

Intuitive Statement on the Prevention of Modern Slavery and Human Trafficking

Opening Statement

At Intuitive Surgical, Inc. (and together with its subsidiaries, “Intuitive”), respecting human rights is core to our mission of improving patients’ lives through life-enhancing minimally invasive healthcare. Throughout our company, operations, and supply chain, we strive to respect human rights, to avoid complicity in human rights abuse, and to take steps to address human rights impacts.

Our employment and supply chain practices explicitly prohibit human trafficking and the use of any form of modern slavery within our operations and supply base. Intuitive prohibits and will not tolerate the use of forced labor, recruitment fees, restriction of workers’ freedom of employment movement, and child labor. Intuitive expects its suppliers and business partners to comply with these requirements.

This Statement on the Prevention of Modern Slavery and Human Trafficking (“Statement”) is made pursuant to, and meets Intuitive’s reporting obligations under, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the “Canadian Act”)¹, the *UK Modern Slavery Act of 2015* (the “UK Act”)², and the *California Transparency in Supply Chains Act of 2010* (the “California Act”).³ This report covers our activities and actions taken for our financial year 2025 (“2025”).

This Statement communicates Intuitive’s policies and practices to prevent modern slavery and human trafficking, how we identify and address potential impacts, and how we mitigate risks. Intuitive is committed to complying with the eight core conventions of the International Labour Organization (“ILO”), including Conventions No.29 and No.105 on the elimination of all forms of forced or compulsory labor, the UN Guiding Principles on Business and Human Rights and the ILO-IOE Child Labor Guidance Tool for Business. As articulated in these frameworks, Intuitive’s employment practices and policies, including our Code of Business Conduct and Ethics, support the fundamental human rights principles of freely chosen employment, the elimination of forced labor and child labor, and the rights of workers to engage in peaceful assembly, organize, and freely associate and bargain collectively.

¹ For purposes of the Canadian Act, the reporting entity is Intuitive Surgical Canada, Inc. (“Intuitive Canada”), which is headquartered in Halifax, Nova Scotia and incorporated under the laws of Nova Scotia having Business Number 772393534RM0001. This Statement has been approved by the governing body of Intuitive Canada and has been signed by an officer of Intuitive Canada (see page 7)

² For purposes of the UK Act, the reporting entity is Intuitive Surgical Limited (“Intuitive UK”) which sells Intuitive products in the United Kingdom (“UK”). This Statement has been approved by the board of directors of Intuitive UK and has been signed by a director of Intuitive UK (see page 8)

³ For purposes of the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (the “DDTrO”), this Statement has been prepared in compliance with internationally recognized equivalent regulations within the meaning of art. 9 and Annex 2 part B of the DDTrO, for which Intuitive Surgical Sàrl, a subsidiary of Intuitive Surgical, Inc., is the reporting entity.

Structure, Activities and Supply Chains

Intuitive is a multinational corporation headquartered in Sunnyvale, California, and is a global leader in minimally invasive care and the pioneer of robotic surgery. Our technologies include the da Vinci surgical system and the Ion endoluminal system. By uniting advanced systems, progressive learning, and value-enhancing services, we help physicians and their teams optimize care delivery to support the best outcomes possible. At Intuitive, we envision a future of care that is less invasive and profoundly better, where diseases are identified early and treated quickly, so patients can get back to what matters most.

Intuitive Canada and Intuitive UK participate in Intuitive's collective programs and policies related to human rights and supply chain compliance. This report sets out the steps that Intuitive has taken and is continuing to take to ensure that forced labor and human trafficking are not taking place within our business or supply chains.

Our Board of Directors, through its Governance and Nominating Committee and Audit Committee, oversees environmental, social, and governance (ESG) matters at Intuitive, including human rights-related compliance and preventing forced labor in our operations and supply chain.

Our cross-functional Compliance Committee oversees Intuitive's compliance with applicable laws, including those related to human rights and forced labor. It is led by our Chief Legal and Compliance Officer and features senior executive leaders representing key functions across our business, including Legal, Finance, Human Resources, and Regulatory Affairs and Quality Assurance. The Compliance Committee is responsible for the development, implementation, maintenance, and administration of our compliance programs, including our human rights program.

Intuitive ensures the secure distribution of robotic surgical systems and accessories, such as the da Vinci Surgical System, to care sites by maintaining a robust and reliable supply chain. The company leverages logistics and supply chain management strategies to ensure that all equipment and components are delivered safely and efficiently across the globe. By collaborating with trusted logistics partners and implementing rigorous quality control measures, Intuitive guarantees that their products meet the highest standards of safety and performance. This secure supply chain not only supports the distribution of cutting-edge robotic technology but also ensures that care sites can consistently offer minimally invasive surgical options to their patients. Furthermore, Intuitive provides extensive training and support to healthcare professionals, reinforcing the safe and effective use of their systems in clinical settings.

Policies and Due Diligence Processes

Intuitive is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

In relation to forced labor, human trafficking, and child labor, Intuitive has implemented policies and due diligence processes based on international labor and human rights standards, as well as best practices within our industry and the wider business community. These policies apply to Intuitive globally and all local subsidiaries, including Intuitive Canada and Intuitive UK, adhere to them. Intuitive’s policies include:

- **Position on Human Rights** - Our commitment to upholding and respecting human rights is stated in our Position on Human Rights policy. Our approach is governed by international human rights frameworks, including the ILO core labor standards and UN Guiding Principles on Business and Human Rights.
- **Supplier Code of Conduct** - Intuitive’s key expectations for our supply chain including compliance with global modern slavery and human rights legislation.
- **Supplier Agreements** - We require supplier compliance with laws, including child labor laws and laws against slavery and/or human trafficking.
- **Global Supplier Manual** - Intuitive is committed to the highest standards of business conduct. This commitment requires that Intuitive not only conducts business in accordance with all applicable laws and regulations but that suppliers also operate using the highest standards of social responsibility.
- **Conflict Minerals Policy Statement** - Intuitive is committed in its efforts to comply with the Conflict Minerals Rule requirements and to sourcing materials from suppliers that share our values regarding ethics and integrity, respect for human rights, and environmental responsibility.

Risks and Mitigation

As Intuitive’s long-term business success depends on integrity and principled business conduct, Intuitive expects the same commitment to legal, ethical, and social responsibilities from external suppliers who share in Intuitive’s business. Intuitive requires its suppliers to comply with various laws and regulations including but not limited to:

52.222-50, Combatting Trafficking in Persons (Feb 2009) (22 U.S.C. 7104(9))52.203-13, Contractor Code of Business Ethics and Conduct (Apr 2010) (Pub.L. 110-252, Title VI, Chapter 1 (41USC 251 note)), Forced labor trade law under Section 307 of the Tariff Act of 1930 (19 USC 1307), which includes the Withhold Release Order (ERO) and Findings, Uyghur Forced Labor Prevention Act (UFLPA) and Countering America’s Adversaries Through Sanctions Act (CAATSA); and Articles 2(3) of Directive 2011/36/EU (Offenses concerning trafficking in human beings), the California Transparency in Supply Chains Act, the UK Modern Slavery Act, and the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Intuitive manages supplier-related risks, including potential risks of modern slavery and human trafficking, through its Global Supply Chain and Quality functions and in alignment with its

Supplier Code of Conduct. The Company applies a risk-based approach to supplier due diligence, which includes consideration of human rights related risk factors.

Suppliers are vetted against international watchlists, including those related to forced and child labor, prior to onboarding, and are subject to ongoing due diligence processes consistent with Intuitive's established programs. Based on available information and relevant risk indicators, certain suppliers may be identified for further evaluation. In such cases, Intuitive may request additional information or utilize recognized third-party assessment tools to support assessment of supplier conformance with applicable expectations.

Intuitive periodically reviews its risk assessment approach and engages in relevant training, industry forums, and information-sharing activities to support ongoing awareness of supply chain risks and continuous program improvement.

Intuitive's due diligence efforts did not identify any incidents of forced labor or child labor in our activities and supply chains in 2025. In addition, based on our ongoing due diligence and risk assessment, we have determined that Intuitive's operations and supply chain are low risk for modern slavery risks. Intuitive will continue its efforts to remain vigilant in this area.

Remediation Measures

As Intuitive's due diligence results identified no incidents of forced labor or child labor in 2025, no remediation measures were taken, including any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains.

Grievance Mechanism

Intuitive has a formal grievance and remedy process where anyone (including employees, contractors, suppliers or any third-party) can report potential human rights concerns via a Compliance Hotline. The Compliance Hotline is available in all appropriate languages and is hosted by a third-party external firm. Concerns may be reported anonymously, where permitted by law. Intuitive prohibits retaliation for reporting concerns in good faith.

Intuitive takes concerns and allegations reported on the Compliance Hotline seriously, with quarterly summaries provided to the Compliance Committee. Intuitive addresses the concerns and allegations promptly, investigates to the extent necessary and takes disciplinary actions as appropriate (which may include senior management discussions, employee communications, process and controls improvements, individual corrective action measures or reevaluation of business relationships).

Training

Intuitive provides mandatory training to all employees on compliance with corporate policies and procedures, including on preventing forced labor and child labor. Intuitive will continue to develop and enhance employee training to address evolving risks, including forced labor and child labor.

Assessing Effectiveness

We recognize the importance that tracking effectiveness plays in promoting continuous improvement of our approach to supporting human rights, including preventing forced labor and child labor. Intuitive assessed its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains through various mechanisms, including:

- Supplier risk assessment
- Monitoring
- Supplier Code of Conduct
- Supplier Agreements
- Global Supplier Manual

Closing Statement

At Intuitive, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labor from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes and partnerships to ensure compliance with internationally recognized labor standards. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labor.

While we are proud of the strides we have made, we acknowledge that eradicating forced labor requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

Approval and Signing

The Board of Directors of Intuitive Surgical, Inc., which is the governing body of Intuitive’s ultimate parent entity, has delegated authority to the Chief Legal and Compliance Officer to sign the Statement on behalf of the Board of Directors.

Full name: Gary H. Loeb

Title: Chief Legal and Compliance Officer of Intuitive Surgical, Inc.

Date: 5/4/2026

Signature:

Gary Loeb

Approval and Signing - The Canadian Act

This report has been reviewed and approved by the governing body of Intuitive Canada in compliance with the Canadian Act.

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report on behalf of the governing body of Intuitive Canada. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting year listed within this report.

Full name: Jamie E. Samath

Title: President of Intuitive Surgical Canada, Inc.

Date: 5/4/2026

Signature: *Jamie Samath*

I have the authority to bind Intuitive Surgical Canada, Inc.

Approval and Signing - The UK Act

This document has been approved by the Board members of Intuitive Surgical Limited, David Marante, Gary H. Loeb and Jamie E. Samath, on May 4, 2026.

Full name: David Marante

Title: Director of Intuitive Surgical Limited

Date: 5/4/2026

Signature:

David Marante