

## Executive Stock Ownership Guidelines

### Introduction

The Company expects Section 16 reporting officers to work toward achievement of the specified level of Solventum stock ownership within a reasonable timeframe.

### Guidelines

- Covered Executives: Solventum Section 16 reporting officers (“Senior Executive”)
- Ownership Multiples and Calculation Timing:
  - *Multiple Table.* For all covered executives, the following multiples shall apply to determine the required number of shares to be attained pursuant to these Guidelines:

Covered Executive’s Position	Ownership Multiple
Chief Executive Officer or Executive Chair	6X
Any position at job grade L1	3X
Any other position	2X

- *Calculation upon Initial Appointment.* The number of shares to be attained will be calculated using a multiple (based on the above table) of annual base salary at the time of appointment to Section 16 reporting officer status and at the time of a position change from one multiple level to a higher (promotion) or lower (demotion) multiple level, divided by the closing price of Solventum stock on that date.
- *Periodic Recalculation.* Beginning December 31, 2024 and every three (3) years thereafter, the Company will recalculate each covered executive’s minimum number of shares to be attained. The new number of shares will be recalculated using a multiple (based on the above table) of each executive’s then current annual base salary, divided by the closing price of Solventum stock on that date.
- *Transition Timeframe:* For the initial calculation under these Guidelines, a covered executive will have five (5) years (from time of appointment to Section 16 reporting officer status) to meet the required level of ownership. For periodic recalculations done pursuant to these Guidelines that result in a required level of ownership higher than the previous level of ownership established for an executive, the executive will have three (3) years (from the date of the recalculation) to reach the higher level of ownership. For any covered executive who is within the initial 5-year period described above, the executive must achieve any higher level of ownership within the longer of the remaining portion of the 5-year period, or the 3-year period.
- *Shares Counted:* Actual Solventum shares owned by the executive or an immediate family member; shares credited to the executive’s account under the Solventum 401(k) plan or another deferred compensation plan; Employees Stock Purchase Plan shares held in book entry; restricted stock and restricted stock units
- *Compliance:* If a covered executive is not on track to meet his or her required level of ownership within the timeframe specified above, he or she will be required to hold and not sell a sufficient number of the after-tax

shares of Solventum common stock received upon the next payout of performance shares for the individual to be on track (e.g., for a 5-year period, 20% after one year, 40% after two years, etc.)

#### Monitoring/Management of Guidelines

- Solventum’s Legal Affairs department manages the activities for individual transactions in accordance with current policy and the following enhancements:
  - The preferred transaction is one that does not decrease overall ownership level
  - If decreasing ownership level, CEO shall be notified in advance by the executive
- Periodic reports are shared with the CEO and the Talent Committee of Solventum’s Board of Directors to show status of ownership levels.
- Stock ownership guidelines will be published in the Solventum proxy statement.