Environmental, Health & Safety Policy Statement.

In 2024, after our spin-off, we established internal health and safety targets, focusing on reducing total recordable and lost time incidents, as well as the number of serious incidents and events (SIEs) and the reporting of potential SIEs.

Learn more about our employee health and safety metrics

EHS vision

Our vision is to achieve excellence in environmental, health and safety performance. We aim to cultivate a culture of caring where each individual values the health and safety of our people, the environment and the communities in which we operate.

Occupational medicine services

To promote the health and productivity of our employees, our Occupational Medicine Services (OMS) team focuses on the prevention, evaluation, treatment and outcomes of occupational-related injuries and illnesses in the workplace.

The OMS staff includes physicians, nurses, nurse practitioners, occupational health analysts, epidemiologists and biostatisticians. Services provided by OMS include:

- Response to employee health-related concerns at all Solventum facilities.
- Collaboration with EHS and other Solventum professionals to ensure safe working conditions and product safety.
- Confirmation of compliance with health standards globally and advancement of the scientific knowledge of Solventum materials.
- Research on the potential impact of stressors in the workplace on the health and welfare of Solventum employees and the communities where we operate.

Audits and compliance

Our EHS Management System provides a framework to manage risks and opportunities and outlines global requirements. It has been structured in accordance with International Organization for Standardization (ISO) 45001 and 14001 standards for occupational health and safety and environmental management systems.

We continuously evaluate opportunities to improve our performance by visiting sites to identify and manage environmental, health and safety risks. We also maintain a global security operation for the protection of the people at our sites and our facilities.

We monitor compliance with external regulatory requirements and conformance to internal company standards through regular audits.

Health and safety training

Based on Solventum's global requirements, each Solventum site is responsible for implementing health and safety education and training requirements for employees, contractors and partners, as well as conducting proactive hazard and risk recognition assessment. Solventum has implemented a process to internally communicate on health and safety matters regularly.

We recognize the key to strengthening our safety culture and preventing incidents is to proactively engage with our team members. Our "see and act" process within our manufacturing operations requires supervisors and managers to have intentional and meaningful conversations with our team members about their health and safety concerns, potential hazards and incident prevention opportunities. Employees are encouraged to speak up to report potential safety issues, as outlined in our Code of Conduct.

Solventum's first global health and safety event, in celebration of the International Labour Organization's World Day for Safety and Health at Work, raised awareness about the importance of creating safe work environments and promoted proactive practices that prioritize our team members' health. Our Vice President of Global EHS kicked off the event across the company with a message for all employees, while site leaders led local festivities. Sites were provided with a celebration toolkit, which included customized banners and digital signage. Several sites engaged team members to record video testimonials about the importance of work safety.

Governance

The Board of Directors' Audit Committee provides general oversight of Solventum's environmental, health and safety matters. The committee reviews Solventum's compliance with all applicable laws and regulations related to environmental, health and safety.

In 2024, our leaders completed over

11,000

"see and act" conversations with employees focused on employee concerns, potential hazards and incident prevention opportunities.

"Solventum promotes the health and safety of our people, the environment and the communities in which we operate through our culture of caring. Our team members are empowered to raise concerns and stop work that puts our people or the environment at risk. These values are foundational and guide our decisions to ensure that EHS is embedded into everything that we do."

Jay Small
Vice President Global Environmental, Health & Safety

Communities

Our value — live with heart — embodies our mission to build a healthier and more sustainable future. Driven by a desire to change our world for the better, we look for opportunities to bring our kindness, talent, resources and expertise to serve the communities where we live and work and those in need. We provide financial grants to community-based and non-profit partners, as well as healthcare education grants and fellowships.

Access to care

We work to enable better, smarter, safer healthcare to improve lives by addressing and eliminating disparities, while increasing fair access to timely and appropriate healthcare services for all.

Accessibility

Recognizing that 80-90% of an individual's health outcome is driven by social drivers of health[1] — the environmental and social factors affecting our lives — we focus on addressing social determinants of health disparities to improve access to healthcare.

We leverage the expertise of our team members, who are uniquely poised to help solve global health issues, such as antimicrobial resistance, and collaborate with clinicians, industry and academia to share knowledge and provide education and training.

We also partner with community-based organizations that focus on improving health outcomes and healthcare delivery so more people get the resources they need to thrive.

(1) Magnan, S. 2017. Social Determinants of Health 101 for Health Care: Five Plus Five. NAM Perspectives. Discussion Paper, National Academy of Medicine, Washington, D.C. https://doi.org/10.31478/201710c.

Empowering informed decisions

Given the increasing shift from inpatient to outpatient procedures, Solventum's Health Information Systems team developed new software to track complications following outpatient surgeries. The resulting data helps individuals across the healthcare spectrum to make more informed decisions regarding outpatient care.

Providers can use the data to modify their protocols for better outcomes. Payers can use the data to better understand costs and sites of excess preventable complications. Health systems can see their safety performance compared to peers and make improvements. And, thanks to a collaboration with U.S. News & World Report, which incorporated the software into the analysis of its Best Hospitals Specialty rankings, patients can make more informed decisions about where to have procedures.

Increasing access to healthcare through data

The Solventum™ Clinical Risk Groups (CRGs) Classification System is helping the Egyptian Health Department in Illinois better identify and understand the complexity and level of risk for its clients. The software uses historical claims data — including inpatient and ambulatory diagnosis, procedure codes and pharmaceutical data — to assign each individual to a single, severity-adjusted group. It also factors in social determinants of health. The results produce many benefits which include uncovering risk profiles that may otherwise be missed and help with determining the need for proactive education or outreach.

The Solventum™ Population-focused Preventables (PFPs) Classification System Methodology identifies ways to mitigate avoidable emergency department visits that could otherwise be treated by a care provider in a non-emergency setting. After learning that approximately 37% of its emergency department visits were potentially preventable, the Egyptian Health Department increased education about when to use emergency services and implemented wellness coaching for parents to help them better manage their children's health.

Affordability

Through our product innovation, we aim to create more affordable, convenient solutions for our customers and their patients. We also donate products and provide grants to aid organizations in the expansion of healthcare services, and support fair care and coverage programs.

One example is our effort to increase access to dental services for children in more communities around the globe. In 2024, Solventum supported through funding or product donations, numerous programs and initiatives including My Smile Matters, FDI World Oral Health Day and Give Kids A Smile®.

Education

Solventum has a robust offering of learning programs designed to educate healthcare professionals on the safe and effective use of Solventum products. With an evidence-based approach to education, each program is carefully tailored to meet the educational needs of healthcare professionals.

We also have specialized teams that work with clinicians and hospital staff to provide technical support and education in the healthcare setting, as well as standalone meetings and professional conferences. Educational programs, such as webinars and bioskills labs, can include both didactic and hands-on learning opportunities. Our on-demand offerings allow healthcare professionals to conveniently access learning anytime, from anywhere, while our in-person offerings allow for enhanced peer-to-peer exchange and a hands-on approach to learning.

Our online learning platform, Solventum Education, provides free, public online learning courses. Educational opportunities are based on our four businesses and include:

- Medical education to help improve health outcomes.
- Dental and orthodontics education to improve the well-being of patients.
- Health information and technology education to drive efficiencies.
- Purification and filtration education to translate innovations to full-scale production.

Furthermore, we support delivery of independent education to the medical and broader healthcare community. In 2024 (full calendar year), Solventum provided more than 170 educational grants globally to professional societies and academic institutions through Health Care Professional Education and Clinical Fellowships. Together, our dental and medical businesses provided over $8 million in product donations and financial aid globally for the full 2024 calendar year.

Donating dental services and products

Solventum partnered with the China Oral Health Foundation on a four-month walking campaign to benefit children in rural areas by providing preventive dental care.

Participants tracked how far and frequently they walked on the WeChat app and were awarded renminbi (RMB), the currency of China, which could then be donated. 10 RMB provided one set of oral care products for children. One hundred RMB provided one child with comprehensive oral disease prevention services.

In all, more than 2,000 people participated and each walker, on average, donated 83 RMB. Our Solventum team donated 170,000 RMB (over $24,000) to provide free dental prevention services, as well as treatment with our products, to more than 2,000 children.

Solventum Cares

Our mission to improve lives extends beyond our day-to-day work, as we support our local and global communities through philanthropic grants, donations and volunteerism. Solventum Cares focuses on three areas of impact — employees, community and global needs.

To support our global team members in times of need, the Solventum Cares Assistance Fund provides grants following natural disasters and other personal hardships. The fund relies on support from Solventum, as well as donations from our employees, partners and the general public. Since the program launched in September 2024 until the end of 2024, 24 grants have been awarded to employees around the world.

Our employees are also encouraged to lend their skills, time and resources to support the communities where they live and work. Solventum matches eligible gifts made by U.S. employees up to the program maximum, which resulted in more than $600,000 donated to the community by Solventum and our team members in 2024.

We work together to address pressing social, environmental and humanitarian issues around the world through our community support, efforts to increase access to care and product innovation. The launch of the Solventum Foundation in 2025 will allow us to extend employee matching gifts and volunteerism programs globally, and enhance our ability to support the awarding of impact grants.

Governance

The Governance committee periodically reviews and provides general oversight of Solventum's strategies related to current and emerging public policy, social responsibility, environmental, corporate citizenship and corporate governance issues and trends affecting our business.

From April 1, 2024, to December 31, 2024, Solventum has donated more than

$1.2 million

to 915 non-profit organizations.

Solventum team members from three sites in Poland initiated a book collection to support the Wroclaw Hospice's "Buy a Book" event. They donated nearly 600 books and volunteered at the event.

Product quality, safety and stewardship

Consistent with our mission, Code of Conduct and values, Solventum is dedicated to providing safe, effective and innovative products and services that meet or exceed customer requirements and comply with applicable global regulations and standards.

Our global team of product safety experts is integrated into our business processes and assesses the human health and environmental considerations of our products. We focus on quality, reliability and integrity to promote patient safety and compliance, while achieving exceptional results for the people we serve.

Solventum celebrated our first World Quality Week in 2024 across all sites and functions through events, communications, trainings and discussions. The week's activities helped reinforce the cultural importance of quality for all employees globally.

Our facilities and operational procedures to manufacture products are regulated by the U.S. Food and Drug Administration (FDA) and additional comparable authorities in other global jurisdictions. Solventum's products are required to be manufactured in facilities that operate in accordance with current good manufacturing practices (GMP).

The scope of GMP includes, but is not limited to, production and process controls, document controls, acceptance activities, labeling and packing controls, handling, storage, distribution and installation activities. Regulatory authorities periodically inspect Solventum's manufacturing facilities for compliance with GMP or similar manufacturing standards in the applicable country.

Solventum is also required to establish and implement quality systems to comply with regulations pertaining to post-market surveillance, specifically those pertaining to adverse event reporting for medical devices and pharmaceuticals. For medical devices, Solventum must report deaths and serious injuries that a device may have caused or to which a device may have contributed. Solventum is also required to report certain device malfunctions. For pharmaceuticals, Solventum must report any undesirable event that is associated with the use of a drug or biological product in humans, whether or not the events are considered to be product-related.

Solventum's resources website provides access to essential healthcare information, including instructions for product use, regulatory details, certificates and data sheets.

- Code of Conduct – Quality Policy
- Animal Welfare Policy
- Managed Substances Policy
- Product Stewardship Policy

Product stewardship

Solventum products are developed considering the full product life cycle. Our processes include a holistic review of product safety, global compliance and responsible chemical management to minimize negative health, safety and environmental impacts — from raw material selection and product design, to manufacturing and recycling and disposal.

A cross-functional global team of experts prioritizes health and safety, materials compliance and environmental attributes when evaluating product characteristics. This review includes human health and environmental toxicology, electrical and mechanical safety, and other applicable market considerations beyond drug and device compliance, including chemical control, extended producer responsibility and filtration product requirements. Environmental and health and safety assessments were completed for 100% of new products introduced to the market in 2024.

Animal welfare

The judicious use of laboratory animals in research and development of some of our products is required to meet our commitments. Solventum looks forward to the day when science has developed to the point where the use of animals is no longer required to establish the efficacy and safety of its products. Until then, Solventum is committed to the use of alternatives to animals, when feasible, and subscribes to the recognized principles of replacement, reduction and refinement.

Quality management

Solventum maintains and continually improves our Quality Management System (QMS). This structured framework of policies, processes and procedures promotes the consistent delivery of safe and effective products and services that meet customer and regulatory requirements, as well as the standards set forth by international standards organizations. The QMS encompasses all aspects of our operations — from product design and development, to manufacturing, quality control and post-market surveillance.

The following principles guide our quality management:

- Make quality our top priority and embed quality into our culture.
- Follow company policy, procedures and work instructions.
- Support efforts to improve the quality, safety and stewardship profile of our products within the scope of our roles.
- Integrate these considerations into the research, design, manufacturing, marketing, sale, monitoring and disposal of our products.
- In the same way we hold ourselves accountable for our product quality, safety and stewardship, we also hold our suppliers and distributors accountable for these aspects of the products and services they provide.

Our manufacturing sites and the majority of our design centers, when applicable, have ISO 13485 or ISO 9001 standard certifications for their quality management systems.

The ability to maintain traceability of product throughout the supply chain is of significant importance to Solventum. Our suite of policies, procedures, supplier and distributor agreements, and work instructions ensure comprehensive identification and traceability of materials and products throughout the supply chain. In addition to our policies and procedures, we also employ batch and stock keeping unit (SKU) controls to help ensure comprehensive identification and traceability of materials and products throughout our supply chain.

Product safety events

We are committed to the safety of our products throughout their life cycle, as well as to taking corrective action when needed. Visit our SASB index for additional information on product safety events.

Governance

The Board of Directors' Science, Technology and Quality Committee is responsible for providing general oversight of the significant scientific and technological aspects of our R&D and business development activities, including overseeing the quality and regulatory aspects of our R&D programs and risk management in areas of product quality and safety.

> "We are committed to improving lives by providing safe and effective quality products and solutions for our patients, end users, customers and partners. Our values drive how we work, putting people first, solving what matters, and prioritizing quality, reliability and integrity. We are never done solving. We will continue to raise the bar so we can continue to make a difference in people's lives."
>
> **Mike Spears**
> SVP Regulatory Affairs and Quality

Responsible procurement

We are dedicated to building and maintaining partnerships with our suppliers that help us sustain the highest level of reliability, quality and value. We seek to engage with suppliers who share our commitment to positive social and environmental impact.

Responsible procurement practices

We strive to ensure supplier quality and performance through the application of stringent policies and assessments. Our supply chain expectations, covering labor, health and safety, environment, ethics and other areas, are communicated through the following policies.

Our Code of Conduct details our ethical standards and serves as our framework to guide us in our business practices. We expect our suppliers to share this commitment to compliance, responsibility and sustainability.

Our Supplier Responsibility Code communicates our expectations in the areas of labor, health and safety, environment, ethics and management systems. Topics covered include business integrity, anti-corruption, conflicts of interest, non-discrimination and non-harassment, and freely chosen employment. The code is based on our corporate values for sustainable and responsible operations and aligns with the Ten Principles of the United Nations Global Compact.

The 2025 Solventum Modern Slavery Statement describes our commitment to act ethically and with integrity in our business relationships and to maintain systems and controls to prevent human rights issues, such as forced labor, bonded labor, child labor and human trafficking.

Our commitment to human and workplace rights is outlined in our Human Rights Policy.

Learn more about our commitment to human rights

As stated in our supplier contracts and purchase order terms and conditions, we expect suppliers to fully comply with our Supplier Responsibility Code and all applicable laws and regulatory requirements.

Our company and global supply chain encompasses nearly

15,000

suppliers in more than 260 subcategories and 70 countries, and plays a key role in our ability to solve customer needs and move healthcare forward.

Supplier expectations and due diligence

Solventum expects suppliers to conduct their business with the highest integrity. Conformance with the Supplier Responsibility Code is required to become or remain a supplier to Solventum, anywhere in the world, and for any supplied material or service.

Our suppliers are expected to hold their vendors, contractors, subcontractors and agents accountable to comply with all applicable laws, rules and regulations. Solventum or our designated third-party providers reserve the right to evaluate, audit and inspect suppliers' facilities, operations and records at any time to confirm compliance. We encourage and expect our suppliers to periodically assess themselves and their suppliers for conformance.

Supplier risk assessments

We partner with a leading sustainable supply chain provider to continuously improve our suppliers' performance using our Due Diligence Management System, which aligns with the Organisation for Economic Co-operation and Development (OECD) due diligence framework. The system guides our efforts to establish strong policies, identify and assess risks in the supply chain, design and implement strategies to respond to identified risks, audit our supply chain and report on supply chain due diligence activities.

Our Procurement Compliance team implements our supplier risk mapping, assessment and auditing program, with oversight by the procurement leadership team and a cross-functional committee.

Our supply chain risk assessment process applies to all suppliers and prioritizes higher-risk suppliers identified by geography, commodity and spend.

The process begins with a self-assessment questionnaire that helps us understand supplier programs and determine if they meet our expectations. The self-assessment questionnaire focuses on our Supplier Responsibility Code requirements.

Solventum or our third-party partners may conduct onsite assessments as part of a verification process for suppliers in higher-risk categories. If we detect noncompliance with the Supplier Responsibility Code (SRC), we address any deficiencies through an SRC Corrective Action Preventive Action (CAPA) process, which may include additional audits. If a supplier is unable or unwilling to resolve any gaps or findings, the CAPA process moves to the Responsible Procurement Supplier Issue Escalation process. If the supplier is still unwilling to work on the gaps or can't resolve them in a reasonable amount of time, a cross-functional team considers alternative actions to elevate and resolve the situation, which may include terminating the business relationship.

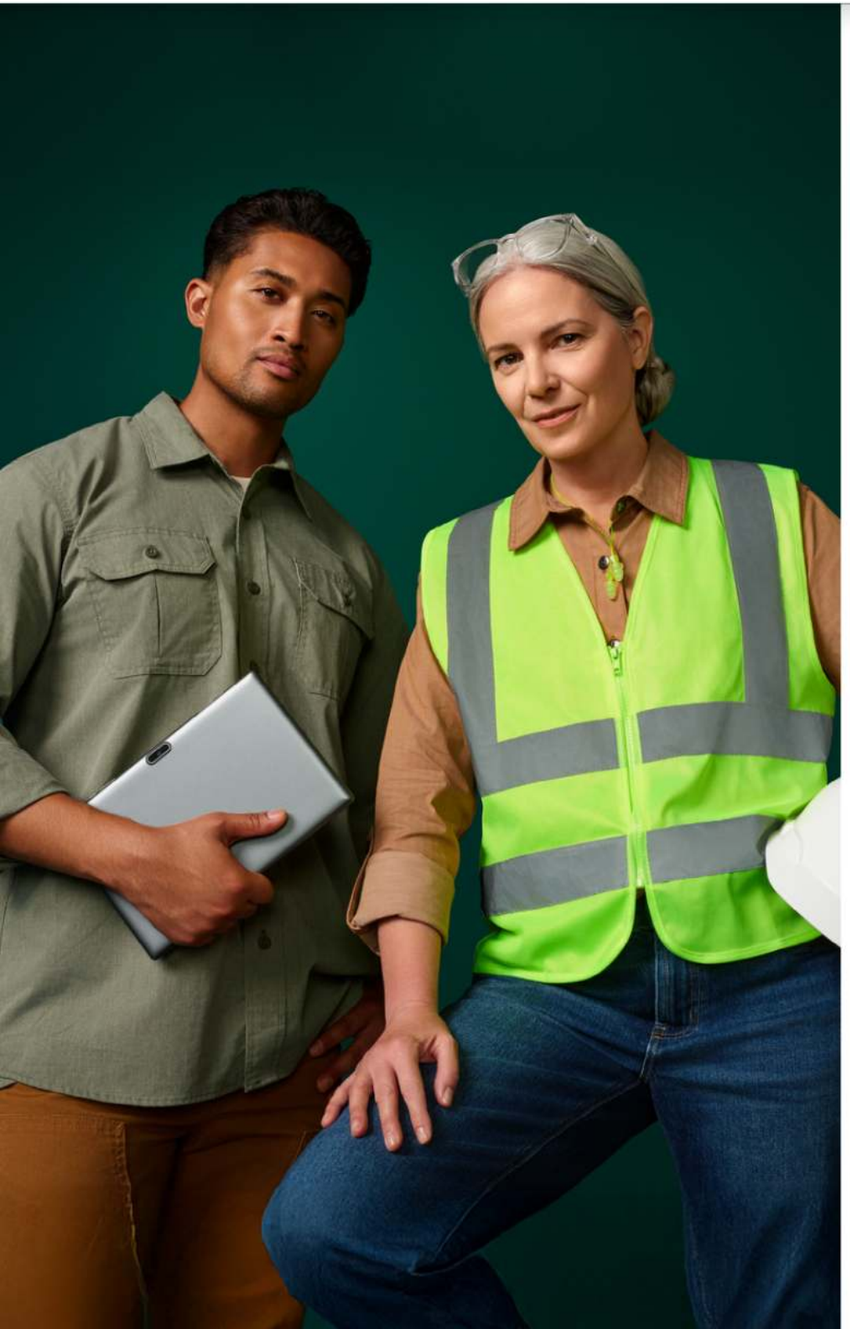
Supply chain resiliency

We are committed to maintaining an agile and flexible supply chain focused on maximizing safety, quality, cost and service, while minimizing supply risk. Our Global Supply Chain organization resiliency strategy focuses on three core pillars:

- **Proactive supply risk identification and planning** includes an annual global supply risk assessment for more than 20,000 materials used in the manufacturing of our products.
- **Operational flexibility** includes multi-sourcing for critical input raw materials, inventory and capacity solutions, and digitization to provide real-time clarity on material risks and manufacturing flexibility, such as proactive capital planning.
- **Cross-functional collaboration** includes operational processes such as global planning, procurement, logistics and manufacturing.

We are dedicated to working with a broad spectrum of suppliers and small businesses across our supply chain. All supplier selections are based on merit, and in all cases we choose suppliers based on business needs.

> "Building strong, long-term relationships with suppliers who align with our mission and values promotes integrity, reliability and accountability, and strengthens the sustainability and resiliency of our business operations."
>
> **Magnus Lundgren**
> Chief Procurement Officer



Minerals procurement

Conflict-free supply chains are an integral part of our responsible procurement program and Supplier Responsibility Code. The mining and processing of 3TG metals (tin, tungsten, tantalum or gold) in the Democratic Republic of Congo and adjoining countries has been linked to funding armed conflict or human rights abuses. We support the goals and objectives of Section 1502 of the Dodd-Frank Act, which requires public companies to determine the sourcing of conflict minerals used in their products and file an annual report disclosing any such use. We also adhere to the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas, UN Guiding Principles, and we comply with all relevant laws and regulations in the countries where we operate. We expect our suppliers to adhere to the requirements of applicable legal frameworks on conflict minerals and require documentation and evidence that the conflict minerals they source are conflict-free.

We are required to file our Specialized Disclosure Report to the U.S. Securities and Exchange Commission (SEC) annually. See our Responsible Minerals Policy Statement for more details.

Forest product procurement

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

Governance

The Board of Directors' Governance Committee periodically reviews and provides general oversight of Solventum's strategies related to current and emerging public policy, social responsibility, environmental, corporate citizenship and corporate governance issues and trends affecting our business. The Board of Directors' Audit Committee reviews Solventum's compliance with all applicable laws and regulations related to sustainability.

Environmental stewardship

We care about the health of our planet and recognize it is interconnected with human health.

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35 Climate
38 Water and waste
39 Product and packaging sustainability

Environmental management

Solventum is committed to achieving our vision of environmental, health and safety (EHS) excellence, as detailed in our Environmental, Health & Safety Policy Statement. This includes our commitment to continuously assess our environmental impacts and prioritize our stewardship initiatives based upon these assessments.

Our environmental initiatives aim to reduce our emissions, waste and use of nonrenewable natural resources, conserve energy and water, and increase the reuse and recycling of materials. This focus on environmental stewardship is aligned with our mission to improve lives — for our employees, customers, communities and the patients we serve.

Our Code of Conduct provides guidance on doing what's right, including conserving resources and promoting sustainable practices.

Audits and compliance

Our EHS Management System provides a framework to manage risks and opportunities and outlines global requirements. It has been structured in accordance with International Organization for Standardization (ISO) 45001 and 14001 standards for occupational health and safety and environmental management systems.

We continuously evaluate opportunities to improve our performance by visiting sites to identify and manage environmental risks. We monitor compliance with external regulatory requirements and conformance to internal company standards through regular audits.

Solventum sites are implementing our new EHS Management System to verify compliance with both external regulatory requirements and internal operational requirements, minimize our environmental footprint and achieve our environmental objectives. More than half of our manufacturing sites, where Solventum fully controls the operations, are certified to the ISO 14001 environmental management standard, which is the internationally recognized standard for environmental management systems.

Training

Based on Solventum's global requirements, each Solventum site is responsible for implementing environmental education and training requirements for employees, contractors and partners, as well as conducting proactive hazard and risk recognition assessment.

Governance

The Board of Directors' Audit Committee provides general oversight of Solventum's environmental, health and safety matters. The committee reviews Solventum's compliance with all applicable laws and regulations related to environmental, health and safety.

Climate

As a global healthcare company, we recognize that the health of the planet and human health are interconnected. We also recognize that our focus on operational efficiency, as well as engagement with suppliers, including in areas such as materials sourcing and transportation, can lead to reductions in fossil-based energy use and a decrease in the related generation of carbon emissions.

We have taken important steps to establish commitments and to embark on initiatives that can help mitigate the effects of climate change. Our efforts, taken collectively with those of other businesses, organizations and governments around the world, can help to minimize climate change-related disruptions to our operations, suppliers and patients. Our commitments also support important climate goals established by our customers.

Since 2021, we've reduced Scope 1 and 2 emissions by 21.9%.

Our climate strategy aims to reduce our climate impact through three focus areas:

- Operational sustainability
- Value chain sustainability
- Product and packaging sustainability

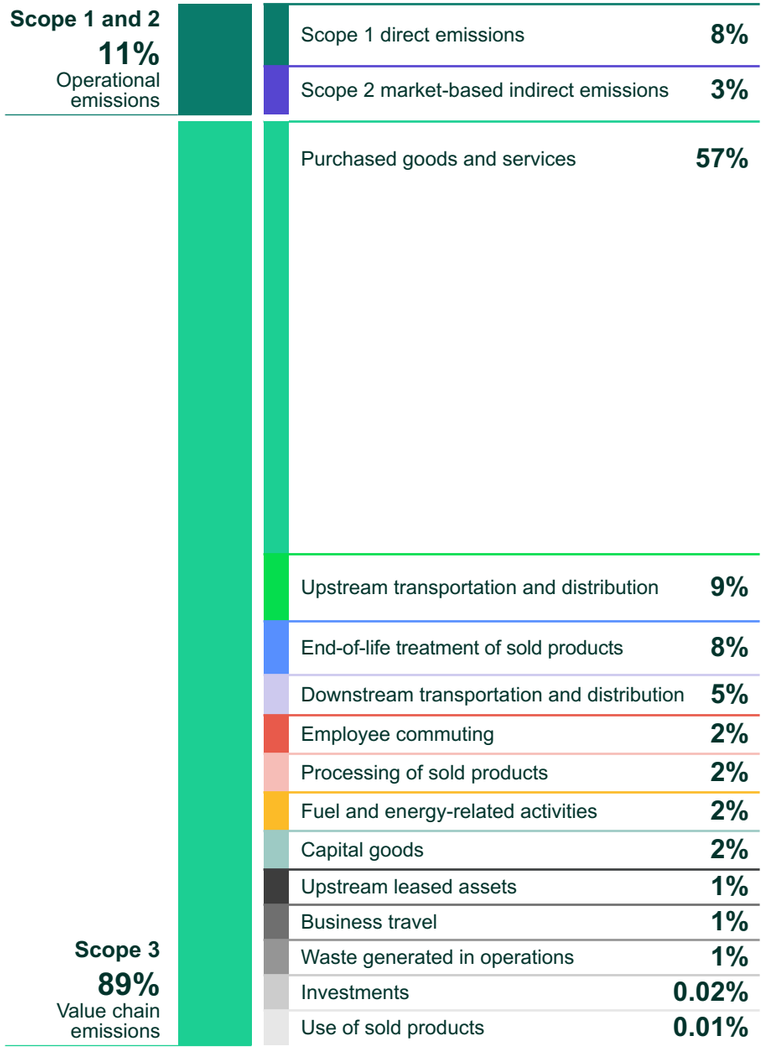
Climate goals[1]

- Solventum commits to reach net-zero greenhouse gas (GHG) emissions across the value chain by 2050. We commit to reducing absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2021 baseline[2].
- By 2030, Solventum will reduce absolute Scope 1 and Scope 2 GHG emissions by 46% from a 2021 baseline. As part of this target, we commit to source 100% renewable electricity across worldwide operations by 2030.
- By 2030, Solventum will reduce absolute Scope 3 GHG emissions[3] by 50% from a 2021 baseline and enable suppliers covering 50% of emissions from Purchased Goods and Services (Category 1) to set science-based targets.

Solventum's direct operations (Scope 1 and 2) contribute to 11% of our overall carbon footprint, and the remaining 89% (Scope 3) is the result of our upstream and downstream value chain activities, including the use and end-of-life treatment of our products.

(1) In line with our commitment to reach net-zero emissions by 2050, we intend to submit targets to the Science Based Targets initiative (SBTi) for validation.
(2) SBTi recommends using the most recent year with available data as the baseline year. Solventum uses 2021 as a baseline year for our GHG emissions, as it is the most recent year where accurate data exists. Although Solventum did not exist as an entity in 2021, this baseline year accurately reflects and is comparable to our current operational footprint. We follow the GHG Protocol Corporate Reporting Standard in recognition that divested businesses may have climate impact prior to becoming their own entity.
(3) Scope 3 absolute reduction goal includes: Category 3: fuel and energy-related activities; Category 4: upstream transportation; Category 7: employee commuting; Category 9: downstream transportation; and Category 12: end-of-life treatment of sold products.

Solventum's greenhouse gas 2024 footprint



Operational sustainability

To reduce our operational climate impact, we work with our manufacturing and fleet leaders to understand our decarbonization levers and prioritize investment in projects and capital expenditures to deliver operational GHG reductions. We use a range of decarbonization methods, including energy efficiency, electrification and renewable energy credits. Each year, we update our Scope 1 and 2 emissions calculations using improvements in methodology and activity data in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Energy efficiency

Each Solventum manufacturing site is expected to develop, document and implement an annual EHS plan that incorporates considerations to reduce the site's environmental impact, such as identifying ways to reduce energy consumption.

Electrification

Our corporate fleet accounts for approximately 12% of our Scope 1 emissions. We are exploring options to reduce the overall size of our fleet, as well as incorporate electric and hybrid vehicles where feasible. Through informed discussions with our vendors, employees and works councils, we are creating a fleet conversion strategy that focuses on a balanced electric vehicle infrastructure based on location.

Renewable electricity

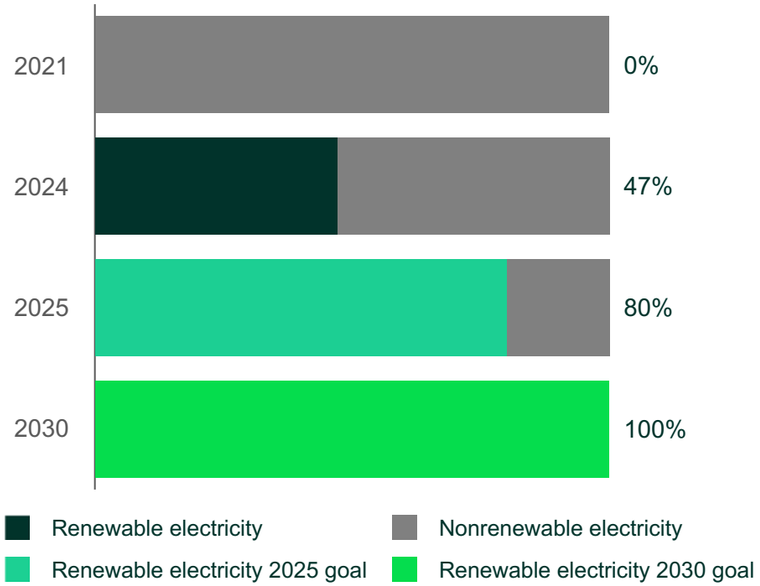
In October 2024, Solventum announced our commitment to source 100% renewable electricity across global operations by 2030.

In the near term, we plan to source renewable electricity through a combination of utility contracts and Energy Attribute Certificates, while continuously reviewing capital installation projects for solar and wind power capabilities. We are also evaluating power purchase agreements (PPAs) in geographies that are suited to the technology.

The achievement of this goal is expected to result in an estimated 45% reduction in Scope 1 and 2 GHG emissions by 2030, compared to a 2021 baseline, delivering a carbon reduction equivalent to removing 20,000 cars from the road.

Since 2021, 10 Solventum manufacturing sites across the United States, Canada, Germany, Poland and France have transitioned to 100% renewable electricity, accounting for 47.4% of our company's total electricity consumption.

Solventum's renewable electricity journey



Reducing energy use with smart technology

The Solventum team at our Pujiang plant in China utilizes smart monitors to analyze energy data in real time — including machine operations, electricity and lighting — enabling swift adjustments in operations to lower energy consumption. One considerable achievement was the reduction of the overall energy consumption of the regenerative thermal oxidizer, an industrial system that decomposes volatile organic compounds and hazardous air pollutants.

Enhancing energy efficiency

Solventum is working to roll out new software to better identify, communicate and prioritize energy-efficiency projects. Two Solventum sites demonstrated the positive impact these types of projects can have on our planet. A new regenerative thermal oxidizer installed in 2024 at our Kamen, Germany, manufacturing site is likely to deliver a reduction of more than 1,200 metric tons of CO_2e from our Scope 1 GHG emissions 2021 baseline. In total, this project is expected to result in a 13% reduction from 2021 baseline Scope 1 emissions at the Kamen site. Our Wroclaw, Poland, site has completed several modernization projects and has further energy efficiency projects underway in 2025. When complete, the Wroclaw site projects are anticipated to deliver more than 800 metric tons of CO_2e reduction, a 31% reduction as compared to the site's 2021 baseline Scope 1 emissions.

Value chain sustainability

More than 89% of our climate impact extends beyond the boundaries of our own operations. We are taking steps to understand and manage these impacts and are working to implement integrated solutions and foster joint value creation with suppliers. Each year, we update our Scope 3 emissions calculations using improvements in methodology and activity data in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The largest contributors to our value chain emissions fall into Purchased Goods and Services (Category 1). These account for almost 57% of our Scope 3 emissions.

Supplier engagement

Our current emissions calculations, as related to purchased goods and services, are derived from a spend-based approach — meaning we estimate emissions based on the amount of spend associated with each category of goods and services. We have already identified that inflation and foreign exchange fluctuations can affect these calculations (either positively or negatively). Therefore, we are creating a supplier engagement program to obtain actual emissions figures from suppliers and to encourage them to set their own science-based targets for GHG emissions reduction.

Data centers

Solventum has implemented a “cloud first” strategy for computing and storage. We utilize the services of global third-party partners — including Amazon Web Services and Microsoft — that claim they are greater than 90% more energy efficient than other cloud storage solutions.

We recognize the growing emissions footprint of data centers, especially as AI and other technologies increase energy demand. Solventum will continue to work with partners committed to renewable energy and efficient operations and will evaluate opportunities to further reduce our indirect impact.

Transportation

Our Logistics team employs a wide range of strategies to drive emission reductions in upstream and downstream transport. These include stringent approval processes for air shipments to limit the number of orders transported by air, collaborations with key logistics partners that share our commitment to drive sustainability and emissions reductions, and implementation of a new carrier approval process to ensure alignment with our environmental goals. We also employ transportation strategies, such as reducing shipment frequency, optimizing trailer utilization and increasing the use of more environmentally friendly transport modes.

Additionally, we are streamlining our central distribution and connected network structures to minimize transport distances, reduce fuel consumption and lower emissions, while improving routing, mode selection and load utilization to optimize transportation efficiency. These efforts collectively contribute to reducing our environmental impact and advance our commitment to sustainable logistics.

Learn about the third focus area of our climate strategy in the product and packaging sustainability section of the report, which addresses product design, longevity and recycling.

Water and waste

Water

Solventum is committed to water stewardship throughout our operations. Water plays an important role in our ability to operate, including as it relates to raw material production, product manufacturing (filtration media production), cleaning, cooling and sanitation.

Solventum assesses current water stress annually for manufacturing sites where Solventum has 100% operational control using the World Resources Institute's Aqueduct Water Risk Atlas 4.0. In addition, we track water withdrawal at the site level. Each site is responsible for developing, documenting and implementing an annual EHS plan using our EHS Management System Standard framework.

To protect water resources, Solventum utilizes the Water Management Standard to analyze industrial wastewater and stormwater from our global sites each quarter. The data informs our environmental management decisions and identifies opportunities for water quality improvement. Our sites also share data with relevant regulators.

Learn more about our water metrics

Waste

Solventum continuously strives to reduce waste generation in our operations and our products and packaging. Waste generation is tracked at the site level. Each site is responsible for developing, documenting and implementing an annual EHS plan using our EHS Management System Standard framework, which may include waste reduction projects.

We encourage our manufacturing sites to share projects and best practices for reducing waste during quarterly leadership review meetings. Solventum has agreements with waste disposal companies to manage waste responsibly and in accordance with regulatory requirements.

56.5% of our manufacturing sites sent zero waste to landfills in 2024.

Learn more about our waste metrics

Product and packaging sustainability

We aim to contribute to a circular economy that minimizes waste through purposeful design, increases product longevity and incorporates the use of recyclable materials. As we continuously work to solve for our customers, we seek to develop products, packaging, services and solutions that reduce our environmental impact.

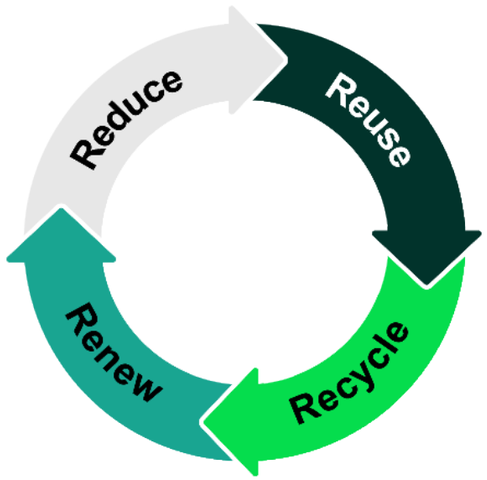
We are proud to have received the ACT label for 18 of our SKUs for the 3M™ Harvest RC and Harvest RC Centrate Chromatographic Clarifier product lines. The ACT label, provided by My Green Lab, is awarded after a third-party audit of a product's design, manufacturing, packaging and shipping. It offers transparency for customers seeking to understand the environmental impact of a material.

3M™ Scotchbond™ Universal Plus Adhesive reduces its ecological footprint by more than 18% compared to its predecessor due to a redesigned bottle that uses less plastic and eliminates the rubber gasket in the cap.

Purposeful design

We consider sustainable design in our healthcare product design, development and packaging. We continue to innovate new ways to reduce our paper and plastic usage and create reusable, renewable and recyclable products and packaging.

We promote circularity and environmental protection by applying a 4R approach — reduce, reuse, recycle and renew.



Packaging innovation

Our packaging engineers analyze and refine packaging designs to be as efficient as possible. This includes minimizing material usage and optimizing package layout on pallets, which streamlines logistics and, in certain cases, helps reduce our carbon footprint.

A sustainability toolkit provides support to packaging engineers during the design process to help select more sustainable materials. Our packaging priorities include:

- **Product protection** — Design every package to optimally protect the product from point of manufacture to point of use.
- **Efficient packaging** — Minimize the amount of material usage. Optimize cube utilization at all pack levels. Eliminate unnecessary packaging.
- **Promote circular packaging** — Design packaging to be reusable, recyclable and/or made with renewable resources. Maximize recycled content of packaging materials.

By employing innovative techniques and leveraging cutting-edge technology, we strive to deliver packaging solutions that meet or exceed industry standards for sustainability and safety. We comply with all regulations affecting structural package development and solutions.

Helping dentists reduce waste

Solventum collaborated with dentists across the United States and Europe to identify opportunities to simplify restorative workflows and reduce waste. Customer research revealed that, on average, dentists use more than five different adhesives and resin cements for their restorative procedures. Additionally, 50% of dentists had to discard expired resin cement.

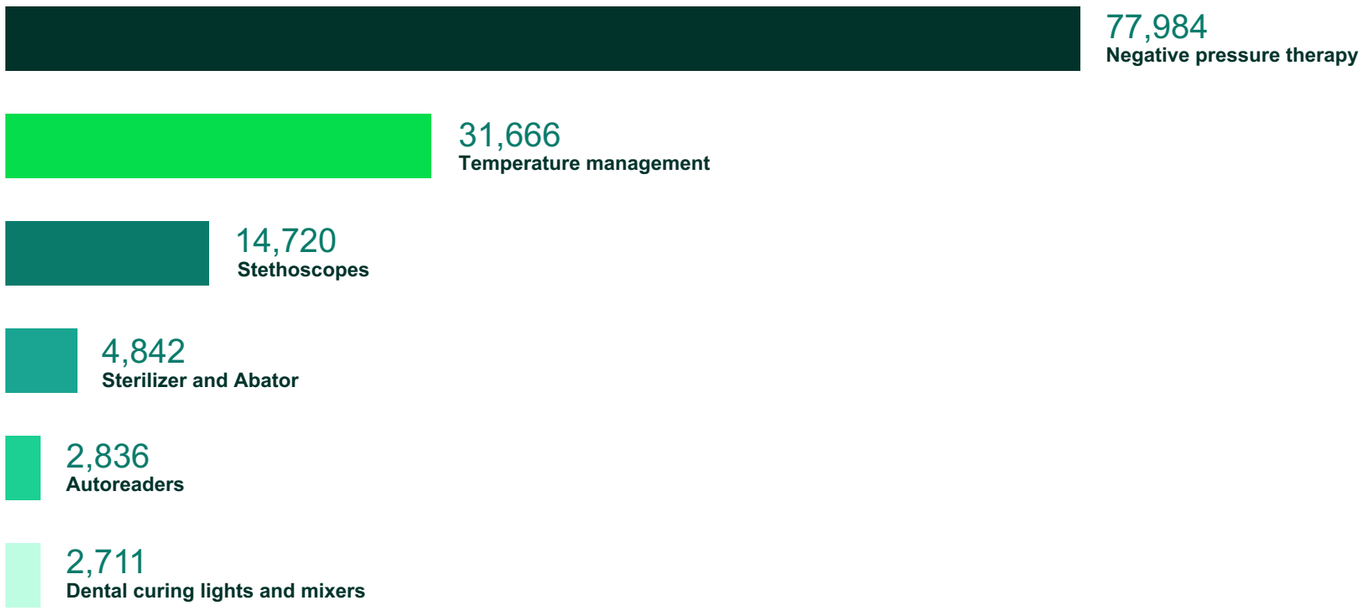
Solventum created a solution that eliminates the hassle and confusion of stocking multiple products and simplifies direct and indirect restorative workflows. 3M™ RelyX™ Universal Resin Cement works both as a standalone, self-adhesive cement and as an adhesive cement when combined with 3M™ Scotchbond™ Universal Plus Adhesive. With fewer products to stock and use, dentists can save space, time and money.

Product longevity

Our long legacy of offering global repair and maintenance services extends the lifespan of devices, keeping products in working order as long as possible.

Our global network of more than 500 Solventum and third-party service and repair centers maintains and repairs 40 different Medical Surgical and Dental Solutions models throughout the products' life cycles. For example, our Health Care Service Center in Oakdale, Minnesota, supports and repairs more than 30 different models, establishes global repair processes and distributes over 194,000 parts annually. Overall, the centers aim for a turnaround time of less than five days once they receive the product in need of repair.

2024 Global repair center volume



Promoting sustainability through product efficiency and longevity

3M™ Drinking Water Filters from Solventum provide meaningful contaminant reduction and long filter life to meet the needs of our customers.

For our commercial customers, one 3M™ HF90 water filter has more than four times the chlorine taste and odor reduction capacity of the leading competitor's pre-coat filter. This reduces the total number of filters used, which provides cost savings to our customers.

One 6,000 gallon capacity 3M™ FF101 water filtration cartridge used in the home can keep up to 45,000 single-use plastic water bottles (16.9 ounce) from entering landfills.

Many of our water filtration systems, like the 3M™ FF101 water filtration cartridge, carry sustainability certification from the Water Quality Association. This association provides independent, third-party verification that a product is environmentally responsible across the phases of its life cycle.

Our global service centers service our 3M™ V.A.C.® Therapy negative pressure wound devices, replacing around 2.3 million parts each year, thus prolonging the life of the devices and reducing electronic waste.

Recycled materials

Our New Product Introduction teams and packaging engineers consider multiple aspects of sustainability throughout the design process.

In addition to refining packaging designs to increase efficiency, our packaging engineers strive to increase the amount of recycled content and recyclable materials without compromising performance or functionality. Whenever feasible, we prioritize the use of recyclable materials and seek alternatives to single-use plastics.

We continue to strengthen our commitment to circularity. We have confirmed with our suppliers the recycled content levels for more than 400 packaging materials so these packaging items align with defined recycled content percentages whenever procured.

Since many Solventum products are regulated medical devices, specific regulations can limit the materials that can be used in manufacturing and production. In addition, some products require plastic packaging components to avoid risk of contamination.

Access to recycling

A peer-reviewed meta-analysis of 84 studies across various surgical specialties[1] demonstrated Prevena Therapy helped significantly reduce the risk of surgical site complications. Compared to standard dressings, Prevena Therapy offered significant benefits, including:

- **46% reduction in surgical site complications**
- **47% reduction in surgical site infections[2] (65 studies; p<.001)**
- **23% reduction in readmission**

Solventum offers a recycling program in the United States and Canada for our Prevena Negative Pressure Wound Therapy after its application. More than 2,000 Prevena units sold (over 400 kg) in the United States and Canada in 2024 were collected through this recycling program. We are currently finalizing plans to expand the Prevena recycling program to top sales markets in Europe in 2025[3].

(1) Cooper HJ, Singh DP, Gabriel A, Mantyh C, Silverman R, Griffin L. Closed Incision Negative Pressure Therapy Versus Standard of Care Over Closed Surgical Incisions in the Reduction of Surgical Site Complications: A Systematic Review and Meta-Analysis of Comparative Studies. Plastic and Reconstructive Surgery – Global Open. 2023 Mar 16;11(3):e4722.

(2) The effectiveness of Prevena Therapy in reducing the incidence of SSIs in all surgical procedures and populations has not been demonstrated. See full indications for use and limitations at https://eifu.solventum.com/.

(3) At time of publication, top European sales markets include UK, Ireland, Germany, Belgium and the Netherlands.

Governance and accountability

We care about doing things the right way. We uphold high ethical standards and act with honesty and integrity to win with excellence.

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ESG governance

Solventum's board of directors oversees our strategic and business planning process and has general oversight of our overall ESG strategies, goals and results. The board also reviews and assesses management's approach to addressing significant risks facing our company. The board meets quarterly and its committees are tasked with specific oversight responsibilities. The chief sustainability officer (CSO) provides periodic updates to the board and its committees on ESG matters.

Our governance priorities

Corporate governance

We prioritize ethical practices and winning the right way.

Innovation management

We invent responsibly to enhance well-being, improve operational efficiency and lead a rapidly evolving industry.

Corporate Code of Conduct

Our high standards were established to promote the welfare of all and uphold public trust in our contributions to the healthcare industry.

Enterprise risk management

Across our organization and around the world, we methodically monitor and address potential threats to our strategic objectives.

Stakeholder management

We align with regulatory bodies, community needs and trusted business partners to deliver on our mission of enabling better, smarter, safer healthcare to improve lives.

To learn more about our board of directors and its committees, visit our 2025 Proxy Statement and governance website.

The Governance committee periodically reviews and provides general oversight of the company's strategies related to current and emerging public policy, social responsibility, environmental, corporate citizenship and corporate governance issues and trends affecting our business, including political contributions by the company and shareholder engagement.

The Audit committee provides general oversight of the reported metrics related to Solventum's sustainability and stewardship activities and Solventum's environmental, health and safety matters, including those included in this report. The committee reviews the company's compliance with all applicable laws and regulations related to sustainability; environmental and product stewardship; and environmental, health and safety.

ESG governance	
Attendees	**Topics**
Board of directors	
Governance committee Audit committee	ESG strategy and key initiatives: ESG regulation and mandatory reporting | Performance on public-facing goals, targets and commitments | Risks and opportunities
Enterprise leadership team	
CEO | Direct reports	Approve enterprise level ESG strategy; Review and approve public-facing goals and targets; Review risks and opportunities
ESG & sustainability advisory committee	
Legal | Finance | Strategy | Supply Chain | HR | R&D | Product Stewardship | IT	Review and align on ESG and sustainability strategy; Support development and approval of ESG priorities, goals and initiatives; Resolve roadblocks
ESG & sustainability cross-functional and business working teams	

Enterprise risk management

We identify and address risks facing our organization to promote business continuity, improve efficiency in our operations and inform our strategies and decision making. Our enterprise risk management approach informed our double materiality assessment process.

Governance

Solventum's Internal Audit organization oversees enterprise risk management by providing an independent and objective assessment of the organization's risk profile. Solventum's general auditor, who directly reports to the Audit committee, assesses our major risks in consultation with management and the board, and reviews with the Governance committee the steps taken to monitor and mitigate the risks on a quarterly basis. Each committee shares information about its risk responsibilities and oversight with the full board. Additionally, a readout of enterprise risk management is provided to the full board on an annual basis.

Learn more in our Annual Report on Form 10-K filed with the SEC

Ethics and compliance

We act with integrity and provide safe, effective and innovative products and services to help our customers and company thrive. Our ethics program prioritizes honesty and fairness in our operations. All employees worldwide are expected to act with high ethical standards and follow our Code of Conduct and internal policies, as well as applicable government regulations where we operate.

Code of Conduct

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

The section on anti-bribery explicitly states that we don't engage in unethical business using bribes, kickbacks or other corrupt payments and that we comply with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and local anti-corruption laws that apply to Solventum. Solventum has internal anti-bribery and conflicts of interest policies.

Our business partners are expected to share our commitment to conducting business with integrity and to operate in a manner consistent with the standards identified in our Code of Conduct. This includes an expectation to provide compliance awareness training to necessary staff, raise concerns over potential noncompliance and openly participate in audits to validate that business operations are conducted in compliance with local laws and regulations.

> "Our Code of Conduct, values and culture of caring serve as the foundation for how we work. We empower employees to make decisions and solve challenges to advance our mission, as well as offer unique ideas, ask questions and raise concerns."
>
> **JJ Kuhn**
> Chief Ethics and Compliance Officer

Speak up culture

Solventum encourages all employees to ask questions, raise concerns and report potential violations of our Code of Conduct. We provide feedback channels that allow employees to share experiences, express needs and offer insights, and we have established multiple avenues to report misconduct. Anonymous reporting is available where permitted by law. To report a concern, employees can contact:

- Managers or supervisors
- Human Resources
- Solventum Legal Affairs team
- Solventum Ethics & Compliance
- Solventum Corporate Audit department
- SolventumEthics.com

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

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

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

Instilling trust through our speak up culture

Our Ethics & Compliance department measures the health of our "speak up" culture by monitoring the number of calls to our reporting system and the anonymous call rate. A high call rate indicates employees are proactive in raising potential concerns and feel comfortable engaging through Solventum's established channels. We're proud that our call rate exceeds the 2024 benchmark of 1.5 reports per 100 employees, published by Navex, a company that hosts the world's largest database of employee incident reports, when compared to companies in the same industry, size and geographic footprint. Our anonymity rate is lower than published benchmarks, indicating a high level of trust in our investigation process.

Compliance training

Our comprehensive compliance training program comprises a range of mandatory online training courses, available in multiple languages, that cover key areas of our compliance program. Employees are assigned training based on their role and areas of responsibility, with courses including both e-learning and live training opportunities.

Solventum's training courses include topics such as conflicts of interest, anti-retaliation, and anti-bribery and anti-corruption. On-time completion rates are tracked by our Ethics & Compliance department, and full participation is encouraged through a series of reminders to the employee, their immediate supervisors and senior leaders.

Employees are assigned certain core compliance trainings. For example, all employees are required to complete the Code of Conduct course upon hire and then annually thereafter.

Human rights

Solventum is committed to upholding human and workplace rights in all Solventum operations globally. Solventum's Human Rights Policy outlines our expectations and underscores basic tenets of respect for the dignity and worth of all individuals and the provision of equal opportunity. The policy covers:

- **Safe and healthy workplace**: Assuring that Solventum provides a safe and healthy workplace to all employees, and that the Solventum workplace complies with applicable laws, regulations and policies.
- **Respectful work environment**: Prohibiting unlawful discrimination and harassment and assuring that all employees and anyone doing business with Solventum are treated with respect.
- **Workplace security**: Maintaining a workplace that is free from violence, harassment, intimidation, or other unsafe or disruptive conditions.
- **Work hours and wages**: Complying with all applicable laws and regulations relating to wages, work hours, break time(s), overtime and benefits.
- **Freedom of association**: Respecting the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Solventum does business.
- **Child labor**: Complying with all applicable laws and regulations relating to hiring minors. Solventum applies a minimum hiring age of 16. Solventum sites and operations are expected to have a procedure for verifying the age of employees at the time of hire.
- **Forced labor**: Prohibiting the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

We are committed to complying with all laws regarding labor, employment and human rights, and taking appropriate steps to maintain compliance within our business and supply chains, including respecting workers' freedom of association.

Solventum conducts employee relations assessments at our manufacturing sites globally every other year. The last assessment was in 2023 and the next is planned for 2025.

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

Supplier expectations

We expect our suppliers to share our commitment to maintaining compliant, responsible, safe, and sustainable operations and practices. This includes upholding the human rights of workers and treating them with dignity and respect. Human trafficking and forced labor related provisions are included in Solventum's requirements for suppliers.

See Responsible procurement for additional information

Integrity in sales and marketing

We build trust with our customers and business partners by leading with honesty and integrity in everything we do. We are committed to representing Solventum's products and services in an accurate and ethical manner. We strive to ensure that any promotional materials are truthful and provide a balanced presentation of risks and benefits.

Our employees regularly interact with healthcare professionals as we collaborate to solve their toughest challenges. To support our reputation as an organization that acts with integrity and within the boundaries of the law, Solventum has set reasonable requirements, limits, boundaries and prohibitions for these interactions through our policies that are aligned with industry association codes, such as the Advanced Medical Technology Association's (AdvaMed) Code of Ethics and MedTech Europe's Code of Ethical Business Practice. Employees receive training and reinforcement communications regularly on these subjects, and key controls are routinely monitored.

For additional information on working with healthcare professionals, see our Code of Conduct

Governance

Solventum's executive leadership sets and promotes ethical standards within the organization, ensuring a strong operational compliance program. With this support, Solventum identifies new or evolving risks and develops strategies to prevent, detect and respond to ethics and compliance-related issues. The board of directors receives regular compliance updates from Solventum's chief compliance officer regarding the effectiveness of Solventum's compliance program.

Political engagements

Solventum is an active member of the communities where we live and work. This includes our participation in public policy and legislative advocacy, or lobbying, on issues that affect our business. We maintain transparency in our engagement with lawmakers and regularly communicate with our shareholders about our public policy engagement.

Where allowed, Solventum participates in political giving and complies with local reporting requirements. In the United States, our Solventum Political Action Committee reports political giving in accordance with U.S. federal reporting requirements.

Cybersecurity and data privacy

Solventum maintains technical, physical and organizational measures designed to protect the confidentiality, security and integrity of personal data, health data and confidential corporate data. Data protection measures include, but are not limited to, adoption of encryption tools and role-based access controls. In addition, when Solventum collects, maintains, accesses, uses or discloses personal data (such as Protected Health Information as defined by the Health Insurance Portability and Accountability Act), we do so using systems and processes consistent with information privacy and security requirements under applicable federal, state or international laws.

Solventum also mitigates vendor risk by following a third-party assessment standard that applies to all vendors doing business for or with Solventum. The standard helps provide assurance that third parties and their subcontractors have sufficient controls designed to properly safeguard Solventum information. All third parties with access to Solventum's computing environment must be regularly assessed through the third-party security assessment process to ensure they meet security requirements to access Solventum's networks.

- Learn more about cybersecurity in our Annual Report on Form 10-K, Item 1A – Risk Factors and Item 1C – Cybersecurity
- Learn more about data privacy on our Global website privacy statement

Governance

The Board of Directors' Audit Committee is responsible for the oversight of cybersecurity-related risks. The Audit committee regularly receives reports from our chief information security officer (CISO), chief information and digital officer and other members of management on cybersecurity threat risk management, including security posture improvements, results from third-party assessments, identified risks and progress toward risk-mitigation-related goals. The full board receives a report from our CISO and other members of management annually.

Policies and resource list

- Product Stewardship Policy
- Animal Welfare Policy
- Managed Substances Policy
- Environmental, Health & Safety Policy Statement
- Human Rights Policy
- Code of Conduct
- Supplier Responsibility Code
- Responsible Minerals Policy Statement
- Governance documents

Disclosure indices

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Key performance indicators

Employee demographics	2024	Boundary and scope
Employees by region		
Asia-Pacific (APAC)	2,900	Data as of Dec. 31, 2024. Includes temporary and regular, full-time and part-time active employees (excludes employees on leave of absence and paid leave).
Europe, the Middle East and Africa (EMEA)	5,800	
Latin America (LATAM)	1,900	
United States and Canada (USAC)	11,300	
Total (global headcount)	22,000	
Part-time/Full-time total by gender		
Part-time female	351	Data as of Dec. 31, 2024. Includes temporary and regular employees (excludes employees on leave of absence and paid leave). Within our HR system, gender can be marked as female, male, not declared or left blank.
Part-time male	71	
Full-time female	9,700	
Full-time male	11,700	
Not declared/left blank	130	
Global gender distribution		
Female	46.2%	Data as of Dec. 31, 2024. Includes temporary and regular, full-time and part-time employees. Within our HR system, gender can be marked as female, male, not declared or left blank.
Male	53.7%	
Not declared/left blank	0.120%	
Age distribution		
<30	11.7%	Data as of Dec. 31, 2024. Includes temporary and regular, full-time and part-time employees.
30-50	58.0%	
>50	30.4%	

Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Employee demographics	2024	Boundary and scope
Contingent workers		
APAC	322	Data as of Dec. 31, 2024. This data includes headcount of contingent hourly/daily non-employees, defined as a person employed and compensated by a third-party staffing agency or supplier to perform work for Solventum for a predefined timeframe.
EMEA	406	
LATAM	69	
USAC	789	
Total	1,590	
Board of directors gender distribution		
Female	50.0%	Data from Solventum Proxy Statement published on Mar. 21, 2025.
Male	50.0%	
U.S. parental leave		
Female parental leave	120	2024 numbers may include those who left on leave in 2023 and came back in 2024. Some employees on leave in 2024 may return in 2025.
Male parental leave	157	
Total	277	
U.S. return to work		
Female employees returned	105	2024 numbers may include those who left on leave in 2023 and came back in 2024.
Male employees returned	143	
Total	248	
Employee turnover rate		
Total (%)	6.29%	Data as of Dec. 31, 2024. Total turnover includes voluntary turnover and all other forms of turnover (e.g., termination as a result of restructuring, termination for poor performance and retirements). Includes temporary and regular, full-time and part-time employees.

Employee health and safety	2024	Boundary and scope[1]
Global lost time incident rate	0.25	Rates calculated include employee and contingent worker injury and illness data tracked in our EHS Management System. These rates are determined based on 200,000 hours per OSHA reporting guidelines. The hours worked are derived from our financial reporting headcount, excluding employees on leave and assuming 2,000 hours worked per headcount employee. Please note that the calculation does not include hours for contingent workers.
Global recordable incident rate	0.65	
Global recordable incident rate by category		
Contact with object, equipment	0.2	Rates calculated include employee and contingent worker injury and illness data tracked in our EHS Management System. These rates are determined based on 200,000 hours per OSHA reporting guidelines. The hours worked are derived from our financial reporting headcount, excluding employees on leave and assuming 2,000 hours worked per headcount employee. Please note that the calculation does not include hours for contingent workers.
Ergonomics	0.22	
Exposure, biological agent	0	
Exposure, chemical	0.01	
Miscellaneous	0.03	
Noise exposure	0.04	
Physical agent exposure	0	
Slip, trip, fall	0.12	
Transportation accident	0.03	
Work-related fatalities		
Solventum employees	0	
Solventum contract employees	0	
Total	0	

(1) Solventum employees with injuries at sites where 3M has operational control would count as 3M recordable injuries and not be included in this table. 3M employees with injuries at sites where Solventum has operational control will be included as Solventum recordable injuries as they are considered contingent workers.

Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Energy[1]	Metric units	2024	2023	2022	2021	Boundary, scope and commentary
Electricity consumption						
Renewable electricity*	MWh	126,000	133,000	132,000	103,000	
Nonrenewable electricity*	MWh	139,000	145,000	149,000	184,000	
Total	MWh	265,000	278,000	281,000	287,000	
Renewable electricity goal progress	% of total electricity use	47.4	47.9	46.9	35.9	**Goal:** We commit to source 100% renewable electricity across worldwide operations by 2030.
Other energy consumption						
Natural gas*	MWh	469,000	498,000	515,000	528,000	Solventum uses natural gas for heating as well as for other purposes at manufacturing sites.
Steam*	MWh	—	—	—	—	
Fuel oil #1, #2, #6*	MWh	1,050	810	3,210	3,410	
Propane*	MWh	14,600	16,700	19,000	21,100	
Gasoline and diesel*	MWh	148	608	670	175	
Jet fuel*	MWh	—	—	—	—	Solventum does not use jet fuel in its operations.
Hot water*	MWh	47	82	94	94	
Coal*	MWh	—	—	—	—	Solventum does not use coal in its operations.
Total	MWh	485,000	516,000	537,000	552,000	This metric includes natural gas, fuel oil #1, #2, #6, propane, gasoline and diesel, and hot water.
Total energy consumption*	MWh	750,000	794,000	819,000	840,000	
Energy intensity (normalized to million dollars of net sales)	MWh per net sales (MM $USD)	90.8	96.9	100.7	102.8	Calculated based on total energy consumption. For 2022 to 2024 sales, see Annual Report on Form 10-K. 2021 net sales from 3M Form 10 Registration Statement for Planned Spin-Off of Health Care Business as Solventum filed on Feb. 20, 2024.

(1) Scope of boundary for the energy metrics includes Solventum manufacturing locations and other locations larger than 30,000 square feet.

(*) 2021 – 2024 values have been assured by Apex Companies, LLC. The 2024 Assurance Statement is provided in this report.

Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Greenhouse gas emissions	Metric units	2024	2023	2022	2021	Boundary, scope and commentary
Scope 1 and 2						
Scope 1 emissions (direct)*	Metric tons CO_2e	146,000	147,000	157,000	157,000	Scope 1 – direct emissions from Solventum-owned or controlled sources (such as on-site fuel combustion). In 2024, Solventum improved data quality.
Scope 2 location-based emissions (indirect)*	Metric tons CO_2e	104,000	120,000	124,000	133,000	Scope 2 – indirect emissions from purchased electricity, steam and heating/cooling. Renewable Energy Certificates (RECs) are not applied in the location-based method.
Scope 2 market-based emissions (indirect)*	Metric tons CO_2e	63,300	69,100	71,800	111,000	Scope 2 – indirect emissions from purchased electricity, steam and heating/cooling. Renewable Energy Certificates (RECs) are applied in the market-based method.
Absolute Scope 1 and 2 market-based emissions (indirect)*	Metric tons CO_2e	209,000	216,000	229,000	268,000	
GHG intensity (normalized to million dollars of net sales)	Metric tons CO_2e per net sales (MM $USD)	25.3	26.4	28.2	32.8	Calculated based on Scope 1 and Scope 2 market-based emissions. For 2022 to 2024 sales, see Annual Report on Form 10-K. 2021 net sales from 3M Form 10 Registration Statement for Planned Spin-Off of Health Care Business as Solventum filed on Feb. 20, 2024.
Scope 1 and 2 goal progress	% reduction from 2021 baseline	21.9	19.4	14.6	—	**Goal:** Reduce absolute Scope 1 and Scope 2 GHG emissions by 46% by 2030 from a 2021 baseline.
Biogenic CO_2e emissions	Metric tons CO_2e	—	66,500	76,200	88,400	Solventum did not report any biogenic emissions in 2024. Data from 2021 to 2023 reflect emissions from pre-spin 3M operations.

(*) 2021 – 2024 values have been assured by Apex Companies, LLC, except 2021 Scope 3, Category 12. The 2024 Assurance Statement is provided in this report.
Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Greenhouse gas emissions	Metric units	2024	2023	2022	2021	Boundary, scope and commentary
Scope 3						
Category 1 (purchased goods and services)*	Metric tons CO_2e	1,090,000	1,080,000	1,210,000	1,080,000	Scope 3, Category 1 includes all upstream (i.e., cradle-to-gate) emissions from the production of products purchased or acquired by Solventum in the reporting year. Products include both goods (tangible products) and services (intangible products). Solventum uses reporting inclusive of global spend data as an input to this category. Certain spend types are removed from reporting prior to calculation of emissions. **Exclusions:** Purchase-level data, plant-level data, tax data, intercompany spend data. These exclusions are out of scope for this category or are reported elsewhere in the GHG Inventory. In 2024, Solventum experienced increased spend as 3M became a supplier of Solventum.
Category 2 (capital goods)*	Metric tons CO_2e	35,200	48,900	85,700	76,200	Scope 3, Category 2 includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods implemented by Solventum in the reporting year. Emissions from the use of capital goods by Solventum are accounted for in either Scope 1 (e.g., for fuel use) or Scope 2 (e.g., for electricity use), rather than in Scope 3. Solventum global property, plant, and equipment (PP&E) data pertains to the current calendar year.
Category 3 (fuel and energy-related activities; not including Scope 1 or Scope 2 emissions)*	Metric tons CO_2e	38,300	39,900	40,800	48,500	Scope 3, Category 3 includes emissions related to the production of fuels and energy purchased and consumed by Solventum in the reporting year that are not included in Scope 1 or Scope 2.
Category 4 (upstream transportation and distribution)*	Metric tons CO_2e	165,000	201,000	290,000	316,000	Scope 3, Category 4 includes emissions from: • Transportation and distribution of products purchased in the reporting year, between Solventum's tier 1 suppliers and its own operations in vehicles not owned or operated by Solventum • Third-party transportation and distribution services purchased by Solventum in the reporting year (either directly or through an intermediary), including inbound logistics, outbound logistics (e.g., of sold products), and third-party transportation and distribution between Solventum's own facilities. In 2024, Solventum increased data quality and accuracy.
Category 5 (waste generated in operations)*	Metric tons CO_2e	12,800	19,100	19,100	18,900	Scope 3, Category 5 includes emissions from third-party disposal and treatment of waste generated in Solventum's owned or controlled operations in the reporting year. This category includes emissions from disposal of both solid waste and wastewater. Emission factors changed in 2024 from using GaBi life cycle assessment (LCA) emission factors to the EPA's Waste Reduction Model (WARM) emission factors for municipal solid waste and ecoinvent for hazardous waste.

(*) 2021 – 2024 values have been assured by Apex Companies, LLC, except 2021 Scope 3, Category 12. The 2024 Assurance Statement is provided in this report.

Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Greenhouse gas emissions	Metric units	2024	2023	2022	2021	Boundary, scope and commentary
Category 6 (business travel)*	Metric tons CO_2e	17,700	13,000	12,900	8,010	Scope 3, Category 6 includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses and passenger cars. This includes Scope 1 and Scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use), such as rental car usage and airplane travel. Data from 2021 to 2023 was reported as an estimate as a percentage of business. In 2024, Solventum increased data quality and accuracy.
Category 7 (employee commuting)*	Metric tons CO_2e	44,000	48,000	52,800	110,000	Scope 3, Category 7 includes emissions from the transportation of employees between their homes and their worksites. Decrease in emissions from 2023 to 2024 was primarily due to a change in employee count and new emission factors. Remote work practices were incorporated in to the methodology beginning in 2022. Learn more about Work Your Way.
Category 8 (upstream leased assets)*	Metric tons CO_2e	20,000	Pre-separation data from 2021 – 2023 is unavailable			Scope 3, Category 8 includes emissions from the operation of assets that are leased by Solventum and not already included in Solventum's Scope 1 or Scope 2 inventories. In 2024 (post-separation), Solventum accounts for the Scope 1 and Scope 2 emissions from sites where Solventum has a Real Estate License Agreement with 3M under Category 8.
Total upstream Scope 3 emissions	Metric tons CO_2e	1,430,000	1,449,900	1,711,300	1,657,610	Includes Scope 3 Categories 1 through 8. Please note that 2024 totals are not directly comparable to other years, as Category 8 was not reported before 2024.
Category 9 (downstream transportation and distribution)*	Metric tons CO_2e	100,000	129,000	185,000	353,000	Scope 3, Category 9 includes downstream emissions associated with transportation of products shipped to Solventum's customers where the customer pays for the transportation. In 2024, Solventum increased data quality and accuracy.
Category 10 (processing of sold products)*	Metric tons CO_2e	40,200	Pre-separation data from 2021 – 2023 is unavailable			Scope 3, Category 10 includes emissions from processing of sold intermediate products. Intermediate products are products that require further processing, transformation, or inclusion in another product before use.
Category 11 (use of sold products)*	Metric tons CO_2e	181				Scope 3, Category 11 includes emissions from the use of goods and services sold by Solventum. This includes emissions from products that emit fugitive gases or indirectly generate emissions from the use electricity.

(*) 2021 – 2024 values have been assured by Apex Companies, LLC, except 2021 Scope 3, Category 12. The 2024 Assurance Statement is provided in this report.
Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Greenhouse gas emissions	Metric units	2024	2023	2022	2021	Boundary, scope and commentary
Category 12 (end-of-life treatment of sold products)*	Metric tons CO_2e	155,000	—	—	215,000	Scope 3, Category 12 includes emissions from the waste disposal and treatment of products sold by Solventum at the end of their life. These emissions include: landfilling, recycling and incinerating Solventum products and packaging when the end user has finished using the product.
Category 13 (downstream leased assets)	Metric tons CO_2e	—	—	—	—	No downstream assets are recognized under the scope of this boundary in 2024 and would be accounted for under Scope 1 and Scope 2.
Category 14 (franchises)	Metric tons CO_2e	—	—	—	—	Solventum did not have any franchises in 2024.
Category 15 (investments)*	Metric tons CO_2e	382	593	570	4,350	Scope 3, Category 15 includes Scope 3 emissions associated with Solventum's investments, not already included in Scope 1 or Scope 2. This includes emissions from business activities for companies where Solventum has an investment stake.
Total downstream Scope 3 emissions	Metric tons CO_2e	296,000	129,600	185,600	357,400	Please note that 2024 and 2021 totals are not directly comparable to other years, as Categories 10, 11 and 12 were not consistently reported before 2024. For example, 2021 includes emissions from Category 12 but does not include Categories 10 or 11, which are included in 2024.
Total Scope 3 emissions (upstream and downstream)*	Metric tons CO_2e	1,720,000	1,579,000	1,897,000	2,015,000	Please note that 2024 and 2021 totals are not directly comparable to other years, as Categories 8, 10, 11 and 12 were not consistently reported before 2024. For example, 2021 includes emissions from Category 12 but does not include Categories 8, 10 or 11, which are included in 2024.
Scope 3 goal progress	% reduction from 2021 baseline	51.8	59.9	45.5	—	**Goal:** Reduce absolute Scope 3 GHG emissions by 50% from a 2021 baseline by 2030. Scope 3 absolute reduction goal includes: Categories 3, 4, 7, 9 and 12.
Supplier engagement goal progress*	% purchased goods and services (category 1) emissions from suppliers committed to science-based targets	27.5	—	—	—	**Goal:** Enable suppliers covering 50% of emissions from purchased goods and services (Scope 3, Category 1) to set science-based targets.
Scope 1, 2 and 3 goal progress	% reduction from 2021 baseline	45.7	51.6	39.1	—	**Goal:** Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2050 from a 2021 baseline. Scope 3 absolute reduction goal includes: Categories 3, 4, 7, 9 and 12.

(*) 2021 – 2024 values have been assured by Apex Companies, LLC, except 2021 Scope 3, Category 12. The 2024 Assurance Statement is provided in this report.
Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Waste[1]	Metric units	2024	Boundary and scope
Waste disposed by disposal method			
Waste-to-energy	Metric tons	12,200	Any waste material burned as fuel for energy recovery and refuse-derived fuel facilities. This includes fuel burned for energy recovery in cement kilns or fuel blending facilities.
Incineration and treatment	Metric tons	2,980	Waste that is not covered under landfill or waste-to-energy. This includes waste that goes to an onsite or offsite incineration/thermal destruction facility that does not use waste to create energy.
Landfill	Metric tons	9,020	Any waste material sent to an onsite or offsite landfill or disposed of by land application. This includes trash and nonhazardous waste sent to any type of landfill, hazardous/regulated materials sent to hazardous waste landfills and land application of any sludges. Waste from construction projects and remediated soil is out of scope.
Total	Metric tons	24,200	Sum of waste-to-energy, incineration and treatment and landfill.
Waste diverted			
Onsite recycle and reuse	Metric tons	418	Material recycled, reused and reclaimed onsite, or at another Solventum facility.
Offsite recycle	Metric tons	10,000	Materials shipped offsite for intentional recycle, reclamation or compost (i.e., cardboard sold to a recycler, fluorescent lamps, broken pallets to wood chips, recovered solvent, used oil, film/plastic, recyclable metals or compostables).
Offsite reuse	Metric tons	2,740	Materials shipped offsite and reused without significant processing or reshaping. Material must be reused for the same purpose it was originally intended.
Total	Metric tons	13,200	Sum of onsite recycle and reuse, offsite reuse and offsite recycle.
Total waste disposed and diverted	Metric tons	37,400	Includes waste disposed and waste diverted.
Waste disposed by type			
Hazardous waste	Metric tons	3,030	Includes waste-to-energy, incineration and landfilled waste.
Nonhazardous waste	Metric tons	21,200	Includes waste-to-energy, incineration and landfilled waste.
Total	Metric tons	24,200	Includes hazardous and nonhazardous waste.
Zero waste to landfill			
Manufacturing sites	%	56.5	"Zero landfill" means that no waste is sent directly to a landfill from a Solventum manufacturing facility. Ash generated from Solventum material sent to a waste-to-energy site or incineration is out of scope. A site will be considered a "zero landfill" site if they have a full calendar year without sending any waste to a landfill.

(1) Waste metrics include Solventum manufacturing locations under 100% operational control. Estimates total less than 1.7% of Solventum's global waste by type totals.
Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Water	Metric units	2024	Boundary and scope
Water withdrawal			
Total	Million cubic meters	2.11	Total water withdrawal at Solventum manufacturing locations under 100% operational control. Water withdrawal encompasses water used within the “fenceline” of facilities, including water used for manufacturing and maintenance processes, cooling/heating, R&D, pilot plants, fire protection and domestic/sanitary uses. In 2024, one location, Dammam, Saudi Arabia, tracked water withdrawal through water discharge.
Water intensity (normalized to million dollars of net sales)	Million cubic meters per net sales (MM $USD)	0.000256	Calculated based on total water withdrawal. For 2024 sales, see Annual Report on Form 10-K.
% of Solventum’s water withdrawal from all manufacturing sites located within water stress/scarce areas	%	1.81	Includes Solventum manufacturing locations under 100% operational control located in water-stressed areas defined as “extremely high” overall water risk according to the World Resources (WRI) Aqueduct Risk Atlas 4.0. Three locations fall under this criteria located in: Dammam, Saudi Arabia; Irvine, California, United States; Monrovia, California, United States.

Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

Assurance statement

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VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Solventum Corporation:

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Solventum Corporation (Solventum) for the period stated below. This verification declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Solventum. Solventum is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions:
  - None

Types of GHGs: CO_2, N_2O, CH_4, HFCs, PFCs, SF_6

GHG Emissions Statement:

2024 GHG Emissions[1, 2, 3]	
Scope 1 Emissions – Metric tonnes of CO_2 equivalent (tCO_{2e})	146,000
Scope 2 Emissions (Location-Based) - tCO_{2e}	104,000
Scope 2 Emissions (Market-Based) - tCO_{2e}	63,300
Scope 1 and 2 Emissions (Market-Based) - tCO_{2e}	**209,000**
Scope 3, Category 1 Emissions – Purchased Goods & Services - tCO_{2e}	1,090,000
Scope 3, Category 2 Emissions – Capital Goods - tCO_{2e}	35,200
Scope 3, Category 3 Emissions – Fuel and Energy-Related Activities; Not Including Scope 1 or Scope 2 Emissions - tCO_{2e}	38,300
Scope 3, Category 4 Emissions – Upstream Transportation & Distribution - tCO_{2e}	165,000
Scope 3, Category 5 Emissions – Waste Generated in Operations - tCO_{2e}	12,800
Scope 3, Category 6 Emissions – Business Travel - tCO_{2e}	17,700
Scope 3, Category 7 Emissions – Employee Commuting - tCO_{2e}	44,000
Scope 3, Category 8 Emissions – Upstream Leased Assets - tCO_{2e}	20,000
Scope 3, Category 9 Emissions – Downstream Transportation & Distribution - tCO_{2e}	100,000
Scope 3, Category 10 Emissions – Processing of Sold Products - tCO_{2e}	40,200
Scope 3, Category 11 Emissions – Use of Sold Products - tCO_{2e}	181
Scope 3, Category 12 Emissions – End-of-Life Treatment of Sold Products - tCO_{2e}	155,000
Scope 3, Category 15 Emissions – Investments - tCO_{2e}	382
Total Scope 3 Categories 1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12 and 15 - tCO_{2e}	**1,720,000**
Additional Sustainability Data – Energy[3, 4]	
Total Renewable Electricity in Megawatt - hour (MWh)	126,000
Total Non-Renewable Electricity - MWh	139,000
Natural Gas - MWh	469,000
Steam - MWh	0
Fuel oil #1, #2 and #6 - MWh	1,050
Propane - MWh	14,600
Gasoline and Diesel - MWh	148
Jet Fuel - MWh	0
Hot Water - MWh	47
Coal - MWh	0
Total Energy Consumption - MWh	750,000
Supplier Engagement Goal Progress (Committed to Net Zero via SBTi)	27.5%

[1] Global Warming Potential (GWP) and emission factor data sets including, but not limited to:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Environment Canada, National Inventory Report 1990–2022: Greenhouse Gas Sources and Sinks in Canada, Annex 13 - Electricity in Canada: Summary and Intensity Tables, May 2, 2024
- Australian Government, National Greenhouse Gas Accounts Factors, 2024
- Association of Issuing Bodies (AIB), CADv2024
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024
- The US Environmentally Extended Input-Output Model v2.0, May 2, 2022
- Ecoinvent 3.10
- CDP Supply Chain Scope 3 Report (2021 – 2023 releases)

[2] Energy consumption (actual and estimated) values are used for calculating GHG emissions. Energy estimations are based on US Energy Information Agency's Commercial Buildings Energy Consumption Survey.

[3] Where attainable and justified, metrics are rounded to three significant figures. As a result, totals may not exactly match the sum of individual rounded values.

[4] Energy consumption includes actual energy entered into 3M's Site Environmental Database System from Solventum's manufacturing facilities and facilities larger than 30,000 square feet and does not include estimated energy.

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Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)
- Solventum data collection and reporting protocol

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases – Part 3: Specification with guidance for the verification and validation of greenhouse gas statements
- International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Solventum;
- Review of documentary evidence produced by Solventum;
- Remote virtual facility visits for manufacturing sites located in Brookings, South Dakota; Meriden, Connecticut; and Seefeld, Germany;
- Review of Solventum data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Solventum to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Solventum has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Solventum, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Scott Johnston, Lead Verifier
ESG Principal Consultant
Apex Companies, LLC
Doral, Florida

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

May 9, 2025

This verification opinion declaration, including the opinion expressed herein, is provided to Solventum Corporation and is solely for the benefit of Solventum Corporation in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

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GRI index

Solventum has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards.

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
GRI 2	**General disclosures 2021**			
2-1	**Organizational details**	Legal name: Solventum Corporation Headquarters: Maplewood, Minnesota, 55144, United States Location of operations: About Solventum. For a detailed list, please see the Annual Report on Form 10-K, Item 2 – Properties. Ownership and legal form: Annual Report on Form 10-K	5	
2-2	**Entities included in the organization's sustainability reporting**	About this report	4	
2-3	**Reporting period, frequency and contact point**	About this report The 2024 Sustainability and Social Impact Report was published in May 2025. Contact point: Investors@solventum.com and/or Sustainability form	4	
2-4	**Restatements of information**	Information on restatements of social impact and sustainability data are included in the Key performance indicator tables, as appropriate. Solventum restates metrics if there are significant changes in the measurement methods and/or data values of key performance metrics from previous years. Significant changes are defined as changes + or - 5% of the original data point.	50-58	
2-5	**External assurance**	Assurance statement	59-60	
2-6	**Activities, value chain and other business relationships**	Solventum.com About this report Global workforce Stakeholder engagement Communities Product quality, safety and stewardship Responsible procurement Human rights Annual Report on Form 10-K, Item 1 – Business	4 18-24 16 25-27 28-29 30-32 47	
2-7	**Employees**	Global workforce Key performance indicators: Employee demographics Annual Report on Form 10-K, Item 1 – Business – Human Capital	18-24 50	
2-8	**Workers who are not employees**	Global workforce Key performance indicators: Employee demographics	18-24 50	

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
2-9	**Governance structure and composition**	ESG governance Solventum committee composition Solventum governance Solventum leadership	44	
2-10	**Nomination and selection of the highest governance body**	Proxy Statement – Nominations for Directors		
2-11	**Chair of the highest governance body**	Proxy Statement – Board Composition and Leadership Structure		
2-12	**Role of the highest governance body in overseeing the management of impacts**	ESG governance Solventum governance Solventum leadership Proxy Statement – Board of Directors Proxy Statement – Governance Committee	44	
2-13	**Delegation of responsibility for managing impacts**	ESG governance Solventum governance Solventum leadership Proxy Statement – Board of Directors Proxy Statement – Audit Committee Proxy Statement – Governance Committee Proxy Statement – Talent Committee	44	
2-14	**Role of highest governance body in sustainability reporting**	ESG governance	44	
2-15	**Conflicts of interest**	Solventum Corporation Code of Business Conduct and Ethics for Members of the Board of Directors		
2-16	**Communication of critical concerns**	Enterprise risk management Annual Report on Form 10-K, Item 1A – Risk Factors	45	
2-17	**Collective knowledge of the highest governance body**	ESG governance Proxy Statement – Directors' Skills, Backgrounds and Expertise	44	
2-18	**Evaluation of the performance of the highest governance body**	Proxy Statement – Board Self-Evaluation Process		
2-19	**Remuneration policies**	Proxy Statement – 2024 Director Compensation Proxy Statement – Executive Compensation Charter of the Talent Committee of the Board of Directors		

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
2-20	**Process to determine remuneration**	Proxy Statement – 2024 Director Compensation Proxy Statement – Executive Compensation Charter of the Talent Committee of the Board of Directors		
2-21	**Annual total compensation ratio**	Data unavailable for disclosure		
2-22	**Statement on sustainable development strategy**	Message from the CEO Message from the CSO Our strategic approach	3 12 13	
2-23	**Policy commitments**	Policies and resource list Solventum values	48	
2-24	**Embedding policy commitments**	Ethics and compliance Policies and resource list	45-47 48	
2-25	**Processes to remediate negative impacts**	Ethics and compliance	45-47	
2-26	**Mechanisms for seeking advice and raising concerns**	Ethics and compliance SolventumEthics.com	45-47	
2-27	**Compliance with laws and regulations**	Code of Conduct Significant legal actions for noncompliance with laws and regulations are discussed in our Annual Report on Form 10-K, Item 8, Note 11 – Commitments and Contingencies.	45	
2-28	**Membership associations**	Stakeholder engagement Integrity in sales and marketing	16 47	
2-29	**Approach to stakeholder engagement**	Stakeholder engagement Proxy Statement – Notice of Annual Meeting of Shareholders	16	
2-30	**Collective bargaining agreements**	Human rights Annual Report on Form 10-K, Item 1 – Business – Human Capital	47	
GRI 3	**Material topics 2021**			
3-1	**Process to determine material topics**	Double materiality assessment	14-15	
3-2	**List of material topics**	Double materiality assessment	14-15	

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
GRI 201	**Economic performance 2016**			
201-2	**Financial implications and other risks and opportunities due to climate change**	Climate Enterprise risk management Annual Report on Form 10-K, Item 1 – Business – Environmental, Health, and Safety Matters Annual Report on Form 10-K, Item 1A – Risk Factors – Legal and Compliance Risks	35-37 45	13.1
GRI 203	**Indirect economic impacts 2016**			
203-1	**Infrastructure investments and services supported**	Communities	25-27	5.4; 9.1; 9.4; 11.2
203-2	**Significant indirect economic impacts**	Communities	25-27	1.2;1.4; 3.8; 8.2; 8.3; 8.5
GRI 205	**Anti-corruption 2016**			
3-3	**Management of material topics**	Code of Conduct	45	
205-2	**Communication and training about anti-corruption policies**	Ethics and compliance Responsible procurement	45-47 30-32	16.5
205-3	**Confirmed incidents of corruption and actions taken**	Ethics and compliance Speak up culture *Confidentiality constraints. This information is considered business confidential*: see Solventum's Code of Conduct for additional information on mechanisms used to address and resolve corruption issues. Significant legal actions for noncompliance with laws and regulations are discussed in our Annual Report on Form 10-K, Item 8, Note 11 – Commitments and Contingencies.	45 46	16.5
GRI 301	**Materials 2016**			
3-3	**Management of material topics**	Product and packaging sustainability	39-42	
301-1	**Materials used by weight or volume**	*Information unavailable/incomplete.* Material weight or volume by nonrenewable and renewable categories for Solventum's products is not available. Solventum is working to improve systems to collect this type of information. Learn more about our efforts in product and packaging sustainability.	39-42	8.4; 12.2
301-2	**Recycled input materials used**	*Information unavailable/incomplete.* Percentage of recycled input materials used to manufacture Solventum's products is not available. Solventum is working to improve systems to collect this type of information. Learn more about our efforts in product and packaging sustainability.	39-42	8.4; 12.2; 12.5
301-3	**Reclaimed products and their packaging materials**	*Information unavailable/incomplete.* We do not currently track reclaimed product and packaging materials by product category. Learn more about our efforts in product and packaging sustainability.	39-42	8.4; 12.2; 12.5

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
GRI 302	**Energy 2016**			
302-1	**Energy consumption within the organization**	Environmental management Climate Key performance indicators: Energy	34 35-37 52	7.2; 7.3; 8.4; 12.2; 13.1
302-3	**Energy intensity**	Environmental management Climate Key performance indicators: Energy	34 35-37 52	7.3; 8.4; 12.2; 13.1
302-4	**Reduction of energy consumption**	Environmental management Climate Key performance indicators: Energy	34 35-37 52	7.3; 8.4; 12.2; 13.1
302-5	**Reductions in energy requirements of products and services**	Environmental management Climate Product and packaging sustainability	34 35-37 39-42	7.3; 8.4; 12.2; 13.1
GRI 303	**Water and effluents 2018**			
303-1	**Interactions with water as a shared resource**	Environmental management Water and waste	34 38	6.3; 6.4; 6.A; 6.B; 12.4
303-2	**Management of water discharge-related impacts**	Environmental management Water and waste	34 38	6.3
303-3	**Water withdrawal**	Water and waste Key performance indicators: Water	38 58	6.4
303-4	**Water discharge**	Water discharge and breakdown by types of destination is not available at an aggregate level. Water discharge and related compliance is managed according to Solventum policies at the site level. See water and waste for additional information.	38	6.3
GRI 305	**Emissions 2016**			
3-3	**Management of material topics**	Environmental management Climate	34 35-37	
305-1	**Direct (Scope 1) GHG emissions**	Environmental management Climate Key performance indicators: Greenhouse gas emissions	34 35-37 53-56	3.9; 12.4; 13.1; 14.3; 15.2
305-2	**Energy indirect (Scope 2) GHG emissions**	Environmental management Climate Key performance indicators: Greenhouse gas emissions	34 35-37 53-56	3.9; 12.4; 13.1; 14.3; 15.2

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
305-3	**Other indirect (Scope 3) GHG emissions**	Environmental management Climate Key performance indicators: Greenhouse gas emissions	34 35-37 53-56	3.9; 12.4; 13.1; 14.3; 15.2
305-4	**GHG emissions intensity**	Environmental management Climate Key performance indicators: Greenhouse gas emissions	34 35-37 53-56	13.1; 14.3; 15.2
305-5	**Reduction of GHG emissions**	Environmental management Climate Key performance indicators: Greenhouse gas emissions	34 35-37 53-56	13.1; 14.3; 15.2
305-7	**Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions**	We track volatile organic compound (VOC) emissions at the site-level based on raw material usage, engineering estimates, published emission factors, continuous emission monitoring systems and stack test data. Total 2024 VOC emissions generated at Solventum manufacturing locations under 100% operational control is 258 metric tons.		3.9; 12.4; 14.3; 15.2
GRI 306	**Waste 2020**			
306-1	**Waste generation and significant waste-related impacts**	Environmental management Water and waste Product and packaging sustainability Key performance indicators: Waste	34 38 39-42 57	3.9; 6.3; 6.4; 6.6; 12.4; 14.1
306-2	**Management of significant waste-related impacts**	Environmental management Water and waste Product and packaging sustainability	34 38 39-42	3.9; 6.3; 12.4; 12.5
306-3	**Waste generated**	Key performance indicators: Waste	57	3.9; 6.3; 6.6; 12.4; 14.1; 15.1
306-4	**Waste diverted from disposal**	Key performance indicators: Waste	57	3.9; 12.4
306-5	**Waste directed to disposal**	Key performance indicators: Waste	57	6.6; 14.2; 15.1; 15.5
GRI 308	**Supplier environmental assessment 2016**			
308-2	**Negative environmental impacts in the supply chain and actions taken**	Responsible procurement	30-32	
GRI 401	**Employment 2016**			
401-1	**New employee hires and employee turnover**	Key performance indicators: Employee demographics	50	5.1; 8.5; 8.6; 10.3
401-2	**Benefits provided to full-time employees that are not provided to temporary or part-time employees**	Employee well-being	22	3.2; 5.4; 8.5

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
401-3	**Parental leave**	Employee well-being Key performance indicators: Employee demographics	22 50	5.1; 5.4; 8.5
GRI 403	**Occupational health and safety 2018**			
3-3	**Management of material topics**	Employee health and safety	23-24	
403-1	**Occupational health and safety management system**	Employee health and safety	23-24	8.8
403-2	**Hazard identification, risk assessment and incident investigation**	Employee health and safety	23-24	8.8
403-3	**Occupational health services**	Employee health and safety	23-24	8.8
403-4	**Worker participation, consultation, and communication on occupational health and safety**	Employee health and safety	23-24	8.8; 16.7
403-5	**Worker training on occupational health and safety**	Employee health and safety	23-24	8.8
403-6	**Promotion of worker health**	Employee well-being	22	3.3; 3.5; 3.7; 3.8
403-8	**Workers covered by an occupational health and safety management system**	Our Environmental, Health & Safety Policy Statement applies to all Solventum employees and contingent workers.		8.8
403-9	**Work-related injuries**	Key performance indicators: Employee health and safety	51	3.6; 3.9; 8.8; 16.1
GRI 404	**Training and education 2016**			
404-2	**Programs for upgrading employee skills and transition assistance programs**	Culture and engagement	18-20	8.2; 8.5
404-3	**Percentage of employees receiving regular performance and career development reviews**	Culture and engagement	18-20	5.1; 8.5; 10.3
GRI 405	**Diversity and equal opportunity 2016**			
405-1	**Diversity of governance bodies and employees**	Key performance indicators: Employee demographics Proxy Statement – Directors' Skills, Backgrounds and Expertise	50	5.1; 5.5; 8.5

Disclosure number	Description	Cross-reference (hyperlinks) or direct answer	Page #	Sustainable Development Goal connection
GRI 408	**Child labor 2016**			
408-1	**Operations and suppliers at significant risk for incidents of child labor**	Human rights Responsible procurement	47 30-32	8.7; 16.2
GRI 409	**Forced or compulsory labor 2016**			
409-1	**Operations and suppliers at significant risk for incidents of forced or compulsory labor**	Human rights Responsible procurement	47 30-32	8.7
GRI 414	**Supplier social assessment 2016**			
414-2	**Negative social impacts in the supply chain and actions taken**	Responsible procurement	30-32	5.2; 8.8; 16.1
GRI 415	**Public policy 2016**			
415-1	**Political contributions**	Political engagements	48	16.5
GRI 416	**Customer health and safety 2016**			
3-3	**Management of material topics**	Product quality, safety and stewardship	28-29	
416-1	**Assessment of the health and safety impacts of product and service categories**	Product stewardship	29	
416-2	**Incidents of noncompliance concerning the health and safety impacts of products and services**	Significant legal actions for noncompliance with laws and regulations are discussed in our Annual Report on Form 10-K, Item 8, Note 11 – Commitments and Contingencies.		16.3
GRI 418	**Customer privacy 2016**			
3-3	**Management of material topics**	Cybersecurity and data privacy Code of Conduct	48 45	
418-1	**Substantiated complaints concerning breaches of customer privacy and losses of customer data**	No substantiated complaints concerning breaches of customer privacy and losses of customer data are listed in our Annual Report. Relevant risk factors are discussed in our Annual Report on Form 10-K, Item 1A – Risk Factors – Information Technology and Intellectual Property Risks.		16.3; 16.10

SASB index

Topic	Metric	SASB Code	Disclosure
Activity metric	Number of units sold by product category	HC-MS-000.A	For information on Solventum's revenue, see Our business segments.
Affordability and pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Information on pricing is discussed in our Annual Report on Form 10-K, Item 1 – Business – Pricing.
Product safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	Current information on FDA medical device recalls may be found here. Current information on U.S. FDA drug recalls may be found here. Solventum's global entities comply with all local laws and regulations related to Field Safety Corrective Actions.
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	Current information on the products listed on the U.S. FDA's MedWatch Safety Alerts for Human Medical Products may be found here.
	Number of fatalities associated with products	HC-MS-250a.3	Solventum reports all data as required by the U.S. FDA. Reference the Manufacturer and User Facility Device Experience (MAUDE) database for more information.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	Current information on the number of U.S. FDA enforcement actions may be found here.
Ethical marketing	Total amount of monetary losses as a result of legal proceeding associated with false marketing claims	HC-MS-270a.1	Significant legal actions for noncompliance with laws and regulations are discussed in our Annual Report on Form 10-K, Item 8, Note 11 – Commitments and Contingencies.
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Integrity in sales and marketing
Product design and life cycle management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Product stewardship
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Product longevity
Supply chain management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Quality management Supplier quality audits executed by Solventum teams use a risk-based approach and are part of the comprehensive supplier management approach, which includes monitoring of key metrics and Supplier Corrective Action Requests (SCARs) as required.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Quality management
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Supply chain resiliency
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	Significant legal actions for noncompliance with laws and regulations are discussed in our Annual Report on Form 10-K, Item 8, Note 11 – Commitments and Contingencies.
	Description of code of ethics governing interactions with healthcare professionals	HC-MS-510a.2	Integrity in sales and marketing

TCFD index

Recommendation	Disclosure alignment	Summary of current state
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing climate-related risks and opportunities.	We adopt both top-down and bottom-up approaches and involve the board and management to align on strategy, goals and targets, and implement our initiatives. Solventum's board of directors oversees our strategic and business planning process and has general oversight of our overall ESG strategies, goals and results. The board also reviews and assesses management's approach to addressing significant risks facing our company. The board meets quarterly, and its committees are tasked with specific oversight responsibilities. The chief sustainability officer (CSO) provides periodic updates to the board and its committees on ESG matters. Learn more in management and board oversight in ESG governance.
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	• Climate change and ESG laws – There has been increased focus in recent years by federal, international, state and local regulatory and legislative bodies to combat and/or limit the effects of climate change through a variety of means, including regulating greenhouse gas emissions (and the establishment of enhanced internal processes or systems to track them), policies mandating or promoting the use of renewable or zero-carbon energy and sustainability initiatives, and additional taxes on fuel and energy, as well as to expand mandatory and voluntary ESG reporting, diligence and disclosure requirements, including the European Union's Corporate Sustainability Reporting Directive (CSRD), the recently enacted legislation in California requiring reporting of greenhouse gas emissions and climate risk and similar regulatory requirements in other jurisdictions. If legislation or regulations are enacted or promulgated in the U.S. or in any other jurisdiction in which Solventum does business that impose more stringent restrictions and requirements than its current legal or regulatory obligations, Solventum and companies in its supply chain may experience increased compliance burdens and costs to meet the regulatory obligations, which could cause disruption in the sourcing, manufacturing and distribution of its products and adversely affect its business, results of operations, financial condition and cash flows. • Climate change and the impacts of climate change may materially adversely affect Solventum's business, results of operations, financial condition and cash flows. The impacts of climate change may include physical risks (e.g., rising sea levels or frequency and severity of extreme weather conditions, including natural disasters), social and human effects (e.g., population dislocations, economic disruption, political and social instability or harm to health and well-being), compliance costs and transition risks (e.g., regulatory or technology changes), shifts in market trends (e.g., customers increasingly prioritize purchasing products that are sustainably made) and other adverse effects. Such impacts may cause physical damage to Solventum's facilities as well as those of its suppliers, customers and other business partners, and disrupt Solventum's supply chain and operations by adversely affecting its ability to procure goods or services required for the operation of its business at the quantities and levels it requires due to impairment of the availability and cost of certain products, materials, natural resources, commodities and energy. These outcomes may in turn result in customers transitioning to competitive products, loss of market share, negative publicity, reputational damage, loss of customer confidence or other negative consequences (including a decline in stock price). • Additionally, the impacts of climate change may further influence customer preferences and requirements, such as increased demand for products with lower environmental footprints, and for companies to produce and demonstrate progress against greenhouse gas reduction plans and targets. Failure to provide climate-friendly products or demonstrate greenhouse gas reductions could result in loss of market share. • Solventum did not use scenario analysis to inform climate-related risks in 2024. Learn more about how we assess our sustainability risks in our Double materiality assessment. Learn more about our climate risks in Climate and Annual Report on Form 10-K, Item 1A – Risk Factors – Legal and Compliance Risks.

Recommendation	Disclosure alignment	Summary of current state
Risk management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	• Climate-related risks and opportunities are identified and evaluated in our enterprise risk management process as well as our cross-functional double materiality assessment process. Solventum uses a combination of stakeholder input, historical financial records or projected estimates, as well as industry benchmarking to assess and prioritize climate-related risks. Throughout our risk identification, assessment and management process, we consider climate-related physical risks, technology, market, legal and reputational risks, as well as current and emerging regulation, in direct operations and in our supply chain. Learn more about our risks in our Annual Report on Form 10-K, Item 1A – Risk Factors.
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We have taken important steps to establish commitments and to embark on initiatives that can help mitigate the effects of climate change. Our efforts, taken collectively with those of other businesses, organizations and governments around the world, can help to minimize climate-change-related disruptions to our operations, suppliers and patients. Our commitments also support important climate goals established by our customers. Our climate goals[1]: • Solventum commits to reach net-zero greenhouse gas emissions across the value chain by 2050. We commit to reducing absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2021 baseline. • By 2030, Solventum will reduce absolute Scope 1 and Scope 2 GHG emissions by 46% from a 2021 baseline. As part of this target, we commit to source 100% renewable electricity across worldwide operations by 2030. • By 2030, Solventum will reduce absolute Scope 3 GHG emissions by 50% from a 2021 baseline[2] and enable suppliers covering 50% of emissions from Purchased Goods and Services (Category 1) to set science-based targets. Learn more about our climate goals in Climate. Learn more about our climate goal performance in our key performance indicators – greenhouse gas emissions table and energy table.

(1) In line with our commitment to reach net-zero emissions by 2050, we intend to submit targets to the Science Based Targets initiative (SBTi) for validation. SBTi recommends using the most recent year with available data as the baseline year. Solventum uses 2021 as a baseline year for our GHG emissions, as it is the most recent year where accurate data exists. Although Solventum did not exist as an entity in 2021, this baseline year accurately reflects and is comparable to our current operational footprint. We follow the GHG Protocol Corporate Reporting Standard in recognition that divested businesses may have climate impact prior to becoming their own entity.

(2) Scope 3 absolute reduction goal includes: Category 3: fuel and energy-related activities; Category 4: upstream transportation; Category 7: employee commuting; Category 9: downstream transportation; and Category 12: end-of-life treatment of sold products.

Forward-looking statements

This 2024 Solventum Sustainability and Social Impact Report and materials Solventum has filed or will file with the U.S. Securities and Exchange Commission ("SEC") (and oral communications that Solventum may make) contain or incorporate by reference statements that relate to future events and expectations and, as such, constitute forward-looking statements that involve risk and uncertainties. Forward-looking statements include those containing such words as "anticipates," "believes," "could," "estimates," "expects," "forecasts," "goal," "guidance," "intends," "may," "outlook," "plans," "projects," "seeks," "sees," "should," "targets," "will," "would," or other words of similar meaning. All statements that reflect Solventum's expectations, assumptions or projections about the future, other than statements of historical fact, are forward-looking statements, including, without limitation, forecasts relating to discussions of future operations and financial performance (including volume growth, pricing, sales and earnings per share growth and cash flows) and statements regarding Solventum's strategy for growth, future product development, regulatory clearances and approvals, competitive position and expenditures. Forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties and changes in circumstances that are difficult to predict. Although Solventum believes that the expectations reflected in any forward-looking statements it makes are based on reasonable assumptions, it can give no assurance that these expectations will be attained, and it is possible that actual results may differ materially from those indicated by these forward-looking statements due to a variety of risks and uncertainties. Such risks and uncertainties include, but are not limited to:

- The effects of, and changes in, worldwide economic, political, regulatory, international, trade and geopolitical conditions, natural disasters, war, public health crises and other events beyond Solventum's control;
- Operational execution risks;
- Damage to our reputation or our brands;
- Risks from acquisitions, strategic alliances, divestitures and other strategic events;
- Solventum's business dealings involving third-party partners in various markets;
- Solventum's ability to access the capital and credit markets and changes in Solventum's credit ratings;
- Exposure to interest rate and currency risks;
- The highly competitive environment in which Solventum operates and consolidation in the healthcare industry;
- Reduction in customers' research budgets or government funding;
- The timing and market acceptance of Solventum's new product and service offerings;
- Ongoing working relationships with certain key healthcare professionals;
- Changes in reimbursement practices of governments or private payers or other cost containment measures;
- Solventum's ability to obtain components or raw materials supplied by third parties and other manufacturing and related supply chain difficulties, interruptions and disruptive factors;
- Legal and regulatory proceedings and legal compliance risks (including third-party risks) with regard to antitrust, Foreign Corrupt Practices Act (FCPA) and other anti-bribery laws, environmental laws, anti-kickback and false claims laws, privacy laws, tax laws, and other laws and regulations in the United States and other countries in which Solventum operates;
- Potential liabilities related to a broad group of perfluoroalkyl and polyfluoroalkyl substances, collectively known as "PFAS";
- Risks related to the highly regulated environment in which Solventum operates;
- Risks associated with product liability claims;
- Climate change and measures to address climate change;
- Security breaches and other disruptions to information technology infrastructure;
- Solventum's failure to obtain, maintain, protect or effectively enforce its intellectual property ("IP") rights;
- Pension and postretirement obligation liabilities;
- Any failure by 3M to perform any of its obligations under the various Separation agreements in connection with the spin-off;
- Any failure to realize the expected benefits of the spin-off, and/or that the separation will not be completed within the expected time frame, on the expected terms or at all;
- A determination by the IRS or other tax authorities that the distribution or certain related transactions should be treated as taxable transactions;
- Financing transactions undertaken in connection with the spin-off and risks associated with additional indebtedness;
- The risk that incremental costs of operating on a standalone basis (including the loss of synergies), costs of restructuring transactions and other costs incurred in connection with the spin-off will exceed Solventum's estimates; and
- The impact of the spin-off on its businesses and the risk that the spin-off may be more difficult, time-consuming or costly than expected, including the impact on its resources, systems, procedures and controls, diversion of management's attention and the impact on relationships with customers, suppliers, employees and other business counterparties.

The above list is not exhaustive or necessarily set forth in the order of importance. Forward-looking statements are based on certain assumptions and expectations of future events and trends, and actual future results and trends may differ materially from historical results or those reflected in any such forward-looking statements depending on a variety of factors. Solventum assumes no obligation to update or revise such statement, whether as a result of new information, future events or otherwise, except as required by applicable law. Important information as to the factors that may impact our actual results can be found in Part II, Item 1A, “Risk Factors,” in Solventum’s Annual Report on Form 10-K.

In addition, this report contains information about Solventum’s sustainability and social impact goals, targets, initiatives, commitments and activities. These efforts include the risks that the standards by which achievement is measured, the assumptions underlying a particular goal or matter, and our ability to accurately report particular information may change. As a result, actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for sustainability and social impact generally or to specific focus areas, changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, Solventum’s pursuit of certain goals, commitments or initiatives. Moreover, the standards by which sustainability and social impact efforts and related matters are measured are developing and evolving, and certain areas are based on assumptions. The standards and assumptions could change over time. The selection by management of alternative acceptable measurements could have resulted in materially different amounts or metrics reported herein. In addition, statements made about our company, business or efforts may not apply to all business units (e.g., ones that were more recently divested).

Further, this report may use certain terms that third parties refer to as “material” in connection with certain sustainability and social impact matters. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations or as these terms are used in the context of financial statements and financial reporting. Therefore, matters considered to be material for purposes of this report may not be considered material in the context of our financial statements, reports with the SEC, or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to Solventum in those contexts.

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